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POLICE **UNION** JOURNAL

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**THE TERRORISM
INCIDENT AT BONDI
HAS SHOWN IN
GRAPHIC DETAIL
SOME OF THE BEST
EXAMPLES POSSIBLE
OF HEROIC, SMART
POLICING AND
UNFORTUNATELY THE
INCREASING VIOLENT
ENVIRONMENT
POLICE IN THIS
COUNTRY FACE
EVERY DAY.**

Police instinctively used their training to protect people and neutralise the offenders. They shielded those in the line of fire and saved countless lives.

For anybody to question their bravery and compassion is thoughtless and a complete ignorance of the facts. I'm truly impressed with the New South Wales Premier Chris Minns defending the actions of police.

In a media conference in the days following the massacre, Premier Minn's had a very public swipe at ill-founded claims police didn't act with efficiency and professionalism. He said any suggestion that officers didn't live up to their responsibilities was "disrespectful" and should be "rejected". The Premier was quoted as saying "they weren't shot in the back as they were running away. They were shot in the front. I'm sorry to be graphic about it but if there is any suggestion that New South Wales police didn't live up to their responsibilities to the people of this state, it should be rejected because it is not consistent with the facts."

It's refreshing to hear such significant support for police who are always prepared to put their own safety at risk to protect the community.

I know the New South Wales Police Association is providing significant support to the police injured, including Probationary Constable Jack Hibbert and Constable Scott Dyson and a third officer who had her neck grazed by shrapnel. We wish them the best recovery possible.

BONDI WESTFIELD INQUIRY

During the Coronial Inquiry into the mass casualty event at the Bondi Junction Westfield in April 2024 a number of Queensland police were

provided legal representation by the QPU as they were called to give evidence about their interactions with the offender when he lived in Toowoomba.

During the proceedings evidence was given that in 2024 only six out of fifteen Districts in Queensland had an officer dedicated as the Mental Health Intervention Coordinator (MHIC), despite a recommendation from the Queensland State Coroner seven years prior (following a police shooting inquest) that every District should have an appointed MHIC.

During cross-examination, Acting Deputy Commissioner Kelly did not provide a direct answer as to why action had not been taken previously, he gave an undertaking on oath that both he and the Commissioner had discussed the matter and that MHIC's would be incorporated, at least one per district.

Following advocacy from the QPU I can confirm that the QPS has now filled a further eight MHIC positions. This brings the total to fourteen out of fifteen Districts now holding full-time MHICs to address mental health matters. However, it remains clear that resource allocation within these divisions is still an issue. Some Districts are busier than others and may require additional resources. For example, in Toowoomba there's a requirement for three Officers due to the workload but there's a single Officer doing the work.

QPU MEMBER HEALTH: PRIORITISING OFFICER WELLBEING AND BRAIN HEALTH

The untimely loss of long-serving former General President, QPU

Life Member and Cross Border Commissioner Ian Leavers is a stark reminder that Officer health and wellbeing, particularly the need to treat psychosocial and cognitive wellbeing should be a priority.

At its November meeting, the QPU Board made two landmark decisions to address these challenges.

Appointment of Expert Advisor, Police Wellbeing

The QPU has engaged Dr Jacqueline Drew as its Expert Advisor, Police Wellbeing. Dr Drew is a nationally and internationally recognised leader in police mental health, organisational wellbeing, and health-oriented police leadership. An Associate Professor and Director of the Psychology in Policing and Public Safety (PIPPS) Lab at Griffith University, she specialises in translating world-leading research into practical strategies that improve police wellbeing.

With more than 25 years' experience as a police psychologist and policing scholar, Dr Drew has worked extensively within and alongside police agencies and has a longstanding relationship with the QPU. Her work is grounded in evidence and focused on reforms that deliver real outcomes for police.

Dr Drew's initial engagement will run until June 2026 and will include delivery of:

- a QPU Police Wellbeing Strategy and Framework;
- an implementation roadmap;
- advice on the development of a Wellbeing Hub;
- coordination of wellbeing interventions and programs;
- advice on sustainable funding models; and
- building relationships with key stakeholders.

ASAP Trauma Intervention Program

The Board has also approved the engagement of Mr Sonny Provetto and two specialist colleagues from the ASAP Training Institute in Vermont, USA, to deliver Acute Stress Adaptive Protocol (ASAP)

intervention sessions across Queensland from late April 2026.

ASAP is an Eye Movement Desensitisation and Reprocessing (EMDR) based intervention designed specifically for first responders to process acute stress and traumatic events. (EMDR) is a recognised psychotherapy that helps individuals process traumatic memories and reduce their emotional impact through bilateral stimulation, including eye movements, auditory, or tactile cues. ASAP has been shown to significantly reduce post-traumatic stress symptoms in first responders.

A critical but often overlooked occupational health risk in policing is concussion and Traumatic Brain Injury (TBI). Officers may sustain these injuries through physical assaults, OST training, vehicle collisions where there are incidents without direct head strikes, or crowd-control situations. Many Officers also experience repeated sub concussive impacts, head impacts or brain stress that do not produce obvious concussion symptoms but cause microstructural brain changes.

Both concussive and sub concussive injuries can affect cognition, emotional regulation, decision-making, and mental health. Among current and former officers, TBI's may contribute to elevated rates of post-traumatic stress, depression, anxiety, and sleep disturbances. TBI's can impair neural systems responsible for impulse control and emotional regulation, reducing the brain's ability to "apply the brakes" to emotional responses. This can manifest as increased irritability, impulsivity, anger outbursts, and heightened aggressive behaviour, including negative online interactions.

Whether you are serving or retired, you might reflect:

"I've noticed changes in my mood or impulse control. I am more irritable than usual and acting out more aggressively than normal, whether that be at home, at work, or online. Could past head injuries or concussions be contributing?"

The QPU Police Wellbeing Strategy and Framework explicitly includes retired and former officers, a group too often overlooked. Health and well-being challenges do not end at retirement; they can emerge long after the badge is handed in. Former Officers frequently struggle with identity loss, isolation, and loss of purpose. Redefining life after policing is not easy, and it should not be done alone.

Proactive management of head injuries, early assessment, and access to tailored wellbeing programs are essential to protecting brain health and overall wellbeing. Whether through mentoring, volunteering, or rediscovering life beyond policing, former officers deserve support, connection, and strategies to manage the lasting impacts of policing on their minds and behaviour.

I find it deeply troubling to see retired officers, once respected and valued for their service, struggling to a point where they feel so helpless and compelled to engage in harmful and self destructive behaviour. It's even more disturbing when that conduct is laid bare on social media. This is not simply a matter of character, it often reflects the long-term effects of policing on mental health and brain function, including consequences of repeated exposure to trauma, stress, and head injuries sustained over a career.

We need to acknowledge that the challenges of life after policing are real and complex. The QPU is committed to ensuring no one is left behind. This is not symbolism. It is action.

REINTEGRATION INTO THE WORKPLACE

One of the important aspects of being part of the Police Federation of Australia, is being able to liaise with our fellow Australian and New Zealand colleagues concerning emerging trends across jurisdictions.

New Zealand Police (NZP) has adopted a reintegration model for officers involved in critical incidents, which I believe we need here in Queensland. It involves a holistic,

member-centric psychological and operational strategy.

Here is a summary and structural breakdown of the key points regarding the proposed reintegration strategy.

1. The Core Philosophy: The NZP Model

The New Zealand program acknowledges "one size does not fit all." The reintegration pace is dictated by the member's readiness rather than an arbitrary timeline.

The support structure is divided into two distinct roles to separate administrative burdens from operational recovery: This is how it could look if adopted in Queensland.

A. The Liaison Officer (The Buffer)

- **Role:** Acts as the shield between the QPS and the member.
- **Responsibilities:**
 - o Managing logistics (medical, psychologist, and interview appointments).
 - o Providing updates on investigation status.
 - o Reducing the administrative load on the traumatised officer.

B. Specialist Peer Support Officer (The Operational Guide)

- **Role:** Assists with the practical return to policing duties.
- **Responsibilities:**
 - o Firearms Re-familiarisation: One-on-one assistance at the range to rebuild confidence with weapons.
 - o Graduated Exposure: Starting with plain clothes shifts in the company of the support officer.
 - o Secondary Capacity: The member attends jobs without decision-making responsibility, gradually moving back to full autonomy.
 - o Training: Support regarding policy and law updates.

2. Implementation Challenges in Queensland

The primary hurdle identified is legislative. Specifically, the conflict between a supportive therapeutic environment and the Duty to Report.

- **The Issue:** Under s6A.1, there is a mandatory duty to report misconduct. This creates a risk that disclosures made during reintegration or counselling could be used against the Officer in disciplinary or legal proceedings.
- **The Proposal:** The QPU argues Officers undergoing reintegration must be afforded protections similar to sexual assault victims. Notes and discussions arising from counselling or reintegration sessions should be inadmissible as evidence to ensure full candour and psychological safety.

3. The Business Case and Broader Application

The QPU argues this is not just a welfare expense, but a financial investment in human capital.

- **Return On Investment (ROI):** The Government spends hundreds of thousands of dollars training a single officer. A robust reintegration program protects that asset and ensures a return on investment.
- **Scalability:** While designed for critical incidents (shootings), the model is highly adaptable for:
 - o Officers returning from maternity or parental leave.
 - o Officers recovering from long-term physical injuries or sick leave.
 - o Officers seeking to transition from desk roles back to the front line.

ILLICIT TOBACCO

The growth of the illicit tobacco market driven by high tobacco excise, which is being exploited by crime syndicates, is of great concern to all Australian law enforcement agencies.

The Albanese Government seemingly has a tin ear to calls for tobacco excise reductions as a step to counter illicit markets and return smokers to the regulated market. Treasurer Jim Chalmers is apparently unfazed by police concerns and growing community fear, despite increasing arson attacks on tobacconists, including in his own electorate of Rankin.

Although the enforcement of smoking product laws is the

responsibility of Queensland Health Officers there is a knock-on effect for law enforcement agencies. This is because the illicit tobacco market is dominated by organised crime syndicates who are waging territory wars and using stand-over tactics to peddle their illicit products.

QPU AFFILIATION WITH THE ACTU

The QPU Executive recently resolved to affiliate with the Australian Council of Trade Unions (ACTU) for the purpose of lobbying for member benefits on a National level. Notably, the Police Association of NSW is affiliated with the ACTU and have a position on the ACTU Executive Committee.

In 2023, the Police Federation of Australia's National Recruitment and Retention Summit identified the following three immediate steps to best support police in Australia:

- o The extension of FBT/Salary Packaging benefits, enjoyed by healthcare workers, to police;
- o A police healthcare 'Blue Card'; and
- o Early access to superannuation benefits at age 55 years.

Despite the best efforts of the QPU, and our PFA partners, we have been unable to successfully prosecute our campaign for these measures with the Australian Government. Nevertheless, the QPU Executive is resolute in its belief these measures are not only deserved but are also essential ingredients to attract and retain our workforce and moreover, support officer health and wellbeing.

Our affiliation with the ACTU, along with that of PANSW, gives us a platform to leverage the highly influential ACTU to lobby for the delivery member benefits that have so far been beyond reach. The QPU Executive will review our ACTU affiliation annually to assess if it advances our interests.

Can I also take this opportunity to dispel a myth doing the rounds that our ACTU affiliation will somehow allow QPU member details to be shared with the CFMEU. A rumour with no basis in fact. The QPU

will never release your personal information to a third party, including the ACTU, CFMEU or any other organisation. Although irrelevant to our stated position about not releasing member details, it may also give members comfort to know the CFMEU were suspended from the ACTU in 2024 and is under administration. Significant reform will be required within their structure before they are even considered for reinstatement.

2025 REVIEW

I want to acknowledge the QPU Executive for standing firmly together as a team over the past twelve months. The unity of the Executive Board has never been stronger, and that cohesion has been critical in navigating a challenging year.

While 2025 had its difficulties, it also brought significant achievements:

- The QPU Industrial team handled 16,000 requests for assistance and inquiries over the year.
- There are more than 13,200 QPU members.
- The QPU Legal team provided assistance at every critical incident and death in police operations investigation.
- The QPU Legal team documented over 860 interactions with members, providing assistance and case management of another 300 open files of matters involving QPU members.
- The QPU Legal team provided assistance and support to multiple members at 13 different Coronial Hearings.
- QPU Legal Partners, Sciacca's Lawyers recovered over \$15,000,000 for members through Permanent Disablement Claims and QSuper.
- Sciacca's also acted for QPU members in common law actions recovering nearly \$32,000,000.
- Sciacca's also took instructions for 584 free wills for QPU members.
- Mortality Fund payments for QPU members who lost a partner or child totalled \$174,000

- Benevolent Fund benefits for QPU members experiencing extreme hardship totalled \$91,000.
- QPU Flood Assistance Grants for members totalled \$30,000.
- QPU advocacy secured an additional \$5 million in extra budget funding to provide personal first aid kits to every frontline officer.
- Family and Domestic Violence reform delivering efficiencies for police and enhanced protections for victims was advanced.
- A process to deliver equality for all QPU members applying for QPS Awards.
- Advocacy for OST to focus on Taser 10 rollout to every frontline officer from January 2026.

There was also transformative change within the QPU itself. After decades of largely unchanged rules, our delegates at the May QPU Conference adopted a completely modernised set of rules, placing Branches at the heart of our Union.

Strong, accountable Branches are essential to grassroots Unionism and to ensuring the voice of every member is heard.

I want to also take this opportunity to sincerely thank our Branch officials, who tirelessly represent our members. Their dedication, commitment, and hard work on the front lines of Unionism ensure that every member's voice is heard and that the QPU continues to deliver meaningful outcomes for those we serve.

2026 OUTLOOK

Looking ahead to 2026, the QPU Executive will hold the Crisafulli Government accountable. It is my expectation that the QPU will be consulted on any legislation or policy affecting police in this state. Where that doesn't happen, we will be clear and decisive in expressing our disappointment.

Next year will be a pivotal year for the QPU. Key priorities include:

- Advancing the implementation of a 'blue card' for medical and allied

health support through the Federal Government.

- Expanding salary sacrificing options for police with Federal Government support.
- Expanding further legislative reform to deliver efficiencies in Domestic and Family Violence administration for frontline police. .
- Driving meaningful recruitment strategies designed to retain officers for the next twenty years, not just six which has become the norm.
- Advocacy for the judiciary to deliver community and QPU member expectations on sentencing for those found guilty of assaulting police.

2026 is a year to consolidate our progress, strengthen our Branches, and ensure the QPU continues to deliver tangible outcomes for every member.

FESTIVE SEASON

With so many demands on first response police and those conducting complex protracted investigations along with challenges in every facet of policing it's like there was little time to draw in some clean air and feel appreciated during the past year.

It's my hope, all of our members get through the festive season without being injured or harmed and make it back to their loved ones at the end of each shift. I know for many blended families it can be a stressful time with work and juggling arrangements attempting to satisfy every demand. If you do manage to get any time off, please enjoy each minute, do your best to clear your mind and return refreshed.

If 2026, is the year you separate from the QPS through age retirement, enjoy striking each day off the calendar from January 1. Your contribution has been appreciated, valued and made a difference. Once the 'piping out' is complete it's time to embrace a whole new collection of things to do without shiftwork, some travel opportunities and relaxation in good health.

Thank you, with honour you served.



ANDY WILLIAMS

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I WAS DEEPLY SHOCKED TO LEARN OF IAN'S PASSING. IAN WAS A FIGURE WHOSE PRESENCE SHAPED OUR UNION COMMUNITY AND THERE WEREN'T MANY ASPECTS OF POLICING THAT WEREN'T TOUCHED BY HIS FINGERPRINTS, PIMPAMA POLICE STATION BEING A CASE IN POINT.

VALE IAN JOHN LEAVERS 'LEAVO'

Ian was steadfast, outspoken, and deeply committed to the people he served. Ian and I didn't always agree and, as time went on, we found ourselves agreeing less but even in disagreement, I recognised the sincerity of his beliefs and the determination behind his advocacy.

Ian's death is a profound tragedy, one that reminds us of the unseen burdens individuals may carry, regardless of how strong they appear.

His passing prompts us to look after one another, to speak openly about mental health, and to ensure support is never out of reach. Debate is necessary and welcome, but it should never be something that is not respectful.

Ian leaves behind a legacy of passion, challenge, and conviction. We honour his contributions, acknowledge our differences, and remember the human being behind the public role. May he rest in peace.

DOES ANYTHING CHANGE?

Each year, I return to the Christmas Journal article, and each year I am dismayed to see the service sliding further into chaos. Two years ago, I asked Commissioner Carroll what progress had been made over the preceding year; regrettably, there was little evidence of improvement.

Commissioner Gollschewski has endured serious health challenges and is fortunate to have survived, yet the QPS continues to suffer from a lack of decisive leadership and action. Immediate, effective measures are urgently needed to restore order and ensure the Service fulfills its responsibilities.

FLEET MANAGEMENT ISSUES

The current state of the QPS vehicle fleet is a disgrace. There appears to be a significant lack of understanding regarding the management and utilisation of fleet vehicles.

New cars are left sitting unused in paddocks for prolonged periods, sometimes up to a year resulting in



QPU South Region Rep Andy Williams and former QPU President Ian Leavers on an investigative expedition of the Surfers Paradise SNP.

voided warranties. Meanwhile, vehicles that are still in service have odometers that show extremely high mileage, with some approaching distances equivalent to a trip to the moon.

There is no clear oversight of which vehicles are in use, how far they have traveled, or when they are scheduled for replacement. The entire fleet management system seems to have become at best, dysfunctional.

Previously, there were strict standards, such as returning a vehicle if its mileage exceeded 41,000 kilometers. Now, vehicles with mileage ten times that amount are still in use.

The resale value of QPS vehicles has deteriorated to the point where even Woodridge's most questionable used car lots would refuse to purchase them.

WORKLOAD DISTRIBUTION AND DEMAND

The workload across QPS Regions, particularly in the Gold Coast and Logan areas, is unreasonably high. The South East Region is responsible for over 40 percent of the state's demand, yet it receives substantially less than 40 percent of the available resources. This disparity is unacceptable and places excessive pressure on personnel throughout the Region.

Regardless of role, whether General Duties (GDs), Criminal Investigation Branch (CIB), or Child Protection Investigation Unit (CPIU) all staff are burdened with workloads that are far too heavy. Although minor adjustments have been made, such as tinkering around the edges of policy, no comprehensive or realistic plan has been implemented to alleviate the demand.

While Police Protection Directions might reduce the time required for most Domestic and Family Violence (DFV) jobs, they do not decrease the overall number of jobs that officers need to attend.

DOING OTHER DEPARTMENTS WORK

Part of the ever-growing juggernaut that is 'demand' is police being left to hold the can when other Government agencies neglect to act on issues or

just don't have resources to respond.

For example, the big issue in the news at the moment E-bikes, initially a transport issue for compliance.

Given we are being advised of the most extreme E-motor bikes, it would be reasonable for Queensland Transport to be visiting those selling these class of vehicles and conducting checks of the business' motor vehicle licence.

They, as the lead agency for vehicle standards and compliance, might consider some form of inspection regime for the detection of non-compliant vehicles. Instead, they sit in their Monday to Friday office safe in the knowledge that eventually it will become a police problem. I would suggest they are not alone.

Another example is how much time is spent helping QAS in the mental health space, despite the Victorian Royal Commission into Victoria's Mental Health system findings:

'Ensure wherever possible, emergency services' response to people experiencing time-critical mental health crisis are led by health professionals rather than police.'

The recommendation goes further to suggest that Triple Zero calls be taken by Ambulance Victoria rather than police and importantly that:

'Responses to mental health crisis requiring the attendance of both ambulance and police are led by paramedics (with support from mental health clinicians when required).'

The last point is salient as if the operation is led by the Ambulance service, there is a fair argument that any adverse outcome would be under the guise of Ambulance control. In other words, there would be no death in policing operations so no need for our members to be exposed to Coronial oversight.

It struck me as disgraceful at a recent incident that the other emergency services terminated duty immediately and went home to deal with the impact of the situation they had encountered, the Police involved took themselves back to the

station to await the arrival of Ethical Standards.

WATCHHOUSES

I note with interest the Government's stated aim to introduce 'breach of bail, go to jail laws'. Far be it for me as a member of this Union to stand in the way of young thugs getting put behind bars. I will however point out that as I write this article there are 492 persons in police custody.

7 watch houses in this state are either above their capacity or over safe capacity.

I ask, where exactly is it proposed to put them? When there are nearly 180 more prisoners in watchhouses than this time last year, and crews are regularly driving large distances to transport prisoners as watchhouses are full, it seems like another good idea where the consequences for Police and Watchhouse officers, have not been contemplated.

Introduce the laws, but first create the infrastructure to deal with the consequences. A new Watchhouse at Beenleigh would be a good start.....

BRANCH OFFICIALS

I had the honour of congratulating a group of QPU members from across the state for completing the Union's Branch Officials Training Course in November.

Their commitment to serving their colleagues in matters of industrial, legal rights, entitlements and welfare is truly admirable.

The knowledge they have acquired will be invaluable in supporting and representing their fellow workers.

If other members from across the South East Region would like to participate in this training at our Brisbane office or perhaps undergo a re-fresher if you're an official and it's been a while since you've had an update drop me an email awilliams@qpu.asn.au





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ALTHOUGH THIS IS AN EXTREMELY SAD TIME FOR SO MANY OF US, I HAD THE HONOUR AND PRIVILEGE OF BEING PART OF THE FAREWELL FOR MY CLOSE FRIEND AND CONFIDANT, IAN JOHN LEAVERS APM 'LEAVO'.

VALE IAN JOHN LEAVERS APM 'LEAVO'

Ian was more than a colleague, more than a leader, and more than a public figure. To me, he was a true friend. Someone I trusted, someone I respected, and someone who always held firm to his values regardless of the pressure around him.

Ian dedicated his life to standing up for police. He was a fierce advocate, unafraid to speak his mind and unwilling to back down when it came to protecting those who serve.

Whether he was challenging politicians, questioning the Police Executive, or fighting for safer and fairer conditions for every officer, Ian did it with passion, conviction, and a deep sense of responsibility to the policing family.

But behind the public battles and the strength he displayed, Ian was also a man of great kindness. He cared about people, genuinely cared. He was the type of friend who would call to check in, who would offer support without being asked, and who made time for others no matter how busy he was.

His loyalty ran deep, and those who were fortunate enough to be close to him knew the size of his heart.

Ian was a devoted son, a proud father, stepfather, a caring godfather, a loved uncle, and a treasured friend to many. His presence filled a room, his humour lifted spirits, and his guidance shaped countless lives throughout his career

and beyond. The void his passing leaves is immense, and his absence will be felt for a long time to come.

For all of us in policing, this loss is a stark reminder that even the strongest among us carry burdens we may never see. As police and as human beings we all face challenges in our personal and professional lives. Please remember that you are not alone. If you are struggling, reach out. Speak to your family, your friends, your colleagues and you can always reach out to me directly. I am here to listen, to support, and to help in any way I can. My phone is on 24/7.

Ian's legacy will endure in the lives he touched, the officers he protected, and the countless ways he strengthened our profession. We will honour him not only by remembering him, but by continuing the work he believed in: looking after each other, standing up for what's right, and never walking past someone who needs help.

Rest in peace, Leavo. Thank you for your service, your leadership, and your friendship. We will miss you dearly, but we will carry your spirit forward with pride.

NORTH BRISBANE DISTRICT – CONTINUING THE ROADMAP

As we continue along the North Brisbane District roadmap, I want to reassure everyone that I'll keep advocating for all staff and ensuring your voices are heard. I'll continue to raise with senior management what's working well and what isn't, and I'll

put forward the suggestions and ideas that come directly from our troops on the ground.

If you have any concerns, feedback, or ideas on how we can improve things for all of us, please don't hesitate to reach out. Your input is vital in helping us shape a stronger, more supportive, and effective workplace for everyone.

BRISBANE CENTRAL DISTRICT

The new Brisbane Central District has now been approved, and formal consultation will commence shortly. I have already met with AC Morris, who has been very open to genuine input from the QPU.

He is determined not to take the easy road in standing up this new District, but to ensure it is done properly, thoughtfully, and with the needs of our members at the forefront.

Our members will be kept fully informed throughout this process. I will share any communication I

receive and provide updates from every meeting I'm involved in, so you know exactly where things are at and what is being discussed on your behalf.

Your voice matters, and I will continue to ensure it is heard. If you have concerns or suggestions as this progresses, please reach out. I'm here to advocate for you

CHRISTMAS MESSAGE

As we come to the end of another busy year, I want to take this opportunity to thank each one of you for your hard work, professionalism, and commitment throughout 2025.

The dedication shown across the Metro North Police Region has been outstanding, and I'm incredibly proud of the way we continue to serve our community with integrity and care.

Over the festive season, I encourage everyone to take some well-deserved time to rest, recharge, and spend

quality time with family and loved ones. For those working through the holidays, thank you for continuing to keep our community safe, your efforts do not go unnoticed or unappreciated.

I will be on nightwork over Christmas and will endeavour to get out and about and catch up with as many of you as I can.

Please look after yourselves and one another and stay safe.

*From my family to yours
I wish you and your loved ones
a very Merry Christmas and a
happy, healthy New Year.*

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

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



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IAN LEAVERS' CAREER SPANNED MORE THAN THIRTY FIVE YEARS OF SERVICE TO THE QPS. HE BEGAN IN 1989 AND WORKED ACROSS MULTIPLE DIVISIONS.

VALE IAN 'LEAVO' LEAVERS

In 2009 he took on a new mantle as President of the QPU, a role he held for 15 years, after having first served as a branch official and Regional rep.

Under his leadership, the Union became a powerful voice for change. He was instrumental in advocating for the safety, welfare, and rights of frontline officers, fighting for better conditions, support for mental health and safer working environments.

I worked with Leavo for over 10 years through the QPU. To me, he was exactly what the union stands for. He challenged decision-makers, questioned policies and refused to back down when Officer's welfare was at stake. He offered blunt honesty when it was needed, guidance when it was asked for and encouragement when someone was close to breaking under the pressure. Whether you met him at a station, on a job, or through the Union, he had a way of making you feel seen.

Leavo's sudden passing is a stark reminder that not even the strongest among us are not immune to life's fragility.

For Officers who live with constant risk, stress and trauma, his death has sharpened conversations around mental health, personal wellbeing, and the quiet battles many carry. For countless Officers, his sudden absence likely stirred shock, grief, confusion, anger, guilt, even a sense

of vulnerability. The grief of losing a friend, especially so unexpectedly can be profound and difficult. To be honest, it leaves a hole.

Though he is gone now, Leavo left behind a substantial legacy and that legacy could shape policing in Queensland for years to come. Whilst the opportunity for one more phone call, catch up or meeting, laugh or drink has disappeared, he will never be forgotten.

Rest in Peace Leavo.



2023 QPU Northern Region Conference delegates.

THE STATE OF QUEENSLAND POLICE SERVICE HOUSING: AN URGENT ISSUE THAT CAN NO LONGER BE IGNORED

For decades, the QPS has relied on service-owned and managed housing to support officers posted throughout the state, particularly in remote, rural and high demand Regions where private rentals are scarce or impossibly expensive.

In theory, this housing exists to ensure that Officers and their families can live safely, comfortably, and with

the dignity they deserve. In practice, however, many Officers are finding themselves placed into dwellings that are aging, neglected and in some cases entirely unfit for human habitation.

Stories continue to emerge of QPS accommodation suffering from major structural problems, mould growing, leaking roofs, unsafe electrical systems, broken plumbing and general disrepair.

Some police houses have not seen meaningful upgrades in decades. Others sit on land prone to flooding, termite damage, or long-term deterioration that has simply been patched up again and again. The result is this patchwork of dwellings, some reasonable, many poor and too many completely unliveable.

