

POLICE

CHRISTMAS 2020

JOURNAL

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



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COVER STORY

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BORDER RESTRICTIONS DROPPED

For 250 days in response to the COVID-19 pandemic Queensland Police maintained vehicle checkpoints along all its Southern borders with New South Wales and South Australia, during the operation the Western border crossings into the Northern Territory were also monitored and controlled.

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

FAREWELL BORDER CHECKS

After 250 days the borders into Queensland have been removed and every QPU member who assisted in compliance duty on the roads, at airports, rail links, ports and bio security protection for indigenous communities need to be commended. Not only those directly interacting on the frontline but everyone involved in logistics, planning and appropriating resources for the entire operation deserve an equal amount of praise.

The work you have conducted was intense and required an enormous amount of flexibility to adapt while remaining compassionate. The hours were long, often boring and in extreme weather conditions but you have made Queensland a safer place.

Your efforts during COVID-19 will have a far greater impact on the State of Queensland than you will ever know. Your diligence is the reason why Queensland recorded minimal infection rates and everybody was able to enjoy significant freedom and movement.

However the job isn't done. Over the next few months thousands of Australians will be returning from overseas and will require compulsory hotel quarantine periods. We know this will result in more positive COVID tests and this places our people at significant risk.

We've already had a situation where almost an entire shift of police on hotel quarantine duty were themselves put into isolation after dealing with a person who was infected with COVID and during a mental health episode became violent at the hotel requiring hands on restraint.

The QPU has been working with the QPS and Queensland Health to look at better selection of hotel sites. Venues that have standard rooms with access to opening windows or verandahs, will reduce interaction during air breaks for guests and the need for a police or ADF escort.

Please continue to follow the health guidelines, use all available PPE and if you do become unwell contact your local QPU Rep or our office in Brisbane so we can provide assistance to you and your family.

Don't forget to use your two weeks COVID leave. This was an entitlement brought about by negotiation from the QPU to acknowledge the additional demands and impacts of the COVID Operation on all police. This leave is important to help our members get some rest and refresh ready for another busy period of BAU.

DRIVING

It is with great regret I provide the following advice to all operational officers. This goes against my heart and my passion for policing and protecting the people of Queensland from offenders. I am sure many of you will feel the same way.

Unfortunately in recent times we have seen a number of police officers charged with dangerous operation for engaging in pursuits and urgent duty driving. These are officers who are simply trying their best to do their jobs and fulfil their oath of office.

The Union is also seeing the number of pursuit related discipline matters increasing, coupled with a clear willingness of the CCC to review those hearings and seek a higher sanction.

In the circumstances, the Union position on pursuits and urgent duty driving is simply not to engage in

those activities at this time. It is not worth the risk of exposing yourself to a criminal and/or discipline charge. It is not worth the risk of being stood down from duties. It is not worth your mental health or that of your family.

The Pursuits Policy makes it clear the QPS would prefer officers not take the risk of engaging in pursuits. It clearly states decisions not to pursue will be supported.

The TO(RUM) Act, s144 exemption does not apply to dangerous operation. I am finding things which would normally fall under the TO(RUM) Act are being elevated to dangerous operation to get around the exemption.

If you decide to engage in a pursuit, you need to make sure you know the policy inside-out. It is important to understand there is a twofold test for commencing or continuing a pursuit.

There are a number of circumstances where a pursuit is permissible under policy, but all of those circumstances are tempered by a need to immediately apprehend the offender.

This means, if you know the offender, then you cannot pursue, as there is no imminent need to apprehend him unless the offender is on his/her way to commit a homicide or other very serious crime and the only way of preventing that is through a pursuit. I would expect alternatives even in those circumstances would

be to secure the potential victim, as opposed to pursuing.

It is not all gloom and doom however. The Union is working on a number of legislative and other reforms to protect police who need to engage in pursuits and urgent duty driving. These include seeking to extend the current s144 exemption to cover dangerous operation.

I have also written to the last eight Prime Ministers in relation to having the Australian Design Rules changed to require all new vehicles manufactured after a future date (to be set by Govt) to be fitted with remote engine immobilisers.

This would in effect prevent the vast majority of pursuits and allow police to safely resolve these dangerous incidents. That proposal is currently on the COAG agenda and will continue to be pushed actively by your Union.

If you do choose to pursue, make sure you can justify your decisions and make sure the reason for pursuit, including an imminent need to apprehend, is clear and in compliance with policy.

Once a pursuit commences, a continuous risk assessment must be done. The last thing anyone wants to see is yourself, your partner, an innocent member of the public or the offender and his/her passengers killed or seriously injured.

Pursuits and urgent duty driving are presently not worth the risk to your career or your health. Think twice before engaging in them.

MDP

The QPU is working with the Service on redesigning what was MDP. Our drive is to develop a system that accurately reflects the skills required for senior managers in the QPS to do the job effectively. There needs to be a strong focus on leadership at every rank level.

Leadership can be hard to quantify and assess and that's where we need

to develop suitable competencies, not a substantive written assignment.

I'm also a strong believer in Recognition of Prior Learning, there are so many skills that people bring to the QPS either from the jobs they held before they joined or abilities they've refined through the job they've been doing for the Service.

Leadership can take many forms not just being an effective supervisor, for example we need strong direction when it comes to Injury Management practices, its important across all ranks from Constable to Assistant Commissioner there's an understanding of the value in having those who have been harmed through their Service getting them back into working productively.

Some facets of MDP will probably be completed through Distance Education practices, it's something we have to accept when conferencing and internet connection is such an effective tool but it still needs to be a fair assessment process.

POLITICIANS

Mark Ryan has been returned as Police Minister and David Crisafulli as the Opposition Leader has appointed Dale Last as the Shadow Police Minister. The QPU is committed to working with all sides of politics to get the best possible outcome for Police.

The QPU will meet with all political parties to campaign for the best deal for our members.

REBELLION

The Extinction Rebellion protestors have returned with their disruptive antics on the streets of Brisbane. The media has been quick to point fingers and demand police action to clear blockades and disruptive tactics.

The QPU supports the ability for peaceful protest within limits. While the message of the ER protestors is often a mash of gobbledegook and confused ideals the police responsible for these situations have many factors to consider and need to be clear in

their thinking including the impact of police intervention on the protestors themselves. We're aware every move police make in this space is potentially being recorded and can be rapidly turned to unfairly skew any action taken.

Many of the protestors are repeat offenders, how about the judiciary make some pretty restrictive conditions on bail that prohibit any future involvement in similar stunts, city exclusion zones could be another option that would allow officers to detain people found breaching those conditions before they can become active in another publicity move.

SEASON'S GREETINGS

I wish you and your families all the best over the festive season. If you have the opportunity to use some of your COVID leave entitlement, enjoy it.

The volunteers at Blue Hope are there if you feel you need some additional support during a time that can be an emotional strain, they're police who are committed to helping other police make it through a tough time.

At the QPU we will be working and are available 24/7 to assist you at any time.

Ian LEAVERS

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MICK BARNES

STRATEGIC ALIGNMENT PROGRAM (S.A.P.)

A huge amount of change and discussion is occurring across the State about the S.A.P. The QPUE has acknowledged that the Queensland Police Service (QPS) as the employer has the prerogative to realign/restructure their workforce, however I have heard some managers state that the QPUE has "signed off" on the entirety of S.A.P. changes. This is simply not the case!

The QPUE have received very broad briefings as to the over-arching aims and intentions of the program and have only recently been involved in a range of Regional or District specific changes.

Members should be assured that the QPUE will intervene each and every time we believe that members are being treated unfairly or unreasonably as a consequence of the changes.

Any comment or indication that the QPUE is supportive or has agreed to a particular change should be considered with hesitation and scrutiny, unless you are in the presence of a QPUE Official or Executive member.

The SAP initiative would be challenging at the best of times however considering the operational factors experienced in 2020 with COVID-19 I think it is safe to acknowledge that most officers' resilience levels are being tested as Christmas approaches.

The SAP is being rolled out initially within the Moreton District with their Service Delivery Redesign Project (SDRP). These changes appear to be considerable with an indication that there is an implementation date of 8th February 2021 in Moreton District and further expansion in other parts of the State by October 2021.

Many thanks too for the members and local branch officials who have and are advising our industrial team of local implementation strategies that are clearly a significant workplace change within their stations and

establishments. There is an industrial obligation for proper consultation to occur when there is any major change.

Members have and continue to respond to calls to manage COVID-19 quarantine hotels despite Border restrictions being eased. There is an expectation that this role alone may increase as overseas flight arrivals rise.

Our COVID-19 response followed closely on from the many bush-fire emergencies around Queensland has taken its toll on resilience levels along with COVID-19 duties. Be mindful that many of us are overdue for recreation leave to refuel.

Considering the recent granting of an additional two weeks leave (COVID leave) for QPUE Members, I'd urge everyone consider taking some leave. In the meantime, being mindful that your own personal threshold to reacting and that of others may be somewhat shorter than usual.

QPS HOUSING

Many members currently occupy QPS accommodation throughout Queensland. Often some minor works require attention and the best time for renovation is when the premises are vacant. Murphy's Law though dictates that the approval for funding will not occur in a timely manner to effect works before any new occupant moves in.

Recently we have been working collaboratively with Regions and the centrally funded Organisational Capability Command which saw

renovations carried out whilst vacant. If you become aware of minor works being necessary and the premises becoming vacant, let me or our Industrial Team know ASAP.

CHRISTMAS GREETINGS

Many thanks to all those who are turning out over the holiday season to perform a myriad of duties. Wishing you all a safe and merry christmas along with a happy new year. Let's all hope that 2021 is a better year for us all.

The QPUE Team will remain available 24/7 throughout and any emergency contact should be via our main number 3259 1900.

Stay Safe

Mick BARNES

General Secretary

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

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

They will steer you in the right direction.



QUEENSLAND POLICE UNION

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SHANE PRIOR

FAREWELL 2020

December has finally arrived and I'm aware most of our members will be happy to leave the year that was 2020 in the past. While there are several words that could be used to describe 2020, one that sticks out is 'change'. This was the year our members were asked to adapt and embrace rapid change. We experienced a global health emergency not experienced in almost a century and with that crisis came a range of legislative and operational adjustments to name but a few. These changes to our normal day to day duties, while being a huge adjustment were met by our members with the same dedication and professionalism, I am proud to see displayed daily. While change, particularly on this level, is never easy to accept or adjust too, our members adapted quickly, showed up and got it done. I was inspired by the commitment shown by our members even while battling their own difficulties and concerns for the wellbeing of their loved ones.

2020 was also the year our members were asked to embrace cultural, social and organisational change. Some of these changes have been a long time coming and are needed for us to improve, others will take time and the adjustments will be painful.

This year I had the chance to speak with many members who are questioning their very existence and place within the organisation.

A year that saw a rise in anti-Law Enforcement sentiment in America that has swept globally, infecting an already fragile and worn out membership struggling with the sudden pivot to address our demand of service for COVID.

I acknowledge this pain was and is very real for many of our members who were feeling more and more isolated, under siege if you will, from a public they were sworn to protect.

In the position I am privileged to perform for you, I am fortunate to meet many people from many walks of life, and I can just say to you, our members, the wider public absolutely appreciate the work that do. I for one am thankful we live in a country that doesn't suffer the deep social issues as experienced in others.

For many members organisational change in The Service Alignment Program (SAP) was too much. For our members in Headquarters and Support Region the stress and anxiety of the unknown really did hit the mark.

I have had many conversations with members who have been affected by these changes, with some members staring down the barrel of reinventing themselves and their careers after decades of service and commitment to a speciality and at the benefit of the service.

I am hopeful, from all the difficulties and challenges thrown at each of us in 2020, I saw just how amazing our members truly are.

The way police from different locations and disciplines embraced working in remote locations guarding the borders of Queensland, through to the dedication displayed by those working in BAU to pick up the slack and push through the endless day to day work involved in modern policing.

I saw members pull together as a family and that is where we draw our strength. I have no doubt 2021 has more challenges and obstacles for us to conquer however I also know our members will unite and meet those head on.



State Crime Command Officers were deployed to remote postings to assist with bio security protection for indigenous communities.



COVID-19 brought on some unusual challenges for staff deployed all across the state particularly away from main population centres.



Many Headquarters & Support staff played a key role in COVID compliance checking during the early stages of the operation.



Rail Squad had a key role confirming quarantine status of passengers arriving on interstate trains.



QPU Vice President Shane Prior assisting with compliance checking for people in home quarantine and business restrictions.

Lastly, I wish to take this opportunity to wish you and your loved ones a Merry Christmas and Happy New Year. I hope each of you get the chance to have some much-needed rest and down time and celebrate an unforgettable year with those who you care about the most.

I'd like to send a special message of thanks to your hard-working Union Delegates who have not only provided me with excellent advice, support and guidance through the year, but who have also been your voice and your advocates.

Shane PRIOR

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HQ & Support Region
QPU Vice President
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**Sometimes our protectors
need protecting...**

**for a fair and just outcome
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PETER THOMAS

My final article and Christmas message for 2020 would not be the same if it did not have 'The Good', 'The Bad', and 'The Downright Ugly' theme.

2020 has been a year that has been particularly tough with the loss of loved ones for so many, including my family. This year has also seen much joy and happiness for many families with new relationships, marriages, and the addition of babies creating new families.

Lock down has seen the inability of families and friends to meet over an extended period; and thankfully the borders have opened just in time for this festive season.

This year we had a wage freeze placed upon our members and thankfully our dedicated union team negotiated an amazing deal to ensure our members did not suffer financial detriment.

This year has seen many of our colleagues struggle mentally and financially with the demands of this job and the additional pressures of

COVID-19. I encourage QPU members to not feel too proud to ask for assistance, reach out to Blue Hope and other support agencies, they are there and dedicated to assist you.

Through all of this adversity our members 'just got in and got the job



Anyone who worked at a vehicle checkpoint in North West Queensland or biosecurity area during COVID operations would have memories of the fly and bug swarms. It didn't stop us getting the job done.

done'. I have seen the dedication and commitment of our Union, Senior QPS management, and members regularly churning out very long hours due to the fluid nature of the COVID response.



QPU General Secretary Mick Barnes and Industrial Officer Stephen Mahoney joined with me to brief QPU members at Ingham and Halifax about the Union negotiated benefits around COVID pay deferment.

THE GOOD

I sincerely thank our QPUE administration staff, Industrial and Legal Teams, Political and Media advisor, and our IT officer for their dedication and commitment during such demanding times. You have done our organisation proud. To my Executive colleagues and our Full Time Officials a very sincere thank you for your support.

To my QPS managers, RCC Kachel, AC Schafferius and Deputy Commissioner Taylor I thank you for allowing me the flexibility to undertake my Union role, but especially for having an 'open door policy' where I can raise matters affecting our members with you and have them addressed promptly.

THE BAD

Unfortunately, we have seen an increase in negative workplace behaviours and hopefully with the 'pressure valve' released and demand slightly decreasing to the COVID



It didn't matter if Police were at some of the most remote vehicle checkpoints in the State, the QPU was there assisting with the welfare and entitlements of members during COVID-19.

response we may see a reduction of these behaviours in 2021.

A huge thankyou to QPU General Secretary Mick Barnes who has assisted me on multiple occasions to provide support to all of our members through our Union Member v Member policy.

THE DOWNRIGHT UGLY

Throughout this year I have had the misfortune to deal with a QPS manager (Senior) that has treated our people poorly and really has no concept of emotional intelligence quotient (EIQ).

Emotional Intelligence Quotient is the capability of individuals to recognise their own emotions and those of others, discern between different feelings and label them appropriately, use emotional information to guide thinking and behaviour, and manage and / or adjust emotions to adapt to environments or achieve one's goals.

Some of the words associated with EIQ include – empathy, compassion, sympathy, and equity and fairness. All of the trait's one would assume that a good leader and manager would have.

Well surprise, surprise not all of our leaders (including this one) have such traits and when it comes to compassion, empathy, sympathy, equity and fairness it is almost non-existent.

I can assure you that at every opportunity in 2021 I will shine the light on this poor behaviour to ensure our members that are doing it tough are treated with dignity, respect and fairness.

In closing I wish to thank those that have provided me so much support throughout this year. A special thank you to my wife who is always alongside me, supporting me in what I do, and for rarely complaining when the phone is ringing at all hours.

Over this festive season take care of yourself and each other, take time for family and friends, don't forget your



Treasure any time you get with family this festive season and importantly take the opportunity to relax in North Queensland.

Union reps are here for you 24/7; and remember no union rep = no interview.

From my family to yours we are wishing you and your families a very happy and safe Christmas and a wonderful New Year.

Peter THOMAS
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MARTY BRISTOW

REAR VIEW

So as 2020 comes to an end I can hear the cheers, expletives, comments and remarks from a significant amount of members, QPUE representatives, QPUE staff and even management within the QPS.

Whilst this time of the year my article would usually have a review of the year in passing, honestly I'd rather just leave pretty much everything that occurred during 2020 in the rear vision mirror and not make reference to it whatsoever.

What I would like to say and have said many times before, is over the Christmas period make sure you look after yourself, your family, your work colleagues and everyone you interact with.

Whilst Christmas time conventionally is a very happy and joyful time for many, unfortunately it can be a time of sadness and despair for others. If you see someone struggling, down, unhappy or the like, reach out to them and ask if they need help. Sometimes a hello and a smile can make all the difference.

Whilst I suggest everyone take part in some Christmas cheer, please drink responsibly, don't drink and drive, don't get drawn into any alcohol fuelled violence, and other antics that may have you in the hot seat if and when the QPS find out about it.

If you are lucky enough to access recreational leave, ensure that you give yourself plenty of time to relax, recharge and revitalize after what has been an extremely difficult year for everyone.

BELATED PRESENT

Whilst I don't believe that QPS would be able to provide any gifts this year, here is a Christmas present I would suggest that could potentially be a belated present in 2021:

I just have one request and I believe that this is significantly important to

the future of the Service. With CDP and MDP on the way out the QPS needs to find a realistic way to educate and train the future leaders coming up through the ranks.

I know many will not like this but I believe that training needs to be undertaken in a classroom environment and not an online package that requires participants to sit and stare at a computer for hours on end.

There also needs to be a standard which the instructors/trainers can refer to, so that all attendees are assessed equally unlike the assignments previously required in CDP and MDP. As we all know there have been cases of significant variations in markings on assignments that were very similar.

It is rumored years and years ago that a number of persons got together and on submitting very similar assignments one received a distinction one barely passed and one failed, all the same assignment.

Why do I believe this course is needed in the place of MDP/CDP? Well the Service needs to instill leadership qualities into its future managers. The course/training needs to emphasize management styles and traits of good and effective management, such as honesty when dealing with staff.

There is nothing more destructive to a relationship with staff than a manager being dishonest to them. For when they are found out, it will be a long, long time before that manager will be able to regain the trust of their staff.



Christmas in Cairns and Far North Queensland can be an opportunity to hit the reset button after a busy year and enjoy some time with family and friends.

There has for quite some time been discussion/issues/concerns with saying whether we need “managers” or “leaders”. Personally I believe we need leaders as good leadership is required to inspire staff.

Good leaders will be positive in the face of adversity, will possess excellent communication skills, good leaders know when to talk to staff and when to listen, making them an effective communicator.

They also know when to delegate tasks. This brings in that a good leader will be familiar with their staff and knowing their strengths, weaknesses and personalities.

Good leaders will also understand how important it is for their staff to be able to develop skills, ensuring staff are always improving themselves, gaining experience in higher duties and leadership rolls. This assists in a positive workplace and good morale amongst employees.

Lead by example should be the only leadership style when interacting with staff. Can you imagine the negativity there would be towards a manager, if staff are expected to provide 110% effort all the time but the manager doesn't show any at all.

A good leader will take responsibility when things don't go as planned and not blame others for the failure. They will instead focus and identify how to solve the problem as soon as possible and not make excuses. They will be positive and discuss with staff what occurred and how to rectify it in the future.

These are just some of the leadership qualities that need to be discussed and instilled in members taking part in any leadership/management course. I believe these qualities can't be taught via a computer, they need to be discussed in a classroom atmosphere.

Let's hope the QPS can see fit to train and educate staff in the future, rather than relying on an antiquated system

where many applicants feel obliged to show how they have disciplined someone when applying for a promotion. Instead breeding a more positive education based promotional system.

That's me for 2020, I wish you all well and look forward to moving forward to ensure that 2021 is a great year for all.

I'm available 24/7

Marty BRISTOW

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KEV GROTH

STRETCH MARKS

Another year comes to a close. And what a year it has been! Probably the most demanding year the QPS has ever seen, with COVID-19 stretching the thin blue line to extremes.

But like usual you the members have gone above and beyond achieving what let's be honest management and the government hoped and dreamed for, but you guys and girls in blue achieved.

Not only have you done an outstanding job manning numerous border checkpoints, Airports, Hotel Quarantine and VCP's over the past 9 months you have also kept turning up maintaining BAU across the state in demanding and confronting situations on skeleton staffing.

You have left your homes and families time and time again to ensure the safety and wellbeing of all Queenslanders was preserved. You should be immensely proud of what you have achieved.



Hotel Quarantine duty is expected to extend well into 2021 and will require resources from across all Regions to maintain around the clock operations.

Of course, it is a team effort and thanks and praise also go out to all the staff members, SES, ADF and volunteer personal who also braved the front line with you. A response like this has

never been done on such a scale (and hopefully never will again)

But the job is not over, we still have 30,000+ expat Australians overseas waiting to return home, which means that the threat of outbreaks is far from over. Hotel Quarantines will continue for some time and I ask you to maintain patience and let's finish this effort strong, ensuring we beat this pandemic.

Throughout the year we have seen changes to the way we do business, some due to organisational restructures and service realignment, but also due to COVID restrictions. Some good some not so good. I want to pose a question to you all,

What changes due to COVID have you experienced that you would like to see remain long after COVID is gone?

Feel free to email me with your responses, lets see what we can do about making things easier and cutting through all the BS redtape that ties us all up needlessly.



Hotel Quarantine Compliance in QLD has set the benchmark for international standards in response to COVID-19.

I would like to also thank all the branch officials not just in Central Region but throughout the state. You guys and girls are the backbone and frontline of our Organisation and make mine and the rest of the Executives jobs that much easier.

Knowing we have a group of dedicated people out there looking after the safety and wellbeing of our members is heartwarming. I thank you for the countless hours in your own

time spent looking after members, your work is appreciated and doesn't go unnoticed.

Next year we will be running more Branch Official training courses, for our newest officials and I look forward to catching up with you all in the new year.

Until then for those members working over the Festive Season, stay safe, watch each other's backs and have a wonderful XMAS and New Years.

