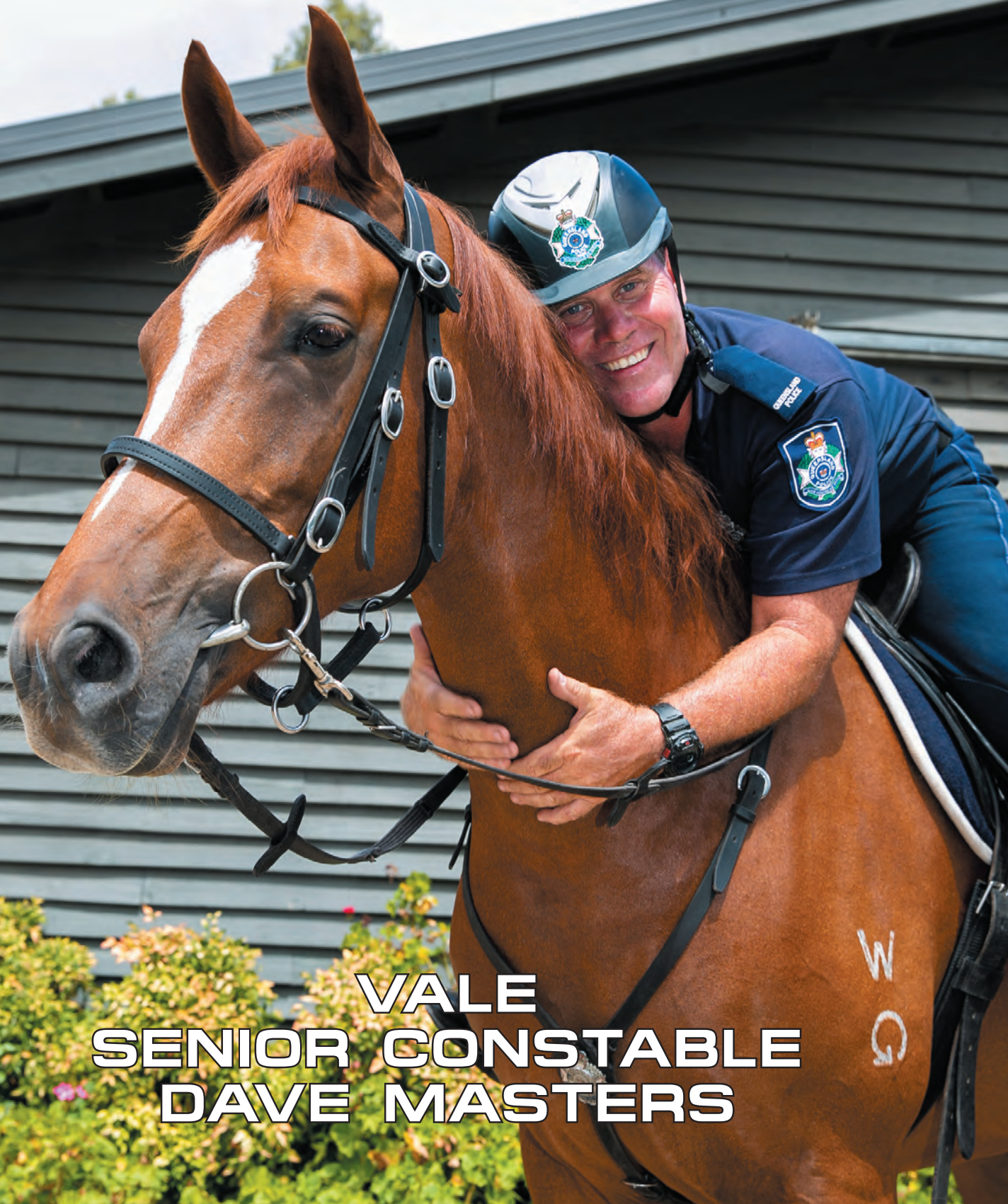


# POLICE

DAVE MASTERS TRIBUTE EDITION 2021 JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**VALE  
SENIOR CONSTABLE  
DAVE MASTERS**

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**COVER STORY**

**Page 28**

**VALE SENIOR CONSTABLE DAVE MASTERS**

In the early hours of Saturday 26 June, Senior Constable Dave Masters from Deception Bay station was working a nightshift.

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...*

<b>Contents</b>	<b>Page</b>	<b>Page</b>
General President & CEO		2
General Secretary		4
Headquarters & Support Region Roundup		6
Northern Region Roundup		9
Far Northern Region Roundup		11
Central Region Roundup		12
North Coast Region Roundup		14
Southern Region Roundup		16
Metro North Region Roundup		21
Metro South Region Roundup		24
South East Region Roundup		25
Vale Senior Constable Dave Masters		28
QPU Conference 2021		95
Building the Case for Engine Immobilisers		100
Queensland Police Promotion System		105
Does the Right to Absolute Free Speech without Consequence Exist?		109
When A Relationship Ends		113
Canine Memorial		117
Book Review -Gun to the Head		122
Graduation Day Oxley		124
Graduation Day Townsville		128
Election Notice		130
Police Health		136
QRPA		138

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IAN LEAVERS

### VALE DAVE MASTERS

**It is always a shock to be woken by a phone call in the early hours of the morning, and on the morning of 26 June, I found myself bracing for terrible news as I reached for my phone. I was overcome with immense sorrow as soon as I heard about Dave, and I wanted to get to Deception Bay as soon as I could to talk to his workmates and other members who were involved in the ensuing investigations.**

Members of our Union critical incident team were soon on hand to offer assistance, which I think is invaluable when the grief of losing a colleague and friend is so raw. It is reassuring to have the practicalities handled while the gravity of the situation still seems so unreal.

It was also heartening to see Dave's colleagues so supportive of one another, and it was clear just how valued he was as an officer at the station. There were continuous stories about 'The Dave'.

Over the following days, tributes to Dave flooded in from all corners of the state. Dave was known to many within our blue family and the Moreton Bay community as a committed and loyal officer, and others in the broader

suspects. I congratulate and thank all involved on their timely apprehension.

I attended Dave's funeral on behalf of all members of the Union, and other members of our Union Executive attended the screening of the funeral at the nearby sporting complex.

I was heartened to see so many of our members paying their respects in the pouring rain at the oval, and I was further heartened when I saw all the pictures on Workplace of our members forming guards of honour at their stations.

The death of a colleague is an incredibly sobering event not only for all those who know the officer personally, but also for all those who go out to work each day, performing

If you have not already done so and wish to make a contribution in support of Dave's family, please donate to the Union's Remembrance Fund. The details can be found at the end of the article about Dave.

### THANK YOU MARTY AND WELCOME GIL

We say farewell to Marty Bristow as our Far North Regional Rep for 10 years and thank him for his representation of his members. We now welcome Gil Dyett to the position, and hope those in the far north will say hello when he visits stations, and of course get in touch with him if you require his assistance.

### PROMOTIONS PANELS UNLAWFUL

In July the Supreme Court delivered a landmark decision in favour of the QPU and all Queensland police who apply for promotion. The action came after the QPU received numerous complaints from members about the lack of transparency in selection panels, and an overriding belief that candidates were not being approved based on merit.

The court delivered an indictment on the way the QPS promotions system has been operating. It was found that 2019 decisions to appoint members to Inspector positions were not by fair or equitable measures, and thus not in accordance with the *Police Service Administration Act*. The court found that the QPS mechanism for promotion was thus unlawful.

**"Dave will never be forgotten by our police family, and neither will his family and their sacrifice be forgotten."**

Queensland community remembered him as a familiar and friendly face atop Troop Horse Manny from his days working special events with the Mounted Unit.

As these messages of support and gratitude were flowing in, our members were working around the clock to track down the occupants of the car. The resources employed and the level of support that was received proved that everyone was 100% focused on rapidly locating the two

the very same tasks that Dave routinely performed.

The reflection of fellow officers is upon Dave's life cut tragically short, and inevitably on the inherent dangers and realities of our job to protect and serve the community.

This Journal pays tribute to Dave and his ultimate sacrifice. He will never be forgotten by our police family, and neither will his family and their sacrifice be forgotten.

It was further noted that an applicant's ability, aptitude, skills, knowledge, and experience should be taken into account, and that promotions should not be generic but rather merit based and fit for a specific position.

This is common sense when considering the different skillsets required for different positions, such as the disparate requirements for an officer in charge of legal services in comparison to an officer in charge of a patrol group in a remote locality.

**“An applicant's ability, aptitude, skills, knowledge, and experience should be taken into account for promotion, and promotions should not be generic but rather merit based and fit for a specific position.”**

A declaration was issued by the court, which advises that the Queensland Police Service's processes are affected by errors of law. This points to the need for a long-overdue overhaul of the promotions procedures, to ensure this flawed system is replaced with a process that is transparent, equitable, and fair for all.

To read more about this case and its impact, see the article in this Journal written by Calvin Gnech.

### JUVENILES

The recent horrific attack on a family in Coorparoo has once again highlighted the prolific offending and reoffending of juveniles within our communities.

**“The way we currently deal with youth justice in our communities simply isn't working.”**

Despite the prevalence of repeat offenders, the publicity of the problem, rehabilitative programs, and the genuine effort of many different departments and services, the way we currently deal with youth justice in our communities simply isn't working.

Juveniles are getting a slap on the wrist, and are soon back out on the streets exhibiting the same behaviours that got them in trouble in the first place.

In light of the current situation, I am calling for a change to bail conditions for juveniles. I believe that if juveniles are granted bail, they should wear an ankle bracelet to deter further offending. If they then breach conditions of bail, they should be

detained until their case is before the courts.

I know some within the community may consider this to be harsh treatment, but at this point, it seems to me to be required. Perhaps youths will come to realise that there are consequences for their actions, and a new appreciation of the ways of the world may lead to better diversionary and rehabilitative outcomes.

### RETIREMENT

It has come to our attention at the Union that some retired members are experiencing difficulty in sailing off into the sunset to enjoy retirement. They have attended send-offs, recounted many a war story, and been commended and thanked for their service ... and yet they somehow seem unable to switch off from the job.

Their names regularly seem to appear on social media sites making often negative comment on the QPS, other officers, Union activity, Government decisions, and anything else they believe is missing their two cents' worth.

We are concerned we are not doing enough to help our members

transition into retirement, to look back on their service with satisfaction. We understand that a transition to civilian life must be quite a jolt for some, and we hope to be able to better support those moving into this new post-policing stage.

We have started to talk to some retirees and some members who are soon to retire in an effort to understand how we can better facilitate this process. If you are recently retired or are soon to retire yourself, please get in touch with any ideas you may have.

### Ian LEAVERS

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**MICK BARNES**

### **IT DOESN'T GET ANY EASIER**

**I'm not sure what I expected in how I would handle the news early that Saturday morning, 26 June. I first got the call from one of the officers at the scene where Dave Masters had been struck and killed by a vehicle on the Bruce Highway at Burpengary.**

At that time, other emergency services were still responding, however this officer had the presence of mind to ring and advise the Union of this tragic incident. Explained to me as if the officer was confirming the job code with VKR on what had occurred, it was obvious it would be a day I'll never forget. I'm fortunate that my wife appreciated the gravity of the call and made me a hot 'traveller' to drink en route.

I was greeted by a small army of emergency service workers at the Burpengary weigh bridge, including various policing units that were engaged in their specific fields of expertise. It was quiet. It was clear that the magnitude of the situation was taking its toll on everyone there. The initial officers involved in the incident with Dave had already left the scene for the Deception Bay police station.

It was quiet on arrival at Deception Bay station, too. There was no 'support' there yet, but that soon changed. Sometimes, everyone wanting their pound of flesh with the officers involved, to get versions and record details, can be a little overwhelming. Of course, everyone wants to know what has happened, but sometimes there is a fine line between needing to know to assist in the investigation, and just curiosity.

Thankfully, McDonald's was open up the road, so a number of runs ended up being made during the day for some form of stimulation. As is the practice for all critical incidents, all of the officers were separated while

being made comfortable pending the arrival of investigating officers from the Ethical Standards Command (ESC). This situation was a little more complex in that there was also an active investigation to try to identify the occupants of the vehicle that had hit Dave and continued on without stopping.

I felt some strength when General President Ian Leavers arrived, followed shortly thereafter by Calvin Gnech and his colleagues. There was no suggestion that any of our officers had done anything necessitating legal assistance, but when matters can be overwhelming, their support in providing an objective perspective to the unfolding events provides a comforting level of confidence. The assistance from Calvin and his team in the interviews, along with the mandatory drug and alcohol testing, is priceless.

Having attended many critical incidents, you get to know the investigators from ESC. The ESC team that arrived were thorough, but remained empathetic during

the process. Their role is crucial in establishing a clear and factual brief for and on behalf of the State Coroner.

Later that morning I travelled the short distance to Dave's home and spoke with Dave's wife and son, Sharon and

Jack. I had never met Dave, let alone Sharon or Jack, but it made little difference being part of the police family. I was fortunate to have been able to make that visit with another good friend from ESC, who was there because of the relationship between their two families. The maturity of Jack struck me. As he supported his Mum, I couldn't help but feel that it was us that were drawing strength from them.

There are a number of matters the QPU assist with in such surreal times, but with so much to process, I was glad there were a few there to listen and hopefully remember things once I had left Sharon and Jack at their home. I would be the last to claim any strong religious beliefs, but I was able to benefit from the strong pastoral care that day and later from Chaplains Matt and Toddy.

We knew from the outset that any celebration of Dave's life and commitment to the Queensland community would be affected by Covid restrictions. Reluctant to breach Sharon's privacy, I was fortunate to

**"Tasmanian police held a minute's silence across their whole state's police radio network at 1215 hours."**

be able to rely upon the support and communication conduit with the QPS's family liaison officer, Pat O'Loughlin from Caboolture.

Once the decision had been made on how the police family were to

participate in Dave’s funeral, the QPS were able to arrange an alternative site for a Guard of Honour nearby to the formal funeral home. Many thanks to Channel 9 who broke normal programming to livestream and televise the whole funeral service, including the QPS Guard of Honour.

It was comforting to see the pictorial tributes paid not only by police but the whole community across Australia, including recognitions such as that from Tasmanian police who held a minute’s silence across their whole state’s police radio network at 1215 hours. Faced with adversity as to how the police family could celebrate that day, I was proud of the response from officers as we stood in the rain and watched the funeral service on the big screen.

While the criminal investigation and justice system is yet to play out, I was taken by the courage of all police involved. It was courageous not only to have turned out to investigate the circumstances that led up to Dave’s death, but also to continue to respond to business as usual in policing in the Moreton District.



Senior Constable Dave Masters.

differently. There is no rule book in how to deal with matters such as Dave’s death. If you or anyone you know may benefit from a chat or intervention, please do not hesitate to reach out. Through our network, we have many professionals who are available for strictly confidential assistance.

any court proceedings. Rest in peace, Dave. Your watch is done.

**Stay Safe**

**Mick BARNES**

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Dave’s locker.

There will be reminders of Dave every day, not only for his family but also for the police family. I couldn’t help but notice one poignant reminder of Dave in this photo I took of Dave’s correspondence locker in Deception Bay station.

It is important to note that we’re all different, and sometimes react

**“There is no rule book in how to deal with matters such as Dave’s death. If you or anyone you know may benefit from a chat or intervention, please do not hesitate to reach out.”**

There will no doubt be many opinions on what happened or what could have been done that morning or previously as we attempt to make sense of this tragedy. It is important that we focus on the investigation and not jeopardise





SHANE PRIOR

### REST IN PEACE DAVE

**Firstly, I want to express my very deepest condolences to both Sharon and Jack Masters for the passing of Dave in extraordinarily tragic circumstances. I cannot begin to understand your loss. Our Union and the blue family stand with you both. To Dave's colleagues, particularly his very close friends at the Mounted Unit whom I spoke to at length, my thoughts are with you.**

#### WHERE TO AFTER I RETIRE?

Often used 'in jest' as a mock medical condition that describes a very real feeling experienced by politicians cast aside at the end of their political career, 'Relevance Deprivation Syndrome' has been described as a feeling that causes its sufferers 'great distress and mental anguish'.

Let's face it. Few of us, if any, feel anything for politicians at the best of times, but feeling for those polities who experience the sudden loss of power and profile, and who are thrust into the wilderness of not knowing what is next in their life, is not exactly high on our radar.

The very sad reality is these same feelings are experienced by our very own members, our members who are approaching retirement and those who have gone into retirement without a plan. Seriously though, who of us have actually mapped out what we are going to do when that time comes—after policing—at 60 years young?

We as police are different. Because of the very demanding and all-consuming nature of the work we do, working past the age of 60 years makes the proposition of performing that demanding role very unlikely.

In an effort to combat that, it is legislated that 60 years of age is the time to go, and we are handsomely compensated for that legislated requirement through increased employer superannuation contributions. As we all march towards

that retirement age, the 'dread and anguish' that our people are feeling in preparing and accepting the next stage of their lives is becoming increasingly apparent to me in my conversations with members.

In my view, the requirement to leave presents two very different issues. The first is what employment (if any) one wishes to perform after retirement from the QPS, and the second, the jarring mental consequences of leaving a job where you gave up to 40+ years of your life, were once responsible for the protection of people in society, and are no longer afforded powers that members of the public are not.

**“Recently I had to reluctantly exclude a former police officer from my own social media page on the basis of their unrelenting negativity and personal attacks.”**

I have witnessed the firsthand effects of members who have not taken this well at all, the very devastating effect of their very own 'Relevance Deprivation Syndrome'.

The most striking example of this is recently I had to reluctantly exclude a former police officer from my own social media page on the basis of their unrelenting negativity and personal attacks, that they would post on my

official QPU Facebook page, including some situations where they would suggest to other police to behave inappropriately.

I found doing this really quite upsetting and difficult because I actually respect the officer this person was, the person who they actually are when I have a conversation with them one-on-one (not about policing issues), and the person who received respect from their peers.

Sadly, this person has not been able to 'let go', 'move on', or receive any type of 'closure' on their policing career, and many people have commented to me that he serves as a timely reminder to

all other police that you need more in your life than just your job.

The most tragic aspect of all of this is the massive number of people who have approached me concerned for this person.

Reflecting on this situation got me thinking. What is our Union doing for our retiring and transitioning members? The simple answer to that is what your Union is doing is limited.



We give some of you an obligatory engraved glass and say some kind words at your retirement morning tea or send-off, however I have now been spurred into action.

We can do more for our retiring members to help them! We can do more for our transitioning members!

As for what the Service is providing, a number of information sessions have been organised and co-ordinated.

In conjunction with the QPS we ran eleven 'Life Beyond the Service' seminars in the 2020-21 financial year. These sessions were open to sworn and staff members along with their partners, and they ran for half a day. Each of these events included presentations from QBank, QSuper, Healthstart, and Safety and Wellbeing HSO.

QBank spoke about preparing financials, how stopping work can affect credit scores, obtaining loans and mortgages, and helping children with mortgage deposits, etc. QSuper spoke about different retirement streams after leaving the Service. They also spoke about how to increase superannuation, and adjusting contributions.

HealthStart spoke about maintaining health and fitness to ensure an active life after leaving the QPS, and finally the Wellbeing HSO spoke about the changes to social life and loss of identity on leaving the QPS. I acknowledge this program, but more needs to be done. More needs to be done for our members who are clearly falling through the cracks.

I have now engaged with an external agency that offers a program that supports members and their families who are separating from first responder employment.

This is a specific program that is dedicated to supporting all first responders who are separating from the Service, regardless of whether it

be age or medical retirement, or life, career, or family transition.

I have also requested that at our next committee meeting we hear from the very people who are affected by these changes in their lives so we can develop a plan based on how we can best support our people as they make this monumental transition.

Perhaps we need a dedicated person who can assist police with this difficult and traumatic time. Often ex-police have told me they feel 'lost' and 'cut loose' from the QPS after they separate or retire. I have heard words such as, 'I gave 40 years of my life to that job and now I never hear from so and so', or, 'The moment I retired I was worthless to the QPS', which are really interesting perspectives and views to analyse.

Specifically, why do ex-police feel the QPS somehow 'owes' them something in retirement? (I thought we got paid each fortnight?) Why is it policing is so intrinsic to so many former and retired police officers' sense of self and sense of purpose, and why is it that there are so many police who simply cannot 'let go' and are filled with bitterness and resentment? Do they fail to move on with the next stage of their lives because they feel they have no sense of 'closure' from their job in the QPS?

While I will leave it to the academics in psychology to specifically analyse why some retired police cannot move on, I will not stand idly by and let what has happened to some members happen to others.

We may be too late to help some, but I will make it my mission to rectify this situation for all others who have become this organisation's biggest taboo.

I will now devote myself to focusing the QPU on a suite of measures for police aged 50+ so that they can look forward to retirement or separation from the job without fixation on the past.

I have reached out to the Queensland Retired Police Association (QRPA) as well to ask them what they think we can do to avoid retired police being overwhelmed with feelings of negativity.

The QRPA has given me some great ideas on how we can work to avoid other retired police officers turning into these keyboard warrior types.

I even spoke to one retiree who is a 'self-confessed reformed keyboard warrior'.

He told me when he first retired he used to unrelentingly post angry comments on Facebook about policing, juveniles, and what he perceived as inadequate laws every time he saw a story on the news he felt was 'soft on crime'.

He constantly had a go at the government of the day (both sides of politics), and he tells me the moment he stopped about three years ago, his life, his state-of-mind, his relationship with his wife, children, and grandchildren, and his overall outlook on the world has dramatically improved!

This just proves there is life beyond policing. We just need to do more to help members find it.

We need to assist our members to understand that policing (and any job for that matter) does not define who you as a person actually are, because we want our members to enjoy their time away from policing, not have them and their loved ones robbed of joy as they are continuously looking in the rear-view mirror muttering to themselves (or typing on Facebook) how 'I would do things differently' or 'how bad things are now compared to when I was in the job', or 'if they had only listened to me...'

I am committed to ensuring no other retired police officer ends up in a downward spiral.

We can and must do better in assisting police find careers after policing (if they

choose), or transition to retirement, or simply adjust to life without a badge in your pocket where you are afforded special treatment when you flash it.

In effect, we can and must do better in assisting police to transition into

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**“We can and must do better in assisting police find careers after policing (if they choose), or transition to retirement, or simply adjust to life without a badge in your pocket where you are afforded special treatment when you flash it.”**



the real world and never again look negatively into the rear-view mirror. I am open to any ideas you all might have and I am sure if we all work together we can solve this problem for future retirees.

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

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950



**PETER THOMAS**

### THE SAD

#### Vale Senior Constable Dave Masters

**It is with a heavy heart I write this article. Dave was tragically killed while undertaking his oath to protect and serve the people of our community.**

His death highlights the inherently high risk and unpredictable nature of the activities that our members perform each and every day in the execution of their duties.

To Dave's family, friends, and colleagues, I pass my sincerest condolences, thoughts, and prayers.

It is at devastating times like this that I look at our 'blue family' and at the wonderful support we provide for each other, and the support that we wrap around to our extended blue family.

### THE BAD

Social Media and continued bullying

I wrote about keyboard warriors in my last Journal article. Your Union had an advisory article completed by a QC in the Journal's Summer Edition last year, media outlets have covered the impacts of online bullying, and all hosts of other forums have spoken of the devastating impact that social media trolls and negative comments are having on members of our society. Yet still, a small minority do not listen.

Even when the Commissioner raised concerns in an e-mail, the same small minded group continued with their disparaging comments, allegations, and trolling on other members' social media pages; they even lowered themselves to sending private messages to members and their loved ones, attacking their integrity. All too often, these negative comments are posted and then removed a short time later, after the damage has been done.

We have seen the impacts of these social media attacks on numerous members of all ages within our society. I fear the day that one of our members will self harm due to the protracted personal attacks by

**“Can I encourage those of you who object to this type of negative and bullying behaviour on social media to ‘block’ these sites and ‘unfriend’ those who post these continued attacks?”**

this small group of people (current members, members of another Union, and recently retired/resigned members) purporting to be the social conscience.

I have recently written of members who state they would not dare make comments against this negative, bullying minority group because they will then become targets. I have seen firsthand some of the posts this minority have posted, and to say it is disgraceful is an understatement.

Can I encourage those of you who object to this type of negative and bullying behaviour on social media to 'block' these sites and 'unfriend' those who post these continued attacks?

To the minority, can I suggest that you take up a hobby, limit your social

media time by installing an app, don't post when you have been drinking ... or better still, close your accounts. The fact is that most people really don't care for your opinion or vitriol.

### THE GOOD

As I travel within my Region and talk with our members who are nearing retirement age, I am seeing a marked shift in members' attitudes to their retirement.

Many members have attended pre-retirement seminars and have advised they have taken a great deal from these presentations. They have reported that the information received has placed them in a great position of financial and psychological readiness for their retirement.

**“I strongly subscribe to the philosophy that ‘if it broke in work time, have it fixed in work time’, and this is never more important than when you are readying for retirement.”**

I have always advocated for retirement 'psych' readiness and for our members to know what that day after retirement 'looks like'. Most members I speak with have sought financial planning advice, and a large number have also sought the assistance of a psychologist so that when they retire they can have total enjoyment and not

worry about the impact that policing over many years has had.

I strongly subscribe to the philosophy that 'if it broke in work time, have it fixed in work time', and this is never more important than when you are readying for retirement.

With the demands of work and the recent interruptions of Covid, many members have been unable to visit family and friends who live interstate and overseas, and the regular lockdowns can have an impact on your mental health. There are many confidential services available that can be accessed through your Union, medical practitioner, HSO, or Chaplain. Please do not hesitate to contact me if I can assist you in these challenging and demanding times.

Until next month, take time for yourselves, your families, and your colleagues; call out offensive social

media behaviour; and take the time to attend your next Union branch meeting.

**Peter THOMAS**  
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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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## GIL DYETT

### A quick hello and some background information from me as I take on the Far North Regional Rep position.

I would first like to acknowledge and thank Marty for a decade of dedication at the Executive table in support of all those in this region. I know many members have benefitted greatly from his representation, and I hope to now be able to do the same.

I am honoured to be able to represent you all. Please give me a call at any time if I can help support you, or just to say g'day.

I am currently working general duties at Cairns station, and I have been the Cairns Union Branch President since 2016.

I was sworn in on 3 February 1989 after starting at the Academy in 1988. I first did 12 months at the Gold Coast and I wanted to stay down there, but I was eventually sent to Cairns.

In September 1990 I transferred to Cooktown after doing relieving stints at Edward River (now known as

Pormpuraaw). I had been sent with a specialist unit to Aurukun for a siege. I was in Cooktown from 1990 to 1992.

I then transferred to the Mareeba Stock Squad to begin a plain clothes career and I obtained my Detective appointment in 1995.

I transitioned into the Mareeba CIB for a number of years until 1998 or 1999 when I went to the Cairns Drug Squad.

I had a family emergency with the death of my sister in 2002 and I resigned from the QPS to join Vicpol because I had some family commitments.

I returned to the QPS in 2005 and came back to Cairns. In 2006 I was promoted to Sergeant (uniform) and I went back to Cooktown until 2011, when I returned to Cairns where I am today.

During my service, I have done big jobs, small jobs, I've run jobs, and relieved in charge of CIBs. I won't go into too much detail but of course I have a few stories about people and places, which is no different to any other keen and enthusiastic officer.

I am a believer in the Union and the movement in general. As well as supporting others going through tough times, I have had my fair share of investigations as the subject member. I have received benefits from welfare to peer support, and I am committed to providing the same for anyone who needs it.

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If it happens, protect yourself and your family  
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**QUEENSLAND POLICE UNION**

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**KEV GROTH**

**RIP DAVE MASTERS**

**Tragically, we have lost a brother in blue. Senior Constable David Masters's life was cut short while he was doing as we all do, trying to protect the community. While trying to stop a stolen vehicle, Dave paid the ultimate sacrifice.**

Due to Covid restrictions, Dave was remembered in a different fashion to normal. With only 100 people allowed at his funeral, a second staging area was set up for colleagues to attend and honour their fallen brother. It

also saw colleagues from all over the state form guards of honour at their stations to pay tribute to Dave and show his family and the community of Queensland just how deep the feeling of loss was felt right across the blue

family. To all those involved in this challenging tribute, I thank you.

**“Colleagues from all over the state formed guards of honour to pay tribute to Dave and show his family and the community of Queensland just how deep the feeling of loss was felt right across the blue family.”**



*Police from Rockhampton patrol and crime groups pay their respects at North Rockhampton station.*



*Rockhampton Guard of Honour.*



*Rockhampton Guard of Honour.*



*Gladstone Guard of Honour.*



*Mackay Guard of Honour.*



*Mackay Guard of Honour.*



*Gladstone Guard of Honour.*

**RIP RAMBO**

We also recently lost police dog Rambo who was struck by a car while tracking an offender. The loss of Rambo has also had a massive effect on the blue family. Rambo was the faithful partner and companion to his handler Sergeant Ian Grigoris. Like all handlers and their dogs, Ian and Rambo formed a unique bond and the loss of his best friend and partner cannot be measured.



*RIP Rambo.*



*Sergeant Ian Grigoris with Rambo.*

**WATCHHOUSES**

For the past few months I have been banging on about issues relating to watchhouses, and sadly I feel I have to continue. Our watchhouses are still overcrowded and staff are being pushed beyond breaking point. The Government needs to start looking at the situation because the system is broken and Band-Aid patches will no longer suffice.

When was the last time the staffing models were looked at for watchhouses (if they even still exist)? Our prisoner numbers have increased dramatically over the past 10 years, but our poor watchhouses have stayed the same. 'Slap another coat of paint on them and they will be fine.' Well, I'm sorry: enough is enough. Not only do we not have appropriate staffing levels to maintain proper supervision in our watchhouses, but the very watchhouses themselves are not fit for purpose anymore. They are in need of a massive overhaul. With the ever-increasing numbers

**“Management try and direct staff to take small amounts of leave to get under the magic number, which is now 304 hours. You cannot be directed to take under 40 hours leave.”**

of Corrective Services prisoners being held in our watchhouses, we just don't have the room to fit them. It's time for management to review all watchhouses and staff them appropriately, and to talk to Government to fix the broken link with Corrective Services. We need to get prisoners to where they should be: in jails, not watchhouses.

**COVID**

Covid is still well and truly with us and is not going away. The Delta variant is running wild through New South Wales and getting a strong foothold in Victoria. We need to remain vigilant in our duties to ensure that it stays out of Queensland. Unfortunately for some, this means more deployments and time away from families (although others are loving the extra money). We have seen the impact of this variant in other states and we certainly don't want to end up in lockdowns that will have a catastrophic effect on our economics and community. Once again, we have all been called upon to be the frontline. It's a chore that

regularly gets thrust upon the QPS in times of crisis, but because of all your dedication and professionalism, we will as always meet the challenge head on, exceed expectations, and keep the Queensland community safe.

**ANNUAL LEAVE BALANCES**

As usual at this time of year, the annual leave balances have been reset and management have started to ask the question about projected leave for the next year. One thing that happens every year that really annoys me (mainly because I have the same conversation year after year) is that when it gets to the pointy end, management try and direct staff to take small amounts of leave to get under the magic number, which is now 304 hours. You cannot be directed to take under 40 hours leave. This doesn't mean that if your projected balance is 312 hours, for example, they can direct you to take the minimum of 40 hours, either. That would be considered unreasonable. Common sense must be used (and yeah, I know it doesn't exist with some managers).

I understand that with Covid and all the border closures, both interstate and internationally, it's hard to organise holidays, and people don't want to just sit at home. However, we do all need a break from the job, to unwind and destress. I encourage you all to take a break, do those renos that you've been putting off, and explore your own backyard. There are plenty of great holiday destinations that you might have previously overlooked for shiny overseas trips. Get out there and get away, and help keep our local economy thriving. Who knows: you might just have the time of your life.

Until next we speak, stay safe and watch each other's backs.

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

**Kev GROTH**

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GRANT WILCOX

**‘There are some who bring a light so great to the world that even after they have gone the light remains.’ - Anon.**

### DAVE MASTERS

I was in Roma when I heard and I was numb and felt so far away. I finished my early appointment, jumped in my car, and drove for seven hours straight to get home and provide any support if needed.

What I did know was that the blue family would be around family, friends, and colleagues. What I was guaranteed was that our General President Ian Leavers was there, and our QPU Critical Incident Team was able to support our members. I thank all officers who were there for their professional behaviour and support for all. I thank our Comcos, supervisors, and senior officers for their efforts in managing the scene, and the CIB for ongoing investigations and the apprehension of those responsible.

The drive from Roma gave me a period of time by myself, and thinking of the tragedy of this incident left me bitter and full of questions about what can

**“Thinking of the tragedy of this incident left me bitter and full of questions about what can be done to avoid this in the future.”**

be done to avoid this in the future. It didn't help that I kept coming back to the loss we would all suffer, especially with the knowledge of what this has done to our blue family. It's something I continue to feel and think about.

I could only think of these words at that time: ‘... we are all sorry when loss comes for us. The test of our character comes not in how many tears we shed but in how we act after those tears have dried.’ - Michelle Moran.

A big thank you to all those responsible for the celebration of Dave's life. It was a fitting tribute that was well guided by our Chaplain Matt Govan.

I will continue to grieve, but also to find a way to stop this in the future.

RIP Senior Constable Dave Masters. Forever in our memory.

### SDRP

The local management have decided to wait until after the Commissioner's review to consider the realignment of boundaries. I hope the review is not the seal of approval for SDRP in Moreton, when even these significant considerations have not been undertaken or evaluated.

My information from those affected on the frontline is that the numbers are still not adequate to meet demand and that officers' safety is still at an unacceptable level.

Please continue to highlight hazards on the QPS Hazard Management System. Insufficient staff creates a hazard.

There is still no adequate back-up system that supports the minimum

demand-based roster. The daily tasking sheet should never read in the red; there should always be an answer to meet demand, and doing nothing is not an answer.

More times than not we are operating with less and risking our safety.

**“The daily tasking sheet should never read in the red; there should always be an answer to meet demand.”**

All three SDRP divisions are still operating 24/7 counters, and this is just not required. Who is doing the stats on this, and why has it continued? We are a modern service where people call for assistance after hours, either using their own phones or a blue phone at the front of the station.

It's exactly why the SOLVE model was created: as a speedy assessment of what's important and what requires a police response. I reckon the only reason the counters stay open after hours is because the right elected officials reside in the relevant areas. This is not about votes, people. Be brave and close counters after hours. This will create further numbers to support the frontline. After all, we are woefully short in IRT.

There still needs to be discussion about why people on FWAs are being left out of IRT. How is this fair? How does this impact the rotation policy? We can see the rotation policy is not set in stone, and for all intents and purposes, it's a guide only.



We haven't really seen the impact of OST training on the rosters, and nor has the concessions for plain clothes staff and their detective competencies been evaluated as adequate, given the new SDRP model. Only a true review will assess if this has met its intended mark.

Are we really getting value from having Detectives working in volume crime? The answer from them is no, but it is the model, and it is still to be reviewed and assessed for its value in service delivery.

When SDRP commenced, the QPS halved the CPIU at Caboolture; the unit went from 12 to six. However, the full load of work remained, so it's simply twice as much core work for those left behind.

There have been extra positions for the Moreton District, but I see no real tangible improvement in the rosters or improved workload in any particular area.

Burnout and a devaluation of police is an outcome nobody wants, but the wallet was opened, and all the moths had been eaten by spiders. The frontline is still talking into the wind.

I, for one, cannot see a proper working model, and if there is such a beast, with the deficiencies and shortages of staff across the state, I cannot see a working model anywhere.

Do what Greenfield said: when you find something that works (SOLVE), use that, but don't implement for implementation sake.

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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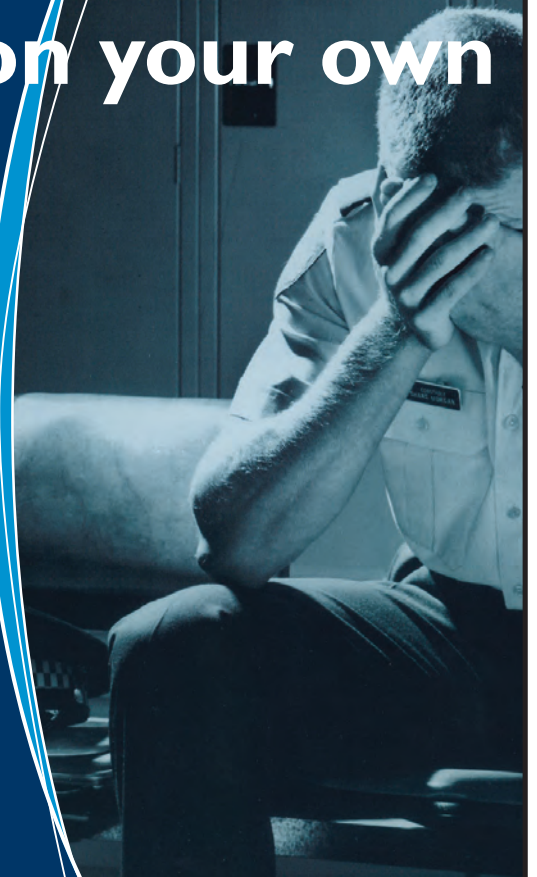
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COL MULLER

### LOOK TO THE STARS ACKNOWLEDGEMENT PROGRAM

**I was recently invited to attend the unveiling of the 'Look to the Stars' artwork at Cunnamulla. This initiative was a great effort by the Cunnamulla police and many others who assisted in making it a great day. I am very proud to represent the members.**

(A big thank you to Constable Brianna Leneham for her assistance with this text.)

The Look to the Stars artwork was commissioned by the Queensland Police Service.

Look to the Stars was created by a collaborative, purpose-built working group representing a cross section of the Aboriginal and Torres Strait Islander community and the QPS. Each element within the artwork holds deep meaning, combining to form the overall artwork story. The main principles of the artwork are the Guiding Constellation, the Relationships Star, the Connection

Lines, Sir Robert Peel's Principles, the Culture Swirls, and Stars as Symbols. The artwork was created by Gilimbaa artist Jenna Lee of the Larrakia People.

