

POLICE

CONFERENCE 2017

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



CONFERENCE 2017 RECAP

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COVER STORY

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2017 CONFERENCE RECAP

The 2017 Queensland Police Union Annual Conference was held in May at the Royal International Convention Centre at the RNA Showgrounds in Brisbane. The Conference is the only forum in which Union rules can be amended, and each year Union delegates gather to debate and vote on these rules as submitted by members.

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

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also in this issue...

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



IAN LEAVERS

BULLYING

Here at the Union, we are sometimes contacted by members with complaints of bullying within the workplace. Some anecdotes of specific bullying, especially situations that are prolonged and systematic, almost defy belief. This is especially so when the bullying is done by a supervising officer who already wields power in the particular relationship.

The insidious things people can do to one another are incredibly harmful, and we will do what we can to offer our support and get the situation sorted out. Do not suffer in silence in a situation that is ruining your quality of life, because there are some behaviours that should never be tolerated, and some people who deserve to be called on it.

“Do not suffer in silence in a situation that is ruining your quality of life, because there are some behaviours that should never be tolerated, and some people who deserve to be called on it.”

DR GILMARTIN

In partnership with the QPS and QSuper, the Union recently invited US behavioural scientist Dr Kevin Gilmartin back to Queensland for his third lecture tour around the state.

An ex cop, Dr Gilmartin discusses the impact of police work on the individual and their family: relationships, hypervigilance, and the rollercoaster of emotions experienced when switching on and off from work.

Over 2,000 members and their partners took the opportunity to attend one of Dr Gilmartin’s lectures, and as always, he was well-received.

Dr Gilmartin offers practical advice such as ensuring that you get enough sleep, making time to exercise (he believes you only need 22 minutes a day), and writing particular upcoming

social and fun events on a calendar, to lock yourself in to going rather than deciding you are too tired at the last minute.

Dr Gilmartin has also written a book, *Emotional Survival for Law Enforcement*, and if you don’t have access to one in your workplace,

please feel free to contact us here at the Union to request a copy.

EQUIPT APP

As part of the Our People Matter consultation process, our members and their families identified the need for initiatives to assist them in keeping track of their psychological wellbeing,

“Equipt is a free wellbeing app for current and former QPS officers, employees, and their families, which is now available for download.”

and engaging with psychological wellbeing support services. The equipt app is one new way of doing so.

Equipt is a free wellbeing app for current and former QPS officers, employees, and their families, which is now available for download. The app provides you with tools and practical strategies to help boost your mood, your mind, and your physical and social wellbeing.

It can also help you get your stress under control, establish good sleeping habits, enhance your resilience, measure and track your wellbeing, and set wellbeing goals. Further, equipt connects you with confidential and professional internal and external support services.

Equipt was developed by the Victorian Police Association, Victoria police, and Pheonix Australia, a Centre for Post Traumatic Mental Health, and together with QPS Safety and Wellbeing, we have customised it for use by our members following on from the Our People Matter responses.

Download it today to see if it might help you.

PURSUITS

Evade police offences are still skyrocketing and I still hear almost daily from members with frustrating stories of watching offenders drive away from one scene or another, knowing they will not be pursued.

We have long called for the no pursuit policy to be reviewed and amended, and were surprised a couple of months ago when we heard the QPS were planning to do just that: unfortunately,

their review and amendments appeared to be going ahead without any input from the QPU.

We of course intervened and asked for a seat at the table. We met with the QPS to review the amendments and offered our own take on the need for a new policy, and although they listened to our views and amended the policy, it is still nowhere near sufficient.

As one of our members' key complaints, and a huge impediment in our ability to safeguard members' rights, the current QPS discipline system has long been in the Union's sight as in desperate need of an overhaul.

Thanks to the ongoing goodwill and commitment of all parties to the committee, we are nearing

teething problems as the new system is implemented.

We are greatly optimistic that this new system will be what we have all been waiting for: a fair, timely, educative process that will allow our members, where appropriate, to put their hands up, learn from their mistakes, and ultimately get on with the job of protecting our communities. We will let you know further details once negotiations are complete.

CONFERENCE

You will find a recap from our Conference from earlier in the year within this Journal. In it, you will see an overview of what our major politicians had to say when they attended Conference, which makes for some interesting reading in the lead up to the election.

Ian LEAVERS

General President & CEO

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“We are greatly optimistic that this new discipline system will be what we have all been waiting for: a fair, timely, educative process that will allow our members, where appropriate, to put their hand up, learn from their mistakes, and ultimately get on with the job of protecting our communities.”

Let's get this back on the agenda and make proper progress towards a better policy that actually allows us to catch the offenders and properly protect our community.

DISCIPLINE SYSTEM

For almost 18 months, a team from the Union has been meeting with representatives from the QPS, the CCC, the Commissioned Officers' Union, and both sides of politics in an effort to agree on a new discipline system for police.

agreement as to the first steps of a new system, which will be based on the rehabilitation of officers. The new system will impose timelines to ensure the timely resolution of discipline issues, and we also seek to amend the use of financial penalties, which we see as particularly punitive.

The new system will require legislative and policy change, which we will press to have completed as soon as possible. The committee will continue to meet regularly to iron out any



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They will steer you in the right direction.

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MICK BARNES

IN SEARCH OF LEADERS

We all benefit from leadership, both good and bad. As an individual I know I'll gladly follow a good leader, adopt their values, and carry out their directions. Alternatively, I'm quick to be able to identify a poor leader and their characteristics, too.

I believe that I benefit just as well, though, from a poor leader, in that I identify such behaviours that a poor leader exhibits and accept that I should never adopt such behaviours as my own. I believe a true leader will be equitable to everyone, and it is with regards to this value that too often an individual will fail in their quest to be a good leader. They inevitably create an A and a B team.

Showering only a select cohort of individuals with preferential

in the workplace and does have an adverse effect on individuals.

Some 'leaders' argue that such exclusion is based upon an individual's performance, yet perceived performance issues may not have been raised and addressed with that officer. Regardless, exclusion is a form of bullying and it is inappropriate workplace behaviour.

This argument holds little weight, though, when a personal and social

data and interpretation of activities to bolster their own managerial prowess. The senior officers within the QPS need to have a good look at some current internal managerial traits and analyse how and why these are occurring.

THE QUEENSLAND POLICE SERVICE - HYPOCRISY WITH A CAPITAL H

One of the most common calls for service to our Industrial Team is to assist members regarding part-time agreements. This is both true for members who are the subject of a part-time agreement and OICs who are having to troll their way through an outdated QPS policy as opposed to current legislated entitlements.

This is all set against a backdrop where the QPS is espousing a gender friendly workplace, including a mandate of all recruit intakes being equally male:female in its composition.

The QPS is also actively progressing a truly inclusive workplace that includes diversity in gender, race, religion, and cultures across the state covering all ranks, roles, and geographic locations. To their credit, the QPS were also integral with their support of the recently held International Women in Law Enforcement Conference in Cairns.

There are two components of having a diverse workplace: the initial attraction and then the retention of officers. As the tweeted photo and caption courtesy of Tara Edgton

"Never forget that the philosophy of 'Our People Matter' does not have an expiry date. It is not to be given lip service in some managerial box-ticking exercise."

treatment does indeed draw praise for that 'leader' from those fortunate enough to be blessed to have been welcomed into their inner sanctum. However, this form of praise is no better than self-praise itself.

Some self-styled 'leaders' within the Queensland Police Service identify themselves as being a life coach for others. This in itself is an admirable pursuit, but again it should not be at the expense of someone else. I'm yet to read or share any philosophies where opportunities within a workplace should not be equitable.

Exclusion from opportunities, activities, discussions, or any group forum does have negative outcomes

relationship exists between some of these 'leaders' and officers within their area of responsibility. My experiences have shown that if there are perceived performance issues with an individual, then addressing it with that officer will often reveal other factors affecting their life as a whole.

Never forget that the philosophy of 'Our People Matter' does not have an expiry date. It is not to be given lip service in some managerial box-ticking exercise.

With B team members disengaged, a workplace cannot operate effectively. These 'leaders' then have to rely upon an alternate spin of statistical

questions: is this lip service by the QPS?

A new Flexible Workplace Arrangements Policy was finalised in early 2016, yet the policy has floated around the QPS Senior Executive for over 18 months in what now appears to be an attempt to undermine its content and compliance with amendments to the Industrial Relations Act. Perhaps their thinking is that if not acted upon in a timely manner, everyone will forget about its existence. Wrong!

Sadly, the current policy does not comply with legislation. The inference is that if the issue was legislation that the QPS had to enforce through our officers, then the law would have been enforced from day one. Instead, the proposed policy has been sent off for review as a project.

This is despite the fact that the policy was authored by one of the most competent Industrial and HR professionals within the QPS. It was done in full consultation with the QPU, and still nothing. Part-time agreements—or what I believe should be referred to as flexible workplace arrangements—impact every person in every workplace.

Historically, the common misbelief was that only female officers were able to access a part-time agreement if they had children that were pre-school age. A common misbelief that many an OIC or supervisor had to address in their considerations was the respective ages, and in some cases the health, of any children.

Given traditional roles, it is no surprise that the majority of officers accessing a part-time agreement are female. For this same reason, many female officers chose to leave the QPS because of non-family friendly policies which did not allow a flexible work-life balance. The procrastination by the QPS on this Flexible Workplace Arrangements Policy is a perfect example.

A truly flexible policy is inclusive of all those within a workplace, regardless of gender or reason. A good example is that if I was a 50-something male who was comfortable in life and just wanted to work part-time so I could concentrate on playing golf, then I should be able to access a flexible workplace agreement.

A word of caution, though: anyone seeking a flexible workplace agreement should always seek financial advice prior to commencing it.

There is a great deal of angst being created by the QPS for officers who have other priorities in life: particularly family, and especially children. Juggling education and childcare can be very stressful. The

“Historically, the common misbelief was that only female officers were able to access a part-time agreement if they had children that were pre-school age.”

added stress of confrontation with the OIC who is trying to comply with an illegal policy and outdated HR philosophies is not conducive to a pleasant workplace or indeed a good work-life balance.

Hence, too often it becomes an easy choice for too many officers just to resign from the QPS, which leads us to the question of officer retention. The term ‘part-time’ still carries with it a stigma in some workplaces, whereby an officer who works part-time is considered by some to be not carrying their weight.

This fallacy is often a symptom of a management that still has their heads up their own old policy. This belief is contagious, just like the culture within the QPS. An immediate change in the

Flexible Workplace Arrangements Policy is long overdue.

Is the QPS giving lip service to a genuinely flexible and a more balanced workplace? It’s 18 months since the policy was completed: you be the judge. All eyes are now back on the QPS to see what actions are forthcoming.

Stay Safe.

Mick BARNES

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PETER THOMAS

THANKS TO BRANCH OFFICIALS

This month's article is short and to the point because I am on long service leave and am enjoying every minute of the break.

I must say a huge thank you to my regional branch officials for their exceptional support, and the additional workload they have carried during this time. It is greatly appreciated.

"I must say a huge thank you to my regional branch officials for their exceptional support."

OUR PEOPLE MATTER

I must commend Commissioner Stewart and the Executive Leadership Team for the current QPS Strategic Plan 2017-2022 and the acknowledgement that 'Our People Matter'.

I, along with our QPU Workplace Health and Safety Officer Rosemary Featherstone, have worked with the QPS Safety and Wellbeing team since the initial 'white board concept' to the current product.

This has been a journey that has taken approximately 22 months, and at all times our priority was to ensure that the work, safety, and health of our members and their families was the priority.

This is the first time a Union has worked collaboratively with a police organisation to develop a strategy that not only has the welfare interests of the employee at heart, but also the welfare interests of the members' families as a priority.



Peter at an Our People Matter Workshop.

I have attended a number of the Our People Matter strategy workshops and have also had the opportunity to view the survey responses. It was exciting to see that our members have actively engaged, providing feedback that enables the further development of this strategy.

I must acknowledge Colin Anderson, Juanita Saltmer, Executive Director Paul Casey, AC Bob Gee, AC Paul Stewart, and the entire Safety and Wellbeing team who have worked tirelessly alongside our Union team to get this strategy to where we are today.

I must also thank each of you who has participated in surveys, workshops, and meetings during the past 22 months, and your commitment to a policy that acknowledges the safety and welfare of our members as a priority.

WHERE TO FROM HERE?

It is the goal of the strategy that the QPS ensure your work safety, mental health, and family health needs are met from the date of joining the organisation to retirement.

"It is the goal of the strategy that the QPS ensure your work safety, mental health, and family health needs are met from the date of joining the organisation to retirement."

During September, Dr Gilmartin will be presenting his *Emotional Survival for Law Enforcement* workshops,

retirement seminars will be held across the state in the coming 12 months, and Healthy Lifestyles workshops will also be presented ... and this is just the start.

All of these seminars will be held right around Queensland. For our members in isolated and remote areas, e-mails, webinars, and information sessions will also be held.

I know there are going to be cynics, but I ask that you embrace this strategy. It is not disputed that the QPS and also the QPU have got it wrong at times in the past. It is not that we should forget the past, but we should learn from those mistakes and make sure the future is better.

I am hopeful this strategy changes the future attitudes and management support for our people and their families, and improves the welfare of all QPS staff.

Until next month, take care of yourselves, take the time to appreciate the simple things, ask your colleagues if they are okay, attend your next branch meeting ... and remember: no Union rep = no interview.

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MARTY BRISTOW

Firstly, I'd like to apologise for not having been able to complete an article last month. In the past six years I know of only one other time where I have not submitted an article to the Journal. I understand people look forward to reading our 'rants', but sometimes there is just so much on our plates with checking on the welfare of members, assisting with disciplinary matters, attending meetings, and then on top of that being an operational, rotational, shift-working police officer ... there just aren't enough hours in the day sometimes.

I'd like to welcome Superintendent Geoff Sheldon to the Region. He has taken up the position as assistant District Officer here in Cairns. I have spoken to Mr Sheldon on a number of occasions and also had a number of people contact me and advise me that he is a straight shooter who deals with things correctly.

I must say when I have spoken to him he has been extremely helpful and polite; he contacted me on arriving here in Cairns to ask if there were any issues he could assist with. I look forward to working with him and ensuring that our staff in this area are treated with respect, care, and understanding, to be looked after the best way possible.

Following recent posts and comments in the media, I am sure many have realised an election is looming in the near future. Law and order and youth crime are hot topics, and we have had our fair share of issues up here in the far north.

I hope whichever political party gets to govern this great state will promptly look at putting something in place to assist police who are constantly dealing with these offenders, to ensure they don't offend again. We need this so the decent, law abiding public are no longer in constant fear of having their homes invaded and property stolen.

Also desperately needed is better legislation and procedures in relation to domestic violence offences, which

police are constantly called to. The 'free first hit' that police commonly refer to needs to be fixed (removed), the process expedited, and the perpetrators of domestic violence should be forced to attend rehabilitation initiatives.

Victims of domestic violence need to be assisted so they can get themselves out of that ever-encroaching circle of DV that we all know about and that causes significant frustration.

"If we can't get them through the Courts, we can always get them via the disciplinary process."

Some good news is that a member was recently found not guilty of grievous bodily harm; some bad news is that Commissioner Ian Stewart made comments to the *Cairns Post* advising that the disciplinary process does not require the same burden of proof as the Courts.

I have spoken to a reporter who was privy to this interview, and they were quite taken aback in relation to his comments about the disciplinary process standards. The reporter was amazed at the statement and divulged their interpretation: 'Well, if we can't get them through the Courts, we can always get them via the disciplinary process'.

As many of my fellow Executive members have said, the disciplinary

system is broken: it needs to be reviewed and repaired immediately. The discipline process should be education-based to ensure members learn from their mistakes.

Then there is the issue with police pursuits. I am sure we're all well aware of the QPS policy when it comes to police pursuits. I've discussed pursuits with Mr Brett Schafferius on a number of occasions and we both agree: DO NOT PURSUE!

We both understand this goes against the grain of catching offenders and putting them in front of the Courts, but there are other ramifications that have to be taken into consideration. For example: safety of the public, damage to property, safety of officers ... the list goes on.

"The Union stance is don't pursue until there is some indemnity for police acting in good faith. Think of it this way: would you rather lose the offender, or lose your job and superannuation?"

It is not that we do not want to pursue, but the Union stance is don't pursue until there is some indemnity for police acting in good faith. Think of it this way: would you rather lose the offender, or

lose your job and superannuation? Or even worse, end up getting slotted if it all goes pear shaped and lose you freedom?

I have a good friend who was employed in another police jurisdiction who was involved in a pursuit which unfortunately ended in multiple fatalities. I talk to him frequently and would not want any of my colleagues to have to go through what he has and still does go through on a daily basis.

I must also congratulate Mr Schafferius on his promotion to Chief Superintendent. I look forward to continuing to work with him and to resolving any issues that arise, as we have done in the past.

Finally, be vigilant. Watch your colleagues' backs both on and off the job, when applicable. Always remember if you have to use force, then it should be authorised, justified, and legally defensible.

If you are assaulted at work, contact me as soon as possible so we can discuss the issue and what needs to be done to make the workplace safer.

The QPU is always here to support you, and in turn, make sure you support the QPU by attending meetings and raising issues with representatives.

I'm available 24/7.