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

Kev GROTH
Regional Representative
Central Region
0401 672 997
kgroth@qpu.asn.au

Hooroo and Cheers

**SERGEANT
MICHAEL DESPOT (4004062)**

OIC Tannum Sands

41years Service

Last day: 24/4/20

Mick joined the QPS in 1979 as a third year cadet, he then served at City station, Wynnum, Cleveland, Ipswich, Booval and Roma. Mick was hand selected by the Commissioner to join the undercover unit in the drug squad and became a specialist, infiltrating biker gangs and crime families supplying heroin, LSD and cocaine across Queensland.

His cases over two and half years are credited with significantly damaging the drug trade. Returning to General Duties at Bollon he was also the towns ambulance officer and delivered 5 babies. A switch to Calliope for 14 years as the OIC, where he oversaw the station completely redeveloped and expanded, his go getter drive had him in the news in 2011 for detaining a 90kg pig that was causing havoc in the town.

Mick's last 5 years of Service were at Tannum Sands as the OIC. During his time at 'the sands' he was praised highly for his community involvement and initiatives.

Mick served as QPU Branch President in Roma from 1998 to 2001 and Branch President of Gladstone from 2007 to 2020. Mick Despot was inducted as a Life Member of the QPUE in 2013. He offered this advice to young constables about becoming an active Union member, "If you want to truly make a difference to frontline policing be active in the QPU. Through my involvement I was able to influence the types of vehicles the Service bought, uniform changes, weapon selection and Enterprise Bargaining.

"I can proudly say I had a role achieving pay rises for all members and the OIC allowance for all OIC's no matter how big the station. In terms of the blue family I never sold my soul to achieve a promotion and never ever dobbed on another cop."



The time Sgt Despot 'arrested' a mermaid in Tannum Sands.



QPU General Secretary Mick Barnes has been mates with Mick Despot for 37 years and they toasted to some spectacular memories.



COVID restrictions not only delayed Despot's farewell but limited the number of colleagues that could attend. QPU G/S Mick Barnes, Tracey Despot, Mick Despot, QPU Industrial Officer Stephen Mahoney, QPU Central Region Rep Kev Groth.



GRANT WILCOX

MERRY CHRISTMAS AND HAPPY NEW YEAR

The time has gone so fast, I'm doing a bit of forward planning and hope this message gets to you all in a timely manner.

2020 has become a year to remember and I hope 2021 becomes epic for all the right reasons.

To all our members I wish you a safe and happy Christmas with an equally prosperous New Year.

To all the delegates in the North Coast Region again ditto but a massive thank you for all your union support over the last year.

To those at the QPUE office, Admin, Industrial, Legal's and all our supporting people at GNL, GNECH Lawyers, Hall and Payne lawyers, all at QBank, Police Health and our Full Time Officials.

Again, I wish you all the best and keep safe.

SICK LEAVE

So QPS here's the challenge, use the SLB for what it was intended, do not use it to punish unwell members.

I spoke recently of the need to get long term health of our members on track and supported firstly by the QPS and then the QPUE.

If you are aware of a member not well and certainly almost probably disengaged from the QPS, there are consequences for that individual for failing to maintain contact with the QPS, especially if they need to access the Sick Leave Bank. Whether they know it or not, they need to maintain contact with the QPS.

I know what you're thinking...'the QPS could be the problem'. That doesn't mean having to disclose confidential

information. There is certainly enough support out there to advise regarding the release of this information. It could be as easy as nominating a QPS mate.

I must say I am disappointed (a word I use when I can't really say what I want to) when I contact, or am contacted by members to provide advice and I hear that the support from the QPS is less than helpful.

I know that the aspect of the Sick Leave Bank for members is a great idea, and I absolutely believe that is correct, if applied with the best intentions.

What I don't like hearing is that the QPS has opposed a member's application because they have failed to maintain contact.

Really, ...really, this is a very ill person and best that can be done while they are unwell is to stop the help they really need, by cutting off the dollars we have donated out of our pockets. This is not coming out of the pockets of the QPS or the QPUE.

Recently I had an unwell member contact me who didn't know they were required to maintain contact with the QPS and had only maintained contact with Injury Management.

An individual whose mental health was at an all-time low, so rather than give this member any further help, QPS opposed the application for relief in the Sick Leave Bank, even though injury management was aware of the contact maintained through injury management, how do they then come

to the same conclusion as the QPS, to oppose the application?

I know an answer I'm sorry to say, but that doesn't help as the damage has already been done to the member.

Surely more can be done to support the members who are suffering significantly. Punishing an unwell person financially will not make them better.

What empathy??? One would truly question what was the motivation of the benefit of the Sick Leave Bank is if it was also used to punish unwell people.

So QPS, here's the challenge, let's all use the SLB for what it was intended, and do not use it to punish unwell members, try harder to be understanding. Together we can all get this right, this is not subject I want us to fail on.

How can we help? Call us if you need assistance, if you know a friend who needs assistance, let us know, let me know, I will help 24/7 0411359555.

Urgent Duty Driving - Code 2 does not say speed, just lights and sirens with due care.

When will the QPS advise members what is the top speed they can travel, above the relevant speed limit so as not to impinge urgent duty driving policy?

When will the QPS define the capabilities of a police motor vehicle in policy to ensure that officers can adequately assess the vehicles

capabilities when articulating how they engaged the vehicles capabilities?

At the moment, I'll take the bold step and state to members, if you exceed the speed limit expect a please explain. Remember 40Ks over and something happens you can expect to be questioned criminally, as this is a circumstance of aggravation to Dangerous Driving.

Know that there is a bees difference between Dangerous Operation and Due Care. Add excessive speed and don't expect the QPS to assist you.

On that note, as the QPS wont state it, I will, do not exceed the speed limit by more than 40ks and drive with due care as you must. I would also suggest that in 40, 50 and 60 km zones exceeding the speed limit is much less whilst driving with due care, it is if you want to stay in the good books.

Your articulation of the vehicles capabilities must come from somewhere, just because the speedo says 240ks tops, is that within the vehicles capabilities? We have a QPS policy which states we must operate with consideration of the vehicles capabilities, but they are not stated anywhere.

CODE 2 DOES NOT SAY SPEED, JUST LIGHTS AND SIRENS WITH DUE CARE.

I remind you all to have a read of Urgent Duty Driving Policy. You need this understanding before getting behind the wheel.

With the advent of Dash Cam, BWV and a CAD system that can monitor your vehicle and you, err on the side of caution, you will be supported.

This message is brought to you by your friendly union rep who is attending many interviews with this, "please explain" question followed by unwanted outcomes for members.

Do not exceed by more than 40 kms and drive with due care and attention

It does not seem that you will be supported by the QPS when high speed is involved in the review processes.

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

Grant WILCOX

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Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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COL MULLER

CHRISTMAS EVE PUBLIC HOLIDAY

It's worthwhile checking your roster over the next few weeks with a slab of public holidays in place. One of the newer ones created by the Palaczesuk Government provides for public holiday provisions from 6pm on Christmas Eve. It has generated a lot of inquiries so I've asked the QPU Industrial Section to provide the simple explanation, so here it is:

A member can be rostered a RD on Christmas Eve 24th Dec. For there to be no further benefit or entitlement they must not work past 6pm on 23rd Dec. An RD must be 24 hours and for Christmas Eve only this can be 6pm to 6pm. (Generally it is midnight to midnight)

For example:

If the member works 8a-4p on 23rd, they can have an RD on 24th, with no further benefit or entitlement.

If a member works a 2p to 10p on the 23rd they should either be rostered a shift on 24th, be given a PHO or if rostered a RD will accrue an additional day off.

HIGHER DUTIES

Clause: 75 Higher Duties

Commissioned and Non-Commissioned Officers

(1) The following applies in lieu of clause 12.7 of the Award:

- (a) Where a police officer is directed or rostered to fill temporarily the office of a police officer of higher rank, or a vacant office of higher rank to which an appointment has not been made, the police officer will be paid, subject to subclauses (c) and (e) below, extra remuneration at the minimum salary rate applicable to the higher rank provided that the police officer:
 - fills temporarily the position for more than 3 consecutive shifts not including rest days; and

- performs all of those duties and accepts all of those responsibilities for the time being associated with the position.

- (b) 'fill temporarily' includes those relieving periods where the incumbent officer is absent on PDOs.

Classified as OFFICIAL

- (c) Where a Constable who has been remunerated at paypoint 1.6 relieves at the rank of Senior Constable, the amount of extra remuneration payable to such officer will be the difference between paypoint 1.6 and paypoint 2.2.

- (d) In each case the amount of extra remuneration payable to an employee will be the difference between the employee's salary and the minimum salary prescribed for the rank to which the employee relieves.

- (e) Where a Senior Constable remunerated at paypoint 2.10 relieves at the rank of Sergeant, the amount of extra remuneration payable to such officer will be the difference between paypoint 2.10 and paypoint 3.2.

- (f) If a police officer who is temporarily filling an office of higher rank goes on annual or sick leave, such leave will not be deemed to interrupt the period of performance of such duties if the employee resumes the same duties on the return from leave.

- (g) Where a police officer takes any form of leave on full salary other than annual leave or long service leave, after the officer has been directed to assume the higher duties and responsibilities for the immediately preceding 12 months, higher duties shall continue to be payable in respect of that leave on full salary if, during that 12 months, the only leave which the officer has taken is leave which may be credited as service.

- (2) Subject to subclause 1(c) and (e) above, where the office of higher rank is an OSA position an employee shall receive, in addition to any higher duties, the OSA calculated on the minimum salary prescribed for the higher rank.

- (3) The following applies to non-commissioned officers only:

- (a) Subject to the following conditions, a non-commissioned officer performing higher duties at the ranks of Senior Constable, Sergeant or Senior Sergeant will not be financially disadvantaged relative to their substantive wage and composite allowance if they access any paid leave during or immediately after a period of higher duties.

- (b) The provisions of (a) above only applies:
 - to leave taken in the 12-month period after date of commencement of any continuous period of higher duties; and
 - where the officer has been

in receipt of the composite allowance for a minimum period of 52 weeks prior to commencement of higher duties.

- (c) The conditions applicable to payment of the composite allowance apply (e.g. non-payment of leave loading when receiving OSA) whenever the substantive wage and composite allowance is paid under this clause.
- (4) Subject to subclause (5) below, where the office of higher rank is not an OSA position, and the employee is currently permanently in an OSA position, the employee will continue to receive the OSA calculated on the employee's substantive paypoint for a period up to and including 28 calendar days.
- (5) Whilst relieving as a commissioned officer, employees are subject to the same terms and conditions as commissioned officers.
- Therefore, subject to clause 56(5) of this Agreement, employees relieving in a commissioned officer position will not maintain the OSA payment from the date of commencing such relieving.
- (6) During maintenance of the OSA referred to in subclause (4) above, under no circumstances shall shift and weekend penalty rates, public holiday penalty payments, leave loading payments, Overtime Considerations payments, One and Two Officer Station Allowance, PCYC Zonal Coordinator / Project Booyah Allowance, QPCYWA Allowance, Beats Allowance, CPO Allowance, SARCIS Allowance or TSIPSO Supervisor Allowance be paid in addition to the OSA.

ST GEORGE IN COLOUR

I had the pleasure in November to visit St George Station and when you walk in the foyer of the station you can't but help notice the enormous indigenous artwork that links the community with the police station. PLO Adam Osbourne is heavily involved in the project and is really making a difference for police in the town using slightly unconventional methods. (There's a feature article on PLO Osbourne and the St George Art

Project in this edition of the Journal if you'd like to read more).



PLO Adam Osbourne has created a beautiful artwork in the foyer of St George Station that could become a tourist attraction.

The team came together during the evening while I was there for a meal at the staff Emu Club.



Team St George enjoying a break from the daytime heat at the Emu Club.

HIGHLANDS DESIGN

Stopped in and visited Highfields Police Station, very impressed with the build quality of the station and the

enthusiastic staff. The station is well positioned and set out to provide an increasing Police response into the future.



The internal layout of the new station is practical and still has that fresh paint smell.



The Highfields Police Station was officially opened in September 2020 and the staff are already making significant community links.

Col MULLER

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Hooroo and Cheers

SENIOR SERGEANT JOHN HOLDCROFT (4006748)

Executive Officer Yamanto

33years Service

Last day: 26.11.20

John was sworn in on the 9th October 1987. John was piped out at Yamanto Police Station on Thursday 26 November 2020. His official send off was at the PA Hotel at Booval on 26 November 2020.

John served in the Cairns Traffic Branch, Kuranda, Whitsundays, he served as the OIC at Eulo, Doomadgee, also Booval and Yamanto before heading to Mackay where he was promoted to Senior Sergeant as the XO. He returned to Yamanto as the XO prior to retirement.

John was also an active member of the SES for 45 years.

Congratulations on retirement John. I am sure you will enjoy your farm and Deb will find plenty of things to keep you busy.





KERRIE HAINES

MORETON DISTRICT BOUNDARY REALIGNMENT-SOUTHERN REGION

On 13 November 2020, the Deputy Commissioner announced the realignment of the Moreton District boundary to include the Dayboro, Petrie and Mango Hill/North Lakes Divisions. In addition, Albany Creek Division will transition to the Inner West Patrol Group NBD, effective as of 16 November 2020.

On 19 November 2020, essential changes to core systems were unable to meet current changes and further work is required and the boundary realignment is now deferred to 8 February 2021.

The 5 PRPG DDOs will continue to perform the role of authorising officer for Moreton District DV related matters.

The PRPG DDO's were not consulted during the process and they have not been orientated to the District. PRPG DDO's have gone from managing 4 Divisions to 12 and their geographical area of responsibility is from Petrie to Dayboro to Moore, Kilcoy, Caboolture, Deception Bay, Bribie Island and Redcliffe; an impossible task attending jobs, supervising and supporting crews.

One DDO is concerned about the pending increase in workload and responsibility, without the increase in numbers how do they their job effectively? In comparison, Logan and the Gold Coast have 7 DDO's rostered two of them are on during peak times, splitting their Districts. It will be difficult to adjust from being 'hands-on' to an invisible voice on the other end of a phone. It is also worth considering that junior staff shall be at more risk, in many ways due to the decreased level of on the job supervision, guidance and assistance.

This new 'super district' is not a sleepy little hamlet either. It contains the fastest growing areas of the State and is highly populated by low socio-economic communities and much of it lies upon a railway passage, which brings a whole new set of issues.

Work continues as we move towards 8 February 2021, everyone is working hard in the background to ensure everything from radio channels to QPRIME and the other systems will function for the realignment. There needs to be more consultation and communication with front line supervisors and members, a valuable resource contributing to an easier transition.

AWARD WINNER

Congratulations to Senior Constable Ben Bjarnesen, named as one of 50 Outstanding 50 LGTBI+ Leaders in our community. Deloitte collaborated with Google and Energy Australia to celebrate 50 new inspiring LGTBI+ leaders, delivering a report which is more diverse than ever before, including individuals who identify as

trans- and gender-diverse; non-binary; queer, and bisexual.

The report recognises the many role models in our community and this year's report includes remarkable leaders from the public sector, government, social enterprises, and small to medium-sized businesses, alongside those in traditional corporate roles. The purpose of this report is to help LGTBI+ people 'be what they see', inspiring a new generation of leaders from many diverse parts of our community.

Ben from Fortitude Valley Station is a volunteer LGTBI+ Liaison Officer – a role he has held for more than ten years. Ben is also a founding member of the Queensland Police LGTBI+ Support (employee) Network. Ben also



S/C Ben Bjarnesen Founder & President LGBTQ Domestic Violence Awareness Foundation.

founded the inaugural LGBTI Domestic Violence Awareness Day campaign in May 2020, to shine a light on LGBTI+ experiences of domestic violence and abuse across Australia.

WILL 'CASHY' CASH MEMORIAL OZTAG TOURNAMENT



S/C Will Cash died from a medical condition in June 2020 and the oztag competition will become an annual event in his honour.

On Wednesday 11 November 2020, the Will Cash Memorial Oztag Tournament was held at Brisbane Bayside State College. 'Cashy' coached a number of students at Wynnum SHS along with other schools who attended the event. 'Cashy's' wife Mel and their children also attended the tournament.

The main event was the game between the Police Oztag team v Teachers.



Part of the 'cashy crew' John Moss, Meg Thornton & Michael McCoy.

Constable Meg Thornton of Fortitude Valley Station gave the following account, "The team made it down to Bayside College to play the Teachers and the "Cashy Crew" in remembrance of our Brother (in blue) Will Cash aka ..."Cashy". The event was amazing, a day worth repeating. Cashy was always one to get people together with Oz tag, we all know why he loved the game so much."

Kerrie HAINES

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

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

QUEENSLAND POLICE UNION

www.qpu.asn.au





SHAYNE TREASURE

INERTIA VIA POLICY

When reading the Coroners Report as to the tragic events at Melbourne's Bourke Street a theme arises throughout the report in regards to faith in higher ranks and the dilemma of commanding risk in a situation as a supervising officer. These issues can be seen in the application of pursuit and boxing in policies in our own fair State. The below are a few interesting paragraphs from the Coroner's Report which I find may have application across many jurisdictions including ours. I think it talks for itself as to the implications on operational Police.

"Regardless of whether the vehicle could have been stopped before coming into the city, the fact is some of our members felt uncertain if they would be supported in taking more forceful and decisive action."

"This is not how we want our police officers to feel."

There is an emerging trend in regard to vehicle related matters to have consideration to what people think of the "Brand" rather than what the public expect of their Police and what their Police should do. I see this in the micro examination of some speeding issues where operational Police are attempting to conduct operational policing.

Police need to exceed the posted limit to do their job, get places quickly and catch crooks, dress it anyway in any terms you want but this is a base public expectation of us. I hold grave concerns that we will no longer catch up and look at occupants of cars and give it our all to do the job.

Inertia will be the response, why put yourself in a position of being constantly scrutinised for speed detections that really are not much over the limit for doing your job. *This is not how we want our police to feel.*

THE ANONYMOUS COMPLAINT- A MATTER ENTERTAINED OFTEN TOO FAR

Reciprocity by proxy, a square up with Police, a cowards attack, the anonymous complaint is a quick and easy way to throw some mud safely at an officer for

doing their job. Safely call or email your fictional nefarious story in and have your venom converted to a 466 and investigated, cause the officer grief and slur them safely without any comeback.

Yes it goes nowhere 99.99999% of the time but the salt in the wound is in the Outcome Notice, "Unsubstantiated". Not Exonerated as it should be, despite how fanciful or evidentially lack the cowardly story is. I believe the methodology of managing anonymous complaints needs a review.

If a citizen or god forbid an officer makes an anonymous complaint about an officer it should be thoroughly investigated every time. This is not an issue. The issue is why label the matter as unsubstantiated. If the complainant has not the courage or belief in their cause to name themselves on a complaint the matter should not be finalised with an inconclusive outcome.

In every instance an anonymous complaint is run out to nothing the matter should always be "Exonerated" nothing less. The argument in play is not about deterring complainants coming forth. The issue is about softening the blow of free hits Police should not have to tolerate.

GROUP ELECTION RESULTS

Congratulations to the newly elected Branch Officials in the Upper Mt Gravatt area. President Sgt Mick Eadie, Vice President S/C Simon Toone, Secretary

PLO Purdy Huang and Assist Secretary (Welfare) SSgt Bernie Quinlan.

I have faith in the experience of this team to meet local union service demands and ensure our people are industrially and legally protected in the conduct of their duties. In addition to this, Purdy is the first PLO Branch Official elected into the QPUE and is looking forward to conduiting the issues of PLO's and Watchhouse staff into the union.

FESTIVE MADNESS

It's that time of year again, but a year written by Steven King and directed by Quentin Tarentino. In a lot of ways I'm glad its over and dread what would come at us if we had longer to go.

Again we will be out saving people from themselves and forgoing time with our friends and families in doing so. Again we will deal with people who will assault and abuse us and blame their behaviour on their voluntarily consumed drug and drink.

Again we will deal with trauma and tragedy on the roads and in houses in twisted wrecks and broken relationships. Why, because that's what we do and we don't really ask for much for it either, from the government or the department .

Just pay us properly, equip us well and give us the policy and equipment to do our job and protect the public. I would ask every member to take the time to

check on their own mental health, look after your mates and your family and that hopefully next year is not a repeat of what we are leaving behind us.

Do your job to what the department will cover you for, no further. The juice is not worth the squeeze.

TISM

(THIS IS SERIOUS MANAGEMENT)

- Deidentified application processes for a true meritorious selection process
- Fulltime Polair coverage
- A workable Injury Management System
- An urgent overhaul of psychological services
- Regional parity for staff, vehicles and training
- Growth of staff and resources in line with population growth

- Moving our first class people out of third class facilities at the Academy

Stay Safe.

Shayne TREASURE

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streasure@qpu.asn.au



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

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



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ANDY WILLIAMS

HIGHER STANDARDS

I have been concerned for a long time about the actions of the Crime and Corruption Commission. They are supposed to be the exemplar agency for good conduct and fairness, if you are the lead agency for such matters in Queensland it is incumbent on you to hold yourself to very high standards indeed. I would argue your conduct should be beyond reproach. If police are justifiably held to a higher standard by virtue of their appointment, the CCC should be held to a higher standard again.

I sat through operation Tesco where vast sums of money were invested in a 5 day public hearing on police misconduct which promised to unearth vast police misconduct but were reduced to discussions about half price

It does not seem to matter to them that the sanctions are within the precedent range for the conduct, they appeal, and in doing so, they expose the member to considerable emotional strain, and the matter meanders through QCAT.

Is it the case that there is no chance that other sections of the public service aren't engaging in this conduct? Or does it suit the agency's agenda to limit the focus to police.

Whilst they were involved in the drafting of the new police discipline legislation and policy it would appear that they have scant regard to the intent of the legislation.

McDonald's as being the slippery slope that inevitably led police to darker conduct (an interesting and ironic story, one of my former colleges tells a story how a CCC staffer informed him he should have parked at a particular carpark because it had a 'special rate' for CCC staff members).

I believe that the CCC have lost perspective when it comes to matters involving police, their conduct in matters involving police has become fixated. Whilst they were involved in the drafting of the new police discipline legislation and policy it would appear that they have scant regard to the intent of the legislation.

We are at the point where I believe that the CCC are engaging in noble cause corruption, the end justifying the means, having little or no regard to precedents before they throw their considerable (taxpayer funded) legal resources on appealing discipline sanctions.

It would appear they do this without a good faith belief that the sanction is manifestly inadequate, but to use the threat of a permanent loss of rank and publication of the facts surrounding the matter to bully the member into accepting an increased sanction. I would have thought that the principals of being a model litigant would be a guiding force for them.