The artwork is an engagement strategy used to start conversations between the QPS and indigenous communities, and aims to build stronger relationships with indigenous communities to realise true reconciliation built upon trust and respect. One essential objective of this strategy is for stations to engage with their local Aboriginal and Torres Strait Islander people to establish a relationship and conjointly record this relationship being fostered through the presentation of the artwork at

an Acknowledgement to Country ceremony.

In April this year, Sergeant Matt Costelloe from Cunnamulla police station enquired about accessing the Look to the Stars polo shirts for officers to wear. Cunnamulla has a large indigenous population and he hoped to encourage conversation and strengthen relationships. From there, the idea to have a full Look to the Stars initiative in Cunnamulla was put into action, and a launch date for 7 July was set, in line with NAIDOC week. The project began with officers wearing the shirts around town to encourage conversation about the artwork. A meeting was



then arranged with the Kunja Elders of Cunnamulla and Inspector Wayne Rasmussen, who has been working and delivering the initiative since 2018. The theory behind the project was presented, which was positively received.

It was then identified that Cunnamulla station did not have the capacity to display the Aboriginal flag and Torres Strait Islander flag alongside the Australian flag. Approval was soon granted to install two new flag poles and McKellar Contracting, a local Cunnamulla business, was contracted.

A request was sent to Master Engraving, who have worked previously with the QPS, to design and produce an Acknowledgement of Country plaque. McKellar Contracting designed, created, and installed the mounting stand for this plaque to be displayed out the front of the station.

The next project was to have one of Cunnamulla's police vehicles wrapped in the Look to the Stars artwork. We reached out to the First Nations and Multicultural Unit who generously assisted with the cost.

The Look to the Stars artwork was printed onto sheets in order to be mounted and displayed at the front of the station. Many thanks to Warrego Screen Printing for their work.

Local businesses and organisations in Cunnamulla were then approached, including the Cunnamulla Aboriginal Corporation of Health (CACH) and Deadly Choices, Rural Career



Opportunity & Employment (RESQ), Jessica Anthony, the Paroo Shire Council, and of course the Community Elders were all integral in creating a fantastic launch day. These organisations helped to arrange traditional dancers, a smoking ceremony, and cultural foods such as emu egg quiche.



Many people assisted in bringing the program together and I would like to acknowledge their assistance. Many thanks to the entire team at Cunnamulla police station, and in particular Senior Sergeant Isa Tolete, Acting Senior Sergeant Matt Costelloe, and Constable Laurie Bateman; Inspector Wayne Rasmussen (Charleville PGI); the First Nations and Multicultural Unit, and in particular Superintendent



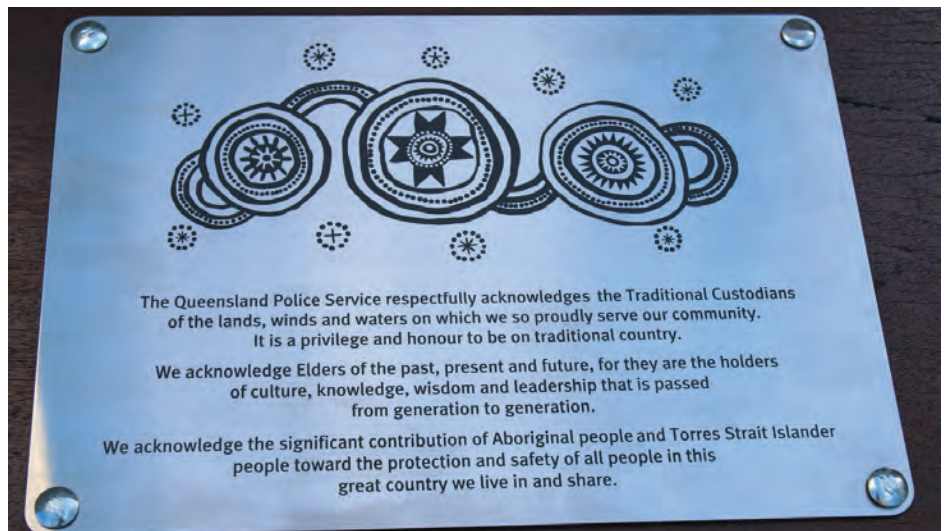
Kerry Johnson (FNMCU), Acting Sergeant Chris Anderson (FNMCU), and Superintendent Doug McDonald (FNMCU); District Officer South West District Superintendent Gareth Channels; Southern Region Assistant Commissioner Mike Condon; Charleville Patrol Group; Ian Gordon from Fleet Maintenance; elders in Cunnamulla, in particular Wendy McKellar, Maureen McKellar, Jack Bird, Carol Mitchell,



Herb Wharton, Mary Mitchell, Evelyn Widgell, and Tud Murphy; the Kunja People, who are the traditional owners of Cunnamulla; Rapid Employment Solutions Queensland (RESQ) Roberta Thomas; Cunnamulla Aboriginal Cooperation of Health (CACH) Kerry Crumblin; Cassie White CEO of the



Paroo Shire Council; Tony Koch from Community Development Paroo Shire Council; Sue Beresford, the Mayor of Cunnamulla; the entire Paroo Shire Council staff; McKellar Contracting; Signarama; Craig Jones from Warrego Signs; the Cunnamulla Hotel; and Col Muller and Steve Mahoney from the Queensland Police Union of Employees.



**CULTURAL TOUR  
CUNNAMULLA/PAROO SHIRE**

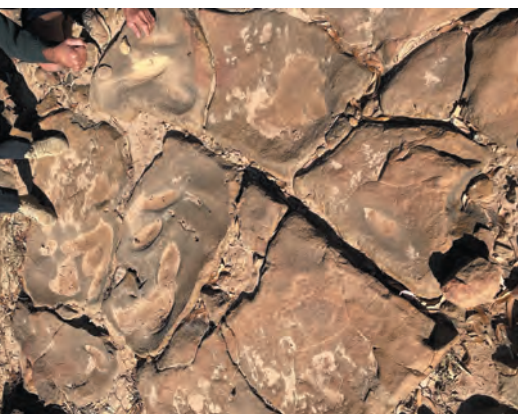
Many thanks to Constable Laurie Bateman who shared some of the region's culturally significant sites as pictured below.



*Mob of emus near Cunnamulla.*



*Constable Laurie Bateman, Senior Sergeant Isa Tolete, Sergeant Matt Costelloe, and PLO Nic Van Kiekerk.*



*Grinding pads where seeds were ground to make flour, and stone was made into tools.*



*Caves for shelter.*



*Stone axe.*



*Native rock well used as watering point.*



*Mob of emus near Cunnamulla.*

**AROUND THE REGION**

I had the pleasure of visiting some great stations and some great officers around the Southern Region in the company of Industrial Officer Steve Mahoney. We headed out to Cunnamulla and on the way were able to visit Pittsworth and Senior Constable Stephen Johnson.

We then visited Millmerran where we caught up with the newly appointed OIC Michael Hobden, and then paid a visit to Dalby and met with the local QPU reps.



The following day we headed out to Jandowae and caught up with Acting OIC Jacob Hopp. We then caught up with the staff in Chinchilla before catching up with Acting Sergeant Jope Curtis at Wandoan and Sergeant Bill Hickey and Senior Constable Guy



Phillips at Taroom. We finished the day with officers at Miles.

Next we headed off to Tara, Surat, and finished the day with a meeting with members in St George.

We then travelled to Bollon where we met with OIC Sergeant Darin Coetzer and Senior Constable Lisa Voysey. Bollon station has a new sign, staff, and energy. What a great atmosphere and drive behind the Blue Light Disco program, and some great initiatives with the policing history of the station. And great coffee!



Bollon station.

From Bollon we headed out to Cunnamulla for the Look to the Stars event. We returned via Mitchell, Roma, and Dalby, before finishing with the opportunity to meet with members in Toowoomba.

## GROWING PAINS IN REGIONAL AREAS

As of 1 July, the Southern Region welcomed the new Western Downs Patrol Group. We also welcome Inspector Wayne Rasmussen to the Patrols Group.

The area comes with challenges, none of which are new and none of which are simple to fix. As the population in the bigger cities and centres of Queensland grows, so does that of the smaller towns.

As the populations increase and there is a surge in house building and industries, the workload increases on the members, especially when members are on leave and positions sit vacant for periods of time. Staffing increases in some areas are a must.

The Queensland Police Service needs to consider the way forward in some of the growing areas. The housing at some centres is insufficient, and Tara station is among the worst. Three or four Constables are cramped up in one house continually.

The rental options are limited. The lack of accommodation means that most members return to family residences on days off, leaving less officers in town.

Even bigger centres in the South West like Roma, Charleville, St George, and Cunnamulla have a real need for more housing. Many larger rural centres now have First Year Constables and the struggle for suitable housing is real.

We cannot continually let police be subject to substandard housing when they are stationed at difficult or rural and remote areas.

While I have nothing but praise for the changes to police housing in recent years, and acknowledge the efforts of the housing committees and local management, more still needs to be done by the QPS to address the housing issues if we are seriously ever going to address the challenges we

have attracting police to some difficult and remote locations.

## UNLAWFUL ACCESS TO INFORMATION

I recently saw a further e-mail from the AC Southern Region in relation to the misuse and inappropriate access of information. Some of this e-mail is repeated below:

*'Accessing private and confidential information without a purpose related to your official duties is both a criminal offence and misconduct. The public rightly expects that we will use this information to effectively carry out our duties, whilst entrusting us to use it for official purposes only.'*

Sadly, we are still seeing members investigated and, in some instances, facing serious criminal and discipline charges in relation to unlawful access.

It is important that everyone understands our obligations in relation to information privacy and access to information.

If you are unsure about whether access is inappropriate, or if you genuinely accidentally access information you then realise to be inappropriate, please speak to a supervisor.

Access to information does not only relate to QPrime information, it relates to any information system: ie LCAD, ITAS, or any other information you have access to as part of your duties.

Many officers take QLites home and some were recently subject to discipline investigations for using QLites to access LCAD while not on duty. So please consider your actions before accessing information while not on duty.

I am happy to assist with advice in relation to access issues; if you are unsure, please ask.

## GREAT WORK

I am always very impressed to see the great work around our Region and I am proud of the members and the effort they give.

# Hooroo and Cheers

## Southern Region Retirements



### SERGEANT ANTHONY (TONY) BRIAN O'MEARA

Registered Number 5586

Tony has been a well respected member of the Ipswich District since 1998 and a regular voice on our radio network since 2008. He was sworn in on 28 October 1983 and served for 37 years, 8 months, and 25 days before his retirement.

Tony commenced his career in Brisbane, serving at City station and Brisbane Traffic Branch before heading to Maroochydore and then up to Bowen and Mount Larcom. Tony then came to the



Ipswich District, serving at Kalbar and Boonah before transferring into the Ipswich Communications centre, where he worked until his retirement. Tony was farewelled with a send-off at the PA Hotel at Booval in July.



## Double retirement at Roma



### SERGEANT GREGORY NEVILLE BENFER

Registered number 4373

### SERGEANT SHANE FERRY

Registered Number 4589



Without a doubt, any officer who has served in Roma (or probably anywhere in the South West District) will know these gentlemen. Both officers served much of their service in and around Roma, and both are admired by many.

It was a testament to see a full house of current and former police of every rank turn up at the Roma Gun Club on 29 May. Steve Hall, a colleague and close friend of both gentleman, was the MC for the evening.

Many people travelled from afar to attend, and as you can see depicted, it was a great night and a fitting farewell for two great guys who have assisted in the mentoring of many officers. All the best in your retirement.

**Col MULLER**  
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**KERRIE HAINES**

**Vale Senior Constable Dave Masters – With honour he served**

My thoughts and prayers go out to Dave’s family, friends, and colleagues. As members of the blue family, it’s important to look after ourselves and those around us. This type of tragedy can trigger unexpected emotions and there are many contributing factors that may influence how individuals cope in the aftermath of such a tragic loss. The impact on those left behind can be significant and wide-ranging, especially where there is a close community or team setting. The QPS offers a range of support through the HSOs, PSOs, and other QPS support options.



to remind them that there is a safe haven for them, and an appreciation for the difficult work they choose to do so that others may be safe’.

Here within the QPS, therapy dogs can assist the HSOs and Chaplains in their roles when supporting members suffering work-related stress. They help to break down barriers and encourage difficult conversations. In engaging organisations such as Therapy Dogs Australia, the QPS is embracing evidence that has shown therapy dogs can help to:

- Alleviate stress on individuals
- Improve community connections
- Lift spirits and reduce depression
- Decrease feelings of isolation and alienation
- Encourage communication
- Provide comfort
- Increase socialisation and sense of community, and
- Decrease anxiety.

**MENTAL HEALTH AND THERAPY DOGS**

Exposure to traumatic events or to individuals discussing traumatic events has an impact on the responder, and after a critical incident, police can find it difficult to talk about their feelings and emotions. A debrief over a couple of beers is not encouraged, and there has been a marked increase in psychological injuries among our members including depression, anxiety, and PTSD, which of course affects members and their families.



There have been some great initiatives used to combat psychological injuries, including through Our People Matter, where HSOs have used therapy dogs in the workplace. Also, at Ferny Grove

The Chaplaincy sector of the New York Police Department adopted a similar concept to assist first responders following 9-11. The National Crisis

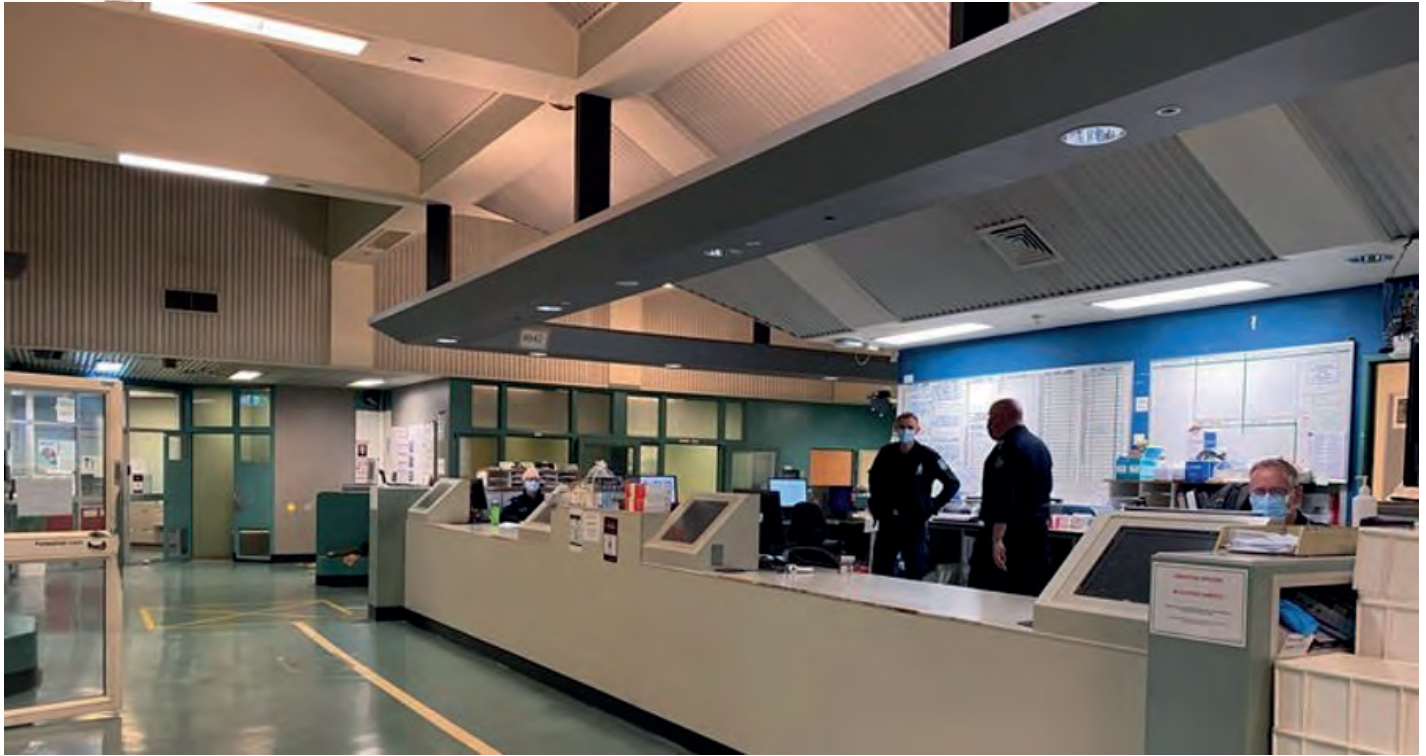
**COVID - BRISBANE CITY WATCHHOUSE**

A contracted cleaner who worked in the Brisbane City watchhouse on 24 and 25 June later tested positive to Covid. The watchhouse was closed and members from the watchhouse and other work units were tested and required to quarantine for 14 days. This was a challenging time for our members, and particularly so for watchhouse officers and members who lost entitlements during this time.

**“Therapy dogs can break down barriers and encourage difficult conversations.”**

station, members are encouraged to bring their pets in to work on a night shift, which fosters a positive and inclusive work environment.

Response Canines organisation believes, ‘The presence of the crisis response canine team provides respite for the responder. The canine serves



Brisbane City watchhouse

Watchhouse staff had to manage 32 prisoners under quarantine directions from Queensland Health, and after a deep clean the watchhouse was reopened on 9 July. Management have recognised the difficulties for all involved and have learnt from the experience. They are working with Queensland Health to have procedures in place in the event of any future exposures of Covid in police facilities.

### LEADING WOMEN

Leading Women is an inter-agency women's network comprising a number of partner agencies: the Queensland Police Service, Queensland Fire and Emergency Services, Public Safety Business Agency, Queensland Corrective Services, the Crime and Corruption Commission, the Office of the Inspector-General Emergency Management, the Queensland Integrity Commission, and the Queensland Racing Integrity Commission.

The network seeks to promote a diverse and inclusive work environment through the representation of women in all levels of workplaces by providing professional development and networking opportunities that

targeting women. The network is also used as a forum to raise common issues to the senior executive members of partner agencies.

The network was formally launched in 2019 following consultation with members of the participating agencies who confirmed a high level of interest in the proposed core activities, which include:

- Quarterly professional development and networking events, featuring guest speakers addressing topics of interest and facilitated discussion regarding common issues
- An inter-agency mentoring program to connect mentors and mentees from within and between the partner agencies
- A SharePoint site featuring:
- Information about upcoming and previous events, including recordings of previous event presentations
- A broad range of helpful resources on topics ranging from inclusion and diversity, leadership, communications skills, overcoming challenges, emotional intelligence, and wellbeing

- Information about the network, committee, supporters, and outcomes to date.

A significant strength of the quarterly events is the ability for all agency members to participate by attending the central event, livestreaming into the event at a regional 'event hub', or later watching a recording. Thanks to QBANK's generous sponsorship of this year's events, the network contributes to the cost of morning tea for all event hubs.

Within the QPS, the QPS Leading Women Committee has implemented:

- Monthly video-conferenced lunchtime workshops featuring topics of interest, and
- An online suggestion box inviting member contributions to address key issues and to suggest improvements

The Committee is also currently working on several projects to address areas of need, including:

- Childcare solutions for shift workers
- Updating the QPS pregnancy package with QPS HR, to provide a one-stop shop for pregnant members, their partners, and OICs



- Addressing the disproportionately low number of primary caregivers as OICs of plain clothes units, particularly CIBs, and
- Trialling Developing Leader Circles, to provide a mechanism to build the leadership capability within each District by connecting senior district staff with junior members through peer mentoring opportunities and the sharing of information, support, and advice.

The Leading Women Network welcomes the support of the QPU and all levels of QPS management in encouraging members to participate in network activities such as the mentoring program, where members can participate as a mentee, mentor, or both. All network activities are open to partner agency members of any gender.

#### QPU BRANCH OFFICIALS OF THE YEAR

Congratulations to Sergeants Mark Farnill and Dave Wells, who were awarded QPU Branch Officials of the Year 2021. Mark and Dave are shift supervisors at Boondall station, and were presented with their plaques at



**“Congratulations to Sergeants Mark Farnill and Dave Wells, who were awarded QPU Branch Officials of the Year 2021.”**

the Union Conference in May. Dave is President and Mark is Secretary of the Boondall branch, and together they have provided ongoing support and dedicated service to our members for over 30 years. An accolade well deserved, gentleman!

#### QBANK EVERYDAY HEROES AWARDS

Senior Constable Ben Bjarnesen from Fortitude Valley station has been nominated as a QBANK Everyday Hero for making Queensland safer for LGBTQI+ people. Congratulations, Ben, on the recognition of your passion and efforts to improve the lives and experiences of police and community members who identify as LGBTQI+.



Senior Constable Ben Bjarnesen

Since its inception in 2014, QBANK has proudly held the Everyday Heroes Awards, an opportunity to recognise and celebrate the outstanding contribution of the Queensland Police, Fire, Health, Public Service, and Justice sectors.

The awards are a way in which QBANK can say thank you to those who go above and beyond to protect and serve. Five category winners will each receive \$1,000 cash deposited into a QBANK account and \$1,000 donated to their charity of choice. The Young Everyday Hero Award winner will receive a \$500 bursary towards their training and development.

#### FAREWELL KAS



On 12 July, after 23 years with the QPS, Detective Senior Constable Kas Seden was piped out of Boondall police station. Wishing Kas all the best in his retirement.

#### Kerrie HAINES

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**SHAYNE TREASURE**

**A MAN I NEVER MET BUT IN A WAY I KNOW**

**I had the melancholy privilege on 9 July to represent the Metropolitan South QPU Region members at the funeral of Senior Constable David Masters.**

There is now another layer of scar tissue on my soul. It starts when I hear and count the drummer's beat to step off by the left. It deepens every time I hear the lamentations of the bugler in *The Last Post* calling for the fallen. I am cut by the shrill and swirling of the pipes as they banshee scream the pain of loss and grief, and then when I see a brother or a sister laid to rest. The scars deepen to my core and the piper's tune runs me through like a sabre.

I know and dread that I will have many more scars to come before I end my days in blue. I fear for the 1,650 officers in my Union Region and know how very close we have come to having our own memorial ceremonies for fallen officers upholding the Queen's peace against the ever-rising tide of wanton, drug fuelled violence and puzzling sentencing outcomes that salt our wounds.

**"Hurt is universal. Loss made us all bleed in our own blue way."**

I watched the screen and listened to the life of a man of a similar age I never met. We grew up 15 kilometres apart. I worked a few kilometres away from where he worked. I too met a love-to-be through work; we both had early aspirations to be in the suit of blue. We both joined later in life and have children of similar age.

The shoes of the man I never met were becoming more and more familiar

and comfortable with each slide of the funeral's PowerPoint photos, and with each telling of an anecdote about his life. Each time an extra tear rolled down my cheek and soaked into my mask. I looked forward at the screen in

the light rain that fell around us. No-one looked at one another, because we all knew we were doing the same thing, regardless of our rank. Hurt is universal. Loss made us all bleed in our own blue way.

I find that the man I never met but in a way I know became braver and braver in my eyes than we can ever have rewarded him for in any way, as each chapter of his life was laid bare before me. He, like me, could see the light at the end of the tunnel of a working lifetime, the fruits of life's labour having nearly ripened and being tantalisingly close at hand. He is looking forward to retiring with a person he loves, the bucket list is growing shorter, and he is seeing his child grow into adulthood and doing him proud. This is a wealth of life that money does not equate to or replace in any way.

The man I never met but in a way I knew had more to risk than ever, and yet without a second thought he did his duty pursuant to his Oath of Office. That is bravery you cannot quantify in any manner. Bravery is often not noticed or appreciated by those we help, those we save, and those who benefit from our very existence.

Vale to you, a fallen brother.

Blessed are the peacemakers.

*Mortem occumbere pro patria.*

To those who boast to do us harm and celebrate our pain I say this:

**"The man I never met but in a way I know became braver and braver in my eyes."**

Evil be to they who evil think and evil do. Sangfroid awaits you on your day of judgement.

In respect for my fallen brother, all other issues such as SDRP, SAP, workforce modelling, and other obvious industrial Pavlonian canine conditioning factors are first world problems at this time. They are not worthy of discussion in a time of mourning and reflection. I will reflect on these in the next edition.

Just a GD Sergeant.

**Shayne TREASURE**  
Regional Representative  
Metropolitan South Region  
0447 569 483  
stresure@qpu.asn.au



**ANDY WILLIAMS**

**I DID NOT KNOW YOU, BUT YOU WERE MY BROTHER**

**It is with heavy heart I write this, with the loss of David Masters. He was tragically murdered doing the job he loved.**

We stand with Sharon and Jack who mourn the loss of a husband and father, and we throw our collective arms around our brothers and sisters at Deception Bay as they work out how they will hold the thin blue line without a popular and hard-working team mate.

While we could not all come together and pay tribute as his memory deserved, every station in the South East Region paused to pay respects to a fallen brother.

With honour he served.

Reflecting on the loss of a colleague can bring up a number of feelings and emotions. If you need help, Blue Hope stands ready. Give them a call on 1300 00 2583.

If you have realised that your affairs aren't in order, the Union offers a free basic will service through Sciacas Lawyers. Call them direct on 1800 658 525.

**BACK TO THE BORDER**

As I write this, members are again moving back to border duties. I know this is a monotonous task, but one that has proven beneficial in keeping our state operating. One only has to look at the fact that three out of the five largest states in Australia are now in some form of lockdown to point out how important this job is. Unfortunately, until a larger percentage of the population is vaccinated, we will have to expect closures into the future; they are unfortunately a better option than an economically and socially disastrous

lockdown. As you go about your day-to-day business in a (relatively) unrestricted manner, say a silent thanks to those on the borders, airports, and quarantine hotels, keeping our state safe.

**“As you go about your day-to-day business in a (relatively) unrestricted manner, say a silent thanks to those on the borders, airports, and quarantine hotels, keeping our state safe.”**

**DOMESTIC VIOLENCE**

I have attended numerous meetings aimed at trying to ease the impost of DV on the frontline. While all the meetings mean well, at the end of the day, they seem to come to the same conclusion. We are doing all we can under the current legislative

framework. Given DV now accounts for close to 50% of calls for service, we need legislation that allows us to quickly and effectively protect the aggrieved. There has been so much talk on legislative reform. As the lead

agency when it comes to DV, the Justice Department needs to either stop putting up obstructions or take responsibility for the unanswered Code 2s due to unjustifiable red tape. It is and should always be about protecting people.

**RESOURCES**

With 150 new police plus a number of civilian staff (watchhouse, client service, and civilian prosecutors), we need to have a good hard look at how we are going to house these people. The Gold Coast has Pimpama and the Arundel Hub to assist with any expansion, and Logan has the new Beaudesert station. But all other stations are full.

Everywhere I go in Logan, police are stacked on top of each other. TCS at Crestmead, for example, are achieving great results working out of an office no bigger than a shoe box (admittedly, now with a door). What is needed is a centrally located hub for TCS, much like Arundel on the Gold Coast, with a group of general duty officers that are demand driven, and a District property point.

**“Given DV now accounts for close to 50% of calls for service, we need legislation that allows us to quickly and effectively protect the aggrieved.”**

Not only would this support the frontline (and create a group of officers that can be quickly moved in response to disaster or major events without pillaging the frontline stations' rosters), but it would also create space

in the stations for things such as extra statement rooms to allow us to privately speak to our victims of crime and make them feel like they and their experience is valued. Extra room also allows us to consider partnerships with agencies that might assist in holistically dealing with victims of DV. Using other agencies to assist the aggrieved (whatever sex they are, or whatever relationship they might be in) would allow those coming to us for help to leave the station in a much safer and more supported manner than they do now (and, on a selfish note, it would reduce calls for service, giving us more time for other aspects of policing). As the lead agency for DV, perhaps Justice could even provide funding for this?

### PAY POINT PROGRESSION

Your Union fought hard to remove both CDP and MDP as part of your so-called development. The reasons for this have been well discussed, and the MDP replacement isn't far from being rolled out. As a Constable, after you are confirmed, you have to complete 100 cap points per year to progress to achieve the pay point 1.5 300 points. Again, once you put on those newly minted stripes, you need another 200 points before you hit pay point 2.3 and progress with successful PDAs.

Leaving the new MDP aside, if your desire is to progress to 2.10, you have to complete 500 caps points to achieve this. If you push the right button, the Online Learning Product (OLP) will tell you how many cap points each OLP is worth, and how long it should take you to do it. In the recent DV OLP, this was five points and three hours (or, on a rough calculation, the Service is prepared to use 36,000 hours, or 20 fulltime police officer positions, on this training). Using this as a guide, to achieve that 500 points will take 100 OLPs and 300 hours (or nearly eight weeks) of training. That's fine, you say: over 15 years that's half a week per year. Drill down into it, though, and you will recall that the need for cap points is between pay point 1.2 and 2.2. That means there are five years where pay points have relevance. This pushes the training requirement up to one and a half weeks per year, or 60 hours where a member is off the road. Ironically, this is when a member is likely to be in general duties, where demand for their services is greatest.

The time has come to review cap points; they need to be targeted to areas that the Service deems important. For example, I have raised an idea with the Commissioner: if DV is a priority, the OLP should attract 20-30 cap points, to not only show the membership that DV is important

to the Service, but to make it very attractive for someone looking for cap points to do. I keep trying to point out that every compulsory cap book is 20 police off the road, to keep some relevance to what seems to be a growing trend.

**Andy WILLIAMS**  
Regional Representative  
South East Region  
0404 460 773  
awilliams@qpu.asn.au



## THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family  
by immediately contacting the QPU office  
**Ph 3259 1900 (24 hours)**  
or your regional representative.  
They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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



# QUEENSLAND POLICE UNION

## CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER: .....

TITLE: Mr/Mrs/Ms/Miss: .....

FULL NAME: .....

HOME ADDRESS: .....

POSTCODE: .....

POSTAL ADDRESS: .....

POSTCODE: .....

PHONE NUMBERS: [H] ..... [MB] .....

[W] ..... [F] .....

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

STATION ADDRESS: .....

.....

.....

# Vale Senior Constable Dave Masters





## *Commissioner's Certificate of Service*

*Senior Constable  
David Masters*

*Registered Number: 4029765*

Senior Constable Masters served in the Queensland Police Service from 31 January 2011 and attained the rank of Senior Constable. After 10 years and 4 months of dedicated service to the community of Queensland as a police officer, he tragically lost his life on 26 June 2021.

### *Awards Granted*

2010 – 2011 Queensland Flood and Cyclone Citation	2011
Queensland Police 150 Years Citation	2014
G20 Citation	2016
XXI Commonwealth Games Citation	2019
National Medal	2021
National Police Service Medal	2021
Queensland Police Service Medal	2021

### *Ranks*

Recruit	31 January 2011
Constable	26 August 2011
Senior Constable	26 August 2016

### *Stations / Establishments*

Queensland Police Academy (Recruit)	31 January 2011
Redcliffe	26 August 2011
Bribie Island	27 August 2012
Mounted Unit	30 May 2015
Deception Bay	16 August 2019

  
**KATARINA CARROLL APM**  
**COMMISSIONER**



# Vale Senior Constable Dave Masters

**IN THE EARLY HOURS OF SATURDAY 26 JUNE, SENIOR CONSTABLE DAVE MASTERS FROM DECEPTION BAY STATION WAS WORKING A NIGHTSHIFT.**

He had just attended a home to help a young woman with a mental health concern when the next call came through about a stolen car heading north on the Bruce Highway near Burpengary. Immediately switching focus, Dave and his partner Constable Zack Aegius headed for the highway ahead of the car's projected path to lay stingers and attempt to intercept it. As the officers laid the road spikes, the car struck Senior Constable Dave Masters. He was killed instantly. The occupants of the car failed to stop, and Constable Aegius was left to call for assistance. Local police and emergency services rushed to the tragic scene, as other police, including homicide detectives, continued and intensified the search for the two women in the car.

A number of officers from Deception Bay were left with the daunting task of notifying Dave's family: his wife Sharon and son Jack. As the news of Dave's death spread throughout the police family and the wider community, tributes and messages of support began pouring in to his family, friends, and colleagues. The widespread grief was evident. Everyone had a story about a loyal, genuine officer, a man whose jokes were as common as his queries of care and concern for his workmates and those in the

community he ran into through the job. Many of the photos that began circling showed Dave with a big grin and a thumbs up, which perfectly summed up the man that he was.

In the tumultuous days that followed, the investigation into the occupants of the vehicle continued. The passenger was arrested and charged with murder the night after the tragedy, and an intense three-day search for the driver also resulted in her arrest. With those responsible apprehended, the focus switched from operational to commemorative.

The organisation of a commemoration fitting for Dave was hampered by Covid restrictions. Attendance at funerals was limited to 100 people, which in no way would cater for all those within the police family and wider community who wished to pay their respects. The cap on numbers also put a traditional procession and honour guard in question, which is a poignant mark of respect for those who have paid the ultimate sacrifice. Dave's colleagues from the Mounted Unit especially hoped a procession would be held, because they knew how important horses were to Dave. In the end, a funeral was scheduled for 100 people at



*Photographs courtesy of QPS Media.*





Burpengary, and a second venue was organised at a nearby oval at the Moreton Bay Central Sports Complex. A procession with horses would take place at both venues. At the oval, a large screen would transmit the funeral to those assembled there, and the service was also livestreamed to enable those gathered throughout the state and country to watch. Plans for a socially-distanced Guard of Honour were implemented for the sports complex, and officers around the state were also encouraged to form honour guards outside their stations.

The morning of Friday 9 July was very wet as Dave's family and work colleagues greeted one another and took their places at the funeral home. General President Ian Leavers attended on behalf of the Union. The Governor Paul de Jersey attended alongside the Honourable Cameron Dick, who was representing Premier Annastacia Palaszczuk. Other dignitaries, including Police Minister Mark Ryan, opted to attend the sports complex to keep the limited seats at the funeral available for Dave's family, friends, and workmates.

The service for Dave was imbued with utmost respect for the sacrifice he made. The eulogy delivered by Dave's friend Wayne Thompson drew many smiles between the tears as he referenced Dave's love for his family and friends, and his life as a police officer. He pointed out the ashes and mane of Dave's beloved troop horse Manny that were placed on Dave's coffin, and noted they would be inseparable police partners in life and death. 'We all take comfort in knowing Dave is riding high in the sky with Manny, patrolling the heavens,' he said.

Sad smiles were also evident during a montage of photos of Dave, displayed as Jimmy Barnes's 'Working Class Man', Dave's favourite song, played in the background.

Commissioner Katarina Carroll spoke of Dave's service history, and the sorrow felt by those in the police family. She spoke of the obvious respect felt for Dave and said, 'he served with honour, and it is we who are honoured to have known and served with him'.

After the service, a small honour guard formed outside the funeral home. Three horses were present to take part in the procession, including one riderless horse with boots



placed backwards in the stirrups. The procession broke up and another was formed a kilometre and a half away at the sports complex, where hundreds of police officers and others from the community had watched the service in the rain.

They all stood stoically, the wet weather in no way deterring their determination to properly honour their friend and colleague. Some gathered under umbrellas, but others stood steadily in the rain, their uniform shirts slowly turning a darker shade of blue as they were soaked through. At the conclusion of the service, officers spread out the entire way around the oval and waited for Dave to arrive. The rain had ceased, and a reflective silence permeated the complex. When called to attention, arms snapped to sides and eyes trained forward. Led by five other horses and a formation of police motorbikes, the procession moved slowly around the oval, and each officer saluted in sequence as Dave and his family drove slowly by.

Dave's death is a stark tragedy for his family and community, and for his extended police family. It has caused us all to stop and think about what we risk every time we walk out the door to protect and serve the Queensland community. It has saddened us, and made us reflect on the job we have chosen. We all know that we will never forget Dave, and his tragic death has reminded us to always support one another, to cherish our loved ones, and to make every day count.









PRIME MINISTER

**MESSAGE FROM THE PRIME MINISTER**

**SENIOR CONSTABLE DAVID MASTERS**

It is right that we remember and honour the life of Senior Constable David ‘Dave’ Masters.

Senior Constable Masters dedicated his life to keeping the peace; enforcing the law; upholding the community’s trust; and keeping us safe.

He was everything we ask for in a Police Officer: a person of good character, dedicated, hard-working and capable – and to those who knew him and loved him, a bright beacon in his community, a fun and jovial comrade, a good friend, and a much-loved family member.

As the proud son of a police officer, I have a sense of the emotions felt by the Queensland Police community. It is a loss felt by all.

Our police face danger, every day. It takes strength, dedication and a willingness to sacrifice to answer the call to serve.

Senior Constable Masters’ passing is an unfathomable loss to all who loved him and those he protected.

I extend my heartfelt condolences to Dave’s wife, Sharon; his son, Jack; his family, friends and colleagues.

May this devoted servant of Queensland and Australia rest in peace.

The Hon Scott Morrison MP  
Prime Minister of Australia



GOVERNMENT HOUSE  
QUEENSLAND

### Message from the Governor of Queensland

As the representative of Her Majesty The Queen in Queensland, I express my heartfelt condolences, as does Kaye, to the family, friends and colleagues of Senior Constable David Masters.

The Queensland people were deeply saddened to learn of his death, tragically while on duty.

I had the enormous honour of laying a wreath on their behalf at his funeral, and later of meeting his family and colleagues at the Deception Bay Police Station.

He performed his duties with courage and stoicism, a fine exemplar of the spirit of service which denotes our Queensland Police Service as remarkable.

I thank the Queensland Police Union for honouring his service and life through this commemorative edition.

I further commend all members of the Queensland Police Service for the challenging and often dangerous work they do in safeguarding our communities.

A handwritten signature in blue ink, reading "Paul de Jersey".

**Paul de Jersey AC CVO**  
Governor of Queensland



Premier of Queensland  
Minister for Trade

---

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Queensland 4002 Australia  
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Website [www.thepremier.qld.gov.au](http://www.thepremier.qld.gov.au)

I doubt there was anyone unaffected by Dave's death.

Any loss is tragic but to lose your life as Dave did, serving his community while keeping the rest of us safe, is particularly shocking.