Marty BRISTOW

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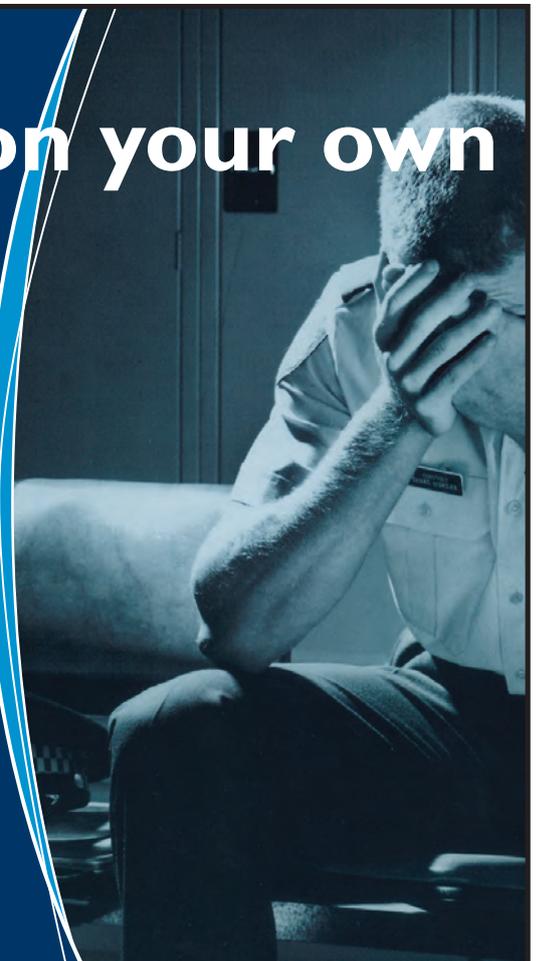
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KEV GROTH

VALE

I sit here writing this still reeling from the tragic loss of Owen Harms. Any death in the police family is a death too many. Harmsy was a true CQ legend beloved by all who knew him. To Lynette and the rest of the Harms family, you have my deepest condolences.

We all have demons inside us and the black dog is ever creeping. We need to remain vigilant and look after one another. To all my family, friends, and colleagues, I am always here if you need someone to talk to, a shoulder to cry on, or someone to vent frustration on. No matter the circumstances or the situation, my door is always open. I am only a phone call away.

Never think that you are alone! Life and work can become overwhelming at times and the dreaded black dog creeps up on us all. We need to stand together and help each other through these tough times and look forward to a brighter tomorrow.

I ask you all to check on a mate and make time to talk to each other. It may be difficult, but that difficult conversation may save a life.

Remember, it's not weak to speak.

DO OUR PEOPLE MATTER?

Recent events have made many question this. It's time to take stock and for the Service to take a long hard look at how it treats its employees. There are many areas within the organisation that need fixing, starting with the disciplinary system.

We all know it is broken beyond repair and has been for some time. It needs an urgent overhaul to stop the rot that has been going on for far too long.

Members are being stood down and suspended and left hanging while investigations take far too long: some over three years. Members are guilty

until proven innocent! How is this natural justice?

There needs to be firm time limits put on internal investigations. Perhaps more staff can be allocated to the District PPMs to expedite these investigations.

The Service has an obligation to investigate these matters, resolve them in a timely manner, and not let them drag on ... and on. These delays cause angst and anxiety to not only the member but also to their families. It also places unnecessary financial hardship on members and their families.

Enough is enough. Action needs to be taken.

TRAINING

While we are talking about things needing fixing, our training has become a joke. How can one live fire shoot a year be enough to maintain qualification and proficiency in firearms?

Every year it seems we shoot less and less. What's next? Will we be

requalifying on arcade-style video games? Nothing beats actual time putting bullets down the range.

The introduction of active armed offender (AAO) training is good in concept, but has it been clearly thought through? AAO incidents are dynamic

incidents that historically are over in a matter of minutes. We are being trained to respond to these incidents without being given the appropriate protection and safety equipment.

Why do we not have covert ballistic vests? Why are the Load Bearing Vests issued by the Service not fitted with a ballistic capability? By the time officers respond to an AAO incident and vest up with a current overt vest, it's too late: the incident is over.

Or even worse, members will follow their training and respond immediately to the incident without vesting up, resulting in the serious injury or death of a member.

Other states have moved over to Load Bearing Vests with a ballistic and stab proof capability; when will the QPS get on board? It's not like we have a major event coming up that we may need the safety equipment for...

Where is the AAO training for rifle users? Oh, that's right, it's not required

“Other states have moved over to Load Bearing Vests with a ballistic and stab proof capability; when will the QPS get on board?”

because the rifles are sitting back at the station in the gun safe, and by the time they get to the incident, it's all over.

We need the rifles in the cars so staff can respond to critical incidents with the appropriate force if required, rather than sitting around waiting for someone to bring it out from the station.

TECHNOLOGY

Technology is a wonderful thing and it has brought about vast changes and improvement to our organisation. It's just a pity that not all staff have the luxury of being able to use it. The Government Wireless Network is great, if you work in the south east corner. How regional areas would love to have the clarity of a digitally secure network.

e-mails while out of the office than for first response officers to be able to check for warnings about offenders they are dealing with.

Body worn cameras another great tool for officers to protect themselves in their operational duties. Not only can it provide clear and concise evidence for court proceedings, but it will also help

out of court with their fines referred to SPER. Why doesn't the Government pick a date: say 1 July 2018. If your SPER debt isn't payed by this date, we will bring back the good old Warrants of Commitment. Pay your fines or do the time!

Even if only half the money was recovered, that is nearly \$600 million back into the state coffers to pay for some of the equipment we need to protect ourselves and the community of Queensland. Plus, the added benefit: it will get offenders who don't pay off the streets and will reduce the crime stats!

There ends my rant for this month. Commissioner Stewart, you have been reappointed for another three years. Don't let your staff down; prove that your people matter and fix what is broken before you have no staff ... then I guess it won't matter at all.

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

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“I guess it's more important for senior management to have a QLiTE to check their e-mails than for first response officers to be able to check for warnings.”

As an aside, while on the subject of regional policing, how great would it be to have Polair in regional areas? We have all seen what Polair can do and the assistance it can give to first response officers in a number of situations. Maybe one day we will see a Polair stationed in the north? But probably not in my lifetime.

QLiTEs are another wonderful tool allowing officers to receive vital information about jobs in real time. It's just a pity not everyone has been issued with one.

I guess it's more important for senior management to have one to check their

weed out those vexatious complaints made against officers, hopefully speeding up the time of investigations. Again, not everyone has the luxury of having one.

IT'S ALL ABOUT THE DOLLARS

This is by no means an exhaustive list and at the end of the day it all comes down to money! But I have to ask the question ... how much is an officer's life worth? If our people really matter, then I'm sure the Government and the Service could find the money.

Here is an idea: the SPER debt at the end of 2016 was sitting at \$1.172 billion. Criminals are laughing as they walk

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GRANT WILCOX

BUNDABERG COMMS

I recently visited the Bundaberg station on a weekend and reviewed the Comms room. I immediately thought of asking the members to step out of the third world environment until the issues could be rectified.

There were cables everywhere. I had seen this before on the web: a rather nasty-looking electrical pole positioned somewhere in India, with cables knotted and protruding from everywhere, looking extremely unsafe.

This is the environment that passes as acceptable for a work environment.

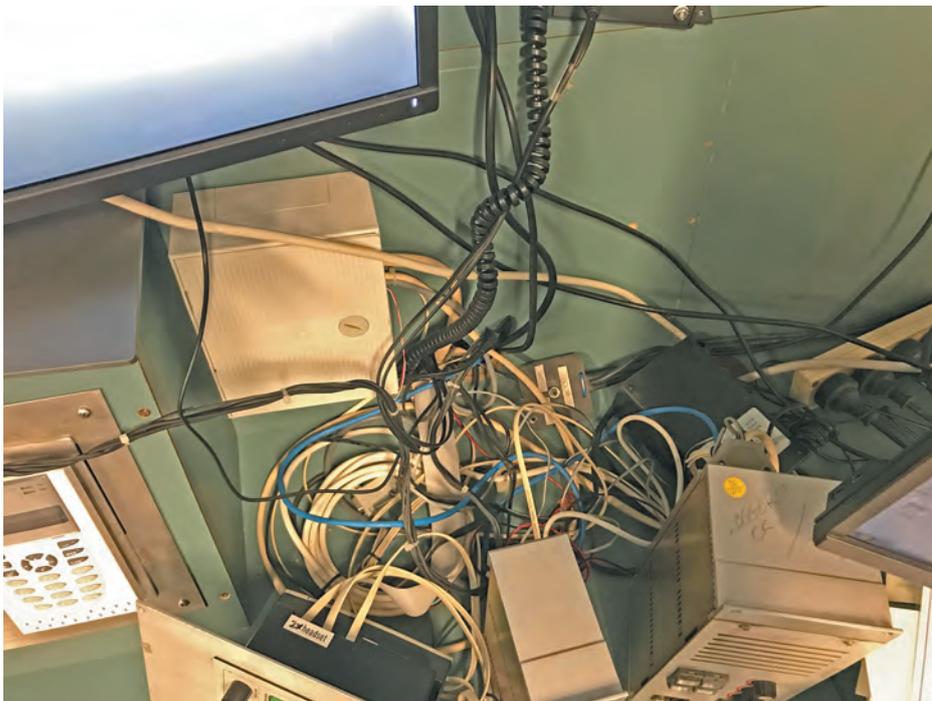
engaged with counter obligations, leaving a CRO to answer calls, including 000, and assist members.

Can you imagine if a pursuit or critical incident occurs and the uniformed officer is attending the front counter? No offence to the CRO support, but the Comms operator cannot be otherwise

The QPS continues to misuse the position of supervisor: in this instance a ComCo who is operating in third world conditions.

Come on, QPS: meet your obligations, support your staff, and provide a proper facility to operate from.

The QPS needs to stop unfairly multitasking supervisors in a situation where they could be asked in a Coroners Court to justify why the QPS was too cheap to properly staff the front counter of the police station.



Bundaberg Comms.

“How do you explain to a Coroner that staffing levels have led to supervisors attending the counter when a critical incident is taking place?”



Remind you of anything?

Add to this on the weekend: the duty officer in Comms also doubles as the counter officer. And Comms receives 000 calls, multiple on occasion. This could occur while the officer is

disposed. This is a requirement for this position; when it's Code, you expect that support.

The cheap version is what you get, and how do you explain to a Coroner that staffing levels have led to supervisors attending the counter when a critical incident takes place? I know the QPS will say the ComCo can always return when it's urgent. But seconds is all we have sometimes, and this is not good enough.

PDAS

It's that time of the year again when members are asked to undertake the PDA process.

- 1) Who is rostered to sit with their supervisor and engage this process fully and fairly to finalise the old PDA?
- 2) Who is rostered to sit with their supervisor and engage this process fully and fairly to engage the new PDA?

There's no training for members and supervisors other than online, and no time to engage the process fairly.

I remember being asked by the QPS about improvements. I recommended that we be provided proper rostering to engage this process properly and fairly. Can anyone else hear the crickets?

I am asking members how that's happening about the place in my region, and generally I am not surprised that it doesn't seem to be the legislated priority to engage it fully and fairly by rostering appropriately.

The QPS is again jumping through hoops to ensure compliance with legislation, by having an assessment process. But when it comes to engaging it fairly and appropriately, they provide no training or extra time to members and supervisors.

In addition to their task lists and current duties, this process gets no support from the QPS ... until they want to discipline a member.

I await the QPS rostered response. Can't stop the old wishful thinking, hey?

URGENT DUTY DRIVING

When will the QPS advise members of 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 officers can adequately assess the vehicle's capabilities when articulating how they engaged the vehicle's capabilities?

At the moment, I'll take the bold step and state to members that if you exceed the speed limit, expect a 'please explain'. Remember, if you're driving 40ks over and something happens, you can expect to be questioned criminally, because this is a circumstance of aggravation to dangerous driving.

Know that there is a bee's difference between dangerous operation and due care. Add excessive speed and don't expect the QPS to assist you.

On that note, because the QPS won't 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 60k zones, exceeding the speed limit is much less while driving with due care, if you want to stay in the good books.

The QPS articulation of the 'vehicle's capabilities' must come from somewhere; if the speedo says 240ks tops, is that within the vehicle's capabilities? We have a QPS policy that states we must operate with consideration as to the vehicle's capabilities, but they are not stated anywhere.

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

Code 2 does not say speed: it just says lights and sirens with due care.

I remind you all to have a read of the 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, please err on the side of caution, and 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 40ks and drive with due care and attention. It does not seem that you will be supported by the QPS in review processes when high speed is involved.

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

Grant WILCOX

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COL MULLER

COUNTRY POLICING IN THE SOUTHERN REGION

Recently I embarked on a couple of visits to stations in the western area of the Southern Region. Much of the outback is currently suffering from drought or periods of low rainfall, and sadly the effects on the native flora and fauna is evident along the roadsides.

Ian Leavers and I attended Roma, Cunnamulla, Charleville, and St George stations as well as visiting many of the smaller stations in between.

I have not personally served in any outback area but see this style of policing and living embraced by many of the officers serving in these areas.

I visited a number of police houses and spoke with a number of different officers; I generally found the standard of police housing reasonable.

I would recommend this style of policing to any officers with a passion for country policing. There is opportunity for early progression and cheap housing, as well as good communities to raise children. Many of the stations have good social interaction.



Along with the good there are always pitfalls, such as the increased cost of food and fuel and the lack of services in many of the outback towns. Always do your homework and make informed decisions, but don't discount these areas because there is great policing and life experiences to be gained.

GILMARTIN AND OUR PEOPLE MATTER

The Southern Region has been lucky enough to host Gilmartin at Ipswich and Toowoomba, and large numbers attended both sessions. The seminars were well received and were also

attended my many family members of police.

The seminars were also held in Roma and Longreach, which was great to see: sometimes officers in these areas do not get the same opportunities as those living closer to Roma St, so this represented a great opportunity for these members.

Good support was also received for the Our People Matter sessions at Roma, Ipswich, and Toowoomba, and a lot of feedback was generated.

CLEANING OF POLICE STATIONS

In recent days my attention has been drawn to the cleaning of police stations, or more appropriately, the lack thereof.

If you work at a station or section that is not cleaned sufficiently, please take the time to take some photos and send me an e-mail.

Poor hygiene in the workplace can pose serious risks. One workplace with no natural ventilation and poorly cleaned work areas recently recorded 50% of staff taking sick leave for conditions ranging from influenza A to chest and ear infections and other respiratory conditions.

“One workplace with no natural ventilation and poorly cleaned work areas recently recorded 50% of staff taking sick leave.”

I will happily raise any issues relating to unclean work places with the relevant managers, and if the issues are not addressed I will happily post some naming and shaming pictures in this Journal.

TAC TRANSFERS

Over the past month I have assisted a number of members with TAC transfers and TAC applications. I am more than happy for members from any areas wishing to transfer into



“Don’t let your TAC application stalemate; send me an e-mail or text and I will make some follow-up enquires.”

the Southern Region to contact me, as well as of course members in the Southern Region looking for TAC transfers.

Don’t let your TAC application stalemate; send me an e-mail or text and I will make some follow-up enquires on your behalf.

BULLYING AND NEGATIVE WORKPLACE BEHAVIOUR

In recent times I have fielded a number of enquiries from a number of different areas in relation to bullying and negative workplace behaviour.

This type of behaviour should never be tolerated. Workplace Relations has

produced a ready reference brochure on workplace bullying that is available on the Intranet. It provides examples of behaviour that is inappropriate, explains reasonable management action, and is also a reference for support options if you feel bullied in your workplace.

Stay safe and make good decisions.

Col MULLER

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TONY COLLINS

THE WISDOM OF SOLOMON

The QPS currently has great concerns about the misuse of QPRIME, and rightly so. The system is highly confidential and contains sensitive information, and therefore any misuse should and will be followed by discipline, and perhaps even a criminal charge.

Basically, if you are going to use the system for any reason other than for official purposes, then you will be taking a long walk down a short pier. Watch the drop because the landing will hurt. Everyone knows what inappropriate is.

However, if you are using the system for official purposes, whether you are on duty or off, then simply document what you are doing and you will be fine. This does not mean you won't be investigated, but in the long run, if it is for official purposes, you are covered.

So let's use the wisdom of Solomon in the following scenario.

An officer is sitting at home off duty and hears loud voices outside. They go to the front door and witness two young males running down the street carrying a bag in each hand, signalling for a vehicle to pick them up. The officer recognises the vehicle as belonging to a young male neighbour.

The vehicle picks up the other two males and drives off. Knowing the difference between normal behaviour and suspect behaviour, the officer suspected a crime had been committed very close by (or was this mere curiosity?).

What do you do?

- a) Nothing, because you are being directed not to be curious.
- b) Interrogate the police computer system, find the offence, and add a supplementary.
- c) Tell your supervisor and leave it in their hands.

If you choose option A, you are probably following the Commissioner's e-mail to the letter of the law. You will never be faulted during your long and fruitless career. Enjoy.

If you choose Option C, you have done a Pontius Pilot and passed the buck.

If you choose Option B, read on.

The next day at work the officer interrogated the system and located a break and enter near their address. The officer then added a supplementary. End of story. Or is it?

“If you are going to use the QPRIME system for any reason other than for official purposes, then you will be taking a long walk down a short pier.”

What happened to the offenders?

- a) Who knows, because you are being directed not to be curious.
- b) A few days later, check the file to see the result.
- c) Get a supervisor to check the file.

If you choose option A, you are probably following the Commissioner's e-mail to the letter of the law. You will never be faulted during your long and fruitless career. Enjoy.

If you choose Option C: ROFL if you think a supervisor is going to check that file for you. You will be roundly

reminded of the Commissioner's e-mail.

Well, curiosity got the better of this cat and a couple of days later, the officer interrogated the system to see the result of the investigation. The file had been handed to a local crime squad and they diligently raided the house, but nothing was located. The investigation was then filed pending further information coming to light.

What do you do?

- a) Nothing, because you are being directed not to be curious.
- b) Conduct an investigation.

- c) Advise a supervisor that you will be conducting an investigation.