This isn't just about buildings. It's about the wellbeing of the Officers inside them.

Police Officers already work under enormous stress. They face traumatic incidents, long shifts, public scrutiny, and constant pressure to perform. When those Officers are then expected to return home, often with their families to a house that is damp, unsafe, or falling apart, the cumulative impact is profound. It affects sleep, mental health, family stability and the ability to perform the job effectively.

For some Officers, especially those stationed in remote communities, service housing is the only available housing. That means living conditions aren't a choice, they're an unavoidable reality.

Queensland has faced ongoing challenges in attracting and retaining police across rural and regional areas. Poor quality housing only makes that challenge harder.

If the accommodation provided is substandard, Officers understandably

hesitate to accept remote postings, especially those with partners or young children. In some locations, the condition of housing has become a deciding factor in whether Officers stay long-term, rotate out early, or avoid certain postings entirely. As vacancies rise and staffing levels decline, community safety inevitably suffers.

The QPS, Qld Government and QPU have all acknowledged at various times that service housing needs urgent and systematic attention.

While some improvements have been made and new buildings have been delivered in select areas, the pace of repair and replacement has not kept up with the reality on the ground.

There must be:

- A comprehensive audit of the current housing stock, independently assessed
- Clear minimum standards for safety, structural integrity and liveability
- Dedicated funding cycles for refurbishment, not just crisis repairs
- A long-term replacement program for dwellings that are beyond economical repair
- Regular inspections to ensure problems are caught early, not after they become hazards.

Police Officers who dedicate their lives to protecting Queenslanders deserve to live in homes that protect them.

Queensland cannot expect its Police Officers, who face some of the toughest work in the state to perform at their best whilst living in houses that many people would consider unacceptable, unhealthy or unsafe. Service housing should reflect the value placed on those who wear the uniform. Right now, too many Officers are living in conditions far below what is reasonable.

It is time for meaningful change, sustained investment and a renewed commitment to ensuring that every QPS member has a safe, comfortable and dignified place to call home.

Lives, wellbeing and the future strength of our police service depend on it.



Burketown Constable's home provided by QPS fails to provide adequate plumbing & drainage.

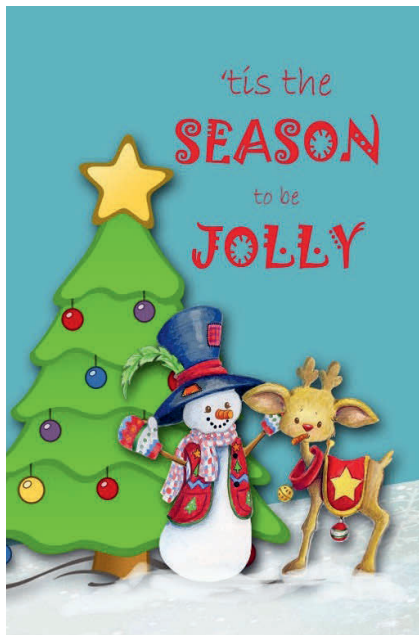


QPS Housing is meant to be mould and damp free.



QPS Housing is meant to be in decent condition with flushable toilets.

XMAS MESSAGE



As Christmas season arrives, many Queenslanders are preparing to slow down, celebrate with family, and enjoy a well-earned break. However for thousands of Queensland Police Officers, the festive season is not a time to switch off.

While communities gather, you continue to serve, protect and keep our state safe.

The past twelve months has brought challenges that demanded unwavering professionalism, courage and compassion. From major operations, and complex investigations, to community engagement, front line response and everything in between.

Queenslanders often see the uniform, but not the long hours, the late night shifts, the paperwork after a difficult job or the emotional toll that comes with the job.

You carry responsibilities that few fully understand, yet you meet them with strength and purpose. Your work has made communities safer, families more secure and Queensland a better place to live.

While many enjoy Christmas lunch/dinner, unwrap presents, or watch children play with new toys, some of you will remain out on the road,

behind a desk, in the watchhouse or attending to relentless jobs, ensuring everyone else can have a safe holiday.

It's a sacrifice that often goes unspoken but never unnoticed.

Working through Christmas means missed moments with loved ones. It means putting duty before personal comfort. It means showing up even when the world around you slows down. For that commitment, every Queenslanders owes you their gratitude.

Christmas and New Year bring increased pressures, more traffic on the roads, more alcohol-related incidents, more fatigue and more unpredictable situations. Amid all of this, your safety remains the most important priority.

As you continue your duties over this festive period:

- **stay vigilant** – even in familiar environments
- **look out for your mates** – a small check in can make a big difference
- **take your breaks when you can** – stay hydrated during shifts
- **reach out for support if you need it** – we all carry the same badge and you're not alone
- **remember your training** – trust your instincts and come home safe.

Behind every Police Officer is a family that supports them through irregular hours, disrupted plans, and the emotional weight that comes with policing. To those families
THANK YOU.

*To all Police Officers
working this Christmas,
thank you for your service,
your sacrifices,
your resilience and the
professionalism you have
demonstrated over the
past twelve months.*

*From my family to yours,
Merry Christmas
and a safe New Year.*

Stay safe and take care.





JOHN SHILTON

QPU TREASURER

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**THE 10TH OF
NOVEMBER 2025
IS THE DAY THAT
THE QPS, QPU
AND THE STATE OF
QUEENSLAND LOST
ONE OF THE GOOD
ONES.**

VALE IAN “LEAVO” LEAVERS

Ian “Leavo” Leavers was a giant of the Queensland Police Union. Spending fifteen years at the helm, Leavo was a General President that was always on. He was always available and would always take your call.

I first met him when I was elected as President of Crime Ops Branch in 2017. As is expected in the role of GP, Leavo’s diary was always full, but he would find time to come to my Branch meetings, engage with the members, and answer as many questions as the members asked him.

I am profoundly grateful for his leadership and the opportunities created that enabled me to nominate for and be elected to the role of representative for Headquarters and Support Region.

Ian Leavers, thank you for your service to the members of the Queensland Police Union, the Queensland Police Service, and the people of Queensland. You will be missed.

BUILDING SECURITY

40 Tank Street, gets a mention this month for the latest security breach for one of the workplaces in my Region.

This is a building occupied by mostly (if not exclusively) QPS work units. Below the offices are multiple levels of public parking. This carpark is regularly used by people attending the courts on Roma Street due to the convenient location to the court precinct.

The building’s fire stairs are frequented by anyone who wants to use them really, because they are accessible from the public carpark. I am aware of numerous hazards identified and reported by occupants of the building ranging from pests in the end of trip facility (insect and human) and waste left by pests in the end of trip facility (again, insect and human). On this occasion, an offender entered the fire stairs of the building after office hours, made his way up the building past the carparks and as luck would have it (for him anyway), he found his way out of the fire stairs and into an office area occupied by a QPS work unit. During his visit he helped himself to a few different items, thankfully nothing he could use to hurt himself or others, before seeing himself out. This is unacceptable.

How can our members expect to feel safe in their office if a security breach as serious as this is allowed to occur? I have been assured that this “hazard” will be investigated, and I’m hoping that the managers of 40 Tank Street (not QPS) will get the necessary input from QPS management to resolve these security issues immediately.

I gave the ongoing Police Headquarters building security issues a break last Journal. This time I actually have some good news.

Members who work outside business hours and manage to score a spot in the rear PHQ carpark for their

shift, no longer have to walk halfway around the block to access their vehicles late at night or in the early hours of the morning.

This scenario used to involve dodging the rough sleepers, drunken hostel residents and other “night people” but has now been made much safer by giving members access to the carpark without having to leave the building. Granted they’re in a fortunate position to be able to park on-site for free, but this end of Roma Street is not the place to be walking around at 2am, regardless of what you do in this organisation. I take this as a win brought on by the QPU highlighting the issue for all those who work in PHQ.

Back to the negatives. I am aware of a recent incident where a member of the public has walked past the PHQ security counter and entered the glass doors to the Ground Floor conference rooms.

They treated themselves to drink from the fridge in the kitchen area, and were eventually convinced by the PSO on duty to leave the area and building. Our building is on a thoroughfare frequented by itinerants, court defendants and commuters.

Installing swipe access to all doors accessible from the foyer is a step in the right direction to keep members safe, but a security upgrade to the PHQ foyer is the only way to keep EVERYONE in the building safe. I am advised that the PHQ foyer upgrade is coming, the lift upgrades are coming, and the CCTV upgrades are coming. I just hope they are delivered before any staff member is seriously hurt or worse by the next ‘504’ who walks into 200 Roma Street with an axe to grind or a more wicked agenda.

Before I get off my security soapbox, I have to admit that I did give the Chair of the PHQ Security Working Group a commitment that I would support the continued reinforcement of PHQ

members being required to wear their QPS ID whilst in the building. I also acknowledge that wearing QPS ID is not something new. I’m always happy to push hard to ensure the security of the members of my Region in their workplaces, but sometimes we just have to nod and smile and do what we’re asked.

SUMMER DISASTER SEASON

When I think of summer in Queensland, I generally think of three things. School holidays, cricket, and extreme weather, although I’m not sure if we can call torrential rain and flooding extreme as we seem to experience it every year.

2025 did see the first Tropical Cyclone, TC Alfred, cross the south-east for the first time in over 50 years (although technically it was a tropical low when it crossed the coast). People from North and Far North Queensland will say it wasn’t a real cyclone, but regardless of its status, it was another event that saw the members of Headquarters & Support Region put their regular duties on hold and assist the Regions with door knocks and evacuations, performing general duties shifts, and filling in where help was needed.

In 2023/4 we were in Far North Queensland for several weeks assisting in the aftermath of TC Jasper. The members of Headquarters and Support Region always step up when called upon to assist our brothers and sisters in the Regions, but when we do leave our loved ones and head away from home, it is important that our members receive the entitlements that your union has fought hard for all of us to receive.

If you are deployed away during the next disaster and need assistance in determining your entitlements, please do not hesitate to contact me and I will make sure that the service is paying you what you deserve.

CHRISTMAS

We now find ourselves at the end of another busy year, although it feels like we have been constantly busy since 2020.

COVID19 was something that changed all of us. I don’t mean those of us who suffered from or were affected by the virus, I mean all of us who lived and worked through it and experienced the job creep that we were subjected to. There is no argument that QPS was made the go-to (whipping boy) by the Government of the day. Our general competence and efficiency in getting things done was exploited, and we found ourselves wearing more hats than we should have had to wear. This left us all fatigued, and we’ve hardly had the chance to recover.

Those of you who are fortunate enough to have leave or days off over the holiday period, I hope you get some well-deserved rest. Those who are working, thank you for your service.

Given recent events, and at a time of year where it’s easy to get frustrated, can I please leave you with a quote that means a lot to me.

“Everyone you meet is fighting a battle you know nothing about. Be kind to each other. Always.”

Thank you, and see you next year.





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AS A FOLLOW ON FROM THE LAST JOURNAL'S ARTICLE RELATING TO THE IMPORTANCE OF SUPPORTING THE WORKFORCE AND THE INABILITY OF THE 'OUR PEOPLE MATTER' COMMITTEES TO HAVE ANY MEANINGFUL CONTRIBUTION TO OUR MEMBERS, I THOUGHT IT FITTING TO DEMONSTRATE ANOTHER EXAMPLE OF HOW RIDICULOUS THE SCHEME HAS BECOME.

Recently, I was speaking with a member at the Yamanto Police Station, the current District Headquarters for Ipswich when during the conversation we started to mutually chuckle about how farcical it is that the employer, the Queensland Police Service continues to fail to provide funding for internal welfare arrangements, instead requesting monetary funding to be supplied by the 'Our People Matter Committee'.

To be perfectly clear, the organisation is shirking its responsibility and asking the combination of Industrial Unions to pay for projects on behalf of the organisation. You heard it, gypsy theft at its finest, no doubt passed down by 'Shamus the Irish Backpacker' who will paint your roof and tarmac your driveway on a Thursday afternoon whilst you are at work....as long as you pay cash up front.

It didn't take long to find an example with a parent and breastfeeding room being denied funding by the District who forwarded the request to the 'Our People Matter' Committee.

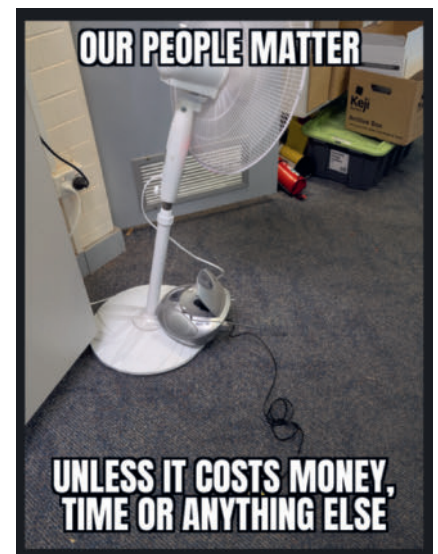
Now as we know, this committee is not interested in providing any funding or meaningful assistance to improve 'Our People's' conditions (unless it comes directly from this Union), leaving the funding to come from a singular work unit's operational budget.

Fancy some new chairs to replace the broken and discarded ones being used, or maybe an air conditioner to

take the edge off on those 37 degree days?

Sorry, there's no cash here. Here, there's no cash.

Again, it isn't the Oath of Service nor the fearless leadership that keeps this machine ticking over day by day, it is the tenacity of individuals with their own ethics and morals that continues to drive community safety.



COMMUNITY SAFETY – NOT WHEN THERE ARE RISKS INVOLVED

Ask any enthusiastic Police Officer across the state what they enjoy doing and I bet you will find the answer will be "Locking up crooks".

This mentality underpins the Community Safety principle in the Queensland Police Service Strategic Plan for 2025-2029. *A focus on delivering effective and responsive policing and community safety services, ensuring our communities are safe and feel safe.*

Now any policing response that

focusses on addressing crime to improve community confidence that adheres to our commitment to maintaining a healthy and engaged workforce can only be beneficial to the people we serve in the communities across Queensland. Although these words have been cut and pasted directly from every Queensland Police resume penned in recent times, it appears that what is put on paper doesn't necessarily coincide with what is being driven in the real world.

Educated members chomping at the bit to do their job and do it well are growing increasingly frustrated with the rehearsed radio transmission seemingly endorsed by the powers above;

"All units, no tactical action or engagement will be authorised for that suspect vehicle on live CCTV monitoring, linked to multiple crime series and offences with violence due to there only being six (6) available crews. Outstanding priority code 3 and 4 jobs at 0300hrs remain on the system."

A quick conversation with any community member or even perusal of the nightly news bulletins will show the average punter that property crime and violent offences dominate the concerns of the community. The reluctance of the QPS to engage in curbing these offences has resulted in the reduced community confidence recently shared where 50% of the public don't trust or have trust in the ability of Police.

The continued refusal to allow members to demonstrate the application of their training and engage responsibly with risk continues to undermine community confidence.

Could you imagine if any news organisation received the red hot tip that our operational police, spending nights away from their families to protect the community are being directed to allow crimes to continue

in front of them without even making an attempt to uphold the Oath of Service? During unrelated minor instances, junior officers are dragged over hot coals, threatened with sanctions and reprimands for 'failure of duty' in circumstances that are far less severe.

Frankly, this conduct does not meet the standard of conduct the community reasonably expects of a police officer, which I believe is one of the branches of a particular definition under the Police Service Administration Act.

Firm direction (and redirection for that matter) needs to be provided to these leaders, so that they can inspire their junior officers across the Region, creating a Healthy and Engaged Workforce (QPS Resume) rather than continuing to foster a culture of uncertainty.

FIRST RESPONDERS ARE ON THE SAME TEAM, BUT ARE OUR LEADERS?

As First Responders, regardless of whether you serve in the QPS, QFRES or QAS every member began with a desire (and the majority maintain this) to serve the public in their respective profession.

Within the last fortnight I was advised that a QPS crew attended a traffic accident involving a vehicle vs pedestrian, resulting in the injured person sustaining critical injuries after the motor vehicle drove over the top of them. Attending QPS officers requested immediate QAS assistance only to be informed that there were no paramedics available to attend. This crew remained with this critically injured member of the community for just shy of 4.5hrs, whilst they passed in and out of consciousness from their injuries which precluded the crew from being able to transport them to an emergency department.

Now I am reasonably confident that the QAS officers ramped at the local hospital feel no ill will towards the Police, nor would they expect the Police Officer's First Aid training to

be sufficient to treat this mechanism of injury, however the Queensland Health system's inability to provide the mandated service delivery places these QPS officers at an unreasonable level of exposure to criticism and trauma.

To add further insult, LCAD regularly displays priority response jobs for Police to attend medical episodes, injuries requiring treatment and mental health episodes that have been pushed from QAS with the narrative displayed 'Require Police Attendance, QAS workload too high and unable to attend'.

We have been raising the issue year on year relating to how the QPS has become the "Fix All" department for when our sister organisations are stretched to the limit.

There are only a small number of scenarios that explains this behaviour, none of which involve decisions made by QAS officers themselves. Realistically, if a QAS Communications Centre is shifting their responsibilities to alternative departments with separate mandates (QPS) then this 'agreement' has come in the form of a 'handshake deal' as there is no policy that I am aware of that states QPS will pick up the slack when QAS workloads become 'too large'.

The relevant Ministers and Commissioned Officers on both sides need to address this as a matter of priority as ignoring the pleas of the membership and mentioning 'mission creep' in every public speech isn't cutting the mustard.

To alleviate the reduced availability of Paramedics to attend scenes requiring medical intervention, there needs to be a bipartisan approach between QAS and QPS aimed at tackling the 'beast of bureaucracy' known as Queensland Health. Real world community minded objectives, free of glossy A4 Posters with High Level mission statements are required to reduce procedural red tape and roundabouts currently in place.

It has already been well documented that QAS Officers and Police are held hostage within a Public Health system crumbling under the pressure of growing demand for services from Queensland Health.

If a builder with a hangover can organise the workflow of a jobsite, I am confident that the professional government workers are prepared and ready to sink their teeth into this issue, God knows our members need it.

STARLINK EPISODE IV 'A NEW HOPE'

We had all been waiting patiently, trusting that the concerns of many remote Police Officers and their families were going to be addressed after the public exposure surrounding the outdated and ineffective radio communications within the Southern Region in the wake of the Wieambilla tragedy.

The organisation responded to the coronial submissions by announcing expanding the analogue radio tower network (the same towers that fail on an overcast day) and exploration of expanding the Starlink capability in remote regional areas. Unfortunately, communications surrounding the QPS Starlink Project have become stale and barely able to muster more than a whisper in public forums as this has been the line for the past number of years without any tangible progress readily identified by the

people living with the issues.

During conversations with the Southern Region Assistant Commissioner Matthew Vanderbyl, it was evident that he is extremely passionate about providing Police in the Region with the tools they need to not only work, but to remain connected and safe.

It would appear that AC Vanderbyl is undertaking a personal review of the capability of Starlink within the QPS context and proactively exploring avenues to have officers provided with this capability regardless of what this officer would perceive as resistance from the powers that be.

Regional station visits have identified that individuals have been utilising their own personal Starlink devices and subscriptions to ensure service delivery is uninterrupted.

No wonder the ELT have been resisting investing in technology that will bring us out of the last century, diligent Police Officers and members of this Union in the Region have been problem solving and hiding their deficiencies by undertaking these advancements on their own and at their own expense!

I ask every member who reads this article to file a Hazard Report with the QPS relating to communication issues in your area, followed by an email to Industrial@qpu.asn.au outlining the concerns.

DIRECTION OF THE UNION

As the year comes to a close, we have the opportunity to look back and to reflect on the achievements and the losses we have endured. Without understanding both, we will never know if the decisions of today will stand up tomorrow.

From my station visits and meetings held across the Region, it is evident that there is fervent interest in being involved in the Union and assisting in progressing the direction the QPU takes in the future.

I wholeheartedly support these brave men and women who have come forward with views that challenge the status quo, begging questions to be asked for continuous improvement and most importantly, standing up for members entitlements and rights to ensure the Policing profession has a future. Never has grass roots unionism been more important than now, providing everyone with an opportunity to invest in what they want from their Union, for their future.

I anticipate in 2026 there will be an opportunity for these members to raise their hand and undertake roles within their respective branches across the Southern Region.

In the meantime, if you have the opportunity to enjoy the holiday period with family and friends, stay safe and know that I look forward to advocating for you in 2026.

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



JAKE LACY

REGIONAL REPRESENTATIVE - NORTH COAST REGION

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AS WE ROLL INTO CHRISTMAS, I THINK MOST OF US FEEL THE SAME WAY... 2025 HAS BEEN A HUGE AND HEAVY YEAR. THE WORK HAS BEEN RELENTLESS.

The tempo has climbed instead of easing, and too often the QPS has expected officers to simply absorb that pressure without question. Yet shift after shift, our people have shown up and done the job.

Not because of directives or glossy messaging, but because that is who police officers are, stubbornly committed, even when the organisation leans too hard on that commitment.

While most of Queensland settles in with family over Christmas, many of us will be on shift. Some will be opening presents over FaceTime, some eating leftovers at two in the morning, and others trying to snatch sleep before doing it all again. It's a reminder that for frontline policing, Christmas Day is just another square on the roster. And the truth is this: nothing the organisation promises matters more than getting home safely to the people who hold your real life together. That is the only metric that counts.

It is also worth acknowledging that this time of year can be tough. Distance from family, strained relationships, fatigue that sits in the bones, and the weight of the job itself can make December feel isolating. Plenty of officers would rather be anywhere else than pulling shifts through Christmas, and that is completely understandable. If that is you, you are not on your own.

This is where *Unity is Strength* is more than a slogan. It has been tested this year (understatement of the year), and yet it is the one thing that has held firm. When the organisation has pushed people to their limits, it has been members looking after members that has kept teams standing.

Quiet check ins, a coffee dropped off, a colleague saying "UR NOT OK" rather than asking RUOK when they notice a mate starting to fade. None of it comes from policy, but it is the backbone of policing. It is the only thing that makes this job survivable.

There have been bright moments as well. Times when camaraderie has cut through the fatigue, when people have stepped in for each other without hesitation. Those moments matter far more than any organisational messaging, because they prove that our strength has never come from above, it has always come from beside.

To everyone across the North Coast Region, thank you. Thank you for hanging in, for supporting each other, and for keeping your sense of humour even when the year has felt like it is asking too much. I hope each of you finds at least a moment over Christmas to breathe, reset, and reconnect with the reasons you do this job and with the people who make it worth doing.

Stay safe, stay connected, and remember: if you need anything, reach out. We are in this together.

COURT DECISION GONE BONG

The recent tribunal decision ordering the Queensland Police Service to pay ten thousand dollars in compensation to a Gold Coast man after officers refused to let him smoke his medicinal cannabis has created a dangerous and absurd precedent for frontline policing.

The implications of this ruling stretch far beyond one arrest on the Gold Coast. It now places police officers across Queensland in the extraordinary position where they may be expected to permit an offender to smoke cannabis in their presence, even during the execution of search warrants or while preparing a person for custody.

This is not simply a legal curiosity. It is a direct Workplace Health and Safety issue.

It is staggering that a decision of this magnitude has been handed down without any visible leadership or guidance from the QPS. Since the ruling was made public, officers on the ground have been left to navigate a complete policy vacuum. The result is predictable: inconsistency, uncertainty, and risk.

Last week a North Coast Region detective reported to me that during the arrest of an offender for a serious criminal offence, officers felt compelled to allow the individual to smoke their prescribed cannabis before being taken into custody.

They did so because of the precedent created by this ruling and because no direction whatsoever has come from the organisation. Officers were left to weigh their own safety against the fear of breaching someone's rights

under the court's interpretation.



Frontline police now face the very real prospect of being exposed to cannabis smoke in their workplace while managing violent offenders or high-risk situations.

The risks here are not hypothetical. Although formal studies are limited, the documented effects of second-hand cannabis exposure are well established. Research has shown that exposure in unventilated conditions can result in detectable cannabinoid levels in blood and urine, minor increases in heart rate, sedative effects, and measurable impairment in cognitive tests. In one study, a urine specimen tested positive at a 50 ng/ml cut-off. Even at 20 ng/ml, several samples triggered positive results. Ventilated environments significantly reduced these effects, but frontline policing rarely offers the luxury of controlled airflow.

In practical terms, this raises unacceptable questions. If a person is permitted to smoke cannabis before arrest, does this extend to the back of a police vehicle. Does this extend to watchhouses. Are Watchhouse Officers now expected to facilitate cannabis use in cells while prisoners wait for processing? Are officers meant to accept measurable drug exposure in the course of their duties?

These questions sound ridiculous because they are ridiculous. Yet they have become necessary because the organisation has left its members without guidance or a clear framework to protect themselves.

The WHS implications extend even further. Similar concerns have been identified in other professions, with a 2018 study involving community nurses reporting potential risks such as harm to a foetus for pregnant workers, impaired cognition, driving risks, and the possibility of returning a positive roadside drug test. Officers are entitled to expect these same risks to be treated seriously in their own workplace.

There is also a psychosocial hazard created by the perceived harm of exposure to cannabis smoke. Officers may experience stress and anxiety about working in an environment they believe to be unsafe, as well as fear of a positive drug test that could trigger an Ethical Standards investigation and lead to disciplinary action, suspension, or restricted duties. These are not trivial concerns, and they cannot be brushed aside by silence.

The QPS has a fundamental responsibility to provide a safe workplace for its employees. Officers are entitled to clarity, protection from passive drug exposure, and direction on how to balance Human Rights obligations with operational realities. At present they have none of that.

This issue requires immediate attention from the QPS. Policy, procedure, ventilation standards, operational controls and safety measures must be addressed urgently.

The QPS should seek advice from an occupational physician and implement clear control measures, including ensuring adequate ventilation, avoiding confined spaces where possible, and conducting interactions outdoors when practicable. Further research, medical guidance, and strengthened organisational policy are essential

to supporting officers who may be required to supervise individuals consuming medicinal cannabis.

The QPU will continue to push hard for a clear and responsible position to ensure that officers are not placed at risk or left to make complex legal decisions on the side of the road or in the middle of a warrant.

Police deserve better than silence. They deserve a safe workplace. And right now, they do not have it.

VALE IAN LEAVERS APM

I have spent a great deal of time reflecting on the sudden passing of former QPU President, Ian Leavers. Like many across the Service, I have found myself revisiting the conversations and moments that shaped my view of him. Many Officers knew Ian far more closely than I ever did, and I hope these reflections simply add to the collective memory of a man whose influence will be felt for years to come.

I first knew of Ian in 2010 when he attended my swearing in at the Townsville Academy.

For many of us starting out, he became the only union leader we knew. Ian never tried to emulate those before him; he forged his own path. He worked tirelessly to strengthen the QPU's standing and ensured the voice of police was heard in government, media, and the wider community.

In 2011, as a young Constable in Mount Isa facing an off-duty matter, Ian and Peter Thomas stood up for me when they had no obligation to do so. I genuinely believed I would lose my job. Their support changed the course of my career and shaped my determination to support others in return.



Fond memories of Ian Leavers presenting awards and trophies at the 2023 QPS Rugby League Carnival in Mt Isa.

Years later, in 2018, I encountered Ian by chance in Mount Isa. The Branch needed a new president, and he spoke to me honestly about the importance of stepping up. I accepted the role, and that conversation ultimately led me to represent the North Coast Region today. His belief in service and leadership left a lasting mark on me.

I also came to understand the personal toll the Presidency took on him. His commitment to visiting every District, always answering the phone, and supporting members day and night was remarkable. That level of dedication came at a cost, and I developed tremendous respect for the weight he carried in silence.

Beyond advocacy, Ian cared deeply for regional and remote policing. Our conversations about bush policing were among the most meaningful I have had in this job.