I struggled to find the right words to say to Sharon when I tried to express to her the condolences of all of Queensland.

But I am certain of this: the respect we have for our police is because of people like Dave Masters.

His loss has been felt across the service and is a reminder of the dangers our police face.

I hope Sharon and Jack find some comfort in knowing those of us who never met them share their grief.

Dave's example will always guide them.

The caring arms of the police family will continue to surround them.

And the people of Queensland will protect and honour his memory always.

A handwritten signature in blue ink, appearing to read 'Anastacia', written in a cursive style.

**ANNASTACIA PALASZCZUK MP  
PREMIER OF QUEENSLAND  
MINISTER FOR TRADE**



## David Crisafulli MP

Leader of the Opposition and Shadow Minister for Tourism

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There can be no more poignant reminder of the dedication and commitment of the members of the Queensland Police Service than the death of a police officer while on duty.

Each day the men and women of the Service go to work to do their very best for their fellow Queenslanders and their colleagues.

They appreciate the inherent dangers in their work but are conscious of the reliance placed upon them by so many who depend on their courage, professionalism and expertise.

Senior Constable David Masters was killed serving the people of Queensland.

Queensland has lost an exceptional police officer who was always willing to give his very best in the service of his community. His colleagues at Deception Bay and throughout the entire Queensland Police Service have lost a comrade who was liked and respected by all those who knew him.

His experience, love of his job and willingness to help others will always be remembered.

All this pales into insignificance, however, when measured against the loss suffered by his family. Only his wife, Sharon, and son, Jack, know exactly what his death means to them.

However, all Queenslanders stand with them in their grief and hope that, in some way, our support will help lessen their burden. Words can never replace a loved family member but we hope that Sharon and Jack can take some comfort from the genuine concern and deep sense of loss felt by all Queenslanders.

The loss of any police officer strikes at the very heart of our society. The death of David Masters is a striking reminder of the sacrifices our police officers make and a testament to the massive debt we owe to all our police officers who place their lives at risk every day they go to work.

### **DAVID CRISAFULLI MP**

**Leader of the Opposition**

**Shadow Minister for Tourism**

**State Member for Broadwater**

Telephone 07 3838 6767 Email [reception@opposition.qld.gov.au](mailto:reception@opposition.qld.gov.au)

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GRIFFITH ACT 2603

Tel: (02) 6239 8900

On 26 June 2021 Senior Constable David Masters tragically lost his life protecting the community of Queensland. Over 65,000 police officers around the country reflected on the tragic loss of David with their colleagues and families. We all know the nature of our job and at any moment we could pay the ultimate sacrifice in protecting the community that we serve.

Senior Constable David Masters and his family have paid that cost for all of us.

We all reach out and pass on our condolences and prayers to David's family, colleagues and friends. I know the Masters family has been well supported by the Queensland Police Union. In these horrible times it's good to see the blue family coming together with the leadership provided by General President Ian Leavers and General Secretary Mick Barnes in this time that was swift and compassionate.

Our ongoing support is for David's family, especially for his widow and son. We all thank his family for letting us be his colleagues and friend. I want to highlight the great work of the Queensland Police Union in this time of need.

Your President Ian Leavers was on site to support officers at the scene, dealing with their grief and the tragedy of the situation. We all know with critical incidents like this the Queensland Police Union attends to support officers' welfare and legal assistance. Thank you to Ian and his team providing not only a shoulder to cry on but also giving wise advice and direction at this time of need.

Also during this tragic incident your General Secretary Mick Barnes was at the scene and dealing with the Masters family. We all know this is one of the hardest jobs for police officers, to tell and console families about the loss of a loved one. It is compounded by the fact of when it is a colleague and a friend. I want to thank Mick for his compassion and helping with the sorrow.

David's funeral was on Friday the 9th July and due to COVID restrictions, numbers were limited for those who could attend in person. Police Unions and Associations around the country wanted to attend to support but we had to send letters and flowers instead. Queensland Police Union assisted and promoted alternate participation for members. Members around the country took the time at 12:15 hours for one Minute's Silence. Photos and supporting words were included on social media with the hashtags #WithHonourHeServed #RIPOBIB #4029765.

The Queensland Police Union quickly expedited the Dave Masters Remembrance Fund to assist the family in their time of need. This gives an opportunity for police officers from around the country to show their affection and appreciation for the job and the sacrifice that Senior Constable David Masters made for all of us. No amount of money can bring back David, but at the very least we can assist his family so financial issues are one less burden.

Please give generously and see below the details for the Remembrance Fund for David's family.

Donations can be made at a QBANK branch.

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

QBANK:

David Masters Remembrance Fund

BSB: 704 052

Account Number: 100204707

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

Hopefully we don't need to set up another fund in the future but I think we all know that this is a situation that can occur in any state or territory across Australia to any one of our colleagues and friends.

On behalf of 65,000 police officers across the country, the PFA and it's Executive Members, our most deepest condolences to the Masters family. We will always remember him. Hasten the dawn.

Yours sincerely

A handwritten signature in black ink, appearing to read 'S. Weber', with a horizontal line extending to the right.

Scott Weber

Chief Executive Officer



# Commissioner's Valedictory

**IT IS WITH IMMENSE PRIDE THAT I STAND HERE TODAY, REPRESENTING THE QUEENSLAND POLICE SERVICE, TO DELIVER THE VALEDICTORY FOR OUR COLLEAGUE, DAVID (THE DAVE) MASTERS, WHO SERVED THE COMMUNITY OF QUEENSLAND AND OUR ORGANISATION WITH GREAT INTEGRITY, COMPASSION, AND DEDICATION.**

Dave was born in Brisbane in 1967 to parents Earnest and Agnes and after a few years living in Holland Park, the family moved to Redcliffe on the Peninsula. Dave's father was a fitter and turner, with Agnes lovingly looking after the family at home.

Dave's dream was always to become a police officer, however he started his working life as a garage attendant in Redcliffe, eventually becoming an A Grade mechanic at Village Motors.

Dave never let go of his dream, attending TAFE after work, determined to meet the Service's standards of entry, and in 2011, Dave's dream became a reality when he was accepted into the Queensland Police Service.

Dave's commitment to service life commenced at the Queensland Police Academy on the 31st day of January 2011 at Oxley as a recruit.

While at the Academy, Dave excelled, receiving the Community Service Award, an acknowledgement that encapsulated Dave's love of community. Dave graduated from the Academy on 26 August 2011 and began his career as a general duties officer at Redcliffe police station. Dave was well liked at the station and his enthusiasm for policing and his love of community became a way of life.

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

On 27 August 2012, Dave transferred to Bribie Island police station and remained at the station until 29 May 2015. During this time, Dave's drive, passion, and unwavering service to the community matured.

Dave was sworn in as an Adopt-a-Cop at Banksia Beach State School where his vibrant personality was loved by all. He was known as Constable Dave and he wore that as a badge of honour, a measure that he was driven by his community and his love of kids.

Dave would serve the community of Bribie island for nearly three years, eventually leaving the seaside for one of his most treasured appointments, to ride horses within the Queensland Police Service.

His love for horses began at an early age when, aged four, his parents presented Dave with a horse. That love never left him and Dave's dedication and commitment to that

passion became a reality when he became a member of the Mounted Unit on 30 May 2015. It was one of his proudest moments.

Dave embedded himself within the Unit and in typical Dave fashion, he dedicated himself to the community and also formed long-lasting relationships that are enduring to this day. On 26 August 2016, while at the Mounted Unit, Dave achieved the rank of Senior Constable, which was an acknowledgement of his work ethic, passion, and drive.

On 16 August 2019, Dave transferred to Deception Bay police station where he quickly integrated himself among his work colleagues and community, becoming a shining light within the station and a 'go to' person. Dave's infectious drive and attitude to policing was second to none, and his dedication to the community he served, and his colleagues, was at the highest level.

These traits were indicative throughout Dave's service. Due to his caring and protective approach to policing, Dave was able to build and sustain enduring relationships both with staff and the community who resided in the locations he worked. Dave leaves his mark on the communities he served, and he will be remembered by the victims and families to whom he brought comfort and support.

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

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

Dave's professionalism in the QPS was acknowledged with the following awards:

<b>Queensland Flood and Cyclone citation</b>	<b>2011</b>
<b>Queensland Police 150 citation</b>	<b>2014</b>
<b>G20 citation</b>	<b>2016</b>
<b>Commonwealth Games citation</b>	<b>2019</b>
<b>National medal</b>	<b>2021</b>
<b>National Police Service medal</b>	<b>2021</b>
<b>Queensland Police Service medal</b>	<b>2021</b>



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

On behalf of the Queensland Police Service, we extend our deepest sympathies to Dave's wife Sharon and his son Jack.

Dave was the proud son of Earnest and Agnes who sadly are not with us. I am sure they would be proud of their son's life achievements.

We also extend our sympathies to his sisters Jean, Marion, and Roslyn and his brother Al. We also remember and acknowledge his sister Coral, who also is sadly not with us. Our thoughts and prayers are with you all now and always.

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

*By Katarina Carroll*



# Wayne Thompson's Eulogy

My name is Wayne Thompson, and it is my honour to speak on behalf of Dave's family today. Where do I start with Dave?

Dave was born on 12 September 1967 at the Mater Hospital, to Ern and Nancy Masters, initially living in Holland Park, and then moving to Redcliffe, at 190 McDonnell Road, Margate.

Dave experienced a great childhood growing up in Margate in the 1970s and 80s. Dave attended Kippa Ring State School and Clontarf High School. He grew up in a great era. Looking back, it seemed to be simpler times. Dave had a great neighbourhood of local friends, including people that would go on to be lifelong friends: Di Livack, Graham Peeper, Garry Howard, and Craig Waldron.

Sport was a big part of his childhood. Dave and his mates would spend countless hours after school, playing cricket and rugby league in Garry's backyard. Garry had a huge backyard in McDonnell Road, so it was the place to gather and play.

Cricket was always played with a real cricket ball, and they didn't use pads or helmets for protection. If you got hit by a ball, you just sucked it up and used your bruises as a badge of honour. Dave was always very competitive and gave as good as he got.

There was the odd broken window at Mr and Mrs Howard's place. Mr Howard drove the Smiths and Samboy chips truck and distributed chips to all the shops across North Brisbane. There was always lots of free chips to share with the hungry cricketers when he got home each day.

Rugby league, likewise, was full tackle each afternoon. They would play until their parent's curfew time, which usually was around 5 o'clock or when it got too dark to continue. Such special times, it built resilience and independence in them all. Reflecting back, it built their character which would shape the rest of their lives.

Dave always had a fierce sense of loyalty to his mates and family. He had a strong set of values, and clearly continued this throughout his life. He had a great sense of humour, loved a good joke and had a smile which you couldn't forget.

There was a time when Dave broke his front tooth, on a pole in the covered area at primary school. He was a tough bugger. Everyone there was in shock when they realised it was his adult tooth. Dave didn't seem overly phased about it at the time, but looking back, I'm sure it would have been a shock.

They would also have lots of fun with their bikes. It was the era of the Holden Precision Driving Team, who would perform at the Ekka. A spectacular part of their show was to drive their four cars at each other, and narrowly miss each

other, as they all came to an intersecting point. Needless to say, Dave copied this idea by using their bikes. Let's just say, they were not always as good with their timing as what the precision driving team were, and they had some near misses, and hits.

Dave was also a tough and determined rugby league player. He never shied away from running the ball back into opposing players, or making a tackle on a much bigger opposition player. He was always brave and clearly continued this into his later life.

Dave also had a love of the bush. Dave loved nothing better than going to his parent's place at Maleny each weekend. He travelled to Maleny in the back of his parent's ute, sitting on a bench seat in the tray, all the way to Maleny. Seatbelts weren't used at that time. I wonder what police officer Dave would say about that today.

From an early age, Dave had an affinity for horses. His parents bought his first horse at the age of four. He used to muster the cattle for milking each day, whenever he had the opportunity.

Dave taught many a friend to ride horses up on his farm. He was a natural with horses, and this love continued throughout his life.

Dave finished high school in 1983 and took up a motor mechanic apprenticeship with Village Motors at Kippa Ring. Dave had a dedicated work ethic to everything that he did. He had a thirst for knowledge, and once he had things explained to him, he did the job impeccably.

In April 1987, Dave met the love of his life, Sharon Wyatt, at Village Motors when she was on two weeks work experience. Dave noticed Sharon checking him out in the workshop! By coincidence they lived near each other, and Dave, being ever the gentleman, offered to give Sharon a lift to and from work. Two months later, Sharon ran into Dave again at Village Motors. This time the relationship blossomed. Dave was a romantic at heart, on one occasion filling Sharon's room with roses for when she returned from school camp. They were to be inseparable throughout their lives.

Dave and Sharon were married on 19 September 1992 at St Michaels Caboolture. Soon after, they purchased their first house in Old Bay Road at Deception Bay. Sharon worked at the Commonwealth Bank, and Dave continued to work at a number of different locations in the motor industry, which included Keystar Motors and John Page Motors to name a few. Dave always built meaningful relationships wherever he went with his positive outlook, larrikin attitude, and great work ethic.

Dave's 'happy place' was the great outdoors. He loved nothing better than to get away camping with friends and

family. Dave and Sharon often entertained their friends with Dave's meticulous camp set up, which involved the poles being in perfect alignment, and ropes being tensioned correctly. This became a spectator sport for their friends, who were entertained greatly by his antics. Dave is fondly remembered for his breakfast 'Tropical Punch', which consisted of Bundy Rum and juice. There is also some concern, now that Dave is no longer with us, that the Kings Camping Store may go broke, as it was a favourite place that he loved to frequent.

On 26 August 1999, Sharon and Dave welcomed into the world their beloved son, Jack Masters. Dave was a doting father who was never afraid to help out at home with his parenting duties. He was immensely proud of his son, and they shared many common interests, such as camping, gaming, action movies, go-karting, and working on cars at home. Jack has fond memories of going out in Dave's WB Holden ute, perched in his car seat while belting out 'Working Class Man' by Jimmy Barnes. Jack is currently completing his electrical apprenticeship, which is something that his father is immensely proud of.

Dave had a lifelong ambition to join the Queensland Police. In 2010, Dave and Sharon attended a Commonwealth Bank Christmas party, and Dave reconnected with an old school friend, Jimmy McKenzie, who was a serving police officer. After what could only be considered 'two beers', the conversation developed into Dave questioning Jimmy as to how he could join the Police Service. Taking on Jimmy's advice, Dave enrolled in a Justice TAFE course, in which he excelled.

Dave was accepted into the Queensland Police Service Academy at Oxley on 31 January 2011 and graduated in the 26 August Induction Group.

Dave was so proud to serve as a police officer. He looked forward to going to work every day, to make a difference in the community that he served. Dave was a diligent and dedicated police officer, and he lived for the job. As we know, Dave was passionate about horses, and in 2015 he became a full-time member of the Mounted Unit. This was his childhood dream job that had come to be a reality. Dave formed a special bond with his horse Manny.

Dave and Manny became very recognisable in the community, whether it be at the Gympie Muster, Riverfire, Willowbank, or the annual Gold Coast Schoolies event. Dave used to pander to his horse, often visiting the local produce store for horse grooming products, equipment, and the occasional treat.

Tragically, Manny was kicked in the leg by another horse. Despite the best efforts of Dave, his partner Nat, and the vets, Manny was unable to recover from his injuries and had to be put down. This loss devastated Dave. He wanted to commemorate the life of his horse by having him cremated, and keeping some of his mane. Manny's ashes and mane are on Dave's coffin today.

Inseparable police partners, in life and death.

Dave loved his Blue Family, and he was well loved in return.

Sharon, Dave's wife, is devastated in losing the love of her life. Dave was so unique: a down to earth, loving husband who was her rock, her protector, her partner in life. He would do anything for his family, and they were always the centre of his world. Life will never be the same; there was only one Dave.

Dave and his older brother Al were best mates. Al will forever miss the early morning wake up calls or texts when Dave had finished his shift. One PG example reads:

'Well, good bloody morning.

After the night I've had, I can't stop yawning.

I spend all night fixing people's lives.

It feels like the devil stuck his pitchfork in my eyes.

I hope gods touched all the people's hearts, but.... he can stick this morning up his....'

Sharon can attempt to fill that void, but may not be able to match Dave's standards.

The support from the Queensland police, family, friends, and the wider community has been amazing. Stories from the community about Dave, and the way he connected and cared for them, have been heartwarming for Dave's family during this sad time. Sharon would like to thank everyone involved for their overwhelming support.

Dave, it has now been almost two weeks since I learned of your passing. I have been reflecting on our time together, and although it is with a tinge of sadness, it is often with a smile. The memory of your positive attitude and infectious smile and laugh will always bring a little bit of happiness to my day.

I remember approximately 30 years ago, I ventured down to the Gold Coast to volunteer for my first Indy300. Through a series of events, I became a Gate Supervisor on my second day, and was introduced to the two other Gate Supervisors, Steve Rickertt and Dave Masters. We became the 'three amigos' and a very strong friendship formed as we worked together looking after the precinct entries to the circuit.

From that first day I met you, Dave, something just clicked, and we were more than best mates: you treated me as your brother. The following year you invited me to stay with your group, in your accommodation during the event, and from that moment on we were inseparable. I fondly remember our time together at the events, and our nightly 'debrief sessions'. We had many a fun time, both on and off the track.

Throughout this time, I saw the love and loyalty you had for your friends and family, and I was honoured to be part of your motorsport family.

Over the years, our roles progressed, and we eventually became Volunteer Controllers, which saw us look after the entry gates, grandstands, corporate boxes, info-booths ... basically, anything and everything related to the paying public (and helping catch the 'non-paying' ones). Through this time, I saw your love for helping people, be that Indy Management, your fellow volunteers, or more importantly, the general public. You always treated everyone with respect, went out of your way to ensure everyone stayed safe, and that they had the best time at the events.

The things you taught me are too great to mention, and so much of what I continue to do in this role is inspired by you.

There are many times that I can recall that at the slightest hint of needing help, I didn't have to look far, and you were there. You always had my back, and were very protective of our team, and you were even more protective of the public.

I fondly recall one year while you were working at the main entry gate at the southern end of the Indy track, there was a large arch over the walkway welcoming race fans. A huge wind gust dislodged the sign, and you were the first to throw yourself in front of the spectators to make sure no-one was in danger. Unfortunately, you came out second best with a large lump on your head, but to your credit, no spectators were hurt. Thankfully, you were ok, and in your usual form you just brushed it off as a bit of a scratch. From that moment on, all our motorsport family affectionately called you by your new nickname, 'Lumpy'.

After seeing how you 'served and protected' for the nearly 20 years we worked together at Indy, it was no surprise when you told me you were applying for the Queensland Police Service. I remember joking to you that your new job will be stopping people doing those mischievous things we got up to on the Gold Coast!

Seriously though, you had found your true calling, and I continued to be inspired when you told me the stories of your new job, and how you were helping people.

I particularly recall you telling me how you would go to a local school and spend time with all the kids as they were getting on their busses. They all fondly knew you as 'Constable Dave'. You were wanting to show these kids that the police are their friends, and not to be afraid of the uniform. These stories you told me re-enforced the Dave Masters that I knew too well, and how much you cared for your community, and how much you loved your job.

Over the years, I witnessed the devotion you had to 'Shaz', and your excitement when you became a dad to Jack, and hearing year after year the stories of how proud you were of your little man. Sharon and Jack, my heart breaks when I think of how you both must be feeling. As the hurt and sorrow will ease slowly day by day, our fond memories will only grow stronger, as we will continue to remember the many fun times that we all had with Dave during the time we got to spend with him.

He was one of the most genuine, loyal, fun, caring, and determined people I have ever met. You knew where he stood on things, and he left positive impressions on everyone that he knew.

Please take strength in knowing that there are so many people who share your grief, and that we are all better people for having had Dave be a part of our lives.

We all take comfort in knowing that Dave is riding high in the sky on Manny, patrolling the heavens.



# The Masters Family

**IT'S THE UNEXPECTED KNOCK ON THE DOOR THAT EVERY POLICE OFFICER'S FAMILY DREAMS, AND FOR SHARON MASTERS THE MOMENT IS REPEATEDLY REWOUND AND RELIVED IN HER MEMORY: WHEN A TEAM OF OFFICERS DELIVERED HER THE DEVASTATING NEWS THAT HER HUSBAND HAD RECEIVED FATAL INJURIES WHILE ON DUTY.**

It was around 6:30 in the morning on Saturday 26 June. Sharon was asleep but knew Dave was due to finish at six, and they live just four minutes' drive from Deception Bay police station.

'I heard this knocking on the front door and thought that's unusual,' Sharon said. 'Dave has house keys and normally gets home from nightshift and comes in the back door. He grabs a beer and sits on the patio with a cigarette to wind down, but as I walked down the hall I saw shadows through the frosted glass and when I opened the door our life went to hell. I hoped they were telling me he was injured and in hospital, but no.'

Understandably, Sharon cannot hold back the tears with the memory.

Dabbing at her face with a tissue, she continues.

'We've been through boxes of these over the past few days,' she says, but steadies herself. 'Being a police officer's wife, you know the risks. When I heard how he'd

been killed, it's been over and over in my mind: please tell me he didn't do something that wasn't operationally or procedurally right. I can't believe he would've done something that wasn't in the book. He did everything by the book. I know in my heart he would've done everything right.'

It's clear Dave Masters wanted to do things right in every aspect of his life, even down to his courtship of Sharon. In 1987 he was a 19-year-old apprentice and Sharon was on work experience in the administration section at a local car dealership. She was 15. Sharon saw him first as he stretched over the bonnet of a customer's car in his overalls. Dave didn't know she had been sneaking peeks at him, but later saw her walking home and mentioned it to the office ladies the next day. He realised they must have lived close to each other and offered to do the chivalrous thing, driving Sharon to and from the dealership each day.

'After my work experience finished we didn't see each other for two months,' Sharon said. 'I later dropped into the dealership on my way home from school and one of



Sharon and Jack treasure their photo memories of Dave.

the office girls said Dave had asked about me but wanted to follow the "rules". When I said he could ring me he followed up and next thing we went to Pizza Hut for dinner at Margate. Then it was off to meet his parents and that was it; we were inseparable from that moment on. We did everything together. We wanted more kids after Jack but it just didn't happen.'

What did change was Dave's career path. Although sought out by many dealerships due to his mechanical knowledge and ability to problem solve issues not always in a maker's manual, he became fed up with life on the tools and studied Justice Administration at TAFE before applying to join the police. The call that he'd been accepted came through as Sharon and Dave strolled through North Lakes shopping centre. What stunned him most was the opportunity to start the following week after another candidate had dropped out.



*Dave was known as a perfectionist as a mechanic. He could solve problems others couldn't diagnose.*



*Love blossomed for the young mechanic and his Redcliffe High School girlfriend.*



*Dave and Sharon never wanted to be apart for more than a few hours.*



*Sharon says Dave was the most loyal friend she ever had.*



*Wedding day bliss.*



*Graduation Day with the family.*

Their son Jack laughs talking about his Dad's response to the news he was starting at the Academy.

'He reacted like a little school girl,' Jack said. 'He got that excited and rang just about every single one of his mates to tell them. He later cried at his graduation. He was so happy, and to top it off it was my 12th birthday.'

At the Academy Dave was in squad 491 and lived by their motto, 'One in, all in'. He was the unofficial morale officer and was recipient of the Community Service Award for class 1/2011. The award proudly hangs in the family's lounge room alongside his graduation photo. It's been there since he received it, a symbol of his affection for a job he loved and that became a major piece of his life.

Dave's brother Al is 14 years older and believes Dave found his calling as a police officer.

'He was a perfectionist,' Al said. 'His view was if you did it once you did it right: there was no second go at it. He would text me constantly, telling me about some of the tough things that happened during his shifts. He recently rang me and said for seven nights straight he'd been in

a wrestling match with people he was trying to help at different locations. It made him cranky but he never let them know that. He just wanted to get the best outcome for everyone involved.'



*Swearing his oath was the most serious Sharon and Jack had seen Dave.*





Dave's sister Genie and his brother Al were at the graduation. Al checked himself out of hospital to be there.



Always up for a joke and a laugh at the Academy.



Squad 491 Oxley Academy 2011.



Dave rapidly made lifelong friendships with his Academy classmates.



*Dave's Community Service Award and Graduation photo have hung proudly in the family lounge room since he was presented with them by former Police Commissioner Bob Atkinson.*



*Balloons and flowers left by local residents at the roadside where Dave was killed.*

After Dave was killed, a woman sent a message to the Masters family about the last job he attended before he was struck. Dave had responded to an incident with the woman's daughter, who was suffering mental health issues. She and her daughter had been impressed with his professionalism and the care he showed. After they realised it was Dave who had been killed, the woman was compelled to reach out.

'My daughter was really devastated,' she said. 'He was so kind and caring that he took the time to help her, and then he left them to respond to that next fateful job.'

In the weeks following Dave's death, the Masters's home was full of floral tributes. There were almost too many to count, from friends, family, workmates, and even a few strangers to Sharon and Jack who had contact with Dave on the job.

One of the largest bunches of lillies was sent by a man who revealed he had been recently suffering a serious mental health episode. He wanted to say sorry because Dave had been really kind to him when he was thinking of harming himself. Dave had talked him down from an overpass on the Bruce Highway.

Sharon says Dave never sought recognition but revelled in the fact he did make a difference.

'Dave lived for the job,' she said. 'He was so dedicated to it: not just to the community, but also the people he worked with. If he knew someone was going through a hard time

he'd be out on the patio talking them through it; he spent hours on the phone making sure everyone was okay. He was everyone's mate. I've been touched by the contact we've had from all over Queensland. I now realise how loved Dave was by his police mates. He used to say, "They love the Dave", and it's clear now that so many people knew his thumbs up and jokes.'

Much of that recognition stems from Dave's work with the Mounted Unit. He travelled to all parts of the state with the horses and was often part of the policing presence at festivals and events. Initially, the opportunity to work at the Mounted Unit was part time, but when a full time position came up it was like he'd struck gold. Dave was able to ride a horse from the age of four, often without a saddle or bridle. For Dave Masters, riding was a natural gift.

On Friday nights and weekends, Dave would often patrol Brisbane's CBD and Fortitude Valley.

'I think Dave may have been the only person who has done a Code 2 pursuit in the Brisbane mall on horseback,' Sharon said. 'He was responding to a fight outside a pub. Another night someone threw an ashtray from a pub balcony and it narrowly missed the back of his horse. It did spook his mount. He later stormed into the pub, demanded to see the CCTV, identified the bloke and his mates, and charged them. Dave was okay with the tough stuff, but man oh man, don't mess with his horse.'

The commitment to the Mounted Unit meant a two-hour commute from home to the stables each day, but he



believed it was a simple sacrifice to do the job he loved. Many people have since posted tributes to Dave online, marvelling at the fact that he spent so much time with them while he was on patrol, allowing their children to pat his horse and ask questions.

Not content with only working with horses, Dave asked Sharon if they could have a horse at home on their block. The answer was a firm 'no'. He offered a compromise and instead asked if they could get a miniature horse. Sharon said it was one of the few arguments he lost.

'He just loved horses,' she said. 'I've seen him approach wild horses and then a few minutes later he was up on their back, no reins, bridle, or saddle, and he was grinning ear to ear ... the brumbies also loved "the Dave".'

The quiet reflection on Dave's horse taming is broken by the sound of another text message of condolence coming through. The text reminds Sharon about Dave's phone. A week after he was killed, Sharon, Jack, Al, and his wife Liz were at the kitchen table sharing stories when Dave's phone alarm sounded. The sudden burst of noise was spooky; the alarm had activated at the same time Dave had set to get up and prepare for what would be his last shift. It was 8 o'clock: an hour to get ready and be at the station, and an hour before he was due to start.



*Lillies from a man Dave talked down off a bridge.*



Horses were Dave's obsession.

Their son Jack remembers that last night well.

'Dad made us mashed potato and rissoles that last night,' he said. 'I didn't eat it; I wasn't hungry. Dad threw a pretend tantrum saying that's the last meal he would cook us.'

'I look back and I can see a lot of mannerisms and sayings that I've inherited or pinched from him. I'm happy they are not going to leave me. They're embedded in me now. It's all the life goals and milestones that he won't be here for that are going to hurt. Last year I couldn't have a 21st birthday party due to Covid and we were going to have a makeup party this year on my 22nd birthday ...'

Jack had also talked to Dave about joining the police. He hasn't veered from the goal, but he won't be rushing to sign up.

'I'm due to finish my electrical apprenticeship soon,' he said. 'I've been thinking I will stay with it for a few years before I start applying. Dad always told me you need life experience to be a good cop. He always drilled it into me. The people you encounter will respect maturity.'

Dave's brother Al knows his nephew was definitely loved.

'Dave never stopped talking about Jacko,' he said. 'He was proud as punch. He was hoping that Jack would join us on a trip one day overseas. Before Covid we managed to travel: strangely, we did it because I was having a pretty bad patch of health and it wasn't looking good for me. So Dave and I and our wives headed off, and everywhere we went, Dave would either say, "We've got wif: I better ring Jack back at home and tell him what we've been doing", or, "How good will it be when Jack can join us?" Only a few weeks ago I was really sick: we didn't think I was going to make it. Dave was supposed to be doing my eulogy. We talked about what to say less than a month ago. Now he's the one we are talking about, and that's what is hurting so much.'



The Masters house was so full of flowers and tributes they were stacked on trestle tables in almost every room.

The Masters family aren't weighed down thinking about themselves. They are worried about the impact Dave's death is having on others. Sharon wanted a clear message to go out to the entire Police Service.

'To all the police who worked on the investigation: thank you,' she said. 'It was such a relief when the final person was arrested and charged, because all those officers who were working around the clock could go home to their families. Thank God they can rest. I knew the effort they put in and what they were sacrificing. When the arrests came we could just focus on Dave. We didn't have another layer of concern to worry about.'

Al quickly follows up Sharon's words.

'Just live for every day,' he said. 'You cannot tell a person enough that you love them before they go to work.'

Jack wanted to let the children of police officers know: 'Make as many memories as you can.'

In the weeks after Dave's death, Sharon has been overwhelmed by the number of police who haven't always known what to say, but have offered a teary embrace.

'My last words after I hug them are, "Be safe. Never go to work complacent." I don't want another family to ever go through this.'



Dave's sister Genie Graham, brother Al Willcox, and his wife Liz feel blessed that Dave had another strong family in blue.



*The thumbs up prankster.*



*Celebrations for Jack's 21st were minimal due to Covid, but they were planning a double celebration on Jack's birthday this year.*



*Dave, Sharon, Liz, and Al on holiday overseas. They made sure the locals knew they were from Australia.*

# Farewell to a gentle man

**OUTSIDE DECEPTION BAY STATION, THE FOOTPATH AND GARDENS ARE LINED WITH FLOWERS AND PERSONAL TRIBUTES TO SENIOR CONSTABLE DAVE MASTERS.**

It started only a few minutes after his death was announced on breakfast radio news bulletins. Local residents started with simple bouquets from a supermarket, but as the days of mourning continued, the tributes became more intricate: helium balloons replaced every few days, potted plants, photos, and handwritten cards.

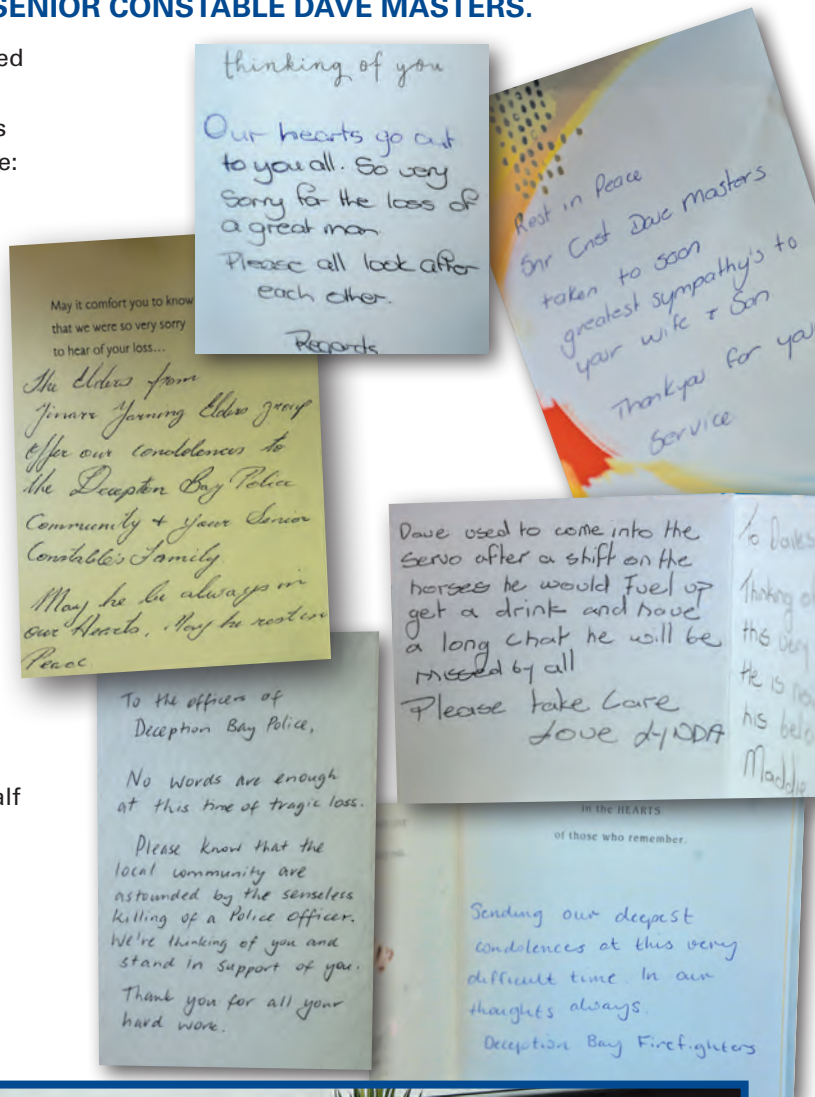
Some of the messages were simple: 'God bless you Sir', 'taken way too early, rest with the angels', 'we are so very sorry, thinking of you at this time.' A lot of the sympathy cards were directed towards the staff of Deception Bay station: 'Our condolences on the loss of Senior Constable David Masters. Words will not do justice to reduce the pain you all must feel', 'I extend to you my deepest sympathy and condolences to you all for what you are all going through'.

Many of those attending the station were on the verge of tears as they paused at the makeshift memorial and read some of the messages.

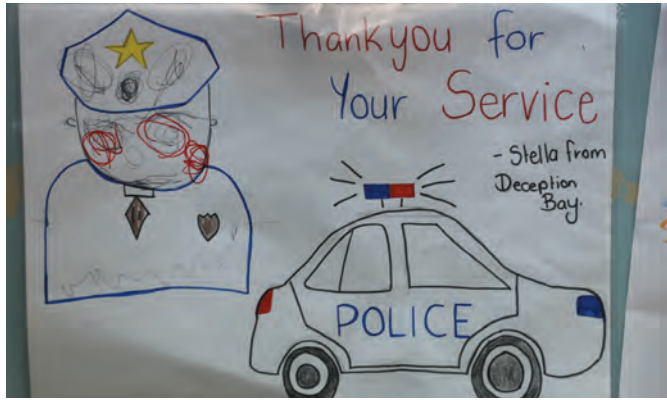
Deception Bay resident Christine Howitt said, 'When someone serves their community and country it's absolutely important I come and pay my respects on behalf of my family'.

Many of the well-wishers brought small children along to see the photos of Senior Constable Masters and to help them understand why so many people were upset.

Some of the cards and notes were from people who had never met Dave. Others were direct from the heart,



The bouquets and tributes rapidly covered the gardens around the flag pole at Deception Bay station.



Some of the latest cards, notes, and tributes for Dave Masters pinned to the notice board at Deception Bay station.



Constable Peter Chang Chien admires the artwork sent to Deception Bay police by students at Bay Explorers Early Learning Facility.



The handprints were assembled by teachers who could tell the death of Senior Constable Masters was a significant emotional event in the children's lives.



Deception Bay staff have assembled a collection of personal photos of Dave to create a tribute wall in their day room.



The card is noticed by every officer as they walk out to begin their shift and when they return to the station ready to go home.





AO Christine Bates with one of the stress bears a lady made for every staff member at Deception Bay station to help them cope with Dave's loss.

The Deception Bay Aboriginal Community hand delivered one of the largest cards in the collection and the message was handwritten and clear: 'The elders group offer our condolences to the Deception Bay police community and your Senior Constable's family. May he be always in our hearts. May he rest in peace'.

The cards are all being preserved and will be given to the Masters family.

The station's day room notice board is covered in cards, drawings, and photographs.

One wall is covered in handprints produced by pre-schoolers at the Bay Explorers Early Learning facility, who

**“At the counter, people would often come in and ask for Dave. They had dealt with him at some point and always thought he was fair and really good to deal with.”**

revealing how Dave had helped them, or highlighting the level of respect he carried in the community: 'Dave used to come into the servo after a shift on the horses, fuel up, get a drink, and have a long chat, he will be missed by all', 'Dave thanks for keeping us and all the animals safe'.



Snr Const Peter Ridgway will miss his regular shift partner and believes it will take everyone at Deception Bay station to fill the void of their unofficial morale officer.

sent the paintings with a handmade card offering love and hugs to the police. Constable Peter Chang Chien said he cannot pass by the artwork without stopping each time and re-reading the card.

'This has moved the whole District, not just us,' he said. 'The death of a police officer touches everyone. A police officer is something kids want to aspire to, a public role model, and when you lose something like that it's on an astronomical scale. It touches even the youngest of children.

Divisional Administration Officer Christine Bates proudly holds up a handmade stress bear and says a local lady made one for every person who works at Deception Bay station.

'It's like an adult version of a trauma teddy,' she says. 'They are soft and spongy: perfect for keeping your hands busy, throwing across the room in frustration, or soaking up tears. The officers here loved Dave Masters, but so did the "clients". Many of them have been in to tell us how sorry they are about his death. At the counter, people would often come in and ask for Dave. They had dealt with him at some point and always thought he was fair and really good to deal with. They asked for him even if they knew it would probably mean they ended up arrested by him. They formed a bond and they realised he was trying to often help them and they respected him for it.