If you choose option A, you are probably following the Commissioner's e-mail to the letter of the law. You will never be faulted during your long and fruitless career. Enjoy.

If you choose Option C, the supervisor will advise you that the file has not been assigned to you and that it is not your problem.

The officer chooses to conduct an investigation by attending the closest

pawn shop to the offence, and low and behold locates some of the property from the break and enter sold in the name of the original suspect.

The officer then proceeds to check another pawn shop and locates more property and other property not previously reported as stolen. The timeliness of this follow up enabled this property to be recovered.

“Police hunt facts and people, and it takes them down rabbit holes.”

The officer then bundles this investigation into a nice little package with a ribbon on it and sends it back to the local crime squad. As a result of the curiosity shown by this officer, the crime squad solves the break and enter, some frauds, and a number

of stealing as a servant offences not previously known about.

Further, all co-offenders are arrested. The majority of these offenders are first timers; it’s not very often you catch first time breakers.

The above situation would never have been resolved without the personal interest of the officer who lived in the neighbourhood. However, if the officer had stuck strictly to current policy, this crime and others would never have been solved.

The moral of the story is that if you always choose option A, you will never be faulted. You will have a long and unblemished career, but you will probably never reach your full potential.

The warning of this story is for the QPS. Police officers are hunters. They hunt facts and people, and it takes them down rabbit holes. Hunters see

something that raises their curiosity, and sometimes it ends up as nothing ... but other times it ends in good results.

The QPS can’t lose sight of the fact that while a few will do the wrong thing, the majority just want to do their job. Don’t discourage the hunting instinct of your people. If you do that, then in the long run the losers are not only the QPS but the people of Queensland.

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Sometimes our protectors need protecting...

for a fair and just outcome become a member

QUEENSLAND POLICE UNION OF EMPLOYEES
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SHANE PRIOR

WOMEN AND DIVERSITY

I'm proud to inform the membership that I have been elected as Chair of the Women and Diversity Committee that was established by our General President Ian Leavers. I am committed to equality for women in the Queensland Police Service and I firmly believe that the future of our Service will require equality of opportunity through the active promotion of merit and equity principles. As the needs of our Queensland community change, so too do the requirements of our Service, to reflect the diversity within our society in order for all women and men to truly serve the public interest as police officers.

Over the years, women have made many great contributions and achievements in the Service, ever since the first two women, Miss Zara Dare and Miss Eileen O'Donnell, were appointed on 16 March 1931.

The appointment of women to the then Queensland Police Force only occurred after Irene Longman MP, Member for Bulimba representing the Country and Progressive National Party, wrote a Cabinet submission that was supported and thus enabled this important change.

Your Union is committed to diversity in our workplaces and actively promotes the changes needed to ensure women are equally represented in the QPS. Together with an increase in women, there is an ongoing need for cultural change to ensure we not only attract more women, but are able to retain women by ensuring proper flexible work practices and suitable and equitable career opportunities.

The QPU continues to actively promote equality for women in the QPS. Part-time work agreements

can result in an OIC's inability to accommodate part-time agreements.

Due to the inconsistencies, women are being actively discriminated against, which has resulted in women leaving the QPS to seek alternative family-friendly workplace arrangements elsewhere.

Anecdotally, discrimination against women in part-time positions goes hand in glove with operational positions within the QPS, with many women reporting the Service is unable to accommodate their part-time requirements.

This results in the female officer either relinquishing their operational position or simply being told not to bother applying for a particular position due to their incompatible part time requirements.

If the QPS is indeed an equal opportunity employer that recognises modern policing in a diverse society, surely flexible workplace arrangements in all areas should be able to meet the needs of women, to ensure both women and men can best service Queenslanders in our communities.

“There is an ongoing need for cultural change to ensure the QPS not only attracts more women, but is able to retain them by ensuring proper flexible work practices and suitable and equitable career opportunities.”

Irene Longman was the first woman ever to stand for Parliament in Queensland and she encountered then lawful sexual discrimination as a female MP: she was forced to eat her meals on the veranda while her male colleague ate their meals in the designated Parliamentary Dining Room.

When Miss Dare and Miss O'Donnell were appointed, they were attached to Roma Street station. They were not sworn-in and had no powers of arrest.

continue to be a major problem due to inconsistencies in their application in the workplace. This is due to such agreements depending on the discretion of a direct supervisor, the applicable region, and human resources.

Supervisors are often left to grapple with the reality that they too have little support from the Service when dealing with operational response and resourcing difficulties, which

IMPROVEMENTS NEEDED TO A BROKEN POLICE DISCIPLINARY SYSTEM

In the last edition of the Journal I wrote regarding a police discipline system that would seem to ignore

the old adage of former British Prime Minister William Gladstone: justice delayed is justice denied. As some officers may be aware, a member has recently seen the end of five years of career uncertainty, anguish, and torment by overcoming charges and disciplinary action initiated in 2012.

This process commenced with the officer being suspended and stood

officer who is subject to a disciplinary process which should not have proceeded if there was insufficient evidence to substantiate the penalty imposed.

Such delays in obtaining a just outcome can have dire consequences, both intended and unintended, for the physical and mental health of our officers.

on completing the matter within a specified time period. The disciplinary processes would benefit greatly from standardisation of timeframes.

Such standards would alleviate the levels of unnecessary uncertainty that are being experienced by officers right at this moment who are subject to these disciplinary processes and experiencing the very worst our discipline system has to offer.

(I am now aware that Ian Leavers has helped to amend many of these aspects of the discipline system, which I will discuss further in my next Roundup.)

“Delays in obtaining a just outcome in a disciplinary process can have dire consequences, both intended and unintended, for the physical and mental health of our officers.”

down for 12 months, then charged, to then have the charge withdrawn. The officer was then suspended without pay and subjected to a disciplinary process with a reduction in their pay before having this disciplinary outcome appealed and overturned on appeal at QCAT.

QCAT based their decision to overcome this matter on the fact there was no evidence in the first instance for the officer to be subject to the penalty imposed upon him by the QPS. This case highlights the often-torturous predicament of an

As a Union Representative, I am aware of numerous investigations into disciplinary matters that have strikingly similar sets of circumstances to the above matter, and these have been underway for some time. I am also aware of matters that are dealt with efficiently, effectively, and economically, if there is a will for such matters to be dealt with expeditiously.

Although circumstances may differ somewhat between investigations (and this will have an impact on the timeliness of the disciplinary process), there should be a focus

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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



PHIL NOTARO

PURSUIT POLICY V ACTIVE ARMED OFFENDER POLICY

For many years now, we have battled with a very restrictive pursuit policy, a policy that has been described by many as a 'no pursuit policy'. We have seen countless examples of criminals running amok while continually evading police. As a result, all crime classes have risen.

The trouble is, world events over the last couple of years have shown that terrorist activity is now being committed in vehicles. We have seen countless incidents where an offender has used a motor vehicle to simply mow people down and commit mass murder.

How would Queensland deal with such a situation? Smile and wave?

Earlier in the year, we saw an episode in Melbourne where an offender used a motor vehicle to kill people in the CBD after evading and avoiding police for a lengthy period of time; some would say it was too long, and that police should have acted earlier and used force to intercept the driver.

Whether such forceful action is justified or not, we now have a Police Service, including our on road commanders, who are second guessing themselves, gun-shy about making a decision, or simply not willing to risk their superannuation to make the decisions necessary to resolve a situation involving a moving motor vehicle.

Here's where the waters become very murky. When are we going to know if an offender in a vehicle is going to turn into a cold blooded killer and use that vehicle as a weapon?

It is interesting that we have a very restrictive pursuit policy that just about gives a vehicle-based offender a 'get out of jail free' card, and that we

Yet on the other hand, we have introduced Active Armed Offender (AAO) training, where we train our members to immediately resolve a situation through deliberate action or intervention, which may include the use of lethal force.

Let's have a look at what an AAO is.

An AAO/s are person/s who:

- (i) present as an unlawful and armed threat
- (ii) have inflicted death or serious injury or have an *actual or apparent* ability to inflict death or serious injury
- (iii) have unrestricted access to victims, and/or
- (iv) their conduct makes it necessary to immediately protect victims from such violence.

An AAO is not defined by choice of weapon, tools, or devices, nor restricted to the mode of threat (ie. it doesn't have to be an active shooter, it could be in a motor vehicle), and is applicable to any location or status (ie. mobile or static).

Therefore, an offender in a motor vehicle who is driving extremely dangerously (running cars off the road, on the wrong side of the road, blowing red lights at speed) can be classed as an AAO.

“We now have a Police Service, including our on road commanders, who are second guessing themselves, gun-shy about making a decision, or simply not willing to risk their superannuation to make the decisions necessary to resolve a situation involving a moving motor vehicle.”

This is easier said than done when you have a restrictive pursuit policy (at the time, Victoria had a similar policy to Queensland), and when it has been ingrained into your police not to engage in a pursuit or use force after being evaded.

train our police to be totally risk-averse and pull over and let the offender go.

We will do anything to avoid any sort of confrontation or situation that can be vaguely described as dangerous, including directing our helicopter to fly away to a distant land.

Why? Let's revisit the AAO definition.

- (i) **They present as an unlawful and armed threat.** They are armed with a motor vehicle, a one tonne mobile object that can reach high speed, cause extensive damage, and can kill people. They kill well over 300 every year. It's a weapon.
- (ii) **They have inflicted death or serious injury or have an actual or apparent ability to inflict death or serious injury.** A driver in a vehicle has the apparent ability to inflict death or serious injury. That's a given. Under the definition we don't have to wait for the AAO to actually inflict death or serious injury. Driving on the wrong side of the road into oncoming traffic or blowing red lights at speed have the apparent ability to inflict death or serious injury.
- (iii) **They have unrestricted access to victims.** The offender is on our roads where thousands of other innocent road users are going about their business. You can't get more unrestricted than that. How many people were walking in the Bourke Street Mall that fateful day?
- (iv) **Their conduct makes it necessary to immediately protect victims from such violence.** If the offender is driving on the wrong side of the road, forcing cars from the road, ramming cars, and speeding—behaviour we see regularly on our roads (and which is often captured on video by Polair)—then as police it is our statutory obligation to protect other road users from such violence (you would think).

So, I would submit that an offender driving dangerously on our roads who is exhibiting behaviour where they have the potential to kill or inflict serious injury (regardless of whether they have done so or not) could be and should be classed as an AAO.

And therefore, the AAO policy should be implemented, in spite of the restrictive pursuit policy, and action should be taken to immediately

resolve the situation through deliberate actions or interventions, which may include the use of lethal force.

I am not advocating that members should start ramming or shooting at cars and ignoring the pursuit policy. What I am saying is that this matter needs to be openly discussed, tactics devised, training given, and policy amended.

Otherwise, we are going have a situation like we had in Melbourne (not that I am judging the actions of police, I'm just using it as an example). While we sit around in a knitting circle discussing what we are going to do (usually it's what we are *not* going to do), our dangerous driver turns into a mass murderer in a matter of minutes.

It's not an easy solution, and I think few of the RDOs in Brisbane and the south east corner would want to classify a dangerous driver as an AAO. I suggest many would go scurrying for cover and march to the risk-adverse tune of the QPS while loss of life occurs.

This is a distinct clash of policy, and if we continue with this present no pursuit policy, where internal affairs crawl over anything that even remotely smells like a pursuit, then we are eventually going to be in a position where the hesitation, lack of action, and risk-adverse, 'not-on-my-shift, do-nothing' attitude is going to lead to catastrophic results.

It's only a matter of time. It's not a question of if, but when, will we have a mass murder conducted using a motor vehicle, whether it be a terrorist action or simply a mad, drug-induced lunatic.

If the QPS is really serious about the terrorist threat, then these matters need to be addressed. We need to get on the front foot. What is needed is a whole of government approach. We need the politicians on board, and the judiciary. Let's start by having some decent consequences for those who

evade police or display behaviour that endangers other road users.

This will send a strong message to those who want to behave in this manner: that not only will they be imprisoned for a long time, but they may be treated as an AAO, and appropriate force will be used to resolve the incident.

We need policy change and significant training, not only for our troops on the ground but for our Communications staff, and more importantly, for our forward commanders (RDOs and DDOs) and our internal affairs investigators.

The time to act is now. Not in six months or 12 months, or after we have seen carnage on our streets as a result of inaction by our Police Service.

Over to you Commissioner. Please show some leadership and start the conversation.

RIP

Rest in Peace Sergeant Owen Timothy Harms (see tribute in this Journal).

Phil NOTARO

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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)
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They will steer you in the right direction.



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CHANGE OF ADDRESS OR STATION

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

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AUTHORITY TO DEDUCT

Manager
Payroll Services
Partner One – QPS Payroll
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BRISBANE 4001

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

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

FULL NAME: _____

RANK: _____ **REG NO.** _____

REGION: _____ **STATION:** _____

SIGNATURE: _____

Please forward this authority directly to the following address:

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

2017 Conference Recap

The 2017 Queensland Police Union Annual Conference was held in May at the Royal International Convention Centre at the RNA Showgrounds in Brisbane. The Conference is the only forum in which Union rules can be amended, and each year Union delegates gather to debate and vote on these rules as submitted by members.

The Conference also provides an opportunity for guest speakers to address delegates. These speakers are key representatives of the many organisations the Union regularly works with, and they present information relevant to their dealings with the Union. They also face questions from those in attendance.

This year the Conference welcomed many guests including Premier Anastacia Palaszczuk, Leader of the Opposition Tim Nicholls, Queensland One Nation Leader Steve Dickson, Police Minister Mark Ryan, Shadow Police Minister Tim Mander, Commissioner of Police Ian Stewart, and Chair of the Crime and Corruption Commission Alan MacSporran.

PREMIER ANNASTACIA PALASZCZUK

The Premier of Queensland Anastacia Palaszczuk addressed Conference and spoke on various subjects. She said:

- The Government values the incredibly hard work that you do
- The QPU has a long and honourable history of standing up for your rights
- Your hard work is delivering results to keep Queenslanders safe
- The Government takes very seriously the community's right to a safe environment, which means you need to be properly resourced
- The Government has ensured your



“The Government takes very seriously the community’s right to a safe environment, which means you need to be properly resourced.”

- budget funding has increased, and that commitment will continue
- The Government will invest \$46.7 million over three years for a world class use of force, weapons, and counter terrorism facility at Wacol for the Queensland Police as part

of a 2016 election commitment to establish an integrated police facility, ‘Westgate’

- A new Police Academy will be established at Westgate in the next term of Government
- In 2015-16 the Government finalised a four year target of 1,100 extra police recruited, trained, and deployed over and above attrition
- The Government has invested in the roll-out of body worn video cameras
- We have supported the roll-out of QLite devices
- We are also committed to keeping the police car fleet up to date and are looking at the police car replacement overview
- The Government has been drafting and implementing laws that give police the powers needed to fight crime
- We have introduced organised crime legislation: thank you to the Union for your contribution to the Taskforce and to the General President for raising the issue directly with me
- We recognise the role of police in combating domestic and family violence and we acknowledge the vital work police do
- We are making an investment of \$233.8 million over three years to respond to the *Not Now, Not Ever* report

- The General President has been invited to join the Domestic and Family Violence Implementation Council
- The Government would also like to acknowledge the work police and emergency services did keeping the community safe during Cyclone Debbie
- We are committed to always listening to your views
- The Government acknowledges the hard work done in G20

“All police across the state will get two days’ leave following on from the Commonwealth Games.”

- The Government recognises another big event, the Commonwealth Games, and is aware there will be no leave for police over this period, and so in recognition of the hard work, all police across the state will get two days’ leave following on from being involved in that event



TIM NICHOLLS MP AND TIM MANDER MP

The Leader of the Opposition Tim Nicholls, with the Shadow Police Minister Tim Mander, addressed Conference and spoke on various issues including:

- An announcement in support of introducing mandatory sentencing
- A general outline of what a future LNP Government would do

- The need for better resources and better laws
- The need for reforms to bail laws
- The need for a review of pursuit policy

Mr Nicholls took questions from the floor, which raised various issues, including:

- A guarantee that any future LNP Government will not take away entitlements
- The concerns of the current pursuit policy
- The position on police accessing QPrime and issuing guidelines
- A commitment to staffing numbers at stations as priority
- WorkCover legislation and the removal of the right to take matters to court
- The State Penalty Enforcement Registry, debt recovery, and the idea of bringing back warrants of commitment



STEVE DICKSON MP, PAULINE HANSON'S ONE NATION

The Queensland One Nation Leader Steve Dickson MP

addressed Conference and spoke on various subjects including:

- Rebadging the Queensland Police from ‘Service’ to ‘Force’
- Mandatory sentencing for assaults against police officers and members of the emergency services
- Concern about wages and the need to increase them
- A belief that more can be done with law and order: pursuits, guns, support of the judiciary with appropriate sentencing, empowering the Police Force so people feel safe in the community
- The creation of a Queensland sex offenders website so people know where child sex offenders live

- Tax reform being the key to addressing the increase in the cost of living which is leading people to commit crimes

Mr Dickson took questions from the floor about:

- The position on penalty rates
- The Crime and Misconduct Commission in relation to QPrime database access issues and raising the status of access to a criminal offence
- The need to short-track the DV application process



“Policing has never been more complex or more hazardous, and we recognise the professionalism of the QPS in managing dynamic challenges every day.”