When it comes to hacking, Alan MacSporran told a recent police conference, that the reason that police members were overrepresented in these matters was that our computer system made detection and prosecution so easy.

Naturally you would think that he would be shouting the fact that other Government departments need to implement a much better system to detect such matters, you would think it would be a major priority for his organisation, (but all we hear are crickets).

Now I hear that the CCC has an interest in police driving, not the driving of emergency services as a whole (not that I would wish the unfair focus of the CCC on our brothers and sisters in other emergency services). It would appear again, that in our attempts to be more accountable and open in how we do our work we have opened the door to the gaze of the CCC.

I would suggest that there is nothing in any Judicial review into how we engage with Urgent Duty Driving that would encourage such navel gazing, I sit on the review of every at fault traffic accident that occurs within the South East Region, there is no suggestion that dangerous driving is a major cause of accidents within the QPS, I would suggest that bollards are a far greater foe.

We are the most open of any emergency service, every activation of a traffic camera requires a depth of investigation that would amaze our emergency services brothers and sisters who have their tickets waved in good faith if they have their flashing lights on.

Police driving is reportedly the new 'hacking' and we have seen a couple of our members charged with Dangerous Operation for merely doing their jobs.

Obviously, I can't comment on these matters as they are before the courts other than to say they have the full support of the QPUE, but one wonders if the fact that we are activating body worn cameras when undertaking these duties, is providing yet another situation where 'our system is just too good'.

What is worse is, it is a direct attack on members who are acting in good faith trying to get the job done. If it continues, I would be hesitant to recommend that members drive code 2, because the inevitable slippage in these decisions will see more members charged for less. Again, the CCC is strangely silent on cameras in other government vehicles.

For years the CCC focused their attention on Police, recent history has shown that while they were doing this, they allowed other forms of corruption to flourish.

Recent attention to local councils and within the legal fraternity, other operations have unearthed former members who were a disgrace to the oath they swore, and their renewed focus on these areas is welcomed.

I would respectfully suggest that there is a need to focus on these areas, rather than trying to create corruption out of police doing their best to protect the community.

Andy WILLIAMS

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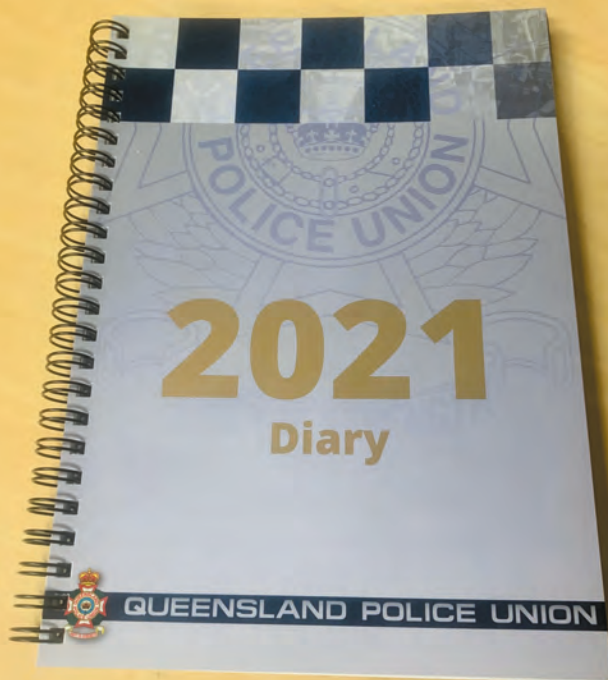


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LOCK IN THE DATE



The 2021 QPU diaries have been distributed to all QPU members at Police Stations and work units across Queensland.

The diary contains space for daily appointments, key calendar dates and contact information for the QPU Regional Reps for your area.

The mail out according to our supplier has been completed so check your mail distribution point or with AO staff if one hasn't been allocated to you. Further requests and follow ups can be made with the QPU Membership Team at our Brisbane Office on 3259 1900.





OUR PEOPLE MATTER

WELLBEING & SUPPORT SERVICES

Supporting members and families throughout their QPS career and beyond

Explore online mental health and wellbeing resources, information and links relevant to current and former Queensland Police Service employees and their families.

<https://wellbeing.ourpeoplesmatter.com.au/>



QUEENSLAND POLICE UNION

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Border Restrictions Dropped

By Darren Curtis

For 250 days in response to the COVID-19 pandemic Queensland Police maintained vehicle checkpoints along all its Southern borders with New South Wales and South Australia, during the operation the Western border crossings into the Northern Territory were also monitored and controlled.

The plan was to restrict access into Queensland to prevent travel of residents and visitors from designated interstate COVID hot spots entering the state and potentially creating uncontrolled community spread of the virus.



24 hours a day for 250 days interstate residents were turned around at vehicle check points unable to enter Queensland.

QPU General President Ian Leavers said the first phase of the operation was stood up in 48 hours, something that is not familiar for police who traditionally like to extensively plan for major events, "With the G20 and Commonwealth Games we had planning cells established in the years prior, we didn't get that opportunity with COVID-19 where we became swept up in a global pandemic.

"No matter what your role has been you've been ensuring the safety and security of Queenslanders and limiting the spread of the COVID-19 virus. The



Police celebrated with Police Minister Mark Ryan the endurance of QPU members and the lifting of restrictions allowing all interstate visitors to pass into Queensland from 1am December 1, 2020.



The last driver requiring a Border pass was checked through at Coolangatta with ten seconds to go before restrictions were lifted.

Border Restrictions Dropped

COVID response has shown we as Police are adaptable and can do any job, any task in front of us. This was unprecedented but proves you can rely on Police to do the job and get it done, we are capable of doing anything effectively and efficiently protecting the people we serve."

The border operation started just after midnight on March 25th 2020, QPU General Secretary Mick Barnes was there when it kicked off on the M1 and Gold Coast Highway. The officers that night were equipped with a few traffic cones, a light wand and reflective vests, he was there on the final night on December 1, 2020 and it was a very different VCP set up, including concrete barricades, work sheds, refrigerators and all weather protection.



Working around the clock in isolated areas required additional resources to be put in place to provide basic amenities for police.

Many of the improvements were the result of consultation with the QPU and the QPS. General Secretary Mick Barnes said, "Generally the Service has been very keen to ensure the members have

had the best conditions possible. I've been fortunate to see our members at work on the Cape across to Hells Gate, down the western border to South Australia and through to Coolangatta if there's one consistent factor it's our members stood up and got the job done. The road borders are now fully open but I know our members stand ready to reintroduce them rapidly if required."

QPU Executive members have travelled throughout their Regions working long hours to check in with members at the compliance check points providing members with support if needed and ensuring Health and Safety issues have been corrected and entitlements honoured.

While the road checkpoints have ceased there is still the ongoing responsibility of hotel quarantine and compliance checking and screening at airports. QPU South East Rep Andy Williams said he's proud the professionalism of the police conducting this duty has ensured the virus has not escaped the lock downs, "There's thousands of Australians still trying to get home and the numbers of positive cases in hotels is expected to increase. Our members will do their best to ensure when those Australians return home they are treated with dignity and respect but also we cannot lose sight of the mission to keep COVID out of the broader State community."



There weren't too many resources or facilities on the first night of the border restriction on the M1.



The rapidly positioned VCP at Windorah.

Within hours of the vehicle checkpoints being opened the process of clearing the sites began. Barriers were removed, work sheds trucked away, debris cleared off the roadway that had gathered around structures and infrastructure dismantled.

It was an emotional time for some members of the community finally able to reconnect with family separated by the border zone, business owners able to re-open but also for volunteers who stood alongside the police during the operation.

One of them was SES volunteer Daral Chapman who completed 260, 8 hour shifts on the Gold Coast. He said, "I'm a web developer and with the COVID shutdown I had spare time so I thought I'd pitch in and help the community. We had a number of cases where family members from southern states turned up at the checkpoint trying to get in to say their final good byes to relatives in hospital.

"We spent up to 5 hours on the phone on the roadside to the Chief Health Officers Office trying to help these people navigate a way to enter Queensland, often we were successful and that made a difference. Through that I made some really good friendships with the police here so after some rest I may consider applying to join the QPS. This has really opened the door to how good the police are."



Const Brent Kelly from Coomera GD's assists in dismantling the VCP at Tugun.



SES volunteers assisted with the collection of hundreds of traffic cones around the Tugun VCP.



SES Volunteer Daral Chapman is considering joining the QPS after working closely with police during the VCP's.



Flat bed trucks were brought in to collect worksite sheds put in place to provide meal rooms and weather protection at VCP's.



It became known as the Great Plastic Wall of Coollangatta, thousands of water filled barriers divided the suburb for months directing vehicles to designated VCP's.



Police shifted vehicle barriers at the Miles Street VCP clearing the way for traffic to flow freely across the border.

Ian Leavers said the community has really looked to Police for leadership during the pandemic, "The community understands we did a difficult job showing compassion, discretion and really displayed we are adaptable and able to work within the legislation but also show understanding to people who were doing it tough."

Andy Williams said the COVID operation will be regarded as an enduring career moment, "I think over time our members will reflect on how historic this was, the border hasn't been closed in over 100 years. I think as you approach retirement and reflect on your career you might revisit it like a Commonwealth Games, G20 or CHOGM that didn't pop up every day."

The leadership and hard work was accepted by the State Government



Police assisted with debris removal at the Miles Street VCP to minimise hazard risk following the lift out of vehicle barriers.

as well, QPU General Secretary Mick Barnes said the path to lifting the border restrictions wasn't easy but will have a long lasting impact, "The government have acknowledged the hard work police have been doing.

"Sadly they did defer our 2.5% EB increase in June but they've acknowledged each officers commitment to keeping the community safe through additional leave and a number of other benefits that will assist all Police into the future."



QPU President Ian Leavers & QPU South East Rep Andy Williams believe members at VCP's showed significant compassion for those caught up in the disruption of border closures.



S/C Trent Lees & S/C Jesse Wilks from the Gold Coast trailbike Squad were gifted biscuits from people passing through their VCP as a thankyou for their hardwork and dedication.



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Western Lights

By Darren Curtis

The Boulia Police Station in outback Queensland is the shining light of night time Christmas decorations for QPS facilities in the State.



The lighting handiwork of OIC Sgt Michael Hobden.

It's been a labour of love for Boulia OIC Sergeant Michael Hobden who spent months working out his layout and design. Some locals joke that with the skies so clear over the town the International Space Station could probably see the police station glow as it zooms across Australia.

Sgt Hobden said, "There are not too many shops in town where you can buy Christmas lights and Mt Isa is 300 kilometres away so its all been purchased via ebay and probably come direct from China. The harsh sunlight and bore water takes a significant toll on the globes and leads and I probably only get a single season out of them but the most significant damage is caused by kookaburras. They sit on the station roof and fences during the day and nip away at the light cables."

The station glow is not to be confused with the legendary Min Min light that many people claim hovers and moves



erratically haunting travellers as they cross the Diamantina area, but it is earning a reputation as something to see worthy of an overnight stop over for tourists heading through to Birdsville.

The 'boulia cop lights' also serve as a great opportunity to interact with many of the local families who stop by each evening to watch the lights, take photos and enjoy the cool of the lush grass around the police station. While they are there the two Boulia officers can engage with nearly all the towns children and their parents in a casual atmosphere.



If your station crew have embraced the Christmas light tradition and believe you have an outstanding array, send us pictures journal@qpu.asn.au

Executive Christmas Wishes

The QPU Executive Team would like to wish all our members season's greetings and the hope 2021 will be safe and peaceful.



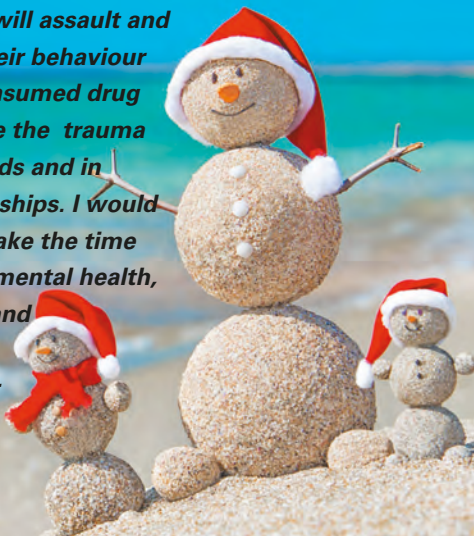
"To all QPU members please take advantage of the opportunity to use your COVID leave but most importantly whether you are having a traditional or nontraditional Christmas celebration I hope you have the opportunity to enjoy some time with family, friends and celebrate the future year to come."

Ian Leavers

QPU General President & CEO

"During the next few weeks we will deal with people who will assault and abuse us and blame their behaviour on their voluntarily consumed drug and drink. There will be the trauma and tragedy on the roads and in houses broken relationships. I would ask every member to take the time to check on their own mental health, look after your mates and your family and that hopefully have a better 2021."

Shayne Treasure
Metro South Rep



"We all know crime doesn't stop during the festive season but hopefully the hectic pace we've all endured for months now will ease up a bit to allow our members to reconnect with family and share the promise of what 2021 could bring."

Shane Prior
QPU Vice President

"To all those involved in protecting Queensland during the COVID pandemic response please give yourself credit for the vital role you have served your community, state and the nation. Now is the time to enjoy some family moments and celebrate the great things we share during the festive season."

Mick Barnes
QPU General Secretary



"Thank you to everyone who committed to BAU this year while others were drawn away to assist with COVID compliance. For those members working over the Festive Season, stay safe, watch each other's backs and have a wonderful XMAS and New Years."

Kev Groth
Central Region Rep

" Sometimes being a cop at Christmas its better to wish for the things you hope don't present themselves. It'd be great if people all got along and there was no DV, no serious crimes, assaults or stealing. I know our members at Logan and on the Gold Coast would be happy if they literally had nothing to do. If you get time off make the most of it and come back recharged for whatever challenges are presented to us in 2021 "

Andy Williams
South East Region Rep

" This time of the year should be full of happiness but for many of us like my family it will be the first time we've been through Christmas without a treasured loved one. Enjoy those special moments with those you truly care about. For those who are rostered on Christmas Day, do what you need to do and know that your celebration starts at the end of your shift. "

Peter Thomas
Northern Region Rep

" 2020 has become a year to remember and I hope 2021 becomes epic for all the right reasons. To all our members I wish you a safe and happy Christmas with an equally prosperous New Year. Remember the frontline work you do across the Sunshine Coast and beyond is the reason families can sleep peacefully. "

Grant Wilcox
North Coast Region Rep

" Some of our members can actually have a relaxing Christmas this year after the work conducted by our team of legal experts who have represented them in a variety of matters. Plenty of Christmas cheer for the team at Gilshenan & Luton, Hall Payne Lawyers, Gnech and Associates, FC Lawyers along with our inhouse legal specialists. A big 2020 thankyou to the QPU branch officials for always being there no matter what the time of day for our members and lastly season's greetings to the folks over at ESC. "

Shayne Maxwell
QPU Assistant General Secretary

" This is one of the times of year that really brings the community together, traditional handshakes are out so hopefully those you meet on shift during the Christmas period will offer up an elbow bump and a simple thanks for doing the job you do. I wish you all well and look forward to moving forward to ensure that 2021 is a great year for all. "

Marty Bristow
Far North Region Rep

" For those having a traditional Christmas celebration enjoy the wonderful food and being surrounded by the people you care about. I'll be thinking of those on duty in some of the hottest parts of the state hoping they get at least some air con time during the oppressive heat of the day. No matter what, look after your mates and check on those who maybe on their own. "

Col Muller
Southern Region Rep

" While many people get the opportunity to switch off and go hard with their party plans, unfortunately for many of our areas in party precincts Christmas-New Year means dealing with fairly intoxicated folks. Be vigilant, watch out for each other and if you do get time away from the job enjoy it with those you care about. "

Kerrie Haines
Metro North Representative

Never Forgotten

By Darren Curtis

The First of December 2020 commemorates ten years since Sergeant Dan Stiller was killed while on duty in a traffic accident on the Bruce Highway near Mount Larcom.



Sergeant Dan Stiller was killed on duty December 1, 2010.

Sergeant Stiller was escorting an oversized load from Brisbane to Rockhampton, an hour into the second day of the duty through heavy rain Sergeant Stiller was the lead escort on a police motorcycle behind a pilot vehicle, a police sedan was following Sergeant Stiller.

The pilot vehicle operator had called on three trucks heading towards the wide load to move across to the shoulder to let them pass when one of

the trucks jack-knifed and hit Sergeant Stiller who was in the middle of the traffic lane. He died instantly as a result of his injuries. Sergeant Dan Stiller was 33.

Sergeant Stiller's wife Julie who was a detective on duty at the time, was pregnant with the couple's son. She released this tribute to her husband:

"Growing up, Dan knew he wanted to become a police officer, and in 1997 he was accepted by the New South Wales Police Force, where he served for four years before applying and being accepted to the Queensland Police Service.

On graduating into the QPS in 2002, Dan served at the Hendra Police Station before transferring to South Brisbane Traffic. In 2007 Dan was promoted to the rank of Sergeant and transferred to the Oxley District Division Traffic Branch, working out of Mount Ommaney Police Station.

I can still recall the first time we met, which was during orientation at the Hendra Police Station. I saw him across the room and I was immediately attracted to him.

It wasn't long after that we were sharing our first motorbike ride together, and we have been inseparable since. We married on August 9 2008. Coming from a large family, Dan was ecstatic on hearing that he was going to be a dad.

No words aptly describe Dan. He was a fun person, extremely loving and caring and had a fabulous sense of humour.

His quirks and comments made me laugh. He was capable of making anyone laugh or feel better on a down day, and I learnt very early in our relationship that he was just as beautiful on the inside as he was on the outside. "



Part of the extensive honour guard at the funeral for Sgt Dan Stiller.

During the 2020 Wall 2 Wall commemorations in Queensland a group of Sergeant Stiller's former colleagues stopped by his roadside memorial south of Mount Larcom to reflect on the loss of their mate.

They stood together pledging to never forget a colleague who paid the ultimate sacrifice while on duty.

While the location of Sergeant Stiller's roadside memorial can be difficult to access, a park has been named in his honour close to where he served in his role as a Sergeant at the Oxley Traffic Branch. It's located on Wadeville Street at Heathwood.



Julie and Dan Stiller on their wedding day in 2008.



Colleagues of Sgt Stiller reflect at his roadside memorial 15km South of Mount Larcom.



Some of the tranquil surroundings of the Dan Stiller memorial park. A place he worked to keep free of illegal trailbike riding.



A memorial stone, plaque and image of Sgt Stiller at the start of the walking trails at the bushland park named in his honour.

The reserve is an important environmental corridor and Sergeant Stiller's family have planted trees in the area as a living memorial. The location is also significant as Sergeant Stiller had been instrumental in working with Brisbane City Council to prevent illegal trail bike riding in the area.

**With
honour
he served.**



Leave Entitlements

By Luke Hodge, QPU Industrial Officer.

The QPUE Executive and Industrial Team have been fielding numerous rostering and leave enquiries leading up to the Christmas and New Year public holidays.

Many Government departments and businesses are looking forward to mandatory close downs and time with family, but for our members work will continue with the added responsibility of a continuing COVID-19 Operation and Strategic Realignment Project in full swing.

PUBLIC HOLIDAYS AND NIGHTWORK (Z/LAY DAY PROVISIONS) –

ER Bulletin 08/2020 and 11/2020 have been revised

Many of you will be aware that due to the Wage deferral and your continued efforts during the COVID-19 pandemic the QPUE were able to negotiate additional entitlements to the benefit of our membership.

These new entitlements included a change to the previous provision of “no Rest Days (RDs) or PDOs on public holidays.” Whilst the intention and benefit remain the same, the new provisions allow for additional flexibility when required.

Members not on leave should either be rostered a work shift; or if not required to work a Rostered Public Holiday Off (RPHO) or a RD. If rostered a RD on the public holiday the member then accrues an “additional day off” to be taken within 12 months by negotiation between the member and their OIC (similar to accrued PDOs).

The following extracts from the ER Bulletins address some common

questions relating to this new provision:

Additional day off where a rest day falls on a public holiday

- Xmas Eve – where a rest day falls on 24 December, an additional day off is only given to a non-commissioned officer where that officer performs ordinary hours past 6 pm on 23 December. If there is a clear 24 hours free of rostered ordinary hours prior to 6 pm 24 December, no additional day off is given.
- Other public holidays (excludes Xmas Eve) – normal rules apply where if a rest day is rostered on the public holiday, non-commissioned officers receive an additional day off.

Z Day arrangements where series of night shifts commence or finish on a public holiday

- Where the first night shift in the Z day arrangement commences on a public holiday, that day being a public holiday is recorded as a rest day, and the non-commissioned officer receives an additional off. The shift commencing on the public holiday is a public holiday shift and for OSA workers, is a public holiday shift worked for equity purposes;
- Where the first night shift in the Z day arrangement commences on 24 December, that day is recorded as a rest day, however an additional day off is only given where that officer performs ordinary hours

past 6 pm on 23 December. If there is a clear 24 hours free of rostered ordinary hours prior to 6 pm 24 December, no additional day off is given. The shift commencing on Xmas Eve at or after 6 pm is a public holiday shift and for OSA workers, is a public holiday shift worked for equity purposes;

- Where the last night shift in a series of night shifts under the Z day arrangement ends on a public holiday, that day being the public holiday is recorded as a Lay Day, and does not attract any additional day off.

For part-time officers:

- For a part-time non-commissioned officer where that officer is not rostered to work a shift on a public holiday, that day is not deemed a rest day for purposes of public holidays. Such officers receive no benefit when a public holiday falls on a non-working day;
- For a part-time non-commissioned officer where that officer is rostered to work a shift on a public holiday, the OIC will make a decision whether the part-time non-commissioned officer attends work on that day and receives appropriate penalty rates or gives the part-time non-commissioned officer a paid public holiday off. This decision should be reasonable and based on the operational load of the roster concerned.

COVID LEAVE

ER Bulletin 09/2020 has been revised by QPS Employee Relations

Many members have already accessed some or all of their two (2) weeks COVID-19 Special Leave. For those who haven't or have planned to take some leave over the Christmas/New Year period the following may assist in your decisions of when and how to take it.

The QPS have affirmed that all conditions that apply to Special Leave Full Pay apply equally to COVID-19 additional leave.

In addition, officers receiving Area Allowance as per clause 26 of the *QPS Certified Agreement 2019* will be entitled to receive payment of the allowance when accessing COVID-19 additional leave, including when not remaining in the community during the leave period.