**“Dave would drop his favourite line—'You know, you're sexy when you're cranky'—seriously, how could you have a foul attitude after hearing that from a 53-year-old man?”**



Peter and Dave heading out on shift; they're ready for a busy night but still finding time to have a laugh.



Senior Constable Trent Grinditch said every day the memorial became larger outside the station and it was nice to see the community were thinking about Dave's death.

'We have lost a gentle man,' she continues. 'A gentle officer. A great police officer. I think everybody is cranky that he has gone and at the way that he died. He deserved better than that. He was one of the kindest officers that I've ever come across; he was always caring for you, looking out for you. Whoever he was partnered with, he would always make sure they were safe: often more than what he was. He was a kind officer and we've lost a beautiful soul.'

and you'd be run off your feet, but the other thing you knew was you were going to have a ball together,' Snr Const Ridgway says. 'There was always lots of laughs, and lots of love and kindness. Each shift was special because we were busy but we had a great time doing it. He never shirked a job; he would happily go and do every job even if it was in another Division, because his view was people need us to go and see them and sort out whatever their issue was.'

**"We've all bonded together in our grief, but the perfect person to pick up the morale to get us all back laughing and happy would've been Dave."**

In one of those rostering quirks that sometimes happen at a station, Senior Constable Masters seemed to regularly be partnered up with the same officer: Senior Constable Peter Ridgway. They believed they were a formidable duo, and Pete says there was something special when they teamed up.

'The one thing you knew with Dave was he was the biggest s##t magnet in the Bay. You knew it was going to be busy



Constable Zack Aegius says the strong community support and assistance from the QPU has helped with the shock of losing a good police officer.



Senior Constable Matt McIver worked with Dave on a lot of night shifts over the past two years. He says his wife never met Dave but she felt like she knew him and his death has taken an emotional toll on her as well.



*Dave using a bit of horse hair to give his mates a laugh.*

## **“Every copper he met felt like they were mates with Dave. He really was everyone’s mate.”**

He was keen as mustard and if anyone was angry they wouldn't be for long because Dave would drop his favourite line—‘You know, you're sexy when you're cranky’—seriously, how could you have a foul attitude after hearing that from a 53-year-old man?

‘He never realised how good a bloke he was,’ Snr Const Ridgway says. ‘He told his brother recently that he didn't think he had many friends, but that couldn't be further from the truth. I wish he could've seen this response; he'd be chuffed. The irony is we are all hurting here at D'Bay. We've all bonded together in our grief, but the perfect person to pick up the morale to get us all back laughing and happy would've been Dave. No-one has a bad word to say about him. It's a tragic circumstance, but it's not like people are coming out and making stuff up as a tribute. This is all genuine; we all witnessed it.’

On the night he died, Dave was working with Constable Zack Aegius. The young Constable had only been at Deception Bay for three months and was still learning the



*Sergeant Glen McDonald and Acting Sergeant Damien Douglas knew Dave copped a ribbing about all the extra hours he put in, but it was all part of his work ethic.*

## **“He was the person that if you were raising a young boy you would like him to emulate.”**

area and its people. Zack said as an older Senior Constable, Dave went out of his way to make him feel welcome.

‘I learned very quickly Dave was the character of the station, always with a big smile,’ Constable Aegius says. ‘He welcomed me straight away, which was nice, and he immediately started including me in the banter, jokes, and pranks. It's just a shame it takes a tragedy for police here to see this support from the public. It's been overwhelming, the support the station and I have received. Because of Dave we are all feeling the love and support of the Deception Bay community, which is really good to see.’

Constable Aegius says the events of that night are unforgettable.

‘It's such a shock,’ he says. ‘I've only been here a short time but the support I've received is so good. The Union has helped me deal with it and assisted me, but in the days after the incident my phone was intense: it didn't stop ringing, from people I went through the Academy with to officers sending messages to me from all over the state. It was really good, but at the same time overwhelming.’

When Deception Bay officers returned to patrol duties in the days after Dave's death, the community didn't hold back in showing their emotions, either.

‘We don't see the best of society most of the time,’ Senior Constable Trent Grimditch said. ‘But everyone has rallied around us and members of the public are coming up to us and speaking very openly with us. The people we are dealing with are upset about Dave. They've had help from Dave in the past and he often went above and beyond to achieve a result. His death really has affected them as well.’

In day room discussions since Dave's death, it's become a common theme to remember how Dave would always go that little bit further to assist people who called on police, and also in helping out those he worked with.

Senior Constable Matt McIver said, 'Dave was always willing to help everyone else and often to his own detriment, to be honest. He'd spend a lot of his own time trying to help everyone out, no matter what the job was

'You knew regardless of the job, Dave would do it well without the need for supervision that some people might need,' he said. 'I put that down to his maturity and life experience: he was a worker. When someone passes, lots of people say nice things about them, but I don't know if there was more of a gentleman out there than Dave Masters. If you looked up gentleman in the dictionary, there would be a picture of Dave there: polite, respectful, kind. He was the person that if you were raising a young boy you would like him to emulate.'

That picture of Dave in the dictionary would probably have him smiling with his thumb up. It became his signature move for photos. One moment his mates wish they did capture occurred just a few weeks before his death. During his shift, his reading glasses broke and he didn't have a spare. Using his powers to improvise, Dave manipulated the lens and frame to create a monocle. He spent the rest of his shift walking around the office like a war time comedy figure reading his Qlite and reports through one eye.

The current Acting OIC at Deception Bay, Senior Sergeant Jason Higgs, said Dave drew people in, and that his personality was an incredible asset that will be a big loss.

'Dave Masters was genuine,' he said. 'What you got from him was the real Dave. There was no façade: a true, genuine person. He would have engaging conversations everyday with people around the station, from the cleaner to traffic branch. There were no rough edges with Dave, and the outpouring of emotion we've had from police across the state asking if there is anything they can do for the staff here is unbelievable because every copper he met felt like they were mates with Dave. He was such a

## **"Dave Masters was genuine. What you got from him was the real Dave."**

or if it caused a disruption to his personal time. He was just happy to help people out. He was the Adopt-a-Cop at some local schools and would always be available to them. He was a shining light at our station, always with a smile and an ability to brighten everyone's day, no matter how difficult the day was.'

Sergeant Glen McDonald believes Dave's working life as a mechanic before he joined the QPS was a key part of his personality.

'Dave could relate to people from all walks of life,' he said. 'He'd listen to the "client" and come up with a good result because he was also a good communicator. His attitude was what people these days call 'old school': he worked

## **"At such a distressing time, Sharon thought of others and asked about the welfare of everybody at the station, Dave's blue family."**

hard and played hard. An all-round good guy. He was great to have a beer with, and he never complained.'

That sentiment was echoed by Acting Sergeant Damien Douglas.

'Dave was looked on as one of the crew, never an older man,' he said. 'His reputation was if he was doing a job it would be done correctly. That meant it could take a bit longer, but that's because he was giving it 100% every time: there was no cutting corners. He was here, no kidding, an hour before his scheduled start time, every time, and often an hour or so past the end of his shift to tidy his paperwork so he had a headstart before the start of his next shift. That was his work ethic, and often that appeared foreign to some of the younger people. His work ethic was second to none.'

Handing out jobs can sometimes be tough for a Sergeant, but Damien fondly remembers enthusiasm was never an issue for Dave.

nice person. He really was everyone's mate; that's how he always came across.'

It's been a harrowing experience for Higgsy. As the OIC he has had to try and keep the staff from breaking down, but he was also part of the team that went to the Masters home after the incident to tell them of his death.

'There's no script or manual for this type of thing,' he said. 'I've done 20 years in the job and that was the toughest day of my career, to inform Dave's family of his death. That is something that will live with me forever. During all her grief, Dave's wife Sharon said, "Are you Higgsy?" We had never met but she told me Dave had said what a great boss I was and how nice it was to have me around the station to work with. For me, that broke me, but it also gave me incredible strength: at such a distressing time for Sharon to think of others and ask about the welfare of everybody at the station, Dave's blue family. It's been a tough time staying strong.'



*Deception Bay Acting OIC Senior Sergeant Jason Higgs will never forget having to tell the Masters family that Dave suffered fatal injuries.*

To help the healing process, people often throw out statements trying to convince others who are distressed that there's always a positive in a tragedy. But here, it's just too hard to see through the grief. Senior Sergeant Higgs said he's still unable to see any clarity from losing Dave.

'I cannot see a positive,' he said. 'There's a lot of questions about why this occurred and how it could've occurred to such a nice bloke, but we also have been saying if it wasn't Dave, who would it have been? We are in the business of running in when everyone else is running out of the way. The only reason this has occurred is because you have a dedicated officer who was committed to his job trying to serve the community the best way he knew how, and we all believe he's a hero for doing that.'





*Dave Masters showing his trademark thumbs up pose.*

# Workplace Photographs

AT 1215 HOURS ON FRIDAY 9 JULY, AS DAVE'S FUNERAL WAS ABOUT TO BEGIN, POLICE OFFICERS AROUND THE STATE AND COUNTRY PAUSED TO PAY THEIR RESPECTS. FLAGS WERE LOWERED TO HALF MAST, HONOUR GUARDS FORMED, AND A MINUTE'S SILENCE WAS HELD. QUEENSLAND OFFICERS WERE ENCOURAGED TO POST PHOTOGRAPHS TO THE WORKPLACE PLATFORM IN A SIGN OF UNITY. THIS SELECTION OF THOSE PHOTOGRAPHS DEPICT JUST SOME OF THE OFFICERS WHO HONOURED DAVE AND HIS SACRIFICE, AND SHOWS THE IMPACT HIS DEATH HAD RIGHT ACROSS THE STATE.



Aurukun police station.



Beenleigh police station.



Brisbane City police station.



Broadbeach police station.



Bundaberg police station.



Coen police station.



Coolangatta police station.



SERT Cairns.



Gladstone police station.



SERT Cairns.



Gold Coast Hotel.





Education and Training.



Headquarters Brisbane.



Education and Training.



Ipswich District.

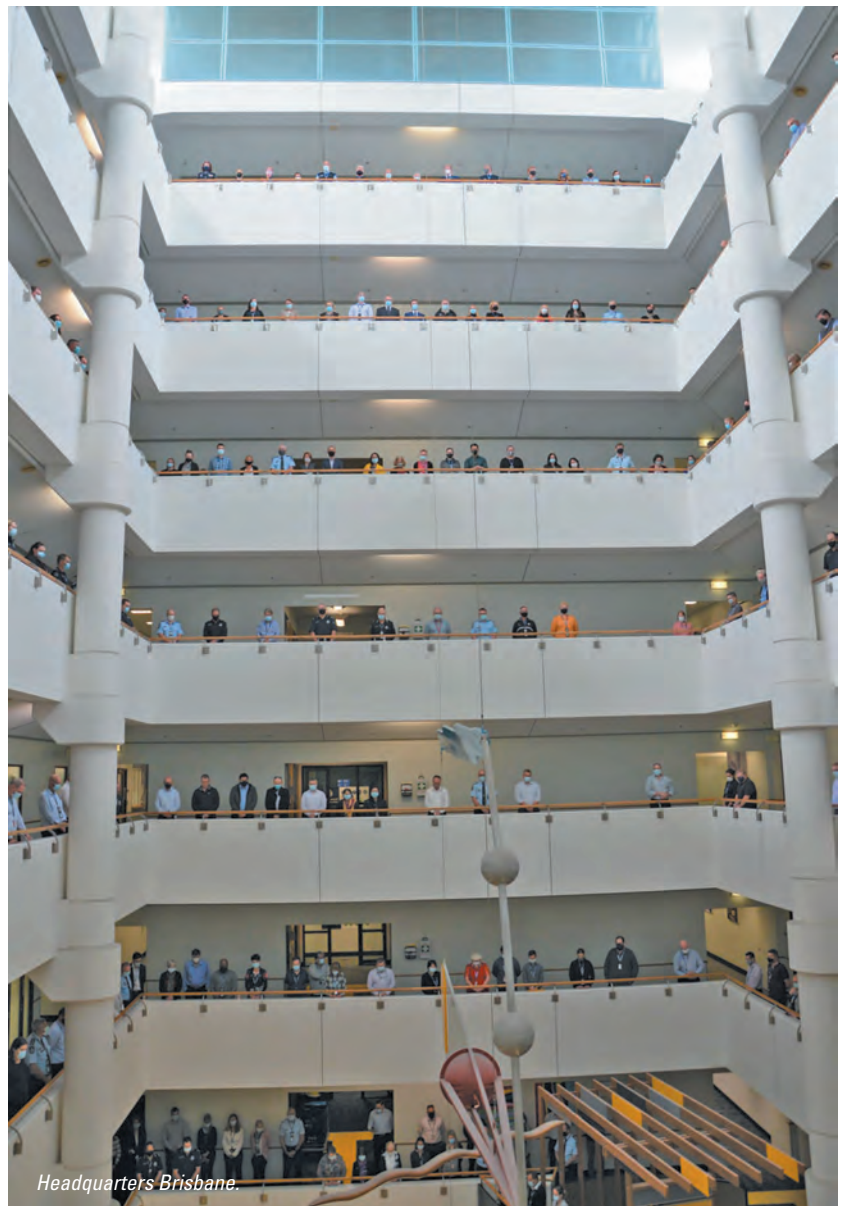


Kuranda Police Station

Kuranda police station.



Kowanyama police station.



Headquarters Brisbane.



Mt Isa.





Mount Ommaney police station.



Legal Division, OCC, RPRSC, SAP 1.



PSRT Brisbane.

29765

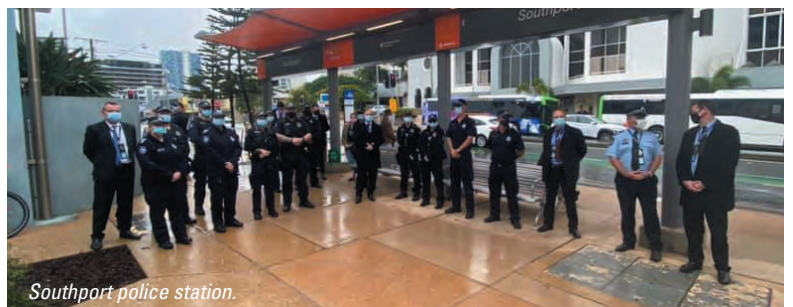
STEADFAST TO THE LAST



Palm Beach police station.



Sandgate police station.



Southport police station.



Queensland Police Pipes & Drums.



Southport police station.



Springwood police station.



Surfers Paradise police station.



Surfers Paradise police station.



Upper Ross Police Facility.



Townsville Crime Prevention and Disruption Patrol Group.



# In honour of Senior Constable David MASTERS



Thursday Island Police.

Thursday Island Division



Toowoomba police station.



Toowoomba police station.



Warwick station.



Toowoomba police station.



# Online tributes

**THE ONLINE OUTPOURING OF GRIEF FOR SENIOR CONSTABLE DAVE MASTERS WAS SPONTANEOUS, GENUINE, AND OVERWHELMING, WITH MESSAGES FROM THE MORETON BAY DISTRICT, QUEENSLAND, THROUGHOUT AUSTRALIA, AND AROUND THE WORLD FLOODING MANY DIFFERENT FORUMS.**

Thousands of people took to their keyboards to send messages of respect and thanks for Dave's service, and to offer their heartfelt condolences and support to Dave's family, colleagues, and the Queensland Police Service. It is with great gratitude these messages are read; they show the impact of Dave's service and sacrifice, and allow us all to unite in our grief. We share some of the messages here.



## SENIOR CONSTABLE DAVID MASTERS 12-09-1967 ~ 26-06-2021

### Russell Crawford

Will be missed by all. Thank you Dave for your service. Enjoyed working with you

### Hayley Marijke

Rest In Peace David. My heart is breaking for your family!! 💔

### Daniel Robb

Awful news - sincerest thoughts and prayers for the family and the QPS. 😞

### Michael Earel

RIP to one of the best fellas I had the privilege of knowing

### Sharon Wernowski

**Michael Earel** seriously was the most kind hearted and genuine person I've ever been lucky enough to have met and called a friend. May you RIP Davey. My heart goes out to Shazz and Jack

### Michael Earel

**Sharon Wernowski** - couldn't agree more! Another tragic and unnecessary loss of a remarkable person

### Rosalie Watt

I offer sympathy and prayers of support to David's wife and son, also to each and everyone in the Police family. I know how much you all value one another. May you find strength in support of each other and God bless you.

### Heidi Marhin

Heartbreaking for his family, friends, colleagues and his community. So sorry for your loss. There are no words. Rip Dave. Thoughts and love being sent to everyone who is missing him. This isn't fair 😞

### Darren Cash

Sad that the premier can allow 20 thousand plus to cram into a stadium with no COVID restrictions being social distancing etc... But we can't have more than 100 to farewell a colleague. Double standards yet again...

### Dean Bradley

We almost didn't have this solution to honor Dave. I believe the majority of members in Moreton are understanding of this solution. I'm choosing not to be outraged at this time and Friday I'll be honoring Dave's memory and his service to the community 💙

### Lea Bowden

Condolences to his family. Senseless death caused by stupidity on the stolen vehicles driver

### Susie Annabelle

I'm so, so sorry Sharon and Jack for losing your wonderful husband and dad. Here for you both. Brett will welcome you and take care of you up there, Dave. RIP. 💙 Susie Forte

### Robin Parsons

My sincere condolences to the family and friends of David Masters and so sorry this has happened to you ❤️❤️😞

### Bec Foxtrot

Im going to miss you mate. Heart felt condolences to Sharon and Jack. Such a senseless loss 💙

### Keiron Hayes

U will be missed mate my heart goes out to your family . RIP DAVE

### Lisa Marie Hartnett

Devastating news his fam friends & for anyone connected to David ❤️ and also the general public who also mourn a man in blue protecting you me and the community just doing a days work and is on the end of a tragic outcome that we all wish never had to happen. 😞

### Megan Schmidt

Absolutely devastating, we were detoured around the accident this morning, just after it happened and witnessed a very sad scene. ❤️ we send all our Love and strength to all family and friends. Sending our upper most respect and love to all the emergency services that were there this morning and also those who look after and take care of our communities everyday 🙏

### Melissa Bridgens

No words - What absolute legend !!!! May he Rest In Peace xxx

### Sharonne Abel

**Melissa Bridgens** just devastating for his family friends and qps family in our community it's so hard to express how upsetting it is that this happened and it is just so unneeded ..... these stolen vehicles thefts MUST have the judicial system actually impose far stronger penalties

### Nicole Jones

Absolutely devastating 😞😞😞. Rest peacefully David. Sending my thoughts and love to the family 💙❤️💙

### Veronica Mortimer

What a disgrace! Dave was an amazing man, an incredible police officer, a wonderful friend, a dedicated husband and a loving father, who has lost his life trying to protect the people of Queensland and we can only have 100 at his funeral to farewell him, yet the state can have 52000 side by side with no masks on for a state of origin game??

### Daniel O'Keefe

Wow....what a great tribute to a fallen officer 🙏

**Dan Purdie MP**

A very sad day.

Donation

**Mark Payne**

**Dan Purdie MP**

Mate put a case up for life means life if you injure or kill any emergency services please

**Alan Wilkinson**

RIP mate. You're a legend. Thank you

Our laws and sentencing need to dramatically change to stop our crime getting outta control

**Kevin Rudd**

What a terrible loss. Such a young man. And the impact on his family. All in the line of duty. My condolences to his family and his colleagues from the thin blue line. Kevin Rudd

**Kylee Cushing**

So devastating! I'm sure I used to look after Jack when he was at kindy

Sincere condolences to the family

**Michelle Black**

So sad, our heartfelt condolences to his family and our thanks for the Police who serve to protect us each day in their daily work. What sort of human could do such a thing, it's beyond comprehension.

**Mark Cartwright**

very well organised, allowing the Guard of Honour, to be at the sports ground, allowing for social distancing, and pleased to see police from all over showing the greatest of respect, and the TV coverage was great.

**Heidi Marhin**

Donated with hugs and love..Thoughts with his family, friends and colleagues. Thanks to all the boys and girls in blue. May you all find strength as you pull together in remembrance for Dave.

**Heidi Marhin**

Queensland Police Union Of Employees Thanks for setting this for their family..giving QPS families like ours the chance to be there for other QPS families in their time if need x

**Sheree Evans**

As a former police wife, this was always on my mind when my husband went to work. My love and thoughts go to Dave's family. Thanks, Dave for your dedicated service. X

**Ruthie Su**

Beautiful service QPS watched from WA - heartfelt condolences to the Masters family and the QPS family. I am a great niece (my maternal side) of a long serving QPS Senior Sergeant DA Spiller and I respect all of you immensely having grown up with my uncle serving and have the utmost admiration for the service to the community you carry out. Sleep peacefully Dave you'll be driving those Holden precision cars always

**Greg Costello**

Such a beautiful and touching service . So so tragic to be saying goodbye to an outstanding human being. May you Rest In Peace Sir . Condolences to Sharon and Jack and family

**Todd O'Rourke**

Watched the service and found a second use for my mask and that was to wipe away the tears for an officer that was well respected, remembered and loved.

As a former staff member of QPS my thoughts are with all QPS Sworn, ExSworn and Unsworn Staff at these times. Stay Safe, Stay Strong.

**Geoff Edis**

I am a retired police officer from Devon & Cornwall Constabulary UK. We still feel the loss as he was one from a world wide family. Thoughts and prayers are with his family, friends and colleagues.

**Trish Stuart**

Rip may God hold you in the palm of his hands with all fallen police and my police daughter from qld with you ...respected and love you all ...love and hugs to your family .

**Catherine English**

The rain cleared literally the minute we walked out to honour Dave

**Suzie Claridge**

so sad to see u gone this way David . A man who was doing his job and his life taken by this way . Justice be done and plz do something to avoid this . Rest in peace David . U will be always remembered and my prayers and love goes to his wife , son and friends, family and his work staffs .

**Julie Beake**

Thank you for your service. Thank you to all first responders who face terrible situations, see such terrible things and risk their own lives to keep us safe. No matter what job you do, your family should expect to see you home safely every time you finish work. RIP officer

**Annie Jones**

Murdered in the line of duty. Condolences to all who knew Senior Constable Dave Masters.

**Day V Phillips**

At least you got my good side it was an honour to stand in the rain and show our respect... RIP s/c Dave Masters

**Tony Ellard**

Its such a shame this happened. This isn't who we are as a country, he deserved better than this.

**Chrissie Gurtz**

Condolences to Sharon and Jack. The service and seeing Dave's love for life was inspiring.

Today a sat in silence for a man I did not know. I watched your funeral televised and tears they sure did flow.

A man in which pictures circulated of the fun larkin you are known. Pictures which tell a story of your life we were proudly shown.

A man who loved and was loved so much, this was obvious within the room. A man who was loved and loved so much, who was taken far to soon.

Your wife Sharon, son Jack, family and friends, gathered in your name. Described as a Larkin with love for life, your memories will always remain.

May you reunite with Manny and ride high my blue brother.. may your family find comfort in each other.

Forever your blue family.

Heaven has another hero.

**Da-Na Russo**

your feelings and thoughts I shared, with sadness and sorrow felt, our blue family tears melt, when the sun was sent for all to know "the Dave"'s friends are there for a beer, to remember him & cheer!!! RIP SC DAVID MASTERS & PH MANNY







**Colleen Morris**

You touched many lives Senior Constable David Masters. I remember an event that you were there a little girl in a wheel chair wanted to pat your horse, but she was scared because it looked so big you sitting on top. You dismounted and gently led your horse to her I remember the look of pure joy and happiness she had watching and listening to her parents as they told her story broke my heart. But this beautiful man took the time to give this little girl a dream of patting a police horse, this I remember and many pics being taken but you stood patiently letting this little one having memories to keep God Bless you David Masters you served that uniform with dedication and being an all round Bonza Bloke as her dad said to you that day. Deeply saddened to hear this news again thank you for giving little Georgina so many smiles

**Adamz Aiono**

Rest In Peace Officer and thank you for being a Crime Fighter. You and the Queensland Police have my support from New Zealand 🇳🇿💙💙💙💙💙



**Brett Reddell**

To Dave's family I offer my condolences and to Dave thank you for your service and thank you for protecting all of us. Today is not about being sad but celebrating a man who gave his all to protect others. To my friends who are Blue I am always here for you any day or night to talk. God holds you now and allows you to ride and protect. RIP

**Richard Evans**

Its easy to forget the service these wonderful people provide. In the media you are demonised at times...but at a moment in time and in peril...we call on you.. And you always answer.. In honour you serve. And I thank you. . Sad day. But honourable memories ... To his family and loved ones. I thank you for his giving.

**Karl Barrett**

Mint just mint so much respect for the taken brother so many prayers for his family and friends what an awesome send off

**Clare Novena Frost**

Rest in peace Senior Constable David Masters Crossfit Moreton Bay will be doing a WOD in honour of the fallen hero tomorrow at 12pm

**Tally Brew**

Such a moving service. Dave once gave some life advice to a dear friend of mine, as he handed her a fine, she kept that advice close to her heart ever since and he would have been proud to know a simple "cop that cared" helped her get off the ice and live an amazing life. Thank you for your service to the community 💙

**Nic Ole**

I met a Senior Sergeant at the Landsborough Post Office who said he'd just come from the service. He was visibly shaken & commented on the service. My heart broke for him; you can tell they've lost one of their own. My thoughts go out to each & every one of them. RIP Senior Constable. Condolences to his wife & children.

**Sallie Cook**

I'm so glad he got the send off he deserved and all his fellow comrades did a fantastic job honouring him and his service 💙 rest in peace 💙 your a true Aussie hero 💙

**Debbie Dalliston**

**Queensland Police Service** my heart goes out to you all to loose a well respected friend work colleague mate must be hurting big time . I thank each one of you for taking care of us I know sometimes you must think it's a thank less job but myself friends and family from the bottom of our hearts say thank you and are thinking of what you must be

**Dee Maree**

What an amazing fun loving bloke you were Constable Dave! What a huge void you have left in the lives of your beloved wife Sharon and beloved son Jack. Your personality shone brightly as well as the goodness in your heart for your community, your family and your colleagues. As a sister I worry about my brother for the exact reason that your family grieves for you now. God bless you and all serving and ex QPS. 💙🙏

# Mounted Unit

TROOP HORSE GERONIMO STOOD STEADILY AT THE SIDE OF THE MOUNTED UNIT'S EXERCISE ARENA AT MOGGILL. ASTRIDE HIM WAS SENIOR CONSTABLE NATALIE LEWIS-GROFSKI, AND NEXT TO HER WAS SENIOR CONSTABLE KATE BLOMKAMP ASTRIDE TROOP HORSE KARMA.



This Friday, 9th July at 12:15 pm  
We remember Senior Constable David (Dave) Masters  
#WithHonourHeServed #RIPOBIB #4029765

Natalie and Kate both used to work with the Mounted Unit, and were back at Moggill for a training session under circumstances they never could have imagined. They chatted quietly as OIC Senior Sergeant Paul Mason oversaw five members of the Mounted Unit slowly stepping their horses through various sequences in readiness for Dave Masters's funeral the following day. Due to Covid restrictions, these five members and their horses were to take part in the Guard of Honour procession at the Moreton Bay Central Sports Complex adjacent to Traditional Funerals in Burpengary, and Natalie and Kate were to ride outside the funeral home alongside the riderless Troop Horse CJ, to be led by Snr Sgt Mason and retired Sergeant Roy Mientjes.

When Snr Sgt Mason heard the tragic news of Dave's death early on the morning he died, he knew he had to call Natalie and Kate. Dave worked at the Mounted Unit from 2014 – 2019, and he worked closely with both officers during this time.

'I knew their close relationship with Dave and I knew they would want to know, and not hear about it in the media,' Snr Sgt Mason said.

Both officers were devastated, and hoped to be able to attend Dave's funeral. Dave's family requested that the

Mounted Unit form a part of the commemoration, because it was such an important aspect of his policing career. Dave loved his time working with the Mounted Unit: he loved the horses, he loved his colleagues, and he loved interacting with the public. He was a familiar face to many astride his beloved Troop Horse Manny, and there was always time for a chat and for a scratch on the nose for Manny.

In the days following Dave's death, funeral arrangements and Covid restrictions were juggled in the hope that as many horses as possible would be present at the commemorative ceremonies eventually held for Dave. In the end, the Mounted Unit was allocated four spots at Dave's funeral, and both Natalie and Kate were offered the opportunity to return to the unit to ride and pay their respects. Snr Sgt Mason knew retired Sergeant Roy Mientjes also worked closely with Dave, and he subsequently made contact with him during this emotional time. Because retired Sgt Mientjes is not a sworn member of the QPS he could not ride, so Snr Sgt Mason offered him the opportunity to lead the riderless horse with boots placed backwards in the stirrups in honour of Dave.

Under normal circumstances, the Mounted Unit would practice for a week for such a commemoration, because it is important to ensure the horses are steered from an operational mindset to a more ceremonial role. This is

especially so now that the Mounted Unit focuses more on operational capability than on ceremonial events and community engagement exercises.

‘We now do far more operational police work where we use horses as a mode of transport to detect crime and take action against offenders,’ Snr Sgt Mason said. ‘We are trying to drive the unit in a different direction, because the Service needed this unit to be operational. I know the unit was being evaluated during the Service Alignment Program, and our operational focus may have assisted in keeping the unit as part of the QPS.’

Thus it was as important as ever to walk the horses through their paces in readiness for a solemn march, but the timeframe was shortened and the final configuration of the commemorative services was uncertain due to Covid. One of the horses, Troop Horse Popeye, had not worked with a ceremonial lance before, and it was difficult to anticipate the required walking pace for the horses. A death march is ordinarily very slow, because there are often other people walking in the march, but the procession for Dave’s Guard of Honour at the oval did not have anyone on foot: other than the Mounted Unit, cars and motorbikes were used.

At the exercise arena at Moggill the day before Dave’s funeral, the Mounted Unit prepared as best they could. The eight horses were separated into five and three as was to be the configuration the following day, and they formed up in a line. Troop Leader Sergeant Paul Ovreseth, who also worked with Dave, commanded the troop and gave

directions to form an escort. The horses fell into formation. Stable hand Hannah Guise drove a car slowly behind them to simulate their being followed. The horses walked slowly and surely, seeming to sense the solemnity of the occasion. The routine was repeated a number of times until the officers were confident of the procedure.

The day of the funeral dawned very wet, but the Mounted Unit are prepared for every kind of weather, which was fortuitous when the sun came out during the ceremony. The three horses outside the funeral home looked magnificent, and after the service the riderless Troop Horse CJ was poignant as he was slowly led by former Sgt Mientjes and Snr Sgt Mason ahead of Natalie and Kate, who rode with the QPS and Australian flags.

At the oval at the Moreton Bay Central Sports Complex, the five other horses waited in line. When Dave arrived, they immediately fell into formation in front of him; as requested by his family, the horses were as close to Dave as possible in the cortege. The horses walked through the Guard of Honour, which stretched around the entire oval. The grass was soggy, the concrete path narrow, and the bushes overgrown at the edge of the oval. The Pipes and Drums played, the motorbikes idled, and Polair circled overhead. But the horses did not flinch, and the Mounted Unit rode with great dignity. As those assembled looked up to the helicopter in the sky, it was easy to imagine Dave and Troop Horse Manny looking down on the procession, grateful for the honour.



*Traditional Funerals Burpengary  
Riderless Horse (Troop Horse CJ) – Senior Sergeant Paul Mason (OIC Mounted Unit) / Retired Sergeant Roy Mientjes  
Right Marker – Senior Constable Natalie Lewis-Grofski (Troop Horse Geronimo)  
Left Marker – Senior Constable Kate Blomkamp (Troop Horse Karma)*





Moreton Bay Central Sports Complex: Troop Leader – Sergeant Paul Ovreseth (Troop Horse Kokoda); Right Marker – Sergeant Michelle Blaney (Troop Horse Idol); Left Marker – Senior Constable Flo Borgeaud (Troop Horse Popeye); Right Marker – Senior Constable Lauren Fitzjohn (Troop Horse Lance); Left Marker – Senior Constable Ayden Bain (Troop Horse Stormy).



Dave Masters.



Stable hand Hannah Guise, Senior Constable Kate Blomkamp on Karma, and Senior Constable Nat Lewis-Grofski on Geronimo.



Practicing for the funeral at Moggill.



Troop Horses Karma and Geronimo.

# Homicide Squad pledge to 'catch 'em all'

**THE DEATH OF SENIOR CONSTABLE DAVE MASTERS WAS QUICKLY ELEVATED TO A HOMICIDE INVESTIGATION AND THE OFFICERS TASKED WITH FINDING THE ACCUSED KNEW THEY HAD A SPECIAL MISSION. THE LEVEL OF SUPPORT RECEIVED FROM THE ENTIRE POLICE FAMILY ASTONISHED SEASONED INVESTIGATORS.**

Detective Inspector Tim Leadbetter was the Investigation Manager running the Incident Room (IR) initially established at Caboolture police station. In the early hours of the morning, eight Homicide Squad members responded to the scene. Within a few hours they had more than 50 officers knocking on doors looking for the suspects.



*Detective Inspector Tim Leadbetter said the investigation into Dave's death had to honour his life and service.*

lookout for. They were actively trying to assist, especially the RPU officers all along the Bruce Highway. We don't normally see that.'



*Police found evidence where Dave was struck to identify the vehicle and it helped narrow the search for the suspects.*

Police were able to gather some forensic evidence from the scene including car parts, paint, and glass fragments, all elements that assisted to narrow down the vehicle they were seeking. The information available expanded rapidly when investigators asked for public help to locate two

**"The biggest tribute we could pay to Dave Masters was to do a thorough, non-biased investigation and do it without leaving any stones unturned."**

The IR became the hub for all information to be assessed.

'One of the things we kept mentioning in the Investigation Office was the biggest tribute we could pay to Dave Masters was to do a thorough, non-biased investigation and do it without leaving any stones unturned,' Det Insp Leadbetter said. 'That was our commitment to Dave and his family, that we would do that.'

Along with the Homicide Squad, CIB units from Caboolture, Petrie, Boondall, Redcliffe, Logan, and Ipswich joined in, along with Caboolture CPIU, Burpengary Tactical Crime Squad, State Intelligence, Forensic Crash, PSRT, SERT, the Dog Squad, the QPS legal unit, Crimestoppers, Road Policing, and Polair.

'We used every single resource we had between us,' Det Insp Leadbetter said. 'On top of that, the local general duties police were just fantastic. So everyone, whether sworn or unsworn, dropped everything and helped us out.'

'We were getting phone calls direct into the IR from general duties police and road policing officers hundreds of kilometres away, asking for vehicles or people to be on the



*Police at the scene had to contend with intense emotions while processing evidence where Dave was struck.*

**"Everyone, whether sworn or unsworn, dropped everything and helped us out."**

suspects, and anyone who had seen the vehicle before the fatal interaction with Dave on the Bruce Highway at

Burpengary. That's when they really needed the manpower, to assess every reported sighting and potential lead.

'Any calls we made to stations or specialist units to run down inquiries for us were answered promptly and professionally,' Homicide Squad Acting Detective Senior Sergeant Justin Anderson said.

'We had inquiries to do in Ipswich, Logan, and Brisbane, and as soon as we mentioned what job it was people dropped whatever job they were on, did it straight away, and got back to us rapidly.'



Acting Det Snr Sgt Justin Anderson was impressed by the collaborative effort during the investigation and believes they will have a strong brief of evidence to present.

Det Insp Leadbetter said the collegiate approach sped things up.

'It was crucial as far as sightings, and we got a lot of well-meaning calls,' he said. 'If that had taken an excessive amount of time there was a chance the investigation could've taken a different direction. Some of the calls turned out to be false, but to know it wasn't accurate quickly saved resources and hours of planning and waiting around eliminating unknowns.'

The value of CCTV and dashcam footage cannot be understated. Traffic cameras, businesses, and members of the public offered up videos from across multiple suburbs. It rapidly helped form a picture that gave investigators an insight into the suspects' actions.

'Our first inquiry was CCTV because the vehicle had been involved in a number of evades and dangerous driving incidents that night ranging from the northside of Brisbane to Ipswich,' Det Insp Leadbetter said.

'Getting the CCTV early helped us work out how many people were in the car, rough descriptions, and their direction of travel. Every incident was of interest. The vehicle was involved in an evade at Stafford, so our intelligence crew started building profiles of where had

they been beforehand and why were they in Stafford. Were they visiting someone or travelling home?'

By mid-morning on day one, the suspect vehicle had been found burnt out. It became crucial. The discovery helped align intelligence on the suspects. It was then time for a lot of footwork and visiting known associates of the people they were looking for.

It was during this time the IR team were visited by Commissioner Katarina Carroll. Many of the staff had been working hard, hardly stopping for breaks, meals, or rest. Unofficially, the timesheet was thrown out the window. Everyone was invested in tracking down those responsible.

**"You looked alongside you and there were some pretty tough coppers you know and they were in tears."**

One investigator who didn't want to be identified said, 'it was very emotionally charged. You looked alongside you and there were some pretty tough coppers you know and they were in tears. To see the Commissioner there, trying to be professional but highly upset, was a big motivator. It showed us she really understood the human side of what we were feeling.'

Police Minister Mark Ryan also noticed the workload everyone was carrying and arranged a coffee cart for everyone in the IR to use. He covered the cost. It was only a cup of coffee, but it was appreciated by the team who were running on minimal sleep and carrying a burden of grief.



Police collected evidence from the scene where Dave was hit in a methodical, clinical way.

The arrest of the first accused was met with high fives among the team.

'That first arrest was inspirational because we knew the offender was the passenger and just as culpable as the



driver in our eyes,' Det Insp Leadbetter said. 'To get her into custody let us know we were on the right track. It confirmed a lot of the unknowns and motivated not only the investigative team but every police officer in Queensland to find the driver.'