POLICE MINISTER MARK RYAN

The Minister of Police Mark Ryan addressed Conference and spoke on various subjects including:

- An acknowledgement of the Queensland Police Service as an outstanding organisation and the Queensland Police Union’s hard work to support its members
- Awareness of the risks and demands of modern policing and appreciation of the sacrifices police officers and their families make

- The fact that policing has never been more complex or more hazardous, and recognising the professionalism of the QPS in managing dynamic challenges every day
- Meeting the challenge of the new world security environment and being increasingly vigilant
- Having made a commitment to better understand the challenges police face since becoming Minister, and taking opportunities to meet people
- A commitment to ensure the QPS has the best resources and support to keep the people of Queensland safe
- An announcement to invest an additional \$1 million to increase the long-arm capability of frontline officers: long-arm firearms and training

The Minister took questions from the floor about:

- Working with key stakeholders, and agreed to continue to work with the Crime and Corruption Commission, the QPS, and the QPU, to ensure police officers have the tools to do their job and the confidence to use those tools without the fear of disciplinary action
- The boundaries and guidelines regarding the use of QPrime being made clear
- Mandatory sentencing for assaults against emergency services personnel, and support for harsher penalties and importance of the Courts' understanding and reflection of community expectations
- The QPS housing policy scheduled to be implemented and its implications for the policing of rural Queensland, including a commitment to continue to work with the QPU
- The need for an Emergency Services training facility in North Queensland
- The proposal for an educational

and training-based outcome preferred to the current punitive discipline system in the way that police are dealt with, including a commitment to reform the police discipline system and acknowledging the QPU as a key stakeholder

- The reinstatement of police beats as stations
- The plan regarding the end of contract term of the Commissioner
- Access to information matters and how these are dealt with by the Crime and Corruption Commission, and the need to address this urgently



IAN STEWART, COMMISSIONER OF POLICE

The Commissioner of Police addressed the conference on various topics including:

- The discussion of inclusion of deaths by suicide on the National Police Memorial and Queensland Police Memorial
- 60-year age retirements
- The QPS Recruiting Review and the 305% increase in applications (for the period 2015/16 v 2016/17)
- Recruitment based on operational requirements rather than passing a minimum standard
- All applicants a higher standard than in past
- Being able to respond to Government and QPS strategic priorities

The Commissioner took questions from the floor about:

- Access to information issues regarding other systems including evidence.com and body worn cameras
- Investigator rotations and difficulties with leaving the ESC
- PLOs and watchhouse officers and the erosion of funds for cars, overtime etc
- The 50/50 recruiting policy, and what other policies will be introduced to provide meaningful duties for pregnant women
- What is going to be done with the staffing model to allow for part-timers and for OICs to better manage part-time positions
- The implementation of the flexible hours policy: a part-time review was conducted with the QPS and the QPU working hand-in-hand, and a very good proposal was tabled with the Executive Leadership Team, but that was over 12 months ago



“Unlawful access to information undermines public confidence in every police officer.”

ALAN MACSPORRAN, CRIME AND CORRUPTION COMMISSION

The Chair of the Crime and Corruption Commission Alan MacSparran addressed Conference on various topics including:

- Unlawful access to confidential information, ie. accessing QPrime without a proper reason



Life Member Mick Barnes with wife Darlene.



Life Member Shayne Maxwell with wife Emma.



Life Member Bill Feldman with wife Gail.



Life Member Bob Smithson with wife Debbie.

“If there is a debate about what is proper operational access to information and what is not, seek guidance: once you disclose what you intend to do and for what purpose, you deflate any aspect of ulterior motive, impropriety, dishonesty, lack of integrity, or accountability.”

- The view of the CCC as to the state of law where it currently sits and how the CCC approaches cases currently in the pipeline and those which will be coming through the Courts
- The belief that unlawful access undermines public confidence in every police officer
- Elements of s408E of the *Queensland Criminal Code Act 1899*
- The view that the approach the CCC has taken is not designed to restrict police officers’ functionality as operational police officers
- If there is a debate about what is proper operational access and

- what is not, seek guidance: once you disclose what you intend to do and for what purpose, you deflate any aspect of ulterior motive, impropriety, dishonesty, lack of integrity, or accountability
- An update on the disciplinary reform project
- Timeliness being a major problem which has led to the formation of the Joint Assessment Moderation Committee
- A Research Division project has been undertaken to identify officers who have a problematic conduct history, with a view to taking early intervention

- An update on what the CCC has been up to and where they are heading
- Mr MacSporran took questions from the floor on topics including:
- Confusion among membership about QPrime access
 - The need for guidance about the use of QPrime















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Brett Forte Charity Footy Match

By South Eastern Rep Senior Sergeant Phil Notaro. Photographs courtesy of Detective Senior Constable Natalie Bennett.

On Saturday 12 August, the Queensland Police Service Rugby League Association hosted a charity rugby league game to help raise money for the Brett Forte Remembrance Fund.

Some of the Police Services' finest rugby league talent was assembled into two teams, the QPSRLA Dream Team and the QPSRLA All Stars.

The game was the brainchild of Detective Senior Constable Paul Renouf of the State Homicide Squad, who worked tirelessly for months to pull the match together alongside Plain Clothes Senior Constable Jim Doyle of the Major & Organised Crime Squad (Rural).

Both gents are long-time state police representative players, and without them, this thing would never have got off the ground.

“The jerseys were watermarked on the front with the Honour Roll: every name of every Queensland police officer killed in the line of duty appeared, which was a fantastic and humbling tribute.”

Paul, along with fellow Queensland representative player Senior Constable Jason Klimis of Upper Mt Gravatt Tactical Crime Squad, even designed both jerseys, which were watermarked on the front with the Honour Roll: every name of every Queensland police officer killed in the line of duty appeared, which was a fantastic and humbling tribute.

The back of each jersey was emblazoned with 'Forte' under the

number. The design winner, though, was the Dream Team design, with the back of the jersey being an eye-catching and intricate design with an Aboriginal and Torres Strait Islander theme, combined with South African, Maori, and Pacific Island influences.

No doubt parents Maxine and Mal Renouf (who both worked tirelessly all day) were very proud of their boy. I know that as a mate and a colleague, I certainly was.

And what a sight it was to see hundreds of spectators, as well as all the players, team officials and volunteers, wearing the specially struck

polo shirts with the words 'Senior Constable Brett Forte 4014704 NEVER FORGOTTEN' emblazoned across the back, above the thin blue line.

A special mention should be made of four ex-NRL players—Scott Prince, Petro Civoniceva, Brad Thorn, and Dane Carlaw—who gave up their time to play in the match.

They may all be retired from professional footy and getting on a bit,

but they impressed and still have the skills and the fitness to mix it with the younger lads. They were outstanding: mixing with the spectators and posing for photographs long after full time. Great efforts, boys.

At 5pm the siren sounded at Easts Carina Juniors Football Club where about 3,500 enthusiastic and vocal spectators cheered on the QPSRLA Dream Team who were lead onto the paddock by Brett Forte's youngest son, Samuel Forte, and the QPSRLA All Stars Team, who were lead out by older brother, Brodie Forte. Both of the boys were wearing specially made jerseys.

The coin toss by Brodie saw Dream Team Captain Senior Constable Hayden Lea get one up on his rival captain, Constable Jarrod Knox. The crowd remained on their feet for a minute's silence, with Susie Forte joining the boys on the field.

As for the match report, the Dream Team were to dominate early, scoring the first try.

Sunny Lockyer, son of a rugby league legend Darren, ran out onto the field and kicked the conversation to give the Dream Team an early six point lead.

The All Stars were not about to lie down and the early exchanges were quite physical. Everyone at the ground knew that this was not one of those exhibition pretend games. No-one was holding back.



In fact, the boys were revelling in putting in big hits on their mates. Most of these boys have played together, either at club, carnival, state, or national level, which meant they all wanted bragging rites.

The All Stars soon hit back with a try of their own. When Brodie Forte ran onto the field to convert the try, the crowd went off.

However, the Dream Team then got on a roll, with Scott Prince directing the



boys around the paddock, and they ran in more tries to go to the break leading 18-6.

The second half brought on some more monster hits and a resurgence from the All Stars team. Despite leaking some more points, the All Stars came home with a wet sail, scoring at will and taking the lead. The Dream Team appeared done for.

With the full time hooter fast approaching, and the Dream Team down 36-30, a coaching master stroke by Queensland Police State Coach and Australian Police Assistant Coach Detective Senior Constable Nick Paterson saw young Brodie Forte introduced into the fray with 90 seconds to go.



“A big thank you to football legends Petero Civoniceva, Brad Thorn, Scott Prince, and Dane Carlaw who gave up their time to play in the match.”

Brodie received a brilliant ball from Scott Prince and slipped through the All Stars team like King Wally in his prime, leaving a trail of players grasping for thin air as he raced away to score a 60 metre try.

With the weight of his team on his shoulders, Brodie successfully converted his solo try to tie up the game 36 all. A fitting result.

Again, a big thank you to football legends Petero Civoniceva, Brad Thorn, Scott Prince, and Dane Carlaw.

Paul Renouf would also like to especially thank Kent Ellis, Garry Watts, and Jim Doyle for their tireless efforts in organising the event.

A big thank you also to Sergeant Paul Lincoln and AA Amusements for







QPS Dream Team

1. Andrew OGILVIE
2. Devonne TOMULI
3. Stephen TILLET
4. Hayden LEA (C)
5. Arron PAWSEY
6. Scott PRINCE
7. Allan HELDSINGER
8. Petero CIVONICEVA
9. Russell MUNDY
10. Ross JENKINS
11. Tom BISSET
12. Paul RENOUF
13. Wallace SOLOMONA
14. Cian JACOBS
15. Anthony MITA
16. Joe ALOFIPO
17. Ropati NASALIO
18. Mitch SMITH
19. Russell SATOUR

Coach: Nick PATERSON
 Asst Coach: Jim Doyle
 Manager: Todd MAGUIRE
 & Danny HESS
 Trainer: Steph HANCOCK
 Trainer: Alan TAYLOR

QPS All Stars

1. Joe PARVIN
2. Andrew CRIDLAND
3. Jason KLIMIS
4. Jack MULHERIN
5. Brendan BROOKE
6. Mick RYAN
7. Nathan DIEHM
8. Dane CARLAW
9. Jarrod KNOX (C)
10. Brad THORN
11. Ben GADSBY
12. Steve HOLLAND
13. Matthew RESCH
14. Ash CURRIE
15. Sam MCGREGOR
16. Will SCANLON
17. Matt HENDRY
18. Shane LARKMAN
19. Martyn BENSON

Coach: Mick THIESFIELD
 Asst Coach: Ben SAWDEN
 Manager: Andy LINTON
 Trainer: Scott NICOL
 Trainer: Brian NUGENT

Support Staff

- Garry WATTS
- Adrian COOLWELL
- Phil NOTARO

- Glen PEATLING
- Andrew BROWN
- Kent ELLIS

donating a jumping castle for the day, and to all the volunteers and police recruits (what legends they were), to Qbank, and to the Recruiting Section.

“With the weight of his team on his shoulders, Brodie Forte successfully converted his solo try to tie up the game 36 all.”

It would also be remiss of me not to acknowledge the financial support of the Queensland Police Union. Plus, of course, thanks to our MC for the day, Detective Senior Constable Andrew Brown of Cyber Crime Group at State Crime Command. Great job, mate.

It was a day that, although tinged with sadness, will be talked about for years to come. It was one of those



unforgettable ‘police events’. To date, the event has raised over \$30,000, with online auctions of sports collectables still to take place.

To say it was great event is an understatement. The day (and night) had everything, and coppers came out of the woodwork in support. But more

importantly, there were thousands of community members who also came out to see the game and honour not only a true hero in the late Senior Constable Brett Forte, but the Queensland Police Force.

Brett, may you rest in peace, brother.

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Vale Owen Harms

By Detective Senior Sergeant Peter Ryan (edited eulogy).

Owen Timothy Harms was born on 19 October 1966 at the Mater Hospital in Brisbane. He was the fourth and last child of Owen Snr, a plumber, and Jan Harms of Mt Gravatt. He was a much loved and welcomed addition to his three older brothers, Des, Spencer, and Ben.

Owen attended St Agnes Catholic Primary School and later Mt Gravatt High School. Owen enjoyed school and was a popular boy. He was a conscientious and organised student according to his mother, always putting his clothes out the night before. It was during his early schooling that Owen developed a love of football, initially playing rugby union and then rugby league for the local East Mt Gravatt team.

Both Des and Ben matriculated at grade 10 and commenced a plumbing apprenticeship with their father. However, this was not to be for Owen, who decided to complete grade 11 and 12. In his final year he was rewarded by being appointed school captain.

His family describe how all the other boys were very hands-on, always fixing bicycles and building go karts, but poor Owen Jnr was flat out tying a knot: hence his reason for not becoming a tradie. Everyone who knew Owen can attest that his handyman skills didn't improve much over time, either.

However, his beautiful nature was well suited to the part time jobs he held at the local department store Waltons, and a nearby menswear shop Casa Leon, where he worked as a salesperson. Many of his marvellous character traits were evident early in his life and he unselfishly asked a friend,

Murray James, to fill in for him one day because poor Owen was battered and bruised from footy. Only thing wrong with that was they liked Murray better and Harmsy got the flick.

At the end of grade 12 in 1983, Owen had options of either commencing a career with the bank, policing, or remaining at Waltons (where he had starred as Santa Claus that December). Owen had his heart set on being a police officer and with his family's blessing and pride, he started his cadetship in January 1984, along with another 120-odd raw and green pimply-faced 17- and 18-year-olds.

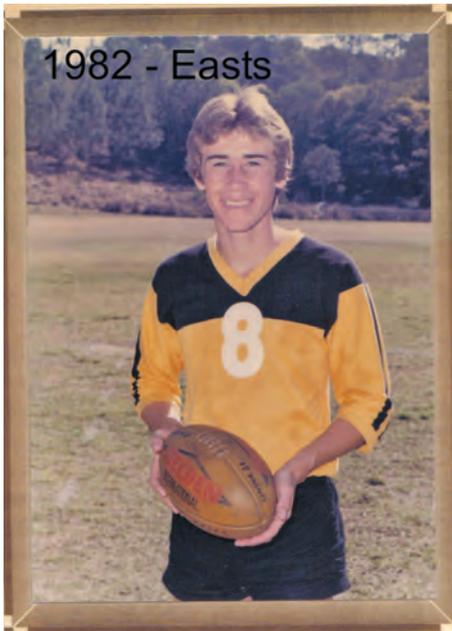
It was here that I first met Owen. Initially, many people mistook Owen's gentle and genuine nature as a flaw, myself included. However, everyone's impression changed as soon as they saw him in action for the police academy U/18 rugby league team.

He ran his heart out and tackled his backside off to very much earn the respect of coach Ash Lumby and his teammates, which included future A grade players such as Ken Gittins, Robert Marshall, Paul White, and Craig Donovan. I think some of them were even more impressed with the sight of Big O coming out of the showers afterwards.

Academy life was very structured and included daily room inspections,



dormitory duties, classroom lessons, and physical training. At night, we'd all watch *Perfect Match* before some study and then bed. Ray Brownhill reminded me that for 12 months we all lived and breathed life together.



Success and disappointment would be the thread through our lives. Football, drinking, laughing, crying, family. Harmsy was the wonderful constant in all our lives. Many struggled with the strict routine and discipline required but Owen thrived in this environment. He went on to successfully graduate in July 1985 before being sworn in later that year, after his 19th birthday.

Owen spent his training year in Gympie where he impressed colleagues with his negotiation skills. He would often be sent out for lunch to the local takeaway where he had the ability to upsize a hamburger order to a works burger at no extra charge. He also negotiated with the roster clerk if he ever had to work a Friday; it had to be a day shift so he could have a beer at the Freemasons Hotel that night and watch the footy.

At the end of his training year, Owen was appointed to the Mt Isa Police District, which was initially a devastating shock to him and his family. His mother described how Owen fell to the floor in dismay and I was later present when she cursed the decision, quite harshly, to send her 'baby' to the western outpost.

In the 33 years I've known Mrs Harms I've never heard her swear before or since that time. So, he packed his red Mitsubishi Sigma to the hilt and with brother Ben they drove 1,800 kilometres to the Isa, 'where the flies are', as Harmsy would poetically later say. Unbeknown to us all at the time, it would be the beginning of another wonderful chapter in his remarkable life story.

For it was at Burketown in the Gulf that Owen met his beautiful wife-to-be, Lynn Tait, who was working at the local council office. I knew Owen was pretty smitten with Lynn when he dragged me all the way from Brisbane via a Greyhound bus to meet her in 1987.

The problem was that when we got to the Isa some 30 hours later, we had no

car to drive the extra 600 kilometres to Burketown, and had to borrow Michael Phelan's old '74 Holden Premier. Xerox didn't quite keep the HJ in top working order and it had a massive oil leak: so much so that it cost us more in oil than petrol to get to Burketown.

"Birdsville station included many extra duties such as weather observer. On a few occasions, they punched in the wrong codes and were called to see if it really was snowing or hailing out there."

We eventually made it there and I finally got to meet Lynn. I soon worked out why Owen was so keen on her. During that visit I got to spend some time with Lynn and her mother and father, Jenny and Gordon, at their country property Bluehole. It was an amazing experience and one I'll never forget, and neither will I forget their hospitality.



Owen and Lynn were married the following year in 1988. It was a large wedding, with the reception at the famous Irish Club in Mt Isa. The night before, a buck's party was held for Owen at the racetrack. Halfway through the night, someone decided to have a can fight. Now, I'd been involved in can fights before, at the Gabba and Lang Park, but I'd never been involved in a can fight with people I knew and liked.

I was thinking to myself that those Mt Isa boys were tough but mad as a cut snake. As bad luck would have it, Harmsy was the only one to get injured. He got hit on the corner of one





eye and required a couple of stitches. The following day it half closed over and he looked like Jeff Horn after the Manny Pacquiao fight in his wedding photos. Nonetheless, the wedding was a beautiful occasion and still to this day was one of the best I've ever been too.