Unlike Recreation Leave, public holidays that fall during Special COVID leave do not need to be taken as leave and an OIC may grant a member a RPHO. If the public holiday would have been a work day, a member may be debited leave for this day. If an OIC grants a RPHO during a period of COVID leave it is important to be aware:

Rostered Public Holidays Off (RPHO) once posted on a roster can be treated just as you would treat a Rest Day (RD). There is no requirement for you to hold yourself ready for duty or behave as if you are on-call. As sworn police you are always able to be recalled to duty by the Commissioner of Police and rosters can be changed through consultation with 24 hours notice or less if justifiable.¹ The notional shift attached to a

RPHO will influence how you are remunerated if you are re-called.

As always if you have any concerns or feel you are not being heard when you identify an issue locally please contact your Regional Representative or the QPUE Industrial Team in our Brisbane Office on 3259 1900.

¹ *Queensland Police Service Certified Agreement 2019* clause **10(27) Unless Justifiable** – shall mean a provision is to apply unless there is a justifiable reason for not doing so. A “justifiable reason” means an occurrence which is unable to be foreseen or planned for. The onus of proof falls on the Service to demonstrate and establish there was a justifiable need to adopt the particular practice if challenged. Each Award clause in which “where practicable” appears is varied to the extent of inserting the words “unless justifiable” in lieu thereof.



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Disaster Leave

By Darren Curtis

2020 has already produced some serious natural disaster challenges for Queenslanders.

Parts of Queensland have endured bushfires, hailstorms, cyclones, heavy rainfall and multiple flooding events and with the current La Nina weather pattern the Weather Bureau predicts at least four cyclones may cross the Queensland Coast from December this year or bring significant low pressure systems that typically produce widespread flooding events.

- (2) Where a member is away from home on approved leave and is unable to return in sufficient time to start their scheduled shift at their home station or another QPS facility.
- (3) The third area covers circumstances where a member is needed to return home urgently or stay at home to ensure protection of their family and safeguard the property.



The QPU wants members to be aware of the special leave provisions available.

QPU Industrial Officer Steve Mahoney said "If a member cannot attend their usual place of duty due to floods, severe storms, cyclones or bushfires they may be eligible for up to five days paid leave and further extensions can be granted at the discretion of an Assistant Commissioner."

There are three main categories where this leave may be granted.

- (1) If extreme weather makes it impractical for a member to attend rostered duty at their usual station or at another QPS establishment.

QPU General Secretary Mick Barnes says the leave provisions are there to be used in extreme cases but members should not assume they automatically apply when foul weather hits, "Members are encouraged to maintain contact with their OIC and once the situation is safe attend their next rostered shift, but there is no expectation to make up missed shifts.

"If there's any dramas after explaining the situation to the OIC give the QPU a call."

The Police Union believes special leave can provide reassurance for

members caught up in dangerous weather events.

Particularly in rural areas police live close to where they work and often their homes and property is damaged just as badly as their neighbours.

QPU President Ian Leavers says he understands that in remote areas a flooding event can sometimes make key roads impassable for days, "We know most police want to come to work to help their communities during natural disasters but this leave entitlement was supported by the QPU to ensure if members do stay home to protect their families



and homes they can do it without penalty.”

Accessing this leave does not impact entitlements to emergency or compassionate leave.

Any member undergoing hardship during a natural disaster is encouraged to contact their Regional Rep or QPU head office in Brisbane on 3259 1900 to explore what support options are available.



Minister Returns

By Darren Curtis

Mark Ryan has been appointed as the Minister for Police, and Corrections following the 2020 election. It's an extension of the portfolio he has occupied since 2016. The Premier has also added Queensland Fire, Rescue and Emergency Services to his responsibilities.

The ALP won 52 of the 93 available electoral seats in Queensland to claim victory in November 2020, the result was an increase of four seats from the previous term of Government.

The QPU asked Mr Ryan a series of questions for our members to develop an insight into the Minister with the responsibility of delivering Government funding and direction to the QPS.

"I think one of the most gratifying aspects of our state's response to the pandemic has been the outstanding contribution of everyone in the community. I think also that Queenslanders have appreciated the remarkable work our police have done on the borders, at airports and in quarantine hotels.

Our police have ensured that Queensland hasn't found itself in the awful situations that have been experienced elsewhere."

NOW THAT EMERGENCY SERVICES IS IN YOUR PORTFOLIO DO YOU SEE A STRONGER BOND FOR THOSE AGENCIES NOW WITH THE QPS?

"I have to say it is an honour and a privilege to once again be Minister for Fire and Emergency Services. Queenslanders have seen in recent times the outstanding work our firefighters do in times of emergency.

"I think the three portfolios are a good fit, because police, corrections and fire and emergency services are all on the front-line protecting Queenslanders."

YOU HAVE PROMISED A SIGNIFICANT NUMBER OF NEW POLICE RECRUITS, DO YOU EXPECT TO HAVE LARGER INTAKES, MORE INTAKES OR EXPANDING THE USE OF THE TOWNSVILLE ACADEMY TO MEET THE COMMITMENT?

"The Palaszczuk Government is making the biggest investment in policing in three decades. This is a watershed



Mark Ryan meets with police conducting border compliance duty following his swearing in as Minister for Police, Corrections, Fire and Emergency Services.

The Premier has set very clear guidelines for Mr Ryan to work towards during the next four years of Government. The Minister is directed to prioritise the delivery of all election commitments.

Ensuring police have appropriate work protections, support and organisational structures in place. The duties also require Mr Ryan to liaise closely with the Queensland Police Union.

AS MINISTER FOR POLICE PRIOR TO THE ELECTION WHAT DO YOU THINK IN YOUR PORTFOLIO ATTRACTED ATTENTION FROM POLICE AND THE COMMUNITY TO SUPPORT THE ALP?

"I think Queenslanders know that the Palaszczuk Government will always put community safety first. We've seen that with our strong health response, and that response relied so critically on all Queenslanders being on board and doing the right thing.

moment. We will deliver more than 2,000 extra police personnel. This will deliver an enhanced capability to not just respond to crime, but also to disrupt and prevent crime.

"While the recruitment and training of new officers is a matter for the Queensland Police Service, I think I can say with confidence that over the next few years our two police academies are going to be pretty busy!"

HOW DO YOU ASSESS YOUR RELATIONSHIP WITH THE QUEENSLAND POLICE UNION?

"The Queensland Police Union has an incredibly important role to play in representing its members. The Union has been a constructive influence helping to ensure police get the personnel and resources they need to keep Queenslanders safe.

"I commend the Union's leadership for always advocating strongly for police and my door is always open to discussion of all matters."

THE OPPOSITION HAVE PUT DALE LAST AS YOUR SHADOW IN PARLIAMENT DO YOU BELIEVE HE HAS ANY CREDIBILITY TO DISCUSS ISSUES THAT IMPACT POLICE IN 2021?

"I note the Member for Burdekin, Dale Last, has been appointed Shadow Police spokesperson. I thought it was particularly illuminating during the election campaign that the LNP refused to go anywhere near matching the government's commitments to the Queensland Police Service.

"The LNP has a demonstrated track record, both in government, and in opposition, of not understanding the demands of police work and it's vital

significance to the community, and is seemingly unable to comprehend the funding and resourcing needs of a modern police service.

"The Palaszczuk Government understands the needs of police and will always fund new police officers with all of the equipment they need to do their job. That is something the LNP patently failed to do when they were in office.

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Four Years to Burn

By Darren Curtis

David Crisafulli became Opposition leader in November 2020 following the election loss and resignation of Deb Frecklington.

The LNP dropped five seats in the 2020 vote to hold 34 of the 93 Parliamentary seats across Queensland, with some commentators saying after winning the party room vote of the LNP Mr Crisafulli looked more like a man who had drawn the short straw than one who won a party ballot unopposed.

WHAT LNP LAW AND ORDER POLICIES DO YOU THINK FAILED TO RESONATE WITH THE COMMUNITY AT THE ELECTION?

"I don't shy away from the fact that we lost the election. Queenslanders made their decision and I respect it.

We will be an opposition like never before and I will lead an energised team that is burning to win in 2024."

The LNP will review every policy we took to the election this year. It will be thorough and brutally honest, because it has to be."

THE LNP WERE VERY ELUSIVE DURING THE CAMPAIGN ABOUT COMMITMENTS TO ADDING ADDITIONAL FRONTLINE POLICE, EQUIPMENT AND NEW FACILITIES. WHAT IS YOUR COMMITMENT ON THESE MATTERS?

"I have nothing but respect for our hard working police men and women. It's a tough job but an important one. We must keep our communities safe."

WHAT DOES YOUR NEW SHADOW POLICE SPOKESMAN DALE LAST BRING THAT WOULD MAKE CURRENT SERVING POLICE BELIEVE HE WOULD BE AN ALTERNATIVE MINISTER?

"I had no hesitation to announce LNP Member for Burdekin Dale Last as Shadow Police Minister. I've known Dale for a long time and his experience speaks for itself. He spent 25 years as a police officer at various rural and remote stations in Queensland and became Officer in Charge of the Townsville Police Station for eight years before being elected to Townsville City Council in 2008.

"I have every confidence Dale will draw on his past experiences and properly consult with police, community leaders and the QPU to develop strong and detailed policies.

Communities are frustrated with weak laws, repeat offending and petty crime.

The LNP backs our police and quite frankly, I believe they deserve better. Dale and I will work tirelessly over



State Opposition Leader David Crisafulli. Picture supplied by LNP.

With set Parliamentary terms now in place, it will be another four years before the Queensland community has to vote again in a State election.

The QPU asked Mr Crisafulli a series of questions for the QPU membership to begin making their own assessment of the LNP leader and to gauge what he may offer the Police of Queensland.

WILL YOU KEEP THE PROPOSED TOWNSVILLE CURFEW PLAN AS A POLICY?

"Make no mistake, the next four years will be about holding the government to account and showing Queenslanders that the LNP is the only party with the economic plan to create jobs and the ticker to make the type of laws you need to do your job.

the next four years to put together a comprehensive plan to increase police numbers, improve resources and create tough laws."

HOW DO YOU ASSESS YOUR RELATIONSHIP WITH THE QUEENSLAND POLICE UNION?

"I want our police service to be the best in the country. To the police men and women who've dedicated their careers to keep us safe, I say thank you. I look forward to engaging with you and your union over the next four years in my role as Opposition Leader."

WHAT WOULD YOU SAY TO ANY POLICE OFFICER YOU MEET IN QUEENSLAND OVER THE NEXT FOUR YEARS THAT COULD PERHAPS MAKE THEM SUPPORT THE LNP AT THE NEXT ELECTION?

"Thank you for keeping us safe, thank you for your dedication and thank you for sacrificing so much."



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Police Health



FESTIVE SEASON HELP

By Scott Williams, CEO Police Health & Emergency Services Health

Surviving Christmas when you just don't feel the holiday spirit.

If there's one time of year that's the most trying for police officers (and their families), it's the holidays. All your friends are well and truly in leisure mode, enjoying their two (or more) weeks off. The kids are off school for a couple of months, and the social invites are pouring in.

And because you have to say no to a large portion of them or, at least, watch your family go alone, you feel bad. Guilt is an issue that officers have to deal with year-round, but especially when your people have time off work.

While they all respond, "it's okay, I know you have to work", that doesn't make the feeling of guilt subside. It's important to recognise that it's normal to feel this way and communicate your concerns with your loved ones.

While nothing can make up for the sadness you might experience missing out on these special catch ups and Christmas Day, there are strategies that can help you cope.

Your 'guide' to surviving the Christmas season.

From the stress of your 'off' days becoming social activities and the financial burden of compensating (with gifts) to manage guilt and planning for the year ahead, there's a lot of moving parts that make Christmas time a challenge for police officers.

Your mates are hanging at the pub and your family is doing activities without you. And the days you

do have off, you feel you have to maximise to 'make up' for lost time. This can exacerbate these negative feelings, simply because you're not putting your health first.

If we have one piece of advice, it's this: look after yourself. If you're starting your shifts already tired and not feeling your best, it's going to become way more challenging.

Know your 'why'... and be grateful for it.

This is a great time to revisit why you got into the force in the first place. To help others, to become an advocate for your community, and to fight injustice.

Even taking 15 minutes at the start of each day is a great way to 'check in' with yourself, think about anything you're struggling with, or resisting, and to empower yourself.

We know that one of the simplest things you can do to increase your happiness is to show gratitude.

There have been countless studies about how gratitude can change your perspective and, in turn, your life. In the long list of scientifically-proven benefits*, gratitude improves psychological and physical health, increases empathy (and reduces aggression), and boosts your self-esteem.

People who show daily gratitude also sleep better and are open to developing more connections – two extremely important tools for healthy police officers.

Plan your very own Christmas.

We started with focusing on **you** first for a reason – and it's not just because you step into a community-service role every day. By ensuring



you're in a good head-space through a daily practice of gratitude and 'you' time, you can start to break down society's 'rules.'

If you let your mind run in circles every time a friend asks you to meet up but you're working, you'll find yourself fall into victim mode. 'Why do I always have to miss out on all the fun events', you'll think to yourself. Showing gratitude will help mitigate this, so you can realign your thoughts positively.

Ask yourself, 'do I need to *miss out* on Christmas just because I have to work on Christmas Day'. You don't actually have to 'miss out'. And to help you realise this, make plans. A day is just a day – it's the Christmas *spirit* you're really yearning for. So, round up the family (and close friends), and make your own celebrations. Simply by replacing the day won't change the energy of the season.

Communication is your key for getting through this. Encourage your partner and kids to talk about their feelings and concerns. Ask them what they'd like to do and what they miss the most about you working on Christmas Day.

Sit your kids down and explain to them the reasons why you have to work during Christmas. Even if they're too young to understand, there are ways to do this – with a little police vs. 'bad guys' role play, for example.

And, you've got a secret wild card that you can pull out: the double Christmas. What kid doesn't want

to celebrate Christmas twice? Your partner and kids can enjoy the 25th with the extended family and then have a second one at home, with you there.

This is a great way to do it because no one misses out and this will reduce any feelings of guilt. While you might have to reschedule those big group catch ups, you can see your close friends one-on-one.

Grief (tangible & intangible) & depression.

Christmas takes our minds down memory lane. It can resurrect negative emotions and make us feel alone, especially if you've recently lost a loved one. The holidays can remind us of how great this time of year was when certain people were in our lives. Maybe you've recently lost a parent or are going through a divorce.

Depression and coping with feelings of loss (both tangible and intangible) are common at Christmas time. When they return, it's important to stop and regroup. Take steps to prevent this lull and learn to recognise your triggers. They could be personal demands, financial pressures or feelings of loneliness.

We suggest trying these strategies.

- **Acknowledge your feelings:** If you've experienced a recent loss, understand that it's normal to feel sadness and grief. Don't be afraid to express your feelings and reach out for support. You don't need to force yourself to 'be happy', just because it's the holiday season. Seek out community for support and companionship.
- **Be realistic:** Families grow and change, so do traditions and rituals. Some will always be close to your heart, but make room to create new memories.
- **Set aside your differences:** Do your best to accept family members and friends just as they are (like you'd expect them to do for you). The holidays tend to increase our stress, so understand if others are upset or out of character.

- **Stick to a budget:** It's easy to spend a lot during this time of year. The presents, food and drinks, and regular catch ups can blow out your usual budget. Plan to spend a little more this season but know what you can afford. Avoid the avalanche of gifts.
- **Don't abandon healthy habits:** We know, it's easy to do. But, being conscious about your health during the busiest times of year will help avoid overindulging (and the stress that always follows it). Make sure you have healthy snacks close by, get plenty of sleep and incorporate regular physical activity into each day.

Healthy tools to cope with your emotions (and what you witness on the job).

The tragedies you might experience during the holidays carry a heavier weight. Christmas is a time when families unite in love and appreciation for one another. So, nothing will soften the impact of arriving at the scene of a fatality that involves young children. Even more so, at this time of year.

It's critical for officers to learn what coping tools you can tap into to help you process these levels of emotions. Alcohol can seem like a quick resolution, especially as it's a time where we can consume it more often. But a liquid substance will only serve as a temporary distraction and an artificial solution to a deeper problem.

There are various coping strategies that you can adopt that will differ from person to person. For example, some coping tools include educating yourself about PTSD, finding supportive connections, and spending time with people who love you. As for emotional and physical strategies, you can practice mindfulness, exercise, keep a journal, and see a counsellor.

Recognise your triggers, both internal and external, as well as your lifestyle risks. The tips that usually work for everyone include:

- Avoiding drugs & alcohol
- Getting enough sleep
- Exercising everyday
- Eating a balanced, nutritious diet

- Limiting caffeine
- Reducing screen time (particularly social media)
- Keeping good company (not isolating yourself).

Cover like no other

Members of the Police Health community have direct access to mental health staff, such as counsellors and psychologists. You can tap into these professional resources anytime you need (subject to Waiting Periods and other conditions).

Carving out time for self-reflection and planning ahead is a useful exercise, too. Despite the uniqueness of this year, write a list of everything you're proud of achieving in 2020. You'll be surprised how long that list will be.

Then, look ahead and map out your New Year's resolutions. Set realistic goals for 2021 to continue to become the best version of yourself. Forget the external comparisons and push yourself to evolve, year after year.

With a little planning (and positive thinking), you *can* experience that heart-warming holiday joy.

* <https://www.forbes.com/sites/amymorin/2014/11/23/7-scientificall-proven-benefits-of-gratitude-that-will-motivate-you-to-give-thanks-year-round/?sh=670f498c183c>



COVER LIKE NO OTHER

Speaking Without Caution

By Rachel Tierney - Associate Attorney - Gilshenan & Luton Lawyers.

The recent case of *R v Bennetts*¹ demonstrates the limits of the obligation of police to caution witnesses they are speaking to during their investigations.

Statements made to police prior to a caution or warning being given are still likely to be admissible against them, even in the absence of a warning, where the individual was not considered a suspect at the time but is later charged.

BACKGROUND

16-year-old Jayde Kendall was last seen alive on Friday, 14 August 2015 after she left school. Her body was discovered on rural land near Gatton on Wednesday, 26 August 2015.



Murdered schoolgirl Jayde Kendall was found 13 days after she went missing.

Over the space of six hours on 18 August 2015, the appellant provided a written statement to police about how he knew Jayde, the last time he had seen her, and text messages they had exchanged. He then had an unrecorded conversation with police about CCTV footage which depicted him withdrawing money from Jayde's bank account, and what they did during

the afternoon she went missing. He also participated in a longer recorded conversation with police.



Offender Brenden Bennetts was spoken to in recorded and unrecorded sessions with police.

The appellant was subsequently charged with Jayde's murder. At trial he applied to exclude his conversations with police on the basis they were unlawfully obtained, as he was not provided with a warning or caution.

He was convicted of her murder. He appealed his conviction on the sole ground the trial judge erred by refusing to exclude the statements he gave to police.

THE LAW

The relevant provisions regarding warnings and cautions – that is, the right for an individual to communicate with a friend, relative or lawyer; and the requirement to caution a person as to their right to silence – are found at s 418 and s 431 of the *Police Powers and Responsibilities Act 2000* (Qld) ("PPRA") respectively.

These provisions apply to a *relevant person*. A relevant person is defined as



a person who is in the company of a police officer for the purpose of being questioned as a suspect about his or her involvement in the commission of an indictable offence.² At least three points are noteworthy about the definition:

- (1) It applies only to indictable offences³; and
- (2) The relevant person must be in the company of a police officer⁴, and
- (3) They must be being questioned *as a suspect*.

It is this last point that was the focus of Bennetts' appeal.

THE APPEAL

The appeal turned on whether the appellant was a 'relevant person' for the purposes of attracting the requirement for him to be cautioned during the six-hour period he was with police. The trial judge had found the appellant was not being questioned as a suspect about his involvement in an indictable offence on the evening of 18 August 2015, such that the need to caution didn't arise.

The appellant argued that he was being questioned as a suspect at the time, if not for an unlawful killing, then for some kind of indictable offence (e.g. deprivation of liberty). He argued that

this meant he fell within the definition of relevant person for the purpose of attracting the requirement for a warning to be administered to him.

By contrast, the prosecution argued that the appellant was only being questioned as an eyewitness to Jayde's disappearance at the time, in order to obtain information about her whereabouts, and that he was not a suspect at that time.

WAS THE APPELLANT A 'SUSPECT' AT THE RELEVANT TIME?

There is no definition of 'suspect' in the *PPRA*, but there was no dispute in the appeal about the meaning of the word⁵, or that a police officer's subjective belief is relevant for the purposes of s 415.

The Court examined Victorian authorities dealing with when a person who is being questioned in the context of a police investigation is not being questioned as a suspect. Those cases held that a degree of conviction extending beyond speculation as to whether an offence has been committed, based upon some factual foundation, is required.⁶

The cases also conclude that the issue of whether an individual being questioned is then a suspect is a subjective test for the officer. They must have actually formed a positive opinion that the person questioned is suspected of having committed an offence.⁷

The Court of Appeal in *Bennetts* said there is sufficient analogy between legislation in Victoria and Queensland that the same approach should be applied here. The Court upheld the trial judge's ruling that the appellant was not a suspect at the time he made the statements. Accordingly, he was not required to be cautioned by police, and so the statements he gave to them were lawfully obtained and admissible.

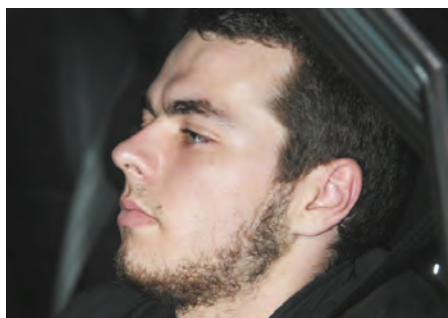
The reasoning for this conclusion was essentially that all the evidence initially pointed to Jayde having left town of

her own accord, i.e. that no crime had been committed whatsoever.

Viewed objectively, the appellant's actions as he described them to police (including driving her to the bank to get money, driving her out of town and helping her cover her tracks) were consistent with him simply assisting her and not harming her. The police were still actively searching for Jayde during the evening the appellant was speaking with police. The Court noted the trial judge's reasoning as follows:

- There was no evidence to suggest to police that Jayde had been killed, or even taken against her will at the time the appellant was questioned;
- On the day the appellant was questioned there were call charge records indicating there had been text communication between him and Jayde;
- The account given by the appellant that Jayde was an unhappy 16 year old girl who intended to leave home, and that he had helped her obtain money and gave her a lift out of town was plausible;
- Numerous calls to Crime Stoppers between 15 August 2015 and 19 August 2015 alleging sightings of Jayde; and
- The appellant was very eager to assist police and give his account, at no stage was he reluctant to speak to them. The appellant voluntarily agreed to be interviewed, provided his fingerprints and DNA and surrendered his car, phone and other items to police for testing.