It was then a young Constable from Caboolture who stepped up. He is a junior with less than a year of experience, but he had grown up in the area and knew family members of the main person of interest. Behind the scenes, he joined the team in the IR and talked to family and friends, urging the suspect to surrender. It really added intensity to the efforts being made by investigators who were engaging with dozens of the drivers' associates.

'The pressure we put on the associates and family friends of the second offender was relentless,' Det Insp Leadbetter said. 'We charged a number of associates with criminal matters from possessing drugs to unlawful use of motor vehicles, and on outstanding warrants. The offender mentioned this when she handed herself in; she knew she was running out of places to hide. We forced her to give herself up and that first year Constable played a big part in her surrender.'

*Homicide Squad members Tim Leadbetter, Felicity Dunn, and Tegan McKenzie*



*discuss the process of putting the evidence brief together.*

Detective Senior Constable Felicity Dunn is part of the team producing the brief of evidence.

'I requested to come back from leave early because I knew the volume of work that will be needed to gather everything from the detectives through to our intelligence analysts,' Det Snr Const Dunn said. 'There's probably going to be over 150 statements alone, hundreds of pages of reports, forensics, mechanical reports on the car, scientific data from the incident scene, and hundreds of hours of CCTV to be reviewed and logged.'

Detective Senior Constable Tegan McKenzie will be doing the same thing alongside her.

'This is part of the pledge we made to Dave's family,' she said, 'that we would get these people off the street and provide a satisfying justice for the Masters family.'

The IR has been moved back to Police Headquarters but there's still lots to do. Acting Det Snr Sgt Anderson agrees this part of the investigation will be the grind.

'The integrity of the investigation needs to be maintained,' he said. 'Although Dave was a police officer, everything has to be clinical and correct.'



*The IR has been relocated from Caboolture to Police Headquarters but Homicide Squad detectives are fiercely proud of maintaining the integrity of the investigation.*

The Homicide Squad reinforce that no other murder is less important, but there are a lot of layers added to a murder investigation when it is another police officer.

The thought of their own families also adds a heightened impact.

'It reinforces the dangers of the job we do on a daily basis,' Det Snr Const Dunn says. 'I think our families fear it could be any one of us on any day of the week.'

The accumulated overtime was off the charts, but no-one in the IR felt guilty for the extra hours they committed. Det Insp Leadbetter said his wife made it very clear he had to give it his all.

'My wife said if it had been me or anyone in our squad, she would have expected people to do exactly the same thing from the police family,' Det Insp Leadbetter said. 'So that blue family backing was crucial for all of us. It gave us the freedom to really invest ourselves into the investigation and not really worry about homelife.'

The Homicide Squad believe the only positive that could be possibly gleaned from Dave's death was the complete co-operation and assistance offered by every level of the QPS, whether in uniform or civilian. At such a traumatic time, everyone stepped up. It's fitting the final statement comes from Det Insp Leadbetter, who had this message for the families of police officers:

'Tragedies like this will happen again, and you can be assured the Homicide Squad and every copper in Queensland will join the investigation. We will drop everything to help, no stone will be left unturned, and we will arrest the offenders.'

# Minister feels the loss

**MARK RYAN HAS HELD THE PORTFOLIO OF MINISTER FOR POLICE SINCE 2016 AND IN THAT TIME TWO OFFICERS HAVE BEEN KILLED WHILE ON DUTY PROTECTING THEIR COMMUNITIES. THE DEATH OF SENIOR CONSTABLE DAVE MASTERS BROUGHT BACK SOME DEEP EMOTIONS FOR THE MINISTER THAT HE HADN'T FELT SINCE SENIOR CONSTABLE BRETT FORTE DIED IN MAY 2017.**

Mr Ryan admits the shooting death of Brett Forte is still very raw and has an impact on him because Brett was the first officer to die since he had been appointed Police Minister.

'I can vividly recall the terrible sadness of police and in fact the entire community,' he said. 'It was exactly the same when we realised what had happened to Dave Masters; there was that same sense of disbelief and emotional impact. It's something I'm glad we are not numb to. The death of a police officer is appalling.'

**"Police make such sacrifices in their lives. Their work is more than a vocation, because they undertake work on behalf of all Queenslanders."**

'Police make such sacrifices in their lives. Their work is more than a vocation, because they undertake work on behalf of all Queenslanders. They make sacrifices every day, and so do their families. I know the entire police family feels the impact when someone like Dave and Brett are taken from us. Sometimes words of reassurance are just not enough, and that's understandable, because the emotions of police and their families run deep. You can't help but be emotional when things like this happen.'

The Minister says that community gratitude needs to be more than words of apology.

'The commitment any society makes to their Police Service and the families of police officers is that when a life is taken tragically in the line of duty, we as a community make the commitment that we will always honour their service, and we'll always support the family that's left behind,' he said.

Mr Ryan's electorate is close to where Dave was struck and killed. He wanted to see the area himself before he spoke to Dave's family.

'It's terrible that tragedy connects people,' he says. 'I can never truly understand the enormous grief that Dave's family must be experiencing, and will continue to

experience for a long time. I hope, however, there is some consolation that Dave's family will always be supported and we can give reassurance to his family that there is always someone there to help them.'

Meeting Dave's son Jack left an impression on the Minister. The two had the opportunity to speak about the future and Jack's plans to one day also become a police officer.

'I had the honour of meeting Jack and he's a fine young man,' Mr Ryan said. 'I can see the values of his father have been passed onto Jack. Dave was a very fine officer, and if Jack is able to follow in his father's footsteps and graduate from the Academy, that will make for not only a proud family, but I think a very proud community.'

The Minister is also supportive of a lasting legacy to acknowledge the service and sacrifice of Dave Masters. Community members have suggested naming a bridge over the Bruce Highway after Dave, or the soon to be redeveloped weigh bridge facility at Burpengary which is close to where his life was taken.

The Service is also considering a number of awards and honours in his name. Mr Ryan cautions against these decisions being made in haste to quickly satisfy an emotional need.

'I'm always supportive of efforts to honour fallen officers, however the first thing is we will go through a process with Dave's family to get their views,' he said. 'Their insights into how they would like the community and Police Service to honour Dave needs to be forefront. With the family's support, I'm always keen to honour service and sacrifice in a very public way, if that's what the family wants.'

**"It's something I'm glad we are not numb to. The death of a police officer is appalling."**

Minister Ryan is confident that when a suitable acknowledgement of Dave's service is settled on with the family, Premier Anastacia Palacszuk will most likely support it. He revealed that calling the Premier after he was advised of Dave's death early on the Saturday morning was a very difficult conversation to have.



*Police Minister Mark Ryan lays a wreath at the service at the Moreton Bay Central Sports Complex.*

‘Irrespective of the time of day or the day of the week, the Premier is a very strong supporter of police and she always wants to be briefed as soon as possible,’ Mr Ryan said. ‘You try to be mechanical and professional when you make such an awful call, but we are humans and things can get emotional.

‘The Premier immediately wanted to ensure Dave’s family were being supported along with the police at the scene.

We train our officers the best we can and provide the best equipment we can, but not withstanding everybody’s best endeavours, sadly tragedies happen. It’s devastating for everyone, even though everyone does what they can to prevent these things from happening.’

# Commissioner's Grief and Sorrow

**THE QUEENSLAND POLICE COMMISSIONER KATARINA CARROLL IS REGARDED AS THE FACE OF THE SERVICE, AND IN THE HOURS AFTER DAVE MASTERS WAS KILLED, THE PUBLIC SAW ON HER FACE THE PAIN AND HURT EVERY POLICE OFFICER AND THEIR FAMILIES WERE FEELING ACROSS THE STATE.**

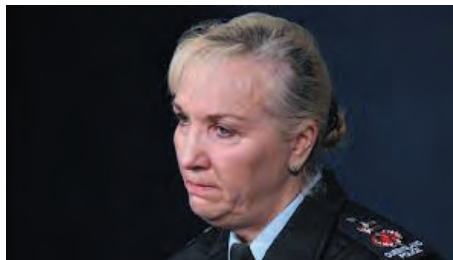
Battling to hold back tears, the Commissioner struggled with the emotion of revealing to the community what the death of Dave Masters meant to all those who wear the uniform.

Reflecting on fronting the media at that time, the Commissioner said:

'You try to hold it together because you want the story to be accurate, and to convey just how special this officer was,' she said. 'But it's an area where there is so much emotion. Our organisation was hurting and Dave's colleagues were hurting. What makes it so emotional is you put yourself in their shoes. This could have been any one of us, and I'm very passionate about my people. My whole role is to make sure my people are safe and secure so they can serve Queenslanders. Something like this strikes at

**"What makes it so emotional is you put yourself in their shoes. This could have been any one of us."**

the core of who we all are. You know Dave's wife Sharon is about my age, and their son Jack is around the age of my son. The life journey they had planned together was ruined that morning. You can't help but reflect on the tragedy that has forever marked this family. Dave's life was taken by people in our community who he was trying to apprehend to protect others.'



*Commissioner Carroll felt the emotional strain speaking to the media after Dave's death. She reflected on how his family's life plans were stolen and shattered with his death.*

The Commissioner knew it wasn't going to be good news when the phone rang after 3am on the morning Dave was run down.

Dave Masters is the first officer to die since she has held the role of Commissioner, and what struck her is that there is no briefing, no script, and no procedure that can prepare you as Commissioner on how to respond or react.

Creating her own path in dealing with Dave's death was going to be her call. There were no minders and no-one telling her the way to proceed. Her first move was to head to the scene on the Bruce Highway where Dave was fatally injured, to see the location for herself and develop an understanding of how it happened.

'I wanted to see the staff who were on site doing the forensic work and to ensure that Dave was not on his own,' she said. 'I wanted to ensure an officer would remain at his side while everything was going on.'

Next stop was the nearby Deception Bay station where Dave was based. It was where all of his colleagues headed, either on or off duty, when they heard what happened.

'Within milliseconds of entering those doors, you realised how special Senior Constable Dave Masters was,' the Commissioner said.

'The stories started immediately about this man who everyone loved so much. He was a beacon at the station, a 'go-to' person who was always smiling, and fun. He was regularly told, "Dave you need to go home, your shift is over today, you've spent enough time here!"'

**"I wanted to see the staff who were on site and ensure that Dave was not on his own. I wanted to ensure an officer would remain at his side while everything was going on."**

As Commissioner, she felt the staff were looking to hear an inspiring speech from the boss, but the stories and love the group shared for Dave threw her off. There were no profound words.

'Sometimes you just don't know what to say,' she admitted. 'My words initially were, "I'm so sorry, guys, this should not happen. I'm sorry this has happened to all of you." I sat

silently while people all around me cried. I think that was important: to reflect, remember, and understand people were hurting. But after the sadness there was laughter, telling stories about Dave and the special person he was.'

While that meeting was tough, there were similar scenes dropping into the Major Incident Room at Caboolture. It's one of the most difficult things you can do, to investigate the death of a fellow officer, but the energy shown by the investigative team elevated the Commissioner for what was an already draining day. Yet there was more to come.

The Commissioner visited Dave's wife Sharon and son Jack at the family home. They welcomed Katarina into the house, and although the Commissioner had never known Dave before that morning's incident, it was like she had known the family for decades.



*Commissioner Carroll has committed to assisting the families of all fallen officers for the rest of their lives.*

## **“He was a beacon at the station, a ‘go-to’ person who was always smiling, and fun.”**

‘They are the most incredible family,’ she said. ‘Such wonderful, loving, salt of the earth people who were so easy to talk to. Thankfully, by then they were surrounded by the extended family, and they are such warm, good people.’

‘They were all extraordinarily upset, as you would expect: grief-ridden, but so proud of ‘the Dave’. They spoke about Dave’s time at the Academy, the friends he made, the pride he had from being given the Community Service Award, his love of the job, and the joy he had for being a police officer.’

‘He was proud to be a police officer. That community service award encapsulates who he was as a person: a community-driven person.’

Dave Masters was typical of most police: it was as if his DNA was programmed to serve and protect. Ultimately, that devotion cost him his life. In the days and weeks after his death, the partners of many frontline police have had uncomfortable conversations about what would happen if they were seriously injured or killed on duty. The Commissioner suspects this was pretty uncomfortable to confront, but it cannot be hidden.

‘There are millions of contacts we have with the public every year, and everything we do, day in and day out, in all our training, policies, and procedures, is about the safety of our officers,’ the Commissioner said.

‘Instances like this are very rare. When you look at our history, it is a very safe job, but every so often you have the most tragic of circumstances. I say to the partners of police that most of the community are good people who value the work police do.’

The Commissioner spoke highly of the support provided by the QPU to the Masters family and all of the Deception Bay staff. She is aware that General President Ian Leavers and General Secretary Mick Barnes spent many hours at the scene and have continued to provide support and advice to Sharon.

Again, there was no plan, but the Union and Service worked strongly together to help soothe the family’s anguish.

The Commissioner knows the loss of Dave will have a profound impact for years to come, and it will leave a painful memory for her as well.

‘I sincerely hope this never happens again for the rest of my time as Commissioner,’ she said. ‘However, we do work in an area where we deal with people who are drug affected, have mental health issues, put themselves in high risk situations, and on the rare occasion tragedy does strike.’

‘If that happens we will always support the partners and families, not only through the days and weeks after a death but through their lives, to assist them through their grief and try to be there for them forever and a day, because that is also part of our role.’

The Commissioner may not have had a plan or script to work from, but there is now a precedent and a firm commitment to provide long term support to the families of those who have their lives stolen doing their job protecting Queensland communities.

# A wheelie good bloke

DAVE MASTERS LOVED HIS FAMILY AND ANIMALS BUT HE ALSO HAD A RAGING PASSION FOR MOTORSPORT.



Indy Car relied on a substantial standard of corporate hospitality and Dave's job was to ensure they had a good experience on track.

As a skilled mechanic the bond could appear to be obvious, however the self-confessed Holden fanatic didn't go to the event to watch fast cars, feel the blast from the roaring engines, or indulge in the team rivalry: Dave Masters volunteered his time to ensure race fans and sponsors enjoyed their on-track experience.

It started with the first Indy Car race on the Gold Coast. Dave put his hand up to assist and the organisers rapidly identified he had a presence about him that made people feel good. His job would be to manage the entry gates overseeing thousands of people passing through for their day trackside.

It's where he met a bloke who would become a lifelong friend, Wayne Thompson.

'It started 30 years ago when I was introduced to the gate supervisors and one of them was Dave Masters,' Mr Thompson said. 'We hit it off immediately. We spent a lot of time on the track, but also away from work, and he treated me like a brother. We had a very close bond and anytime I was in trouble he'd be there and always have my back.'



Wayne Thompson and Dave heading out for a busy day of track volunteering.

'I can remember Dave on the radio alerting us to people trying to jump the fence along the beachfront: attempting to get in for free,' he continues. 'Next thing he was running and catching them. Right from the start he was chasing people doing the wrong thing. It became a pattern in his life.'

Organisers identified Dave as having a skill set they could really use, and they created three new positions for Dave, Wayne, and the third amigo, Steve Ricketts. As supervisors

they were then tasked with not only looking after the entry gates but also the grandstand ushers, corporate hospitality ushers, and effectively troubleshooting any issues to ensure their team members all had breaks, meals, and appropriate welfare support.

‘Dave was exceptional at his job because of his personality,’ Supercars Operations Manager Janah Nuttall said. ‘Without people like Dave we couldn’t operate. Knowing you have someone who is reliable, you can trust, who goes above and beyond for us. We are so very grateful. People like Dave who give us their own time to help us out, they are the lifeblood of what we do. They are just as important as the drivers themselves.’

‘Volunteers get to see the drivers behind the scenes and chat with them,’ she continued. ‘It’s access few people ever experience, but people like Dave do it because they enjoy the atmosphere, and they like to help. Dave Masters was known for making sure everyone left with a smile on their face.’



Supercars Officials John Brown, Janah Nuttall, and Wayne Thompson believe Dave set the standard for race volunteers to aspire to.

With a reputation as a prankster, Dave took it to a new level each year at the accommodation area where the volunteer teams stayed. The harder they worked throughout the day, the harder the group would party that night. It was their time to enjoy the event.

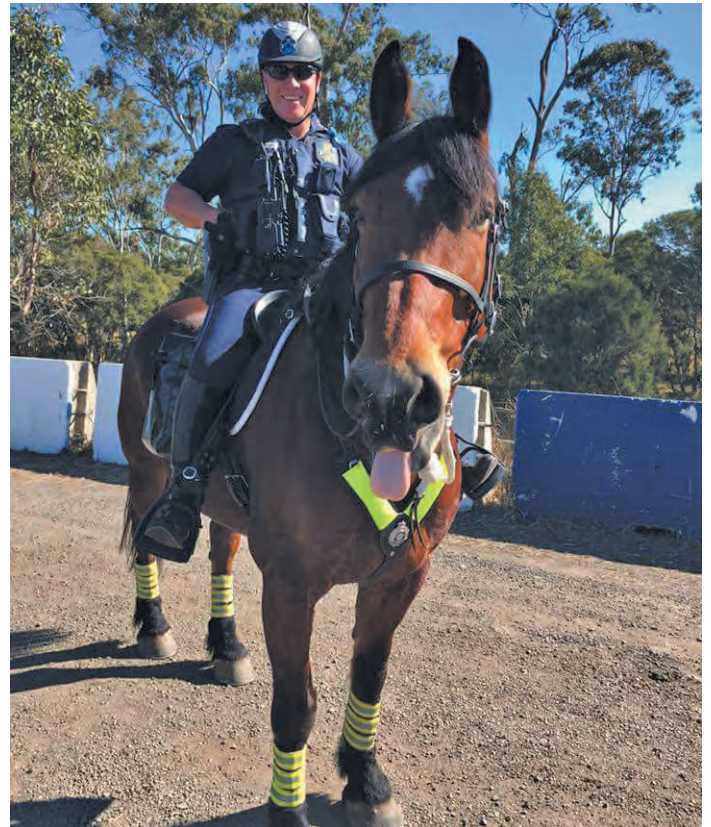


The bonds formed between Dave, Steve Rickertt, and Wayne Thompson (the three amigos) during the race weeks would last a lifetime.

Wayne says the camaraderie lasted beyond the couple of days spent volunteering on the Gold Coast.

‘Dave was one of the most loyal friends you could ever have. He was also one of the funniest guys I’ve ever met and one of the friendliest, nicest people. He went out of his way to ensure everyone around him was safe and having a good time. Joining the Police Service was a natural fit for him.’

Dave’s job as a police officer changed the way he enjoyed the Supercars. Instead of volunteering, he was instead often there with his mount, Manny. The pair would cruise the circuit and surrounds, interacting with the large crowds and using the height of the horse as a perfect platform for Dave to identify issues before they became a problem. Dave and his horse-powered unit were regularly photographed by race fans.



Dave would spend lots of time taking photos and talking with race car fans.

Dave’s mate Wayne is still involved in volunteering with Supercars and now travels to circuits beyond the Gold Coast to assist. However, he still keeps hoping he will see his mate Dave walk through the gates. Talking about his missing ‘brother’ and knowing he will never return prompts a wave of emotion to hit Wayne; he becomes teary eyed and struggles to speak.

‘Dave’s death is still unbelievable,’ he says. ‘He was always about making sure everyone was doing the right thing and keeping everyone safe. I know to his last breath that’s what he was doing. It is just so tragic.’

'We have lost a champion of this world. It doesn't matter who you talk to who knew Dave. He was a great guy. He helped lots of people through difficult situations because he was a genuine, nice guy who didn't hesitate to help everyone. It was his nature, what he was born to do.'

Wayne keeps replaying their last conversation over in his mind. The pair were talking as if they had only been together the day before, even though it had been a while.

'We both said that we weren't spending enough time together and we needed to catch up,' Wayne says, 'almost at the exact same time, as siblings sometimes do.'

Supercars were only a section of Dave's life but the organisation has felt his loss deeply. They are considering ways they can permanently honour him.

'Many of us in the sport here are finding Dave's death really hard to deal with,' Ms Nuttall said. 'It is such a big shock. He was a people's person and had that personality X-factor. Supercars will speak with the Masters family and hopefully we can come up with an appropriate acknowledgement for what Dave contributed and shared with us all.'



Dave was well thought of through his work at the race track and his mates including Wayne Thompson and Phil Mooney don't want his contribution forgotten.



Supercars are considering a tribute for Dave Masters that will honour his service to the sport and the fans.



# Origin of Respect

## QUEENSLAND'S NRL STATE OF ORIGIN TEAM MADE A PROUD STATEMENT ABOUT THEIR SUPPORT FOR DAVE MASTERS BY WEARING QPU MEMORIAL PINS, CHEQUERED RIBBONS, AND BLACK ARM BANDS IN TWO GAMES OF THE 2021 SERIES.

Vice President Shane Prior and colleague Detective Senior Constable Andrew Browne from the Financial Cyber Crime Unit initiated the tribute and delivered the ribbons to the team shortly before Game 2 on 27 June, the day after Dave was killed on the Bruce Highway.

Queensland Origin team manager Gavin Allen presented the pins and ribbons to the players.

'The team understood the significance of what the ribbons, pins, and armbands meant,' he said. 'We appreciate what police do for the community and it's important we showed respect for the sacrifice Dave Masters made.'

'When we presented the pins at the team hotel during the last pre-game meeting, the players were quite moved about what happened to Dave. Christian Welsch googled more information about the incident, and you could tell it touched a nerve with him. I know he discussed it with the others and on the bus heading for the stadium I noticed a lot of the players touching the ribbons subconsciously. I don't know whether it was the police escort clearing our way to the game, but everyone on board knew they had an extra reason to play harder.'

The QPU has previously co-ordinated similar tributes with Origin teams after the murder of Damian Leeding and Brett Forte, but on this occasion it occurred just a few hours after Dave's death.

'Dave was not just a police officer but a very proud Queenslanders,' Vice President Prior said. 'Football brings people together and I know the community was pretty upset this cop went to work and didn't come home. By these elite players wearing the ribbons and armbands, it sends a clear message everyone has been touched by the sadness of Dave's death.'

The Origin team continued the tribute through to Game 3 of the series, again wearing black armbands.

'Anyone watching the players at the start of the game linked arm in arm with their armbands on for Dave would've had a lump in the throat,' Vice President Prior said. 'It acknowledges the work we do is appreciated and lets Dave's family know we are all proud of his service and legacy.'

The Queensland Police Union thanks the Queensland State of Origin team and management for showing respect, honour, and reflection for our fallen member Senior Constable Dave Masters.



Flags at half mast outside Suncorp Stadium.





\*Game photos courtesy of Peter Wallis Photography.

# Facebook Memory

**AFTER COMPLETING A COUPLE OF COMPLICATED AND DIFFICULT SHIFTS AROUND POLICE REMEMBRANCE DAY LAST YEAR, DAVE MASTERS WENT HOME, AND SITTING ALONE ON THE BACK DECK OF HIS FAMILY HOME, CRAFTED A POST HE HOPED HIS FRIENDS AND RELATIVES WOULD SEE THAT SUMMED UP HIS THOUGHTS ABOUT THE HONOUR OF BEING A FRONTLINE POLICE OFFICER IN QUEENSLAND.**

It's poignant that only a few months later, his life would be taken while on duty.

On 29 September this year, Senior Constable Dave Masters's name will be added to the walls of the state Police Memorial in the Brisbane City Botanic Gardens. He will also be added to the roll of honour at the National Police Memorial in Canberra.



**DMasters**  
13 hours ago • 👤

**Police Remembrance Day**

The 29th of September, is a time to reflect fallen colleagues.  
A police officer goes to work with the unknown knowledge of how it will finish. The risks endured throughout a shift is unjudged and unexpected and to arrive home is a relief.  
I wear my badge with honour, integrity and to serve my community. I swore an oath to protect my family, community and colleagues and I will forever commit to do so.  
To put on the uniform is a privilege not a right.  
My thoughts are with my fallen colleagues and families on this day across the nation. My thoughts are also with the police dogs and horses that committed to the cause.  
With honour we all serve!

👍❤️ Your Friend and 74 others      15 Comments

👍 Like      💬 Comment

👤 Your Friend  
Comment



# Wall to Wall

**THE WALL TO WALL RIDE FOR REMEMBRANCE IS HELD EVERY YEAR LEADING INTO NATIONAL POLICE REMEMBRANCE DAY, TO CELEBRATE AND REMEMBER THOSE POLICE OFFICERS WHO HAVE PAID THE ULTIMATE SACRIFICE AND GIVEN THEIR LIVES WHILE ON DUTY. GROUPS OF OFFICERS AND SUPPORTERS COMPLETE A MULTI-DAY RIDE FROM ALL STATES, WHICH CULMINATES IN A FORM-UP ON THE FEDERAL HIGHWAY IN CANBERRA, A MASS RIDE THROUGH THE CITY TO THE NATIONAL POLICE MEMORIAL, AND A SERVICE WHERE CEREMONIAL BATONS PRESENT THE NAMES OF THOSE OFFICERS WHO HAVE DIED TO BE PLACED ON THE MEMORIAL.**



*New pannier stickers.*

Unfortunately due to Covid's border closures and restrictions, both the 2020 and 2021 national rides were cancelled, but states held internal satellite rides last year, and this year's state-based rides will also still be held. Route planning is underway for this year's Queensland ride, which will begin at the Brisbane baton ceremony and will include a visit to Deception Bay station in honour of Dave, and meet-ups in Blackwater and Emerald.

The Wall to Wall Committee has paid tribute to Dave with a new pannier sticker on the Queensland Wall to Wall police motorcycle. As well as honouring Dave, the bike has been decorated with a sticker to commemorate Victorian Leading Senior Constable Lynette Taylor, Senior Constable Levin King, Constable Glen Humphris, and Constable Josh Prestney who were tragically killed on duty on 22 April last year.

A small, invite-only memorial service will still be held at the National Police Memorial in Canberra on Saturday 18 September, where the baton with Dave's name enclosed will be presented. This service will be livestreamed to enable riders, family, and friends to continue to be part of this year's ride. Whether officers are at home, somewhere on their state or territory satellite ride, or somewhere special, everyone is able to



*The Queensland Wall to Wall police motorcycle.*

This Friday 9 July at 12:15 hrs EST

We Remember



Senior Constable David Masters

#WithHonourHeServed  
#RIPOBIB  
#4029765



watch the livestream through Facebook and still be part of the memorial service.

In addition to organising the annual Wall to Wall ride, the Queensland Wall to Wall Committee recently organised a ride to help raise money for Dave Masters's family.

'Through our involvement with Wall to Wall ride and Queensland Police Legacy, we take opportunities where we can to bring likeminded motorcycle riders and those who support Legacy together,' says Senior Sergeant Andrew Frick, the Queensland Wall to Wall organiser.

'We incorporate aspects of the Wall to Wall camaraderie and remembering mates, and with our partners who also support police we come together to try and raise money on an ad hoc basis for such things as the Dave Masters Remembrance Fund,' he says.

On Sunday 31 July, Senior Sergeant Andrew Frick, Sergeant Bradyn Murphy, General Secretary Mick Barnes, and other riders who take part in the Wall to Wall rides met at Iron and Resin cafe at Currumbin where they enjoyed a free coffee with their meal. Iron and Resin and LEGEAR supplied raffle prizes, and a over \$1,000 was raised for the Dave Masters Remembrance Fund.

## DAVID MASTERS REMEMBRANCE FUND

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

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

**QBANK**

**David Masters Remembrance Fund**

**BSB: 704 052**

**Account Number: 100204707**

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

For those wishing to donate in person, this can be done at QBANK at North Quay in Brisbane.

# THE FINAL INSPECTION

The policeman stood and faced his God,  
which must always come to pass.  
He hoped his shoes were shining,  
just as brightly as his brass.

‘Step forward now, policeman,  
how shall I deal with you?  
Have you always turned the other cheek?  
To my church have you been true?’

The policeman squared his soldiers, said,  
‘No, Lord, I guess I ain’t,  
because those of us who carry badges,  
can’t always be a saint.

I’ve had to work most Sundays,  
and at times my talk was rough,  
and sometimes I’ve been violent,  
because the streets are awfully tough.

But I never took a penny  
that wasn’t mine to keep ...  
though I worked a lot of overtime  
when the bills just got too steep.

And I never passed a cry for help,  
though at times I shook with fear.  
and sometimes, God forgive me,  
I’ve wept unmanly tears.

I know I don’t deserve a place,  
among the people here,  
they never wanted me around  
except to calm their fear.

If you’ve a place for me here, Lord,  
it needn’t be so grand.  
I never expected or had too much,  
but if you don’t ... I’ll understand.’

There was silence all around the throne  
where the saints had often trod.  
As the policeman waited quietly  
For the judgement of his God.

‘Step forward now, policeman,  
you’ve borne your burdens well.  
Come walk a beat on Heaven’s streets,  
you’ve done your time in Hell.’



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# QPU CONFERENCE 2021

**The annual Queensland Police Union Conference was cancelled in May last year due to Covid, and at the time it seemed unimaginable that the pandemic would put a second Conference in doubt. Yet with lockdowns still prevalent, travel uncertain, and interstate borders closing regularly throughout the first half of this year, the Union faced the prospect of having to postpone another Conference.**

**As** the date in late May loomed closer, it was decided to plan a scaled-down version of Conference in the hope it would still eventuate: a small gathering at the Union building the evening beforehand, a one-day event also at the Union for the debate of

Commissioner Katarina Carroll attended to speak to delegates alongside CEO of the PFA Scott Weber, Bruce Jones and Tony Ross from QBANK, and Angelo Russo from Police Health. Police Minister Mark Ryan attended the gathering on the evening of 26 May.



**“Union branch officials from across Queensland, invited guests and speakers, and even some interstate delegates made it to Brisbane for the Conference to proceed.”**

rules, the presentation of financials, and information sessions from delegates, and a lowkey wrap-up dinner at the Transcontinental Hotel around the corner that same night.

On 27 May, Union branch officials from across Queensland, invited guests and speakers, and even some interstate delegates made it to Brisbane for the Conference to proceed.

Delegates discussed, debated, and voted on various issues; legal and industrial panels were convened to share information and answer questions; and presentations were delivered on topics such as SDRP and SAP, the Covid response, and age retirement and superannuation.







**“This year, there were two joint recipients of the Darren ‘Beefa’ Lees Branch Official of the Year: Mark Farnill and David Wells.”**

As well as being the main annual forum to discuss Union issues and more informally swap ideas, Conference also provides an opportunity to honour members for their service to the Union and its members.



This year, there were two joint recipients of the Darren ‘Beefa’ Lees Branch Official of the Year: Mark Farnill and David Wells, both from Boondall. They were presented with the award by 2019’s recipient, Mick ‘E-mail’ Loveday. Mark and David were honoured as stalwarts of the Union who have helped their colleagues as branch officials for 26 years.

Despite the years of selfless work they have performed, they were both humbled by the award and seemed at

a loss for words. They recognised that they work well together as a team in Boondall, thanked their Regional Reps, and also acknowledged the breadth of passion in the room.

The united commitment of all branch representatives, the Union Executive, and invited guests and speakers was indeed evident throughout the day as the debate, exchange of information and ideas, and ubiquitous good-hearted banter signaled the success of the 2021 Police Union Conference.



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# Building the Case for Engine Immobilisers

## Excerpts from 'Implementing compulsory installation of passenger vehicle engine immobilisers in Queensland' by Nick Behrens, compiled by Luke Moore

**Queensland** police work tirelessly every day to ensure the safety and security of our community, and stolen vehicle pursuits are one of the highest risk aspects of policing. Police are regularly required to stop or interdict a moving vehicle when stolen or used in the commission of other offences.

In these circumstances, the safety of the public, police officers, and offenders is paramount. The decision to stop moving vehicles safely, or ensuring that stopped vehicles cannot be started, has to be made quickly and decisively, while continuously assessing risk and safety. In general, drivers fleeing from police are highly impulsive risk-takers.

As a result, police officers around the state show courage and dedication in exercising their duties, and when vehicles are stolen, just the mere act of driving those vehicles at extremely high speeds and outside of the road rules makes that vehicle weaponised. We have tragically seen several recent instances of vehicle thefts across the state that have had devastating impacts on the personal lives of Queenslanders.

In 2019-20, Queensland experienced 14,424 thefts, which is 3.26 thefts per 1,000 vehicle registrations. This represented a 61.5% increase over the period from 2015-16. As a result, Queensland has the highest vehicle

theft rate of any state in Australia (national average 2.77).

In response to Queensland's rising motor vehicle thefts, the QPU are currently championing the issue of car immobilisers. The logic of preventing a motor vehicle theft by simply denying the ability to operate and move the vehicle is irrefutable.

Motor vehicle theft is an important issue for the Queensland community due to its broad significance, coupled with the economic cost.

**"A car is stolen every 9.5 minutes in Australia."**

Australia recorded a total of 56,312 thefts during the 2019-20 financial year. Putting that into perspective:

- A car is stolen every 9.5 minutes
- One out of every 120 Australian households had a vehicle stolen in the last 12 months
- The value of motor vehicles stolen in 2019-20 was \$600 million, however the cost to society is much more, and
- 77% of cars are stolen for short term purposes not involving the vehicle's value which may include joyriding, as a temporary means of transport, or for use in the commission of another crime.

### THE QPS AND STOLEN VEHICLES

Within the QPS, the Road Policing Group (RPG), Road Policing Regional Support Command, provides a range of specialist traffic policing services to maximise effective road use management for the people of Queensland. The RPG also employ a variety of existing operational strategies to increase road safety and prevent crime, including vehicle intercepts, which involves a physical and tactical approach:

- Physical - such as deploying tyre deflation devices. Tyre deflation devices are designed to immobilise vehicles with minimum injury to all participants and damage to surrounding property. Tyre deflation devices are not used to stop motorcycles or similar vehicles.
- Tactical - intervening with another vehicle or establishing a roadblock.

Vehicle pursuits are one of the highest-risk aspects of policing. Joyriding is a common theme in youth vehicle theft. Joyriding is known as the act of driving at high speed in a stolen car to seek thrill and enjoyment; it is often opportunistic and unplanned. It involves risk-taking elements as well as the ability to boost an offender's status with their peers.

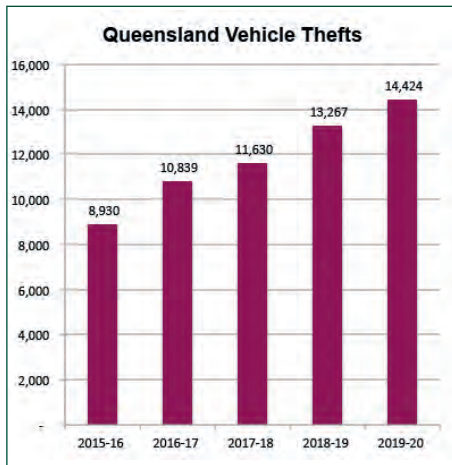
Given the unpredictability and potential volatility of the situation, before engaging in a pursuit of a

vehicle, police consider alternatives such as:

- Not pursuing the vehicle if the risk involved in pursuing is too high
- Identifying and apprehending the offender at a later time and using the evade police laws, and
- Using PolAir helicopters to track the offending vehicle and to maintain electronic surveillance.

It is paramount in all three scenarios to protect the safety of the community, safety of police, and safety of the offender and others in the vehicle. Some approaches in other jurisdictions require aggressive driving by police and are not consistent with the QPS's pursuit policy.

Figure 1: Queensland Vehicle Thefts



**WHY VEHICLE THEFT IS SO IMPORTANT (FOR SOCIETY)**

Motor vehicle theft is an important issue for the Queensland community due to its broader significance, coupled with the economic cost.

**BROADER SOCIETAL IMPORTANCE**

There is widespread recognition that motor vehicle theft is not just a property crime. There are considerable broader implications for the Queensland community, including:

- 75% of vehicles are stolen by thieves who steal for transport or to commit another crime including armed robberies, break and enters, terrorism, or to trade for drugs.
- Vehicle theft with force, or carjacking, also occurs. This is

a serious crime and can be very traumatic for the victim, as well as the broader community.

- Having a car stolen can be an emotional experience for victims, including loss of personal items that can't be replaced, and some also feel a sense of ownership that their car has been used in another crime. Some victims feel violated, and remain concerned about becoming a victim of theft again.
- As recently seen in Queensland, there have been several instances of 'property' crime that have had a devastating and tragic impact on the personal lives of innocent Queenslanders.

Finally, studies have found that half of chronic, repeat criminal offenders

studied had a motor vehicle offence as one of their first offences. Accordingly, reducing the incidence of motor vehicle theft in the longer term may serve to remove a stepping stone to other crime and chronic offending.

Queensland equates to about one fifth of Australia's population and economy, using the average of 20%. Interestingly, when you look at vehicle thefts we account for 26% of thefts, which is more than our fair share.

We can also see from the figure above that the Australian increase has gone up by 4.3%, whereas in Queensland the percentage change is 61.5% which is a significantly more than other states. This is a worrying trend, with 3.2% of theft rate by 1,000 registrations.

***'Vehicle pursuits are one of the highest risk aspects of policing. In general, drivers fleeing from police are highly impulsive risk-takers who inadvertently weaponise stolen vehicles. Vehicles are primarily designed to transport people and goods. However, when vehicles are stolen, just the mere act of driving those vehicles at extremely high speeds and outside of the road rules makes that vehicle weaponised.'***

Figure 2: The challenge for Queensland<sup>1</sup>

State	2015/16		2019/20		% change	Theft rate per 1,000 registrations	
	Thefts	% of thefts	Thefts	% of thefts		2015/16	2019/20
ACT	912	1.7	1,132	2.0	24.1%	3.18	3.64
NSW	11,970	22.2	11,777	21.0	-1.6%	2.23	2.04
NT	1,017	1.9	643	1.1	-36.8%	6.44	4.01
QLD	8,930	16.6	14,424	25.7	61.5%	2.20	3.26
SA	3,128	5.8	3,487	6.2	11.5%	2.15	2.32
TAS	1,081	2.0	1,139	2.0	5.4%	2.32	2.34
VIC	18,057	33.5	16,763	29.8	-7.2%	3.71	3.17
WA	8,799	16.3	6,846	12.2	-22.2%	3.87	2.95
AUS	53,894	100.0	56,211	100.0	4.3%	2.85	2.77

Figure 3: Queensland has the top four Local Government Areas for Vehicle Crime in Australia<sup>2</sup>

State	LGA Name	Number of thefts		Theft rate per 1,000 population	
		2018-19	2019-20	2018-19	2019-20
QLD	Brisbane	2432	2703	1.98	2.16
QLD	Gold Coast	1498	1684	2.47	2.71
QLD	Logan	1022	1235	3.13	3.69
ACT	Greater ACT	853	916	2.03	2.15
QLD	Moreton Bay	955	881	2.08	1.88
QLD	Townsville	693	770	3.57	3.95
VIC	Hume	756	707	3.37	3.03
QLD	Cairns	562	619	3.40	3.71
VIC	Casey	641	552	1.88	1.56
VIC	Moreland	480	532	2.64	2.86

Queensland accounts for four of the top five Local Government Areas in Australia for vehicle crime, which is not a badge of honour. Queensland also has six out of ten of the top ten Local Government Areas in Australia.