I will remember Ian for his steadiness, his fairness, and his belief in ordinary people doing extraordinary work. I am committed to honouring his legacy by serving my Region with the

same conviction and compassion he carried throughout his career.

Rest easy, Ian. Hasten the Dawn.





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**DECEMBER MARKS
TWO MONTHS SINCE
I WAS ELECTED
AS THE CENTRAL
QUEENSLAND POLICE
UNION REGIONAL
REP, AND I'VE COME
UP WITH SOME
REFLECTIONS OVER
THE PAST 8 WEEKS.**

I am so very honoured to represent you, the members from the best part of Queensland and I will continue to help and support each of you to the best of my ability. I want to wish you and your families a very Merry Christmas and a safe and happy New Year for 2026.

Christmas is the time of year that is very special and brings tremendous joy to many, the reason for the season: the birth of Our Lord and Saviour Jesus Christ, it's the time some get to be with family, while others continue to keep our community safe by turning up for their rostered shifts.

Policing certainly is a vocation that each one of us has chosen, with dedication and passion we serve and protect our communities. Over the span of my career, I have worked over Christmas periods and understand the price we pay to be away from our loved ones for the shifts, it's the sacrifice that we operational police give without hesitation. Our partners, our children, our parents all miss our company as we head to work, and we all do this with a willing heart as we know it's the responsibility that comes with the job, a job we do with pride and to which we took an oath to serve and protect our community.

I would like to share the following with you all:

THE POLICEMAN'S PRAYER TO ST. MICHAEL

St. Michael, heaven's glorious Commissioner of Police, who once so neatly and successfully cleared God's premises of all its undesirables, look with kindly and professional eyes on

your earthly force.

Give us cool heads, stout hearts, hard punches, and uncanny flair for investigation and wise judgment.

Make us the terror of burglars, the friends of children and law-abiding citizens, kind to strangers, polite to bores, strict with law-breakers and impervious to temptations.

In troubles and riots give us sheer muscle without temper; at the police count, give us love for truth and evidence without any thought of self.

You know, St. Michael, from your own experiences with the devil that the policeman's lot on earth is not always a happy one; but your sense of duty that so pleased God, your hard knocks that so surprised the devil, and your angelic self-control give us inspiration. Make us as loyal to the law of God as we are particular about the law of the land.

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

- Rev. Patrick J. Gallagher, S.J. of Washington

VALE IAN LEAVERS APM

I would like to take this opportunity to share a memory of my mate, Ian 'Leavo' Leavers.

On the 17th day of February 2024, I took the Central Queensland Police Razorbacks Rugby League team to Longreach to participate in the Longreach Nine's competition.

The boys played in memory of my father Jake Hayward who was a

Longreach local, Vietnam Vet and a man who loved his rugby league. Leavo when visiting Longreach or passing through over the years, always dropped in to say g'day to my parents.



Former QPU President Ian Leavers and QPU Central Queensland Regional Rep Troy Hayward preparing to honour Troy's late father Jake at a football carnival in Longreach in 2024.

My father and mother were always so happy that Leavo would turn up and spend time with them, they thought the world of Leavo and appreciated his kindness and time very much.

At the Longreach Nine's, Leavo along with Assistant Commissioner Kev Gutteridge, came and supported the Razorbacks, for these blokes to give time out of their busy schedule to support our police side meant a lot to all of us.

The morning after the competition Leavo and Assistant Commissioner Gutteridge cooked breakfast for the team at my mum's home. The joy on the face of the young officers/footballers is something I will never forget, the effort both these men put in for others is certainly something special.



Glen Pointing, Ian Leavers, Jake Hayward and Kev Gutteridge.

Upon reflection it makes one feel the importance of how we treat others during our lifetime, the smallest thing

at times can make a huge difference in the life of another and leave everlasting memories. God Speed Leavo, thank you for being in our lives.



The QPS CQ Team at the Longreach Nine's.

WORKCOVER CLAIMS

If you are having difficulty with WorkCover please contact your local QPU official, share your story and seek advice. As I have seen recently where an Officer was injured whilst on duty and went through WorkCover and was declined for this and that.

Once I was contacted and the Officer explained their situation, I then spoke with our experts at the Union office and as a result of the intervention of the QPU, the WorkCover claim that was knocked back was looked at again and given the green light resulting in the Officer being fully covered now by WorkCover.

I think there is a lesson in this for all of us, seek advice and rely on the knowledge of the QPU to fight for you.

OIC ALLOWANCES

Recently we have had an OIC knocked back for an OIC allowance that the Officer was entitled to have.

The Officer contacted the QPU and as a result, the issue was forwarded to the professionals at our Union office and the advice provided resulted in the OIC receiving the allowance. So once again, we see the importance of standing your ground and seeking assistance from the QPU.

This proves when we work together, we can achieve positive outcomes for you the members which in my humble opinion are thoroughly deserved.

WORKPLACE HEALTH AND SAFETY

I have been able to see the issues that can affect individual Officer's when

it comes to a Workplace Health and Safety matter.

I again stress the importance of speaking with your local QPU official and being heard in relation to your personal issues no matter what they may be. I have seen how the QPU is in a prominent position to help alleviate stressors for people in need of assistance.

Once we come together and fight the good fight it is possible for great things to be achieved, for outcomes to be positive and for our members to feel valued and appreciated.

CLOSING THOUGHTS

It has been a rough few weeks with all that has gone on, the farewelling of Ian 'Leavo' Leavers, the previous QPU President who did an outstanding job and was fully committed to the QPU.

It is with a heavy heart that we said goodbye to a bloke who did so much for so many.

Our thoughts and prayers go out to his family at this time. I pray that each of you reach out and talk to someone if you need to, just remember it is OK not to be OK.

May I say thank you, to those who have given me this opportunity to be the Central Queensland QPU Rep, truly it is an honour to represent you all.

Please reach out and call me, no issue is too big or too small, I will do my best to assist you the best way I can, we have very talented staff working for the QPU who are there to assist us and get things sorted and finalised as soon as possible.

We have the new QPU website going live very soon, I can say it is pretty smokin' hot. The IT team have done a fantastic job. Please ensure you get on and use it to your advantage, there are shopping deals for members which are amazing, so take advantage of what the offers are.

Remember Unity is Strength and together we stand.

The Thin Blue Line forever, forever
The Thin Blue Line.



BEC BRADLEY

REGIONAL REPRESENTATIVE - FAR NORTHERN REGION

0407 739 641

rbradley@qpu.asn.au

THIS YEAR BROUGHT SIGNIFICANT CHANGES TO OUR DISTRICT, WITH IMPROVED NUMBERS ACROSS THE BOARD.

Hard-to-fill stations now have more staff due to a generous allocation of second years, and our larger stations being filled with first-year constables.

Last year I felt our District management maintained a focus on what they could do for the front line and the hard to fill stations. They were recognising the burnout and the difficulties faced when numbers were so low and calls for service were so high.

Generally, our numbers have now improved across the Far North due to the influx of First Years but often we are still struggling to get cars on the road, due to a lack of FTO'S and confirmed officers. Additionally, frontline staff including confirmed officers are still being plucked from the road and used to plug gaps where other sections are experiencing shortages.

In the last few months, I am disappointed to report that the focus of our leadership has now shifted. It's suddenly all about the dollar!

Our District instruction regarding overtime approval and call outs was transformed with levels of scrutiny not seen before. The changes have taken the autonomy away from OIC's after hours and all overtime exceeding one hour must be approved by a DDO or Inspector.

Frontline police are instructed to utilise a newly developed overtime app which offers nothing different to

the spreadsheets already kept other than facilitating the easy counting of pennies at District Office level.

A further example of the fall out is the occurrences at the Cairns watchhouse, a place where the staffing levels can be very unpredictable for varying reasons such as court commitments, number of prisoners, high level of sick leave both long term and daily and only ten of the eighteen WOC positions being filled. I have observed both the OIC of the Cairns Watchhouse and the metro PGI trying to follow the new instructions, wasting hours of their day trying to plug gaps with rostered staff from other sections rather than spend a dollar on overtime. The impost on their time trying to save overtime is out of control. This often means staff are pulled from General Duties leaving shortages on the road. The flow on effect of this, is shifts being filled with inexperienced staff who don't want to be there, making the work in the watchhouse for existing staff more difficult in an already high-risk environment.

During November, the OIC's of the Cape and Torres Strait Stations were advised that they would be losing their on-call allowance.

Management have defended their actions stating that it's not a budgetary issue rather, an attempt to manage fatigue and ensure OIC's were having time to disconnect.

The Cape and Torres are currently in amazing hands as far as leadership goes. Every station has a capable and experienced OIC who actually wants to be there. These OIC positions are some of the most demanding positions across the state and experience shows that, at times, it's really hard to get the right people for those jobs.

Right now, we are blessed to have all those positions filled with the right people. The communities we police in the Cape and Torres have expectations above and beyond a Monday to Friday 8a-4p demand. Community leaders in these areas including the mayors expect an OIC to be at their beck and call when problems arise, regardless of the time of day or night.

OIC's in these areas also need to be available to their staff when things go south in a hurry. Yes, a DDO can manage operational matters from a distance a lot of the time, however times arise when incidents or issues occur and an OIC needs to be present to calm a situation, support their staff or facilitate a response from a local perspective.

I can guarantee that the majority of the OIC's took into consideration the receiving of this allowance when deciding whether to apply and accept the positions they currently hold. This allowance can mean up to around \$15K per year for some.

When you are working in places that do not have the conveniences of most larger centres it can be hard going, financial reward definitely plays a part in attracting staff, especially for the few who are nearing retirement and trying to squirrel away as much for their future plans as they can.

Managing fatigue and creating the opportunity to disconnect...smells off to me.

The reality is the calibre of the officers that we have leading the troops on the ground in the Far North will see them continue to deliver the same service without the fiscal reward. If the intent were legitimate, wouldn't it have been fairer to pay the allowance to current OIC's while they remain, and ensure that when positions are vacated and readvertised the new OIC's are not expecting to receive the allowance.

Despite the Government's election on a law-and-order platform and its promise to create a safer Queensland where residents truly feel safe, OIC's are now expected to deliver results at a personal cost exceeding a thousand dollars each month.

Our People Matter! Really? The annoyance this has caused is considerable, however just because OIC's are no longer paid 'on-call', doesn't mean the community are going to stop requesting the same level of support they are accustomed to.

Industrially we are stuck, the decision to remove the on-call allowance for OIC's is a prerogative of the QPS as part of its operational and financial management decisions. However, in my view, this approach is short-sighted as it will not only impact service delivery in remote locations but further compromise community and officer safety in these vulnerable communities.

Going forward, the position of the QPU is that OIC's should familiarise themselves with Enterprise Bargaining Agreement (EB) Section 26.5 and subsequently Police Award – Clause 18.5(i). Members need to claim their entitlements in all circumstances.

That very same week, on the Friday afternoon, our Cape OIC's were hit with yet another money saving direction. They were advised that

they could no longer roster an Officer on-call for custody management. Doesn't seem like a big deal, but it is untenable to not have someone on-call for this purpose.

In 2024 a District instruction was circulated directing that all stations, where possible, call in a third officer for custody management when an offender is taken into custody.

This direction came about to reduce the risk of a death in custody; particularly relevant in discreet communities where our members are managing the custody of some of the most vulnerable persons. A dedicated custody Officer ensures the custody management is tip-top without the pressures of attending to the arrest correspondence or having to attend to other calls for service with someone in custody. Seems reasonable, but suddenly we were told that the expectation was that our Officers ought to answer their phone and stay in community to attend to custody matters without getting paid on-call to do so, again relying on the goodwill of our members to do the right thing by their colleagues and be available.

I was very fortunate to get the ear of Assistant Commissioner Brett Schafferius on the following Monday morning. He saw fit to immediately reinstate the on-call allowance for custody Officers. A victory for commonsense!

I hope in the future we can have the OIC on-call allowance reinstated. Our members will remain focused on keeping the communities they live in safe. To do that, the focus must be on delivering a policing service that meets the expectations of the communities and not the almighty dollar.

Our District is unique, and our members go above and beyond every single day. What works in

larger centres will not work in our communities.

Management needs to listen to the people at the front line delivering for the communities in which they live and police. At the end of the day, this is a budgetary issue. A failure to do a proper budget build on the cost-of-service delivery compared to preceding years in remote Far North Queensland should not come at a detriment to our members.

FAREWELL

Recently, we bid farewell to Detective Senior Sergeant Mick Gooiker (OIC Cairns CPIU).



Detective Senior Sergeant Mick Gooiker is piped out of Cairns City Station.

Sgt Mark "Bucky" Buckman (Cairns RPU), Senior Constable Stephen Harris (Gordonvale Station), and Senior Constable Barry Anderson (Innisfail Station). These guys have been part of the furniture in the Far North for many years. Their dedication and experience will be truly missed. Best wishes to all in their retirement.



QPU Far North Rep Bec Bradley congratulates Snr Const Stephen Harris on his retirement from the QPS

It would also be remiss of me if I did not mention the sad passing of Senior Sergeant (Retired) Peter Williamson who succumbed to his battle with cancer on Friday the 28th of November. Peter was the OIC of

the Innisfail Police Station when he officially retired in August this year on his 60th birthday. My sincerest condolences to Peter's wife, Charisse and his children Jake and Faith and their extended families. Peter's passing will be felt throughout the Cassowary Coast Patrol Group and my thoughts are with all officers who worked with Peter over many years.

FESTIVE SEASON

I just want to wish everyone a very merry Christmas. In doing so, I understand that many will not be able to spend the time they would like with family and loved ones, particularly those frontline shift workers who will be out and about doing their bit to keep Queenslanders safe around the clock. Please be safe throughout the 'silly season' and I look forward to working with you all in my QPU role next year.

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

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



QPS VACANCIES

**Sworn Police Officer Vacancies
November 30, 2025**

6.3%

This is equal to an immediate shortfall of
893 first response officers

*(vacancy is the gap between substantive headcount
and approved permanent positions)*



(Official figures supplied by QPS 12/12/25)

JOIN QPS PROTECTIVE SERVICES NOW



Eligibility requirements

You must:

- Be 18 years or older.
- Hold a current first aid and CPR certificate.
- Be an Australian citizen or resident in Australia with permission, under Commonwealth law, to work in Australia.
- Be able to complete the paid six-week training course at the Oxley Police Academy in Brisbane. Paid travel and accommodation is provided for regional recruits.



Set up email notifications for keywords "Protective Services" on SEEK and SmartJobs to apply for our next intake



www.protectiveservicesgroup.qld.gov.au



Recruiting.ProtectiveServices@police.qld.gov.au



POLICE TREATED AS CHUMPS LIVING IN DUMPS

IT IS CLEAR, SENIOR QPS MANAGERS ARE TREATING QPU MEMBERS WITH CONTEMPT WHEN IT COMES TO HOUSING STOCK IN MANY RURAL AND REMOTE POSTINGS.

The situation has become so dire, the QPU is considering plans encouraging members to walk away from some stations until standards are improved, not reviewed, promised or considered in a new budget cycle but actually delivered on the ground.

This is urgent and cannot be overlooked further. The current housing stock available to our police is in a dismal state, with most structures dating back to the immediate post-war years. These outdated and dilapidated homes are simply not suitable for human habitation in 2025 and beyond.

It is unacceptable that while police officers are tasked with protecting and serving their communities, they are forced to live in substandard conditions.

It is a stark contrast to the situation faced by teachers and medical staff in the same towns, who are provided with recently built or relocatable homes equipped with modern facilities. This discrepancy highlights a glaring inequality that needs to be addressed promptly.

Investing in improved housing options for rural and remote police officers is not just a matter of convenience, but a question of basic respect and decency. These dedicated officers deserve a safe and comfortable living environment that enables them to recharge and recuperate after their demanding and often high-stress work. By providing them with decent housing, the QPS are not only showing appreciation for their service but also ensuring their well-being and morale remain high.

The Queensland Government must prioritise this issue and allocate resources towards constructing new residences or bulldozing and replacing existing ones.

IT'S WHY THE QPU IS RESURRECTING A PROGRAM SIMILAR TO THE 'DUMP OF THE MONTH'.

Our first example is titled December Dump and it's in Burketown.

As you read the details and look at the pictures of the condition of this property, consider if the Police Commissioner or any member of the ELT would stay there even overnight or for an entire tenure. The condition of this property also puts the QPS at potentially extreme risk and law suits if the building breaks up and scatters, creating a debris field that could impact every other community members property in the town if hit by a category cyclone this season.

One of the QPS owned properties on site is allocated to the Senior Constable attached to Burketown station and it has been designated unliveable for years due to extensive termite damage.



The QPS owned property allocated to the Senior Constable in Burketown has been condemned.

The QPU has been advised Mount Isa District has funding for the property to be demolished but it's still standing. The latest excuse for inaction is finding a contractor despite numerous civil contractors currently available in town.



Parts of the property flap in a gentle breeze and are hazardous.



The rear of the property is hardly enticing for families and trees have been allowed to grow hard up against the structure.



The property has started 'self venting' and dropping fixtures.

The temporary barrack accommodation currently in use is also in a dire state.



The temp barracks accommodation at Burketown also rated by the QPS as unliveable yet still in place.

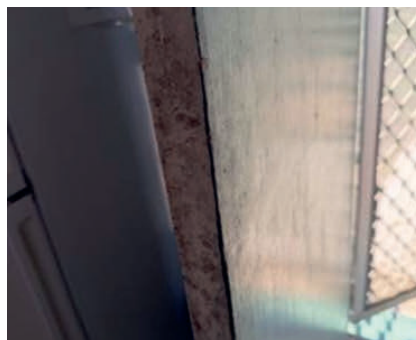
The building has an unsteady foundation, and black mould continues to reappear despite repeated cleaning and painting. The Assistant Commissioner has assessed the accommodation as unliveable, and further attempts to repair or remove the mould would be a waste of resources, given the age and condition of the structure.



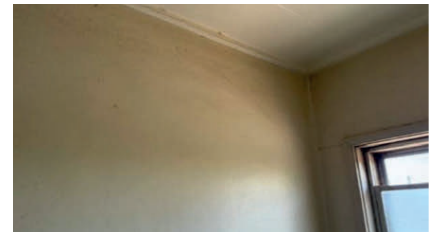
Support stumps are 'floating'.



Drainage isn't connected, allowed to flow around building foundations and support structures.



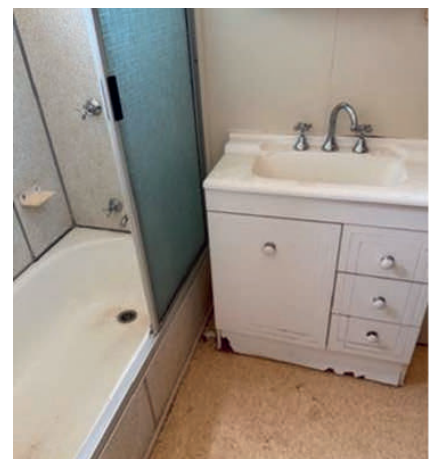
Black mould is flourishing on surfaces regularly touched.



Black mould continues to regenerate on walls and ceilings.

A building inspection revealed several critical issues:

- Multiple concrete stumps and supports have lifted out of the ground, requiring a complex and costly remedy.
- External panels are peeling away, allowing moisture to enter the walls and contributing to the mould problem.
- Wooden frames and insulation are compromised by moisture and termites.
- The rear stairs are rotted and unsafe for use.
- The roof may have leaks, as water appears to be seeping into the walls.
- Lino flooring is lifting and bubbling due to moisture damage.
- The rear door is a hollow-core door with cracks and mould damage, which should be replaced with a solid-core door for durability.



The bathroom has significant safety and health issues.



The kitchen is never going to win a room reveal on the "block".



Storage facilities are extensively damaged and unable to keep vermin off belongings.

With the Senior Constable's home condemned, the barracks in a similar condition the Senior Constable is forced to sleep on a mattress on the floor of the vacant Sergeant's house.

To add further insult Employee Relations have since questioned the Senior Constable's 'hardship' TA claim.

Before the end of 2025 the new Sergeant is due to arrive in Burketown to begin his posting and it will be unsuitable for the Senior Constable to remain using the flooring as a bed and the homes amenities. Yet QPS management have not done a thing to improve the situation for both staff. It's likely the Officers will also be isolated for potentially weeks during the wet season.



Camping out on the Sergeant's carpet.

In the meantime, the Department of Housing is in the process of installing six new demountable buildings that took six months from construction start to delivery.



Under Work Health and Safety Act, QPS have a duty under section 19(4).

- (a) a worker occupies accommodation that is owned by or under the management or control of the person conducting the business or undertaking; and
- (b) the occupancy is necessary for the purposes of the worker's engagement because other accommodation is not reasonably available; the person conducting the business or undertaking must, so far as is reasonably practicable, **maintain the premises so that the worker occupying the premises is not exposed to risks to health and safety.**

Under the Residential Tenancies Accommodation Act 2008 the QPS also has responsibilities it is failing to comply with:

- (2) At the start of the tenancy, the lessor must ensure—
 - (a) the premises and inclusions are clean; and
 - (b) the premises are fit for the tenant to live in; and

- (c) the premises and inclusions are in good repair; and
 - (d) the lessor is not in breach of a law dealing with issues about the health or safety of persons using or entering the premises; and
 - (e) the premises and inclusions otherwise comply with any prescribed minimum housing standards applying to the premises or inclusions.
- (3) While the tenancy continues, the lessor—
- (a) must maintain the premises in a way that the premises remain fit for the tenant to live in; and
 - (b) must maintain the premises and inclusions in good repair; and
 - (c) must ensure any law dealing with issues about the health or safety of persons using or entering the premises is complied with; and
 - (d) if the premises include a common area—must keep the area clean; and
 - (e) must ensure the premises and inclusions otherwise comply with any prescribed minimum housing standards applying to the premises or inclusions.

Minimum housing standards specify that rental properties must:

- be weatherproof and structurally sound
- be in good repair, with fixtures and fittings (such as electrical appliances) that are not likely to cause injury through normal use
- have functioning locks or latches on all external doors and windows that can be reached without a ladder
- be free from vermin, damp and mould (this does not include cases where the vermin, damp or mould has been caused by the tenant)
- include curtains or other window coverings, which provide privacy in rooms where the tenant might

reasonably expect it, such as bedrooms

- have adequate plumbing and drainage and be connected to hot and cold water that is suitable for drinking
- provide privacy in bathroom areas and have flushable toilets connected to a sewer, septic tank or other waste disposal system
- have a functioning cook-top, if a kitchen is provided
- the necessary fixtures for a functional laundry, such as tap fixtures and adequate plumbing, if laundry facilities are provided. The laundry does not have to include a washing machine or other white goods, as these may be provided by the tenant.

The QPU is lodging the required complaints and actions required however the QPS has not only a legal obligation but also a moral responsibility.

If you have details about an appalling QPS property please send details and photos to industrial@qpu.asn.au and if it's urgent call the QPU Office in Brisbane on (07) 32591900.

When the new \$2million police station was opened at Burketown in July 2023 Police Commissioner Katarina Carroll said "enhancing and modernising facilities is a vital aspect of the QPS commitment to effectively serve the community."



The opening of Burketown Police Station July 2023.

FLEET FAILURES CONTINUE

In the Spring edition of the QPU Journal, the Union highlighted the ongoing issues with management practices at the Alderley QPS Fleet Depot.

The advocacy is working, the prisoner transport van at Caboolture that was leaking rainwater, had door mechanisms malfunctioning, warning lights constantly activating and steam often escaping from the engine compartment with more than 500,000km on the odometer was finally replaced in December after the QPU highlighted the issue in the QPU Journal.



The Caboolture Prisoner Transport Van that spent more time in the workshop and on a tow truck than on the road this year.



The dashboard of the Caboolture Prisoner Transport Van shows an end of practical life mileage.

Currently there's a DDO vehicle in Townsville that has 271,000 kilometres on the odometer, and is overweight on the scales carrying too much equipment. It's condition is enough to set a direction that driver's of the vehicle are not to exceed the speed limit.

The QPU has generated a QR Code for members to create a vehicle complaint.

Please scan and use this link to submit a report or contact QPU specialists at industrial@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

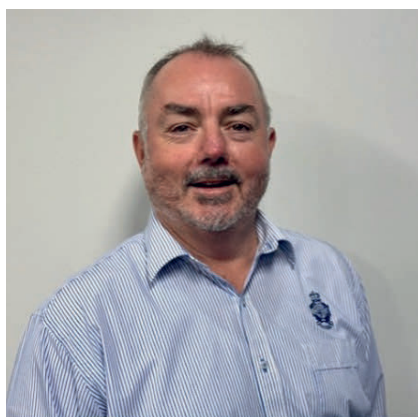
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QPS DECISIONS THAT ARE REAL, NOT COMIC BOOK FANTASY

SUMMER 2025

**QPU INDUSTRIAL
MANAGER DION
READMAN HAS
REVIEWED A NUMBER
OF RECENT DECISIONS
AND ACTIONS BY QPS
MANAGEMENT THAT
FLASHED WARNING
SIGNS FOR THE QPU
BRIGHTER AND LOUDER
THAN SMS BLACK
FRIDAY DEALS ON YOUR
MOBILE.**



QPU Industrial Manager Dion Readman

Since his first edition of ‘You Can’t Make This S#*T Up in the QPU Spring Journal, Mr Readman has been regarded as the QPU ‘safety crusader’ or our ‘steward of common sense’.

Standby as he finishes 2025 with insights, revelations of appalling decision making and a dose of common sense that may seem groundbreaking for the QPS ELT.

YOU CAN’T MAKE THIS SH*T UP: BACK FOR ANOTHER SEASON

The smash-hit starring management decisions that defy logic and gravity.

Season Two of the show nobody asked for, but everyone saw coming, is here.

A gripping tale of decisions so detached from reality a passport is needed to visit common sense island.

This season:

- **Act I: “QPS Budgeting”:** “Let Them Eat Cake”
- **Act II: “QPS Housing”:** “Condemned for You, Comfy for Them”
- **Act III: “Medical Retirements”:** “I Must Break You”
- **Closing** – Paul Kelly “Dumb Things “

Grab your popcorn, the curtain is about to rise on more bureaucratic brilliance — where the tagline says it all:

They’ve QPS’d it AGAIN .

ACT I - QPS BUDGETING “LET THEM EAT CAKE”

In an act befitting Marie Antoinette, those who are charged with ensuring fiscal responsibility have created their latest masterpiece to address the QPS budget blowout.

Is it ceasing the higher duties payments for multiple senior officers relieving in the same Executives chair over Christmas/New Year? – NO

Is it ceasing the installation of tow bars on first response vehicles, a feature no General Duties car has ever needed? – NO

Is it ceasing the payment of rent for property never occupied? – NO

Is it removing OSA, penalty shifts and on-call allowances for those who police – YES.

Yes, you read that correctly. The QPS is saving \$3.62 an hour with the removal of the on-call allowance from OIC's in our most remote locations in the state.

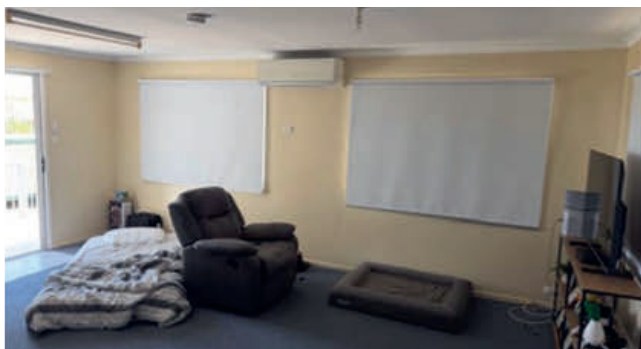
In addition OSA reviews continue with those already removed now subject to penalty unit examination for further savings. So those who seek their support will have to do so during office hours, Monday to Friday ONLY.