The appeal was therefore dismissed.



The appeal of Brenden Bennetts was dismissed and his original 20 year sentence unchanged.

CONCLUSION

In *Bennetts* an important lesson exists for officers when dealing with witnesses who then become suspects in similar investigations. It provides useful guidance on what a 'relevant person' is for the purposes of *PPRA*-prescribed warnings.

It demonstrates statements made to police without prior warning will not automatically be excluded at trial if the witness is subsequently charged, but much will depend on the state of the police investigation at the time the relevant statement to police was made.



Offender Brendan Bennetts was not reluctant to speak with police.



The rural area where the body of Jayde Kendall was discovered in 2015.

- [2018] QCA 99.
- S 415 (1) *PPRA*.
- Hence why every drink driver isn't cautioned, for example.
- In *R v Batchelor* [2003] QCA 246 the appellant made admissions to a police negotiator over the phone. Counsel for the appellant conceded the appellant was not 'in the company of' a police officer. In light of the requirement to be *in the company of a police officer*, there appears to be a legitimate argument open that an individual speaking on the telephone to a police officer would not need to be cautioned – at least under the *PPRA* scheme.
- The court employed *George v Rockett* (1990) 170 CLR 104 at 115, which confirmed that the word is to be construed in accordance with its ordinary meaning.
- R v Raso* (1993) 68 A Crim R 495 at 527 and *Maeda v Director of Public Prosecutions* (Cth) [2015] VSCA 367 at [54].
- Maeda* at [49] and *Raso* at 528.



Intake 4/2020 formally graduated at the Queensland Police Academy at Oxley on Wednesday November 18, 2020.

The 79 recruits began their training during the COVID pandemic and completed the first 13 weeks of training online. The induction ceremony was also impacted by COVID restrictions with family and friends unable to attend, it was also conducted at 7.30 in the morning.

This time was set to allow the new constables time to prepare for their first deployment... the entire graduating class were sent immediately to assist with the policing operation around Schoolies celebrations on the Gold Coast.

With around 1,000 police committed to border compliance duty the Executive Leadership Team considered the assignment of the fresh First Year Constables direct to Schoolies as an asset to reduce resource demands from existing patrol units.

The 65 men and 14 women of Class 4/20 once the Schoolies Operation was complete were dispersed across the State to take up duty at their allocated stations. 19 officers were assigned to Southern Region, 18 to Central Region, 15 to Northern Region, 15 to be split across Brisbane Metro North and Brisbane Metro South and 12 to the South East Region.

Constable Hao Li was the recipient of the QPU Sponsored Dux award, the former Casino Supervisor has been posted to Gladstone. Apart from many locally born recruits the class of 4/20 had a significant mix of cultural links to Germany, India, the United States, China and Hungary.



Recipient of the QPU Dux Award for Graduation Class 4/20 Hao Li with QPU General President Ian Leavers.

Many of the class were extending their bond with the 'blue family' opting to join the service following parents, siblings, partners or in-laws already in the QPS. 19 year old Constable Hudson Rogers

was the youngest recruit in the class, he was greeted after the ceremony by his father Sergeant Damian Rogers who joined the QPS a decade ago and is currently working at Morningside.



Constable Hudson Rogers with his dad Sgt Damian Rogers.



14 Female Constables Graduated in class 4/20.







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Fight for Schoolies Allowance

By Darren Curtis

The traditional Schoolies week changed significantly in 2020 due to COVID restrictions prompting Queensland Police to adapt tactics and split the focus for the safety operation between the Gold and Sunshine Coasts for the first time.

Noosa Heads normally has around 1,500 school leavers in the area and most of them are old enough to utilise licenced venues however in 2020 the crowd numbers surged to around 4,000. With no formal activities planned there was concern large crowds would gather uncontrolled on the main beach.

the QPS mounted units, they kept the beachfront boardwalks clear for all tourists to use and helped us really monitor the crowd."

Following the first night there was criticism about the amount of glass and rubbish left on the sand with some Noosa locals suggesting the police should be cleaning the

"However the local coppers through a collaborative spirit with the council and business traders came up with a solution to clear the debris every night. Schoolies.com paid for additional sand sifting and in fact a smart suggestion from the police resulted in fast food providers in Noosa offering food vouchers for the school leavers spotted by patrolling police cleaning up rubbish at the end of the night."



The increased police presence around Noosa not only kept school leavers safe but reduced spontaneous crime significantly.

Senior Sergeant Troy Cavell said on the first night those fears did partially come true, "During our patrols we estimated there was about 10 school leavers on the beach at 7pm, within 45 minutes that had grown to about 2,000 all co-ordinated through their phones and social media. It really did force us to be flexible and move swiftly where required. I have so much praise for

beach before sunrise. QPU General Secretary Mick Barnes said it's typical of an attitude that the police will fix every other departments issues, "It is disappointing to hear some community members request additional duties of police when clearly that is not a responsibility of our members.



The QPU ensured allowances and accommodation for members were within entitlements established by the Union.



Without official activities to monitor school leavers Red Frog Volunteers were offered free accommodation in resorts to assist with people who indulged too much.

"The Noosa police also used a unique approach to clear the crowds around midnight using lighting. The retailers hired a series of high powered search lights mounted in a tower over Main Beach so security could keep an eye on the surf line and any adjoining businesses.

"Each night the light was lowered in intensity from 11 o'clock in regular intervals, and by the time it was switched off the beach was empty. The crowds picked up on the hint and headed back to their accommodation. Creative, adaptive solutions that really show how resourceful our police are," said Mr Barnes.



Lifeguards joined with police to watch over school leavers until midnight on Noosa's Main Beach.



Lighting was used as a subtle technique to assist with crowd control on Noosa beach.



Crowd numbers on Noosa beach rapidly escalated with party goers utilising social media.

The high visibility of police in the Noosa precinct day and night also had flow on benefits. Frontline Sergeants told QPU General Secretary Mick Barnes that break-ins, vandalism, graffiti, assaults and motor vehicle offences were almost at zero levels during the week of the operation.

QPU Secretary Mick Barnes said, "I wanted to see for myself that everything is in place for our members. The school leavers support on the Sunshine Coast wasn't really in the plans for 2020 and had to be stood up quickly, and sometimes things slip

"The feedback from local traders is positive about the police and really, the school leavers here need to be applauded for their attitude and working with police."

through the cracks in the haste to get the operation functioning, but the feedback is impressive, allowances are correct, the travel has been appropriate and the accommodation for police involved in the operation is up to scratch. The feedback from local



Police patrolling the Noosa precinct were popular with school leavers who wanted to capture a memorable photo.

traders is positive about the police and really, the school leavers here need to be applauded for their attitude and working with police."

Since the 1970's the Gold Coast has been the traditional location for school leavers to party and celebrate, this year the Queensland Government cancelled all official events, entertainment and beach parties citing COVID restrictions and directions from the Chief Health Officer.

QPU South East Regional Rep Andy Williams said that didn't mean Surfers Paradise was stripped of

teens wanting to drink and gather on the beachfront, through Cavill Mall and the streets, "Early in the year the kids were encouraged not to come to Surfers Paradise but a few diehard party people have turned up. The police operation is this year called school leavers support, our members have been conducting pro active patrols because the school leavers that are here still need to be protected from themselves and predatory people."

With around 1000 Queensland Police involved with around the clock border compliance operations, hotel

quarantine and COVID health direction enforcement the Gold Coast Schoolies operation was enhanced with 79 First Year Constables who graduated only hours before from the Academy at Oxley.

Regional Rep Andy Williams says the extra numbers were welcomed but exceptional times call for extraordinary measures, "For the First Years, geez their first gig is a week in Surfers Paradise at Schoolies, that's pretty intense isn't it. It's a steep learning curve for them straight into the badlands of Surfers Paradise, an extreme learning environment for some of them."



South East Regional Rep Andy Williams is campaigning for the QPS to pay FTO allowance for senior police mentoring FYC's during Schoolies.

"Mentoring the First Years when they are so fresh from the Academy is very important and all the senior police who have come down here have taken that role on. We've found they don't leave the Academy suddenly knowing



First Year Constables teamed up with experienced officers patrolling Surfers Paradise as their first assignment out of the Academy.



FYC's learnt lessons that will stay with them for life during their week watching over schoolies in Surfers Paradise.

how to do everything. Everything has to be explained and taught, even the most basic things like setting a radio channel,” Mr Williams said.

The Queensland Police Union took the initiative and approached QPS management requesting the senior police partnered with the First Years during the Schoolies operation be provided with the Field Training Officers Allowance for the period. The proposal was backed by strong industrial argument.

An assessment of the patrol work during the days and nights of the school leavers support operation reflected why the allowance application had validity.

Regional Rep Andy Williams said, “We are having a dispute with the Service about the FTO allowance. The QPS has deemed this isn’t an official mentor phase, therefore they don’t think they need to honour the allowance.

“I’m of the opinion the senior Police have very much taken on that role and anyone knows the first two weeks are probably the hardest with FYC’s because they really don’t know anything, even things like a street check, a warrant or how to deal with a drunk.

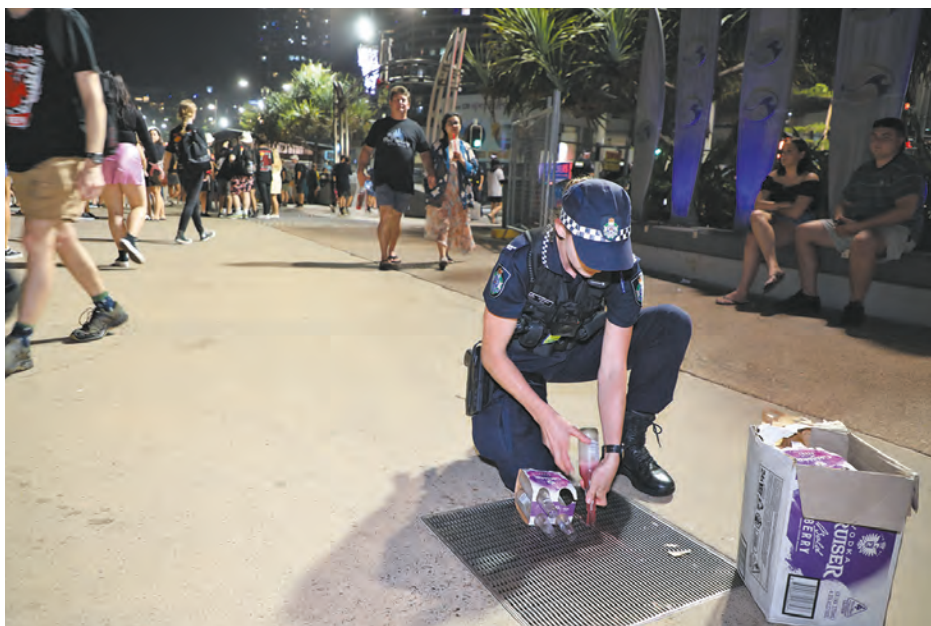
“Every step of the process has to be explained to them in real practical terms. That is mentoring. We’ll be taking on the QPS pretty hard to ensure the senior police who have worked in this role are rewarded for it.”

The commitment of FYC’s to the Schoolies Operation in 2020 may be a one off due to the necessity of COVID demands, rather than a regular formula moving into the future.



The First Year Constables were confronted with a steep learning curve during Schoolies and learnt valuable lessons from senior mentors.

“Every step of the process has to be explained to them in real practical terms. That is mentoring. We’ll be taking on the QPS pretty hard to ensure the senior police who have worked in this role are rewarded for it.”



Police confiscated and disposed of large amounts of alcohol seized from schoolies and predators on the streets of Surfers Paradise.



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500,000 Reasons To Catch A Coward

By Darren Curtis

A reward of half a million dollars has been offered to catch a team of bank robbers responsible for shooting a Queensland Police Officer twenty one years ago.

The reward was upgraded on the last day of November 2020, following encouraging intelligence there could be people prepared to now speak up over the incident that almost claimed the life of Senior Constable Neil Scutts.



S/C Scutts hopes a breakthrough will come in the case that almost took his life in 1999.

S/C Scutts and another officer responded to a holdup alarm at the National Australia Bank at Browns Plains on the 24th of March 1999, after rapidly realising something was wrong inside the branch S/C Scutts entered through the front doors to investigate further.

He said that's when the entire situation dramatically changed, "Unfortunately

when I walked in they locked the doors behind me, when I turned to look I saw an offender in the side office with a hostage with a gun pointed at me. I literally stuck my hands up and I was shot, next thing I was on the ground.

"I remained conscious through the whole thing, I knew I'd been shot and I knew I was at risk of dying if it had hit the femoral artery. I made a comment that they needed to get me medical help and I was told to "shut the XXXX up" that was as blunt as it got. After that I didn't say anything because I didn't know what they'd do to me or the hostages."

Shots were also fired at another police officer through a window at the rear of the bank narrowly missing that officers head. The thieves took a number of

staff hostage and fled with money and the revolver of S/C Scutts. The officer's firearm has never been recovered.



A replica of the .357 Sturm Ruger Revolver taken from the holster of S/C Scutts as he lay wounded on the floor of the bank.



The Browns Plains bank where S/C Scutts was ambushed and shot while hostages were being held inside the branch in 1999.



S/C Scutts was shot while putting his hands up after being confronted by an armed offender with a hostage.

During a media conference to promote the increased reward S/C Scutts became quite emotional reliving the events of that day. It's obvious those intense minutes are still very fresh in his memory and there's a strong desire to bring the offenders to justice.

He said, "These criminals pose a significant risk to everybody including police officers. The fact they had no remorse, no second thought in shooting me is an indication on the low value they have for another life. I'd like to see a resolution to this before I retire. I'd like to see these little XXXXXX in jail and before the court."

Assistant Commissioner Mike Condon said two decades may have passed but the case has never been forgotten and there have been suspects over the years but he believes there is a real opportunity now to solve the case.

He said, "You can imagine the bragging that would be going on when they shot a police officer, they would not be able to help themselves, cowards as they are would be bragging about it. However over the years relationships change, people that may have been staunch to the people involved fall out. We've got to have a justifiable reason to increase the reward and we find ourselves in that position now."

"If you shoot a police officer in the execution of their duty, you turn law enforcement against you for the rest of your life. We will hunt you down no matter how long it takes and bring you before the courts," A/C Condon told the media.

QPU General President Ian Leavers said he supported the boost to the reward, "The initial reward was set at \$100,000 and raised to \$250,000 in 2004. I'm glad it's been doubled because it's a small price to pay when it comes to the impact this has had on the lives of the two officers involved.

"There's now 50 thousand reasons to bring these people to justice. I truly hope this case is solved so Neil and his partner on the day can put the incident behind them and continue the great work they are doing for our community."

S/C Scutts is now a father of two, he served as a detective after the shooting and has since moved back to General Duties at Holland Park Station. When asked why he didn't quit the QPS after being shot he said, "Believe me when I was lying on a gurney in the hospital it went through my head but I just thought I'm not going to give those individuals the satisfaction of pushing me out of something I achieved and enjoy."

"I went back to General Duties to get back to my basic roots, return to some old skills being on the road and I have to say I really enjoy being a police officer."



Constable Scutts early in his career.

The \$500,000 reward is for the first person who comes forward with the information that leads to the arrest and conviction of those involved. The payment of the reward is at the discretion of the Police Commissioner and is conditional on that person not being the shooter.

Informants are urged to contact Crimestoppers on 1800 333 000.

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Shoutacopacoffee Tour

By Darren Curtis

Bulldust, torrential rain, searing temperatures and a few swarms of flies were just some of the obstacles overcome by the Blue Hope Team on their #shoutacopacoffee tour during October.

Blue Hope is an initiative funded by the QPU to provide support to current and former Queensland police officers and their families. Often a quiet chat over a meal or cup of coffee can be beneficial in assisting those who may be struggling with mental health.

Blue Hope can personally case manage those needing help without the QPS being involved or utilising the internal networks. Often the hardest part is stage one, giving officers the confidence to admit they may have issue or need a bit of peer support.

Blue Hope Director Andrew Ayers, and his team including Trudi Ayers and David Milburn left Brisbane on October 1, 2020 for a 26 day loop around Queensland stopping off at some of the States most remote police stations, places generally overlooked due to their size or location.

Brad Rix joined the crew from Brisbane to Cairns before Troy Weston subbed in for the leg from Cairns to Mt Isa.

Towing "chuck" the food van along, the group provided meals, coffee and cold drinks often each morning and evening. The discussions between the Blue Hope team and the police they met were sometimes painfully honest, revealing, and raw due to a traumatic event the officers attended, or emotional when discussing colleagues lost to suicide or harmful thoughts.



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The QPU proudly sponsors Blue Hope.



Townsville.

Andrew Ayers said, "Police are really starting to embrace what Blue Hope is about, that it is a safe environment, judgement free where you can have an honest conversation. I've noticed a lot of cops with 10 to 12 years service

"Blue Hope can personally case manage those needing help without the QPS being involved or utilising the internal networks."

are initially a bit standoff but once you get that door to open up a little bit on how they are truly feeling it's like an avalanche of stuff they want to unload. It's amazing how with a good feed and a decent cup of coffee and they'll bear their souls and it can be confronting."

However the conversations don't always go smoothly or to expectation and Mr Ayers makes no apology for that, "I will say something confronting with a view to generating a response. I believe cops want people to speak frankly, to hit them right between the eyes so to speak with honest feedback.

"Inevitably you have to say to some people no, we are not able to do that, this is why the situation is the way it is and here's an idea on how you can work to solve your problem and often it starts with the person looking in the mirror."

"Some people just want to hear that it's okay to be cranky, or have a bad day. That's fine to visit 'struggle street' just don't move in because that's when things can go really pear shaped. Anyone who says they don't have a bad day in this job is a liar," Mr Ayers said.

A long way from the South East corner the Blue Hope Team found inspirational



Laura.



Blackwater.



Cunnamulla.



Boulia.



Mungindi.

workplaces. Andrew Ayers said there's a real attraction for rural and remote policing, "Incredibly some of the people at remote locations like Mt Isa are really thriving and they tend to pull together. Hopevale for instance, the OIC is a boss who inspires everyone with confidence despite the isolation and the challenges.

"Junior cops are looking for a boss like that. In my 30 years of service I don't think I've ever seen the camaraderie we saw in Normanton. It's really something the Senior Sergeants in the South East could really learn a lot from. Where there's tight bonds like that Police don't dwell on negative thoughts."



Hopevale.



Mt Isa.

Linking in with functions around police social clubs was beneficial, over 36 days the team served up 378 meals at 32 different police stations.

There's no doubt the scenery was often spectacular, and challenging. Each evening was an opportunity to provide some important interaction. Police and their families talking with the Blue Hope staff who are still in the QPS and know the particular stresses police life can develop.

Andrew Ayers said, "I can't pick up the phone and dial into the Commissioner and get their problem solved but what I can do is draw on the experience of the

Blue Hope staff and figure out a way to get a positive solution."



Karumba.



Normanton.



Miriam Vale.

It's true Mr Ayers didn't have to call the Commissioner, Katarina Carroll strolled up to the 'chuck wagon' during a stopover in Birdsville. A quick hit of caffeine for the 'boss' and a conversation about endorsing concepts that support Police and she was off.



Commissioner Carroll dropped in to sample a chuck coffee in Birdsville.

On Palm Island QPU General Secretary Mick Barnes and Northern Region Rep Peter Thomas met up with the team after the QPU facilitated getting the Blue Hope ute and 'chuck' wagon over on the barge.

"After close to 9,000 kilometres the Blue Hope team finished up at Surfers Paradise. It's where they began planning the #shoutacopacoffee tour for 2021."

Mr Thomas said, "I was glad the Blue Hope crew spent some time with operational officers and the issues they talked about resonated as the message came from real time experiences. This



QPU Northern Region Rep Peter Thomas and QPU General Secretary Mick Barnes meet up with the team on Palm Island.

is a start reaching out and I hope police across the Region are encouraged to tap into the assistance resources long term and realise its not just a one off cup of coffee.

"The need for a follow up is imperative, some literature on Blue

Hope, stickers or posters would be helpful discreetly placed in work-spaces so if our members are feeling troubled they can easily dial for a confidential conversation."

Post trip Blue Hope has reported they've taken a number of calls from



Bollon.



Bourketown.



Hungerford dust.



Woorabinda.

stations they spent time at from police and their partners seeking more detailed assistance and details about the services available to them despite the distance.

After close to 9,000 kilometres the Blue Hope team finished up at Surfers Paradise. It's where they began planning the #shoutacopacoffee tour for 2021. They're not sure where next years route will take them just yet but feedback from QPU members can assist with the planning.



Bedourie.



St George.



Doomadgee.



Surfers Paradise.

Right now the focus is on assisting any Police doing it tough through the festive season. Police like the community they serve are not immune from family breakup and tensions during a time when most people are enjoying holidays.

Mr Ayers said, "You do not need to weather that storm yourself. Pick up the phone, we have like minded people who only want to make a police officers life easier and if you are struggling with that whole situation of lack of family or lack of support just make contact through the website, facebook or hotline. We've got to support each other, if we don't we are going to have to go to more police funerals."

Blue Hope Helpline is 1300 00 2583.



Phone Access

By Calvin Gnech, Criminal Lawyer/Director Gnech and Associates.

Recently the Queensland Court of Appeal handed down their decision in the case of *Commissioner of Police v Barbaro*, this matter is interesting because the case focused on whether the protection of privileged information was a reasonable excuse for refusing to give police access to information on a mobile phone.

In Queensland, a magistrate may issue a search warrant requiring a person to give police access to information on a mobile phone. It is an offence not to comply without a reasonable excuse.

In the case of Harley Barbaro, an alleged member of the outlawed Mongols Motorcycle Club, had his phone seized when a search warrant was executed on his Gold Coast home at Bundall in 2018, Barbaro refused to provide access to unlock his phone and was charged.



Harley Barbaro appealed his conviction for refusing to supply passwords to enable police to access his mobile phone messages.

At trial Barbaro gave evidence that he had refused to reveal the password as he had used the phone to communicate with his solicitor through various text messaging systems. The phone contained privileged written communications between the respondent and his

solicitor. It was claimed that his right to protect privileged information constituted a reasonable excuse for refusal. The magistrate rejected this defence and found Barbaro guilty.

Barbaro's legal team appealed to the District Court and Kent QC DCJ upheld his appeal. In substance, Kent QC DCJ accepted that he was entitled to maintain his privilege against disclosure of certain information, even if other information on the phone was not privileged, and this constituted a reasonable excuse for refusal. His Honour set aside the conviction.