In 1990, to progress his career, Owen applied for and was successful in getting a position at Boulia, a two-officer station about 300 kilometres south of Mt Isa with a large Aboriginal population. Here both Owen and Lynn worked tirelessly for the community.

In the October of 1991, and with two-week-old Brendon in tow, Owen and Lynn were again promoted to the OIC position at Birdsville, on the edge of the Simpson Desert. Birdsville station included many extra duties not usually associated with policing such as the post office and weather observation.

Every three hours they had to record the weather for the Bureau of Meteorology. On a few occasions, they punched in the wrong codes and were called to see if it really was snowing or hailing out there.

Their community spirit was evident early in those postings, with Owen creating a touch football competition for the locals in both Boulia and Birdsville, and Lyn even going so far as to print shirts for the players.

On a down side, Brendon didn't have too many playmates out at Birdsville, so Owen would often take him in the police car on patrol. As you can imagine, living life in places like Birdsville can be tough; you only have basic services and the isolation means not too many family or friends visit. In addition, it was difficult to get anyone to relieve and therefore they rarely took holidays.

In 1994 Owen applied for and was successful in getting the position at South Kolan, a small one-officer station with a large division. Owen worked



very hard and was reluctant to venture far away due to his on-call expectations. Lynn recalls how she learnt very early on to take two cars anywhere they went, otherwise she and Brendon would be left stranded. The upside was the local rugby league team, the Sharks, and again Owen got involved in one of his great loves, playing footy when he could with the team.

In 1997 Owen was promoted to Sergeant and the OIC of Miriam Vale. In that same year, he and Lynn welcomed the arrival of their beautiful daughter Breanna. They established a social touch football competition in town, a competition which still runs today.

During his 20 years at Miriam Vale, Owen has mentored many officers who have gone on to achieve higher honours. One such person is Inspector Simon Chase. Chasey credits Owen for teaching him more about policing than any other person he has ever worked with.

Chasey recalls one night he awoke and saw that traffic was at a standstill on the Bruce Highway right outside his house. He rang Owen to see what was going on. Chasey recalls that Owen knew he had family in town and talked the issue down, telling him it was just a small traffic accident and to go back to bed.

Eventually Chasey put his overalls on and walked down to see the 'small' accident Owen had described was in fact a B double roll over, with cattle running everywhere up the highway and into town. It took them 12 hours to clear the highway and round all the cattle up. Chasey said Owen didn't ring him because in his typical selfless manner, Owen wanted him to spend quality time with his family rather than help with a major incident.

Simon also recalls they received many requests to attend snake-related jobs and luckily the local snake catcher was only a phone call away. But Owen, being a visionary, decided to enrol





2013



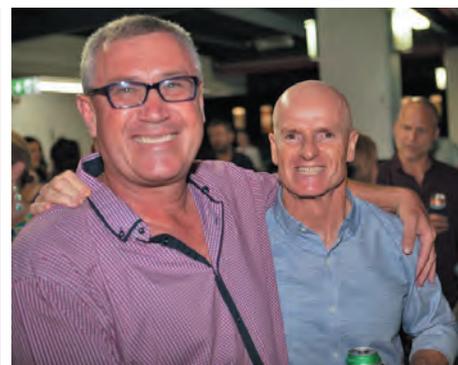
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“At this stage of the snake handling course, Harmsy was still as confident as ever, strutting around like he was some sort of Steve Irwin.”

them in a nationally accredited snake handling course run by National Parks, just in case they had to go hands-on themselves.

So off they headed to Gladstone to do the course, stopping at the Star Roadhouse, of course, to get a pie and peas with gravy and a Coke. They

started the course with some theory on how to identify different types of snakes. With his bush background from being in the Mt Isa district, Owen put his hand up like an excited schoolboy, yelling out all the correct answers. The instructors then moved on to teach first aid and show everyone what to do if they were ever bitten.

At this stage, Harmsy was still as confident as ever, strutting around like he was some sort of Steve Irwin. However, things soon changed dramatically: the instructor brought out a hessian bag and released a few large snakes into an enclosure. The final part of the course required them to successfully go into the enclosure, catch a snake, and get it into the hessian bag.

Well, Owie went as pale as a ghost and started sweating bullets. One by one, all the participants went in, catching the snakes. Chasey said Harmsy didn't look too good and he asked him if he was ok. Harmsy hesitated for a bit, then told the instructor they had an urgent job. He grabbed Chasey and they both took off with the lights and siren on. They never did get their accreditation.

Owen was a highly decorated officer, having been awarded the Queensland Police Service Medal, the National Medal, and the National Police Service Medal. These medals recognise long and diligent service. In addition, he was awarded an APM in 1999 for distinguished service to the Queensland Police Service, particularly under trying and difficult conditions in extremely remote areas of Queensland.

Also, in 2007 Owen received a Bravery Award from The Royal Humane Society of Australasia alongside good friends and colleagues Jock Edwards and Mick Phillips. The award was for saving a boy from suffocation in a collapsed sand cave at Agnes Water. Sadly, another boy died in the same incident.

Owen had a great passion for rugby league. He was a very good and





determined player in his early days and played 10 years at the Easts Mt Gravatt club.

At the Academy, he was our hooker. Teammate and captain Ken Gittins describes how Owen would tirelessly hurl his then-skinny frame into the fray where others would hesitate. Others got the glory, but he was the foundation, the constant that enabled the team to shine. Owen won a premiership that year.

In 1985, Owen played for the Eastern Suburbs Club in Brisbane. This was pre-Broncos and the BRL was a very competitive and tough competition containing stars such as Wally Lewis, Gene Miles, and Greg Dowling.

At only 18, Owen played most of the season in reserve grade, with a handful of appearances in A grade: a remarkable feat for someone so young. At the end of that year, he was selected to play in a representative police team which included the likes of Mal Meninga, Peter Jackson, Ash Lumby, and Steve Carter.

In 1986, Owen played a season of A grade for the Wanderers Club with friends Les Tatnell, Michael Harland, and Chris Munro after his posting to Gympie. From 1987 – 1990 he played on and off for the Black Stars team in the Mt Isa competition. He was a veteran at the QPS football carnivals, playing for the Wide Bay Whales, Mt Isa Mongrels, and the CQ Razorbacks from 1987 – 2007. In 2007 Owen was selected in a Commemorative Representative Team that selected the best players over a 20-year period.



As stated earlier, he played for the South Kolan Sharks from 1994 – 1997 and was part of their premiership success over those years. In 2000 at Miriam Vale, Owen was instrumental in re-establishing the Magpies in the local competition. He remained the heartbeat of the club from that time, serving as a player, manager, president, and



eventual life member until its merger with the Agnes Water Marlins recently.

Harmsy spilt a lot of blood, sweat, and tears on the Miriam Vale home field, and it was only fitting that in 2010 he was pivotal in the creation of the Gary Larson Oval Enhancement Group.

It was an organisation established for the betterment of the entire Miriam Vale community, with a focus of turning Gary Larson Oval into a multi-faceted venue capable of hosting all sports and events, not just rugby league. Friend and former federal member for Flynn, Chris Trevor, recalls receiving a phone call from Owen. He said, 'I need a couple of hundred'.

Chris said: 'A couple of hundred dollars? What's the charity?'

Harmsy said: 'No, Chris, I need a couple of hundred thousand dollars'.

Chris said: 'Geez, what do you need that for, mate?'

Harmsy said: 'I want to upgrade Gary Larson oval for the footy and the kids at Miriam Vale: it will be multipurpose'.

Chris said: 'Ok, mate, send me a submission and I'll see what I can do'.

Chris recalls the submission being impeccable. Harmsy rang Chris every third day for weeks, asking if Canberra had approved it. Eventually, they did: \$230,000. Harmsy was over the moon. Chris states that if Harmsy had not been so persistent, it would never have happened. It's one of Harmsy's greatest legacies and has given Miriam Vale intrinsic qualities such as pride and inclusiveness.

In the words of his mother, Owen can only be described as having a beautiful soul. He was the shining light of the Harms family. His brothers begrudgingly admit he was the favourite. Owen was compassionate, honest, dedicated, fiercely loyal, and tough. Physically, you couldn't hurt him

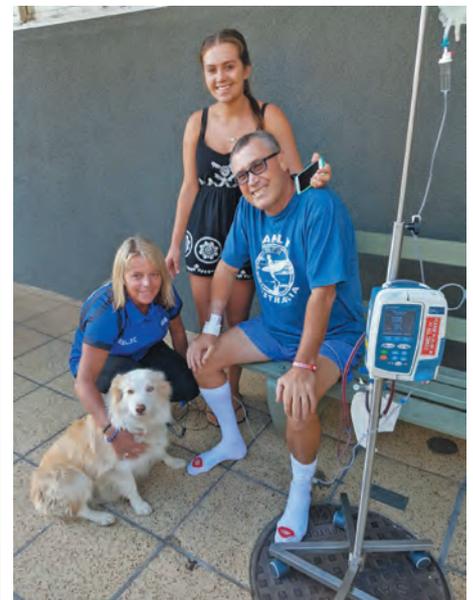


with an anvil. He possessed exceptional interpersonal communication skills and made everyone feel important. I loved the way he'd greet everybody with a smile that would light up a room; I loved how he'd take the time to listen to whoever he was with and treat them with respect and dignity.

He was never judgemental, never said a bad word about anyone, and he cared a lot about people, even if they didn't care for him. Paul White states Owen taught him that it is okay to hug your mate: toughness was never about words.

Owen was extremely proud of his wife, Lynn, and his two children, Brendon and Breanna. He loved them dearly and would always speak of them in wondrous tones. While we may have got the loud, larger-than-life version, the party Harmsy, the one who had the energy of an Energiser Bunny over an extended period ... Lynn had to endure the sick Harmsy.

Only Lynn really knew what Harmsy went through, and she knew it all. Like any loyal wife, Lynn was always there for Owen. Time and time again she nursed him back to health, dealt with his night terrors and irregular sleeping patterns, made sure his medications



were correct, fed him, and pumped his tyres up so he could keep on going.

Owen suffered from depression on and off from about 2003. In 2010 he spent time at a Currumbin mental health facility after a build-up of traumatic events he had to deal with. During a physical assessment at this time, medical staff picked up an irregular heart beat, and later that year he was diagnosed with a leaky heart valve.

From this time on, Owen was regularly unwell: he had myocarditis, major heart surgery, two strokes, a hernia, and bowel cancer, which required a six-month treatment of chemotherapy.



“Like a punch drunk boxer or a concussed footballer, sometimes people need saving from themselves. Owen kept on carting it up because he didn’t want to let the Queensland Police Team down.”

After each episode he stoically returned to work on light duties as soon as possible.

Owen confided in me that all the physical ailments he had suffered were nothing compared to the demons that tortured him emotionally when he was depressed. I know in my own heart that his decision to end his life was not made by the real Owen that we all know and love.

He was the most unselfish man I knew, so how could he do this to his wife, his children, his family ... to all of us? I can only apologise to you now, Owen, that you thought so lowly of yourself that by taking your own life you somehow reasoned we’d all be better off without you.

For a man who loved everyone unconditionally, the only person he probably didn’t love was himself. If only Owen could see in himself what everyone else that he touched could

see: a generous man with a loving heart, a genuine concern for others, and an incredible love for his wife, his children, and his community.

I know the Queensland Police Service and society has come a long way in acknowledging depression and its impact. But we’ve lost far too many officers to this insidious illness, and if our people really matter, we need to do more. I challenge all of you to do everything within your own abilities to take a stand and ensure this doesn’t happen to another single person.

As much as I have loved my job, it can have a bad habit of brutalising people, and Owen was brutalised. He was exposed to repeated traumatic events over an extended period of time, without sufficient rest and recovery.

Like a punch drunk boxer or a concussed footballer, sometimes people need saving from themselves. Owen needed to be saved from himself.

Regardless of the adversity he faced, and just like in his football career, Owen kept on carting it up because he didn’t want to let the Queensland Police Team down. For that I am truly sorry, mate.

“Site B11 at the 1770 campgrounds during our January holidays will never quite be the same.”

Harmsy, I’m going to miss your smile; I’ll miss your hugs; I’ll miss your laugh; I’ll miss the way you laughed at yourself; and I’ll miss the way you got so excited by life’s simple pleasures like going to the footy and having a beer with your mates. I’ll miss your booming voice and I’ll miss the way you grabbed people on the knee whenever you got into or out of a car. I’ll miss your indecipherable text messages.

I’ll miss the way you could bring people together; I’ll miss our camping trips; I’ll miss the way you organised the touch and sports for the kids; I’ll miss your ute parties; I’ll miss you playing Slim Dusty; and I’ll miss you singing Rhinestone Cowboy.

The 1984 cadet team has lost our spiritual leader. Sadly, site B11 at the 1770 campgrounds during our January holidays will never quite be the same.

Rest easy, Harmsy: you have laughed often and loved much. You’ve won the respect of your friends and the affection of all our children. You appreciated the simple things and you found the best in others. You gave of one’s self to leave the world a better place. You played with determination and you sang in exultation. Because you have lived, and this is to have succeeded.

Good bye, farewell, and Godspeed, Harmsy. I love you, mate.

A Day in the Life of Sergeant Marty Hunt at the Sunshine Coast PCYC

I joined the QPS straight out of Trinity Catholic College, Lismore into the old cadet system in 1988. I think it was a bit of a tradition for at least a couple of blokes from our school to go into the police cadets each year and it was really exciting when I was offered a spot. Because 'Oxley' was basically all I knew about Queensland, I started in the Oxley District, working there for around the next 10 years: in Inala and then the ClB.

After a while I realised that Queensland actually had some much nicer places to live, and my wife and I set our ambitions on the Sunshine Coast. I was lucky enough to score a job in the Child Abuse Unit for a while. I kind of ended up at the PCYC by accident, because I was interested in relieving and did a course.

A week after I got back from the relief managers' course I was asked if I could do a month filling in because the Branch Manager was on extended sick leave. That was in May 2000 and I've been at the PCYC ever since.

"Someone early on told me, 'Burn your desk, and get out of the office'."

WHAT DO YOU SEE AS YOUR ROLE?

I always say the PCYC is a marathon, not a sprint. It's all about relationships and building those relationships with young people and the community. Someone early on told me, 'Burn your desk, and get out of the office'. It was great advice, because our work is out there in the community, working directly with young people.

There is the business side of the operation, though, and that can be a steep learning curve. If you can get the business side of PCYC right, surround yourself with a good team, and let them get on with what they are good at, then the rest becomes easier.

"The PCYC is a marathon, not a sprint. It's all about relationships and building those relationships with young people and the community."

Policing tends to be measured in statistics and graphs and it's really difficult sometimes to sell your value in that atmosphere. But I've been here long enough now to see the results of our work long term, with young people grown up and succeeding in life in their own ways.

WHAT DO YOU LIKE ABOUT IT?

Policing is very taxing mentally. Day in and day out, misery can make you feel as though the world is a pretty horrible place. I like that the PCYC is a positive and proactive role where



you regularly meet great people, and can see the good in young people in particular.

It can be long hours and running a business with a million dollar turnover with people relying on you for their job security can bring a lot of pressure, but the autonomy of the role and making it your own is appealing.

With PCYC I've been able to do the Kokoda Track with a bunch of great young people and also take a group to Cambodia on a house building mission. The best aspect of the job,



though, are the relationships you build over a long period of time.

WHAT DON'T YOU LIKE ABOUT IT?

At times it feels like a lot of QPS officers and bosses don't understand or value the work that we do, or

“Policing tends to be measured in statistics and graphs and it's really difficult sometimes to sell your value in that atmosphere.”

don't see it as policing. I can't blame them; when I was a young detective I wouldn't have given PCYC a second thought and had very little knowledge or interest in what they were doing.

I miss the camaraderie of being around other police regularly, although I do have a good working relationship with the local station.



WHAT'S THE STICKIEST SITUATION YOU'VE FOUND YOURSELF IN?

Before accoutrements became compulsory, I was in uniform and was called out to the back of the PCYC because a man was loitering with his dogs. Long story short, he was very large and decided he didn't like being

asked to move on. He decided to push me around a bit and threaten to bash me in a few choice words.

It was like something out of an OST scenario, where someone just goes nuts on you for no apparent reason, and there I was with limited use of



State Parliament for the LNP, so that is keeping me very busy.

I also dabble in music, having played in piano bars for a few years, and I currently play with a '50s-'60s band, which is fun.

I also enjoy living on the Sunshine Coast and all the good things that come with it, such as fishing and the beach.

force options ... communication, situational containment, and tactical withdrawal came in handy that day until the team from the local station were able to come and assist.

WHEN YOU'RE NOT AT WORK, WHAT ARE YOU DOING?

I have a wife of 20 years, Kelly, and two teenage daughters. I am currently campaigning for the seat of Nicklin in

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Book Review The Power

By Andrea Appleton

The recent television adaptation of Margaret Atwood's 1985 novel, *The Handmaid's Tale*, was billed as unmissable TV by viewers who were disturbed by the ease of imagining the dystopian future portrayed. Atwood's tale of the subjugation of women has been a benchmark in speculative fiction since publication, and now she has proclaimed a new work of the same genre as 'Electrifying!'

Atwood's reaction to Naomi Alderman's *The Power* is fair praise, as well as a wink to the contents of the novel. In Alderman's 'page-turning, globe-trotting thriller', women are not subjugated: in fact, they have discovered they have the ability to electrocute one another (and, of course, men) with the simple flick of a finger.

A previously unknown skein beneath a woman's collarbone is the source of the power, and suddenly, every man on the planet has lost their power over women, and therefore their control.

The Power holds a mirror up to the current state of gender affairs, and promptly switches the balance of power. No longer are women afraid to be alone after dark; it's men who find themselves looking over their shoulders.