If the Premier and Police Minister meant what they said about resources and fair pay, now's the time to prove it. Until then, the message is clear: *"Let them Eat Cake"*.

ACT II – QPS HOUSING – CONDEMNED FOR YOU, COMFY FOR THEM

Imagine you're the lowest paid in the QPS scale and you are sent to work in the remotest part of the state, only to find the accommodation you were promised is condemned.

So, your option? A mattress on the floor of the vacant OIC house. Then imagine there's a housing policy that guarantees the highest-paid members of the QPS are provided with a roof over their heads.



A mattress on the floor of the Sergeant's home is the QPS housing solution for a Senior Constable working in a remote, rural station.

Surely that's not true...Alas, in the grand wisdom of policy-making, this is reality.

The lowest-paid members — the ones who keep the wheels turning — are told: *"Sorry, no guaranteed roof over your head."*

With station housing condemned at multiple centres across the state, it's reassuring to see priorities are clear: those who can afford housing are looked after, while those who cannot are left to fend for themselves.

The QPS Housing Policy, contained in the MSM under Clause 15.6, makes the message crystal clear:

If you're high enough up the ladder, the Service will bend over backwards to make sure you're sorted.

For everyone else? Better start Googling *"cheap rentals near me."*

ACT III – "MEDICAL RETIREMENT: "I MUST BREAK YOU"

Is the QPS taking advice from Drago (Rocky IV) on workforce management.

In a masterstroke of bureaucratic spin, medical retirements are now part of "planned attrition." Is that an admission of failure or the final confirmation that they simply don't care?

The Police Minister Dan Purdie proudly claims they're "turning off the exit tap," but in reality, they've just rebranded the truth.

Planned versus unplanned attrition? It's all semantics when the outcome is the same: broken workforce, fewer boots on the ground and more smoke in the mirrors.

Now picture this: A member develops a medical issue, takes a month's sick leave, returns on alternative duties as part of rehabilitation, and discovers these duties are actually better suited to their stage of career.

They seek permanency in a role that's existed for two years, but HR still haven't created the positions.

So instead of progress, the member is sent for an Independent Medical Examination to decide whether they should return to their substantive position or be medically retired.

Would this happen to anyone above NCO rank? Doubtful.

However, if this is the new standard, there are some in power who should be glancing nervously at the looming shadow of an 8.3 medical retirement.

Because if attrition is now "planned," and short-term absences are the standard, plenty of candidates will be added to the exit queue.

FESTIVE BREAK

So that concludes 2025 however as sure as night follows day, there will be another season of "You Can't Make This Sh*t Up" in 2026.

The stars of the show remain and in fact some even got promoted.

If you have examples of QPS decision making that defies logic, any shred of common sense, WHS failures or lacking financial insight send them to me at dreadman@qpu.asn.au over the festive break, they will be Christmas gifts that bring no joy but if you don't laugh, you cry. I hope once exposed for it's ridiculousness, there just may be a correction made.

So until then take us out Paul.

"Welcome strangers to the show.....

....I've done all the dumb things"

QPS RESIGNATIONS

Unplanned attrition is currently 2.8%

This includes resignations, personal circumstance separations along with voluntary retirements and equates to approximately 357 officers

**Total Attrition
5.4%**

(between September 2024-September 2025)



(QPS supplied figures 9/12/25)



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ENHANCING RECOGNITION FOR QPU MEMBERS THROUGH POLICE AWARDS REVAMP

SUMMER 2025

**THE QPU HAS BEEN
SUCCESSFUL IN A
STRONG ADVOCACY
CAMPAIGN WITH
THE QPS TO REVIEW
THE GUIDELINES FOR
SIGNIFICANT QPS
AWARDS AND ENSURE
GENERAL DUTIES POLICE,
IN PARTICULAR ARE
ACKNOWLEDGED FOR
THEIR OUTSTANDING
WORK.**

The issue was highlighted after the Domestic and Family Violence Award Program recipients were announced in 2024. The QPU agrees those commended were worthy recipients however the only people shown appreciation all came from specialist positions. The award criteria effectively made it almost impossible for General Duties police to nominate, despite the fact they do the bulk of the first response to these calls for assistance.

The QPU has requested a more inclusive and equitable system that values the dedication of our members who handle these critical situations with professionalism and courage every shift. It's only fair and essential that the contributions of all QPU members should have an opportunity to be recognised.

QPU General President Shane Prior worked industriously alongside QPU staff behind the scenes to alter the nomination process for a number of QPS Awards.

On Wednesday December 10, 2025 Deputy Commissioner Mark Kelly advised that work is being progressed to make the awards process simpler, fairer and more consistent across the QPS.

The review will not only look at the DFV Prevention Award Program but also key areas including:

- Making award rules the same everywhere.
- Adding a new medal clasp for General Duties officers.
- Matching service rules with the Remote Service Medal so it's fair for everyone.
- Move nominations online so they are easy to use and provide feedback on progress.

Deputy Commissioner Kelly said this work would now be slotted under the 100 day review results project.

The feedback from our members has been instrumental in driving these positive changes. The QPU will always advocate for the well-being and fair treatment of all our members across the Service. If you have examples or insights into the Awards nomination process, send an email to president@qpu.asn.au

The QPU believes our members should always receive the recognition they deserve for the hard work and dedication they constantly provide for the Queensland community.

The QPU has included the initial letter seeking a review of the award process sent to Acting Commissioner Shane Chelepy for QPU members to review.

Queensland Police Union of Employees

217 North Quay, Brisbane, Qld 4000. Telephone (07) 3259 1900

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Email: president@qpu.asn.au

26 August 2025

Mr Shane Chelepy APM
Acting Commissioner of Police
Queensland Police Service
commissioner@police.qld.gov.au

Dear Acting Commissioner Chelepy

The Queensland Police Union commends the QPS for acknowledging the inspiring work undertaken by its employees working in the Domestic and Family Violence field.

While the Domestic and Family Violence Prevention Award program focuses on the good work of individuals across many areas of the QPS, as you will see from the Award Guidelines – despite General Duties officers doing the vast bulk of DFV Response - the Award categories are almost universally aimed at specialist positions. In fact, it appears the only category GDs are available to nominate for is the Police Service Award.

In 2024, no General Duties Constable or Senior Constable won an award, despite the fact that these officers will have directly, and sometimes at great personal risk, safeguarded the wellbeing, even the lives, of many victims of DFV.

The QPU asks that you consider making changes to the Domestic and Family Violence Prevention Award program to provide greater opportunity for GDs to be nominated for awards acknowledging their dedication and good work in policing DFV.

Thank you in advance for providing me with an opportunity to raise this issue with you and to advocate for positive change. The QPU contact officer in this matter is [REDACTED] who is available on (Mob) [REDACTED] or via email [REDACTED].

Yours sincerely

Shane Prior
General President

Shane Prior, General President, QPUE, PO Box 13008, George Street Brisbane Qld 4003

QUEENSLAND POLICE UNION

RESPIRATORY BREACH

By Michelle Brinkhoff Senior QPU Work Health & safety Officer

THE QPS HAS BEEN ISSUED AN IMPROVEMENT NOTICE BY WORKPLACE HEALTH & SAFETY QUEENSLAND (WHSQ) FOR BREACHING RESPIRATORY SAFETY FOR FORENSIC OFFICERS.

The QPU welcomes decisive action taken by WHSQ against the QPS following continued breaches of safety affecting our Forensic Services Group (FSG) officers.

For more than a year, QPU raised concerns that FSG officers were being placed at unnecessary risk when attending hazardous crime scenes, including fire investigations without adequate respiratory protection or organisational support.

Despite repeated warnings from the QPU, the QPS failed to take any meaningful action to remedy the situation.

The issue came to a head on August 22, 2025 when the QPU lodged a formal complaint with WHSQ.

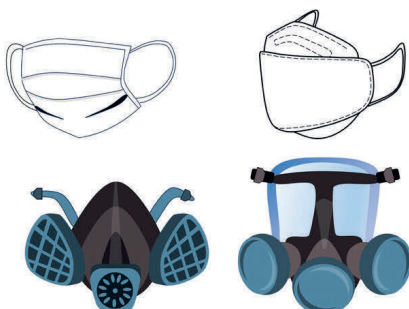
Following an investigation, on September 30, 2025, a WHSQ inspector issued an Improvement Notice under section 191 of the Work Health and Safety Act 2011, citing QPS for contravening section 19(1) of the Act.

Failure to comply with a WHS improvement notice can result in a maximum penalty of \$83,450*, while not displaying the notice can incur a penalty of up to \$8,345*

The QPU suspects that this issue is not isolated to FSG.

Similar risks may exist for critical incident teams, specialist units, and officers responding to chemical, biological, or radiological hazards and members are encouraged to contact the Union if they believe they are at risk.

QPU Industrial Manager Dion Readman said “Our FSG members have done everything within their power to protect themselves, including purchasing respirators and arranging fit testing. It’s unacceptable that they’ve had to act independently while waiting over a year for an official response. The QPS must act immediately to meet its legal and moral obligations to keep officers safe.”



TIMELINE OF ESCALATING CONCERNS:

- October 2023: Issue formally raised at a local Work Health and Safety (WHS) meeting.
- January 2024: Acting on guidance from Queensland Fire Department (QFD), FSG officers independently purchased and fit-tested full-face respirators in line with AS/NZS 1715:2009.
- June 2024: Members sought assistance from QPU after receiving limited support from QPS.
- July 2024 – January 2025: QPU made multiple formal submissions to QPS, urging:
 - Appointment of a qualified RPE Program Administrator;
 - Implementation of a compliant RPE programme across all high-risk work areas;
 - Provision of clear training, maintenance, and usage protocols for affected members.
- February – July 2025: Despite ongoing meetings and correspondence, QPS failed to provide a programme framework or appoint a qualified RPE Program Administrator.

The QPS has still not released a comprehensive implementation plan or confirmed a timeline for compliance. These delays have left officers without formal guidance and continued exposure to preventable health risks.

The lack of a co-ordinated Respiratory Protective Equipment (RPE) programme has already had consequences.

In one alarming incident, an officer was overcome by fumes while wearing a P2 mask, highlighting the inadequacy of existing protective measures and the urgent need for proper training and equipment.

The QPU remains steadfast in its advocacy for member safety and will continue to hold the QPS accountable for meeting its obligations under Queensland's Workplace Health and Safety laws.

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

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



SIRENS & SMILES

By Darren Curtis



EACH DECEMBER THE STREETS AROUND SOUTH BANK IN BRISBANE RUMBLE WITH THE SOUND OF FORTY MOTORCYCLE POLICE RIDING IN FORMATION WITH SIRENS BLARING AND LIGHTS FLASHING NOT IN A HIGH VALUE VIP MOTORCADE BUT SOMETHING FAR MORE HEARTWARMING, THE ANNUAL TOY RUN, WHERE OFFICERS SWAP ENFORCEMENT FOR GENEROSITY, DELIVERING BUNDLES OF JOY TO VERY SICK CHILDREN AT THE QUEENSLAND CHILDREN'S HOSPITAL.

The parade of sirens and smiles is a cherished tradition that brings hope and a festive spirit to young patients and their families.



Director of Impact for the Children's Hospital Foundation Nick Van Dyke said "the sickest kids from all over Queensland are here over Christmas and no-one really wants to be here, so special visits, activities and anything to do with the magic of Christmas is really appreciated. Everyone loves a cop and people feel at ease when police are around and the kids really revere cops, they're not afraid of them at all."

For 25 years Brisbane entrepreneur and hairdressing innovator Stefan Ackerie and his business partner Rose King have supported the Christmas toy run, originally supplying a few boxes of Christmas chocolate eggs to now donating hundreds of plush toys, toy cars, games and activity sets plus trays of chocolate and sweet treats.



Rose King and business partner Stefan Ackerie proudly support the Christmas Toy run each year with Highway Patrol Motorcyclists.

While police hand out the gifts, Stefan extends his appreciation by providing breakfast and coffee in his training salon for every officer who donates their time to attend. This year highway patrol officers from Brisbane City, Indooroopilly, Mt Ommaney, Ipswich, Gold Coast, Wynnum, State Highway Patrol and the North Coast took part.

Mr Ackerie said “I do this because police put everything on the line for us. When you are in trouble who do you call? Not your best friend, you call the police. I have the highest respect for the police more than anyone else in the world. For me to be involved with this group of people is an incredible honour. To see the kids faces when they see the police with the toys is priceless.”



At the centre of the motorcade is Santa utilising a Surf Life Saving patrol vehicle to haul the gift sacks to the Children's Hospital.

The motorcade definitely turns heads heading for the hospital precinct and it's not long before some of the patients are out straddling the motorcycles and telling santa some important requests.

Just about every floor of the hospital is open for the police to visit patients, offer gifts and chat. Often many of the kids and parents are in awe of the police wearing their duty belts and accoutrements.



One of the dads who only wanted to be known as Michael said "we can't thank these blokes enough. My little fella has been really flat the past few days and we were getting worried, nothing could give him a spark, then this giant of a cop walked in holding a small rainbow teddy and it immediately energized him. By the time the big Sergeant left he had a new best friend and I had tears in my eyes to see what it did. The officer didn't drop the toy and walk out, he stood there for what seemed like half an hour explaining all his kit and why he carries rainbow teddies. Thank you"



Christmas Toy Ride Co-Ordinator Sgt Vaughan Carmen said the smiles from the patients and their families will stay with him for a long time after the event.

The co-ordinator for the 2025 Christmas Toy run was Sergeant Vaughan Carmen from Gympie Highway Patrol, he said “you know a lot of these kids are in pain and suffering but to see them smile and be distracted just for a little while, while we are here makes it all worthwhile. Stefan and Rose have been incredible to work with on this project and they are some of the most generous, sincere people I’ve ever met. Together if can make these vulnerable kids feel better it’s all worth it.”

After finishing the rounds of the wards, the motorcycles stayed o the forecourt of the hospital and the young patients were able to explore the machinery and occasionally flick on the strobe lights and blat the siren.



Senior Constable Matt Sloss found the grinch epaulets became a talking point with drivers during traffic stops.

Even though a few cops were wearing grinch epaulets their attitude was far from grouchy. Former QPS Admin Officer Tracey Sloss makes the grinch spirit pieces of uniform and husband Matt, a Senior Constable at Brisbane City Highway Patrol proudly said hundreds of them have been dispatched this year with all the profits from the \$5 investment going to the Cancer Foundation. Senior Constable Sloss said “there will be a new range out for easter as well using bunnies to represent rank and eggs for senior sergeants. It’s a bit of fun and it does prompt a response from the people we pull over. They quickly forget about arguing over the ticket and want to talk about my grinch slides.” The festive fashion accessories are available by calling Tracey on 0437 177 007.



The grinch will soon be replaced by bunnies as a Cancer Foundation fundraiser.

QPU General President Shane Prior believes the toy run is not only good for the community but a real positive well-being initiative for police “every frontline police officer is working at an incredibly high tempo and absorbing increasing stress levels at work. Not to mention it’s never been a more violent work environment out there. Opportunities like this give us a different perspective, it can help recalibrate that the vast majority of people do like police and the work we do. How could you not feel better after walking into an environment where everyone is smiling because you are there. Thanks to the 40 highway patrol motorcyclists that helped out today, it was genuinely appreciated.”

Pairing up with Surf Life Saving Queensland was also a positive element of the project. Apart from the volunteers providing Santa’s toy sleigh and helpers, the bonding was a natural collaboration, particularly in light of the recent events at Bondi Beach. Surf Life Saving visionary Danny Hoyland said “police are very similar to our volunteer surf lifesavers, when something happens we both go forward, we don’t go back, we are always there to protect the community.”



GRADUATION DAY

DECEMBER

By Darren Curtis

SUMMER 2025

ON DECEMBER 4, 2025 THE OXLEY POLICE ACADEMY WAS THE VENUE FOR A GRADUATION CEREMONY FOR ONE HUNDRED AND EIGHTEEN NEW POLICE OFFICERS, MARKING A SIGNIFICANT MILESTONE IN THE COMPLETION OF THEIR THIRTY SIX WEEKS OF TRAINING.

The timing of this graduation was welcomed by staff at their new stations who have been experiencing high workloads and increased online training pressure. The arrival of these freshly trained officers will provide a boost in operational capacity and morale. Their presence will help alleviate the strain on existing teams, ensuring that QPU members already serving the community remain responsive and resilient during the festive season that often sees a spike in demand for police services.

These 118 new Constables have undergone comprehensive training at the Oxley Police Academy & BAOC, equipping them with the practical skills, knowledge, and the ethical foundation necessary for modern policing. The current training program ensures that every officer is not only prepared to uphold the law, but also to encouraged to engage with the community in a compassionate and professional manner.



Deputy Commissioner Mark Kelly welcomed the graduates and said “policing is about working with the community, building trust, ensuring safety and acting swiftly against those who seek to cause harm.”

Police Minister Dan Purdie spoke not only to the new Constables but also the large number of families and friends who came to witness the induction. Mr Purdie said “the training has prepared you well but your families may not wear the uniform but they will walk this path of service with you. They also are now part of the extended police family.”

The new Constables come to the Service with a variety of backgrounds and countries including some who were born in Scotland, Slovakia, Thailand and Tonga.



Acting QPU President Andy Williams presents the Dux award to Constable Lily Capra.

QPU Acting President Andy Williams presented the Dux Award to Constable Lily Capra. The 19 year old was last year the school captain at Benowa High School on the Gold Coast and during her Academy training placement at Surfers Paradise was mentored by Sergeant Williams. Constable Capra said “this is something I’ve always wanted to do. I have an Uncle in the police and my big brother has been interested in joining as well and being my older brother he’s my hero so that fed my interest even further. After some work experience and speaking with police I knew this was the career for me.”

Aware some in the community may be critical of her age and life experience Constable Capra without hesitation shut down any concerns about a lack of confidence or offering advice to much older offenders “It’s going to be a challenge, I think I’m an empathetic person and I will rely on my FTO and colleagues to get me through and back my judgement. I’m heading to Mareeba, it’s the first time I will be living on my own and I’m the first of the three kids in our family to leave home. It’s clear the QPU is there for its members and I know after speaking to Andy Williams they are just a phone call away.”



The first deployment for Constable Capra will be Mareeba Station in Far Northern Region.

Constable Capra was also the recipient of the Domestic and Family Violence Training Award.

Andy Williams praised Lily and her colleagues for their commitment, confident they will grow significantly after a very short time on the job. Mr Williams said “I hope the FYC’s look to their new colleagues as a compass that will guide them through the challenges ahead. There’s so much experience in the cohort of General Duties Sergeants and they are the kind of people who want to share that knowledge. Importantly we want all police to be safe and finish their shift unharmed.”

Among the graduates was Constable Charli Bliss who was presented with



her badge by her mother, Inspector Sam Bliss who is well known across the QPS for her First Nations cultural work and involvement with QPS Rugby League. Sam who has a reputation as a tough task master on the sporting field couldn’t hold back the tears as she shared a special moment with Charli at the induction table.

19 year old Constable Bliss is an accomplished sports person in her own right playing for the South West Metro Pirates in the NBLOne Division since 2022, where she is acknowledged as an impressive centre with consistent high stats for rebounds and points per game. Just before starting at the Academy, Charli won a silver medal at the National Championships in the Queensland Under 20’s team. She is also an ambassador for the Australasian Police & Emergency Services Games to be held on the Gold Coast in 2026. Her first station is South Brisbane.



Constable Charli Bliss with her mother Inspector Sam Bliss.

The addition of the new Constables will enhance police visibility, improve response times, and provide an injection of enthusiasm into their new stations.

Intake 4 will be deployed across the State,
**Brisbane Region (32), South Eastern Region (18), Far Northern Region (17), North Coast Region (17),
Southern Region (14), Central Region (12) and Northern Region (10).**



Constable Lily Capra was presented with the Domestic and Family Violence Training Award.





Constable Lachlan Doran was presented with the Community Service Award.



Constable Glen Urbano was presented with the Achievement Award by QBank CEO Byron Fuller.



Constable Patrick Schulz was presented with the Sondra Lena Memorial Physical Skills Award.





Constable Erin Slogrove was presented with the Operational Skills Award.



Everlyn Kerlin, the widow of Detective Sergeant Stewart Kerlin who was killed in a traffic accident in 2006 was presented with the QPS Blue Heart Medal by Deputy Police Commissioner Mark Kelly.





Constable Rebekah Barnes-MacDonald was presented with the Commissioner's Award by Deputy Commissioner Mark Kelly.



Constable Warren Brindley was presented with the Leadership Award by Queensland Police Commissioners' Union President Kerry Johnson.



Constable Lachlan Doran was presented with the Dan Stiller Memorial Traffic Award.

HUMAN RIGHTS BARRIER

The QPU President, on behalf of members, has been advocating for the State Government to amend Queensland's Human Rights Act to better reflect community expectations.

The view of the QPU is the Human Rights Act 2019 puts the rights of offenders ahead of crime victims.

It's our belief that the current laws incite negative sentiment towards Police who must act within the Human Rights Act leaving victims of crime feeling they do not have a voice or that their disruption and harm is not a priority.

QPU President Shane Prior wrote to the Attorney-General and Minister for Justice on October 7, 2025 and correspondence returned on November 17, 2025.

The exchange of letters has been included for members to review.

Queensland Police Union of Employees

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Email: president@qpu.asn.au

7 October 2025

The Honourable Deb Frecklington MP
Attorney-General and Minister for Justice and
Minister for Integrity
attorney.general@ministerial.qld.gov.au

Dear Attorney-General

Proposed amendment of the *Human Rights Act 2019*.

I refer to my open letter to Queenslanders (copy attached), responding to *The Courier Mail* story 'Big Drop in Trust of Cops' published on 2 October 2025.

As Commissioner Gollschewski has previously stated - lack of public trust in police comes down to crime. That's why the Queensland Police Union (QPU) appreciates the Government's commitment to give our police the strong laws needed to combat crime and keep the community safe.

However, the QPU has identified the *Human Rights Act 2019* as a barrier to delivering the strong laws needed to maintain community safety and alleviate public fear of crime.

It was not until the former Government was in its death throes with crime, particularly youth crime, spiraling out of control it found the courage to override the *Human Rights Act* in the *Child Protection (Offender Reporting and Offender Prohibition Order) and Other Legislation Amendment Act 2023*, and the *Strengthening Community Safety Act 2023*. In the meantime, Queensland was served up watered down legislation, for example, the firearms prohibition order scheme compared to other jurisdictions and knife crime laws in Labor's various iterations of Jack's Law.

As you know, in Queensland human rights are subject to 'reasonable limitation' under section 13 of *Human Rights Act*. In a criminal justice context this means lawmakers must justify any law and order initiative that promotes community safety but limits an individual's human rights rather than justifying why an individual's human rights should have primacy over the public's right to live peacefully, safely and without fear.

Put simply, the rights of offenders are given priority over those of crime victims.

Shane Prior, General President, QPUE, PO Box 13008, George Street Brisbane Qld 4003

Australia does not have a U.S. style bill of rights, and the Australian Government has not seen it necessary to legislate to protect human rights. Queensland and Victoria are in fact the only state jurisdictions with human rights laws.

In their submission to the Queensland Legislative Assembly's former Legal Affairs and Community Safety Committee inquiry into the Human Rights Bill 2018, Professor Nicholas Aroney and Professor Richard Ekins noted:

By world standards, Queensland is a place where human rights are generally well respected. It is important to bear this in mind, as many countries that have bills of rights have much poorer human rights records. This is not an appeal for complacency. Rather, it demonstrates that charters of rights do not guarantee the protection of human rights. As Sir Harry Gibbs argued many years ago, "If society is tolerant and rational, it does not need a bill of rights. If it is not, no bill of rights will preserve it."

The QPU recommends the *Human Rights Act* should include an exemption allowing the Queensland Parliament to freely make any law which has public safety as a primary objective without having to justify any limitation on individual human rights.

The need to seek human rights override declarations for laws designed to protect Queenslanders and uphold public safety is farcical and should have been brought to end along with the previous government, which used the *Human Rights Act* to promote wokeness at the expense of crime victims and protecting the Queensland community.

Please do not hesitate to contact me (Mob: 0414 383 182 or Email: president@qpu.asn.au) should you wish to discuss the matter further.

Yours sincerely



Shane Prior
General President
QUEENSLAND POLICE UNION

Enc.

Cc: Hon. Dan Purdie MP, Minister for Police and Emergency Service
Commissioner Steve Gollschewski APM, Queensland Police Service



The Honourable Deb Frecklington MP
Attorney-General and Minister for Justice
Minister for Integrity

Our ref: 623164/1, 7535468

17 NOV 2025

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Telephone +61 7 3719 7170
Email attorney.general@ministerial.qld.gov.au

Mr Shane Prior
General President
Queensland Police Union
president@qpu.asn.au

Dear Mr Prior

Thank you for your correspondence dated 7 October 2025 regarding a proposed amendment of the *Human Rights Act 2019* (HR Act).

I appreciate the concerns you have raised, particularly those highlighting the need for strong legislative measures to safeguard the public and support the essential work of our police.

As you know, the Crisafulli Government is firmly committed to standing up for victims of crime, placing their safety and wellbeing at the very heart of our approach to criminal justice. We recognise the critical importance of effective law enforcement and have introduced a range of legislative measures to strengthen police capability and enhance the rights of victims. These include the *Making Queensland Safer Act 2024*, reforms to strengthen police responses to domestic and family violence, and the delivery and expansion of Jack's Law.

The government has committed to reviewing Queensland's anti-discrimination laws. As part of this review, the government will consider the concerns raised in your letter to prioritise the rights and concerns of victims.

I trust this information is of assistance.

Yours sincerely

DEB FRECKLINGTON MP
Attorney-General and Minister for Justice
Minister for Integrity

IAN LEAVERS APM VALE

**ON NOVEMBER 10, 2025
WE LOST FORMER QPU
PRESIDENT IAN LEAVERS,
WHOSE UNTIMELY
PASSING HAS LEFT AN
INDELIBLE MARK ON NOT
ONLY QUEENSLAND BUT
POLICE JURISDICTIONS
AROUND THE WORLD.**



Ian Leavers APM

As the longest-serving General President and CEO of the Queensland Police Union, Ian since his death has been described as a visionary who spearheaded groundbreaking change and reform within the QPS, earning the admiration and respect of his colleagues.

His sudden death at his home at Mount Ommaney, under non-suspicious circumstances, sent shockwaves across all levels of the community. His loss left a profound emotional impact on all those who knew him. The legacy of Ian Leavers service and dedication will forever be remembered and cherished by the police community and beyond.

Current QPU General President Shane Prior offered his condolences to the Leavers family and recounted his friend's passing with heartfelt sorrow. Mr Prior said "Ian wasn't just a leader, he was a force of nature. For 15 years he stood at the front of our organisation as President of the Queensland Police Union, fighting for police officers and their families with unmatched courage, conviction and heart. He had that rare gift of being able to speak with anyone, from a First Year Constable to the Premier, and always make them feel heard and respected.



Ian Leavers and Shane Prior speak with Branch Officials August 2024.

"I had the privilege of working alongside Ian for seven years. He was a mentor, and someone who always reminded me that leadership is about standing tall when others can't. His compassion during the Wieambilla tragedy showed the best of who he was, a man who carried the pain of others and turned it into unity and strength for an entire membership of police in Queensland and Australia.

"Ian's legacy is written in every safety reform, every protection won, and every officer who feels just a little more supported because of his work.

"Today, we grieve a giant of our movement and a deeply respected man. My thoughts are with Ian's family, friends and colleagues. The void he leaves behind is immense, but so too is the mark he has left on us all. Rest easy, Ian. Your fight made a difference, and your voice will never be forgotten."