Justices Walter Sofronoff, Anthe Philippides and Debra Mullins sitting in the Queensland Court of Appeal unanimously dismissed an appeal by the Commissioner of Police, upholding the decision of Kent QC DCJ.

Justice Sofronoff held: "In this case the demand made of the respondent to reveal the password that would unlock his phone was made in terms that did not suggest that police accepted any limitation upon their powers of inspection of documents that they found on the phone. Police were asserting a right to read every document on the phone".

The Court of Appeal decision attracted a lot of criticism from Police, however nothing in the case prevents a mobile



phone from being seized and police accessing and using the evidence found on the device itself - 'seizure' and 'use' is an entirely different legal issue.

This case centres solely around if Mr Barbaro is liable criminally for refusing to provide the access information to police.

You can read the full judgement at <https://archive.sclqld.org.au/qjudgment/2020/qca20-230.PDF>



Criminal Lawyer Calvin Gnech says police can still seize mobile phones and use the information they hold as evidence, but it's now a case of what is deemed privileged information and how police and the legal team of the accused comply with the search warrant.

QSuper Changes

By Darren Curtis

More than 18,000 serving or retired Police have accounts with QSuper so it's important when changes are made to the services provided to members the QPU provides advice to our membership.

QSuper has closed the free service providing face to face comprehensive advice via QInvest. The investment group made this decision after reviewing data from several years about who was utilising the service and found that less than 1% of QSuper members took advantage of the face to face meetings over the past three years.

However extensive free advice is still available, QSuper has expanded its dial in phone service to now include guidance on transition to retirement, how to plan and fund retirement and managing retirement income. Additional services including reviewing investment options, reviewing QSuper insurance cover, maximising super contributions and making withdrawals from your income account and making extra contributions and salary sacrifice are all still available with a phone consultation.

QSuper is offering face to face advice sessions with external financial advisers but it is now a fee based service.

A spokesman for QSuper said, "Existing clients receiving ongoing service will have continued access to their agreed review services through to the expiry of their agreement, and we'll provide them with external online resources that are available to locate an appropriate adviser in the future."

The change in service delivery however will not mean a reduction in standard fees or premiums for QSuper members.

The QSuper spokesman offered that by reducing the face to face service members received better value, "QSuper members who obtained comprehensive advice from QInvest prior to the recent change paid a fee for the advice. The cost of the intra-fund component of that advice was covered by QSuper at no additional cost to the member.

"QSuper has significantly expanded its over the phone personal advice service which has resulted in more members receiving advice relating to their superannuation at no additional cost. This change has made personal financial advice more affordable and accessible for our members."

There are many triggers that could prompt QSuper members to review their financial advice including marriage, new job, marriage separation, birth of a child or buying your first home. QSuper believes all of these milestone circumstances can be planned through QSuper phone advice. Many of the QInvest specialists have over 25 years experience. Bookings can be made by calling 1800 643 893.



QPU General Secretary Mick Barnes says it's important police from the moment they start their careers with the QPS get sound advice for their financial future, "To help QPU members develop a clear direction for their retirement we encourage them to see a licenced financial planner. To do this the QPU offers a reimbursement up to \$200 to meet with an external qualified financial adviser every three years.

"To access this QPU reimbursement option all they need to do is contact the membership team at the Union's Brisbane Office on 32591900 with proof of receipts confirming the planning meeting."

The Financial Planning Association of Australia website can assist with locating a qualified adviser close to you. If you need advice about your entire financial situation with the planner you select you will also need to download an authority form from the QSuper website to give them permission to speak to the advisor about your QSuper account.

The QSuper website is www.qsuper.qld.gov.au



Painting New Pathways

By Darren Curtis

An indigenous painting project initiated by a Police Liaison Officer in the outback town of St George is helping to calm community tension, assist offenders reform and even developing as a stepping stone for local youth to consider the Police Service as a career choice.

After five years working as a Police Liaison Officer in St George Adam Osbourne is known to just about everybody in the community as “Ozzy” but it’s his skill as a painter that’s earning him a reputation as a respected leader that’s encouraging better relationships between the local indigenous families and police.

The painting drew in children of all ages at the school and cultural backgrounds, incorporating the young boys favourite football team, his journey through culture, learning traditional dance and eventually his death with his spirit now watching over his friends and family.

PLO Osbourne said, “I never really painted before but it seemed a simple



PLO Osbourne says it's a learning journey but the power of cultural painting can calm community tension.

way to engage the kids and link them to culture. It's funny as we created the painting and talked about honouring this boy, the tension just seemed to resolve itself and it hasn't been a



PLO Adam Osbourne is a proud Wiradjuri man using art to build rapport between indigenous people and police in St George.

Following the death of a 14 year old indigenous boy in a car accident, tension between parents had spread to children at the local primary school resulting in street fights outside the grounds and a volatile environment every afternoon at the end of classes.

PLO Osbourne spoke to the students and came up with the concept of a mural to chronicle the life of their friend who died.



Children across the school were enthusiastic to be involved in the project and discuss issues that were troubling their families.

problem since. The painting is now a permanent fixture near the playground and I was proud the boys family were pleased with it and regularly come and sit close to it."

Principal Veronica Kostaschuk said, "The conflict between the children was hard to watch as it was an emotional time for everyone. The painting project brought the children together, it settled the kids and families. I couldn't have been more proud of the impact it had. Adam is a real asset for the police, so many of the children here look up to him."



St George State School Principal Veronica Kostaschuk called on PLO Osbourne to help calm violent tension through his art project.

The school also assisted with another painting project from PLO Osbourne. For some time he had been trying to create a rapport with a female offender who was determined to rehabilitate and break from criminal activity.

PLO Osbourne arranged for her to teach traditional painting skills to the students, and before long all the children across all grades wanted to take part and the piece now hangs proudly in the school library. PLO Osbourne said, "The theme is always was, always will be; to link with NAIDOC week, the kids learnt from it and the woman who became their instructor is now well on the way to becoming a potentially successful commercial artist."

QPU Southern Region Rep Col Muller says it's a different style of policing that is getting results, "Its opened up a life



The family of the boy who died often sit by the painting as a place of reflection and to remember happy moments he spent enjoying sport and his culture.



A collaboration between students and a local artist hangs in the St George State School library.

skill to the children and local offenders. Some of these painters have great skill and could potentially earn a living out of painting. It's something they enjoy and I believe its always better to share a way how to make a living than watching people commit crime."

The St George painting project continues to expand with indigenous youth diverted to being creative. There are now artworks including totem poles at a local pre school, more murals and requests for extensive community art projects. PLO Osbourne said, "We don't have the resources to keep up with demand at the moment. We have all sorts of organisations wanting us to do paintings for them. Painting creates neutral ground and the people involved are easily mixing with the police here in town, when we are painting everyone has equal respect."

One of the most prominent artworks is in the foyer of the St George Police Station. It's a collaboration work between a man who has had significant police interactions and arrests in conjunction with PLO Osbourne. The work has a number of themes but the predominant story is of two brothers who are in trouble and the family convince them to head to the St George Police Station to seek help and support from the officers and elders.



The grounds of the Balonne Kindergarten feature totem poles painted as part of the project.

The paintings represent totems local families identify with.



Since the totems were installed vandalism and graffiti in the area has almost ceased.

PLO Osbourne said, "It shows they have a place here, it's not always a bad experience with the police, we respect indigenous people and culture. This is a brilliant way to show this is their place too. When indigenous people walk in to the foyer you can see them reading the story through the art.

"They know the artist who worked with me on this and quite often kids will sit down and listen to him because they



An entire wall of the St George Police Station foyer wall is covered with a mural symbolising the station as a place of safety for all people.

look up to him. Often his stories are ones passed down from elder to elder so it's something sacred to them."

Southern Region Rep Col Muller said, "The police station mural is incredible, it's a story that every indigenous person walking in here can identify with. I think it's a great initiative and shows as police we are working together breaking down barriers and we're here to help each other."

St George OIC Danny Gallagher is considering more artwork around the



station with plans to paint some of the walls in the watchhouse. Mr Muller said, "Ideally it would be great if no-one had to see the inside of the watchhouse and took on board the positive aspects of Ozzys project but if they did end up held

for a while it could have an impact on the people going into the watchhouse, if it has a calming effect it's worth it. I see the passion indigenous people put into their painting and I think the stories they contain is something they all respect."

The project could also be the catalyst to expand the ranks of PLO's, Ozzy believes it could be the start of a generational change in attitude toward police, "I have 3 young indigenous boys coming in for work experience shortly. That shows the changes in the mind set of families here, that police are part of the community and you will look after us.

"We haven't had work experience here before, when one boy asked I was humbled but to now have three willing to look at it as a career choice is outstanding. I'm proud of the boys because they are out of their comfort zone. It's a brave step for a young indigenous man to say I wouldn't mind seeing what this is like."

police. It's more like, "you're that copper that helped my kids with the painting". It gives them pride and a positive interaction with someone in uniform, its something they have not always been used to.

"You will find once they make that connection with a particular officer they



PLO Osbourne is proud to mark his painting in the foyer of the St George Police Station and hopes it will become a lasting legacy to stronger bonds between indigenous people and local police.



The cultural painting project has resulted in local indigenous youth considering the Police Service as a career.

The art initiative could also be expanded around the state, PLO Osbourne says every Region has tribal areas, "Its all about communication, through the cultural painting project I've opened doors between some of our worst local offenders and police.

"When we've been called to their houses there's no instant anger towards

will look out for them from then on. When we as police buy into the culture there's an understanding we are all in this together."



Police Living

By Darren Curtis

THE USB WALL CHARGER HIDDEN CAMERA

Here's a cheap way to record events that happen.

There's a host of USB wall chargers on the market now with a built in 90 degree wide angle lens that records video from the moment it is plugged in. The data is stored on a micro SD card usually 32gb in five minute loops, the camera can record continuously and keep rewriting over the old files or can be set to motion detection.

The camera is full HD, recording 30 frames per second in 1080P (the same as modern GoPro cameras) and can be downloaded by plugging the Micro SD into a laptop using the adaptor that comes with the unit. There is an option to burn the time and date stamp onto the picture in the event it's to be used as evidence or as a reference point.

Without warning lights to indicate the unit is recording it's almost impossible to detect it's even on and the USB slot does function as a charger as well. The most covert is the model made in black plastic but a white version is available however the clear pinhole for the lens can be seen.

There is no night vision capability so if you want to capture video in the evening a soft light will need to be on in the room.

The USB Wall Charger Hidden Camera is available from various online retailers on Ebay or wish.com from \$10 each.

The QPU reminds members to always be mindful of "breach of privacy" offences such as S227A of the Criminal Code 1899, making recordings in breach of privacy when using these types of devices.



The USB camera kit includes the charger, cable, Micro SD card and SD card adaptor for quick downloading of the 5 minute video loops.



The hidden camera is barely detectable in the black plastic covering but it has a 90degree lens.

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

Police Health



"From my perspective, Police Health has always been a part of our family, from when I joined the job in the early 1970s."

"Luckily, during our early years we didn't have a lot of claims to make, just little claims on Extras benefits, births of the kids and stuff like that. It wasn't until my wife Chris retired from nursing in the early 2000s that the years of wear-and-tear caused her to need a major back operation. That was our first experience. Since then she's had two hip replacements and a knee replacement."



Kym Zander retired from the South Australian Police as Chief Inspector after 45 years service.

"The beauty, I found, about our private health is that while other people were going on about how much it costs, that they couldn't get the specialist they needed, they couldn't get the medical support, they couldn't go to the hospital they

wanted, and they had long waiting times... Well, we went straight to a specialist. We were seen and guided through the process when it mattered, when we needed to make decisions about Chris going through with the operations."

"The big claim, and I think this is where we realised how Police Health is such a benefit to us, was in January 2019 for the second hip replacement. The journey started out the same way as the first hip replacement. Technology is great, though, so this time, they were making a custom hip joint for Chris which would be designed to fit her actual hip and minimise the effect of what could happen. We thought that was great! Unfortunately, at the end of the day, this was the start of our horrifying journey."

"The operation itself went really well and on discharge we said 'Is there any gap or any fee?' and the girl in accounts said 'No, you're with Police Health, you're in a good health fund - you have no gaps or fees to pay', and we walked out and said 'Gee, that's a really good feeling!'"

"Anyway, we were having a wonderful time until about 13-14 days post-op when my wife woke up in the early hours of the morning with extreme pain in her hip. Rather than going to A&E and sitting there for the

next 10-12 hours we rang up our specialist and he said come straight into the hospital."

"There were no external indications of infection, but blood tests showed Chris was in a very advanced stage of sepsis and was immediately admitted to the ICU. The news we were given was that if we hadn't walked into hospital that day, Chris would have been dead because the sepsis was so far advanced."

"It was a lengthy process of trial and error to kill the infection, with Chris in and out of theatre and ICU. She had the normal specialist who did the hip operation, another specialist who was like the advanced physician type of thing, and another, I called him a 'germologist' as a joke, but I think he was a microbiologist, because they were trying to work out what the bug was."

"Finally, doctors suggested a temporary hip made out of a compound of very high strong antibiotics to target and kill the germ. This would be a non-weight bearing, restrictive movement hip. We discussed our options and decided to go ahead."

"We were going okay until she got out of bed one day and slipped, they took an x-ray and found that the temporary hip had bent and twisted. The specialist offered two options:

continue the current treatment or move to a rehab centre. We sat on it for about a week or two, and she was having blood test and all these other tests, and you can't help thinking, you know, what's the cost of all this?"

"Everybody kept on saying it's about quality of life, it's about getting on top of your medical condition. Don't worry about all the cost and everything else. But every night I'd go home and wonder. Finally, doctors decided Chris's body was strong enough for a permanent hip joint to be inserted.

"So, it was back into theatre, back into ICU for three or four days, back into a ward and because of her journey the recovery was a bit longer, so we had a longer stay in hospital. I think all up it was January, February, March and towards April, and one of the things that was on our mind as we walked out was 'What's this going to cost?'. Well, the girl in accounts said 'There'll be no charge'.

"We looked at it; we had one of the highest recommended physicians, we had one of the best experts at the hospital, we had this microbiologist who was doing the germ analysis and everything else, yet we paid nothing.

"So once things settled down, out of interest I thought I'd go into Police Health and look at the claims and the costs. We got into three figures."

Kym and his wife Chris have claimed over \$335,000 in benefits from their Police Health cover since 1996.

"You go home and you worry about your wife; you worry about what's going on, you're

worried about the medical support. But with Police Health we weren't a number on the wall. It made that horror journey a little bit more acceptable.

"We noticed over the years that every time there was an increase in fees people would comment 'Oh it's going up \$2 or \$3'. I would always reflect on the increase, but I'd also go out and have a look at what other health funds offered and you'd come back and you'd say 'Hang on, this increase is only a coffee, you're only going to have to give up a coffee, give up a beer. But what do you give up if you actually walk away from what I call 'the family organisation'?

"It is so relieving to say that your health fund, Police Health, is there alongside you. It's like your health fund is family so you don't want to give it up."

"When you're not in those crisis type aspects of medical care, Police Health is also a good maintenance scheduler, because maintenance of your body is important. Use the Extras benefits. We have regular

podiatrist visits and we have our teeth check-up at the dentist twice a year, and the girl there always says exactly the same thing - 'You are in Police Health, you are supported far greater than anything else'.

"It's about health, wellbeing and finding that you've got peace of mind that if things do come up, you don't need to go to a public hospital and wait for the next one, two or three years to have something done. I can make the decision to have something done, and in most cases, I'll be supported and reimbursed financially to a great extent.

"I think if you tell your story people then reflect and go 'Gee, I never thought about that, I never thought I'd be in that position.' Well, Chris and I never thought we'd ever walk down that pathway either."



COVER LIKE NO OTHER



Memories of more than 4 decades of service to the community and membership with Police Health.

Graduation Day Townsville

Intake 43 officially graduated from the North Queensland Police Academy in Townsville on Thursday December 10, 2020 after successfully completing 24 weeks of training at the Belgian Gardens Facility.

The 45 recruits were sworn in during a COVID restricted ceremony in the Academy Gym in front of a limited number of family and friends.

19 year old Constable Callum Moriarty was the recipient of the QPU sponsored Dux award for highest achievement in academic studies and has been posted to Central Region.

The age range of the recruit class was from 19 to 47 years, and with cultural backgrounds from South Africa, Sweden, Ireland the United Kingdom among locally born members the class is reflective of the diversity in modern Queensland communities.

The new Constables were encouraged to embrace and become passionate about the QPS values of integrity, professionalism, respect, community and fairness in everything they do in their job and always lead by example.



QPU Branch Official Jim Lanigan, Deputy Commissioner Doug Smith, QPU General Secretary Mick Barnes, QPU Dux recipient Const Callum Moriarty, QPU North Region Rep Peter Thomas, Assistant Commissioner Brett Schafferius.

The First Year Constables will be spread across Central and North Region with the largest numbers heading to Cairns and Rockhampton. Overall 17 of the Constables will begin

their service in Far North Queensland, 14 to Townsville, 6 to Rockhampton, 5 to Central Region and 3 to Mt Isa.

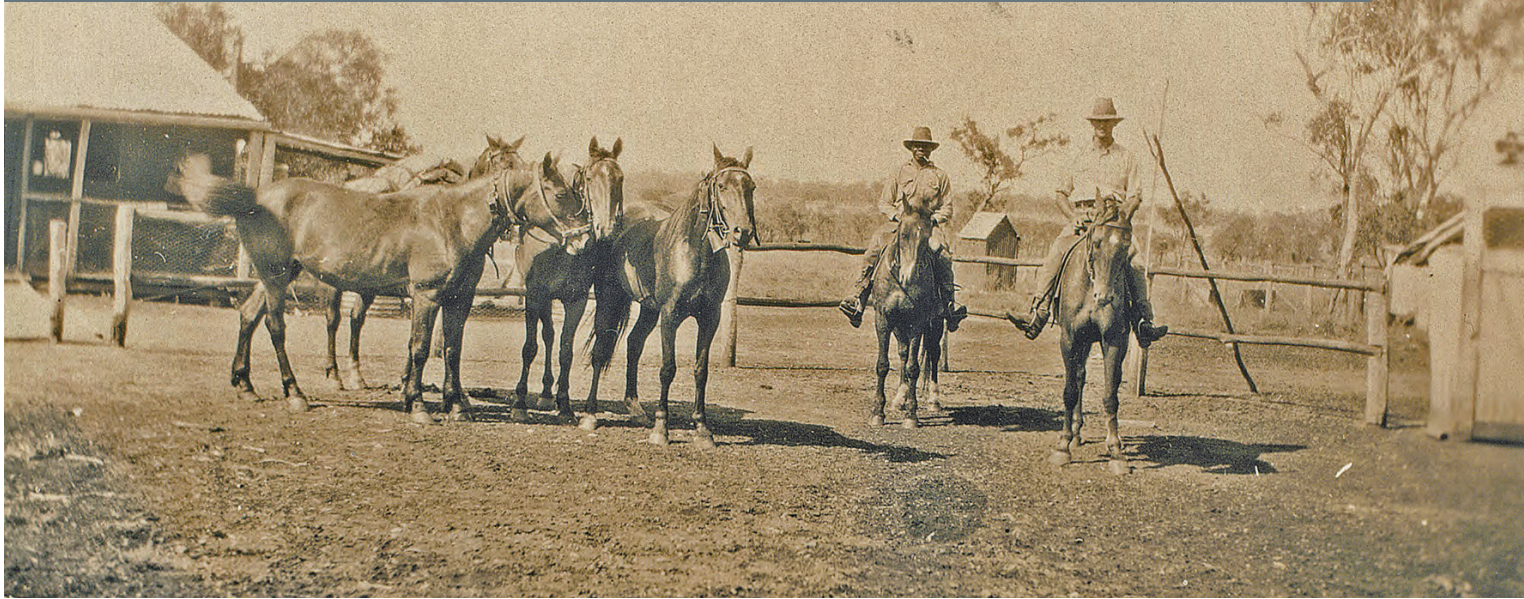




From the Archives

By Darren Curtis

STOCK SQUAD



Indigenous Tracker (possibly Jack Tiers) and Constable Charles John Munro, mounted on their horses with four other remounts/pack horses, at the Nebo Police Station, 1936. Courtesy Queensland Police Museum.

The Queensland Police Stock Squad wasn't officially formed until 1959 however Police had been working on dealing with stock theft almost since the colony was formed.

Although most graziers admitted theft or 'duffing' was a significant problem it wasn't always easy to get a conviction despite overwhelming detective work producing unchallenged evidence from police.

The most famous case was in 1870 when six offenders were arrested after stealing 1,000 head of cattle from Bowen Downs Station and driving them all the way to Adelaide for sale. A jury in Roma refused to find the ring leader guilty, its alleged because some of the jury weren't opposed to a bit of 'duffing' themselves.



Senior Constable Daniel Thomas McGrath near the Muttaborra Police stockyards, 1958/1959. Courtesy Queensland Police Museum.



Some of the current members of MOCS Rural.

The stock squad has expanded their role to not only look at animal theft but detect remote marijuana plantations and assist Queensland Fisheries Officers intercept illegal fishing teams that raid inland waterways.

The squad also has a role removing illegal squatters attempting to live 'off the grid' in National Parks and keeping surveillance on the kangaroo meat trade.

Over the past 15 years the squad has had a number of name changes but is now recognised as Major and Organised Crime Squad (MOCS Rural) and the 35 officers are part of State Crime Command.

Queensland has 43% of the national cattle herd which translates to about 23 million head that need to be watched over not only where they graze but also brand monitoring through transport and slaughter houses.



It's not all horseback work in the modern stock squad, drones are now used to assist with surveillance and intelligence gathering.

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

Book Review - To Preserve and Protect

By Darren Curtis

This book is a study of the police in Brisbane from 1828 to the early 1900's. There's some interesting tales about the background of Queensland's first Constables and not all of it is flattering.