Armies are made up of women, not men, and women who have been held as sex slaves suddenly find they can turn on their traffickers.

There are four main characters whose reactions to the new power show its universality and its devastating, worldwide consequences.

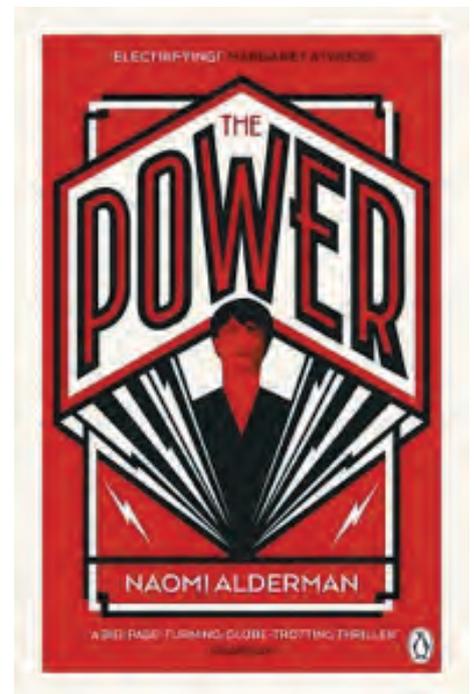
There's Roxy, the daughter of a British crime family; Allie, an abused foster child who escapes her home and self-styles herself as 'Mother Eve'; Margot, an ambitious US politician; and Tunde, a young Nigerian reporter trying to cover the development of the power and simultaneously ensure his safety in the uncertainty of the new world order.

It is Tunde's experience especially—and what he witnesses—in the new rogue womens' republic that so effectively reflects the realities of life for many women today.

The Power could be construed as a feminist novel, but the result of women gaining control in the novel is certainly not desirable. In effect, *The Power* is a reflection on power, and the maxim that 'absolute power corrupts absolutely'.

Alderman simply hopes her novel will allow women to think about how their lives might be different if they could electrocute people at will.

She also hopes men might understand—if only for a moment—what it might be like to be 'constantly afraid of violence, sexual assault, and all the things that women spend their lives in fear of'.



Naomi Alderman
Penguin Random House
London, 2017
RRP: \$19.99

This novel is endlessly thought-provoking, and encourages a discussion on the politics of power, the generalisations of gender, and the chance of change.

Police Recipes

CARAMEL CUPCAKES

Makes 24

If you haven't heard of the *4 Ingredients* cookbooks: you need to! They're pretty self-explanatory. That's right ... each recipe in the books contain only four ingredients, and are written with basic methods that are a huge help for busy people.

A few years ago, Moreton District partnered with the team behind *4 Ingredients* and invited them to one of their Women's Network events. The Moreton District crew then linked them to their local youth shelter, where books were donated and funds were raised to support the shelter.

Sergeant Jo Broughton was involved in this process, and is a big fan of the books. She has chosen to share one of her favourite recipes: caramel cupcakes. Yum!

What do I need?

- 1 cup self-raising flour
- 400g can Top n Fill or Carnation Caramel
- 1 egg
- 1/3 cup butter, at room temperature



What do I do?

- 1). Preheat oven to 180.
- 2). Sift flour into a bowl and add caramel, egg, and butter.
- 3). With an electric mixer, beat until pale and fluffy (about 2 minutes).
- 4). Line 24 mini muffin cups with paper liners.
- 5). Divide batter among cups and bake until light golden brown (about 10 minutes).

Optional

For a dazzling finish, top with a simple ganache.

- Warm 1 cup of cream and add 250g dark chocolate, stirring until combined

- To top, garnish with a slice of Mars Bar

Jo's Tips

If you are in a hurry, add approximately 2 cups of sifted icing sugar to your ganache recipe for a more robust icing. You can also top the cupcakes with chocolate icing.

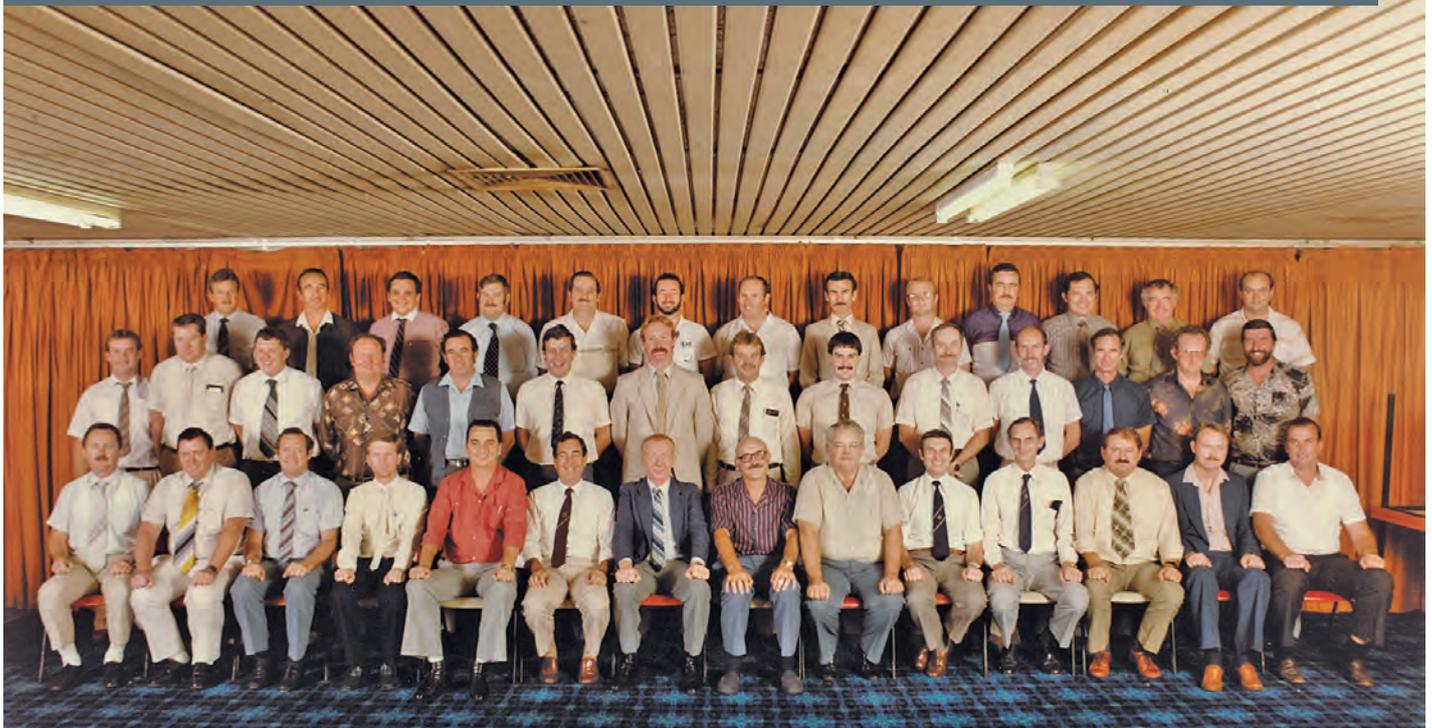
This recipe makes 24 mini or 12 large cupcakes.

Recipe source: 4 Ingredients Kids cookbook

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

From the Archives

20TH TRIENNIAL CONFERENCE OF THE QPU, 1985



THE 20TH TRIENNIAL CONFERENCE OF THE QUEENSLAND POLICE UNION OF EMPLOYEES

LEFT TO RIGHT

BACK ROW: Merv Johnston, Dick Metcalfe, Tony Jackson, Ted Roberts, John Urquhart
Tim Deakin, Scott Crawford, John Fox, Athol Lerch, Mal Nicholls, Ark Ordynski,
Bill Frohmuller, Chris Sidey.

MIDDLE ROW: Mark Williams, Garry Jamieson, Tony Costa, Neil Behm, Gordon Jones,
Andy Beasant, Tim Fenlon, Mark Ballin, Mike Mitchell, Mike O'Sullivan, Matt Orme,
Bill Sprenger, Paul Fitzpatrick, Grahame Gronow.

FRONT ROW: Mike O'Brien, Mal Gannon, Gerry Stevens, Garry Hannigan, Merv Bainbridge.

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.

Police Living

BBQ BRANDING IRON

Isn't it annoying when you're at a BBQ and you have your eye on a particularly juicy piece of steak ... and someone else jumps the queue and snatches it off the hotplate right in front of you? Well, never fear: there is an implement here to save you from your steak-related fury.

Behold the BBQ branding iron, which allows you to mark whichever piece of steak you like. If you are then confronted by a queue-jumper, you will be able to decisively declare, 'That steak has my name on it. Literally'.



FEATURES

- Set of 52 interchangeable letters
- Wooden handle
- Steel attachments
- Messages on iron can be altered as many times as you want

Length	43 cm
Plate	9 x 4 cm
Inclusions	3x As, 2x Bs, 2x Cs, 3x Ds, 2x Es, 2x Fs, 1x G, 2x Hs, 3x Is, 1x J, 1x K, 4x Ls, 2x Ms, 2x Ns, 4x Os, 2x Ps, 1x Q, 3x Rs, 3x Ss, 3x Ts, 1x U, 1x V, 1x W, 1x X, 2x Y, 1x Z

Got a picture of you and your police mates cooking up a BBQ feed? We have a BCF voucher up for grabs for the best-looking barbie, so send your pictures to us at journal@qpu.asn.au and you might just see yourself in the next Journal.

Out and About

OUR PEOPLE MATTER WORKSHOPS



Academy.



Gold Coast.



Cairns.



Headquarters.



Alderley.



Headquarters.



Bundaberg.



Ipswich.



Ipswich.



Mount Gravatt.



Longreach.



Mount Gravatt.



Toowoomba.

OUR PEOPLE MATTER



Maroochydore.



Mackay.



Rockhampton.



Roma.

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**Police Federation of Australia
Queensland Police Branch
Scheduled Election E2017/188**

Election Notice

Fair Work (Registered Organisations) Act 2009

Nominations are called for:

- Conference Delegate (48 positions) *(see attached listing for Region, Clusters and Districts)*

NOTE:

1. Nominations must be
 - a) In writing,
 - b) Signed by the nominee,
 - c) Seconded by 3 members,
 In accordance with the Election Procedure Rule 42
2. Only Members, financial as at the date of the calling of nominations, may nominate for, second any nomination for or vote in an election for any office in the Branch or a Sub-Branch. Please refer to Election Procedure Rule 42, calling for Nominations Rule 47 and Nomination Procedure Rule 48.
3. Nominations open at 12:00 Noon Friday 3 November 2017 and must reach the Returning Officer at the office or postal address below not later than 12:00 Noon Friday 1 December 2017
4. Candidates may submit a statement to be included with ballot material. Only statements which comply with the Organisation's rules and are received by the Returning Officer by **12:00 noon** on 1 December 2017 will be published.
5. Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.
6. Nominations cannot be withdrawn after 5:00pm Friday 7 December 2017.
7. As a candidate you will be sent an acknowledgment.
8. It is your responsibility to ensure that your nomination is received by the Returning Officer **before** nominations close.

HOW TO LODGE NOMINATIONS

By post: GPO Box 1060, BRISBANE QLD 4001

By fax: (07) 3834 3477

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

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

The ballot, if required, will open 12:00 Noon Monday 11 December 2017 and close at 12:00 Noon Friday 12 January 2018. Only a person who was a Member 30 days before the opening time for nominations may vote in the election. The ballot will be decided by a first-past-the-post system of voting.

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

Chris McCormack
Returning Officer
07 3834 3449

4 October 2017



One Branch Conference Delegate from each of the following clusters (48):

FAR NORTHERN REGION	
Clusters	Districts
1	Aurukun, Bamaga, Cairns, Coen, Cooktown, Edmonton, Gordonvale, Kowanyama, Laura, Lockhart River, Mossman, Pormpuraaw, Port Douglas, Smithfield, Thursday Island, Weipa, Yarrabah, Horn Island, Far Northern Regional H.Q.
2	Babinda, Cardwell, El Arish, Innisfail, Mission Beach, Mourilyan, Silkwood, South Johnstone, Tully
3	Atherton, Chillagoe, Croydon, Dimbulah, Einasleigh, Forsayth, Georgetown, Herberton, Kuranda, Malanda, Mareeba, Millaa Millaa, Mount Garnet, Mount Molloy, Mount Surprise, Ravenshoe, Yungaburra
NORTHERN REGION	
Clusters	Districts
4	Bedourie, Birdsville, Boulia, Burketown, Camooweal, Cloncurry, Dajarra, Doomadgee, Julie Creek, Karumba, Kynuna, McKinlay, Mornington Island, Mount Isa, Normanton
5	Magnetic Island, Townsville, North Queensland Police Academy
6	Deeragun, Kirwan, Mundingburra, Stuart, Townsville Traffic, Townsville Regional Office and Townsville District Office
7	Ayr, Charters Towers, Clare, Giru, Home Hill, Hughenden, Pentland, Prarie, Richmond, Ingham, Halifax, Palm Island, Rollingstone, Greenvale, Ravenswood
CENTRAL REGION	
Clusters	Districts
8	Agnes Waters, Baralaba, Biloela, Calliope, Gladstone, Goovigen, Many Peaks, Miriam Vale, Mount Larcom, Moura, Rosedale, Tannum Sands, Theodore, Wowan
9	Alpha, Aramac, Barcaldine, Blackall, Ilfracombe, Isisford, Jericho, Jundah, Longreach, Muttaborra, Windorah, Winton, Yaraka, Emerald, Capella
10	Calen, Carmila, Clermont, Dysart, Eton, Farleigh, Finch Hatton, Glenden, Mackay, Marian, Middlemount, Mirani, Moranbah, Nebo, Proserpine, Sarina, St. Lawrence, Walkerston, Whitsunday, Mackay Northern Beaches, Collinsville, Bowen
11	Anakie, Blackwater, Duaringa, Emu Park, Gracemere, Lakes Creek, Marlborough, Marmor, Mount Morgan, North Rockhampton, Rockhampton, Rolleston, Springsure, Tieri, Westwood, Woorabinda, Yeppoon, Central Regional H.Q.
NORTH COAST REGION	
Clusters	Districts
12	Bundaberg, Bargara, Childers, Gin Gin, South Kolan
13	Kingaroy, Blackbutt, Cherbourg, Kumbia, Murgon, Nanango, Proston, Wondai, Eidsvold, Monto, Mt. Perry, Mundubbera, Gayndah
14	Gympie, Imbil, Kilkivan, Goomeri, Tin Can Bay
15	Maryborough, Tiaro, Howard, Hervey Bay, Biggenden, Fraser Island
16	Bribie Island, Caboolture, Deception Bay, Kilcoy, Moore, Woodford, Redcliffe
17	Caloundra, Coolum, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional Headquarters, Beerwah
SOUTHERN REGION	
Clusters	Districts
18	Adavale, Augathella, Charleville, Cunnamulla, Eromanga, Eulo, Hungerford, Morven, Quilpie, Tambo, Thargomindah, Wyandra
19	Bell, Cecil Plains, Chinchilla, Cooyar, Dalby, Jandowae, Meandarra, Millmerran, Peranga, Tara, Yarraman

20	Boonah, Booval, Esk, Goodna, Harrisville, Ipswich, Kalbar, Karana Downs, Lowood, Marburg, Rosewood, Toogoolawah, Yamanto, Springfield
21	Bollon, Dirranbandi, Dulacca, Injune, Miles, Mitchell, Mungallala, Mungindi, Roma, St. George, Surat, Taroom, Thallon, Wallumbilla, Wandoan, Yuleba
22	Cambooya, Crows Nest, Drayton, Forest Hill, Gatton, Goombungee, Helidon, Jondaryan, Laidley, Oakey, Pittsworth, Toowoomba, Southern Regional H.Q.
23	Allora, Clifton, Goondiwindi, Inglewood, Killarney, Leyburn, Stanthorpe, Talwood, Texas, Wallangarra, Warwick, Yangan, Yelarbon
	SOUTH EAST REGION
Clusters	Districts
24	Broadbeach, Burleigh Heads, Palm Beach, Coolangatta, Robina
25	Southport, Runaway Bay, Water Police
26	Surfers Paradise, SER HQ
27	Coomera, Mudgeeraba, Nerang
28	Logan Central, Browns Plains, District HQ, Crestmead
29	Beenleigh, Loganholme, Springwood
30	Jimboomba, Beaudesert, Canungra, North Tamborine, Rathdowney
	METROPOLITAN NORTH REGION
Clusters	Districts
31	Ferny Grove, Indooroopilly, The Gap
32	Boondall, Clayfield, Hendra, State Traffic (Boondall)
33	Brisbane Watchhouse
34	Albany Creek, Petrie, Sandgate, Dayboro
35	Brisbane City, Metropolitan North Regional H.Q.
36	Fortitude Valley, Stafford
	METROPOLITAN SOUTH REGION
Clusters	Districts
37	Academy, Driver Training
38	Moorooka, Oxley, Sherwood, Mt Ommaney, Acacia Ridge, Inala, Calamvale
39	Carina, Coorparoo, Holland Park, Upper Mt Gravatt, Metropolitan South Regional H.Q.
40	Annerley, Dutton Park, Morningside, Southbank, West End
41	Capalaba, Cleveland, Dunwich, Redland Bay, Wynnum, Water Police, Russell Island, Macleay Island
42	Specialist Services
	HEADQUARTERS AND SUPPORT REGION
Clusters	Districts
43	Forensic Services Branch
44	S.C.O.C. Branch
45	Railway Squad and Alderley Branch
46	Crime and Misconduct Commission Branch
47	Headquarters Branch, Mounted Police, and Legal Services Branch
48	Brisbane Prosecutions

Police Health



HOW DOES BEING A POLICE OFFICER SHAPE YOUR IDENTITY?