Ian Leavers & Shane Prior participate in Run Army after negotiating a deal for QLD Police Legacy to become a fund raising beneficiary in 2024.

Ian Leavers was a QPU Life Member but his service to fellow members started many years earlier as a Branch rep and later on the Executive as the Southern Region Representative.

At the age of 21, Ian was appointed as a Probationary Constable on April 17, 1989. He began his duties at Brisbane City Station, then Sherwood, Oxley and later transferred to the Ipswich District in 1995.

In 1997, Ian took on his first role as a Queensland Police Union Branch Official in Ipswich. In 1999, Ian joined the Ipswich District Traffic Branch and by 2003 transferred to the Ipswich District Juvenile Aid Bureau.



In 2005, Ian was elected as the Southern Region Union Representative, a role he fulfilled whilst maintaining his operational commitments. Three years later Ian was promoted to the rank of Sergeant, at Yamanto Police Station, and served there until 2009, when he was elected as the President of the Queensland Police Union.

He was recognised for the following awards: in 1995, Assistant Commissioner Certificate; in 2000, Queensland Police Service Medal; in 2007, the 15 year clasp with the Queensland Police Service Medal; in 2007, the National Medal; in 2009, the 20 year clasp to the Queensland Police Service Medal; in 2010/'11, Queensland Flood and Cyclone Citation; in 2014, an Assistant Commissioner Certificate, Operational; in 2014, the 25 year clasp to the Queensland Police Service Medal; in 2014, the National Police Service Medal; in 2014, the Queensland Police 150 Years Citation; in 2015, First Class to the National Medal; in 2016, the G20 Citation; in 2019, the 30 year clasp to the Queensland Police Service Medal; in 2019, the 21st Commonwealth Games Citation; in 2019, the QPS Awards For Excellence Performance Gold; in 2020, the Australian Police Medal; in 2024, the 35 year clasp to the Queensland Police Service Medal.

Posthumously, Ian Leavers was awarded the Queensland Police Emergency Response medal with COVID clasp for 2025; the Queensland Police Service Meritorious Service Medal; and the Queensland Police Exemplary Conduct Medal with a leadership clasp.



During his time at the helm of the QPU Ian Leavers delivered multiple Enterprise Pay Agreements benefitting members, presumptive legislation for PTSD to ensure police are immediately able to access WorkCover and treatment for their injuries deemed as a result of their service, (this benefit was later extended to all Queensland First Responders including Ambulance Officers and Firefighters, the initial roll out of Tasers now through the deployment of Taser 10's, the development of the Integrated Load Bearing Vest (ILBV) providing stab resistance and protection from firearms, Rural and Remote Incentives including flights for officers and their families out of Mt Isa District to Brisbane, 18% superannuation on OSA and other allowances, additional leave for police during COVID and the Commonwealth Games, the drafting of Jacks Law to allow random

searching for knives and weapons, nurses to assist in the care of those in custody in police watch houses plus Ian is also universally credited as the co-founder of Polair.



In 2015 Ian Leavers admitted those who spit in the face of police can expect officers to retaliate. The confession went against what the media were expecting to hear from the boss of the Police Union but his stance developed strong community support.

Spit on an officer, expect force in return: Police union chief

Kristian Silva

Updated September 9, 2015 – 2:22pm, first published September 9, 2015 – 2:19pm

• Gold Coast police accused of 'horrendous' assault

The head of Queensland's police union says he has punched back at people who have spat at him while on the job.

Ian Leavers' comments come a day after footage emerged of a Gold Coast police officer punching a man in the face in 2014.

Police claimed the man, Brayden Mechen, spat on officer Matthew Neijman - a claim Mr Mechen denies.



Queensland Police Union president Ian Leavers.

Ian Leavers is also attributed to being a major factor in the downfall of the Campbell Newman LNP Government after a blistering attack on the Premier claiming he lied about providing funding for officers to continue with Safe Night Precincts. The quote from Ian Leavers became a rallying cry for discontent with the Government "Campbell Newman looked me in the eye and he lied to me. If you're going to lie to a police officer, you'll lie to anyone."

Queensland election 2015: Police union president says Campbell Newman lied on funding for Safe Night Out strategy

By Matt Watson

ABC Radio Brisbane Elections

Wed 21 Jan 2015



Queensland Police Union president Ian Leavers. (ABC News, file image)

[abc.net.au/news/police-union-president-says-newman-L](http://abc.net.au/news/police-union-president-says-newman-liar)

Share article

Queensland Police Union president Ian Leavers has called Premier Campbell Newman a liar over the promise of funding for an anti-violence campaign.

Mr Leavers said the Newman Government last year expanded its Safe Night Out precincts from three to 15 and promised \$20 million in funding to administer the strategy.

Mr Leavers said despite the promise, the police force has not received one cent, an accusation Mr Newman rejected.

In the aftermath of the ambush and murder of two Constables and a community member at Wiemabilla in 2022, the empathy, emotion and leadership shown by Ian Leavers harnessed national support for police across Queensland and Australia.



Ian Leavers attended the Wiemabilla Incident Command Post not long after the officers were murdered.

Mr Leavers attended the incident command post on the evening, provided support for QPU members, spoke extensively with the police directly involved gathering facts before engaging with media across the country and internationally. The initial media cycle continued for 36 hours straight and he did not miss a single interview request.



The following year Ian Leavers initiated the first anniversary commemorations for Constable Matthew Arnold and Constable Rachel McCrow. Their touchstone plaques have been added to the State Police Memorial in the Brisbane City Botanic Gardens. A memorial established by Ian Leavers on behalf of the QPU in 2018.

But it didn't need to be a significant event for Ian Leavers



to respond. The QPU General President had his mobile phone details publicly available and he spent many hours every week having conversations with members to talk through their issues or hard times.

His schedule was full of inspections of police facilities to develop first hand knowledge of an issue that was affecting members but it was also crammed daily with informal meetings and 'chats' because he saw value in talking people through their tough times or difficulties.

Ian Leavers APM resigned from his role as President of the QPU, and as a sworn Police Officer in 2024 to take up a role as the inaugural Cross Border Commissioner for Queensland.



Affable and always available for a conversation with police colleagues, Ian himself admitted that his life was complex, he wasn't perfect and he had his own idiosyncrasies that could unintentionally cause mixed reactions with those around him.



A funeral service was held with a packed auditorium at Saint Laurence's College, South Brisbane. It's where he went to school and proudly called himself a SLOB (Saint Laurence's Old Boy). He would often speak at functions at the school offering advice, guidance and leadership tips for the current day students. One of the neck ties high on his suit rotation was his treasured St Laurence's tie.

A guard of honour stretched the length of Stephens Road from the college as mourners stood in silence for the funeral procession to pass.





photos courtesy of Richard walker/Courier Mail.

Ian Leavers was 57 years young when he died.

The QPU has included some edited highlights from a number of the eulogies delivered at the service so members can take time to read the tributes and get a true depth or unknown insight into the life and legacy of Ian John Leavers 'Leavo'.

STEVE GOLLSCHESKI

Queensland Police Commissioner

I DO WANT TO START BY ACKNOWLEDGING LEAVO'S SON, JACK, IN PARTICULAR, AND PASS ON MY PROFOUND SADNESS AT THE PASSING OF YOUR FATHER. IT HAS DEEPLY IMPACTED US ALL.



I am privileged to be standing here today representing the Queensland Police Service to deliver the valedictory for my friend, and our colleague, a great Queenslander, Ian Leavers APM, who served the community of Queensland, and policing broadly, with great integrity and dedication.

Ian was born in England, in 1968, to parents Nigel and Mary, and grew up in Coventry, in the West Midlands. Prior to leaving school, in 1985, he represented Queensland in both long distance running and roller skating. Ian subsequently gained employment as a trade assistant and later as a corrections officer. At the age of 21, Ian made an application to join the Queensland Police, following his dream to become a Police Officer.

The legacy Ian has left behind is far reaching. He left his mark on various communities throughout Queensland. And for this, he would be remembered always as someone who supported the entire Queensland community.

He taught us of the importance of treating others with respect, taking the time to listen. Ian was a born

leader. Someone with the capacity to lift the standards to any room and make everyone feel important.



On a personal note, my wife, Rebecca, and I, and Georgie, our daughter, would like to acknowledge our profound gratitude for Ian's unwavering support during my recent battle with cancer. Every week Ian would call me and ask, "Are you okay? What do you need? Can I help you?" He kept on me constantly. I had the feeling that he was treating me as if I was another copper in need, he was there for me. I will never forget that.

Ian helped shape people and strengthen our culture. The quality Ian embodied during his service are those we most value in a culture we continue to share as an organisation.



We recognise the exceptional leadership and vision Ian showed during a career in advancing officer welfare, professional growth, recognition and police culture. His

leadership consistently combined foresight with practical action resulting in enduring organisational improvements, elevating our professional standards and strengthening a workforce prepared to meet the evolving challenges of a modern world.

Whilst his dedication to his duties was never in question, there were few conversations with Ian in which his family did not feature.

The importance of family life to Ian, and his pride and his achievements of his son, Jack, and his step children, Thomas, Nicholas, Jason, were always clear.



He was a colleague, a friend taken from us way too soon. While his life was full, we all looked forward to having his friendship longer than we did.

Ian was a man of rare demeanour, and in his unfailing decency, good will and compassion shone through, whether he was addressing the

media, or leading his troops, or having a private conversation with a colleague.

Today we say farewell to our friend, Ian. He served with honour. And it is we who have the honour to have known and served with him.



JACK LEAVERS



Good morning. I'm Jack, Ian's son. We all knew Ian in different ways. For me, he was dad, and I loved him.

Our relationship was as confusing as they come. Having him as a dad was never a dull moment. We would go camping together. He was useless at setting up a tent. Even if he had done it twenty times, he'd find a new thing to stuff up every time.

We'd go jet skiing and on overseas holidays and share some amazing memories along the way.



Even though sometimes he'd have to leave to go help people, I was always proud and grateful for him.

I remember being a little kid finding old phones around the house, or a block of wood and holding them up to my ear so I could be like dad helping someone on the phone. It was probably one of you.



I still can't believe we're all here today without him, but it is an honour to celebrate and honour his life with you all. Thank you for being here. It means so much to our family.



If anyone wants to know a really good story about Ian, you can buy me a beer. I would also love to hear all your stories, too.

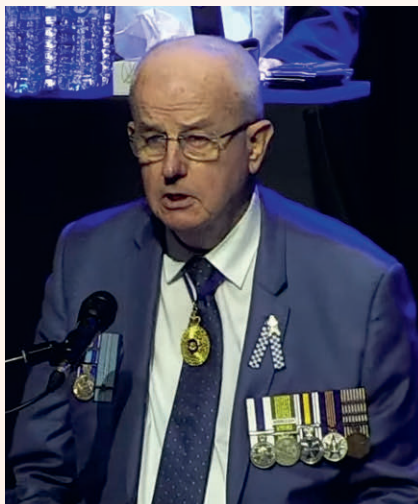
*I am going to miss you, dad.
I love you. Thank you.*



BOB ATKINSON

Retired Queensland Police Commissioner

FIRSTLY, MY
CONDOLENCES TO ALL
MEMBERS OF IAN'S
FAMILY, AND I THANK
YOU FOR THE PRIVILEGE
OF BEING ABLE TO BE
ONE OF THE SPEAKERS
TO REFLECT ON HIS
CAREER WHICH, OF
COURSE, WAS BUT PART
OF A VERY FULL LIFE.



I first became aware of Ian quite some time ago, many years in fact, when he took up the position of being the Police Union Representative for the Ipswich District. In those days the Police Union produced a monthly journal that included state wide contributions by local Union Representatives, as well as their Executive.

I noted that this new comer, Ian Leavers had a fair bit to say. And rightly, was not hesitant in raising issues about conditions, equipment

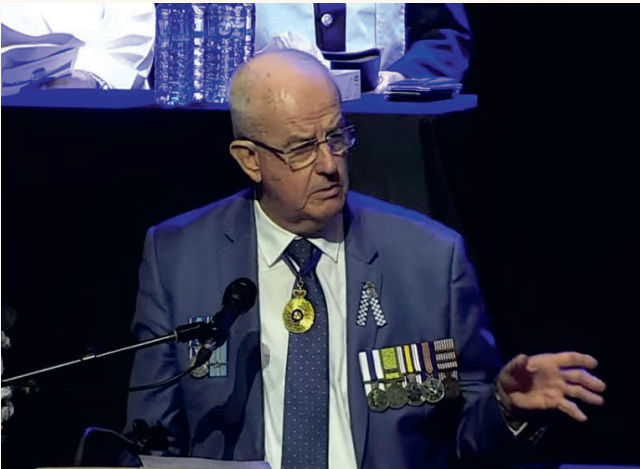
and policies, as well as, however, providing at times items of comment and advice.



On one occasion that advice being that some senior officers needed to urgently elevate the posterior portions of their anatomy, get out of their offices and do something useful. Now, it might have been slightly different language, but that was the effect of what Ian was saying at the time. I hoped also that he wasn't specifically referring to the then Police Commissioner.

His Police Union journey took him from being the Ipswich Rep to the Regional Representative for the Southern Region, and Vice President of the Union, and then President for an outstanding and remarkable 15 year term.

We worked together, developed a long term friendship and kept in contact, sometimes comparing notes. And one of the sayings he liked in a leadership context for your people, or about your people as well was this, that "They don't care how much you know, but they want to know how much you cared."



And he cared greatly. I don't know that anyone could have cared more. He cared for all the Union Members, he cared for their working conditions, he cared for their entitlements and awards, he cared for their safety and he cared for their well being. And he worked tirelessly and effectively in addressing these issues.

In his term, in my view, he also significantly raised the credibility profile of the Police Union with the public, with government on both sides and the media. It is a unique role, as the Union President retains their role as a serving Police Officer as well. Ian also cared deeply in that context about the fundamental policing role of providing for the safety and security of the people of Queensland.

And despite his high profile, he also often stayed under the radar. It was not about his self promotion, only about supporting people and change for improvement. One outstanding example of that was his supportive leadership throughout the summer of disasters that started in December 2010 and went well into 2011. Commissioner Gollschewski and Former Commissioner Katarina Carroll and Former Commissioner Ian Stewart will remember that time and remember the work he did behind the scenes across the state as well.



Of course, in more recent times he was appointed as Queensland's Inaugural Border Commissioner. Unsurprisingly, was doing a fine job in that area.

So what were the personal qualities that Ian Leavers had that underpinned all he achieved? Well, I think that some were that he was hard working, dedicated, committed, determined, astute, reliable and trustworthy. He looked for win win outcomes, not to alienate. He was reliable and pragmatic and had a good sense of humour. There was a fair bit of Queenslander larrikin in him, too. He was also absolutely authentic, regardless of what it was, when it was, where it was, or who was there and involved. It was the same Ian Leavers all the time.



I think if he could talk to us now, those words he'd share with us would include "Take care of yours and take care of each other."

So, today we pay tribute to Ian. We say farewell and we wish him God speed.

Queensland is a better place for the life's work of Ian Leavers. We also say thanks for who he was, what he did for so many and how fortunate we all were to have known him.

JOHN 'BLUEY' O'GORMAN

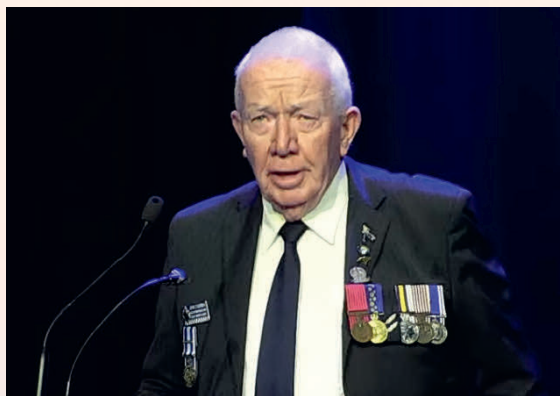
Retired QPU President

I CONSIDER IT A MASSIVE HONOUR TO BE ASKED TO OFFER SOME THOUGHTS IN RELATION TO A GREAT MATE, IAN JOHN LEAVERS, 'LEAVO'.

I would like to acknowledge and offer my sincere condolences to Ian's son, Jack. Jack, I've got a son and a daughter, my love for them is massive, and I can't probably describe it. That's how your dad's love for you was, too. He discussed it with me often.

Ian's mum and dad, Ian is a son to be proud of, as we've heard. I won't go over the reasons. Ian's brother, Simon, Jane, Michelle, you had a fantastic brother who has proven to be a great man. I didn't know he was a Pommy. I can only offer my condolences and support at this terrible time. I offer my condolences to all those whose lives were touched by Ian.

I am an old irrelevant has been, but I consider every member of the Queensland Police, past or present, as a brother and sister in what we call 'the Blue Family'.



I am a past President of the Queensland Police Union and a retired copper. I claim both roles as the source of great pride and satisfaction on my own behalf. And Ian can certainly do the same.

I knew Leavo through both roles, specially

the Union role and considered him a true mate and someone I respected and admired greatly. We had a common view on most things police related. Most police with extremely few exceptions, possess great qualities, such as decency, courage, honour, compassion, tenacity, integrity and a desire to be one of the good guys, which guide them toward the police as their life's calling.



Most police could not be described as shrinking violets. They are the hardwood trees of our society who stand strong when everyone else is wilting. Those qualities only begin to describe Leavo.

He and I had plenty of discussions. We had a few differences of opinion, where we agreed to disagree.

Today, we farewell a man who lived his life with commitment, dedication and total devotion to

improving the lives of those whom he came in contact with.

It is significant, that we are honouring Ian's life just days after the coroner's report of the events of 12 December 2022 was published. I offer my condolences and support to the families of Rachel McCrow and Matthew



Arnold. I have read the coroner's report regarding that evil that was delivered that day to your family members. I wish to humbly state that I am so proud to be able to say that I served in the same Queensland Police as Matthew and Rachel. And I acknowledge the families of Matthew and Rachel here today.

The bravery and heroism shown by so many police on that day and night is stuff of which legends are made. And I make the above comments with an enduring memory of Ian's representation of our police mates in the aftermath of that evil. His grief and devastation were genuinely and clearly visible to all. And I make the same observations of Commissioner Katarina Carroll at that same time. I will never forget the footage of Ian and Katarina at the memorial service for those two wonderful young people. The genuine grief and devastation at the abnormalcy of that event showed them both as staunch leaders of our police family.

The feelings displayed by Ian and Katarina that day were felt right across 'the Blue Family' and the entire nation. Ian's championing of the national firearms register, following this tragedy, is delivering results which will enhance the safety of police across Australia into the future without impacting the right of decent firearm owners.

Ian also turned up when our serving mates were needing of any sort of support. His phone was on 24 hours a day in case he was needed. He was there to answer any copper's call for help or well informed advice. That is a rare and valuable leadership quality.

There are so many serious events for our mates where I can recall Ian being interviewed by the media at the scene, or very shortly thereafter. His devotion to his member's welfare and relentless pursuit of improvement on their behalf was total and glaringly obvious.

Whether he was advocating for better protective equipment, better industrial conditions, or better mental health support for his members, his passion and commitment were there for all to see.



Ian's leadership, which led to the achievement of the presumption of work injury being achieved for those with a PTSD diagnosis, was a tremendous achievement on behalf of his members. I don't like the term "PTSD", I think it should be "PTSI". It is not a disorder, it is not post traumatic stress disorder, it is post traumatic stress injury.

There is so much more to do for our police in the mental health space. Far too many police have made the decision which ends their life. And the pressures of modern policing will only increase the load on our serving colleagues.

Most police confront mental health issues to some extent or other. We should collectively be brave enough to confront the reality and enormity of police mental health and take genuine and realistic steps to improve what is in place at the moment.

As a society, we need to value our police much more as people and treat them accordingly with the value of their role in our society. Police are people who do their very best on our behalf, and their role should be universally supported, not unrealistically examined to placate those who incessantly demand super human perfection from our police or to satisfy some other agenda at the cost to our people.

Ian's efforts and the burden he carried to try to achieve that end should never be forgotten.



Our police are human, with qualities placing them apart from most people in society and whose genuine efforts deserve support and criticism. To have human strength, I have already mentioned, they also have human shortcomings, which are present in all of us.

They should be treated accordingly and showed the confidence to do their best, without holding back because of a fear of being unfairly targeted for doing their best under extreme and confronting circumstances most people cannot even imagine.

For those who are wondering why I am mentioning these things, Ian and I discussed these things at length and often. His passion for the welfare of his members was something that we have all seen part of, that I have seen a massive amount of.

Ian and I used to like this term, "Police are the people running towards the danger, when everybody else is running away."



Police often, and almost routinely, place the safety and welfare of others above their own. And their actions should be seen and respected in that light. Ian was certainly passionate and in support of our people, especially those routinely providing the frontline defence against the evil of our day.

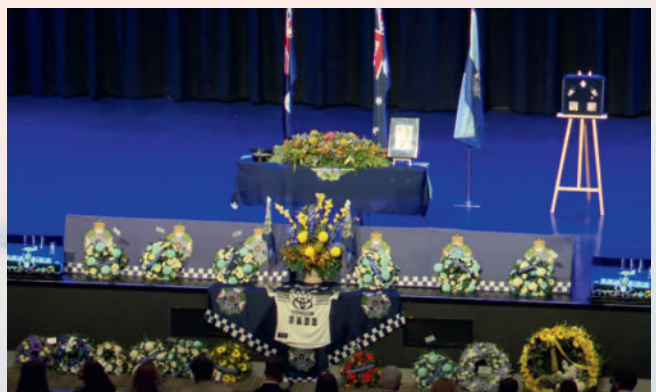
Ian is one of those people whose mere presence changed the people around him. His efforts have shaped the history of our times where the welfare and representation of police in Queensland and across the country is concerned.



Leavo never chased public recognition, but everything he championed became bigger, better and more worthwhile because of his vision and his efforts on behalf of not only his members, but the wider community. He showed us what strength looks like when it is quiet and confident, when appropriate, and immovable and unyielding where necessary. What leadership looks like when it is humble. What impact looks like when it is done for humanity, not applause. What courage and integrity and strength look like when advocating for others.



He showed us how real leaders accept criticism in the spirit it is given, and then honestly deal with the criticism. Leavo will be recognised as a genuine leader whose achievements will be valued for generations to come. His accomplishments, on behalf of his members, changed their world far beyond what he would speak about or what he would take credit for.



His legacy isn't gone with his passing and will live for a long time. His legacy lives on in every life he improved, every hurdle he confronted and overcame on behalf of his members and every person whose future he enhanced because he lived and cared.

Thanks for your mateship, Ian. You'll be greatly missed by so many good, decent people whose lives are so much better because of you. I say "See ya later", not goodbye, to a mate, a great Police Unionist and someone whose light will shine for a long time after I have departed. Thanks, mate.



THE POLICE ODE

As the sun surely sets,
 dawn will see it arise,
 For service above self,
 demands its own prize.
 You have fought the good fight;
 life's race has been run,
 And peace, your reward for eternity begun.
 And we that are left shall never forget,
 Rest in peace, friend and colleague,
 For the sun has now set.
 We will remember.
 All: We will remember.
 Hasten the dawn.

QPU Life Member & Retired QPU Legal Manager Shayne Maxwell read the Police Ode.



In Silence We Remember: **HONOURING THE LIFE AND LEGACY OF IAN JOHN LEAVERS**

By Police Chaplain Jeff Baills- Southern Region Chaplain

**WHEN THE NEWS OF
IAN'S DEATH REACHED
THE QUEENSLAND
POLICE SERVICE ON THE
MORNING OF MONDAY,
NOVEMBER 10, 2025
IT FELT AS THOUGH THE
ENTIRE ORGANISATION
FELL INTO COLLECTIVE
STILLNESS.**



QPS Chaplain Jeff Baills.

It was not the scripted silence we observe on National Police Remembrance Day, when we pause and intentionally say, "In silence we remember them." This silence was different. It arrived uninvited, instinctive, and profound. It was the kind of silence that happens when something reaches not only your thoughts but your heart and soul.

Across the Service, from the frontline to headquarters, from regional stations to specialist units the reaction was the same. We paused. Not because a protocol required it, but because a man who shaped this organisation through his advocacy, influence, and unmistakably human approach had left us suddenly. In that moment, the QPS did what it so often does in times of deep loss: it stood still, honoured a mate, and felt the weight of a life that mattered.

A LIFE OF LEADERSHIP, LOYALTY, AND QUIET STRENGTH

Commissioner Steve Gollschewski captured this loss well in his tribute:

"Ian led with unwavering purpose and commitment to QPS members. His passing will have significant impacts across the organisation, with partners and the community, due to his deep connection and advocacy for the frontline and the relationships he built."

That comment speaks to something many of us instinctively knew: Ian didn't simply occupy positions of influence, he inhabited his positions with a deep sense of duty and personal responsibility. Whether you agreed with him on every issue or not, you never doubted that he cared deeply about the people he represented.

Ian gave of himself. He had a way, uncommon and deeply appreciated of making people feel heard. He listened in a way that left you feeling supported and understood. In a Service as large and complex as the QPS, that is no small achievement. As Assistant Commission Keven Guteridge said in his reflection on Ian's life, "Ian was a good person and a good operator. Two things we all want to be...!"

He did not claim perfection. In fact, he told me on more than one occasion, "I wear my heart on my sleeve. I try to do my best even when my best isn't enough, or when I'm misunderstood." This honesty wasn't weakness; it was the very thing that made him relatable. Leaders who acknowledge their own humanity often create the space where others can be honest about theirs.



*Ian Leavers told Chaplain Baills
'I try to do my best even when my best isn't enough'.*

A COLLEAGUE, A MATE, AND A MAN WHO LOVED WHAT HE DID

My relationship with Ian was not unique or extraordinary in length, about fifteen years but it was meaningful. Others knew him longer. Some grew up with him, trained with him at the Academy, or shared decades of service and friendship. What united all of us, whether long-time friends or more recent colleagues, was the sense that Ian genuinely loved what he did, and did what he loved.

To those who knew Ian before the Academy, to those who served alongside him at every stage of his career, and especially to his parents, brother, son and partner — our thoughts and prayers remain firmly with you. None of us will ever fully understand the depth of your loss, but we honour it. As you read this, I encourage you to pause, even for a moment and silently acknowledge Ian's family. They were his foundation long before any of us knew him.

PRESENT IN THE HARD MOMENTS

As I look back on the many intersections between Ian's professional duties and his personal character, one truth becomes clear: Ian showed up. Consistently.

He showed up at critical incidents.

He showed up for member and family welfare needs.

He showed up as QPU President, often stepping into challenging spaces where courage and backbone were required.

He showed up in the aftermath of tragedies such as the deaths of Brett Forte and Dave Masters, and the events at Wieambilla.



Ian Leavers spent many hours encouraging and engaging with specialist police working the crime scene at Wieambilla.

He showed up at countless inquests, in private conversations behind closed doors, and in moments where someone simply needed a mate willing to listen.

His presence, unwavering, often unpublicised, and at times costly was felt across the Service. True leadership is not measured by position or authority; it is measured by presence. On that measure, Ian ranked among the best.

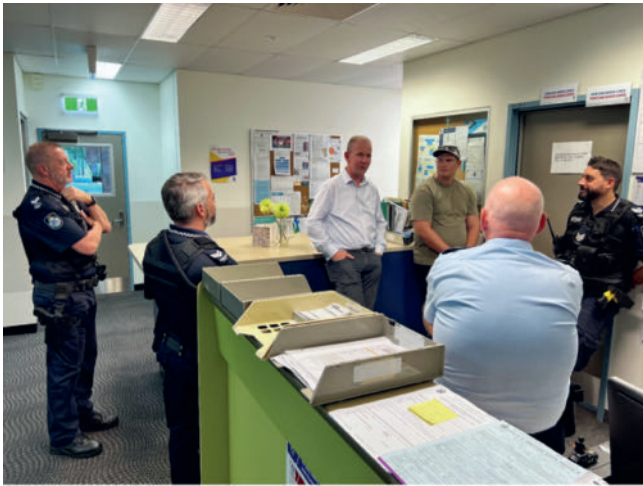


Ian Leavers was praised nationally and internationally for his work discussing the collective grief of police following the ambush and murder of two police at Wieambilla in 2022.