**SOLUTIONS**

There are a number of solutions available to try and tackle this problem. Looking at this issue through the lens of vehicle engine immobilisers gives the following insights. There are three key options:

immobiliser, including installation, a minimum two years warranty, and GST.

Research on the effectiveness of immobilisers in preventing motor vehicle thefts in Australia is compelling when comparing theft rates of vehicles with and without immobilisers.

Figure 4: Thefts in non-metropolitan regions<sup>3</sup>

State or Territory	LGA	2015/16	2019/20	% change
QLD	Brisbane	1,802	3,371	87.1%
QLD	Gold Coast	1,572	2,238	42.4%
QLD	Logan (City)	964	1,637	69.8%
QLD	Moreton Bay	612	1,152	88.2%
QLD	Townsville	738	860	16.5%
QLD	Cairns	478	678	41.8%
QLD	Ipswich	407	631	55.0%
QLD	Sunshine Coast	309	524	69.6%
QLD	Mackay	181	432	138.7%
QLD	Toowoomba	255	396	55.3%

No longer is this a metropolitan crime. Over the years, there has been an increase in the number of vehicles stolen from non-metropolitan regions. In 2019-20, more than one in three vehicles (35%) were stolen from a non-metropolitan region compared to one in five (21%) vehicles in 2000-01.

- (1) Mandating engine immobilisers fitted to all vehicles in Queensland
- (2) Education and awareness campaign about the importance of keys
- (3) Adopting new technologies
  - Ghost immobilisers
  - Remote engine immobilisers

Within a short time of this immobilisation initiative, vehicles with Australian Standard (AS) immobilisers had far lower theft rates (29.1 per 10,000 registrations) than those with no immobiliser (140.1 per 10,000 registrations). More recent research indicates a very strong protective effect for vehicles fitted with an AS immobiliser among vehicles stolen in Australia.

Within seven years, vehicles with an AS immobiliser had an even lower theft rate (21.8 per 10,000 registrations compared to 83 for vehicles with no immobiliser). Research concludes that immobilisers have contributed to the significant reduction in vehicle theft since 2000.

Figure 5: Theft rates by 1,000 population in Queensland<sup>4</sup>

	LGA Name	Number of thefts		Theft rate per 1,000 population	
		2018-19	2019-20	2018-19	2019-20
QLD	Mount Isa	96	104	5.09	5.59
QLD	Townsville	693	770	3.57	3.95
QLD	Cairns	562	619	3.40	3.71
QLD	Logan	1022	1235	3.13	3.69
QLD	Mackay	305	375	2.62	3.21
QLD	Rockhampton	175	242	2.16	2.97
QLD	Gold Coast	1498	1684	2.47	2.71
QLD	Western Downs	61	89	1.77	2.57

The increase is occurring in South East Queensland but also in regional Queensland.

When you standardise theft rates by population based on theft rates per 1,000 population, Mount Isa, Townsville, and Cairns are the three highest hot spot areas in Queensland. Although South East Queensland still has high figures, when thinking about trial locations for immobilisers, Townsville, Mount Isa, and Cairns are potentially good locations due to high instances of theft.

**“Research on the effectiveness of immobilisers in preventing motor vehicle thefts in Australia is compelling when comparing theft rates of vehicles with and without immobilisers.”**

**1. ENGINE IMMOBILISERS**

In July 2001, immobilisers became a compulsory feature on all new cars sold in Australia. In Queensland, however, there are a large number of registrations of vehicles which don't have engine immobilisers. \$220 is the recommended retail price of an

In summary, uniform application of immobilisers reduces the rate of car theft by around 40%<sup>5</sup>. One of the best things you can do to ensure that a vehicle is not stolen is to use a vehicle immobiliser.

Engine immobilisers have had the effect of shifting thefts, with evidence

of displacement in thefts toward older, non-immobilised vehicles. Thieves are more likely to target older vehicles because they don't have immobilisers installed. One in 14 vehicles (7%) in Australia's registered fleet do not have an immobiliser. These non-



immobilised vehicles comprised almost a sixth (13%) of all short-term thefts in 2019-20. Thieves will still lean towards taking the vehicle which does not have an immobiliser, so we need to focus on the remaining 385,713 vehicles that do not have immobilisers to secure them.

The estimated cost of compulsory installation of engine immobilisers for all remaining Queensland vehicles without one is \$104.1 million. Any compulsory cost to the public needs

on productivity. The cold economic rationale is towards balancing the outlay of costs for vehicle immobilisers against the flow-on costs from vehicle crime.

**2. KEYS**

While the introduction of the immobiliser as standard equipment for all new cars in Australia in July 2001 has seen the overall rate of vehicle theft decline, we have to take into account that we have reached a point of diminishing returns.

In addition, many cars are stolen from petrol stations, corner stores, and elsewhere in public where the owner has left the car with the key in it, often for less than a minute.

The community is rightly outraged by the rise of this practice and people are very concerned about the threat to the sanctity of their home and the safety of the community from vehicle crimes. Government has a role here to take action but also to promote community awareness.

The low hanging fruit in solutions to vehicle theft is an education and awareness campaign around the importance of keys.

**3. NEW TECHNOLOGIES**

• **Ghost Immobilisers**

An emerging technology that can also address this issue is ghost immobilisers. Ghost immobilisers are designed for situations where the thief has obtained the car keys, thus rendering the built-in immobiliser redundant.

The ‘Ghost’ is an aftermarket immobiliser which enables motorists to encode a unique, changeable PIN using select vehicle controls such as those on the steering wheel, door panels, or centre console. The PIN must be entered in order to start the car.

The operation of this device works such that if the keys to a car were stolen and entry to the vehicle gained, the thief would not be able to start the vehicle unless the correct PIN code was entered.

• **Remote engine immobilisers**

Queensland needs innovative approaches to dealing with crime. With the rapid development of in-car technologies, the time is right to start a conversation about how to improve road safety.

A key factor for cars of the near future will be the extent to which they are

Figure 6: Diminishing Returns of Vehicle Immobilisers

Immobiliser Type	Number of thefts in past 12 months	% of thefts in past 12 months	No of registered vehicles	% of register fleet	Theft rate per 1,000 registrations
<b>QLD</b>					
Australian Standard	9,230	91.9%	3,507,019	89.4%	2.63
Non-Australian Standard	76	0.8%	28,942	0.7%	2.63
No Immobiliser	735	7.3%	385,713	9.8%	1.91
<b>AUS</b>					
Australian Standard	30,035	86.2%	16,768,579	91.7%	1.79
Non-Australian Standard	447	1.3%	157,422	0.9%	2.84
No Immobiliser	4,357	12.5%	1,352,796	7.4%	3.22

to be evidenced as having a net public interest.

**“Uniform application of immobilisers reduces the rate of car theft by around 40%.”**

The recent research instils confidence that the initial installation costs are more than offset by benefits to the community including reduced damage to property, reduced incidence of lost earnings, lower insurance premiums, and reduced incidence of trauma to the general public.

The cost of vehicle crimes can be significant. The cost of a human life in Australia is calculated at being over \$4 million. Loss of life is a financial leakage from the economy, but vehicle crime also increases costs in people’s lives (insurance increase and excess) and can have an impact

Changes in theft methods – namely stealing car keys – has meant that most Queensland vehicle thefts are now a vehicle with an AS-equivalent immobiliser. This reduced effectiveness of vehicle immobilisers is not an excuse to not address the vehicles without immobilisers in Queensland.

Advances in technology have made it impossible to ‘hot wire’ a car. However, engine immobilisers are 100% ineffective if the thief has access to the car’s keys. Keys are the primary means needed to steal a vehicle with an immobiliser: 70% of late model thefts are via the use of keys.

There has been a significant increase in the proportion of vehicle thefts taken from residential locations (eg. driveways, carports and garages). In 2019-20, 54% of all thefts occurred at a residential location. Offenders will sneak into homes, taking advantage of unlocked doors and windows.

'connected' with on-board technology that can receive and transmit information and instructions.

expensive vehicles in Australia are also equipped with factory-installed GPS tracking systems.

**“The key point to remember is that it is always better to stop a vehicle from being stolen than it is to stop it once it has been stolen.”**

As these technologies develop and become more commonplace, there's an opportunity to reduce high risk situations when a vehicle is stolen. Future vehicle technologies, particularly as we move towards connected and autonomous cars, will have greater capabilities to be remotely tracked and safely controlled.

Connected services and GPS in the build of new model vehicles present opportunities to address vehicle thefts. Namely, there is the theoretical capability to remotely immobilise a vehicle.

Remote engine immobilisers can be used to slow and take control of a stolen car and thereby greatly reduce the possibility of high-speed chases involving police.

Specific to policing functions, remote vehicle immobilisation can be advantageous in three broad scenarios:

1. Stolen vehicles reported to police
2. Vehicles detected by police being driven in a dangerous manner, and
3. Where police are conducting a tactical interception of a vehicle as part of a planned enforcement activity.

General Motors have been factory fitting their vehicles with proprietary technology as far back as 1996. This allows for remote connectivity, including start and stop.

Other brands are set to offer this service in Australia this year. The majority of higher end or more

The Queensland Parliament is conducting an enquiry into remote vehicle immobilisers at the moment.

The key point to remember is that it is always better to stop a vehicle from being stolen than it is to stop it once it has been stolen.

Police will only be able to slow or stop a vehicle if it is safe to do so and these considerations make prevention the preferred option for police.

#### **A PROACTIVE OPPORTUNITY**

Airbags and seat belts demonstrate the story of success that is possible. If we start the work in this space today, we will see a result in the long term.

**“The logic is irrefutable: motor vehicle theft will be prevented by simply denying the ability to operate and move the vehicle.”**

The QPU has taken a very proactive position on this issue in initiating research to provide options. The logic put forward by the QPU is irrefutable: motor vehicle theft will be prevented by simply denying the ability to operate and move the vehicle.

There is an opportunity for the Queensland Government to take action in a remote community, with the feasibility of a pilot to be held in Townsville for the installation of

20,000 engine immobilisers to older vehicles being developed ahead of the 2022 budget.

We have an opportunity in Queensland to use this technology to promote community safety and encourage the development of an innovative approach to vehicle theft reduction in Queensland.

1 Behrens, N. (2021) 'Implementing compulsory installation of passenger vehicle engine immobilisers in Queensland' [PowerPoint slides] Queensland Police Union National Youth Crime Symposium, South Brisbane, Queensland Australia.

2 Ibid.

3 Ibid.

4 Ibid.

5 Ibid.

# Queensland Police Promotion System

## *Lewis v Commissioner of the Queensland Police Service*

By Calvin Gnech, Legal Practice Director Gnech & Associates.

### INTRODUCTION

**The purpose of this article is to analyse the impact the Queensland Supreme Court ruling of *Lewis v Commissioner of the Queensland Police Service*<sup>1</sup> (*Lewis Case*) has on the police promotion system. The decision itself displaces decades of improper and ultimately unlawful promotional practices by the Queensland Police Service.**

**The** *Lewis Case* is a demonstration of internal police bureaucracy interrupting and then consuming the routine concept of filling a vacant position with a preferred applicant within an organisation. A process of this nature would normally involve five basic steps: (i) advertising a vacant position with the relevant key selection criteria for the position being advertised (ii) appointing a suitably

**“The decision displaces decades of improper and ultimately unlawful promotional practices by the Queensland Police Service.”**

experienced panel (iii) the panel receiving and considering resumes with the purpose of shortlisting suitable applicants to proceed to the interview stage of the process (iv) the panel conducting interviews with the short listed applicants, and (v) the panel appointing the most meritorious applicant to the position.

This concept is one which has been tried and tested for many decades.

It is a concept which has been and continues to be used almost exclusively by employers around the world from local corner stores, other government departments, private companies (small and large), professional and amateur sporting organisations, and more.

It is difficult to comprehend how over the last two to three decades the Police Service promotion system transgressed down the undesirable path it did, which has concluded with a superior court finding that the system was engaged in unlawful promotional practices.

#### FACTS OF THE CASE

On 30 August 2019, the Commissioner of the Police Service invited applications for appointments to a ‘generic Inspector vacancy’ with the actual vacant positions yet to be identified. Some 184 police officers lodged applications in response. In late 2019, a panel of senior police officers undertook a selection process in relation to the invitation. That process involved four stages.

**First**, the selection panel caused the written applications to be assessed by Hudson, a private consulting firm. That



assessment, undertaken by persons with no expertise in police work, was solely against ‘sector wide generic competencies’ described as leadership competencies for Queensland, not against any specific job or position in the Police Service.

Hudson presented the selection panel with a list of applicants in order of merit. The selection panel accepted the merit list, and determined a cut-off point, resulting in 148 applicants proceeding to stage two.

**Second**, the selection panel caused the remaining 148 applicants to participate in an assessment centre process, involving each applicant performing certain tasks and, again, being assessed solely against the generic leadership competencies for Queensland by Hudson.

Those persons undertaking the assessment by Hudson did not have expertise in police work and were not briefed about the context of police work. Hudson presented the selection panel with a merit list of the

remaining applicants. The selection panel accepted that merit list, and determined a cut-off point, such that 46 applicants were permitted to proceed to the next stage. The applicant, Senior Sergeant Greg Lewis (Lewis), was not one of those 46 applicants.

**Third**, the selection panel interviewed the remaining 46 applicants and assessed them against the advertised key accountabilities.

**Fourth**, the selection panel considered referee reports for those applicants and determined the final order of merit of those applicants and made recommendations to the respondent. Ultimately, 26 of the remaining 46 applicants were recommended for and appointed to various identified positions at the rank of Inspector in January and February 2020.

It remains unknown what process the Police Service used to determine how the 26 successful appointees were allocated their final specific positions.

#### CONCERNING MATTERS IDENTIFIED

The concerning aspects the promotion system adopted commenced right from the beginning when the Commissioner first advertised the vacancies. The Commissioner did not advertise any 'positions', but rather advertised the vacancies as unknown positions at the rank of Inspector with the specific vacancies 'yet to be determined'.

The prospective applicants were then required to submit a resume in circumstances where the specific position description and duties of the vacancies in question were yet to even be identified.

At a very late stage in the process, after two stages of shortlisting, it was established the specific positions the successful applicants would be appointed to ranged from (i) Principal Legal/Policy Officer, Ethical Standards Command (ii) Detective Inspector, Principal Investigator, Internal Investigations, Ethical Standards

Command (iii) Inspector, Specialist Court Program Coordinator, Specialist Courts Program and Police Service Reviews (iv) Inspector, Patrol Inspector, Charleville Patrol Group, and (v) Detective Inspector, Senior Investigator, Crime and Corruption Commission.

Obviously, the roles, functions, and duties of those positions varied considerably, yet the prospective officers were never asked to address their potential to discharge any specific position in question, nor their physical and mental fitness to perform the duties of the position in question.

In fact, as the case analysis reveals, the applicants were never even asked to demonstrate any expertise relevant to policing whatsoever. Remarkably, the applicants were asked to simply demonstrate generic leadership competencies.

Over time, the process and procedures being adopted became so burdensome the Police Service implemented a system whereby the selection panel no longer even read the resumes, nor conducted the shortlisting process.<sup>2</sup>

Instead, this process was outsourced to Hudson, a private consulting firm who held no expertise in policing. Hudson was not briefed about the context of police work, or the application of policing competencies or functions in the selection process.

#### THE FIRST REVIEW

Lewis was one of the officers who was not shortlisted. He reviewed the matter to the Commissioner for Police Service

Reviews (Review Commissioner).

In Queensland, if a police officer is aggrieved by a promotion appointment, they have a right of review to the Review Commissioner. The Review Commissioner does not have power to make a binding order upon the Commissioner of Police.

The Review Commissioner can only make a recommendation, and then the Commissioner of Police has specific legislative discretion to follow or not follow the recommendation made by the Review Commissioner.

**“The applicants were never asked to demonstrate any expertise relevant to policing whatsoever. Remarkably, the applicants were asked to simply demonstrate generic leadership competencies.”**

The Commissioner must make a decision which is fair and just in the circumstances.<sup>3</sup>

Lewis applied to a Review Commissioner for a review of the decisions constituted by the final appointments.<sup>4</sup> That Review Commissioner issued a report on 24 July 2020, recommending that the appointments lapse and therefore the 2020 annual commissioned officer selection exercise be undertaken again.

In reaching that conclusion, the Review Commissioner found that the selection process adopted by the selection panel was flawed because the stage one selection process did not consider the extent to which applicants met the advertised 'key accountabilities', meaning there was no consideration of the potential of applicants to discharge the duties of the position in question.

Further, the applicants were not made aware that the first shortlisting process was to be an assessment against

generic, sector-wide capabilities alone, when an assessment of an applicant's leadership capability, insofar as it related to the potential to discharge the duties of the position, required an assessment of the applicant's ability in leading a work unit in a police force environment. These flaws resulted in an unfair process.

### **THE COMMISSIONER OF POLICE AUTHORISES APPOINTEES TO TRANSFER**

Section 18 of the *Queensland Police Service Standard: Merit Selection* policy document, which was in force at the time, prohibited an appointed person to make arrangements for transfer into the appointed position prior to the outcome of any reviews or appeals.

In this instance, the Commissioner of Police unjustly, unfairly, and, in the author's opinion, improperly made a decision to breach her own policy and authorise the appointees to transfer, even though the review proceedings were still in progress.

The Commissioner's decision in allowing the transfers to occur demonstrated a fundamental shift in attitude towards these specific appointments, as well as a shift in normal practices regarding officers being allowed to transfer into the appointed position prior to the review being finalised.

Successful applicants appointed to non-commissioned officer positions have never before, or after, been allowed to transfer in these circumstances.

This decision by the Commissioner of Police was made after three officers<sup>5</sup> filed a review of the appointments before the Review Commissioner.

The Commissioner of Police's decision had the immediate effect of diluting officers' rights to review the promotional appointments and provided the Commissioner with a

strategic advantage to resist any future recommendations or orders of courts setting aside the appointments.

It was a generally disappointing position for the Commissioner to take in a jurisdiction where the governing principles are to make decisions which are fair, just, compassionate, and made in accordance with sound personnel management practices.<sup>6</sup>

### **THE COMMISSIONER OF POLICE DECISION**

The Commissioner of Police was then required to decide if she was to follow the recommendation of the Review Commissioner or not. On 2 September 2020, the Commissioner of Police decided under section 9.5(2) of the Act<sup>7</sup> that the selection process had not been flawed and the Review Commissioner's recommendations would not be implemented.

The Commissioner, in coming to her decision not to implement the recommendation, relied upon the fact that the successful appointees had been transferred already and in doing so (i) had relinquished their substantive positions, and (ii) some had relocated as a result of appointments.

The Commissioner of Police also asserted that setting aside the appointments would have a significant impact on the administration and management of the Police Service as well as the performance of duty of the successful appointees and the performance of the subordinate staff of the successful appointees.

To sum up, the Commissioner of Police strategically positioned herself to be able to viably argue it was too inconvenient to the operation of the Police Service and the individual appointees to set aside their appointments even if, at a later date, an error was found to have existed with the promotion process which was used.<sup>8</sup>

### **THE JUDICIAL REVIEW**

Lewis then applied to the Supreme Court of Queensland to judicially review<sup>9</sup> the decision of the Commissioner of Police declining to implement the recommendation of the Review Commissioner.

The focus of the judicial review was the decision of the Commissioner of Police declining to implement the recommendation of the Review Commission was not fair and equitable because it was infected by an error of law.

The error of law argued was a statutory interpretation point on the construction and plain language used in section 5.2 of the Act. From a practical perspective, the vacancies were not advertised in accordance with the law in that the 'vacant positions in question' had never been advertised and therefore the applicants had never been properly assessed on merit for the positions in question as required in section 5.2 of the Act.

On compassionate grounds, the relief sought by Lewis was in the form of statutory declarations rather than an order setting aside the appointments of the successful appointees given all the appointees had been authorised by the Commissioner of Police to take up their positions while the review proceedings were still before the courts.<sup>10</sup>

The judicial review was heard and determined by His Honour Justice Boddice who found in very clear terms that the process undertaken in the present case, of advertising a generic position of the rank of Inspector, with the particular positions to be determined subsequent to the selection process, was not in accordance with section 5.2 of the Act.

His Honour went on to find the subsequent decision to appoint persons to specific police officer positions was also not by fair and equitable procedures. The process undertaken

did not involve a selection on the basis of the merits of the applicants which required a consideration of the potential of the officer to discharge the duties of the position in question, and the physical and mental fitness of the officer to perform those duties.

His Honour further concluded that the process undertaken, in respect of the decision to appoint the successful appointees, was not in accordance with the legislative requirements.

The Commissioner's decision that it was just and fair not to implement the recommendations of the Review Commissioner was affected by error of law, and the Commissioner wrongly concluded the selection process did conform with legislative requirements and was not flawed.

His Honour declined to determine a further ground of review in the proceedings around the requirement for the selection panel to consider each applicants' written application during the shortlisting process.

However, His Honour did state, in obiter dictum within the judgment, if the panel did not consider the contents of the applications it would be open to conclude that the selection process was also flawed by reason of the failure of the selection panel to adopt a process that was fair and equitable, because the process did not involve the selection panel having regard to the merits of applicants not shortlisted for consideration in stages three and four of the process.

The judicial review was successful, with the court making the following declarations:

THE ORDER OF THE COURT IS THAT:

1. It is declared that the Respondent's decision made on 2 September 2020 was affected by error of law, because:

(a) The procedure for appointing persons to specific police officer

positions as a result of the selection process commenced by way of advertisement dated 30 August 2019 involved a failure to advertise any specific 'police officer position' as required by s 5.2(2)(a) of the *Police Service Administration Act 1990*.

(b) The procedure for appointing persons to specific police officer positions as a result of the selection process commenced by way of advertisement dated 30 August 2019 involved a failure to assess the merit of the applicants against any specific 'police officer position' as required by s 5.2(2)(a) of the *Police Service Administration Act 1990*.

2. The Respondent is to pay the Applicant's costs of and incidental to the proceeding.

specific to the position in question which is vacant.

The individual advertisement will also have to specifically identify the position's geographical location given the diverse nature of police functions across the state of Queensland.

This decision restores the process for promotion back to that which the legislation always intended, and is something any officer considering promotion should be grateful for.

In the event the Police Service fails to abide by the declarations made by the court in the *Lewis Case*, it would be open for individual officers and the police unions to apply for injunctive remedies preventing the Police Service from continuing with any unlawful practices.

**“A prospective applicant for a police officer position must be able to present their potential to discharge the specific position in question and their physical and mental fitness to perform the duties of the specific position in question.”**

#### THE PRACTICAL EFFECT OF THE JUDGMENT

The practical effect of the judgment and declarations made by the court are that the Commissioner of Police is being advised that she can no longer advertise positions in the Police Service generically. A plain reading of the legislation leaves little doubt for interpretation that a prospective applicant for a police officer position must be able to present their potential to discharge the specific position in question and their physical and mental fitness to perform the duties of the specific position in question.

Given the varied skill sets and diverse positions in the Police Service, the only way the legislation can be satisfied is that each and every vacant position must now be individually advertised with its own key selection criteria

- 1 [2021] QSC 169.
- 2 The selection panel was required to conduct the final interviews of the applicants who had progressed that far in the process.
- 3 *Police Service Administration Act 1990* (Qld) section 9.5(2).
- 4 At the same time, Superintendent Dave Johnson reviewed a similar generic decision related to promotions made during the same process to the rank of Chief Superintendent, and Inspector Darren Harland reviewed a similar generic decision related to promotions made during the same process to the rank of Superintendent. Note: All three reviews were successful with a recommendation from the Review Commissioner in favour of the officers reviewing the appointments. In all three cases including the *Lewis Case*, the Commissioner of Police declined to follow the recommendation of the Review Commissioner.
- 5 Superintendent Dave Johnson, Inspector Daren Harland and Senior Sergeant Greg Lewis.
- 6 *Police Service Administration Regulation 2016* (Qld) regulation 31.
- 7 *Police Service Administration Act 1990* (Qld).
- 8 The Commissioner relied upon the legal principle commonly referred to as the *balance of convenience doctrine*.
- 9 *Judicial Review Act 1991* (Qld).
- 10 Meaning before the Commissioner for Police Service Reviews on review and then later before the Supreme Court on judicial review.

# Does the Right to Absolute Free Speech without Consequence Exist? Social Media and Police Officers

By Calvin Gnech, Legal Practice Director Gnech & Associates.

## INTRODUCTION

**It is uncontroversial that in Australia there is a ‘freedom of speech’ in a general sense. However, it is plainly wrong to believe there is an absolute right to freedom of speech allowing a person to say whatever they want without censor, about any person they want, in any forum they want, without consequence.**

**There** is defamation legislation, anti-discrimination legislation, and even public nuisance legislation—just to name a few—that regulate and prohibit certain speech. As will be discussed, there is also the further qualification to freedom to speech when one must balance the employee/ employer relationship.

**“Say what you want about whoever you want, but only on the understanding there are a number of harsh consequences which may flow.”**

Say what you want about whoever you want, but only on the understanding there are a number of harsh consequences which may flow. This is all the more important to understand in this age of social media and keyboard warriors.

In recent times there has been publicity in regard to Queensland police officers being members of ‘closed’ or ‘private’ social media groups established for police only.

These groups have been set up under the premise of providing a safe

environment for current and former police to support each other, however it has been reported in the media that the content contained on at least one of these sites included sexist, racist, and homophobic material.

Other reports suggest unsavoury comments have been made about the Queensland Police Service as an organisation, the Commissioner herself, and members of the government of the day.

This article proposes to analyse the law and apply it to the specific situation of a person employed by the Queensland Police Service. The principles, however, will also apply generally.

### THE HIGH COURT

On 7 August 2019, the High Court of Australia handed down *Comcare v Michaela Banerji*<sup>1</sup> which is being described as a landmark decision that decided whether certain ‘impugned’ provisions of the *Public Service Act* imposed an unjustified burden on the implied freedom of political communication.

The High Court unanimously held that the impugned provisions had a purpose consistent with the constitutionally prescribed system of representative and responsible government, namely



the maintenance of an apolitical public service.

The Court also held that the provisions were reasonably appropriate and adapted or proportionate to their purpose and accordingly did not impose an unjustified burden on the implied freedom.

An employee in the Department of Immigration and Citizenship, Ms Banerji used the Twitter handle ‘@LaLegale’ to broadcast more than 9,000 tweets, many of which were critical of the Department, its other employees, policies and administration, Government and Opposition immigration policies, and members of Parliament.

Some of the tweets, according to the Administrative Appeals Tribunal, are ‘reasonably characterised as intemperate, even vituperative, in mounting personal attacks on government and opposition figures’.

Following an investigation, a delegate of the relevant Agency Head determined that the respondent had

breached the Australian Public Service ('APS') Code of Conduct ('the Code') and proposed a sanction of termination of employment.

After providing Ms Banerji with opportunities to respond to the proposed sanction, the delegate decided to impose that sanction under s 15(1) of the *Public Service Act*, and a notice of termination of employment was provided to Ms Banerji.

As set out in the *Public Service Act*, the Code included a requirement that APS employees 'at all times behave in a way that upholds the APS values and the integrity and good reputation of the APS'(s 13(11)); the APS values included that 'the APS is apolitical, performing its functions in an impartial and professional manner' (s 10(1)); and an Agency Head could impose sanctions on an APS employee found to have breached the Code, including termination of employment (s 15(1)).

Departmental and APS guidelines cautioned against unofficial public comment and recorded a 'rule of thumb' that anyone posting material online should assume that their identity and employment would be revealed.

The court confirmed the rule of thumb and stated that anyone who posts material online, particularly on social media websites, should assume that at some point their identity and the nature of their employment will be revealed.

### IMPOSITION OF SANCTIONS UPON EMPLOYEES

Employees should take warning from this decision in that personal social media posts can be relied upon by an employer to terminate the employee's employment. However, the decision must be considered on its individual merits.

No two cases are ever identical. This decision does not provide an employer free rein to terminate the employment of employees for any social media breach. The High Court confirms the imposition of a sanction remains a matter of discretion and that discretion must be exercised reasonably by the employer, according to the nature and gravity of the subject contravention.

### COMMON LAW: THE EMPLOYER AND EMPLOYEE RELATIONSHIP

Although not specifically addressed within the *Comcare* decision,

to exercise due care and skill when carrying out their duties. Workplaces necessarily involve interaction between employees. Given the degree of interaction and the cooperation necessary between those in a workplace, it is inevitable that at times tensions, friction, and conflict can arise between employees themselves or employers over workplace issues. Breaches of discipline can occur.

An employee who engages in misconduct will breach an implied duty to their employer. The implied duties are the basis for an employer's right to manage the unsatisfactory conduct or performance of its employees at its workplace.

It is important to understand the *Comcare* decision does not stop employees from having their own opinions. It instead recognises and balances that while employees may have some freedoms and rights, they also have obligations. Employees must comply with their lawful and reasonable obligations to their employer.<sup>3</sup>

Employees can still engage in mature and reasonable robust debate, but those actions can never be so that it adversely affects the reputation of the organisation who pays the employee's salary.

If an employee damages the reputation of the employer or the confidence the community has in the employer through actions in either a professional or private capacity, there can be serious consequences for the employee, up to and including termination of employment, depending on the circumstances. It is really a matter of common sense that you cannot 'bite the hand that feeds you' with no regard to possible consequences.

### ENGAGEMENT WITH SOCIAL MEDIA SITES BY SERVING POLICE OFFICERS

When considering the *Comcare* ruling, it establishes conclusively that current serving police officers may

## "The court confirmed the rule of thumb and stated that anyone who posts material online, particularly on social media websites, should assume that at some point their identity and the nature of their employment will be revealed."

The Administrative Appeals Tribunal (AAT) determined in Ms Banerji's favour, finding the use of the Code of Conduct as the basis for the termination of Ms Banerji's employment impermissibly trespassed upon her implied freedom of political communication.

The High Court set aside the AAT decision and reinstated Ms Banerji's termination of employment. In doing so, the High Court found the fact Ms Banerji used a pseudonym was irrelevant.

Bylawyers Commentaries<sup>2</sup> succinctly outline the common law surrounding the ordinary relationship of employer and employee. Such a relationship imports 'implied duties of loyalty, honesty, confidentiality and mutual trust': Kirby J, in *Concut Pty Ltd v Worrell* [2000] HCA 64 at [51].

The implied duties include a requirement for employees to obey the reasonable and lawful instructions of their employer, otherwise known as 'the duty of obedience', and a duty



find themselves liable to disciplinary action and subject to serious disciplinary sanctions if they are mere members (active or inactive) or the administrators of social media pages which compromise the reputation of the police force.

Police misconduct is defined as conduct which is disgraceful, improper, or unbecoming of an officer, or which shows unfitness to be or continue as an officer, or does not meet the standard of conduct the community reasonably expects of a police officer.<sup>4</sup>

There should be no misunderstanding that if a police officer associates themselves, in any capacity, with a social media page engaging in conduct such as homophobic, discriminatory, or sexist content, the officer may be liable to disciplinary action.

**“What officers can engage in is sensible, mature debate about important issues balancing the right to free speech against the duty owed to the employer to act professionally and diligently, and to not harm the employer’s reputation.”**

There should be no misunderstanding that if a police officer engages in abusive, derogatory, or offensive content about the Queensland Police Service, the Commissioner of Police, or the government who employs police, then that officer may also be liable to disciplinary action.

What officers can engage in is sensible, mature debate about important issues balancing the right to free speech against the duty owed to the employer to act professionally and diligently, and to not harm the employer’s reputation.

**ENGLISH HIGH COURT CASE: MILLER V THE COLLEGE OF POLICING & ANOTHER**

The case of *Miller v The College of Policing & Another*<sup>5</sup> (*Miller’s Case*) has been put forward by some to suggest there is an absolute right to

free speech without qualification. When one reviews this case in its entirety, rather than in a silo, it is clear it is a case which supports the proposition that free expression exists but on a conditional basis dependent upon common laws and statute.

*Miller’s Case* is a civil case and a single Justice decision which concerns itself with the conduct of a defendant who tweeted what was described as transgender hate speech on Twitter, and whether that information should have been recorded on a police database or not.

After receiving a complaint from the public, police went to speak with Mr Miller at his place of work but he was not there. Police later contacted Mr Miller by telephone. Mr Miller complained of his treatment by police,

claiming police actions interfered with his right under Article 10(1) *European Convention on Human Rights* (right to freedom of expression) to express himself on transgender issues.

Article 10(2) clearly states that the right of free expression has a number of restrictions placed upon it, including restrictions as prescribed by law. Knowles J in the *Miller Case* relies upon authority<sup>6</sup> which states the freedom of expression is subject to clearly defined exceptions laid down by common law or statute.

As outlined previously, there are common law and legislative restrictions placed on free speech in Australia and Queensland specifically, and one of those are the duties to which an employee has to their employer.

**COMMISSIONER OF POLICE POWERS: LAWFUL DIRECTIONS**

The Commissioner of Police has a wide-ranging power to maintain discipline in the police force. The Queensland Court of Appeal in *Nugent v Stewart*<sup>7</sup> determined the Commissioner’s powers under section 4.8 and 4.9 of the *Police Service Administration Act* are extraordinary and far reaching to such an extent that fundamental rights, such as self-incrimination privilege, can be abrogated for the purposes of ensuring the efficient and proper administration of the Police Service.

Mullins J perhaps summarises the power precisely at paragraph [131] of the judgment:

‘... The power of the Commissioner to give directions under s 4.9(1) of the Act is related directly to the Commissioner’s responsibility set out in s 4.8(1) of the Act “for the efficient and proper administration, management and function in the Police Service in accordance with law”. This echoes the reference in *Morris* by Gibbs CJ at 404 to the Victorian police force that is described as “a body upon whose efficiency and probity the State must depend for the security of the lives and property of its citizens and a body which can operate effectively only under proper discipline”...’

This extraordinary power is currently used to regulate conduct of police officers in both a private and professional capacity through numerous pieces of Queensland Police Service policy. The purpose of these policies is to maintain a disciplined police force and ensure community confidence in the force is maintained.

One obvious example of this is the ‘Declarable Associations Policy’ which has now been in force for some time. This policy takes the remarkable step of regulating the personal lives of police officers to the extent of who police can socialise with and have relationships

with. If those actions or relationships compromise the reputation of the Police Service, then the Commissioner has the power to monitor, put conditions in place, and even prohibit such associations.

purposes of maintaining a disciplined Police Service.

The Commissioner holds the power to provide a lawful direction to police officers prohibiting officers from being

**“The Commissioner holds the power to prohibit police officers from being a part of or administering ‘open’ or ‘closed’ websites or social media platforms believed on reasonable grounds to be compromising the reputation of the Service, and for the purposes of maintaining a disciplined Police Service.”**

Therefore, there appears to be little doubt the Commissioner holds the power to prohibit police officers from being a part of or administering ‘open’ or ‘closed’ websites or social media platforms believed on reasonable grounds to be compromising the reputation of the Service, and for the

a member of the designated group, and also to direct any police officer who is an organiser or administrator to close the platform down. If the officers failed to comply with that direction, those officers may be liable to disciplinary action for failing to comply with a lawful direction.

- 1 [2019] HCA 23.
- 2 Disciplinary issues in employment law relationships, *Bylawyers Commentaries*.
- 3 This paragraph finds its basis from Jerome Doraisamy, *Lawyers Weekly*, Electronic Platform. 8 August 2019.
- 4 See section 1.4 *Police Service Administration Act*.
- 5 [2020] EWHC 225.
- 6 *R v Central Independent Television plc* [1994] Fam 192 202-203, Hoffmann.
- 7 See sections 4.8 and 4.9 *Police Service Administration Act*; *Nugent v Stewart* [2016] QCA 223.

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# When A Relationship Ends

By Kylie Perkins, Principal Lawyer, Wallace Perkins Family Law.

## PROPERTY SETTLEMENT IN FAMILY LAW - 101

**Separating from your partner often brings a flood of uncertainty and stress as you try to travel the unknown. This can be hampered by other concerns such as moving to retirement, parenting disputes, child support issues, domestic violence, and so forth.**

**Many** people seek to share their experiences (or that of others), which can only heighten your own unease and anxiety. The reality is such that there is no set formula or exact science. While there is a pathway forward and a number of relevant considerations, each party will often bring to the table their own unique history and considerations.

This article is to provide a simple overview of the process and relevant considerations. Ultimately the best initial step you can make is to seek out legal advice.

### DE FACTO VERSUS MARRIAGE

The Family Law Act (Cth) 1975 now covers both de facto and married couples. In a bygone era, de facto couples were required to finalise their matters via the State Court under the Property Law Act. While there may be some couples where this court may still apply (ie Agreements made prior to 1 March 2009), for the purpose of this article we will focus on the current pathway.

The considerations in property settlements are essentially the same for de facto and married couples. The biggest difference, however, remains the time limitations, and separated couples should be aware of the traps.

There are also a growing number of cases where the very existence of a de facto relationship is argued. For example, couples may maintain separate homes but spend time together on a regular basis, combine bank accounts, or have a child or children together.