Think about the last time you met someone new. Maybe it was at a party, your child's school event, or a friend's birthday dinner. Chances are, you were asked this question: 'What do you do?'

Society places so much emphasis on what 'you do' that it's hard to disassociate yourself from it. The lines become blurred and you start to feel like more of an officer than *you*, the individual.

When you think of the characteristics of a police officer, what comes to mind?

Ethical, authoritative, respectful, honest, serious ...

Without even being aware of it, you might start to embody some of these traits, even when you're out of uniform. And although these qualities are great, when your job starts to define you completely, you're in a dangerous place.

Your actions and reactions may become less about what you need and more about how you are being perceived. As officers, you're taught to be leaders and to be strong. Your job is to keep the community safe. You're the people called upon if the community is in trouble.

The thing is, when your job starts to be engrained into your identity, you become a constant leader: always having to be strong, and a peacemaker. Yes, these sound like great qualities to have, but what happens when you're the one who needs help?

You may become too proud to ask for it. You might feel embarrassed because you think you're the one who gives help, not receives it.

So, what's the solution?

GO ON, GET A LIFE.

Nurture yourself and don't forget who you are outside work. You had a life before you started in the Service, so make sure you continue to live it. Invest

your time in activities and creative pursuits that are just as important as work. Be conscious of your work/life balance and recognise when you're starting to get emotionally tied to work.

Remember, in the end, you're going to be recognised and honoured for the person you are. And while being an officer is a badge you wear proudly, you have other accomplishments to sew onto that shirt.

Take the time to understand and define who you are, not just what you do.

Have fun with it the next time someone asks what you do. You could say, 'Oh, I'm the chief carpool organiser for my kids.' If anything, you'll make people laugh.

Humorous: that's another one to add to the characteristics list.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – August 2017

State President:

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

State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com



MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

I still hear of applications being made for this medal and particularly by some older retired officers and police widows who are hearing about its availability by word of mouth or via our communications. At the Luncheon held by the Southern Downs and Granite Belt Branch at the Warwick TAFE College on 26 July, Assistant Commissioner Tony Wright presented Yvonne Reid, the widow of the late Eric Reid, with this medal. Yvonne responded and had those present in stitches when she recounted life and times with her late husband. She mentioned some of the places at which Eric served. The full list, which Assistant Commissioner Wright had with him, follows: Roma Street, Muttaborra, Roma Street, Emerald, Warwick, Stonehenge, Maryborough including CIB, Cleveland CIB, Charleville CIB, Killarney, Dalby CIB, Townsville CIB, Office of Commissioner as Inspector of relieving staff, Rockhampton District and Regional Crime Co-ordinator, Central Region, and lastly as District Officer, Roma, from where he retired. Yvonne's son Glen, who would have accompanied his parents to several of the abovementioned postings, recounted how he never really understood the work his father did until after his death. He also praised the Queensland Police Service and the QRPA for honouring his mother. The President of the SDGB branch, Laurie Bell, was also presented with the NPSM by Assistant Commissioner Wright. The latest recipient of the medal I know of is Betty Hood, widow of the late Sergeant 1/c Pax Hood, who was presented with it at Police Headquarters on 7 August by Assistant Commissioner Clem O'Regan.



Betty Hood being presented with the National Police Service Medal by Assistant Commissioner Clem O'Regan.

RECOGNITION OF POLICE OFFICERS' WIVES

Having outlined above some of the one and two officer stations at which Eric Reid served, ie. Muttaborra, Stonehenge, and Killarney, it is obvious that Yvonne Reid would have assisted her husband in many ways. While not in vogue when she was with him at these stations, I am pleased to reflect on how under Commissioner Jim O'Sullivan the partners of police officers at one and two officer stations received a quarterly allowance for what they did on behalf of the Queensland Police Service. There is an article I wrote on the QRPA website on this subject: www.qrpa.asn.au

LUNCHEONS ATTENDED RECENTLY

I have been pleased to attend the following luncheons: 23 May - Sunshine Coast at the Headland Golf Club, Buderim; 6 June - Hervey Bay at the RSL Club; 23 June - Far North Queensland at the Pearl Garden Restaurant, Cairns; 11 July - Gold Coast at Twin Towns Services Club; 22 July - Gladstone at Dragon Garden Restaurant; and 26 July - Southern Downs and Granite Belt at the Warwick TAFE College. While some of the Luncheons were down in numbers, they were all most enjoyable.

50 YEAR REUNION OF MEMBERS SWORN IN ON 4 AUGUST 1967

On 2 August, 14 of the 37 members sworn in on 4 August 1967 assembled near the entrance to the old Police Depot for the below photo opportunity. Afterwards, they strode down Caxton Street for lunch at the famous Caxton Hotel. Most of them were much slower on their feet than when they were going up and down Caxton Street for PT at the PCYC. Hairstyles also varied from next to nothing to much longer than former Drill Instructor Tom Molloy would have tolerated.



FUTURE LUNCHEONS/DINNER

23 August – Gympie – Albert Park Bowls Club – Norm Breen 5482 6270

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

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

18 October – Darling Downs – Toowoomba TAFE College – Bob Scarff 4635 3481

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

24 October – Logan-Beenleigh – Club Beenleigh – Terry Ahearn 3805 9299

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

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

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

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

NEW MEMBERS

- Former Inspector Warren Henry Butterworth, Townsville
- Former Sergeant (NSW) Gregory Alan Chie, Southern Downs and Granite Belt
- Former Constable James Landes Crosby, Gympie
- Former Sergeant Allan Dredge, Far North Queensland
- Former Detective Inspector Graham John Harris, Far North Queensland
- Former Sergeant James Vivian Nolan, Darling Downs
- Former Senior Constable (South Australia) Peter Nicholas Vivian, FNQ
- Former Sergeant 2/c Narelle Walker, Sunshine Coast
- Former Plain Clothes Senior Constable Stewart James Wilson, Sunshine Coast
- Former Sergeant Gregory John Collins, Redlands
- Former Senior Sergeant John William Goldsworthy, Brisbane
- Former Senior Constable (Western Australia) Shane Gregorini, Mackay-Whitsunday
- Former Sergeant Stephen Thomas Lancaster, Bundaberg
- Former Senior Constable Janet Roxburgh Lindsay, Bundaberg
- Former Sergeant Roland Andrew McCartney, Brisbane
- Former Senior Sergeant Robert John Phillips, Ipswich
- Former Senior Sergeant Derek Ian Pickless, Rockhampton
- Former Sergeant Robert William Smithson, Gold Coast

NEW ASSOCIATE MEMBERS

- Margaret May Butterworth, spouse of new member Warren Butterworth, Townsville

- James Ralph Curley, former QPS Public Servant, Ipswich
- Elaine Margaret Dale, spouse of member Matt Dale, Ipswich
- Reginald George Perkins, retired Flying Operations Inspector, CASA, FNQ
- Jacqueline Francis Perkins, spouse of new associate member Reg Perkins, FNQ
- Helen Elizabeth Fay Jonelynas, spouse of new member John Goldsworthy, Brisbane
- Nancy Eleanor Long, widow of deceased member Frank Long, Gold Coast
- Bernice Margaret Webb, widow of deceased member Brian Webb, Gold Coast
- Raelene Williams, Funeral Director, Supporter of Gold Coast Branch, Gold Coast

OBITUARIES – MAY THEY REST IN PEACE

Members: Veteran member and former Senior Sergeant Norman Noel Gall, 16 June, 82 years; Veteran member and former Senior Sergeant Mathew Patrick Moran, 87 years, 28 June; former NT Constable 1/c Kenneth Leslie Charge, 75 years, 28 June; former Detective Sergeant 2/c Peter John Buckler, 62 years, 2 July; former Senior Constable Dennis Vincent Keeley, 3 July, 87 years; Associate member Karen Ellen Burgemeister, 9 July, 71 years; former Senior Sergeant Norman Woodman, 10 July, 79 years; former Superintendent Francis Michael Rynne, 2 August, 85 years.

Non Members: Former police officer Frank Robert Reinbot, 3 June, 82 years; former police officer Gary William O'Hare, 5 June, 70 years; former Inspector Noel Dwyer, service 9 June; former Sergeant John Raymond Pringle, 3 July, 91 years; former Constable Marolyn Christine Walker, 12 July; former Sergeant Allan Douglas Hayes, 13 July, 70 years; former Detective Sergeant 1/c John Philip Reynolds, 22 July, 71 years; former Senior Sergeant Patrick Bryan Edwin Wilson, 25 July, 86 years; former Chief Superintendent Michael Hannigan, 4 August 2017; and former Detective Senior Sergeant Ronald Walmsley, 7 August.

Family: Hazel Anderson, wife of Veteran member Bill Anderson, 10 June; Cory Adam Duncan, grandson of member Col Duncan, 21 years; Joan Elizabeth Otago, widow of former Sergeant Jack Otago, 25 June, 90 years; Patricia Kellermeier, widow of former Senior Constable Colin Kellermeier, 25 June, 76 years; Mary Fay Hasenkam, widow of Milton (Bill) Hasenkam, 8 July, 88 years; former Police Chaplain Wal Ogle, July; and Beryl Wacker, widow of Merv and mother of Detective Superintendent Jon.

Serving Officer: Sergeant Brendan Poustie, 5 June; Acting Sergeant Warren Elliott Broughton, 17 July; and Sergeant Owen Harms, 1 August, 50 years.

QRPA CERTIFICATES

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

- Paul Fletcher, Redlands

- Desmond John Ehlers, Darling Downs
- Howard Andrew Connors, Darling Downs
- Kevin Keith Sauer, Gold Coast
- Kevin George Flynn, Brisbane
- Neil Maxwell Healey, Hervey Bay
- Graham John McDonnell, Brisbane
- James Patrick O'Sullivan, Brisbane

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

- Valerie Hope Phillips, Brisbane
- Klaus Peter Engelmann, Rockhampton
- Tegwyn Roberts, Hervey Bay
- Haydon Frederick Malcolm Stokes, Gold Coast
- John Kevin Vincent O'Gorman, Near North Coast
- Rodney Bruce Strong, Bundaberg

90 and over

- Joseph Ignatius Mackle, 96 on 5 July, Gold Coast
- John Richard Keats, 92 on 15 July, Sunshine Coast
- Rex Albert Allison, 93 on 18 July, Gympie
- Gordon Raymond Close, 90 on 5 July, Hervey Bay
- John Barrie Tiernan, 96 on 4 August, Brisbane
- Kevin William Monaghan, 95 on 6 August, Brisbane
- Vincent Joseph Bye, 91 on 8 August, Townsville
- Hedley William Lawrence Green, 91 on 11 August, Townsville
- Vivian Ivor Finter, 90 on 13 August, Far North Queensland
- Norman Stanley Thorne, 93 on 16 August, Sunshine Coast
- William McGrath, 90 on 28 August, Brisbane
- Lucille Kane, 90 on 28 August, Near North Coast

AROUND THE BRANCHES

BUNDABERG

The 30 June meeting was held at the Bundaberg Services Club. Welfare: Russell Crook was able to attend the meeting. Tony Olsen has been able to return to his home and is going along really well. Basil Courts is now in care at the Palm Lakes high care facility in Bargara. Joan Bick, wife of the late Sel Bick, is now almost completely blind. The Bowls Team has not been able to participate due to lack of players. The annual and general meetings were held on 28 July. The result of the election was as follows: President – Rowan Bond, Vice President – Bob Materna, Treasurer – John Francis, Secretary – Grannie Pearce, Assistant Secretary – Mary Waugh, Treasurer – John Francis, Welfare Officers – Ian Hargrave and Mary Waugh (John Read to act as such if Ian and Mary are unavailable) and Bowls Co-ordinator – Jack Field. Welfare: Bob Hayes is back from Brisbane after further assessment of his medical issues. He is to return to Brisbane later on in the year. He was to have minor surgery on his nose on 31 July. Welfare Officers Ian Hargrave and Mary Waugh have been in touch with Keith Lipp, Gordon Storer, and Grahame Duncan. Graham is not going

too well. Russell Crook is going okay at present and recently was in North Queensland. Tony Olsen is going along quite well and is making a good recovery. On the bowls front: The branch were able to get a team together for President's day at Moore Park. The team skipped by Jack Field—Gerry Van Halen, Tom Carroll, and Grannie Pearce—came up against a local club team and went down fighting.

GOLD COAST

The Southport RSL Club was the venue for the 4 July meeting. At the social get-together held at the Talle Surf Club on 29 June, it was proposed that in future social get-togethers will be shared between Talle Surf Club and the Nerang RSL Club, with the first one being held at Nerang on 28 September. Col O'Sullivan has chatted with Graeme and Elaine Jefferies and also Boyd and Betty Barratt. Russell Robertson has been in contact with Robyn Stokes, John Meskell, and Kerry Cullinan. Des Sorensen mentioned that Wayne Doss was looking fit after a recent stint in hospital. Annual and general meetings were held at Currumbin RSL Club on 1 August. Des Sorensen conducted the election with the following results: President – Russell Robertson, Vice President – Col Sullivan, Secretary – David McNamara, Treasurer/Social Secretary – Neil Raward, Protocol Officer – Des Sorensen, and Welfare Officers – Russell Robertson and Col Sullivan. At this meeting it was resolved to donate \$300 to Police Legacy. The 31 August BBQ will be hosted by Mike and Glenys Huddleston and the one on 26 October will be hosted by Russell and Beverley Robertson. The National Remembrance Day Service will be held on 29 September at the Robina Anglican Church. Welfare: Col Sullivan visited Pat O'Brien recently. Pat is going pretty well and he sends his best wishes to our members. Guest speaker: Dual Australian rugby league and union player – Geoff Richardson.

GYMPIE

The annual and general meetings were held on 26 July. The election results follow: President – Laurie Pointing, Vice President – Chris Sang, Secretary – Norm Breen, Treasurer – Glen Durre, and Welfare Officers – Laurie Pointing and Chris Sang. Associate member Helene Milner was welcomed to the meetings by President Laurie Pointing, she having transferred from Bundaberg branch. Welfare: Chris Sang had made a number of calls to members in ill health. President Laurie had been in Nambour Hospital with a chest infection. Although Jim Scott had been unwell he was able to attend the meetings. Peter Dautel has a serious illness, was unable to attend the meetings, and is happy to receive calls at home. John Gordon was presented with his Veteran Certificate by President Laurie. Laurie spoke on his recent trip to the Northern Territory where he witnessed heli-mustering on a property and visited the Mataranka and the Roper River. He returned to Gympie via the Hervey Range and Cairns where he visited former Gympie member Gary Loyns. Planning for the Annual Luncheon on 23 August was finalised. The guest speaker will be former Queensland police officer and member of the QRPA Barry O'Sullivan.

LOGAN-BEENLEIGH

Well, a big day this month with our 8th AGM held on 20 July in conjunction with our monthly meeting and with a big day comes a big attendance of members, with a record of 44 attending. Great to see such support by members. There has been a change in our Committee, with Judi Newman standing down and Max Moloney, our foundation President, taking up the challenge again. Speaking of challenges, Gerry Stevens has stepped up as an additional Welfare Officer and we welcome him into his new position. A big thanks to Judi for her work over the last three years as President. We wish her well and hope to see her at future meetings and functions. Our total membership is currently 90 and almost all have paid membership fees for the coming year. On a sad note, we lost one of our members, Peter John Buckler, on 1 July. Those who knew him would know that he didn't like a fuss and wished a quite family funeral. A memorial service was held on 5 August at the Glen Hotel in Eight Mile Plains. Keep well and remember: With Honour We Served. *(Terry Ahearn)*

SUNSHINE COAST

The 27 June meeting was held at the usual venue: the Headland Golf Club. Thirty attended and there were ten apologies. President John Walker mentioned the sponsorship for the Annual Luncheon from QBank and Tina Pizzoni of helloworld. He also made particular mention of the efforts of Treasurer Roly Dargusch for the time and effort he put into the Luncheon to ensure its success. Mention was also made of the efforts of Charmaine Blissner and Lyn Betts in producing their much sought-after cakes, and also of the accommodation at Coolum Dreams Bed and Breakfast donated by Narelle Walker. State President Greg Early gave a report on the state of other branches and stressed the importance of filling out a Funeral Request Form. Don Teage gave a report on the funeral service of Beryl Wacker, widow of Merv and mother of serving officer, Detective Superintendent Jon Wacker. An election was held at the 25 July meeting, conducted by State President Greg Early. The results were: President – John Walker, Vice President – John Lewis, Secretary – David Betts, Treasurer – Roly Dargusch, and Welfare Officer – Margaret Williams. Bob Osborne has transferred to the Near North Coast branch. Don Teague spoke on the ceremony at the Queensland Police Academy to recognise the 30 years since Peter Kidd was murdered in an Emergency Squad operation. He indicated that Clarrie Blissner and he, both former members of the Squad, would be attending the ceremony.

SOUTHERN DOWNS AND GRANITE BELT

The branch held its annual general meeting prior to the Annual Luncheon at the Warwick TAFE College on 26 July. The election result follows: President – Laurie Bell, Vice President – Tim Battle, Secretary and Assistant Treasurer – Monica O'Mara, Treasurer – Kay Cliffe, Welfare Officers – Warwick - Monica O'Mara, Stanthorpe – Tim Battle, and Tenterfield – Jim Seymour. President Laurie welcomed the special guests: Assistant Commissioner Tony Wright, Inspector Brian Cannon, State President Greg Early, State Vice Presidents Bob Pease and Alex Granlund, the Secretary/Manager of Queensland Police

Legacy Scheme Andrew Gough, and Director of QBank Paul Wilson. The lunch, prepared by students under the supervision of chefs, was first class, with its organisation mainly being at the hands of Secretary Monica. The National Police Service Medal was presented by Assistant Commissioner Wright to Yvonne Reid, widow of the late Inspector Eric Reid, and President Laurie Bell. President Laurie later presented Evan Morgan with a Certificate of Appreciation for his assistance in setting up the branch's financial records since formation, checking the records, and assisting with the compilation of the annual statements. Ann Wade presented the staff who prepared and served the delicious meal with a Certificate of Appreciation. By restricting those present to win one raffle prize only, everyone left with one.