WHAT MOTIVATED HIM?

I often wondered what drove Ian with such conviction and purpose. He spoke often about others, but rarely about himself. Then one day it dawned on me: Ian was philanthropic, not in the financial sense, but in the original meaning of the word.

The Greek root of “philanthropy” — *philio* — means “[to] have affection for, or be fond of, denoting personal attachment, warm affection, and intimate friendship”. We often think philanthropy is something only the wealthy can do. But the truest form of philanthropy is not found in money; it is expressed in the investment *from* oneself. And that is exactly what Ian did.



Ian Leavers engaged with members in dayrooms and stations across Queensland.

From boardrooms to dayrooms, from negotiation tables to café tables, Ian’s philanthropy, his genuine, human care for others was evident. It wasn’t performative. It wasn’t conditional. It wasn’t strategic. It was simply who he was. And I suspect this is why the Service paused in such profound silence when the news of his passing spread. His care for us reached deeply into the organisational heart of the QPS. When that voice fell silent, we felt it.

A member said to me after Ian’s passing:

“All Ian had to do was pick up his phone and choose any one of the million contacts he had — and every one of us would have responded in a heartbeat.”

And yet, here we are. Left with questions none of us can answer.

THE DANGER OF ASSUMPTIONS

As an organisation we do ourselves and one another great harm when we try to make sense of situations and speculations, we were not personally part of. As the old saying goes, “Be careful throwing stones in glass castles.” We must resist the temptation to interpret events through assumptions, incomplete stories, or misplaced judgment. There’s a verse in the sacred text of the Bible that talks about noticing the speck in someone else’s eye while ignoring the log in our own.

Whether you see it as spiritual guidance or simply universal wisdom, the message is the same: humility must lead our reflections and the placing of our grief needs expression.

WINDOWS, WALLS, AND DOORS

All of us, police, staff, families, friends live with windows, walls and doors within our inner world.

- **Doors** represent what we show others. They are the entrances through which we allow people in.
- **Windows** reflect our character, values, and the glimpses of ourselves we allow others to see. They let light out, and they allow the breezes of life to blow in.
- **Walls** are protective. They keep us safe. But sometimes they keep us trapped.

In my friendship with Ian, there were seasons of windows and doors and times where walls seemed to replace them. Many of us can relate to that. Life’s pressures, past experiences, personal struggles and professional demands can cause anyone to reinforce their walls.

When the news reached me, I sat and paused quietly. Like many of you, I remembered him, not just the public figure, but as a colleague, an advocate, and a mate.



THE NECESSITY OF GRIEF

The grief of November 10, was real. The grief expressed at his funeral on November 24 was real. And grief, as American scholar Earl Grollman famously reminds us, “is not a disorder, a disease, or a sign of weakness it is an emotional, physical and spiritual necessity, it is the price you pay for love. The only cure for grief is to grieve.”

Truer words could not be spoken that we harm ourselves when we “soldier on” without processing loss and delaying grief.

Delayed grief always demands repayment, often with interest. We need to remind ourselves, tears are not failure; they are a healthy expression of the human heart. They remind us that wellbeing is not only physical or psychological, it is emotional and spiritual as well.

As police, we train ourselves to show *professional empathy* in the field — measured, composed, steady. But moments like this call for something deeper: *personal sympathy*. There is strength in acknowledging that you are not just a police officer; you are a human being who serve as police officers. Align your identity appropriately.

HONOURING A LIFE THAT STILL SPEAKS

As I reflect on Ian's life, I am thankful for his reach, the countless times he extended a hand, spoke up, or stood beside someone at their lowest. His impact was not perfect, but it was real. And real impact is far more meaningful than perfect impressions.

This is not merely an article of remembrance; it is a reflection, a spiritual reflection — because the essence of what we honour in Ian is love, connection, and mateship.

MATESHIP — A TWO-WAY EXCHANGE

Mateship is a national value and an organisational strength when invoked gives us strength in our purpose. But it only works when it flows in both directions. Good givers also need to be good receivers. This is the ethos behind our “blue line”.

As I stood at Ian's funeral, that quiet question surfaced again:

“Mate... why didn't you call someone?”

There is no judgment in that question, only the ache of loss. When walls rise where windows once stood, and when doors close that were once open, people can lose the ability to ask for help. It can lead to dark thinking, dark places, and decisions of permanency in response to temporary burden.

A SHARED RESPONSIBILITY FOR WELLBEING

The QPS invests significantly in mental health and wellbeing. Across Australia and New Zealand, police jurisdictions have strengthened frameworks that integrate physical, emotional, social and spiritual wellbeing. But no framework can replace the personal responsibility we all hold, for ourselves, and for one another.

Mateship is not about recognition. It is about connection. A phone call. A coffee. A quiet, genuine “How are you?” Light is always stronger than darkness, and light is often shared through the smallest of gestures. Let's apply the principle to our lives, what do you do when you walk into your home at night? You reach out your hand and?

A LEGACY THAT OUTLIVES A BADGE

As I consider the legacy Ian left, I see the mark of philanthropy everywhere, not in money, but in the self he gave generously. He left footprints across the QPS far larger than the size of his boots. That is the sign of a leader: someone whose influence continues long after they've stepped out of the room.



Ian Leavers at the QPS PLO Conference 2022.

His passing reaches beyond the badge, beyond the QPU, beyond the Cross Border Commissioner role. It reaches into the hearts of people who felt seen, heard, or supported because he cared enough to show up.

As you finish reading this, I invite you to bow your head, even briefly and give thanks for the life of Ian John Leavers ‘Leavo’.

THE REFLECTION WE EACH MUST FACE

Ian's life mattered. And so does yours.

My hope is that this reflection has brought memories of Ian to the surface. The good stories, the lessons, and the moments that shaped you. But beyond remembering him, I hope it prompts you to examine your own windows, walls and doors.

Where are you building them?

Where do they need to shift?

And where might a bit of personal “renovation work” be overdue?

If you need support, reach out. If you need a mate, call one. If someone comes to mind as you read this, send that message. Your life matters far more than you may realise. The light of your life is stronger than the darkness of the situation we find ourselves in.

If life is more about the journey than the destination, then let's walk that journey with a shared commitment to look out for one another. Because the greatest expression of philanthropy is simple: a mutual exchange of light as we support each other through life.

*Chaplain Jeff Baills
is available on 0447 425 058*



Vale Ian Leavers APM

Non-Executive Director, QBANK

On behalf of everyone at QBANK, I share our deep sadness at the passing of Ian Leavers APM.

Ian served as a Non-Executive Director for more than a decade. His leadership, integrity, and unwavering commitment to the law enforcement community shaped QBANK in significant ways and strengthened our connection to the community we so proudly serve.

Ian's 15 years of dedicated service to the Queensland Police Union of Employees is well known. What is less known is that he carried his commitment to policing into everything he did. Ian never stopped caring. And he never stopped advocating. His distinguished career in the Queensland Police Service spanned over 35 years, including his years leading the Queensland Police Union of Employees and the Police Federation of Australia.

In 2024, Ian's achievements were further recognised by his appointment as Queensland's first Cross-Border Commissioner, advocating for communities and businesses along the state's borders.



On behalf of the Board, I extend our deepest gratitude to Ian for his passion and unwavering commitment. In our daily maelstrom, it is easy to forget what difficult jobs are taken up by the men and women of our policing community. Ian committed his life to their welfare and he will not be forgotten.

Our thoughts are with Ian's family, friends, and colleagues during this difficult time.

— Daryll Morton, Chair of the QBANK Board

A PROMISE KEPT AT CHRISTMAS AND ALWAYS



**CHRISTMAS HAS A
WAY OF BRINGING INTO
FOCUS THE THINGS
THAT MATTER MOST.
FAMILY, CONNECTION,
AND THE QUIET
ASSURANCE THAT
NONE OF US TRAVELS
THIS PATH ALONE.**



By Queensland Police Legacy President Kent Ellis

Within the Queensland Police Service, this time of year carries a unique weight. It celebrates joy and renewal, but it also reminds us of the sacrifices made by those who stand the thin blue line, and the unseen price their families sometimes pay.

It reminds us that service is never just the work of one person. It is carried by their partners, their children, and everyone who waits for them to return home.

Queensland Police Legacy exists because of that truth. Because when tragedy touches a police family, our responsibility as a police family does not end. It deepens. It becomes a sacred obligation. It becomes the promise we keep to our own.

Today, Queensland Police Legacy is supporting 56 police families and 86 legatee children, each navigating a journey they did not choose, but one they no longer have to walk alone.

Since our formation in 1971, we have walked beside 288 families and 512 legatee children, providing stability, compassion, and a tangible reminder that the police family remembers them. That the sacrifice made by their loved one is not forgotten, and neither are they.



Dr Patricia O'Connor was one of the first Legatees. Her father, a police officer died at work from cardiac issues in 1973. Dr Trish graduated in 1977 and is still a practicing GP in Brisbane.

WHO WE SUPPORT AND WHY IT MATTERS

Queensland Police Legacy provides support to the families of police officers who have passed away, families who have lost a police spouse, and families where either the officer or their spouse is facing terminal illness. But these clinical descriptions do not capture the real heart of our work.

What we truly support are children who have lost a parent who wore the uniform with pride.

We support partners who are suddenly raising children alone, making impossible decisions in the fog of grief. We support families standing at the crossroads of heartbreak and uncertainty, unsure how to rebuild their world.

Our financial support is focused where it matters most, on the future of the children left behind. Queensland Police Legacy helps fund school fees, laptops, uniforms, extracurricular activities, university support, and all the hidden costs that quietly stack up when one parent is no longer there.

But the most profound support we offer cannot be measured in dollars.

MORE THAN FINANCIAL SUPPORT, IT IS CONNECTION, HOPE, AND A FUTURE THEIR PARENTS DREAMED FOR THEM

What Queensland Police Legacy provides, above all else, is connection. Connection to the police family their parent belonged to. Connection between legatee families who understand one another in ways no-one else can. And connection to something even deeper, hope.

Hope that their future is not defined by tragedy. Hope that their dreams, the same dreams their parents once held for them, remain within reach. Hope that they are part of a family that will never walk away from them.

For many families, Queensland Police Legacy becomes the bridge between what life was before tragedy and what it

can become again. It is a steady presence in the days after loss, when the world feels shattered. It is a companion in the months and years that follow, when grief becomes quieter but no less heavy. It is a legacy in the truest sense, a long term commitment that endures through schooling, graduations, careers, and life milestones their parents would have been so proud to witness.

“After losing a parent, the support we received made all the difference. It enabled my children to pursue their education, one is now a doctor, the other a teacher, opportunities that would have been out of reach without this help. The sense of community and connection provided by QP Legacy has been invaluable to our family.”

(Quote from a QLD Police Family beneficiary)

Queensland Police Legacy represents a promise we make to every officer who serves. A promise to those who gave the last full measure of devotion to the protection of their community, and to the families who now carry the weight of that sacrifice.

It reflects the debt we owe as a police family. A debt that cannot be fully repaid but must always be honoured.

While the loss of officers in the line of duty holds solemn place in our collective memory, Queensland Police Legacy stands equally with the families of officers whose passing came through illness or unforeseen tragedy. Their service was no less devoted, and for many the toll of policing is carried quietly over years, both physically and psychologically, often without recognition.

We also stand with the families of police spouses who have passed. Their unwavering support enables officers to do a difficult and often dangerous job, and their loss reverberates throughout the police family. Every one of these families deserves the same compassion, the same commitment, and the same enduring promise that they will never be forgotten.

YOUR SUPPORT MAKES THIS POSSIBLE

Everything Queensland Police Legacy does, every life touched, every future strengthened, is made possible because of the generosity of contributing QPS and retired members.

Many of you contribute through payroll deductions, giving quietly, without expectation of recognition. But what your contribution truly represents is solidarity, compassion, and a commitment to ensuring no police family faces tragedy alone.

You are the lifeblood of Queensland Police Legacy. Your support is the foundation on which our organisation rests. And on behalf of our Board, staff, and the families we serve, please accept our deepest thanks.

These contributions reflect the very best of our policing culture. They show that the police family is real, not just a phrase used in difficult times, but a lived truth embodied by the actions of our members.

The Police Family in Action, Across the State

Throughout the year, we see extraordinary generosity and compassion across the Service and the broader community.

The annual Queensland Police Legacy Race Day, the Texas, Warwick and Gold Coast Charity Golf Days, Run Army, 40 for Fortey, and countless other events large and small have demonstrated again what it means to truly look after our own.



These events do more than raise critical funds. They create moments of connection. They show our legatee families that the police family stands with them. They remind our children that their parent served with honour, and that honour continues to protect them through the support of the friends and colleagues who wear the same badge.

In the coming year we will be expanding our connection to the frontline through the introduction of District Champions across the Service.

These Champions will be our hands and feet in every corner of Queensland, creating stronger bonds with officers, raising awareness of Queensland Police Legacy, supporting fundraising initiatives, and helping ensure that every member or family in need knows exactly where to turn.

If you would like to be involved, please reach out. Your willingness to help could change a child's life.

We also extend heartfelt thanks to our sponsors and partners. QBANK's long term commitment to our families is extraordinary and deeply appreciated. Their support is not just financial, it is personal, consistent, and grounded in genuine care.

We gratefully acknowledge the Queensland Retired Police Association for their ongoing support and enduring

dedication to our police family. We equally thank Gnech and Associates for their recent support, along with the Redcliffe Dolphins, for their generous initiative donating one thousand dollars for every try scored, in what turned into a ten try thriller. Their enthusiasm and kindness meant more to our families than they may ever realise.



A CHRISTMAS MESSAGE TO THE POLICE FAMILY

Recently, Queensland Police Legacy held its annual Christmas Party, a day filled with laughter, community, and a sense of belonging that words can barely capture. For our legatee children, the excitement was lifted even higher by a visit from Santa, who brought gifts, smiles, and the magic every child deserves at Christmas. The photos taken on the day tell a story of joy, connection, and families finding light during a season that can often feel bittersweet.

SUMMER 2025



As we enter the Christmas period, I encourage each of you to hold close the extraordinary strength found within our policing community.

Queensland Police Legacy exists because of you. It serves because of your generosity and it thrives because of your shared belief that the police family stands together, in every circumstance, for as long as we are needed.

On behalf of our Board, our staff, and the families we have the privilege to support, I wish you and your loved ones a safe, peaceful, and meaningful Christmas.

May your home be filled with connection, gratitude, and the comfort of those you cherish most.

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MINISTER'S 2025 REVIEW

**TWELVE MONTHS
AGO, THE CRISAFULLI
GOVERNMENT MADE A
COMMITMENT TO GIVE
POLICE THE LAWS AND
RESOURCES THEY NEED
TO RESTORE SAFETY IN
THE COMMUNITY AFTER
A DECADE OF NEGLECT
BY THE FORMER LABOR
GOVERNMENT.**



Dan Purdie, Minister for Police & Emergency Services.

We have honoured that commitment and will continue to do so. We know there is more work to be done.

Since becoming Minister, I have made it a personal priority to be out on the road, visiting stations across all corners of the state, from the Torres Strait to Mount Isa, Quilpie to Coomera, throughout Queensland and right across regional and rural communities.

Every visit reinforces the same message: police want to be heard, respected, and supported.

I carry every conversation with me – to Cabinet, to budget discussions and into every reform we introduce. No legislation is written without frontline experience informing it. No operational change is made without understanding how it affects the job you do.

The Crisafulli Government has already delivered landmark domestic and family violence legislation, Jack's Law and Daniel's Law along with \$147.9M for new operational equipment and an additional 472 police officers, but we still have a long way to go, as we continue to strengthen our frontline.

LEAVERS

Recently the Queensland Police Service was rocked by the tragic and unexpected passing of Ian Leavers APM.

As Queensland's first Cross-Border Commissioner and former long-time President of the Queensland Police Union (QPU), Leavo will be remembered as a fierce leader who championed police and community safety.

Ian dedicated his life to police and was never afraid to speak up for what he believed was right.



Dan Purdie with Ian Leavers and Craig Hawkins at the opening of Coolum Police Station in 2020.

I know his loss will be deeply felt by the Police family but most of all by his own family and friends particularly ahead of the festive season.

My thoughts are with Leavo's loved ones as they continue to navigate this unfathomable loss.

Leavo's steadfast leadership was ever-present following the deaths of Constables Matthew Arnold and Rachel McCrow and good samaritan Alan Dare at Wieambilla on 12 December 2022, which remains one of the darkest and most harrowing events in QPS history.

Every officer who pulls on the uniform carries this tragedy with them but continues to show up day and night to protect Queenslanders from this senseless evil.

The Crisafulli Government will consider all findings and recommendations from the Wieambilla inquest as we continue to strengthen our frontline.

MENTAL HEALTH

Leavo's loss is sadly another powerful reminder of why we must take the mental health of police seriously – not with slogans, but with real supports, change, and a genuine understanding of the pressures officers face every single day.

His unexpected passing is a call to

action to ensure every officer, from police recruits to commissioned officers and retired members, receive the care, respect and protection they deserve.

I want every officer reading this to know: the Crisafulli Government recognises the toll your service takes and the sacrifices you all make to keep the community safe.

We are determined to build a policing environment where no officer feels alone, and where accessing help is not a sign of weakness, but a standard part of sustaining a long and healthy career. This is why the Crisafulli Government invested \$13.5 million in the budget for mental health support for our officers.

But setting aside funds is only the first step. For too long under Labor, money was promised without any meaningful action to back it up. We're now working with the QPS to ensure these dollars translate into real, on-the-ground support – practical programs, greater access to psychologists, and a modern wellbeing framework that delivers for the frontline.

Our officers deserve more than good intentions; they deserve a system that protects their wellbeing as fiercely as they protect our communities.

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1800-ASSIST – A STRICTLY
CONFIDENTIAL, SHORT-TERM
TELEPHONE COUNSELLING
SERVICE AVAILABLE TO ALL
CURRENT AND FORMER
MEMBERS OF THE QPS AND
THEIR FAMILIES.**

COMMISSIONER AND ACTING COMMISSIONER

This year also brought unexpected challenges at the highest levels of the Queensland Police Service. In February, Commissioner Steve Gollschewski received an unexpected cancer diagnosis and took a period of leave to focus on treatment and recovery. In true Steve fashion, he approached this period with quiet determination, dignity and an unwavering commitment to the men and women of the QPS. His return to duty in September was welcomed across the organisation, bringing renewed steadiness and confidence at a time when strong leadership was essential. His resilience and professionalism throughout this incredibly difficult chapter has been deeply respected by all.

During his absence, Acting Commissioner Shane Chelepy provided steady leadership at a critical time. His calm approach, operational focus and deep understanding of the organisation ensured continuity and stability when it mattered most, including the launch of the Commissioner's 100-Day Review. 'Chopper' has now retired after a distinguished 40-year career, and we thank him for his contribution as Acting Commissioner during that period.

BUDGET – POLICE RESOURCES

The Crisafulli Government's first budget delivered for the Queensland Police Service with a \$147.9 million investment in operational equipment upgrades for frontline officers including \$47.7 million over two years to purchase more than 6,500 state-of-the-art Taser 10's.

This vital piece of equipment increases space and adds time for officers to de-escalate a conflict without using lethal force. Under Labor, just 1,000 Taser 10's were funded to protect police with a mere \$8.5 million allocated over three years.

The Crisafulli Government has also

committed a further \$4.6 million in the 2025-26 financial year for Tyre Deflation Devices.

Over the next five years the Crisafulli Government has committed to upgrading vital safety equipment worn by officers including \$41.5 million for upgrading Body Worn Cameras, almost \$30 million to replace the Integrated Load Bearing Vests and Ballistic Plates, and \$5.6 million to issue all 12,500 frontline police officers with Tactical First Aid Kits.



INVESTING IN POLICE BEATS AND INFRASTRUCTURE:

The Crisafulli Government has delivered new police beats in Burleigh and Nambour, honouring our election commitment and supporting the work of local MPs – including former officer Marty Hunt, whose decades of service provide invaluable insight into local policing needs.

Marty is among six former frontline officers in the Crisafulli Government – a combined 168 years of police experience.

The Budget delivered \$290.3 million to build new and upgrade existing police facilities, including nine police stations and beats across Queensland at Burleigh Heads, Nambour, Logan Central, Mount Gravatt, and Redcliffe as well as more than \$100 million to lock in long-term POLAIR services

Minister Purdie announcing the funding for individual Tac First Aid kits for police with QPU President Shane Prior, Commissioner Gollschewski at the Oxley Academy February 2025.

in Cairns and expanded services for Moreton Bay and the Sunshine Coast.

We are also investing in station upgrades and maintenance across Queensland and conducting a statewide audit of police housing to ensure living conditions meet acceptable standards – especially in remote and rural postings.

POLICE NUMBERS

Prior to the election, the Crisafulli Government committed to the QPU ask of an additional 1,600 police recruits this term of government. And we are well on our way, with 1,077 First Year Constables sworn in in our first 12 months. But increasing the number of police means nothing if we don't reduce attrition. That's why we are targeting a reduction in police officer attrition to three per cent or less, backed by improvements in workplace safety, support services, and a return to core policing functions – not the mission creep that has stretched officers beyond breaking point.

The milestone comes as the Crisafulli Government strengthens disaster response capability statewide, with volunteer numbers increasing from 5,101 to 5,383 over the past 12 months – nearly 300 more volunteers than under the former Labor Government.

The surge reflects renewed confidence in the service, with the Crisafulli Government committed to supporting the frontline and restoring safety where you live.

DOMESTIC AND FAMILY VIOLENCE REFORM

Domestic and family violence related incidents rose by more than 200 per cent during Labor's decade of decline, with officers responding to DFV incidents every three minutes.

The Crisafulli Government has taken immediate action to protect more victims sooner with landmark Police Protection Directions (PPDs) and a new GPS-monitoring program for high-risk perpetrators passed in Parliament earlier this year.



Policing must become a profession people want to join, feel proud of, and choose to stay in. That is our commitment.

This year marked 50 years of the Queensland State Emergency Service.

Under the reforms, which come into effect in on January 1, 2026, police will be able to issue on-the-spot 12-month PPDs, protecting victims immediately without the trauma of seeking domestic violence orders through court.

Minister Purdie along with QPU President Shane Prior congratulate recruits at a graduation ceremony in Townsville February 2025.



Minister Purdie and Minister for Prevention of Domestic & Family Violence Amanda Camm join with QPU President Shane Prior in April 2025 with the passing of new DFV reforms.

DFV has no place in our society, and we have taken immediate and critical action to tackle these unacceptable rates which pulled officers away from frontline duties, forcing them to act as social workers to “plug the gaps”.

ADULT CRIME, ADULT TIME:

Queenslanders delivered a clear message at the last election: the status quo on youth crime was no longer acceptable.

We acted immediately; and while there is more work to be done, we are seeing improvements.

The Making Queensland Safer Laws, including our landmark *Adult Crime, Adult Time* legislation, are restoring consequences to young offenders who commit serious, violent, and repeat offences.

These laws ensure:

- Juvenile offenders who commit the

most serious crimes face the same penalties as adults.

- Detention as a last resort is removed.
- Courts can consider juvenile criminal histories for five years into adulthood.
- The rights and safety of victims come before the rights of offenders.

I’ve heard from officers across the state who say this reform finally aligns with the community’s expectation of accountability.

Police have carried the burden of a failing youth justice system for far too long, chasing the same offenders day after day, only to see them immediately released.

Adult Crime, Adult Time is a major step forward in stopping that cycle.

It’s also leading the way for Australia,

with other jurisdictions, such as Victoria, following in our footsteps.

DANIEL’S LAW

The Crisafulli Government has delivered on a key election commitment with the passing of Daniel’s Law in Parliament – Queensland’s first public child sex offender register.

The Community Protection and Child Sex Offender Public Register, is one of the most significant reforms to child safety laws in Queensland’s history and one of the ways the Crisafulli Government is delivering for Queensland and Making Queensland Safer.

Daniel’s Law honours a key election commitment and will create a three-tiered disclosure scheme, empowering parents and carers to access information about convicted child sex offenders so they can better protect their children.

The Community Protection and Child Sex Offender Public Register will be available to Queenslanders from the end of this year.

This landmark legislation honours the legacy of Sunshine Coast schoolboy Daniel Morcombe, whose abduction and murder in 2003 led to two decades of advocacy from his parents Bruce and Denise Morcombe and continues today.

JACK’S LAW

The Crisafulli Government has passed the landmark *Making Jack’s Law Permanent Bill*, delivering on an election commitment to strengthen community safety and prevent knife crime.

When I visited Schoolies, soon after being sworn in as Police Minister, officers told of the onerous and complicated authorisation process. This information helped shape the policy that became Jack’s Law.

As a result, since the new legislation was proclaimed in July, more than 60,000 people have been scanned and 426 weapons removed. I would

like to personally thank officers for embracing Jack's Law. It is life saving legislation that will make a real difference and ensure Jack Beasley didn't die in vain.

100-DAY REVIEW AND QPS WATCHHOUSE REVIEW:

As part of the Government's commitment to back the frontline, we welcomed the release of the Commissioner's 100-Day Review of the Queensland Police Service.

As Minister, I recognise the impact mission creep has had on the workforce and it has been communicated to my Cabinet colleagues.

To restore community safety, the QPS must refocus in core policing functions and rebuild morale across the organisation. I have confidence this will happen. It won't chance overnight but work is underway.

We also released a damning review into Queensland's police watchhouses, exposing a decade of decline under the former Labor Government that left frontline officers working in unsafe, unfit and under-resourced facilities.

Watchhouses were never intended to be long-term holding centres, and the burden has fallen disproportionately on frontline police.

These reviews are not shelf documents – they are active reform tools that will guide operational, legislative and infrastructure improvements in the months ahead.

E-BIKES/E-SCOOTERS:

The Crisafulli Government launched a nation-leading Parliamentary Inquiry to crackdown on the illegal operation of e-bikes and e-scooters within 6 months of coming into Government after a decade of inaction by the former Labor Government.

I want to acknowledge the critical work of police when it comes to cracking down on these concerning behaviours and reassure our frontline



Premier Crisafulli and Minister Purdie were presented with the QPU Review into watchhouses at the QPU Conference in May 2025 by QPU President Shane Prior.

officers that we are doing everything we can to support them in preventing these tragedies.

And in the year ahead, we'll continue working closely with police to ensure they have everything you need to keep themselves, their colleagues and the community safe.

CONCLUSION

As we approach Christmas and the New Year, I want to extend my heartfelt thanks to every member of the Queensland Police Service for your extraordinary commitment throughout an incredibly challenging year.

While many Queenslanders gather with their loved ones, you continue serving on the frontline, often at great personal cost, to keep our communities safe.

I hope each of you finds a moment of rest and connection over the festive season.

*On behalf of the
Crisafulli Government,
I wish you and your families
a safe, peaceful and
Merry Christmas,
and a bright year ahead.*

HISTORY INTEGRATED AND NOW FIT FOR PURPOSE

By Darren Curtis

THE MULTI-MILLION DOLLAR REFURBISHMENT AND EXPANSION OF THE WARWICK POLICE STATION HAS BEEN COMPLETED AND WAS OFFICIALLY OPENED ON WEDNESDAY, NOVEMBER 12, 2025.