Essentially, where a dispute arises as to a de facto relationship, the court looks to the following:

- (a) *You have lived in a de facto relationship for at least two years – that being where you are living together in a genuine domestic relationship for at least two years, or*
- (b) *You have a child from the relationship, or*
- (c) *It would be unjust not to recognise a de facto partner's financial or non-financial contributions.*

Sometimes the court will consider a relationship to be de facto in nature even where couples have not been living together for two years. This is especially the case where there are young children.

Where there arises a dispute as to the existence of such a relationship, the court first needs to decide whether a de facto relationship existed, before moving onto property division. This can be a very costly and protracted



exercise. Ultimately, you should address the potential risks early in the relationship and speak to a legal advisor as to possible safeguards you can put in place to protect yourself financially.

### TIME LIMITATIONS AND PROPERTY SETTLEMENT

Once again, whether you are separated or not can cause further arguments. Australia fortunately has a no-fault system and as such we encourage separated couples to focus on moving forward as opposed to becoming caught up in arguments as to what (or may not have) occurred leading up to the separation.

While behaviour (ie wasting money, domestic violence, etc) may be relevant in some cases, we largely avoid becoming weighted down in blaming or personal arguments.

Parties to a marriage must be separated for 12 months to apply for a divorce. It should be noted, however, that they can undertake property settlement at any time. As will be discussed, you can place yourself at a great disadvantage by waiting too long.

In terms of limitations, de facto couples have up to two years after separation to finalise their settlement. Married

couples have up to 12 months after the date the divorce becomes final. *It is important to remember that you can finalise your property settlement prior to those limitation dates (and most people do).*

### **FINALISING YOUR PROPERTY SETTLEMENT – PREPARING THE PAPERWORK AND PITFALLS TO AVOID**

There are two ways to formalise your property settlement. They are:

- (1) Application for Consent Orders – filed with the court.
- (2) Binding Financial Agreement – this avoids court but requires you both to have lawyers to provide advice before the Agreement is signed.

This article does not go into detail as to the advantages or disadvantages of both of the above. However, it is very important that you consult with a lawyer so you choose the right method for your circumstances.

Some couples tell me they 'wish to avoid lawyers and court' and as such will sell assets etc and divide between themselves. *It is important to remember that this can be dangerous and expose you to future liability.*

Unless you formalise your Agreement by way of one of the two methods stated above, the time clocks continue to run. If your partner later seeks a further adjustment, the property to be considered is taken to be at the date of settlement AND NOT the date of separation, which is why delay can often be to your own peril.

### **WHAT ARE THE RELEVANT CONSIDERATIONS IN A PROPERTY SETTLEMENT?**

Many 'armchair experts' will tell you what you are entitled to or what they or a friend or family member received. What they don't tell you is the matters that were relevant in their case may or may not apply to you.

There are essentially five steps to consider in a property settlement:

- (1) Is it just and equitable to divide property or make an

adjustment? If there is a mingling of money; there are children of the relationship; or you or your partner have made contributions (financial or non-financial) then a property adjustment will often be necessary. This is especially the case where most of the assets and superannuation is held by one party.

- (2) What is the value of the pool today? This means writing down your assets, liabilities, resources and superannuation. It is relevant whose name these are in and should all be written down. If there is disagreement as to a value (ie home/superannuation) then it should be valued. Parties are obligated to fully disclose their financial situation. This often causes the most arguments and many clients refuse to provide their information. If your matter goes to court (an outcome you wish to avoid), the rules provide for you to disclose and you will be directed to do so.

Often the issue of values etc leads to many arguments and often increases costs. Failure to disclose everything can also lead to any Agreement or Order being set aside if your partner subsequently discovers something of relevance. It is therefore best to avoid future pain and sit down with your partner and have honest and open discussions at the beginning.

- (3) Once you know what each of you have, the next step looks to considering a percentage division. You will be asked a range of questions to assess the contributions made by both of you. Some examples include the following:
  - (a) What did each of you have at the beginning (make a list for your legal advisor)?
  - (b) What were the financial contributions? - For example, what was the income of both of you, did you or your former

partner receive an inheritance or gifts of money, were there any windfalls and so forth?

- (c) What were the non-financial and homemaker contributions? – For example, who cared for the children and home, did you make any improvements to the property by way of your own hard work, etc?

The list is not limited but wide. It is specific to you and assessing what you or your partner contributed directly or indirectly.

- (4) The next step is to look to the future and any other relevant considerations that apply in your case. This may require a future adjustment (percentage) to be made in one party's favour. Again, this can often be a very emotional step and in practice we often see many couples disagree when considering these factors. The list again is not limited and can be unique to each case. This step is often referred to as 'looking into a crystal ball' and assessing what can happen in the future that needs to be taken into account. Some examples that often lead to adjustment include:

- (a) What are the care arrangements for the children – is there a primary carer?
- (b) Is there an income disparity between the parties?
- (c) Does an adjustment need to take into account health issues or age (ie nearing retirement)?
- (d) Level of child support paid.

Once again, the above are examples only and there may be unique considerations in your matter that should be considered.

- (5) Effecting a just and equitable settlement – After parties reach a financial settlement the ultimate question arises as to whether it is just and equitable and how everything is to be divided.

Again, this can impact greatly on parties who hold more assets. The question of how it is divided becomes important. Do I trade off superannuation for cash? How will I buy a home if I only have superannuation? If I divide my superannuation what happens to its value?

When thinking about property settlement is it very important to talk to a financial advisor. Holding superannuation versus equity in a property is a question we are often asked, and it requires you to look at where you are in your life and what works best for you as you move to retirement.

### SHOULD I MOVE OUT?

We are often asked if a separated party should move out or remain in the home if it creates an advantage. First and foremost, you should obtain urgent advice as to what works best for you.

Noting that there can be delays in finalising settlement, this can have consequences if you are looking to rent or alternatively if you are wanting to refinance or move on with your life. Where mortgages are held in joint names, banks apply the general liability strictly. How you address this on an interim basis is therefore an important area to discuss.

This article does not cover in detail the pitfalls of remaining or moving out. This is an issue that leads to great concern and you should obtain urgent advice. What we would note, however, is that increasing incidents and issues arise when couples remain living together in the home and the conflict and tension heightens.

We often have people tell us that, 'It is their home', 'I can come and go as I please', or, 'My name is on the title', and so forth.

Our firm has been involved in Domestic Violence Applications that have included ouster orders when couples

remain separated under the same roof. While living under the same roof may work for some, it does not work for others.

Ultimately, all separated parties should avoid conflict and potential for conflict. These issues can greatly impact upon your employment and personal life. Again, this is something you should obtain advice about as soon as you separate so you can avoid issues arising.

### SUPERANNUATION

Over time we have worked with many employees within the Queensland Police Service who are stressed about their superannuation. This includes, in particular, those who hold a defined benefit or alternatively a sizeable interest they have built up over many years by way of work and contributions.

My strongest advice to employees is to remember dates! As stated before, assets (including superannuation) are valued as at the date of settlement and not separation. Hence as your superannuation grows after separation, it remains relevant, and it places you at risk if your superannuation interest is sizeable and continues to grow.

This article does not delve into the mechanics of superannuation, however many officers will be aware that a defined benefit is based upon a multiplier. Over time and with promotion, that multiplier grows as does the value of the superannuation interest.

Alternatively, some officers build their accumulation accounts by way of overtime and additional contributions.

*If you have a promotion in the pipeline and you have separated, you should remember that the growth of your superannuation will be considered up to the date the settlement is formalised.*

Over the years we have witnessed many officers become upset and worried about the loss of a portion

(large or small) of their retirement funds and superannuation. It often cannot be avoided, and it is the sad reality of separation. What is important for you is minimising the risk and obtaining advice immediately. Delay may be to your ultimate detriment.

When a 'split' of superannuation occurs it essentially means a portion of your superannuation (or your former partner's) will be allocated across to the other funds. Once again, it is also important to obtain financial advice.

For officers who hold a defined benefit, such a split may impact greatly on their multiplier and the retirement value. Remember again, the pool is valued as at today and not for retirement.

### SEEK ADVICE

The above provides an overview only. There are many considerations in family law (unique to each couple) and it is very important to seek advice. Often when finalising property settlement, you may need to discuss spousal maintenance risks, child support, and so forth.

Officers should also be aware that after separation they may need to update their will or their Binding Death Nomination for their superannuation (which may include an insurance component). Separated couples are also encouraged to protect their personal information.

Even one appointment with a lawyer can give you an insight into what is relevant in your case and what is the best outcome for you.

In our experience, we have witnessed many financial settlements become costly and hostile mainly due to parties seeking to avoid an inevitable process.

Often, I encourage couples to work out how far apart they are and how much it will cost them to keep fighting. Noting that your life is on hold and your financial assets can grow in value, delay can be your ultimate enemy.

## When A Relationship Ends

Sometimes a small loss can ultimately lead to great gain.

Separated couples do not need to go to court to battle out their disagreement. If you are unable to reach agreement and there are no complex issues, you are encouraged to consider mediation. Once again, it is important to obtain advice and guidance before you engage in this process.

We encourage officers to seek advice not only after they separate but prior to it, if they believe their relationship is in trouble. Being prepared and aware of the pitfalls can avoid a lot of unnecessary pain, costs, and conflict.

- Note – The above is a quick overview only and readers should

obtain detailed advice before moving forward. As each case is different and the law is extensive, you should also seek out advice at first instance.



*Kylie Perkins commenced her family law career as a Legal Associate to the Regional Co-ordinating Judge in the Family Court of Australia, Brisbane Registry and has subsequently worked in both large and small tier firms. Kylie is an Independent Children's Lawyer (Family Court and Federal Circuit Courts of Australia) and Separate Representative in complex Child Protection matters. She is currently principal solicitor at Wallace Perkins family law.*

**OUR PEOPLE MATTER**

**equipt**

This wellbeing app is for current and former Queensland Police Officers and employees and their family members

Download on the App Store | GET IT ON Google Play

**WELLBEING & SUPPORT SERVICES**

*Supporting members and families throughout their QPS career and beyond*

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

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

# Canine Memorial

By Darren Curtis

**Forty-nine years after the Queensland Police Dog Squad started official operations as a stand-alone unit, a memorial honouring all of the canine operators has been opened at the Brisbane Dog Squad Kennels at Oxley.**

**It's** a freeform design developed by students at Stanthorpe High that swirls around the front garden of the administration building and has been completely funded by donations.

OIC of the Brisbane Dog Squad Specialist Branch, Senior Sergeant Sean Baxendall, is proud the entire project was a collaborative effort

incorporating current serving dog squad members, school students, police social clubs, and financial gifts from the public.

'We wanted to create a river theme,' he said. 'Each dog's name and service number is engraved into a river rock. The idea is knowledge and experience flows from every canine partnership. As the unit continues to expand, there will be enough space to keep growing the memorial for decades to come. In effect, the legacy will continue to flow.'

Curator of the Queensland Police Museum, Lisa Jones, was one of the first people to sponsor commemorative rocks.



*The 'stone river' memorial has been completed by members generating financial support. It can also be expanded in future years.*

'I wanted to acknowledge the very first two dogs that worked for the police in 1912,' Ms Jones said. 'Their names were Olga and Fritz. They only lasted five years because the Service didn't really know what they were doing, or anything about dog management at the time. So the program didn't last, but was resurrected with a professional approach in 1972.'



Queensland Police Museum Curator Lisa Jones paid for commemorative stones for the first two official police dogs.



Foundation Queensland Police Dog Squad Officers Bill Larkman and Charlie Degman laid stones on behalf of their first canine partners.

Following the lead from international police forces, Queensland became the first state in Australia to establish its own dog squad. Two officers originally from the United Kingdom were given the job to set up the Queensland Police Dog Squad, and both of them were at the memorial dedication on 13 July.

Charlie Degman claims to have written the manual for police dogs and management of the kennels. He's impressed with the facilities at Oxley.

'It's what I always hoped it would be,' he said. 'We were originally banned from overtime, so it's great now to see dog handlers rostered around the clock. That will save lives.'

Bill Larkman joined the Squad in 1974, however his efforts to get the unit operational started long before he got there.

'For a few years, for every major incident I wrote and submitted a report on how a police dog could have assisted and provided manpower



Current working police dogs were part of the opening ceremony at the Oxley Kennels.







Metro South Regional Rep Shayne Treasure purchased a rock to honour retired PD Ajax who he now cares for at his family home.

**“The meritorious conduct of these dogs is outstanding: some have literally run themselves to death in pursuit of offenders.”**

efficiency,’ he said. ‘I believe that was the trigger that finally got the Commissioner to give us the go ahead.’

All past and present police working dogs are eligible to be included in the memorial across their specialties of detection, tactical, and general purpose skills.

The memorial includes 300 rocks at the moment, and each one stands out with its engraving against a backdrop of white pebbles. The squad is still 100

rocks short of honouring every dog that has been sworn in, and each rock costs \$70.

It’s hoped the others will be funded by station social clubs around the state collecting their recyclable cans and bottles and donating the 10 cent returns from the ‘Containers for Cash’ program to the Dog Squad.

‘It’s an absolute pleasure to see this memorial come to fruition,’ Metro South Regional Rep Shayne Treasure said.



Sergeant Glen Ayoub with Toowoomba Comms Operator Hayley Reid. Senior Constable John Reid Toowoomba Forensic Crash honoured PD Ribot with his own recognition stone.



Police stations and work groups across the state are requested to send the proceeds of can and bottle recycling to the Dog Squad to purchase stones to honour dogs that have served in their District.

‘As far as I’m concerned, the dogs are members just as much as a human officer. A dog has a registered number and they bleed blue. The meritorious conduct of these dogs is outstanding: some have literally run themselves to death in pursuit of offenders. Not only that, they are excellent for police morale.’

Regional Rep Shayne Treasure is aiming to go further with the recognition of police dogs.

‘The QPU will be lobbying for a meritorious canine service medal for police dogs grievously injured in the act of protecting themselves, their handler, or a member of the public,’ he said.



Attending the memorial consecration Senior Sergeant (ret) John Casey, Senior Sergeant (ret) Paul Collins, Senior Constable (ret) Neil Smith, Sergeant (ret) Nickki Bignell, Sergeant Mick Hughes, Sergeant Dean Hanson, and Senior Constable (ret) Shaun O’Gorman.

**“The QPU will be lobbying for a meritorious canine service medal for police dogs grievously injured in the act of protecting themselves, their handler, or a member of the public.”**



Former Dog Squad OIC Inspector Fiona Hayes and current Dog Squad Sergeant Jaye Lilley lay stones for current serving dog Ike and passed members Turbo and Minka.



QBANK Relationships Manager Bruce Jones proudly lays a sponsored stone at the memorial.



Regional Rep Shayne Treasure has been lobbying the Police Minister Mark Ryan to support new awards for police dogs in line with honours bestowed by the Australian Defence Force.



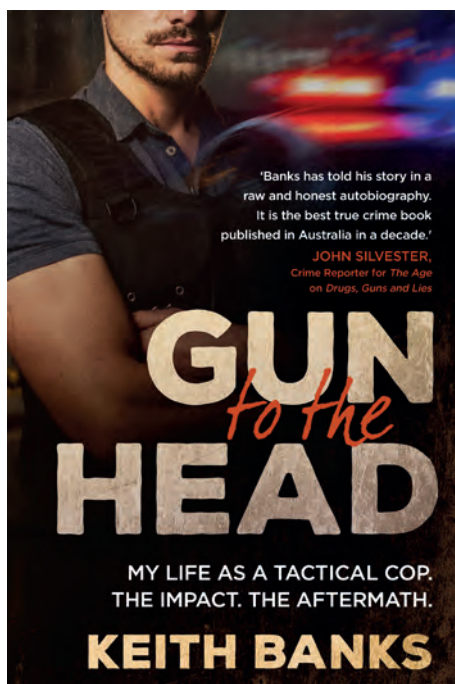
Current serving Brisbane dog squad members at the memorial ceremony.

The memorial is open for all current and serving dog handlers and police members. It's hoped with the addition of some shrubs the memorial 'stone river' will become a place to reflect, honour, and reminisce about police members who regularly use their speed, agility, and presence to keep fellow officers safe.

# Book Review Gun to the Head

By Darren Curtis

***Gun to the Head* is the second autobiographical book by retired Detective Sergeant Keith Banks. It provides an insight into the high adrenaline of special weapons and tactics in Queensland during the eighties.**



There are some great stories about what went on with specific operations, busting armed drug crop minders, witness protection duties, and stings to apprehend violent armed robbers. One incident could easily be converted into the script of a Hollywood movie; it involved Keith walking into a Brisbane city building and talking down a disturbed veteran intent on blowing up the highrise to 'get even' with a financial institution that didn't pay up. Keith delivers the tension and the moments bordering on laughter as he coaxed the man to step away from his IED. It is all material that is very rarely exposed to the public.



Author Keith Banks in his operators gear during a training exercise in 1984.

Following on from the success of his first book about his time as an undercover operative infiltrating the networks of drug dealers, Keith now reveals the next phase of his career as a detective transitioning to the establishment of a fulltime emergency response unit.

Stung by the corruption he witnessed within the Force working undercover, Keith unveils how difficult it was to trust colleagues again, and how he started to question the integrity of senior management in protecting the people of Queensland. To calm his frayed nerves, Keith developed an increasing reliance on alcohol and it is only now through hindsight he understands how his attempt to soothe his stress was really a destructive coping mechanism.

There are no punches pulled in naming police Keith believes were corrupt, and the times when they interfered with frontline police trying to do their job. One farcical case involves a group of men being caught in an illegal casino

and being allowed to give the names of Donald Duck and Mickey Mouse for the charge sheets.

The centrepiece of the book is the events around Operation Flashdance on 29 July 1987. The job was to apprehend jail escapee and violent bank thief Paul Mullin who had been terrorising bank tellers across the country with sawn-off rifles. Police discovered where he was hiding and intended to arrest him in the early hours of the morning at a home in the Brisbane suburb of Virginia. Interference from a senior officer altered critical tactics the team had developed and rehearsed to minimise risk. The job didn't go well and one officer was killed and another seriously wounded after Mullin opened fire on them from a hidden position in the house.



Headlines from 1987 about the raid.



*TRG Operator Peter Kidd who died after being shot multiple times during the raid. It was later revealed he had previously written a report requesting better ballistic vests.*

Keith was deeply affected by the death of his mate Peter Kidd in the raid, and the entire job haunted him for decades. Despite eventually seeking professional help, Keith reveals how a particular incident with a member of the blue family years later helped free him of his troubles and the weight of mental guilt.

It would be entirely appropriate for both of the books written by Keith Banks to become essential reading for everyone with leadership aspirations, or anyone who aspires to enter the ranks of police management in Australia.

*Gun to the Head is published by Allen and Unwin and is available from Booktopia for \$20.45.*



*Author Keith Banks with General Secretary Mick Barnes.*



## Intake 1/2021 formally graduated at the Queensland Police Academy at Oxley on Friday 18 June.

The 96 recruits were the first to have an entire compliment of family and friends attend the ceremony since the Covid pandemic changed procedures due to social distancing and Queensland Health requirements.

There were plenty of smiles from recruits as they were surrounded by family and friends, and the crowd helped generate an emotional atmosphere on the 'sacred acre' at the completion of the formal swearing in.

For recruit James Munckton, it was a momentous day. James's father Inspector Jim Munckton was his table officer witnessing his signature, and alongside his father signing other recruits in

was his mother Acting Inspector Angelique Maloney. James joins the QPS after working as a Protective Services Officer and will be heading to the Northern Region.

The recipient of the Queensland Police Union-sponsored Dux Award was recruit Karla Barrett. General Secretary Mick Barnes congratulated the 29-year-old former hospitality manager on her achievement in topping the intake for academic studies. Karla is headed to Charters Towers for her first station assignment.

General Secretary Mick Barnes said the enthusiasm shown by the recruits at the ceremony was contagious, and confirmed the QPS is looking forward

recruits from not only Australia but also Germany, the Ukraine, South Africa, New Zealand, the Philippines, and South Korea. The recruits obtained the required standards to

**"The recipient of the Queensland Police Union-sponsored Dux Award was recruit Karla Barrett."**

meet operational deployment through a combination of virtual learning and face-to-face instruction. Commissioner Katarina Carroll told the recruits that the challenge for them now is to take those lessons and apply them in the community with integrity and the highest standards possible.

**"James's father Inspector Jim Munckton was his table officer witnessing his signature, and alongside his father signing other recruits in was his mother Acting Inspector Angelique Maloney."**



Acting Insp Angelique Maloney and Insp Jim Munckton congratulate their son James on his graduation.

to exciting times through Government commitments to increasing recruits and police personnel. The commitment to an extra 2,025 officers and staff by 2025 has come about through solid advocacy from the QPU.

The intake on 18 June was diverse, with backgrounds of



Recipient of the QPU Dux Award for Graduation Class 1/2021 Karla Barrett with General Secretary Mick Barnes.



Constable Christopher Wood, the recipient of the Physical Skills Award (Sondra Lena Memorial Award) with Sondra's mother.



Constable Jarvin Blackman, the recipient of the Commissioner's Award for leadership and academic studies.











## Intake 44 officially graduated from the North Queensland Police Academy in Townsville on Thursday 24 June after 43 recruits completed 25 weeks of training.

The two squads began classes in January and underwent the entire training module with face-to-face learning at the Academy. The QPU, as well as the Commissioner, congratulated the training staff for their dedication and professionalism in their guidance of the class.

The diversity of the intake included people born in the United Kingdom and New Zealand, but the bulk of the class grew up in Australia. The youngest of the recruits was 19 and the oldest 30, and many had extensive family links to the Police Service with relatives still serving or recently retired.

**“Recruit Matt Burrows was presented with his badge by his father, Senior Constable Jason Burrows.”**

This bond to the blue family was highlighted when recruit Matt Burrows was presented



*General Secretary Mick Barnes congratulates Freddy Hartigan, the recipient of the QPU-sponsored Dux Award for Intake 44 in Townsville.*

with his badge by his father, Senior Constable Jason Burrows. Jason’s mother is an intel officer in Toowoomba and she was also there for the important family moment.

The recipient of the QPU-sponsored Dux Award was Freddy Hartigan, who was also honoured as the Most Valuable Team Member for Squad 187. The 30-year-old was acknowledged for his outstanding leadership in assisting colleagues with extra fitness sessions and continual support and encouragement as the squad progressed through the course. Freddy is headed to Innisfail for his First Year posting.

Police Commissioner Katarina Carroll told the recruits they will be tested continually in their roles as first responders dealing with domestic and family

violence, youth crime, and the Covid pandemic.

**“The recipient of the QPU-sponsored Dux Award was Freddy Hartigan, who was also honoured as the Most Valuable Team Member for Squad 187.”**

Police Minister Mark Ryan praised the majority of the class for opting to take on regional postings in their First Year and promised living and working in rural communities would be a tremendously rich experience.

Thirty-seven of the recruits will be spread across Queensland north of Gladstone. The largest number will go to Townsville (9), and then Cairns (6), Mackay (5), Innisfail (4), and Mt Isa (2). Six recruits will be relocating to Moreton, the South West, and Darling Downs Districts.



*Constable Matt Burrows is presented with his badge by his father, Senior Constable Jason Burrows.*



*Graduation celebrations. Central Region Rep Kev Groth, Constable Nathan Forster, General Secretary Mick Barnes, Constable Freddy Hartigan, and Northern Region Rep Peter Thomas.*



Police Federation of Australia  
PFA - Queensland Police Branch  
**ELECTION NOTICE - E2020/166**

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**Scheduled Election**

*Fair Work (Registered Organisations) Act 2009*

Nominations are called for:

**FAR NORTHERN REGION - Cluster 1** - Aurukun, Bamaga, Cairns, Coen, Cooktown, Edmonton, Gordonvale, Horn Island, Kowanyama, Laura, Lockhart River, Mossman, Pormpuraaw, Port Douglas, Smithfield, Thursday Island, Weipa, Yarrabah, Far Northern Regional HQ

- Branch Conference Delegate (1)

**FAR NORTHERN REGION - Cluster 2** - Babinda, Cardwell, El Arish, Innisfail, Mission Beach, Mourilyan, Silkwood, South Johnstone, Tully

- Branch Conference Delegate (1)

**FAR NORTHERN REGION - Cluster 3** - Atherton, Chillagoe, Croydon, Dimbulah, Einasleigh, Forsayth, Georgetown, Herberton, Kuranda, Malanda, Mareeba, Millaa Millaa, Mount Garnet, Mount Molloy, Mount Surprise, Ravenshoe, Yungaburra

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 4** - Bedourie, Birdsville, Boulia, Burketown, Camooweal, Cloncurry, Dajarra, Doomadgee, Julie Creek, Karumba, Kynuna, McKinlay, Mornington Island, Mount Isa, Normanton

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 5** - Magnetic Island, Townsville, North Queensland Police Academy

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 6** - Deeragun, Kirwan, Mundingburra, Stuart, Townsville Traffic, Townsville Regional Office and Townsville District Office

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 7** - Ayr, Charters Towers, Clare, Giru, Greenvale, Halifax, Home Hill, Hughenden, Ingham, Palm Island, Pentland, Prarie, Ravenswood, Richmond, Rollingstone

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 8** - Agnes Waters, Baralaba, Biloela, Calliope, Gladstone, Goovigen, Many Peaks, Miriam Vale, Mount Larcom, Moura, Rosedale, Tannum Sands, Theodore, Wowan

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 9** - Alpha, Aramac, Barcaldine, Blackall, Capella, Emerald, Ilfracombe, Isisford, Jericho, Jundah, Longreach, Muttaborra, Windorah, Winton, Yaraka

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 10** - Bowen, Calen, Carmila, Clermont, Collinsville, Dysart, Eton, Farleigh, Finch Hatton, Glenden, Mackay, Mackay Northern Beaches, Marian, Middlemount, Mirani, Moranbah, Nebo, Proserpine, Sarina, St. Lawrence, Walkerston, Whitsunday

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 11** - Anakie, Blackwater, Duaranga, Emu Park, Gracemere, Lakes Creek, Marlborough, Marmor, Mount Morgan, North Rockhampton, Rockhampton, Rolleston, Springsure, Tieri, Westwood, Woorabinda, Yeppoon, Central Regional HQ

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 12** - Bundaberg, Bargara, Childers, Gin Gin, South Kolan

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 13** - Kingaroy, Blackbutt, Cherbourg, Eidsvold, Gayndah, Kumbia, Monto, Mt. Perry, Mundubbera, Murgon, Nanango, Proston, Wondai

- Branch Conference Delegate (1)
- NORTH COAST REGION - Cluster 14** - Gympie, Imbil, Kilkivan, Goomeri, Tin Can Bay
- Branch Conference Delegate (1)
- NORTH COAST REGION - Cluster 15** - Maryborough, Tiaro, Howard, Hervey Bay, Biggenden, Fraser Island
- Branch Conference Delegate (1)
- NORTH COAST REGION - Cluster 16** - Bribie Island, Caboolture, Deception Bay, Kilcoy, Moore, Woodford, Redcliffe
- Branch Conference Delegate (1)
- NORTH COAST REGION - Cluster 17** - Beerwah, Caloundra, Coolum, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional HQ
- Branch Conference Delegate (1)
- SOUTHERN REGION - Cluster 18** - Adavale, Augathella, Charleville, Cunnamulla, Eromanga, Eulo, Hungerford, Morven, Quilpie, Tambo, Thargomindah, Wyandra
- Branch Conference Delegate (1)
- SOUTHERN REGION - Cluster 19** - Bell, Cecil Plains, Chinchilla, Cooyar, Dalby, Jandowae, Meandarra, Millmerran, Peranga, Tara, Yarraman
- Branch Conference Delegate (1)
- SOUTHERN REGION - Cluster 20** - Boonah, Booval, Esk, Goodna, Harrisville, Ipswich, Kalbar, Karana Downs, Lowood, Marburg, Rosewood, Toogoolawah, Yamanto, Springfield
- Branch Conference Delegate (1)
- SOUTHERN REGION - Cluster 21** - Bollon, Dirranbandi, Dulacca, Injune, Miles, Mitchell, Mungallala, Mungindi, Roma, St. George, Surat, Taroom, Thallon, Wallumbilla, Wandoan, Yuleba
- Branch Conference Delegate (1)
- SOUTHERN REGION - Cluster 22** - Cambooya, Crows Nest, Drayton, Forest Hill, Gatton, Goombungee, Helidon, Jondaryan, Laidley, Oakey, Pittsworth, Toowoomba, Southern Regional H.Q
- Branch Conference Delegate (1)
- SOUTHERN REGION - Cluster 23** - Allora, Clifton, Goondiwindi, Inglewood, Killarney, Leyburn, Stanthorpe, Talwood, Texas, Wallangarra, Warwick, Yangan, Yelarbon
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 24** - Broadbeach, Burleigh Heads, Palm Beach, Coolangatta, Robina
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 25** - Southport, Runaway Bay, Water Police
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 26** - Surfers Paradise, SER HQ
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 27** - Coomera, Mudgeeraba, Nerang
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 28** - Logan Central, Browns Plains, District HQ, Crestmead
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 29** - Beenleigh, Loganholme, Springwood
- Branch Conference Delegate (1)
- SOUTH EAST REGION - Cluster 30** - Jimboomba, Beaudesert, Canungra, North Tamborine, Rathdowney
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 31** - Ferny Grove, Indooroopilly, The Gap
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 32** - Boondall, Clayfield, Hendra, State Traffic (Boondall)
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 33** - Brisbane Watchhouse
- Branch Conference Delegate (1)

**METROPOLITAN NORTH REGION - Cluster 34** - Albany Creek, Dayboro, Petrie, Sandgate

- Branch Conference Delegate (1)

**METROPOLITAN NORTH REGION - Cluster 35** - Brisbane City, Metropolitan North Regional H.Q.

- Branch Conference Delegate (1)

**METROPOLITAN NORTH REGION - Cluster 36** - Fortitude Valley, Stafford

- Branch Conference Delegate (1)

**METROPOLITAN SOUTH REGION - Cluster 37** - Academy, Driver Training

- Branch Conference Delegate (1)

**METROPOLITAN SOUTH REGION - Cluster 38** - Moorooka, Oxley, Sherwood, Mt Ommaney, Acacia Ridge, Inala, Calamvale

- Branch Conference Delegate (1)

**METROPOLITAN SOUTH REGION - Cluster 39** - Carina, Coorparoo, Holland Park, Upper Mt Gravatt, Metropolitan South Regional H.Q.

- Branch Conference Delegate (1)

**METROPOLITAN SOUTH REGION - Cluster 40** - Annerley, Dutton Park, Morningside, Southbank, West End

- Branch Conference Delegate (1)

**METROPOLITAN SOUTH REGION - Cluster 41** - Capalaba, Cleveland, Dunwich, Redland Bay, Wynnum, Water Police, Russell Island, Macleay Island

- Branch Conference Delegate (1)

**METROPOLITAN SOUTH REGION - Cluster 42** - Specialist Services

- Branch Conference Delegate (1)

**HEADQUARTERS AND SUPPORT REGION - Cluster 43** - Forensic Services Branch

- Branch Conference Delegate (1)

**HEADQUARTERS AND SUPPORT REGION - Cluster 44** - S.C.O.C. Branch

- Branch Conference Delegate (1)

**HEADQUARTERS AND SUPPORT REGION - Cluster 45** - Railway Squad and Alderley Branch

- Branch Conference Delegate (1)

**HEADQUARTERS AND SUPPORT REGION - Cluster 46** - Crime and Misconduct Commission Branch

- Branch Conference Delegate (1)

**HEADQUARTERS AND SUPPORT REGION - Cluster 47** - Headquarters Branch, Mounted Police, and Legal Services Branch

- Branch Conference Delegate (1)

**HEADQUARTERS AND SUPPORT REGION - Cluster 48** - Brisbane Prosecutions

- Branch Conference Delegate (1)

**Nominations**, which must be in writing and comply with the registered rules of the Organisation, may be made at any time from 03/09/2021.

Nomination forms are available on request.

Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **not later than** 12:00pm Local Time (office of the Returning Officer) **on** 01/10/2021.

**How to lodge nominations**, nominations must be lodged via the following method(s):

**By Email:** A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to [IEBnominations@aec.gov.au](mailto:IEBnominations@aec.gov.au)

**By Portal:** Australian Electoral Commission Portal, [www.aec.gov.au/ieb/](http://www.aec.gov.au/ieb/)

**PLEASE NOTE:**

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.

2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.

**Withdrawing Nominations**

Nominations cannot be withdrawn after 12:00 Noon Local Time (office of the Returning Officer) on 08/10/2021.

**Candidate Statements**

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00 Noon (Local Time (office of the Returning Officer)) on 01/10/2021 can be accepted.

**Voting Period**

The ballot, if required, will open on 29/10/2021 and close at 12:00 Noon Local Time (office of the Returning Officer) on 26/11/2021.

**Scrutineers**

The appointment of scrutineers opens 03/09/2021 and closes 12 Noon Local Time (office of the Returning Officer) on 25/11/2021.

A form is available from the Returning Officer for the purposes of appointing Scrutineers.

**Other Information**

Changed Address? Advise the Organisation now.

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

Jeff Webb  
Returning Officer  
Telephone: 03 9285 7141  
Email: IEBevents@aec.gov.au  
24/08/2021



# Nomination Form

## Police Federation of Australia - PFA – Queensland Police Branch Scheduled Election - E2020/166

**CANDIDATE:**

Full Name (Print clearly) \_\_\_\_\_

**Membership Number:**

(Print clearly) \_\_\_\_\_

 For the office of: **BRANCH CONFERENCE DELEGATE**

Region: \_\_\_\_\_

Cluster number: \_\_\_\_\_

**Name for ballot paper:**

Print your name as you wish it to appear on the ballot paper \_\_\_\_\_

**Nominator/s**

I/We, the undersigned members of the PFA - Queensland Police Branch, nominate the person named above:

<b>NOMINATORS (3 required)</b> Full Name (Print clearly)	<b>Membership Number</b>	<b>SIGNATURE</b>	<b>DATE</b> __ / __ / __
			__ / __ / __
			__ / __ / __
			__ / __ / __

**CANDIDATE'S CONSENT**

I, _____ (print your name) consent to the nomination for the above office. I declare that I am eligible under the rules and am not disqualified from being a candidate [see Chapter 7, Part 4 of the <i>Fair Work (Registered Organisations) Act 2009</i> ].
Please indicate preferred title e.g. Mr, Mrs, Miss, Ms _____
Personal email: _____ (AECs' preferred method of communication)
Address: _____
Phone: _____
Signed: _____



Please see instructions on the next page

### **Lodging Nominations**

Nominations open on 03/09/2021 and must reach the Returning Officer, Jeff Webb not later than 12:00 Noon Local Time (office of the Returning Officer) on 01/10/2021.

Nominations cannot be withdrawn after 12:00 Noon Local Time (office of the Returning Officer) on 08/10/2021.

Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

**How to lodge nominations**, nominations must be lodged via the following method(s):

**By Email:** A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to [IEBnominations@aec.gov.au](mailto:IEBnominations@aec.gov.au)

**By Portal:** Australian Electoral Commission Portal, [www.aec.gov.au/ieb/](http://www.aec.gov.au/ieb/)

#### **PLEASE NOTE:**

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.

### **Acknowledgment**

You will be sent an acknowledgment of receipt of your nomination by Email.

### **Candidate Statements**

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00 Noon (Local Time (office of the Returning Officer)) on 01/10/2021 can be accepted.

### **Scrutineer Appointment**

The appointment of scrutineers opens on 03/09/2021 and closes 12 Noon Local Time (office of the Returning Officer) on 25/11/2021.

A Scrutineer Appointment form is available from the Returning Officer.

Jeff Webb  
Returning Officer  
Telephone: 03 9285 7141  
Email: [IEBevents@aec.gov.au](mailto:IEBevents@aec.gov.au)

**PLEASE NOTE:** It is your responsibility to ensure that your nomination is received by the Returning Officer **BEFORE** nominations close.

# Police Health



*'To say that I'm still here because of Police Health isn't a stretch. In the short 12 years I've been a member I've claimed well over \$100,000. I can't help feeling a bit guilty, but I know I have a great policy. Everyone says so!'*

**– David Walsh, retired Queensland police motorcyclist**



After wearing a gun belt for 37 years, I had developed a serious abnormality on my kidney, which ended up being a low-grade bladder tumour. It required a six-week treatment every Friday with what, I was told, was a 'very expensive drug'.

Luckily, it was covered by Police Health.

The anaesthetist whispered in my ear, 'Don't ever leave Police Health'.

Fast-forward 12 months and I was sent back for the same treatment. The doctor queried how much I was charged the previous time. I said: nothing. We had a nice laugh and joked that the doctor forgot to bill me.

**David has received more than \$141k in benefits from his Police Health cover since joining 12 years ago.**

Everywhere I go, everyone comments about how good Police Health is. My doctors, specialists, practitioners, dentist, secretaries, and now, my three kids who I've joined up.

Joining Police Health was the best thing I ever did. I don't know why I waited so long. I didn't think the private health system would be any different, to be honest. Boy, was I wrong!

Having private health isn't just about maintaining good health. It's a smart decision for our finances, too. The body just starts to break down at 60.

I had a torn meniscus which I could have waited seven years to have fixed in the public system. With Police Health, I had my surgery the week after my appointment. I also had arthrodesis surgery to rectify 60 years of extreme pain in my foot. And I had a kidney removed, pneumonia treated, and dozens of dentist appointments.

**'WHEN YOU'RE YOUNG, YOU JUST DON'T THINK YOU NEED COVERAGE.**

**I WAS A HANDSOME, HEALTHY, YOUNG MOTORCYCLE COP. I THOUGHT I WAS INVINCIBLE. BUT IT'S EASY TO SEE HOW THE BENEFITS ADD UP'.**

I vividly remember the first time I saw a police motorcyclist. I was working as a boilermaker and the office girl's husband raced down the road on his motorcycle. I realised then that being on a bike was my future.

I got knocked back a couple of times because I had 'too expansive a traffic history', as they diplomatically put it. There are no second chances, and I couldn't just reapply, I was told. But I wouldn't give up and finally, I got in with the help of a local Member of Parliament.