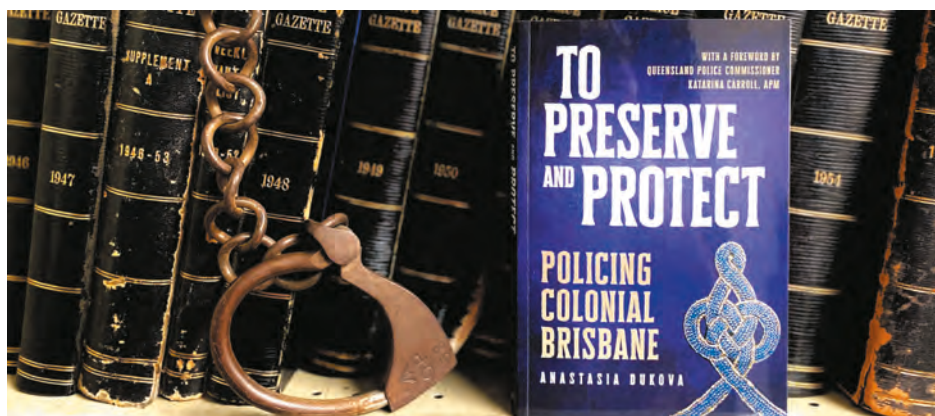
It traces the transition from convict police to the professional centrally organised Queensland Police Force. The book brings together a stream of people living in the early colony to reveal the history of the police and the policed.

Peter 'Duff' Murphy became the first District Constable for the township of Kangaroo Point. A plasterer by trade from Dublin he turned to crime during financial hardship and was sentenced to be transported for life after he was caught stealing clothes during a break and enter.

He was granted his freedom after distinguishing himself during an expedition into the Darling Downs where he assisted his master in repelling attacks by local aboriginals. He resigned from the Police having completed 7 years service after being charged a number of times for public intoxication.

The history documents the tough conditions for early police, long hours with little time off and constant hostility from the public for their authority. By the end of 1864, 14% of the men sworn in had been dismissed or quit and by the end of the decade half of the men sworn in during 1864 had left the police force.

For history buffs and those who like to source family tree lines there's a couple of extensive appendix that



detail the names of those who served as Queensland Police Officers from 1828 to 1900. You may be able to determine if the family name really is a true line of the blue family.

The author is historian Anastasia Dukova who worked closely with members of the Queensland Police Museum to produce the 230 pages. It's not the kind of book you will sit and read enthralled from cover to cover in one sitting more of an interesting tale a chapter at a time.

It's interesting to note the oath officers swear today is largely unchanged from the days of our very first police.

To Preserve and Protect was first published in June 2020 by University of Queensland Press and is available in paperback for \$24.35 from booktopia.com.au

Anastasia Dukova
University of Queensland Press
June, 2020
RRP: \$24.35



Author Anastasia Dukova holds a PhD in crime and policing history.

Police Recipes

APPETIZERS

Pop some traditional festive colour into your BBQ or Christmas events with these easy to make appetizers.

They only take a few minutes to assemble and will make a tasty impression plus they are a very healthy alternative to some of the food offered at most work parties. They're also a great appetizer to eat one handed while engaged in deep conversation during a party.

What you will need:

- 1 x tub of grape or cherry tomatoes
- 1 x tub of bambini bocconcini cheese
- 1 x bottle of Italian balsamic glaze
- 1 x bunch of fresh basil
- 1 x packet of toothpicks

Cut the tomatoes in half and sandwich a basil leaf between a bocconcini ball and tomato piece on a toothpick. (The combination can be mixed in any variation to create a colour profile to suit any serving pattern)

Place on a serving dish, sprinkle with white pepper and salt before a drizzle of balsamic glaze over the top.

Here, the chef served them up with some other traditional party nibbles on a plate.

Bellissimo!!!



The combination of fresh basil, cheese ball with the salt/pepper and balsamic glaze will have you mopping up the drizzle left on the serving platter

The ingredients are easily found in a supermarket and the fresh basil fills the room with a great aroma.



Forget fried party appetizers, give these rapid assembly nibbles a go.



Fresh, colourful and bursting with flavour that you can eat without having to put your drink down.

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

External Legal Services for QPUE Members

By Ryan Heath (Special Counsel) and Melinda Lovell (Solicitor) from Sciacca's Lawyers.

As the official solicitors for the Queensland Police Union of Employees, Sciacca's Lawyers are proud to provide extensive legal services to injured officers. We continue to offer a number of services free of charge and others on a no win no fee basis, depending on the nature of the claim.

As members are aware, should they suffer an injury in the course of their employment, whether physical or psychological, they are entitled to lodge a statutory claim for Workcover benefits.

We encourage all members to seek our advice prior to lodging their application with WorkCover to give themselves the best chance of having their claim accepted. We provide this advice to members at no charge and with no ongoing obligation.

A WorkCover claim will be accepted if the injured worker can establish that:-

- They are a worker;
- They have suffered a personal injury; and
- Their work was a significant contributing factor to that injury.

THE REASONABLE MANAGEMENT ACTION EXCEPTION

For claims involving psychological injuries, it is also necessary to establish that the injury has *not* arisen out of reasonable management action taken in a reasonable way.

The difficulty with psychological injuries is articulating the precise cause of the injury. More often than not, psychological injuries arise out of a series of events over a period of time. This ultimately allows WorkCover to utilise the exception of 'reasonable

management action' in order to reject the claim.

It is important that members do not list issues if they are not directly causative of their injury. This gives WorkCover less opportunities to reject the claim based on the reasonable management action exception. We strongly encourage members to seek our advice and assistance in navigating the WorkCover process.

REVIEW TO THE WORKERS' COMPENSATION REGULATOR

If the application for compensation is rejected by WorkCover, we can further assist members in applying for a review of the decision to the Workers' Compensation Regulator. Sciacca's Lawyers will obtain and examine the member's WorkCover file and advise the member of their prospects of success in overturning that decision.

We advise that members have three months to lodge this review.

If a Workcover claim is accepted, the injured officer is entitled to receive payments for time off work and for medical expenses until their injury is deemed to be 'stable and stationary'. Subsequently, the officer may receive a Notice of Assessment from Workcover containing an offer of lump sum compensation based upon their degree of permanent impairment (DPI). At this

time, the member can obtain advice regarding the prospects of success of a common law claim.

It is important to note that the only avenue to a common law claim for damages is by first having an accepted WorkCover statutory claim.

The following case study is an example of where we have acted on behalf of a member of the QPUE with respect to reviewing a rejected workcover decision for a psychological injury:

CASE STUDY

In October 2019, Sciacca's Lawyers was contacted by a Union member who was suffering significant psychological distress in the workplace. This member was subject to ongoing bullying by his superiors over a number of years and became extremely suicidal.

The bullying was occurring 'behind closed doors' and was witnessed by very few people. This member was forced to take sick leave and his medical certificate stated that he could not return to work for a significant period of time. This member proceeded to make an application for compensation to Workcover Queensland for a psychological injury, which was subsequently rejected as none of the bullying events could be substantiated. The actions by his superiors were found to be 'reasonable management action'.

Sciacca's Lawyers reviewed this decision to the Worker's Compensation Regulator.

During this process, we gathered numerous witness statements and sought further medical opinion in order to prove that the nominated events had in fact taken place as described by our client. We further submitted that there was a clear breach of several workplace policies and that management had acted unreasonably.

The application for review was successful and the original decision of WorkCover Queensland was overturned. The member was then able to access the psychological assistance they needed as well as receive weekly compensation for lost wages.

We are now also investigating this member's rights to bring a common law claim.

COMMON LAW

When a member receives the Notice of Assessment, Sciacca's Lawyers provide a further service in assessing whether the injured officer has reasonable prospects of success on a common law claim. Should Sciacca's consider there are reasonable prospects, we will act for the injured officer on a no win, no fee basis.

OTHER SERVICES OFFERED

Sciacca's Lawyers continue to advise and act for members who have suffered injuries in motor vehicle accidents against the relevant CTP insurers.

We further provide advice to members in navigating the medical retirement process and act on a no win no fee basis for Total and Permanent Disablement claims with QSuper.

We also continue to offer a free will service to QPU members and their families.

Sciacca's Lawyers strive to provide professional legal services to all members of the QPUE and their families.

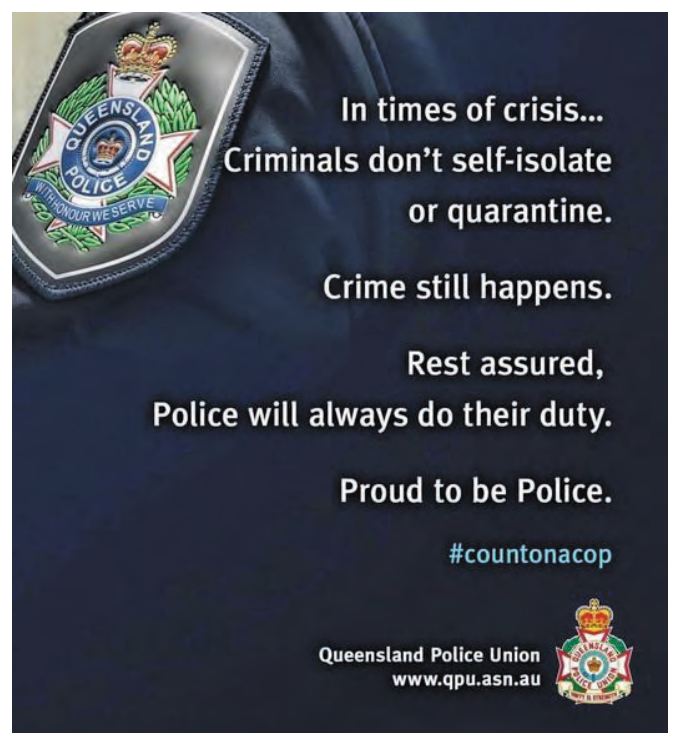
Should any members have any queries relating to the services we can provide, please do not hesitate to contact us on 3867 8839.



Sciaccas Special Counsel Ryan Heath & QPU VP Shane Prior. Mr Heath has more than 25yrs experience in accident compensation law with a special interest in psychological injuries and medical retirement.



Sciaccas Solicitor Melinda Lovell is a personal injuries law specialist who insists clients are reassured and supported during the legal process.



Scholarship Expansion

By Darren Curtis

So many children of police officers are talented when it comes to sports and the arts and the QPU is offering some financial assistance to help them achieve their goals at the highest level.

Each year the QPU sets aside money to be bestowed as scholarships for the children of current serving Queensland Police Officers who are members of the QPU and with the disruption caused by COVID restrictions not too many events went ahead during 2020 so the QPU Executive in conjunction with the Scholarship Committee of QPU Life Members have agreed to roll the 2020 funds over to be added to the 2021 pool.

The scholarship scheme will only provide assistance for one event per child each year and it must be a recognised State, National or International competition. For academic events the scholarship activity must be outside normal schooling requirements.

One of the 2019 recipients was 11 year old Cael Armitage, his family received a \$1000 Sporting Scholarship to assist with the costs for travel to Darwin to represent Queensland at the Australian School Sports Competition for track and field.

After the competition Cael wrote a letter to the QPU Scholarship Committee thanking them for the support "In Darwin I represented Queensland in shot put and discus. When I was there I stayed in this really cool hotel that had 3 pools and I had my own queen size bed.



QPU Scholarship recipient Cael Armitage performed well at the National School Sports Championships to earn an outstanding 5th place in his age division.

The experience meant a lot to me because I feel that I can keep trying to get to Nationals every year or even when I'm older to the Olympics."

Cael is the son of David Armitage from the Brisbane Forensic Crash Unit. The family met the criteria in particular demonstrating Cael had the traits of his parents showing discipline, determination, honesty and self confidence.

QPU General Secretary Mick Barnes said 'its wonderful to receive feedback from a scholarship recipient and its pleasing to see the assistance alleviated some of the costs for Cael's family. The scholarships are all about rewarding excellence, they are not based on financial need. The

Committee hope each scholarship will help the recipient grow, improve and reach their life goals. I look forward to cheering Cael on at the Olympics in the future."

Applications are currently open for scholarships to be assessed and awarded in 2021.

The forms outlining the details required and the scholarship process can be downloaded from the QPU website by typing in this link (<https://www.qpu.asn.au/news/the-queensland-police-union-of-employees-scholarship-scheme>) or by calling the scholarship co-ordinator Rosemary Featherstone at the QPU office in Brisbane on 32591900.

Triple R U OK?

By Darren Curtis

A new campaign has started to specifically support emergency workers after a study found frontline first response staff suffer significantly higher rates of psychological distress and suicidal thinking.

The Queensland Police Union supports Blue Hope in helping our members struggling with mental health and other life issues but we encourage any available assistance that could help a police officer or their family get through a tough time.



A Beyond Blue study titled 'Answering the call' surveyed over 21,000 police and emergency service workers across Australia and found rates of psychological distress, mental health issues diagnosis and rates of suicidal thinking and planning were more than double the average of the adult population in Australia.

'ARE THEY TRIPLE OK?' is an additional campaign from the group behind the annual R U OK? Day. It aims to increase the levels of peer and social support for police, to promote life changing conversations with police at home, the workplace or in a social setting.

The whole idea is to prompt early intervention and encourage help seeking as most police will initially deny they may need assistance.



**Lift others with
your words**

Sometimes just getting the conversation started can be the hard part, to help make it easier you can now interact with Google Home or a Google Assist enabled smart phone or device. Simply say "Hey Google talk to RUOK mate!" the system will then provide prompts on how to get a conversation started, tips on how and when to ask R U Ok? how to navigate the rest of the chat and offer suggestions to start getting help from qualified professionals.

R U OK? CEO Katherine Newton says they're happy to embrace new technology to get the message across, "We know the majority of Australians believe talking to someone who is struggling can make a difference. We are focused on building confidence in

people, so they know when and how to have an R U OK? conversation."

"It's vital we utilise new ways to build that confidence and "R U OK Mate?" through Google has the potential to do that in a way we have not seen before. We hope to empower people to trust their gut instinct and ask the question as soon as they spot the signs that someone might be struggling with life," Ms Newton said.



The service also offers a link to provide material for OIC's to download including posters, conversation guides, digital assets and where to get assistance day or night.

The resources can be found at www.ruok.org.au/triple-ok.



Blowing the Whistle

By Darren Curtis

He's known as the 'outback enforcer' a country cop ensuring the rules are observed on the roads for hundreds of kilometres and he's also making certain there's no indiscretions on the football fields across the Murweh Shire.

Senior Constable Bill Mitchell is the Road Policing Officer in Charleville and in his time off he volunteers as a rugby league referee and is viewed as the area's leading whistle blower, "The community really appreciate you being involved, a lot of the time I control the Under 18's games and they are also often the one's I'm pulling up on the roads. It can be their first interaction with the police as adults so it really does set the tone on how they view police for the rest of their lives."



Bill Mitchell the referee embracing the life of a country cop getting involved in his community.

QPU Southern Region Rep Col Muller says the efforts of S/C Mitchell have gone a long way to building a strong relationship between police in Charleville and the community, "Who would of thought an RPU Officer would be one of the most popular people in a country town?"

"Billy has done a lot to take the hostility out of what can sometimes be a confronting situation when people are stopped by a police officer on a country road."

"Billy has shown that strong community policing doesn't just come from writing tickets. It's an initiative that proves police are invested in their communities, it's one of the strongest facets of rural policing."

"Billy has done a lot to take the hostility out of what can sometimes be a confronting situation when people are stopped by a police officer on a country road. He's also made the community realise police are part of the community and are approachable," Mr Muller said.



S/C Mitchell has developed a healthy relationship with the community bridging gaps with some groups that previously didn't appreciate the job police do.

It's not unusual to see the RPU vehicle parked close to the footy field as Bill helps out before or after a shift. The presence of the marked car also has a deterrent factor for those passing by the grounds where there's quite often children playing, the traffic noticeably slows.



The Charleville RPU vehicle works as a deterrent to slow drivers around the areas sports fields and stops residents indulging at the sports bar.



S/C Bill Mitchell patrols the roads and football sidelines around Charleville.

S/C Mitchell said, "By seeing me on the football field and chatting between plays they get a different perspective. I'm not just 'bad Billy' who writes tickets they see me on a different level. After a game they will often have a chat and some even wave to me on the road when I'm working so it does make a big difference."



The community are comfortable passing on useful intelligence about issues that impact their neighbourhoods and dangerous behaviour.

S/C Mitchell is often stopped walking the sideline in uniform, the conversation always starts about football but quite often locals will pass on valuable intelligence about crime.

It's made the veteran officer feel like he's bridged a gap between the community and police plus refereeing has the added benefit of helping his own mental health, "I've been a police officer for 19 years, I was in General Duties for about 13 years before switching across to RPU. I played league as a young fella and found refereeing a good mental stress relief and it's great for my fitness.

"I've got 9 more years to go as a police officer, I doubt I will still be a ref by then but certainly involved through mentoring young referees to help them improve and hopefully they can control an NRL match."

Being in control as the man in the middle also helps his police work, "It's like being an OST instructor, it's about procedure. Getting a member of the public out of their vehicle providing voice commands that are clear, concise and keeping the tension out of things so they comply."

Senior Constable Mitchell is a strong advocate for police to get involved in local sport no matter where they are stationed, a move supported by the QPU.

S/C Mitchell said, "It takes the stress away from everyday jobs and gets your mind off the unpleasant elements of the job and onto something else. It gives you relaxation, peace of mind and an ability to cope with different things."



Being in control of a football game is similar to being an OST instructor.



S/C Mitchell says participating in high intensity sport is a good way to relieve stress.

Blue Zen

By Darren Curtis

Stress is the part of Policing that's sort of in the fine print of the job description but a Sunshine Coast business run by a police family is helping to soak away strain and tension offering QPU members a whopping 50% discount.

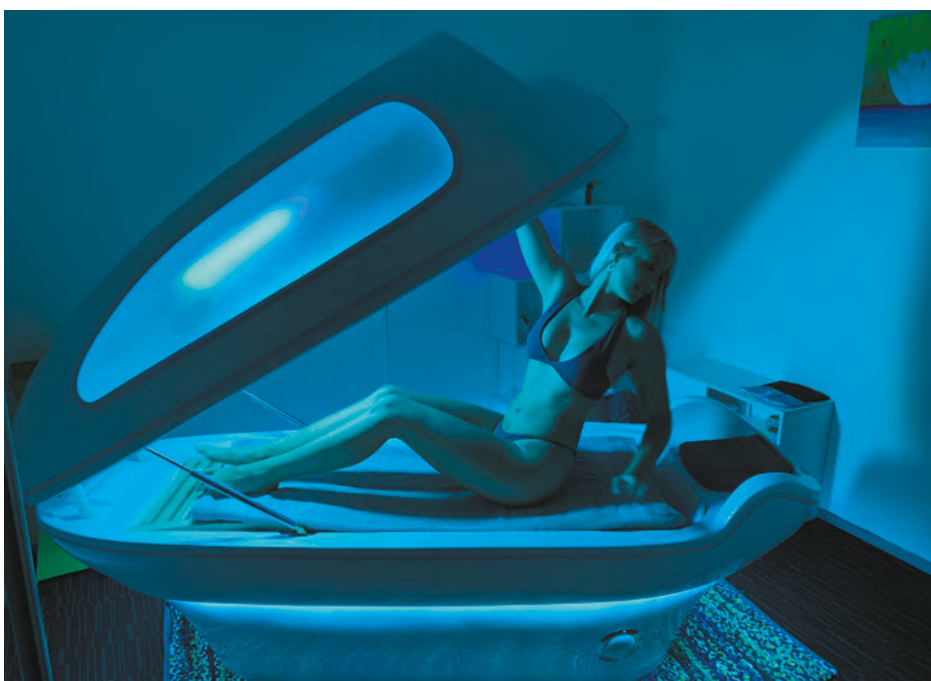
The Zen Den is operated by Brad Wilson who retired as a Sergeant from the Radio Electronics Section after 37 years and his wife Sergeant Bec Wilson who resigns from the Service after 26 years at the end of December. Bec has spent the last 12 years as an ETO at Maroochydore and is looking forward to the transition.



Sgt Brad Wilson & Sgt Bec Wilson served a combined 63yrs as police.



Bec and Brad Wilson are stepping away from the QPS but want to give back to their former police colleagues and their families.



Light therapy pods improve collagen levels and benefit sports performance and muscle recovery.

Brad Wilson said, "Establishing the business has been a massive learning curve for us. We've built it from the ground up from the layout design to the services we wanted to offer clients. I put our success down to the skill set we developed in our roles as police. Running a business like this requires essential communication skills, something we did every day interacting with the public, organisational ability and confidence."

The Zen Den offers, floatation tanks, massage, beauty treatments, light therapy rooms, thermal crystal mats, yoga, wellness activities but also a café that has recently received licensing



Floatation tanks using high concentration salt water allow clients to stay buoyant, are air cooled and sound proof.

to make more use of the commercial kitchen to offer clients grazing plates, high tea service and alcoholic drinks after a treatment.

The spa sales pitch is revive, regenerate and recalibrate.

Mr Wilson believes the Zen Den could be a haven for police who work, visit or holiday on the Sunshine Coast. He said "We know the stress that comes with frontline policing or sometimes dealing with workplace conflict. This is a place where couples can relax together, decompress after long stints of shiftwork or you just need a break from the daily grind."



Avocado & pea mash with beetroot hommus and superfood seed mix.

the flavours and cooking style are so impressive many diners don't realise it's plant based food.



Couples massage and waxing pamper packages are available.

The Zen Den is also receiving outstanding reviews for the café food, it's coloured and presented to be noticed including the classic avocado on toast. Most items are vegan options but



Burgers that are eye catching for social media users.

Police and their families are offered a standard 50% discount on sessions in the floatation pods and other price concessions are available on treatments when booking and identifying as a Queensland Police Union Member.

The Zen Den is on the Mooloolaba Esplanade at Mooloolaba, bookings can be made online or call 0477 47 4869

Editors Note: This is not a paid advertisement, the QPU Journal supports and raises awareness for businesses that support Police.



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – CHRISTMAS 2020

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

E-mail: qldretiredpolice@gmail.com

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

IF YOU KNOW OF SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE



MESSAGE FROM GREG EARLY, STATE PRESIDENT GETTING GOING AGAIN

It is great to advise that all Branches have returned to meeting again and in some instances conducting their annual luncheons or dinner. All Branches seem to have survived the pandemic very well and no doubt are looking forward to a more relaxed 2021.

DINNER/LUNCHEONS HELD

The dinner and luncheons advised in the previous Journal were held as follows: Rockhampton's dinner was held on 23 November 2020 at the Frenchville Club, Sunshine Coast held its luncheon on 24 November 2020 at the Headland Golf Club, Bundaberg's luncheon was held at the RSL Club on 2 December 2020, on the same day Townsville held its luncheon at Carlyle Gardens Restaurant, Ipswich held its annual luncheon on 10 December 2020 at Brothers Leagues Club, Raceview, and Gold Coast's combined annual and Christmas luncheon was held at the Quality Inn, Lone Star Tavern, on 11 December 2020.