It took fifteen months to complete the construction program delivering a new two-storey fit-for-purpose building and meticulous restoration of the original sandstone building constructed in 1900.

QPU Southern Region Rep Jarrod Brown congratulated Deputy Commissioner Mark Kelly at the opening following substantial advocacy from the QPU to support the rebuild and deliver appropriate amenities for staff who had been crammed in the previous sandstone building for 125 years.



QPU Southern Region Rep Jarrod Brown, Warwick OIC Snr Sgt Jamie Deacon and Deputy Commissioner Mark Kelly at the officially opening ceremony.

Mr Brown said “previously around thirty GD’s were using a 4metre by 4metre room as the day room and the Shift Sergeant was some distance away with the OIC upstairs in an area that was originally designed as the living quarters for police. Lockers were in hallways and keeping their equipment secure was not easy. Not only that, because the original building was heritage listed all power and computer cabling had to be dropped from the roof and set in boxes around the floor levels consuming very important space. I remember it being a struggle to sit in the meal room and even open up a newspaper to read it was so cramped. I’m glad our members now have a facility that is not only functional and safe but also has some room for future staff growth.”

The new day room is spacious with access to desktop computers, city-safe cameras and the shift supervisor is in the same room with the OIC office adjoining the common area and front counter reception.



The new Warwick GD's Day Room



The new Warwick Shift Supervisor Area



Behind the front counter in the new Warwick Police Station



The new Warwick Station meal room

The ground floor includes an equipment room with charging facilities for the new Taser 10's, storage of personal issue firearms, Body Worn Camera's and weapons clearance bay. There's new bathrooms, showering amenities and lockers capable of holding the ILBV, raincoats, spare uniforms and USB charging of QLites.



Conference room.



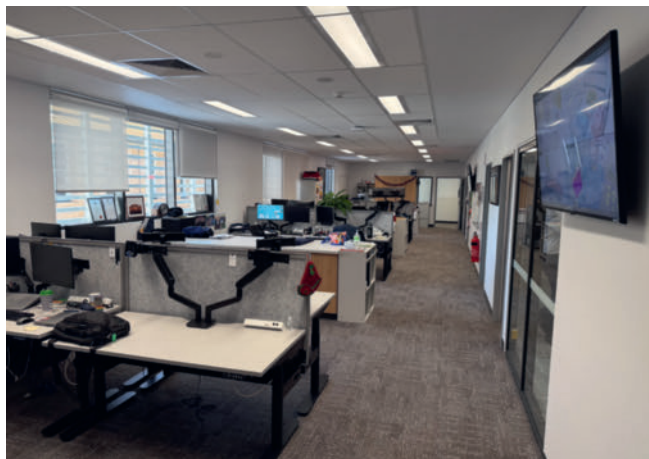
Equipment room.



Personal lockers with charging plugs.



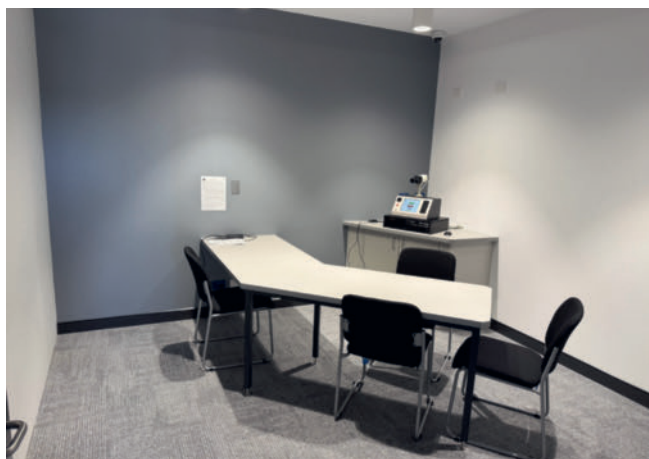
CPIU interview room.



CIB Office.



The Vehicle Processing Bay in the Scenes of Crime Secure Area.



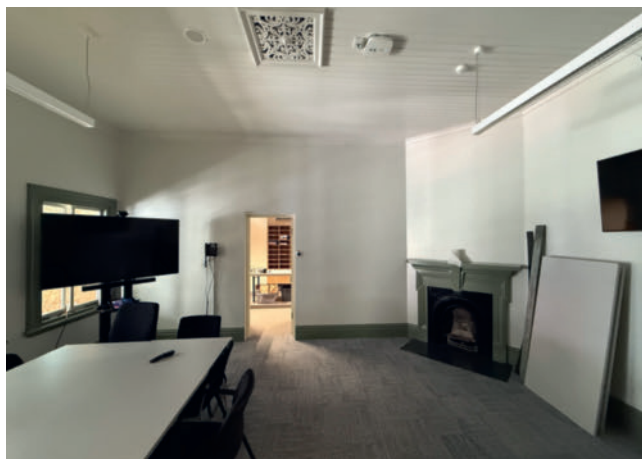
Interview room.



The refurbished GD dayroom is now the Highway Patrol office.



The new archive compactus.



One of the refurbished rooms in the original station.



The DNA area in the Scenes of Crime Secure Area



The refurbished Inspectors office in the original station.

Warwick OIC Senior Sergeant Jamie Deacon said “we have 67 staff here and it now means GD’s, highway patrol, CIB, Scenes of Crime can access one single room to retrieve all their equipment and walk across the corridor to their own lockers. We also have a conference room that can accommodate 60 people and Major Incident Room, plus CPIU areas for witnesses, interview rooms and a wellness space. The watch house is a much improved facility in itself and it’s been occupied every day since it was completed. Scenes of Crime also have evidence collection areas that are compliant and a vehicle examination bay. I’m grateful the design team listened to our input and delivered what we needed.”



Warwick OIC Snr Sgt Jamie Deacon moved to the station in 2015 and knew immediately the facility was no longer fit for purpose and needed a major rebuild but it also needed to preserve historical links.

The back verandah of the old building is now the Bushy’s BBQ spot in honour of long serving Sergeant Robert Bushman who retired in 2018 and passed away a few years later. The adjoining courtyard will be dedicated to police who complete their service and retire while at Warwick Station and local members who die while on duty.

The courtyard also features an original sandstone slab with a historical plaque commemorating the station’s design and opening in 1900.



Leading S/C Cam Moseley with Andrea Bushman the widow of Sgt Bob Bushman who had the station BBQ area named in his honour.



An original sandstone slab from the first Warwick Police Station constructed from local stone in 1900.

During the opening ceremony Police Minister Dan Purdie said “we made a commitment before the election to give police the facilities they need to do their job, this is an example of that. The Darling Downs also has had an additional 36 extra police posted to the District in the past twelve months.”

Currently there are 530 officers assigned to the Darling Downs with 90 officers in the Warwick Patrol Group.

The expansion and refurbishment cost \$21 million dollars.



A significant number of community members joined with police for the official opening.



Southern Region Chaplain Jeff Baills delivered a blessing reminding everyone of the sacred duty entrusted to police to serve and protect the community.



Police Minister Dan Purdie and Deputy Commissioner Mark Kelly during the plaque unveiling.

Southern Region Chaplain Jeff Baills was given the honour of blessing the facility once the plaque was unveiled. With a solemn and reverant tone he offered a heart felt blessing invoking devine protection and guidance for all those who would pass through the station doors “we bless the Warwick Police Station, its staff, its members, its vehicles and its assets. May this station be a place of security, safety and peace in the Warwick community. May its officers, their families be blessed with security, safety and health. May this station be a refuge from the often violent and confronting nature facing frontline police and community members who come to this station seeking help and support. May they find protection in these walls and help for whatever circumstances caused them to be here. May this station be a beacon of hope and justice for the Southern Downs for years to come.”





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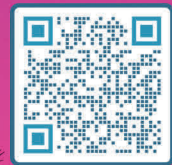
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GRADUATION DAY TOWNSVILLE

By Darren Curtis

SUMMER 2025

**INTAKE 3 OF 2025
GRADUATED FROM
THE QPS TOWNSVILLE
ACADEMY ON
THURSDAY NOVEMBER
20, 2025 DURING
A CEREMONY HELD
AT THE TOWNSVILLE
BASKETBALL STADIUM.**

The 55 Constables made up squads 321, 322 and 323 with twelve officers born outside Australia and three having previous policing experience in other jurisdictions.

Constable Marcus Oliveira Vincenzi joined the QPS after six years serving with the police in Brazil. He moved to Australia seven years ago and asked his best friend who graduated with him in Brazil to travel to Townsville for his second phase in policing graduation. First Lieutenant Wesley Xavier said “when Marcus invited me, I immediately said yes and since I’ve been here in Townsville I cannot believe how friendly the people are and non- violent. Back home in Brazil you are on a high level of alert, with so many guns, every moment on duty you could be risking your life.”

Constable Marcus Oliveira Vincenzi and his former Brazilian Police colleague Lieutenant Wesley Xavier reunited for the graduation in Townsville.



Although they started at the Academy together Wesley climbed the ranks quickly and before Marcus left to come to Australia, Wesley was his boss. Dressed in his Brazilian uniform Wesley was like a proud brother watching the ceremony even though it was vastly different from his local graduations “In Brazil even the smallest intakes are about 1,000 people and we need to use a sports stadium for the ceremony, the feeling is like a football grand final.” Constable Oliveira Vincenzi will begin his Australian policing career at Cairns City station.



Const Oliveira, his partner Beth and son Jackson with Brazilian Police Lieutenant Xavier at the small and intimate Townsville graduation.

QPU Acting President Andy Williams welcomed the new Constables and said “this may seem like a modest intake in terms of numbers but every new officer joining our first response teams is valuable. Their experience is an asset, plus they always bring enthusiasm and a thirst to learn the realities of policing.”



QPU Acting President Andy Williams presents the QPU sponsored Dux Award to Constable Jesse Pierotti.

Mr Williams presented Constable Jesse Pierotti with the QPU Sponsored Dux Award. Jesse is a qualified electrician but at the age of thirty decided to leave his successful yard maintenance business in Cairns to join the QPS. Constable Pierotti said “I have family in the QPS and always thought it was appealing and I’ve loved the training at the Academy here in Townsville. I’m being posted to Cairns City station so I will know the area which will be a real benefit. Receiving this Dux award is a big surprise but I knew I had to work hard while here, feeling like I owed it to my wife and son who have stayed in Cairns while I came to Townsville.” Jesse said there was no second thought about joining the QPU “we all signed up after listening to Shane Prior at his presentation at the Academy. It was very clear what the Union does for it’s members and I was impressed they not only back us as individuals but also as an organisation.”



Constable Jesse Periotti with wife Rachael and son Darcy celebrate his graduation and study success.

Police Commissioner Steve Gollschewski told the new officers during the ceremony “you will see many things that will challenge you and about what you think is right. Your family, friends and support networks will be very important to help you get through that. Never sit back and not ask for help. There will always be people here to lend a hand. I speak to you today after the untimely passing of Ian Leavers APM, the former President of the Queensland Police Union, a man dedicated to unionism and his legacy will continue to benefit this country for many years. I commend to all of you, that your Union is here for all of you, they care about you as much as we do.”

For one new Constable the ceremony did have an element of pain about it. Constable Scott Ward participated with a cast on his arm after fracturing his wrist in the last few days of training. Scott said “it was a struggle I will admit and it took a lot of resilience. Something they’ve constantly mentioned during training. I’m pretty happy I could graduate today and not face a back squad. I did it during crowd management training and as a role player I fell and broke my wrist. My first six weeks will be on light duties doing counter inquiries at Cairns City Station.”



Constable Scott Ward fractured his wrist during training but was given permission to graduate with intake 3/2025.

A consistent feature of the graduation ceremonies in Townsville includes representatives from traditional custodians of the land, sea and air of the area. Sam Savage honoured the Bindal people with his welcome to country for the new Constables. Mr Savage said “It’s great to work in partnership and these graduates today will be our leaders into the future. They will be posted throughout Queensland which is great to see we have a new supply of officers to serve our city and our state and they’re making us feel safe.”



Bindal Elder Sam Savage and Keanu Henaway delivered a welcome to country for the new Constables during the graduation ceremony.



Police Commissioner Steve Gollschewski advised the new Constables to never stop their own development because the community will always look to them for leadership.





Constable Noah Short was presented with the Achievement Award by QBank Executive Paul Wilson.



Constable Ashlee Ward was presented with the Community Service Award by Dean Woods from PCYC.





Constable Jesse Cowen was presented with the Dan Stiller Memorial Traffic Award.



Constable Matthew Reid was presented with the Sondra Lena Memorial Physical Skills Award by Merv Johnston from the Queensland Retired Police Association.





Constable Keira Falzon received the Domestic & Family Violence Training Award.



Constable Daniel Phillips was presented with the Operational Skills Award.





Constable Lukas Schulz was presented with the Leadership Award by Tom Armitt on behalf of the Queensland Commissioned Officers Union.





Sergeant Mark Ryan accepts the QPS Blue Heart from Commissioner Steve Gollschewski on behalf of Constable George Doyle who was murdered by cattle thieves in 1902 north of Injune. The award will be kept at the Townsville Police Academy.



Constable Drew O'Sullivan was presented with the Commissioner's Award by Police Commissioner Steve Gollschewski.



HONOURS AND AWARDS

By Darren Curtis

**POLICE FROM THE
MORETON DISTRICT
WERE PRESENTED WITH
A VARIETY OF QPS
AWARDS ON THURSDAY
NOVEMBER 27, 2025 AT
THE CABOOLTURE TOUCH
FOOTBALL COMPLEX.**

The awards included the Queensland Police Medal, the National Police Medal, the Remote Service Medal, Commissioner's Certificates and a collection of awards unique to Moreton recognising outstanding service and dedication to the communities across the Moreton District.

Constable Emma Pericic and four other officers from Moreton District Tactical Crime Squad attended a home at South Caboolture in June 2024 to locate a man on a return to prison warrant. The offender armed himself with a knife and threatened the first officers entering the home. A taser failed to incapacitate him and he was shot once, despite his injuries he fled further into the house and again threatened officers with the knife. Constable Pericic attempted to negotiate with the man until he again armed himself with the knife, thinking instinctively she fired her taser and the man was taken into custody and provided tactical first aid that saved his life.

For her actions displaying courage and skill Constable Pericic was presented with a Commissioner's Certificate of Notable Action. Constable Pericic said

"when we talk about it, it seems like yesterday. It was a team effort and you feel at an incident like this you are just doing your job, but it's nice to be recognised but remember there's a lot of people who do this same job every day that don't get recognised."



Constable Emma Pericic received a Commissioner's Certificate of Notable Action for demonstrating courage and resilience in an unpredictable situation.

Acting Sergeant Trent Grimditch received an Assistant Commissioner's Certificate for providing excellent guidance and supervision as an FTO at a fatal crime scene.



Acting Sergeant Trent Grinditch was awarded an Assistant Commissioner's Certificate for his quick thinking preserving crucial evidence and arresting an offender accused of killing a man and inflicting life threatening injuries on a female following a dispute over tree trimming at Burpengary East in April 2024.

Trent said "it's not all the time you get a pat on the back and the OIC at Deception Bay Jason Higgs noticed what I did at the scene and recognised I did a good job. I will certainly always remember this incident and this award ceremony. This certificate will be a good talking point when I put it up at home."

Senior Constable John Kenworthy was presented with the Queensland Police Blue Heart Medal to acknowledge the substantial physical injuries suffered in 2020 while responding to an urgent call near Mackay to a family trapped in a vehicle following a crash. John's police motorcycle left the roadway and he was thrown into a barbed wire fence, severely damaging his eyes.



Senior Constable John Kenworthy is a worthy recipient of the QPS Blue Heart Medal.

QPU North Coast Regional Rep Jake Lacy was unable to attend the ceremony due to commitments assisting with hail storm response but he sent a message congratulating the recipients and their families "police didn't sign up to this career to be entrepreneurs or manage prisoner daycare through our watchhouses, the reality is however they are influencers in the community. At times of crisis

and emergency they look to police to lead the way, often that comes at great sacrifice in our personal lives being absent for festive occasions, birthdays and public holidays but we have the best support network available through our families and I know everyone that is there today to watch you receive these awards is proud of what you do."

There's widespread applause for Burpengary Scenes of Crime OIC Sergeant Darryl Swan when he was presented with a forty year clasp to his Queensland Police Service Medal. Sergeant Swan said "40 years feels like a lifetime, the job is a lifestyle. It's who you are and what you do. I started as a cadet in January 1985 and have been stationed at Logan, Longreach, radio electronics, North Brisbane, North Lakes and now Scenes of Crime. I would absolutely recommend this as a career, I've had the best time of my life particularly in Scenes of Crime because it's one of the few jobs in uniform where people are happy to see you turn up."



Scenes of Crime OIC Sergeant Darryl Swan was presented with a forty year clasp for his QPS Medal.

North Coast Assistant Commissioner Kev Gutteridge thanked the officers receiving medals and awards for their service and sacrifice in making Queensland a safer and outstanding place to live in the world.



Moreton District Award recipients.



Sergeant Shane Rockley was presented with the Remote Service Medal.



Senior Constable Craig Cush was awarded 2025 Moreton North Officer of the Year.





Detective Senior Constable Hayley Lewis was awarded the Crime Group B Officer of the Year.



Senior Constable Tim Leybourne 2025 Support Officer of the Year.





Plain Clothes Senior Constable Chris Berry was awarded the Crime Group A Officer of the Year Award.



Deception Bay OIC Senior Sergeant Jason Higgs accepts the Perry Irwin Perpetual Award for the Moreton District Work Unit of the Year on behalf of all the staff at Deception Bay Police Station.



Acting Sergeant Jo Arthur was presented with the inaugural Dave Masters Award for going the extra mile to support their work colleagues.



Detective Senior Constable Helen Protheroe received her Detective appointment and gold badge after completing the Advanced Diploma of Police Investigation.



Constable Patrick McDonald was awarded 2025 Peninsula Officer of the Year.

Constable Dale Rapkins was awarded 2025 Pine Rivers Officer of the Year.

Redcliffe Watchhouse Officer Liam Sovenyhazi 2025 Watchhouse Officer of the Year.

QPS RECRUITS

677

Recruits in training at Police Academies
in Oxley and Townsville December 2025

1,180 recruit applications in process



(QPS Supplied data 9/12/25)

THE BRETT FORTE CUP IS HEADING HOME

By Joanne O'Neil

**THE BRETT FORTE
MEMORIAL CHALLENGE
CUP HAS RETURNED
HOME AFTER A
THRILLING CONTEST
BETWEEN THE
TOOWOOMBA SPARTANS
(QPS) AND ROYAL
AUSTRALIAN ARMY
CORPS OF SIGNALS
(RASIGS).**

Despite torrential rain on Friday October 31, making for tough conditions early on, the Spartans powered through to dominate the first half, heading into the break with a commanding 17-0 lead.

As the skies cleared over Highfields Sportsground, RASIGS lifted their intensity, showing why they remain one of the competition's most formidable sides, narrowing the margin with a well-executed try.



The Victorious QPS Spartans.

The second half remained physical and fast-paced. The Spartans capitalised on key opportunities, crossing for a fourth try to extend their lead. RASIGS weren't done yet, responding with a late try to close the gap to 24-10. With the clock winding down, the Spartans dug deep and held firm to secure the victory and bring the Brett Forte Cup home!



COMMUNITY SPIRIT SHINES AT THE HIGHFIELDS SEVENS.

Saturday's event also featured the Highfields 7s Charity Festival, bringing together twelve men's teams and four women's teams from across the community, QPS, and the Defence Force.

Teams battled it out in great spirit, all in support of Southern Region Community Supporting Police, who provide vital assistance to current and former QPS members, and Animal Therapies Ltd (ATL), who deliver animal-assisted services to people facing mental health challenges, disability, illness, or disease.

A COMMUNITY UNITED

A heartfelt thank you goes out to everyone who supported the event — from the players, referees, and officials to the incredible spectators who braved the weather to cheer on both sides and honour Senior Constable Brett Forte.

A very special thank you to the Queensland Police Union for their support since the establishment of the QPS Toowoomba Spartans in 2021. We could not achieve what we have without you.

OUTSTANDING FUNDRAISING EFFORT

Thanks to the generosity of everyone involved, \$14,500 was raised to be shared between Community Supporting Police, Animal Therapies Ltd, and Redbacks Rugby Community Programs, bringing the total to almost \$70,000 raised in honour of Senior Constable Brett Forte.



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

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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HONOURS & AWARDS DARLING DOWNS

By Darren Curtis

**OFFICERS FROM
ACROSS THE DARLING
DOWNS DISTRICT WERE
PRESENTED WITH QPS
HONOURS AND AWARDS
DURING A CEREMONY
AT WARWICK POLICE
STATION ON WEDNESDAY,
NOVEMBER 12, 2025.**

Officers were bestowed with the National Police Service Medal recognising the special status sworn police have protecting the community plus the National Medal for long and diligent service to the Australian community. The Queensland Police Service Medal was also awarded for ten years of ethical service with clasps awarded for every five additional years of qualifying service.

Senior Constable Jeremy Lambert was presented with the Queensland Police Bravery Medal for his bravery, courage and professionalism during a standoff with an armed man at Freestone in November 2016.



S/C Jeremy Lambert was presented with a QPS Bravery Award for his leadership and bravery at a fatal shooting incident in 2016.

Police had been called to the rural property after a sixty five year old retired accountant fired a number of shots from a .22 calibre rifle and told others he intended to engage

with police hoping they would fatally shoot him.

Officers from Warwick, Leyburn and Yangan attended with Senior Constable Lambert assuming the role of Forward Commander on site. After negotiating with the man for some time, the local police began moving back to secure a perimeter ahead of the arrival of specialist police. As they began to relocate, the offender emerged from the darkness and raised the firearm at the chest of a nearby officer. Fearing for their lives police fired on the offender and he was declared deceased a short time later.

Senior Constable Lambert said “we were making good progress with him resolving the issue but in an instant, he pulled the rifle and aimed to fire. It’s not something I like to remember because of the outcome but I’m glad no police were hurt and the family there were all safe.”

During an inquest in 2018 the Coroner found police acted using appropriate force. The man’s son later wrote a book and said “they gave my father enough chances, he encouraged them to do what they did and those poor police officers that were there, they were left with no choice.”

It took eight years for the QPS to present the bravery award but the delay didn’t phase the 26 year police veteran. Senior Constable Lambert said “It got lost in the system, it’s not something I expected or celebrate really, it wasn’t a nice day in the end



S/C Lambert with wife Kristie, daughter Sophie and son Dylan at the Award presentation on November 12, 2025.

but I'm proud to be acknowledged and I think a lot of other people there that day deserve recognition as well. There's a lot of stuff that happens to all of us every day on the road that is brave, but it's considered just part of the job and doesn't get recognised."

QPU Southern Regional Rep Jarrod Brown congratulated Jeremy and

said "he is such a humble bloke and I know this event took a very personal toll on him and he needed some time off to assist with his recovery. It's laudable that Jeremy identified he needed some assistance, I could see today during the ceremony the impact this incident had on his family, the emotions were too hard

to hold back. The QPU will always be there to help and I'm glad our members all made it home safe that night despite such a confronting situation."



QPU Southern Region Rep Jarrod Brown congratulates S/C Jeremy Lambert on presentation of his bravery award.



S/C Melanie Stachiw from Stanthorpe Police Station was presented with the QPS Medal.



S/C James Doyle from Warwick CIB was presented with the National Police Service Medal & National Medal.



Leading S/C Cameron Mosely was presented with the QPS Remote Service Medal.



Sgt Lisa Self from Warwick Police Station was presented with the 35yr Clasp to the QPS Medal.



Sgt Damian Grace from Allora Police Station was presented with the second Clasp to the National Medal.



S/C James Ellis from Stanthorpe Police Station was presented with the QPS Medal.



Det Sgt Glen Roche from Warwick Station was presented with the 30yr Clasp to the QPS Medal.



S/C Sharon McCoist from Warwick Police Station was presented with the 20yr Clasp to the QPS Medal.



GRADUATION DAY OCTOBER

**SIXTY FOUR NEW
CONSTABLES
GRADUATED AT THE
OXLEY ACADEMY ON
THURSDAY OCTOBER
30, 2025 FORMALLY
ACKNOWLEDGING
COMPLETION OF THEIR
RECRUIT TRAINING.**

Although intake 2 of 2025 may seem minimal, the smaller squads provided the opportunity for each recruit to receive focussed instruction and mentoring. The smaller intake also forged very strong teamwork bonds and trust in each other that will last for their entire career.

Constable Julie Tusa held a beaming smile for almost the entire ceremony. The twenty five year old previously worked as a QPS recruiting officer but made the switch to become a sworn officer. Constable Tusa said “growing up it was rare to see a police officer from Pacific Island descent. I wanted to change that and be a face that represents diversity in the service.”



Constable Julie Tusa is hoping to be the face of diversity within the QPS

QPU Vice President Andy Williams presented the Dux Award to Constable Matthew Giles. The former soldier and Protective Services Officer will spend his first year in South Brisbane.



QPU Vice President Andy Williams presented the Dux Award to Constable Matthew Giles.

Police Commissioner Steve Gollschewski during his graduation day address said “each of our newest Constables have demonstrated professionalism, integrity and commitment throughout their training. They share a common drive to make a meaningful difference in people’s lives, while upholding the values of the Service.”

The new Constables will be deployed across Queensland, with the largest contingent (17) heading to South Brisbane, Metro North (12), Far North (12), North Coast (10), South Eastern Region, Southern Region and Central Region (1)

Police Minister Dan Purdie was quoted in a Government media release “we’re investing in new recruits, new infrastructure and new resources right across the state. Each of these new Constables has earned the badge they’ll wear with pride and they’ll be backed every step of the way by this Government.”





Constable Cleo Strong was presented with the Community Service Award.



Constable Ashleigh Pugh was presented with the Domestic & Family Violence Training Award.





Constable Cameron Andrew received the Sondra Lena Memorial Physical Skills Award from the mother of Constable Lena, Sandra Lena.



Constable Kyle Wise received the Dan Stiller Memorial Traffic Award.





Constable Nadine Sherlock received the Achievement Award.



Constable Ashleigh Pugh received the Operational Skills Award.





Constable Corey Moon was presented with the Leadership Award by Joe Jaramazovic on behalf of the Queensland Police Commissioned Officer's Union.



Constable Cameron Crowley received the Commissioner's Award from Police Commissioner Steve Gollschewski.



A QPS Blue Heart Medal was presented to family members of Constable Robert Alexander who died in May 1926 after being thrown from his police horse at Eidsvold.



Photos courtesy of the QPS Media Unit.



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A MOMENT IN TIME

'A Moment In Time' is written by twenty year veteran of the New South Wales Police Force Gary Sutton who spent most of his service in General Duties until his retirement in 1998.

The book details some harsh realities of coping with crime scenes, violent prisoners trying to escape custody, brawls with bikers and the riot following the closure of the Stage Door Tavern in Sydney.

Gary documents the strains that come with confronting moments for a police officer but it's not without revelations of police using black humour to cope with tragedy and getting square with a lazy sergeant using a massive python in a darkened police station.