ROCKHAMPTON

The annual and general meetings were held on 5 July at the Frenchville Club. Results of the election conducted by Bob Moore: President – Barry Self, Vice President – Bob Moore, Secretary – Dennis Smith, Treasurer – Carolyn Tomlin, Assistant Secretary/Treasurer – Ernie Benson, Auditor – Jim Burton, Welfare Officers Rockhampton area – Terry Connolly and Barry Self, and Yeppoon area – Cavill Heywood, Tom Young, and Graham Weeks. Guest speaker: Peter Tampion spoke briefly of his role as a Roving Ambassador for the Victoria Retired Police Association and how as a retired police officer and an ex National Serviceman he came across our member Adrian Martion who is also an ex National Serviceman and who recognised the stickers on Peter's vehicle. The next BBQ at the beach will be on 17 September. The Annual Dinner will be held on 20 November at the Frenchville Club. Welfare: Graham Weeks is recovering well after his problems with a blocked sweat gland and an adverse reaction to antibiotics. Treasurer Carolyn advised she will not have to wear a neck brace after 28 July. Meeting on 2 August: Peter and Heather Tampion, Victoria Retired Police Association, were welcomed to the meeting by President Barry Self. Guest speaker: Kevin Groth, Regional Representative, Queensland Police Union – Central Region. Kev is stationed at North Rockhampton and has recently taken over the role of Regional Rep from Bill Feldman who is about to retire. Eight Rockhampton branch members attended the Gladstone Luncheon. Member Peter Engelmann was presented with his Senior Member's Certificate by President Barry. President Barry was presented with an OBE (over bloody eighty award) by Vice-President Bob Moore.



President Barry Self holding his OBE award after presenting Peter Engelmann with his Senior Member Certificate.



Members attending the August meeting of Rockhampton branch.

MACKAY-WHITSUNDAY

The 17 June meeting was held at Souths Suburban Bowls Club. Les Campbell chaired the meeting. Welfare: Ray Hodgson had received favourable results from medical appointments, Dave Gray was recovering from surgery, Dennis Hansen had surgery in Brisbane, and Sue Bray's attendance at the meeting showed she is recovering from injuries sustained recently. It was resolved to donate \$100 to the Queensland Police Legacy Scheme in memory of Sergeant Brendan Poustie and Senior Constable Brett Forte. Members were advised that neither Merv Fisher or Les Campbell would be standing for the positions of President and Vice President at the 15 July AGM. Guest speaker: John Costello, at very short notice, did a superb job speaking on his many travels to Thailand and Vietnam. AGM and general meeting held on 15 July: The results of the election, which was conducted by Les Campbell: President – Robert Maher, Vice President – Col Duncan, Secretary – Dennis Hansen, Treasurer-Newsletter Editor – Bev Houley, Welfare Officer – Barry Downs with assistance from Col Duncan, Social Director – John Costello with assistance from Dennis Hansen, Raffle Co-ordinator – Lorraine Hansen with assistance from Denise Hansen, Tail Twister – Dennis Doring, and Lotto Syndicates – John Lovi. Welfare: Col Duncan reported that he had visited the branch's old mate Tom Butcher on 8 July and found him not in the best of health. His condition had slipped since Col's last visit. Col also thanked members for flowers and messages of condolences, following the recent funeral of his and Lorraine's grandson. Secretary Dennis Hansen has made contact with the Townsville branch regarding the next meeting which will be held at Brisk Bay.

IPSWICH

The annual and general meetings were held on 13 July at Brothers Leagues Club at Raceview. Chairman John McCrae welcomed all present, especially new Associate Member Jim Curley, State President Greg Early, and Detective Chief Superintendent Chryssie Pond. The election was conducted by State President Greg Early with the following results: Chairman – John McCrae, Deputy Chairman – John Behm, Secretary-Treasurer – Ken Martin, Welfare Officer – John Hawkins, Assistant Welfare Officer – Joe Moskwa, Newsletter Editor – John McCrae, and Raffle Co-ordinators – Matt and Elaine Dale. Welfare: Greg Tutt was out of hospital following treatment for a poisoned leg. Dianne Hart was recovering from a broken wrist. John Hawkins visited Vince Beutel and reported that he is well. Ken Morris received a broken wrist and hand lacerations in yet another boating incident. Joe Moskwa attended the memorial service for the late Geoff Holloway

at Cooroy. He mentioned there was a large gathering at the service with a good representation of community members from Ipswich. State President Greg Early spoke of current happenings within state office and congratulated the branch on its profile and membership. Chairman John presented a small gift to Detective Chief Superintendent Chryssie Pond for her strong support to the QRPA Ipswich branch. On 10 August the branch and police officers from the Ipswich District hosted an information session on prostate cancer at Brothers Leagues Club at Raceview. The place was packed and those present heard firsthand from a urological surgeon, a men's health doctor, a prostate cancer specialist nurse, and two prostate cancer survivors (one a serving police officer and the other a retired one).



President John McCrae making a presentation to Detective Chief Superintendent Chryssie Pond.

TOWNSVILLE

The annual and general meetings were held on 5 July at the Townsville RSL Club. The results of the election which was conducted by Brian Bensley follows: President – Trevor Errington, Secretary – John Urquhart, Treasurer – John Cran, Providore – Stan Goffin, Welfare Officers – Gordon Thomas and Ian Palin, and Raffle Co-ordinator – Wendy Thomas. A special welcome was given by President Trevor to new members Warren and Margaret Butterworth. Welfare: Welfare Officer Gordon Thomas indicated that they had visited Brian and Margaret Hooper, and also Bill Green who is not well. Newly appointed Chief Superintendent Kev Guteridge has accepted an invitation to attend the September meeting where he will present medals to Brian Weston. John and Jenny Urquhart will again be holding a Christmas raffle with the proceeds going to the Queensland Police Legacy Scheme. The prize is a bottle of Moet. Meeting on 2 August: Police Chaplain Barry Cox was welcomed to the meeting. Acting Secretary John Cran advised planning was under way for the Luncheon on 6 December. John and Jenny Urquhart are presently in China and Ian and Norma Palin have been to Darwin. Don and Pam Barter celebrated their 60th wedding anniversary on 3 August and Gordon and Wendy Thomas will celebrate 50 years of marriage on 26 August. Bill and Dulcie Green have moved to the new ARCARE home at North Shore and the Welfare Officers will be visiting them shortly.

GLADSTONE

Gladstone branch met on 5 July at the Queens Hotel for the annual and general meetings. President Darryl Saw welcomed visitors Inspector Darren Somerville (Gladstone Patrol Group

Inspector), Senior Sergeant Steve Muller (PCYC Central Region Co-ordinator), and Sergeant Mick Newell (PCYC Gladstone Branch Manager). Election results: President - Darryl Saw, Senior Vice President - Denis Connolly, Junior Vice President - Neil Coleborn, Secretary - Debra Fletcher, Treasurer - Gordon Jones, and Welfare Officer - Keith McCann. Welfare: Keith saw member Keith Allan at the doctor's surgery recently. He reported that Keith is going quite well and is having some tests done on his throat. Many of Keith's medical problems can be attributed to his Navy service and asbestos lagging throughout the ship. The National Police Service Medal was presented to Glenn Churchill by Inspector Darren Somerville. Sergeant Mick Newell addressed the meeting on matters relating to the PCYC. He made particular reference to the Braking the Cycle program to assist young people to overcome the barriers to attaining their driver's licence through the support of the community. This is an area where members of the QRPA could be of assistance if they had the time and the desire to volunteer their services. The Annual Luncheon on 22 July at the Dragon Garden Restaurant was well attended, yet slightly down on previous years. Police widows Ann Vidler and Zoe Mortimer attended. Guests and visitors: From Rockhampton (8) and Bundaberg (2) branches; State President Greg Early; Assistant Commissioner Alistair Dawson, Central Region, representing the Commissioner; Inspector Darren Somerville, representing Capricornia District and Gladstone Patrol Group; Senior Sergeant Jamie Goodwin, Gladstone station; and State Member Glenn Butcher and Glenn Churchill representing Mayor Matt Burnett of Gladstone Regional Council. Sponsors of the Luncheon, lucky door prize, and raffle prizes were thanked and acknowledged for their contribution. A buffet of Chinese cuisine was enjoyed by all. The multi-draw raffle was very successful with numerous prizes on the table. A substantial donation will be made to the Queensland Police Legacy Scheme as a result of the raffle. The 2 August meeting was cancelled due to the sudden passing of Sergeant Owen Harms on 1 August.



Glenn Churchill being presented with his National Police Service Medal by Inspector Darren Somerville.



Ann Vidler and Zoe Mortimer attending the Gladstone Luncheon.

DARLING DOWNS

The annual and general meetings were held at the West Toowoomba Bowls Club on 13 July. Inspector Sharee Cumming conducted the election which resulted as follows: President – Boyd Wilson, Senior Vice President – Rod Millward, Junior Vice President – John Sullivan, Secretary – Mike Jordan, and Treasurer – Dave Lynch. (The previous position of Secretary-Treasurer, which was held for several years by Roger Deshon, was made into two positions at the previous general meeting.) Welfare: Bob Scarff advised that Cynthia had a successful operation for the disk replacement in her neck. Tom Tillbrook was in Greenslopes Hospital at the time of the meeting having had some surgery on his lung. Marion Briese was admitted to St Vincent's Hospital with heart palpitations. It was decided to hold the annual ceremony at the Memorial Wall on 2 September. The Annual Luncheon will be held on 18 October at the TAFE College. Guest speaker: Inspector Cumming gave some details of her service and then outlined some details surrounding the death of Senior Constable Brett Forte.

NEAR NORTH COAST

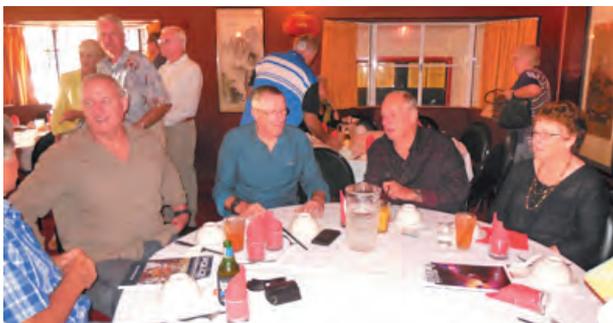
The annual and general meetings were held at the Bribie Island RSL Club on 17 July. Allan Hawkins had previously indicated he would be standing down as President and Rick Losberg had been acting as Secretary-Treasurer for the previous 12 months in the hope that someone would take his place. The election resulted as follows: President – John O'Gorman, Senior Vice President – Allan Hawkins, Junior Vice President – Des Kelly, Secretary – Merv Melling, and Treasurer – Rick Losberg. (The previous position of Secretary-Treasurer was split into two positions and it is good to see that Rick has stayed on to be Treasurer.) There will be no meeting on 24 August because this is the date for the Annual Luncheon.

REDLANDS

The 27 June meeting was held at the Redlands Sporting Club. Welfare: Leigh Gorrie advised that Tony Birch had been suffering ill health due to diabetes and issues with eyesight and feet; Ron Ehlers was in Greenslopes Hospital after undergoing a hip replacement; Heather Lougheed was suffering from ill health; Vic Tollenaere has had some pretty serious health issues in the past six months; and Alma Edwards was recently fitted with a pacemaker. Bob Minette and Barry Ingham were welcomed to the meeting. The annual and general meetings were held on 25 July. The election was conducted by Merv Collins with the following results: President – Paul Fitzpatrick, Vice President – Adrian Hall, Secretary – Sue Luskie, Treasurer – Bernie Coleman, Welfare Officer – Leigh Gorrie, Social Convenor – Rosie Nicol, Raffle Convenor – Doug McKinnon, and Assistant Raffle Convenor – Gary Phillips. Bernie Coleman was presented with his National Police Service Medal by President Paul Fitzpatrick. Welfare: Ron Ehlers is recovering after a hip replacement; it was great to see Vic Tollenaere back on deck; Adrian Hall had been in hospital recuperating from a bout of flu; and Eddie Gallo is still dealing with some health issues. New name badges have been purchased. The National Police Remembrance Day Service will be held at Cleveland Baptist Church.

FAR NORTH QUEENSLAND

The annual and general meetings were held at the Pearl Gardens Restaurant in Cairns on 23 June prior to the branch's Annual Luncheon. Special guests were Acting Superintendent Rolf Straatemeier and State President Greg Early, who conducted the election which resulted as follows: President – Ian Swan, Secretary-Treasurer – Joe Jackson, and Welfare Officer – Jock MacDonald. Rolf addressed the meeting and advised that construction was to start soon on the new Gordonvale police station. He also advised that Superintendent Brett Schaferus had been promoted to Chief Superintendent and would be staying in the Cairns District. Reg and Jacqueline Perkins, Peter Vivian (former South Australian police officer), and John Harris were welcomed as new members. Welfare: It was great to see Danute Jackson and Arthur Lynch back on deck. Jock advised that Viv Finter is in palliative care at Atherton Hospital and that he had visited Gloria Coogan and Brian Norris. Bob Adamson was in hospital with back problems. Another meeting was held on 28 July at the Malanda RSL Club. Vice President John Hartwell chaired the meeting. Guest speaker: Neil Reynolds, Pensions and Welfare Officer of the Atherton Sub-Branch of the RSL and an official of the Malanda Mens Shed. In his overview, Neil informed the meeting that the Men's Shed story commenced in NSW during 1990. There are now some 1,000 Men's Sheds operating throughout Australia. The sheds are provided with funding from the Federal Government. Neil enlightened those present with truly humorous stories regarding wives compelling their husbands to join a Men's Shed. Out of the blue, a female voice at the meeting was heard to exclaim, 'Is there a Men's Shed at Kuranda?' This plaintive cry precipitated laughter aplenty. Neil provided many examples of mateship and support that the Men's Shed group provide to its members. Welfare: Jock Macdonald has continued his visits. He reported that Viv Finter was being moved from the Atherton Hospital to Ozcare Malanda. Trevor Adcock had returned home after recent surgery.



Brad Eaton, John Harris, Allan Wall, and Irene Brian at the June gathering.



Neil Reynolds (Guest Speaker) and Les Sutton at the July meeting.



Joe Moran and Dave Morrison at the July meeting.

HERVEY BAY

The annual and general meetings were held at the Hervey Bay RSL Club on 18 July. The result of the election: President – Grahame Gronow, Vice President – Greg Morrow, Secretary – Lyle Gronow, Treasurer – Ian Anderson, Welfare Officers – Bevan and Margaret Bradshaw, and Social Secretaries – Greg and Ros Morrow. Norm Sprenger spoke about Grahame having formed the branch in July 2007 and being President since formation. He presented a suitable engraved QRPA plaque to Grahame as a thank you from members of the branch. Grahame thanked the members for the unexpected presentation. General meeting: Grahame thanked all members who attended the Annual Luncheon, and gave a special thanks to those who helped on the day and to Dorrell Healy for purchasing and wrapping prizes. Traveller: Cynthia Guteridge has travelled to Hong Kong to spend some time with her daughter. Welfare: On the day of the meeting, Margaret Bradshaw was in hospital in Brisbane with leg problems and was hopeful of getting out that day. It was resolved to donate \$300 to the Queensland Police Legacy Scheme.

VAN DIEMEN'S LAND

The branch's annual and general meetings were held on 24 June at Tamar Valley Resort, Grindelwald. The election resulted as follows: President-Secretary – Andy Beasant, Vice President – Ian Johnston, Treasurer – Jim Byrne, and Committee – Phil Sharpe, Jenny Johnston, Colleen Sharpe, and Craig Robertson. President Andy welcomed new members Bob Webb, Jenny Johnston, and Brad and Cheryl Hafner to the meeting. Because it was the AGM, members remained in the bar after it concluded. Members gathered for breakfast the next morning and then departed for home. Next meeting will be a Sunday roast at the Gretna Green Hotel on a date to be arranged. If travelling in Tasmania and looking for accommodation, please support our members: Gretna Green Hotel – Lyall Highway, Gretna, Phil and Colleen Sharpe, 03 6286 1332, sharpet401@bigpond.com; Wilderness Hotel – Lyall Highway, Derwent Bridge, Dave and Carol Fitzgibbon, 03 6289 1144 derwentbridgewildernesshotel@bigpond.com; Stone Cottage – Main Road, Ross, Steve and Val Kummerow, 03 6381 5444, svkummerow@hotmail.com; Touchwood – 31 Church Street, Stanley, Chris and Gretta Blom 03 6458 1348, enquiries@touchwoodstanley.com.au. (Andy Beasant)

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

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

They will steer you in the right direction.



QUEENSLAND POLICE UNION

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Novated Leasing Pty Ltd

ABN 48101218731



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DISCLAIMER

The implications of salary packaging a motor vehicle through a novated leasing arrangement, including tax savings will depend on your individual circumstances. The information in this publication has been prepared by Statewide Novated Leasing for general information purposes only, without taking into consideration any individual circumstances. Before acting on any information or entering into a novated leasing arrangement, you should consider your objectives, financial situation and needs, and, take the appropriate legal, financial or other professional advice based upon your own particular circumstances. **The Queensland Government strongly recommends that you obtain independent financial advice prior to entering into, or changing the terms of, a salary packaging arrangement.**

Call for a no-obligation consultation to discuss your options.

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