NEW MEMBERS

Former Inspector Kenneth John McDonald, Sunshine Coast

Former Senior Investigator in New Zealand Police

Richard Edward Pak, Sunshine Coast

Former Senior Constable Peter Stratton Banks, Far North Queensland

Former Detective Senior Sergeant Danny Murdoch, Ipswich

Former Senior Constable Lynne Maree Wood, State

Former Senior Constable Mark Edward Norris, Redlands

Former Inspector NSW Force Kenneth Owen Medway, Hervey Bay

NEW ASSOCIATE MEMBER

Beverly Joan Schultz, spouse of member Keith Schultz, Near North Coast

Marjorie Fay Cumming, partner of member Brian Cumming, Mackay-Whitsunday

QRPA Certificates

Veteran Member

(>75yrs & 10yrs continuous financial membership) –

- Robert Bernard Cassidy, Gympie
- Dennis Kenneth Hansen, Mackay-Whitsunday

Senior Member

(>65yrs & 10yrs continuous financial membership) –

- Craig Shadwell Joy, Mackay-Whitsunday
- Hilary Margaret Berger, Near North Coast

Senior Associate Member

(>65yrs & 10yrs continuous financial membership) –

- Christine Marie Sawford, Logan-Beenleigh
- Carolyn Muller, Near North Coast

90 and over

- Esmae Ann Haupt, 91 on 24 November 2020
- William Stanley McDonald, 90 on 15 November 2020
- Constance Caroline Schultz, 91 on 27 November 2020
- Hurtle Roy Shepherd, 99 on 1 November 2020
- John Andrew Gibbison, 90 on 11 December 2020
- Keith Stephen Love, 91 on 28 December 2020
- Cecil Arthur Horne, 95 on 6 January 2021
- Gordon Robert Schultz, 84 on 17 January 2021

OBITUARIES – May they Rest in Peace

Members

- Member and former Senior Constable Geoffrey William Page, 3 November 2020, 78 years
- Associate member Zoe Margaret Mortimer, 5 November 2020, 86 years
- Veteran member and former Constable Cedric James Trower, 25 November 2020, 83 years
- Senior associate member Judith Diann Saw, 30 November 2020, 72 years.

Non-members

- Former QPS Detective Senior Constable Cassandra Lee Gunn, 3 October 2020, aged 50 years
- Former QPS Officer Martin Alan Clifford, 14 October 2020, aged 61 years
- Former Officer Charles Andrew Lewis, 27 October 2020, aged 38 years
- Former QPS member Trevor John McIntosh, 1 December 2020, 82 years

Serving member

- Acting Senior Constable Jason Lee Visini, Herberton Station, 26 November 2020, 35 years.

Family

- Edna Hale, wife of Life Member and former Assistant Commissioner Spencer Moray Hale, 17 October 2020
- Joyce Bauer, wife of late member Len Bauer, 10 November 2020, 99 years
- Clare Dugger, mother of current QPS members Siobhan and Sean Dugger
- Helen Lorraine McIntosh, wife of former QPS member Ted McIntosh, 30 July 2020

AROUND THE BRANCHES

BUNDABERG

Meetings held on 30 October 2020 and 27 November 2020. John Lewis has taken over the role of Newsletter Editor. Welfare: Mary Waugh advised: Joyce Bauer passed away during November and her funeral was held in Bundaberg. Dawn Field was in hospital but was then doing OK. Mary Crook is doing OK down Ipswich way. Ken Strohfeldt is going OK in Toowoomba and is finding space to continue with his beloved woodwork. Bob Hayes sounded very well and is settling into his new life at Burpengary. He wishes to pass on his thanks for the support, courtesy and friendship of Bundaberg members. Jenny Mergard is still undergoing treatment. President Grannie Pearce complimented John Lewis on the excellence of his first newsletter. Grannie Pearce informed the meeting that the Bargara Bowls Club is on track to open its greens on 6 December so it looks like the Charity Bowls day will be a goer in May 2021. Luncheon held on 2 December 2020 at the RSL Club. Sixty one members and guests attended. Special guests included Ian Leavers, QBank Director and Police Union President, Assistant Commissioner Kev Guteridge, Bundaberg Patrol Commander, Inspector Anne Vogler, Police Chaplain Ray Nutley and State President Greg Early who presented Mary Waugh with her Life Member plaque and gold badge. Branches represented were: Gympie, Redlands, Hervey Bay, Rockhampton and Gladstone. Police widows who attended were: Heather Sherlock, Margaret Anderson and Judy Jones. An excellent meal was provided by the Club and many raffle prizes were won by several of the attendees. Next meeting: 29 January 2021.



QRPA State President Greg Early presenting Mary Waugh with her Life Membership plaque.



Insp Anne Vogler, QRPA State Pres Greg Early, President Grannie Pearce, QPU General President Ian Leavers, Robyn Bond, Secretary Rowan Bond and Police Chaplain Ray Nutley enjoyed the Bundaberg Branch luncheon.

GOLD COAST

Meeting held on 2 November 2020 at White Lady's Miami. Welfare: Neil Raward has just started a 12 month cancer treatment trial at the P.A Hospital in Brisbane. Don Braithwaite was having ongoing medical tests. Boyd Barrett is now in permanent care and Jan Chalker is on the mend after a recent hospital visit. Murray Underwood has been in contact with some recently retired QPS members regarding joining the QRPA. The October social meeting at Paradise Point Bowls Club was a successful afternoon and well attended. The Branch meeting and social calendar for 2021 will be finalized and distributed soon. Meeting held at Currumbin RSL Club on 1 December 2020. With Neil Raward stepping down as Branch Treasurer and Social Secretary on 1 February 2021, Mike Sparke has offered to assist Neil with the Treasurer's role and Denise Sullivan will assist with the Social Secretary's role. John Johnson was presented with his Veteran Member Certificate. The November social meeting at Nerang RSL Club was well attended. Welfare: Bob Dempsey has sadly entered palliative care after a long battle with cancer, Russell Robertson tore tendons in his foot and is in a moon boot, Neil Raward is looking well and his cancer trial treatment is ongoing and Don Braithwaite is feeling well although he has serious health concerns. Guest speaker: Don Braithwaite gave a talk regarding the Queensland Police Academy which opened almost 50 years ago. Next meeting: Currumbin RSL Club on 2 February 2021.

GYMPIE

From the Branch's recent newsletter: Following the resignation of Annabel Andrews, George Moczynski has taken on the role of Acting Treasurer. Finally, after a cancellation due to Covid 19, eighteen members and guests had their trip on the Mary Valley Rattler on 21 October 2020. It was a beautiful day and the group had a carriage to themselves to Amamoor. After their hour long steam engine ride they eagerly went to see the turntable in operation. Unfortunately the machinery turning the steam engine left the track. However, when the problem was rectified a mechanical problem was discovered with the engine. They returned to Gympie Station by bus where an alternate drop lunch awaited them. Welfare: It is pleasing that John Gordon, who has had five hospital stays, and his wife Helen who also had one, all during 2020, are both almost back to normal. Ken Salmon had a ten day stay in hospital. He is

not out of the woods yet and is resting in Brisbane until his next medical appointment, so that he is closer to a hospital. President Laurie Pointing's wife Irene has experienced some health issues of late. Veronica Kane, who suffered a pontine stroke in mid-September, is following up with exercises and further tests. Peter Eiby and his wife are still not all that well and Landes Crosby has had a rough few months of ill health. Veronica Kane, George Moczynski, Tony Barton and Laurie Pointing represented the Branch at the Bundaberg luncheon on 2 December 2020. From President Laurie Pointing: On 27 November 2020 he, Norm Breen, Tony Barton and Aub Nieborg travelled to Water Police Headquarters at the Port of Brisbane to participate in a memorial service for late member Garry Errol Lyons. Garry served at the Water Police and it was his desire that his ashes be spread in the ocean. A police launch took them some kilometres out to sea where Garry's daughter Linda spread his ashes.



The Gympie Rattler at Gympie Station before heading for Amamoor.



The Gympie Rattler at Amamoor Station.

LOGAN-BEENLEIGH

Meeting held on 19 November 2020. Guest speaker: Assistant Commissioner Cheryl Scanlon. Bob Sawford was presented with his Veteran Member Certificate by President Gerry Stevens. In future \$50 will be allocated to guest speakers as a token of appreciation. Unfortunately Secretary Terry Ahearn addressed the meeting and resigned as Branch Secretary. Next meeting 21 January 2021.

SUNSHINE COAST

Meeting held on 27 October 2020. Welfare: Margaret Williams updated members on the health of John Bosel, Tom Strain, Dave Betts, Horrie Robertson, Bob Hagan, Trevor Chalk and Graham Kassulke. Applications by former Inspector Ken McDonald and

former New Zealand Police Officer Rick Pak were recommended for approval. The transfer of Bob McLagan from Logan-Beenleigh Branch was noted. Guest speaker: John Wagner, Director of Mercy Ships Australia. Their aim: *We provide life-changing surgery to people who can't afford it but need it the most, all for free.* He said that 70% of the world's population don't have access to surgery and that their floating hospital, the Africa Mercy, travels to places around the world that are in desperate need of medical care and treatment. Christmas luncheon held on 24 November 2020 at Headland Golf Club. Special guests were Detective Chief Superintendent Darryl Johnson, Crime and Corruption Commission, "Cop This" advertiser Kym Presgrave, Queensland Medals and More, Alexandra Headland, Reverend Matt Govan, Police Chaplain for the Sunshine Coast and Wide Bay Region and Acting Inspector Matthew Robertson, Sunshine Coast District Southern Patrol Group, along with visitors Lawrie and Ruby Witham from Esk, regular attendees at the Sunshine Coast Branch luncheons. A number of apologies were read out, including those from "Cop This" advertisers Royce and Sue Gregson, Gregson and Weight, Funeral Directors, Caloundra, Vicki Stewart, Director, Stewart Property Real Estate, Mooloolaba and Mark Newton of KAM Automotive, Warana. Some of the branch members' apologies sadly were due to serious health issues, while some members who have been in ill health were able to attend. Sunshine Coast Branch Treasurer Roly Dargusch was publicly acknowledged as the main organizer of the event which, through his organisational skills and commitment, was once again voted a great success. Likewise, Headland Golf Club management as well as kitchen and bar staff were acknowledged for their catering to everyone's needs efficiently and professionally. John (Whiskey) Walker, President. Next meeting: 25 February 2021.

SOUTHERN DOWNS AND GRANITE BELT

The 6 November 2020 meeting was held at the RSL Club, Stanthorpe, followed by a Christmas luncheon. Welfare: Laurie Bell attended with both wrists strapped after undergoing a carpal tunnel operation the previous day. Maureen Love gave an update on her recovery from foot surgery. Allan Domjahn is recovering from heart surgery. Wayne Smith is recovering from ligament surgery. Felix Grayson and Modonna Foan are still having chemotherapy and Phil Yates has had back surgery.



Christmas luncheon for Southern Downs members Carmel Higgins, Laurie Bell, Monica O'Mara, Maureen Love, Linda Maher standing.

Next meeting: 8 January 2021 possibly at Jacqui's Café, Warwick.

ROCKHAMPTON

Meeting held on 4 November 2020. A special welcome was given to retired Senior Sergeant John Trenaman. President Barry Self advised that eighteen members attended the Cockscomb Retreat barbecue. Thanks to Peter Tyson-Doneley, the outings will be called a BBQ in the Bush. It was resolved there will still be BBQ's at the Beach when permitted. The Frenchville Sports Club hosted the Rockhampton Branch's annual dinner on 23 November 2020. The 52 members and guests were served a great meal rather than the usual buffet. President Barry Self welcomed all attendees especially Dan Keating representing QBANK, State Secretary Patricia Holden and her husband Darryl, Acting Superintendent Mark Burgess and his wife April, Graham and Rose Swadling representing Crime Stoppers, Police Chaplain Glenn Louttit and wife Collette, Mick Harvey representing the Bundaberg Branch and Glenn Churchill and wife Sue representing the Gladstone Branch. A multi-draw raffle was conducted. A little frivolity was led by June Young and others. Meeting held on 2 December 2020: Vice President Bob Moore acted as Chairman in the absence of President Barry Self who was attending the Bundaberg luncheon which was held on the same day. The proceeds of funds raised at the annual dinner - \$550 - will be donated to the Queensland Police Legacy Scheme. Next meeting: 3 February 2021.



Acting Superintendent Mark Burgess, Capricorn District spoke to QRPA guests at the annual dinner.



QRPA State Secretary Patricia Holden and husband Darryl at the annual dinner.

MACKAY-WHITSUNDAY

Meeting held on 21 November 2020. The meeting was chaired by Vice President Stu Halls due to President Bob Maher's absence for health reasons. Welfare: Barry indicated he had been in contact with Col Duncan, Tony Wynn, Arthur Brookes and Bob Maher who are all as well as can be expected. He

reported that Ray Hodgson was on the improve and is again allowed to drive following recent surgery. Marjorie Cumming's application to join the Association was recommended for approval. Vice President Stu presented Secretary Dennis Hansen with his Veteran Member Certificate. Report on the 16 October 2020 luncheon: Total attendance was 37 which included Mackay Regional Council Mayor Greg Williamson, Superintendent Glenn Morris, Inspectors Ian Houghton, Bruce Duck, Mick Searle and Nathan Blain and Paul Wilson, Director of QBank. President Bob Maher welcomed all to the luncheon and advised the Club now has 36 members and 23 associate members who are drawn from Sarina in the south, Dysart in the west and Bowen to the north. He congratulated the Branch's first Life Member, Bev Houley, on her achievement. Next meeting: 12 December 2020.

IPSWICH

From the Branch newsletter: Former Detective Senior Sergeant Danny Murdoch's application has been recommended for approval. Police Widows Co-ordinator's report: Di McCrae has been in contact with several of the police widows and has received a favourable response. It was not possible to hold a proposed morning tea due to the commitments of some of the ladies but there was a marked increase in their numbers attending the Christmas luncheon. Welfare report by John Hawkins: Greg Polzin expects to have an operation to drain or remove a cyst growing/enlarging on a kidney. Cec Horne's wife Myrle is back home and dutifully being cared for by Cec and Healthcare. Elaine Dale is doing really well. Matt's back pain is lessening over time but his vertigo problem persists. John visited Ken Farquharson. Unfortunately he has declined noticeably, has had a few falls and needs the nurses to assist him in and out of bed/chair. He also visited Ailsa and Vince Beutel. Vince is surprisingly bright after his recent stroke. Maxine Renouf has had a medical procedure and a nasty mole removed from her face. Maxine and Mal Renouf and John plan to visit Trevor Eltherington at Boonah to see how he is coping. Fred Maynard is wearing a 'moon boot' following ligament damage and broken bones in his foot. Visit to the Bob Atkinson Operational Capabilities Centre at Wacol on 12 November 2020: Nineteen members and guests attended what can only be described as a once in a lifetime view of policing in the modern era. The complex is state of the art and mind boggling as to the quality of training police now receive. Firing ranges, a mock up village complete with shops, service station, two QR rail carriages and a bus are all used in scenario training.



Ipswich QRPA members and guests who visited the Bob Atkinson Operational Capabilities Centre at Wacol.

TOWNSVILLE

Meeting held on 4 November 2020. Guest speaker for the day was Assistant Commissioner Brett Schafferius. He outlined his service history from the time he spent as a trainee in Townsville until he reached his present position. He thanked many retired police who were present for the assistance they had given him including Trevor Errington, John Urquhart, Peter Pascoe, Gordon Thomas and Martin Arrowsmith. He also outlined some of the changes that are about to occur in the Police Service. From December newsletter: The president Merv Johnston welcomed everyone to the December Christmas lunch and meeting. Thirty seven members and guests were in attendance. A special welcome was given to Chief Superintendent Craig Hanlon, Superintendent Glen Pointing, Mick O'Brien (representing the State Management Committee), former Assistant Commissioner Andy Henderson (representing QBank) and his wife Lyn, former Regional Superintendent Gordon Duncan; also the members from Ingham: Fred and Loral Angus, John Lone, Barbara Zupp and Nev Ingram. Chief Superintendent Hanlon and Andy Henderson addressed the meeting and spoke on issues relevant to the members; also Mick O'Brien (as usual) told many an interesting yarn. Next meeting 3 February 2021.



Chief Superintendent Craig Hanlon, Superintendent Glenn Pointing and Rev Horst Sauer at the Townsville luncheon.

GLADSTONE

Meeting held on 4 November 2020 at Gladstone Bowls Club. Senior Vice President Denis Connolly chaired the meeting in the absence of President Glenn Churchill who was attending a family funeral. Welfare: John Sayre advised that Keith Allan is not real well, having ups and downs. Mike Ball had a number of tests with not good results. Jim Winn is doing OK but tires quickly. John advised the meeting in regard to the health of Zoe Mortimer but unfortunately she passed away the next day. Her funeral service was held on 13 November 2020. Unfortunately, Judith Saw, wife of Secretary Darryl, passed away on 30 November 2020 and as a mark of respect the annual luncheon planned for 9 December 2020 at the Calliope Central Bowls Club was cancelled.

DARLING DOWNS

Meeting held on 12 November 2020 at Club Toowoomba. Welfare: Kev Weise and Bob Scarff both reported that they had had falls with Bob sustaining a broken arm. Former Police Officer Bruce Pratt's application to join the Association was recommended for approval. Arrangements are being made to attach plaques on the Memorial Wall for Ken Leane, Mick Ring and Graham Hohenhaus. President John Sullivan presented Veteran Member Certificates to John Cooper and Alan Lane. Next meeting: 10 December 2020 at Club Toowoomba.



President John Sullivan presenting Alan Lane with his Veteran Member Certificate.



President John Sullivan presenting John Cooper with his Veteran Member Certificate.

NEAR NORTH COAST

The Club had a Christmas Get Together at Sports Central in Caboolture on 27 November 2020. (This was previously the RSL Club and was recently bought by the Caboolture Sports Club). Thirty members attended the function. Wonderful Social Organiser Helen Guy pulled her usual goodies out of the air and produced a wonderful series of Christmas gifts for all in attendance. Everyone had a great time. This was the last activity of the Branch for 2020.

REDLANDS

Meeting held on 27 October 2020. Welfare: Alan Nicol saw his specialist recently and is travelling OK. President Paul Fitzpatrick commented on the success of the NPRD service and recorded appreciation to Paul Hartley of DCR Media for live-streaming the service and also Secretary Eddie Gallo for his hard work in arranging the service which, as mentioned previously, is the only NPRD service organised by a QRPA Branch. Rosie Nicol gave a rundown on arrangements for the Christmas lunch on 15 December 2020. Certificates of appreciation were forwarded to Lynne Jones for donating a wreath to the Branch, Cleveland Uniting Church and Paul Hartley of DCR Media. The annual luncheon will be held on 23 February 2021. Meeting held on

24 November 2020. The meeting was chaired by Secretary Eddie Gallo in the absence of President Paul Fitzpatrick and Vice President Paul Oates. Eddie welcomed guest speaker Lisa Jones, Curator of the QPS Museum, and Greg McPherson from Van Diemen's Land Branch. Welfare: Clarrie Staib was recently hospitalised which resulted in a pacemaker being fitted. Barry Ingham is recovering slowly. He is still wearing a brace and also has some problems with his hearing. Heather Loughheed has had some medical issues but is improving. Sharon Gallo has had some major problems with her back and hip over the past few weeks but is now up and around again although she still needs to take things very slowly. Guest speaker: Lisa Jones gave an interesting talk on the history of policing in the bayside area from the 1800s to the present. Some of the photos she displayed brought back memories to members who had served in the area. The annual Christmas party will be held on 15 December 2020 with Secret Santa in place. Next meeting: 19 January 2021.

FAR NORTH QUEENSLAND

Christmas function held on 4 December 2020 in the Madison Room, Red Beret at Redlynch. President Mal McKaskill welcomed all to the function, especially Deputy Commissioner Paul Taylor, Chief Superintendent Brian Huxley and wife Liz, Inspector Russell Rhodes, QBank Director Andy Henderson and wife Lyn, Police Chaplain Doug Foster and John Lone (Townsville Branch). Chief Superintendent Huxley indicated the efforts by police and partner agencies this year have been incredible. He also mentioned particular focus on major and organized crime as well as a focus on youth crime. Mention was made of the sudden passing of Acting Senior Constable Jason Visini who was attached to Herberton Station. QBank Director, former Assistant Commissioner Andy Henderson, said that QBank was proud to be a major sponsor of the QRPA, that COVID brought many challenges to QBank and that the Bank was able to assist 42 members who experienced difficulties. Welfare: Secretary and Welfare Officer Brigitte McKaskill mentioned that a few members have had health issues but are on the improve now. She also mentioned an appeal from the Cairns and Edmonton PCYC Co-ordinator of Braking the Cycle for members to consider being mentors to young people who experience difficulties in obtaining a drivers licence.



QBank Director Andy Henderson, Secretary/Welfare Officer Brigitte McKaskill and President Mal McKaskill at the FNQ luncheon.

HERVEY BAY

Meeting held on 17 November 2020. President Ian Anderson thanked those members who attended the funeral service for Warren Haupt. Those who attended the NPRD service and those who attended the BBQ at Dayman Park in October. Welfare: Bruce Frese has been undergoing several medical issues but remains in Hervey Bay. Guest speaker: Nelson Marks, Regional Manager for Office of the Public Trustee was scheduled to speak but due to operational requirements he had to cancel at the last moment. Members were then asked to relate some funny stories from their operational days and these were well received by those present. Ian and Sandra West-McInnes were appointed Welfare Officers. The application by Kenneth Owen Medway, former Inspector in the NSW Force, was recommended for approval. The Christmas BBQ will be held at Quota Park on 15 December, with Secret Santa to the value of ten dollars per person. Next meeting: 19 January 2020.

VAN DIEMEN'S LAND

Hi again from Tasmania. The Branch is saddened by the loss of Cedric (Rex) Trower who passed away on 25th November 2020. Rex was a Veteran Member of the QRPA and a foundation member of the Van Diemen's Land Branch. Our thoughts are with Nola at this time. The Branch will have its last gathering for the year on 6 December at Tepco Place, Action Park, home of Lindsay and Anne Baldock. We will have a barbeque after the meeting. We are all hoping that we get some visitors next year now the borders are open. Remember if heading down this way please get in touch. If we can help we will. There is always an opportunity to get together for a drink. Until next time Andy Beasant, President/Secretary.



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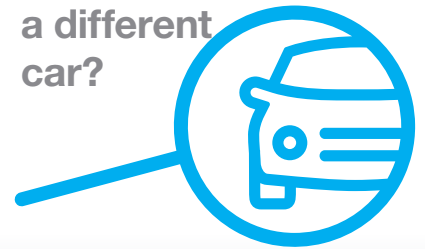
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