I'd still be there today if I didn't need to retire. I kept telling them, cheekily, 'I get to ride around on a motorcycle all day. This isn't a real job.'

It's the excitement and camaraderie I still miss. But I had a great end to my career: just one week after I retired, I flew to New Zealand to serve the Earthquake Commission in Christchurch. I think they chose me because I was a long-serving police officer.

It was the responses that affected me, more than the bodies. I have the face of a father grieving the loss of his son burned into my brain. I remember their faces, their despair. But there can also be a positive change in people's perception in a crisis, and I remember that too.

There's not one thing I'd change about my career, let alone my life. I have no regrets. I don't fear death. I often tell people I work on planet

Earth, but my perception is different. Most 70-year-olds I know just sit back and watch the world go by. But I have nine kids, who all call me every day. I just don't see myself as an old man.

I have a whole lot of life left in me. And, I have Police Health to thank. I can work purely for the joy of it, not because I have to repay medical bills.



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# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – July 2021



### MESSAGE FROM GREG EARLY, STATE PRESIDENT GETTING GOING AGAIN:

All branches have survived the pandemic very well and are coping with requirements, some of which may stay in place indefinitely. Planning is well advanced for the annual luncheons/dinner of each branch. Redlands, Sunshine Coast, Hervey Bay, Gold

Coast, and Southern Downs and Granite Belt branches held their luncheons on 23 February, 25 May, 22 June, 13 July, and 13 July respectively. Senior State Vice President Bob Pease and I attended the Redlands luncheon, I attended the Sunshine Coast and Gold Coast luncheons, and State Treasurer Jillian Steinkamp attended the one at Hervey Bay. The luncheons were enjoyed by all attendees.

**USE OF THE QPS BADGE ON A TOMBSTONE/PLAQUE:** It is necessary for anyone wishing to do this to first obtain approval from the Executive Director, Strategy and Performance, Queensland Police Service, via Strategy and Performance. OfficerCCE@police.qld.gov.au, phone 3364 4514.

### LUNCHEONS/DINNER TO BE HELD

**23 July – Far North Queensland** Bungalow Hotel, Cairns, Brigitte McKaskill 0408 281 979

**24 July – Gladstone** Chinatown Restaurant, Darryl Saw 0447 417 746

**24 July – Van Diemen's Land** Tamar Valley Resort, Andy Beasant 0409 030 142

**25 August – Gympie** Gympie Bowls Club, Veronica Kane 0408 827 433

**13 September – State** Geebung RSL, Bob Pease 3355 7441; 0401 399 839

**13 October – Near North Coast** Caboolture Central Sports Club, Merv Melling 0408 587 624

**15 October – Mackay Whitsunday** South Suburban Bowls Club, Dennis Hansen 4957 2699

**21 October – Logan Beenleigh** Club Beenleigh, Col Thorne 0407 905 017

**28 October – Darling Downs** Futures Restaurant, TAFE College, Mike Jordan 0438 111 423

**15 November – Rockhampton** Frenchville Sports Club, Dennis Smith 0408 321 416

**1 December – Bundaberg** Bundaberg RSL Club, Rowan Bond 0409 286 483

**1 December – Townsville** Carlyle Gardens, John Urquhart 0407 734 497

**9 December – Ipswich** Brothers Leagues Club, Ken Martin 0407 345 500

### New members

Former Inspector Peter Flori, Gold Coast; former Sergeant in New Zealand Police Michael Trevor Blong, Sunshine Coast; former Sergeant Brendan John Ryan, Darling Downs; former Acting Senior Sergeant Melissa McMahon (formerly Curtis), Logan Beenleigh; former Sergeant Paul Malcolm Jervis, Hervey Bay; former Detective Senior Constable Gregory Bignell, Gold Coast; former Detective Senior Constable Noleyne Patrice Milne, Ipswich; former Royal Papua New Guinea Constabulary and AFP member Robert Kingsley Ridgway, Redlands; former QPS Communication Room Officer Rodney Charles Dunham, Bundaberg; and former Senior Sergeant David Ross Murray, Mackay-Whitsunday.

### QRPA Certificates

#### Veteran Member

(over 75 years and 10 years continuous financial membership)  
Raymond Thomas Brieese, Darling Downs; Lyle George Crompton, Sunshine Coast; Brian Joseph Hooper, Townsville; Wayne Phillip Lamb, Gladstone; Kerry James Smith, Near North Coast; Mervyn John Collins, Redlands; Vivian Raymond Harvey, Bundaberg; Jan (John) Hendrikus Hogeveen, Bundaberg; Gregory Ian Spies, Logan Beenleigh; and Graham Joseph Cousins, Gladstone.

#### Veteran Associate Member

(over 75 years and 10 years continuous financial membership)  
Noel Andrew Fortescue, Near North Coast; Sandra Carol Fortescue, Near North Coast; Margaret Hooper, Townsville; Jeffrey Walter Collins, Redlands; Janice Dawn Hodgson, Mackay-Whitsunday; and Dena Ann Wisnewski-Cous, Gladstone.

#### Senior Member

(over 65 years and 10 years continuous financial membership)  
Robert Brightwell, Sunshine Coast; John Costello, Mackay-Whitsunday; Kevin James Hedges, State; Richard Steley, State; Wayne McDonald Browning, Sunshine Coast; and Howard James Whiting, Gold Coast.

#### 90 And Over

Jean Goldstraw, Townsville, 96 on 6 May; Stanley Albert Hanke, State, 95 on 2 May; Eric Millman Hopper, Southern Downs and Granite Belt, 92 on 12 May; Arthur James Jamieson, Gympie, 97 on 17 May; June Margaret Close, Hervey Bay, 91 on 13 June; Betty Hood, State, 90 on 20 June; John Conway Howard, State, 91 on 17 June; Rex Albert Allison, Gympie, 97 on 18 July and Ramsay (Ron) Hastie, Logan-Beenleigh, 93 years on 22 July.

## Obituaries - May they Rest in Peace

### Members

Veteran member and former Senior Sergeant Grahame Douglas Wilkinson, 11 May, 83 years; Veteran Associate Member Janice Morgan, 26 May, 82 years; Veteran Member and former Superintendent Kevin George Flynn, 3 July, 80 years; Veteran Member and former Sergeant 1C James (Jim) Joseph Long, 11 June, 90 years; Member and former Sergeant 2C Robert Vincent (Bob) Meagher, 15 June, 92 years; Veteran Member and former Inspector Leslie Lloyd Schultz, 18 June, 92 years; Member and former NSW police officer Phillip John (Phil) Yates, 20 June, 66 years; and Member and former QPS officer Raymond John Balkin, 30 June, 88 years.

### Family

Patricia Anne Edwards, wife of retired Queensland police officer James (Jim) Edwards, 18 April, 74 years; Francis Michael Warrick, father of serving QPS officer Scot Arron Warrick, 11 May, 76 years; and Maree Therese Pike, daughter of Life Member and Immediate Past State President Michael O'Brien, 1 July, 53 years

### Non-members

Former Senior Constable Gavin Andrew Robert (Andrew) Rogers, 5 April, 53 years; former QPS SCOC Robert John McNab, 22 April; former Regional Superintendent Gordon Duncan 28 April, 89 years; former QPS officer Paul Wayne Hood, 21 April, 74 years; former Sergeant Peter Phillip (Joe) Whitney 11 June, 71 years; former QPS and NSW police officer Barry Charles Maxwell, 19 June, 73 years; former QPS officer Christopher (Obie) O'Brien, 18 June; former QPS officer Morris (Morrie) Vincent Gurr, 15 June, 95 years; and former QPS officer Harold (Harry) Alfred Gordon, 1 July, 79 years

### Serving members

Sergeant Martin (Marty) Patrick Hogan, registered number 4016533, from Driving Skills at People Capability Command, 10 April and Senior Constable David Masters, 27 June, 53 years.

## AROUND THE BRANCHES

### BUNDABERG

Meeting held on 30 April. Welfare: Bob Hayes was undergoing more treatment and seems to have settled into his new digs. Mary Waugh has recovered from her infection and hospitalisation and Robyn Bond is recovering slowly after having broken her arm in a fall in Townsville. Meeting held on 28 May. Welfare: Lou Pukallas is recovering from shoulder surgery, Ken Strohfeltdt (in Toowoomba these days) is going well, Cec Austen is going okay, and Mary Davitt is now in Bolton Clarke in North Bundaberg. President Grannie Pearce reported on the 3 May Bowls Day: Members agreed it was one of the best under the new covers and the raffle was well supported. A total of almost \$3,000 was raised on the day and will be donated to the Queensland Police Legacy Scheme. Meeting held on 25 June. President Grannie Pearce welcomed all to the meeting with a special welcome given to Rod Dunham, a former QPS public servant, whose application to join was later recommended for approval. Welfare: Ken Strohfeltdt is going okay and sent his regards, Keith Lipp is going okay, Lou Pakallus's shoulder is repairing well but was still in a sling, Cec Austin is still having health issues, Geraldine Caesar is going well

and liking Toowoomba, John Read has had his hip operation and is now out of hospital, Mary Crook is going well and attending U3A, John Hooper was in the Friendlies Hospital, Dawn Field is going well, and Karl Osterlund is feeling much better after a medication change. Rowan and Robyn Bond are hosting a BBQ lunch at their place on 5 September.

### GOLD COAST

Meeting held on 4 May at the Southport RSL Club. Des Sorensen acted as Secretary. On 27 May a social meeting was held at the Paradise Point Bowls Club. Meeting held on 1 June at Currumbin RSL Club. An application to join the Association by Greg Bignell was recommended for approval. Welfare: Neil Raward is battling throat cancer, Doreen Gillespie had spent a month in hospital, and Henk deVisser was recently visited by Welfare Officer Col Sullivan. Guest speaker: Tristan Coombes from NBN Co. Meeting held on 6 July at the Currumbin RSL Club. Welfare: Neil Raward has been taken off all medication, Kym Graham-Goldup suffered a minor stroke, and Russell Robertson has Achilles tendon issues and is still in a moon boot. Guest speaker: Sergeant Linda Baade, Broadbeach PCYC. The branch's 42nd annual luncheon held at Twin Towns, Tweed Heads, on 13 July. President Russell Robertson welcomed 56 members and guests. Special guests were Assistant Commissioner Brian Wilkins, QBank Director Paul Wilson, State President Greg Early, Raylene Williams from White Lady Funerals, and Twin Towns Board members Sharon and Ross O'Leary. Russell mentioned the ill health of Neil Raward who had run 17 similar luncheons when he was Treasurer and Social Secretary. Neil was honoured by a toast. Eight lucky door prizes and 50 raffle prizes were run off with the result that nearly everyone present received a prize. While Covid conditions were observed, the luncheon was most enjoyable.

### GYMPIE

Meeting held on 2 June at the Tin Can Bay Country Club. President Laurie Pointing indicated he would not be accepting nomination as President at the forthcoming AGM. He said that after 12 years it was time for him to step aside so that new blood can be introduced. Welfare: Ken Salmon was in the Sunshine Coast University Hospital with a blood related complaint. Welfare Officers have contacted the following in recent times: Tony Barton, Landis Crosby, Keith and Lyn Bunkum, Helene Milner, Frank and Julie Davey, and Greg and Helen Hasenkam. Also, Norm Breen spoke to Delvine Sprenger, who is not able to get out much because Bill needs constant care. Branch members visited the Gympie Mining Museum on 24 June.

### LOGAN-BEENLEIGH

Meeting held on 20 May. Guest speaker: John Warlters of Rural Aid. John provided a most informative presentation on the role of Rural Aid which commenced operations in 2015. As well as providing fodder to drought affected areas in both Queensland (then still 75% drought affected) and New South Wales, it provides mental health support and also organises fundraising activities such as the 'Good on You Mate' concert. Another Rural Aid initiative provides affected families with prepaid Visa cards to the value of \$500. John also spoke of the important role of volunteers and their involvement in various projects throughout the state, details of which are available on

their website. The branch later made a donation of \$250 to Rural Aid. Dale Ellsworth was presented with her Veteran Associate Member Certificate. Welfare: Eileen Riley advised that several members had their Covid injections and have remained well following the injections. David James and Nev Hunsley had been hospitalised and hopefully have recovered fully. A visit to the Beenleigh Historical Village was made on 23 June. Meeting held on 17 June. Guest speaker: Mark Ainsworth (lead investigator in the Baden-Clay murder). Mark provided a most interesting and informative presentation which outlined all aspects of the 2012 murder of Alison Baden-Clay. He detailed the ingenuity and professionalism of the investigators which eventually led to Alison's husband, Gerard Baden-Clay, being convicted of murder. Marilyn Klupfel was presented with her Veteran Associate Member certificate. The transfer of Teg Roberts from Hervey Bay to Logan / Beenleigh was noted. Welfare: Eileen Riley reported that David James was in hospital again with another blood infection. Nev Hunsley was back at home after his period of rehabilitation. Unfortunately, Joy Moloney, who has been unwell for some time, had a fall recently and broke her arm. Greg Davidson advised the meeting that Andy Watt is going well and has started putting on weight.

### SUNSHINE COAST

Forty-eight people attended the annual luncheon held at the Headlands Golf Club on 25 May. This was the first time this year that the branch could use the club due to extensive renovations. While welcoming all the attendees to the luncheon, President John (Whiskey) Walker also extended a special welcome to QRPA State President and Sunshine Coast branch member Greg Early, retired Assistant Commissioner, Sunshine Coast branch member and QBANK Board Director Andy Henderson, Acting Superintendent of the Sunshine Coast Police District Jon VanEgmond, Regional Police Chaplain Matt Govan, visitors from Redlands branch: President Paul (Marty) Fitzpatrick and his wife Anne, and Lawrie and Ruby Witham from the Brisbane Valley, who also were acknowledged as regular attendees to the Sunshine Coast branch official functions. The President also accorded a special welcome to Charmain Blissner, whose husband Clarrie sadly passed away on 5 April, branch secretary David Betts and his wife Lyn whose son Stephen passed away suddenly on 12 February, and Jean Cogill whose husband Gordon passed away on 15 February last year. Greg Early spoke about QRPA matters on a statewide and branch basis and at the end of his address presented a Senior Member Certificate to Bob Brightwell. Director Andy Henderson spoke about the performance of QBANK, some of the issues confronting banking, and the support given to a number of members due to the impact on them because of Covid. Acting Superintendent Jon VanEgmond spoke about a number of policing issues within the Sunshine Coast Police District, in particular the increase in population, calls for police assistance, and the future impact on police in the developing area of the new settlement at Aura, south of Caloundra. Their addresses were well received and acknowledged accordingly by all present. Once again the organisation, preparation, and commitment by Treasurer Roly Dargush in organising the event ensured the day was a great success. He was ably assisted by Headlands Golf Club management, kitchen, and bar staff who

catered for everyone's needs efficiently and professionally. Quite a number of raffle prizes were drawn and a few lucky winners went home with more than one prize. As they say, 'That's the luck of the draw!' (John (Whiskey) Walker). Meeting held on 22 June. A report on the annual luncheon was received. The Welfare Officer reported on various members. Guest speaker: Doctor Ken Wishaw, a semi-retired medical specialist in anaesthesia and critical care. Among other things, he was Australia's first full time rescue helicopter doctor and co-founded CareFlight in Sydney. He has written a book on his experiences as a rescue helicopter doctor. His presentation was received by acclamation.



*Bob Brightwell receiving his Senior Member Certificate from State President Greg Early.*

### SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 7 May at the Stanthorpe RSL Club. Vice President Tim Battle welcomed all to the meeting in the absence of President Laurie Bell who was holidaying. To overcome difficulties being experienced by branches in banking since Westpac Bank has ceased its connection with QBank, a debit card has been issued to the branch so that banking can be undertaken at the post office.

### ROCKHAMPTON

Meeting held on 5 May. Members were advised of the requirements of the Frenchville Club regarding registering on entry. Tom Young marched on Anzac Day at Yeppoon and John Trenaman marched at Gracemere. The meeting was advised of the status of the baseball cap project and the meeting authorised the Executive to proceed with the project. Welfare: Andrea Benson could not attend the meeting on account of a knee injury. Meeting held on 2 June. President Barry Self presented Andrea Benson with her OBE Certificate (over bloody eighty). The branch will be making a donation to Cockscombe Retreat in recognition of the organisation's work to support past and present military, police, fire, ambulance, nursing staff, and anyone who puts themselves in harm's way, especially those suffering from PTSD. Meeting held on 7 July. The baseball caps ordered by the branch had arrived and were placed on display. Most members present took delivery of one or more of the caps. There were no welfare reports. Annual general meeting held on 7 July. Bob Moore conducted the election of officers with the following result: President – Barry Self, Vice President – Bob Moore, Secretary – Dennis Smith, Treasurer – no nominations and Dennis Smith volunteered to act in the position until a Treasurer is appointed, Welfare Officers – Rockhampton area – Barry Self, and Yeppoon area – Tom and June Young on a temporary basis. President

Barry gave his annual report and thanked all for his 27 years as president. He thanked Carolyn Tomlin for her efforts as branch treasurer for the past eight years.

### MACKAY-WHITSUNDAY

Meeting held on 15 May. The branch was exploring a possible Facebook post. Brian Cumming gave an update on the Sarina project indicating he had made contact with Sarina High School and the matter would be looked at during the next semester. Welfare: Craig Joy advised he is continuing his chemo treatment every fourth week and also a 'chemo in a tablet' every day. Barry had been in contact with Bob Maher, Tony Wynne, Bev Houley, Arthur Brooks, and Merv Fisher. Col Duncan was hospitalised for a few days as a result of a fall but at the time of the meeting he was home again and doing okay. He also transported Ray Hodgson to and from the Mackay ICON Cancer Clinic. They later returned to Proserpine. Five members turned up at the Cenotaph for the 9.30am Anzac Day parade which did not eventuate. Dennis Doring placed a wreath on behalf of the branch. Several members travelled to Bowen on 11 April and attended the funeral of retired Superintendent Gordon Duncan. Gordon was provided a Police Service funeral with a Piper and Guard of Honour. Deputy Commissioner (Regions) Paul Taylor attended, spoke on behalf of the QPS, and presented the family with Gordon's service record. Guest speaker: Dwayne German, a 2nd year Constable stationed at Northern Beaches police station, gave a short talk on his life before the Service, his training, and subsequent transition to policing. After his address, Dwayne took part in a lively Q & A with members. Meeting held on 19 June. President Bob Maher has asked members to come up with a list of retired officers residing in the Mackay area with a view to contacting them about joining the QRPA. It was resolved to donate \$500 to the local RACQ CQ Rescue Organisation. Welfare report by Barry Downs: He has made contact with Bob Maher, Bev Houley, Lorraine and Col Duncan (at the time of the meeting Col was in the Base Hospital and Lorraine was about to undergo open heart surgery in Townsville), Ray Hodgson, Tony Wynne, Merv Fisher, Arthur Brooks, and Craig Joy. President Bob Maher presented John Costello with his Senior Member Certificate. A beautifully presented Queensland Police badge, laser cut into stainless steel, buffed and painted and contained in a wooden frame, was donated by Dave and Pat Gray and will be used as a future major raffle prize.



President Bob Maher presenting John Costello with his Senior Member certificate.

### IPSWICH

Meeting held on 13 May. Welfare by John Hawkins: Ron Lobwein returned home from hospital the day before the meeting. Len Yarrow was a patient at St. Andrews Hospital following a slight scare. Ken Farquharson is not travelling too well at St. Mary's nursing home. Barry Cannon was admitted to the Mater Private due to blood issues. Margaret Martin had an overnight stay at St. Andrews due to a blood issue. Guest Speaker: Darren Curtis. Darren joined the Queensland Police Union in 2019 as a media specialist after 33 years as a journalist working in newspapers, radio, and television. He was prominent in the television coverage of the Brisbane floods in 2010, providing hours of live coverage from the helicopter to give residents across the city a perspective of the damage and the impact created by the floodwaters. Throughout his journalism career Darren has covered major disasters including bushfires, cyclones, drought, and the Newcastle earthquake. A police roundsman for many years, Darren covered the Sydney gangland wars, the bushland hunt for victims of Ivan Milat, and the murders of police officers David Carty, Damian Leeding, and Brett Forte. Darren's role with the QPU now involves assisting with speech writing, the Union's presence in all forms of social media, providing video and photographic material, and arranging media conferences, along with production of the QPU Journal. Meeting held on 10 June at John and Joy Raatz's Ranch at Booval. John and Joy were great hosts. The food was excellent and the members and guests had a great day. An application to join the Association was received from Noleyne Milne. Welfare report by John Hawkins: Len Yarrow had his heart re-booted to ensure correct rhythm. Ron Lobwein is at home after nine weeks in St. Andrews Hospital. Ron cannot recall breaking his leg in hospital and only remembers the last three to four days in hospital. He is cheerful but is facing a long road to recovery. John also attended Myrle Horne's funeral. President Ken Morris presented John Raatz with his Veteran Member Certificate. Annual general and monthly meeting held on 8 July. AGM: The election of officers result: Chairman – Ken Morris, Deputy Chairman – Dan Murdoch, Secretary/Treasurer – Ken Martin, Welfare Officer – Bruce Raymond, Assistant Welfare Officer – John Hawkins, Newsletter Editors – Maxine and Mal Renouf, Raffle Co-ordinators – Matt and Elaine Dale, and Widows Co-ordinator – Di McCrae. Monthly meeting: Welfare: John Hawkins reported that Barry Cannon had been receiving treatment for skin damage at the Mater Hospital and at the time of the May meeting, Linda Gorrie was in St Vincents Hospital, Toowoomba, where she was the recipient of two stents to remedy a blocked artery. Di McCrae is going to arrange a luncheon for the ladies in August/September. State President Greg Early presented retiring Welfare Officer John Hawkins with a Certificate of Appreciation. John offered his support to newly appointed Welfare Officer Bruce Raymond. Guest speaker: State President Greg Early, who touched on the re-formation of the Ipswich branch, the longevity of members now compared with years gone by, Funeral Planning Request Forms, Police Pipers at funerals, Police Chaplains, the QRPA website, Police Legacy, and past Police Commissioners.



President Ken Morris presenting Ken Raatz with his Veteran Member certificate.

## TOWNSVILLE

Meeting held on 5 May. The Welfare Officer, Gordon Thomas, informed the meeting about keeping in touch with Brian and Margaret Hooper and that Laural Angus was still having trouble with her foot as well as her new boots. The annual trip to Ingham was made on 2 June. After the usual morning tea provided by Barbara Zupp, the meeting was held at the Royal Hotel. President Merv Johnston welcomed everyone to the meeting and a special welcome was given to member Clare Murphy on her first visit to Ingham, Eric and Carol Darby, Connie Schultz and her daughter Lesley, and all the members from Ingham. He also introduced guest speaker Rev Dr Rosemary Dunn, QPS Chaplain for that part of the region. Welfare Officer Gordon Thomas informed the meeting that he is still keeping in touch with Brian and Margaret Hooper and in company with John Urquhart he had visited them; they were presented with their Veteran Member Certificate and Veteran Associate Member Certificate respectively. Margaret Butterworth had travelled to Bundaberg to visit her mother but unfortunately Margaret had a fall and ended up in the hospital. Jenny Urquhart's back was playing up again, she had spent the last week in bed and was unable to travel to attend the meeting. Fred Angus donated a bottle of port as a raffle prize. He explained the history of the port: in 1988 he arrived in Mackay and was taken to the Mackay Police Club. When the club was opened they bottled 5,000 bottles of port. This was in 1978. They were all numbered and this one is 1160. The bottle is now 43 years old and was signed by Commissioner Terry Lewis and by John Cummins who was the President of the Police Club. The Reverend Dr Rosemary Dunn (Ingham Police Chaplain) was guest speaker. She gave a very interesting and thought-provoking talk on many different and various topics. A certificate of appreciation was presented to Barbara Zupp by the President, on behalf of all members, for her continuous supplying of morning tea to Townsville members when they come to Ingham for this meeting. AGM and monthly meeting held on 7 July. Brendan White conducted the election of officers with the following result: President – Merv Johnston, Vice President – Trevor Errington, Secretary – John Urquhart, Treasurer – John Cran, Welfare Officers – Gordon Thomas and Ian Palin, Welfare Officer (Ingham) – Fred Angus, and Raffle Co-ordinator – Wendy Thomas. Welfare by Gordon Thomas: Jenny Urquhart is still having troubles with

her back and neck. Ian Palin ran into a bollard and damaged his knees, hands, nose, ears, and head. Brian Hooper was going into hospital after the meeting in an attempt to fix the hole he has in his ankle, and wife Margaret spiked her leg on a garden stake. Brian Bensley had a fall and broke his collar shoulder which he can't move and is in pain all the time. Wife Carol hurt her back when she tried to help him up after the fall. John Pearson from Ingham fell and broke his hip. He was in ICU but was moved into another ward at the Townsville Hospital. Jill Hardy had an operation on her knee and is just managing to walk with the aid of a walking stick. Peter Hardy went into the Townsville Hospital on 6 July to have a melanoma removed from his arm and to have a skin graft. The guest speaker for the day was Clare Murphy. She spoke of her time in the QPS, where she went from a junior officer to Inspector. She said she spoke to her father, Sergeant Dan Murphy, about joining and he and her mother, Mary, fully supported her. She transferred between many places, eventually ending up in Townsville. She then went back to Brisbane to the Commissioner's Office, where she made Inspector. She outlined the difficulties female Commissioned Officers faced in those times. Eventually, they were accepted as equal to their male counterparts. She was again transferred to Townsville to be in charge of Special Projects for the Northern Region. She loved the job and never had issues with anyone. After retiring (at 55 years) she had a knee replacement and continued her love of gardening. She has had 29 cruises in 14 years. She does a lot of crocheting and is still involved in Toastmasters.



Guest speaker – Rev Dr Rosemary Dunn



Barbara Zupp presented with a certificate of appreciation by President Merv Johnston.

## GLADSTONE

The 5 May meeting was held at the Club Hotel, Gladstone. Acting Welfare Officer Darryl Saw reported that Peter Vale had surgery to remove a skin cancer from his nose. Jim Winn has had an operation to remove a skin cancer from his left ear. He now has two points on that ear and has nicknamed himself Spock. Keith Allan was still not feeling the best and spends a lot of time in bed; his pain management medication has been adjusted. Glen Josefski is still doing well although his pain situation has not improved. Denis Connolly reported that a laceration to his left leg required 20 stitches but he was



getting around okay. Mike Ball advised that his cancer is on the rise and he had a doctor's appointment that day. Gladstone branch members met at Harvey Road Tavern on 2 June and undertook a two hour Gladstone Region Tours guided bus tour of industrial and scenic areas of Gladstone. President Glenn Churchill and partner Sue were Covid stranded in New South Wales until 10 June when they returned to Queensland without quarantining. Tour operator and guide Darryl Branthwaite gave a very comprehensive description of the various businesses and projects around Gladstone. On return to the tavern, members enjoyed lunch following a short meeting. Acting Welfare Officer Darryl Saw advised Glenn Josefski is still doing well; his pain situation has not improved but he is keeping busy. Keith McCann advised he visited John and Val Caterson recently and they are going well. General meeting and the AGM held on 7 July at the Queens Hotel, Gladstone. Acting Welfare Officer Darryl Saw advised he had been contacted by Darren Jones, Heather's son, who said she is doing well and is happy where she is. Glenn Josefski is doing well although his pain situation has not improved. Graham Cousins is in respite care at Regis in Salisbury, Brisbane, and is having difficulties settling down. He will return to Gladstone when a placement is available. The branch has been successful in receiving \$500 from the Gladstone Region Mayor's Discretionary Fund to assist with uniform shirt funding. All members present won at least one prize in the multi-draw raffle. The election of Office Bearers for the 2021-22 year resulted as follows: President – Glenn Churchill, Senior Vice President – Denis Connolly, Junior Vice President – Neil Coleborn, Secretary – Darryl Saw, Treasurer – David Thomas, and Welfare Officer – John Sayre.



Tour Operator and Guide Darryl Branthwaite left with Gladstone branch members.

## DARLING DOWNS

Meeting held on 13 May. President John Sullivan gave a report on the police plaque dedication at Crows Nest on Anzac Day and invited members to inspect it when in Crows Nest. Welfare: Kev Weise and Roger Harvey were both unwell at the time of the meeting. Alan Lane advised he had been advised by the Toowoomba TAFE College that the annual luncheon would be held on 28 October. President John Sullivan presented Treasurer Dave Lynch with his Senior Member Certificate. Meeting held on 10 June. Welfare: Mike Jordan reported that Boyd Wilson had been sick for the past two weeks but was improving. John Sullivan reported that Ray Briese's son had sustained a number of injuries in his

service with the Army but was now recovering from resulting operations. Steve Steenstrup reported that his wife was on the mend. Members were reminded to complete funeral planning request forms. AGM and monthly meetings held on 8 July. Bob Scarff conducted the election of officers with the following result: President – John Sullivan, Senior Vice President – Alan Lane, Junior Vice President – John MacKay, Secretary – Mike Jordan, and Treasurer – David Lynch. At the monthly meeting, Mal Twine indicated he was prepared to take on the role of Welfare Officer and Alan Lane and John MacKay volunteered to assist as and when required. Welfare: Ray Laidlaw spoke of his wife Colleen's health issues and indicated with due medical care she was on the road to recovery. Roger Deshon gave an update on his health issues and indicated he was to undergo further processes to endeavour to resolve same. Members were reminded of the re-dedication of the Memorial Wall on 7 August.



President John Sullivan presenting Treasurer Dave Lynch with his Senior Member certificate.

## NEAR NORTH COAST

Meeting held on 17 May at Sylvan Beach, Bribie Island. Welfare: Allan Hawkins reported on the welfare of Artie Law. Treasurer Paddy Higgins provided an update on the forthcoming annual luncheon. Meeting held at Woody Point on 21 June. Acting President Allan Hawkins gave a special welcome to John and Anne Harvey who have transferred from the Far North Queensland branch. Later on in the meeting John gave a summary of his service. Welfare Officer Allan Hawkins reported on the welfare of members with no serious issues outstanding. Allan presented Noel and Sandra Fortescue with their Veteran Associate Member certificates. They have been tireless workers for the branch for many years. Fish and chips were enjoyed after the meeting.



Noel and Sandra Fortescue after being presented with their Veteran Associate Member Certificates by Acting President Allan Hawkins.

## REDLANDS

Meeting held on 27 April. Vice President Paul Oates acted as Secretary due to the hospitalisation of Secretary Eddie Gallo. Welfare: Ken Luskie advised that Barry Ingham was going okay although he requires some minor attention. Merv Collins was nearly back to full health. Mike Mills was still dealing with his medical condition and is not yet ready to return to regular meetings. Alan Nicol is going okay and was travelling in a caravan. Eddie went home from hospital on 29 April. At that time he was very restricted in what he could do and not do. Guest speaker: Member Jock MacDonald continued his talk which he began at the March meeting about policing in Cape York in the 1960s and 1970s. The meeting found the talk to be informative and interesting. It was Jock's last meeting at the branch as he has moved back to Cairns. Secretary Eddie Gallo was authorised to begin making arrangements for the National Police Remembrance Day service in the Redlands on 29 September. Meeting held on 25 May. The meeting was chaired by Vice President Paul Oates who welcomed members and guest speaker John Butler. Ken Luskie's welfare report was presented by Secretary Eddie Gallo: Recently Rosie Nicol spent a night in hospital with a medical condition. Bill Knowles has had a number of medical issues this year which have made him miss most meetings. Guest speaker: John Butler addressed members on the subject of dementia. It was an interesting subject and gave members an insight into dementia that they may not otherwise have had. Secretary Eddie Gallo is going to explore the possibility of one of the local high schools being involved in this year's National Police Remembrance Day service. The branch will host the service in the Redlands again this year. The branch has recommended that Associate Members over 90 be exempt from paying annual fees (subsequently approved by the State Management Committee from 1 July). Meeting held on 22 June. In the absence of President Marty Fitzpatrick and Vice President Paul Oates, the meeting was chaired by Treasurer Bernie Coleman. Guest Speakers Allan Smith and Bec Devlin addressed the meeting on benefits available to members from 'Home Assist Secure'. Members were urged to contact them for further information if required. Chair Bernie informed the meeting he had used their services and recommended them to members. The application to join by Robert Kingsley Ridgway, former Royal Papua New Guinea Constabulary and Australian Federal Police, was recommended for approval. Secretary Eddie Gallo reminded members of the benefits and need to fill in a Funeral Planning Request Form so that both branch and state are aware of what members might wish for their service.

## FAR NORTH QUEENSLAND

Meeting held at Fuller Sports, Edmonton, on 28 May. President Mal McKaskill gave a warm welcome to everyone, especially Inspector Russell Rhodes and Police Chaplain Pastor Will Spann. Welfare by Brigitte McKaskill: Sadly, Kaye Chandler passed away last week. We have been in touch with Darryl over the past two weeks and a private family service was held earlier this week. In lieu of a flower tribute, Darryl requested donations to the Heart Foundation. The QRPA FNQ branch has made a donation of \$150 in Kaye's memory. Vicki Crofton had surgery

on her knee and is recovering well. Dell Stubbins is recovering well from knee surgery. Bob Adamson is doing well. JD Hartwell is also recovering after surgery. Branch members were glad to see Joe Moran and Dianne at the meeting. A message from Brian and Liz Huxley: Unfortunately, we won't be able to attend the next QRPA lunch due to prior commitments associated with our relocation down south ahead of my retirement in July. I've greatly appreciated the support from retired police in FNQ and particularly the generosity of the group in making Liz and I feel so welcomed. We've thoroughly enjoyed our time in Cairns but it will be the people of far north Queensland we will miss most. Beryl Pocock was very appreciative of the flower tribute the branch sent to her on the occasion of her 90th birthday. Meeting held at the Atherton International Club on 25 June. Special welcomes were given by President Mal McKaskill to Acting Chief Superintendent Chris Hodgman, Inspector Russell Rhodes, OIC of Atherton station Senior Sergeant Kyell Palmer, retired Victorian Senior Sergeant Ken Hine and wife Rosmary, and guest speaker Terry Brodin from Office of Fair Trading. Welfare by Brigitte McKaskill: Vicki Crofton is recovering well and hopes to attend the next meeting. Dell Stubbins also hopes to attend the next meeting, and Bob Adamson is doing well. Acting Chief Superintendent Hodgman presented Jock MacDonald with the National Police Service Medal and the Queensland Police Service Medal. The Acting Chief Superintendent gave a regional update on flights from PNG, a huge increase in calls for service to the QPS over the past five years, youth crime and domestic violence being some of the largest demands on QPS resources, the Service Delivery Redesign Project reconfiguring policing to meet demand, and the QPS implementing the SOLVE (severity, opportunity, likelihood, vulnerability, expectations) Model at Policelink and Communication Centres to assess calls for service. The former Far Northern Region will re-commence on 1 July with the same boundaries. Guest speaker Terry Brodin, Service Delivery Team Leader with Fair Trading, spoke on scams. Quite a number of interesting questions followed his address. He also provided a booklet which will be available at the July meeting



*Police Chaplain – Pastor Will Spann*



*Jock MacDonald receiving the NPS and QPS Medals from Acting Chief Superintendent Chris Hodgman.*

## HERVEY BAY

Meeting held on 18 May. President Ian Anderson thanked those members who attended the BBQ at Quota Park and also those who attended the funeral of member Graham Newman. Welfare: Greg Morrow continues with his cancer treatment.

Margaret Bradshaw is recovering from an operation to replace a knee joint. The scheduled speaker was unable to attend the meeting due to circumstances beyond his control. One of the RSL Club's employees, Brad Gray, filled the void: he is ex-Navy and spent some 35 years in the prison system, including 16 years as a dog handler. Brad entertained those present with some 'war stories' and discussions about the present system versus the older standards. The application by Paul Jervis to join the Association was recommended for approval. Annual luncheon held on 22 June: Fifty-one guests attended this year's luncheon including local branch members, visitors from Redland Bay, Bundaberg, Gympie, Brisbane, and members of the New South Wales Retired Police Association. Also in attendance was Director of QBank Andy Henderson and his wife Lyn, Superintendent Mick Sawrey, Senior Sergeant Brooke Flood, Acting Inspector Wade Lee, Senior Sergeant Tony Cole, and Sergeant Lyndsay Judson from the local police establishments. Hervey Bay state member Andrian Tantari MP also attended with his assistant Sarah. State Management Committee Treasurer Jillian Steinkamp gave a short but informative address to the guests on where the organisation as a whole stands at this moment. Andy Henderson later spoke of the ongoing support of QBank to the retired police organisation and the financial arrangements available to all members of QBank.

#### VAN DIEMEN'S LAND

The branch last met on 28 March at Bracknell Reserve where it was decided to conduct the 2021 annual general meeting at Tamar Valley Resort on 24 July. If looking for good accommodation in Tasmania, please give our members listed below a call:

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

Touchwood – 31 Church Street.  
Stanley Chris and Gretta Blom 03 6458 1348  
enquiries@touchwoodstanley.com.au

#### State President:

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

#### State Secretary:

Patricia Holden, zhende4854@gmail.com, 0428 455 406

QRPA Website: [www.qrpa.asn.au](http://www.qrpa.asn.au)

Email: [qldretiredpolice@gmail.com](mailto:qldretiredpolice@gmail.com)

**Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers – 24/7 – 1800 277 478. If you know someone doing it tough, please urge them to use the free service or talk to you or someone.**



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THEIR HIGHLY ENGAGING PRESENTATION OUTLINES THE RESILIENCE PROJECT STRATEGIES, GRATITUDE, EMPATHY (KINDNESS) AND MINDFULNESS AND DISCUSSES SIMPLE WAYS YOU CAN PRACTICE THESE IN YOUR DAILY LIFE.



THE SESSION WILL BE PRESENTED BY MARTIN HEPPELL, A RENOWNED AND INSPIRING SPEAKER.

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[HTTPS://THERESILIENCEPROJECT.COM.AU/](https://theresilienceproject.com.au/)



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