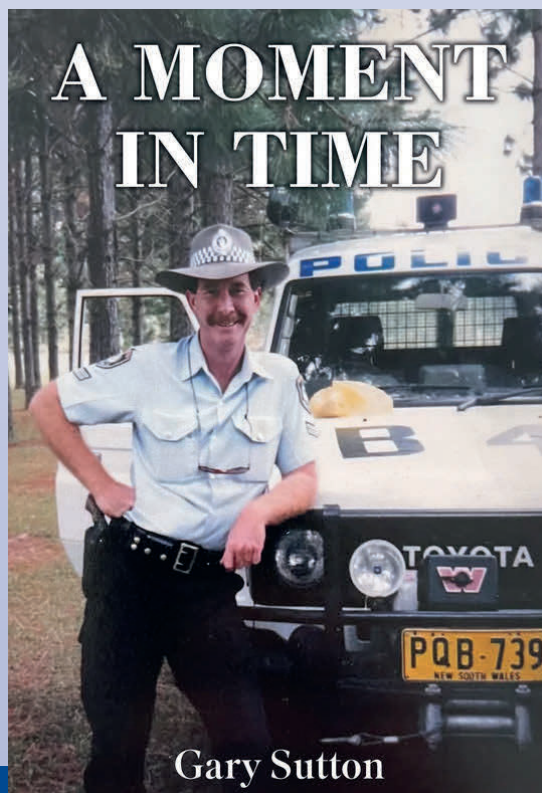
Years of frontline service including periods at Tweed Heads and Kingscliff took its toll and with the intervention of the New South Wales Police Association he made a claim for Post Traumatic Stress Disorder.

The book has been described as more than a memoir, it's a deeply human story about resilience, family, and the personal cost of standing on the thin blue line.

Now 72 years old, Gary is a cancer survivor and discusses life after his police service working as a newsagent on the Gold Coast.

Whether you've worn the uniform, loved someone who has, or simply want a window into the real world behind the badge, 'A Moment In Time' will move, challenge, and inspire you.

You can order **'A Moment In Time'** online through inhousebookstore.com.au for \$29.95.





QUEENSLAND RETIRED POLICE ASSOCIATION

NEWS



MESSAGE FROM GREG EARLY, STATE PRESIDENT

In my view the State Management Committee has functioned well and has been able to cope effectively with all that is required of a Management Committee; also the seventeen Branches whose membership ranges from small to large have all coped effectively. There have been some changes in the executives of a few Branches and it has taken a while for them to cope with those changes. While we have welcomed some new members state-wide and also in our Branch in Tasmania, the biggest downside has been the passing of some of our members during the year. It has been pleasing, however, to know that when requested our members have been laid to rest with the dignity expected by the Association for its members.

THE FESTIVE SEASON: On behalf of the State Management Committee, I wish all of our members and their families, wherever they may be, all of the best for the festive season and the year ahead.

ATTENDANCE AT LUNCHEONS/DINNERS: A member of the State Management Committee was able to attend the luncheons/dinners held by the seventeen Branches with the exception of Far North Queensland, Logan Beenleigh and Bundaberg. They are always well patronised and those present are appreciative of some news 'from the big smoke'.

New Members: Former Inspector David Charles Kolb, Redlands and former Superintendent Michael Glen Sawrey, Logan Beenleigh

QRPA CERTIFICATES

VETERAN MEMBER

(75 years & 10 years continuous financial membership.)

Rodney Bruce Strong, Bundaberg, Peter LeGros, Gold Coast, Gaius (Gus) Wilhelm Lobegeier, Logan Beenleigh, Alan Edward Lutter, Southern Downs and Granite Belt, Denis John Shepherdson, State, Anthony Francis Barton, Gympie, Michael Raymond Dunn, Logan Beenleigh, Graeme Frederick Hancock, Bundaberg, Darryl Kenneth Kruse, Far North Queensland, Lionel John Tomlins, Sunshine Coast, Robert Edward Boddington, Darling Downs and Graeme Alan George Millard, Gold Coast.

VETERAN ASSOCIATE MEMBER

(75 years & 10 years continuous financial membership)

Dawn Trace, Ipswich and Anne Henrietta Baldock..

SENIOR MEMBER

(65 years & 10 years continuous financial membership)

Keith Charles Schultz, Near North Coast, Denise Mary King, Ipswich, Vicki Morris, Bundaberg, Bryan Joseph Silvester, Near North Coast, Christopher Michael Lette, Gladstone, Robert George Moore, Rockhampton and Bruce John Shillington, Sunshine Coast.

SENIOR ASSOCIATE MEMBER

(65 years & 10 years continuous financial membership)

- Robyn Elizabeth Selwood, Near North Coast and Debra Anne Lette, Gladstone.

90 and Over

Douglas George McKinnon, Redlands, 91 on 13 September 2025. Clyde Wilkie Dixon, State, 96 on 30 October 2025, Joan Ehlers, Redlands, 95 on 29 October 2025, Bernard Barry Ingham, Redlands, 95 on 15 October 2025, Douglas Ronald Trace, Ipswich, 92 on 27 October 2025. William John Bergin, State, 93 on 17 November 2025, William Stanley McDonald, State, 95 on 15 November 2025, Constance Caroline Schultz, Townsville, 96 on 27 November 2025, William John Trenaman, Rockhampton, 93 on 6 November 2025, Myles John Burns, State, 94 on 12 December 2025 and Percival James Fleming, State, 91 on 6 December 2025.

100 and Over: Nil.

OBITUARIES – MAY THEY REST IN PEACE MEMBERS

Former Sergeant 2/c and Life Member Vincent Joseph Bye passed 20 August 2025 aged 99 years, Veteran Member and former Sergeant Joseph Patrick Moran passed on 18 September 2025 aged 85 years, Member and former Sergeant Daniel Brown passed on 7 October 2025 aged 66 years, Veteran Member and former Inspector Maxwell Moloney passed 18 October 2025 aged 87 years, Veteran Member and former Constable Barry Cannon passed 16

October 2025 aged 89 years, Veteran Member, former Sergeant 1st Class Walter Edward Plant passed 23 October 2025 aged 88 years and Veteran member and former Sergeant 2nd Class Graham Frederic Kassulke passed on 4 November 2025 aged 90 years.

NON MEMBERS:

Detective Sergeant Gregory Thomas Carr passed 18 August 2025 aged 73 years, former QPS Detective Senior Sergeant Terence Brooks passed late August 2025 aged 84 years, former QPS Officer Michael Gibbon passed 16 September 2025, former QPS Senior Sergeant Richard Downie passed 18 September 2025 aged 60 years, former QPS Officer Nancy Margaret Peck passed 13 September 2025 aged 85 years, former QPS Officer Bruce Henry Hankinson passed 8 September 2025 aged 66 years, former QPS Inspector Francis James Lawson passed 22 September 2025, former QPS Officer Efstathios (Stacey) Kirmos passed 30 September 2025, former QPS Officer Douglas Keith Griffiths passed 27 September 2025 aged 84 years, former QPS Officer Neville Lance Edward Marsh passed 4 October 2025, former Sergeant Noel L Bennett passed on 15 October 2025, former QPS Officer Rodney J Parkinson passed on 15 October 2025, former Member Gloria Meyer and wife of deceased QRPA Member Laurie Meyer passed 15 October 2025 aged 87 years, former QPS Detective Inspector Richard Bernard Wall passed on 09 November 2025, former QPS member Donald Ingram passed 8 September 2025, former QPS Senior Sergeant Neville Raymond Pedersen passed on 5 November 2025, former Sergeant in the QPS, former General President and CEO of the Queensland Police Union of Employees and Queensland Cross-Border Commissioner Ian John Leavers passed 10 November 2025 aged 57.

FAMILY

Judith Lorna Jones passed 20 May 2024, widow of deceased QRPA member Elwyn George Jones.

AROUND THE BRANCHES:

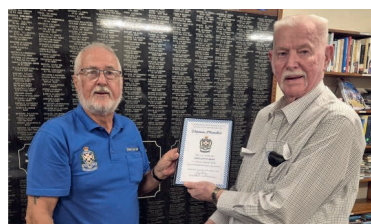
BUNDABERG

Meeting held on 26 September 2025. Welfare by Mary Waugh: Keith Lipp is Ok but with mobility issues. Adrian Mergard doing Ok as we remember it is 12 months since Jenny passed. Chris Sidey continues to have health issues. Margaret Francis has ongoing issues since a serious fall. An application to join the QRPA by James Barry Randall was recommended for approval. It was resolved to donate \$100 towards the Blue Hope run from Woodgate to Brisbane. Twelve members indicated they would be attending the NPRD service. President John Lewis presented Veteran Member Certificates to John Read and Rod Strong. There was discussion regarding the newsletter and the difficulty in obtaining an Editor. As no one wanted to take on editorship of the Branch newsletter, it was resolved to post matters of interest and news on the Branch's Facebook site (Bundaberg

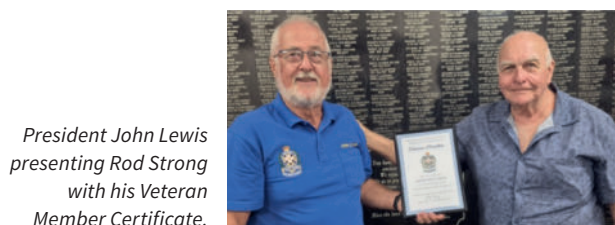
QRPA) administered by Steve Allen. **Meeting held on 24 October 2025.** Welfare: President John Lewis advised that he was in receipt of the welfare report by Mary Waugh who notified him that Keith Lipp continues to have mobility issues and that Graham Hancock has some new medical issues. Julie reminded all present to sign and enter any comments in a card for Neta Pearce for presentation, along with a small gift as a memento, at the lunch on the day of the meeting as she is leaving the area in the near future to reside closer to family in Victoria.

Meeting held on 28 November 2025. Vice President Mick Harvey chaired the meeting. Welfare: Jack field is doing OK but does not go out much these days. Mick Harvey busted his knee just before his overseas trip so he was not as mobile trekking around while away. Graham Hancock is doing OK but he has a few health issues. Steve Allen is recovering very well after having a hip replacement. Alan Edgerton mentioned that the presentation at Spotted Dog went well with about a dozen members attending for lunch and presentation of a Certificate of Appreciation for supporting the Grannie Pearce Memorial Bowls Day. Alan and Beth Edgerton attended the Rockhampton dinner and had a great time. Mick Harvey gave those present a great run down regarding his recent trip which included four cruises on iconic ships in Europe and the Americas. He doesn't remember much of the first cruise in Europe as he was having strong pain medication due to his bung knee. Rowan Bond gave a short account of their trip to Victoria in the van to do the MotoGP, the National Veteran Motorcycle Rally in Ballarat and visiting Melbourne to see James Blunt in concert. A great road trip of almost a month. Next activity: Annual luncheon on 3 December 2025. Next meeting 30 January 2026.

(Secretary – Rowan Bond – 0408 286 483)



President John Lewis presenting John Read with his Veteran Member Certificate.



President John Lewis presenting Rod Strong with his Veteran Member Certificate.



Vice President Mick Harvey presenting Graham Hancock with his Veteran Member Certificate.

GOLD COAST

Meeting held on 13 October 2025. Guest Speaker: Acting Sergeant Liam Salmon of Gold Coast Highway Patrol regarding advances in technology (Cameras; handheld speed cameras; body worn cameras) and practical implementation of the Traffic Legislation and traffic policing in Queensland. The presentation was extremely interesting, well received and appreciated by all those present. At the end Acting Sergeant Salmon was thanked by the Chair and presented with a QRPA challenge coin in appreciation. Welfare: Information had also been received (from Col Sullivan) that Lance Marsh (who was in care at the Catholic Aged care facility in Edmund Rice Drive, Ashmore) passed away over the weekend. Lance was not a member of the Association but was known by several members. The NPRD service was held at the Highway Church, Ormeau. It was an excellent service. Four Branch members attended the service. Margaret Milham was thanked for preparing the wreath for President Gerry McKendry to place. Welfare Report: Michael Sparke was at the meeting and on the improve after recent hip/leg and heart operations, Dayle Bentley was at the meeting and on the improve after knee replacement surgery and David Manfield had returned to Sydney and was progressing well after a recent heart valve operation. **Meeting held on 3 November 2025.** John Johnson introduced guest John Morgan – Former NSW Police Officer and former Australian & NRL representative. John played for Manly-Warringah in 60s & 70s. John outlined to members how it was that he received the nick name of “Pogo” from the legendry Frank Stanton while playing for Manly. John also outlined the work by Pogo in his capacity as an executive member of the Gold Coast Chapter of the “Men of League”. One of those assisted by the Men of League and Pogo was our own veteran member Peter LeGros. This was after Peter was involved in a serious accident a number of years ago. Men of League assisted in Peter’s long road to recovery with support, including the supply of rehabilitation equipment. (Peter was aware John was attending the meeting and put in his apologies due to being out west). Chairman Gerry McKendry welcomed other guests to the meeting including the family members of Bill Lane (including Bill’s wife June) and family members of John Wilde. Also welcomed to the meeting were Inspector Jason Tuffley and QPS Chaplain Leah Kahila. **QPS Statements of Service** were formally presented to the family members of former Branch veteran member, John Wilde (John passed away in August 2024 but his passing had only recently come to the attention of the Branch) and family members of Bill Lane, former Branch member. (Statements of Service formally presented to family members by Inspector Jason Tuffley. Prayer by QPS Chaplain Leah Kahila). All members were upstanding as the Ode was read out by meeting Chair and one minutes silence observed in respect of John and Bill and the other

members who had passed and were mentioned at the commencement of the meeting. **Presentation of Life Membership** to Denise Sullivan. Presentation made on behalf of State President by Branch President, Gerry McKendry, along with past Branch President, Russell Robertson. Social Secretary Denise Sullivan mentioned the Christmas luncheon to be held on 12 December 2025 at the Mermaid Waters Hotel. She also advised that next year’s social events will be held on the third Thursday of the month to spread out the time between social events and meetings. New member Conrad Martens indicated he was prepared to take on the vacant position of Assistant Secretary. He was duly elected to that role. **Welfare:** Russell Robertson is recovering from recent hip surgery – progress is slow but good. (He personally addressed the meeting re his progress and also covered the area of ensuring you have occupational health available for when you return home from hospital). Mike Sparke could not attend the meeting but advised he is progressing well after his recent leg/hip and other issues. John Wilson is in high care at Galleon Gardens, Currumbin Waters. He is suffering dementia and there has been no change in his condition. Next meeting: 2 December 2025. (Secretary-Treasurer Doug Lawlor 0414 351 257)



Denise Sullivan after being presented with her Life Member Plaque and gold badge by President Gerry McKendry.



Denise Sullivan holding her Life Member Plaque in the presence of Life Member Colin and their family.

GYMPIE

Meeting held on 5 November 2025: The meeting was informed that Mark Butler will take over the role of Treasurer in place of Kevin Lewis. Welfare: Glen Durre spoke of his wife Margery going through chemo and having hard times. Keith and Lyn Bunkum mentioned that their daughter Danielle recently had surgery for

brain cancer and is recovering with the possibility of having more surgery after further consultation. She is very positive about her future. It was decided to have their Christmas luncheon on 10 December 2025 at the Gympie Sports and Golf Club. Norm Breen to make the booking. Next meeting: 4 February 2026.
(Secretary – Wayne McDonald, 0406 728 070)



The 2025 contingent who attended the Gympie National Police Remembrance Day Service.

LOGAN-BEENLEIGH

Meeting held on 24 September 2025. President Colin Thorne welcomed Judy Hayward of WillWise and Qld Law Ethics Centre; also he formally welcomed Tony Hart and Patricia Henigan as members of Logan - Beenleigh Branch. Colin mentioned the award of Life Membership to Gerry Stevens. An Honorary Member Certificate was presented to Padre Peter Palmer. Guest speaker Judy Hayward. Judy operates her own legal business called WillWise as well as working in the Queensland Law Ethics Centre. Due to the complex nature of these topics, it was requested by Judy for members to submit questions and she would endeavour to provide a response. Judy spoke about wills, enduring powers of attorney, estate management, trusts and superannuation beneficiaries. The subject matters are complex and can vary from one person to another and it is strongly suggested that if you do not have a will and an enduring power of attorney that you organise those arrangements. Welfare report by Greg Davidson: John Enright had been released from hospital but unfortunately had to return the next day.

Meeting held on 22nd October 2025. President Colin Thorne welcomed Lisa Jones, Curator of the Queensland Police Museum, Brian Swan, State Vice President Alex Granlund and Chris Blom who has transferred from Van Diemen's Land Branch. Special mention was made of the passing on 18 October 2025 of inaugural President Max Moloney. Gerry Stevens was presented with his Life Member Plaque and gold badge by Alex Granlund. Guest speaker: Lisa Jones spoke about the Book of Names which was an initiative of former Commissioner Bob Atkinson who had seen a similar book compiled by West Australia Police. The book of names is a data base recording the names and registered numbers of all officers who have been sworn into the Queensland Police Force / Service. The book is available to view at the Police Museum. Officers' names are listed alphabetically and include the registered number sworn in with. It doesn't list married names of women police officers unless they were married at the time of being sworn in. The list includes new registered numbers in the case where an

officer had resigned and rejoined. It does not contain the various registered numbers caused by the issue of new numbers that occurred on several occasions. The data base has been extended to include officers from 1864 to 2025. However that list is not available to view at this time. The Book of Names – 1864 to 2014 – 150 years of policing is not available on line due to privacy issues raised by currently serving officers. A few statistics provided 1864 to 2014: 24735 male and 4799 women • 766 re-signed and then rejoined • Officers named John – 1460 • Officers named Smith – 358 Another interesting bit mentioned was that the collar numbers were administration numbers and not the registered number of the officer. Const Doyle / Arthur Dahlke – Gravesite - Tamrookum Background: Bob Burns suggested that we should look at having a service at the Tamrookum church and cemetery where Constable George Doyle and Station Manager Albert Dahlke are buried. Both were murdered on 30th March 1902. Constable Doyle is the only officer killed on duty and buried in the Logan area. Enquiries are being made with the trustees of the church and cemetery. OIC Rathdowney would also need to be advised. It is proposed that the Branch visit the Tamrookum church and cemetery to conduct a service, led by Padre Pete, honouring Constable Doyle and Albert Dahlke. Welfare report by Greg Davidson: John Enright was still in hospital but doing ok. Family members have undergone some training to enable them to care for him when he is released to home. Des Libke had been in hospital but is doing well now and is making arrangements for Greg to pick him up and bring him to a meeting. This has raised the issue of maintaining contact with members regularly, especially those that do not attend meetings for a variety of reasons. Greg asked that he would appreciate if members could provide details of emergency contacts so in the case of not being able to contact a member there was someone to ring and ask. This is also of consideration for when members go on branch arranged trips, in case an emergency arises then family could be contacted. **Meeting held on 26 November 2025.** President Col Thorne welcomed Rob Patterson, Queensland Fire Department and Des Libke. A Certificate of Appreciation was presented to the Management of the Beenleigh RSL and Golf Club for hosting the Branch's activities at the Club. Jeff Dawson has moved to Macleay Island and has transferred his membership to Redlands. Guest speaker: Rob Patterson from Qld Fire Department provided information on Home Fire Safety, Fire Escape Plans, Rechargeable Lithium-Ion Batteries Smoke Alarms and Smoke Alarm Legislation. The information provided was very informative and well received by the members present. Rob left information booklets on the subjects for all members. Special Note: Gerry Stevens has now raised just over \$11,000 for Police Legacy through his collection of bottles and cans. Further to the murder of Constable George Doyle at Tamrookum on 30 March 1903. The Branch will conduct

a service at the Tamrookum Church on 30 March 2026 which is 123 years to the date of death. The plan is to arrange bus travel to the Church and then stop for lunch at Club Beaudesert. Discussion ensued about having a Social Secretary to be responsible for social activities during the year. As the Branch already holds a number of social activities each year it was resolved not to create such a position. However, Kay Halford volunteered to include social activities under the umbrella of her position of Vice President. (Kay will seek assistance from other members to help out in organising the Branch activities). Discussion ensued on possibly following what some Branches do in that they hold a formal meeting in one month and a social gathering the next. By far the majority wished to continue as in the past and present. A suggestion was put to the members on having a social media presence for the Branch on Facebook or other social media applications as another way of advertising the Branch. When put to the members they were not in favour of it. Welfare by Greg Davidson. John Enright is still in hospital and waiting for a placement to a nursing home. Terry Ahearn is in remission and is doing well. Several of our members attended the memorial service for Max Moloney. Joy remembered those members and thanked them for attending. Joy is wheelchair bound and suffering from Parkinson's disease.

(Secretary Kevin Francis 0401 668 760)



Honorary Member Certificate being presented to Padre Peter Palmer, Branch Chaplain, by President Colin Thorne.



Gerry Stevens after being presented with his Life Member Plaque by State Vice President Alex Granlund.



Gus Lobegeier receiving his Veteran Member Certificate from President Col Thorne.



Michael Dunn receiving his Veteran Member Certificate from President Col Thorne.



The late Max Moloney, first President of the Logan Beenleigh Branch when it was formed on 11 February 2010.

SUNSHINE COAST

Meeting held on 23 September 2025. Visitors: Maria Lee (QPS Injury Management Unit) Senior Sergeant Scott Suffolk (District Security and Counter Terrorism Coordinator). The Chairman introduced the Guest Speaker, Kate Davenport-Klunder, a PhD student from the University of the Sunshine Coast. Kate, originally from South Australia, had completed her undergraduate degree – a Bachelor of Criminology in Canberra. Kate moved to the Sunshine Coast to complete her PhD. Her research interest was in anti-police attitudes and negative sentiment towards police. Her area of interest included the rapid sharing of negative attitudes towards police by social media and the consequences for police. Her three main areas of research: (1). What is anti-police sentiment and how police view antipolice sentiment, (2) When does it become an issue for police – and its impact. (3). Consequences for police of anti-police sentiment. All in attendance found Kate's presentation very informative. For those who were not in attendance, a copy of Kate's presentation including copies of slides can be obtained by contacting Branch Secretary (Joanne Pitt) who can forward a copy by email. President Dick Turpin presented the Welfare Report. Adrianus Hendricus Vervaaert (Hans). The President advised that unfortunately the information given was that the funeral service for Hans was to be held at the Buderim Crematorium and Memorial Gardens with refreshments afterwards in the Buderim Tea Room. Unfortunately, the information supplied was incorrect in that the refreshments were being served in the Buderim Tavern and no one attended. The National Police Remembrance Day service was held at the Kawana Waters Surf Lifesaving Club. President Dick Turpin read the Ode and Vice President Howard Glass placed a wreath on behalf of the Branch. **Meeting held on 28 October 2025.** Guest Speaker: Sunshine Coast Branch member and QBank Director, Paul Wilson, gave an address on the dangers of scams and fraud. Paul gave top tips to those present and strongly recommended that they stay up to date in regard to scams. All in attendance found Paul's presentation very informative. President and Welfare Officer gave an extensive report on members he had contacted, many of whom are not enjoying the best of health. He also spoke about the Christmas Luncheon to be held at the Headland Golf Club on Tuesday 25 November, 2025. QBank sponsorship of \$805.00 enabled the luncheon cost to members to be reduced to \$30.00. Appreciation was expressed to Paul Wilson and Andy Henderson (both Directors of QBank) for their support of the sponsorship from QBank. Sixty nine members and guests attended the annual Christmas luncheon at Headland Golf Club. Special guests were: Sponsors Vicki Stewart, Buderim Real Estate, Mark Newton, Kam Automatic and Kym and Patricia Presgrave from Qld Medals and More, Paul Wilson, QBank Director, Assistant Commissioner Kev

Guteridge and Acting Superintendent Brad Inskip. A two course alternative drop lunch and desert were 'something to die for'. The major lucky door prize was a leather note pad made and donated by retired Inspector Peter Slatter. There were 46 other prizes which included 20 Christmas cakes made by the Christmas Cake Queen Lyn Betts, beer, wine, chocolates and gift cards. State President Greg Early presented Lionel Tomlins with his Veteran Member Certificate. A most enjoyable time was had by all attendees. Next meeting: 27 January, 2026. (Secretary – Joanne Pitt – 0421 190 879).



Lionel Tomlins being presented with his Veteran Member Certificate by State President Greg Early.

ROCKHAMPTON

Meeting held on 8 October 2025. President Barry gave feedback on the BBQ at Cockscomb on 21 September 2025. Two members attended the Candle-light Vigil while seven members attended the NPRD service. One member attended the Townsville NPRD service. President Barry presented Bruce Sanders with his OBE (over bloody eighty) award. New member Phillip Harrison was presented with his name tag by President Barry. **Meeting held on 5 November 2025.** Visitor: Chris Cameron. Three members attended the Gladstone Tattoo to support serving officer Sen Sgt Ewan Findlater and Sgt Jon Cookson who are members of the Rockhampton Pipe Band. Members were reminded of the availability of accommodation assistance while in Bris-bane for medical treatment. **Annual dinner held at Bartlett's Barn on 17 November 2025.** There were 45 attendees consisting of members, visitors, guests, friends and family. Special guests: Senior State Vice President Bob Pease, Acting Assistant Com-missioner Marcus Hill, Superintendent Mark Burgess and Dan Keating, Director of QBank. Attendees from other Branches: Six from Gladstone and Alan and Elizabeth Edgerton from Bundaberg. Carolyn Uhr and Brian Smith ran the multi-affle assisted by Rose Swadling and Jim Burton. Almost \$600 was raised and a donation will be made to Police Legacy when ratified at the next monthly meeting. Dennis Connolly of Gladstone Branch and his guest won the lucky door prize, a sapphire generously donated by member Terry Hanly. Some 50 items were put up as prizes for the multi-draw raffle and guest Steve Robinson of Gracemere won the decorated Christmas cake made and do-nated by Carolyn Uhr. Sergeant Jon Cookson of the Rockhampton District Office

gave his rendition on the bagpipes.

Next Meeting: 03 December 2025.

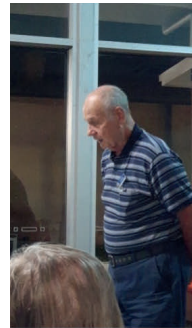
(Secre-tary/Treasurer: Dennis Smith – 0408 321 416)



Bruce Sanders receiving his OBE award from President Barry Self.



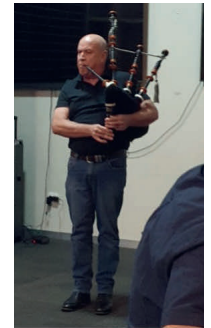
New member Phillip Harrison receiving his name tag from President Barry Self.



Senior State Vice President Bob Pease addressing those present at the 2025 dinner.



QBank Director Dan Keating addressing those who attended the 2025 dinner.



Sergeant Jon Cookson entertaining those present at the 2025 annual dinner.

SOUTHERN DOWNS AND GRANITE BELT

Christmas Meeting and Lunch Recap by Secretary Brian Cannon. The Branch held its traditional Christmas meeting and luncheon on 8 November 2025 at the Tenterfield Golf Club. This annual event has become a much-anticipated occasion for members, providing a wonderful opportunity to come together, reflect on the past year and celebrate the festive season in good company. **Pre-Meeting Gathering:** Over the years, a tradition has developed among branch members to meet on the Thursday night before the main event. Members from the Tenterfield area, along with those who travel from further afield, gathered for an evening meal and a chance to catch up. This year, nine members and guests enjoyed a delicious Chinese banquet at the Tenterfield Bowls Club. The 'catch-up' dinner is always a highlight, allowing everyone to share stories of recent successes and challenges. Conversations often span a wide range of interests and hobbies—everything from breeding unique poultry varieties to more familiar pursuits such as beekeeping—making for discussions that are as informative as they are entertaining. **Main Meeting and Branch Participation:** The following day the main

meeting took place with nearly half of the branch's total membership in attendance. This strong turnout is particularly notable given the significant distances some members must travel. The decision to hold a regular meeting in Tenterfield reflects the geographic spread of the branch's membership. Approximately a quarter of the members reside in New South Wales, specifically in and around the picturesque and historic Tenterfield area. Visiting Tenterfield is always a pleasure for members who enjoy the charming cafes, historical landmarks and the region's cool and mild climate—though they are equally glad not to linger long enough to experience the region's occasional freezing conditions. **Lunch and Reflections:** After the meeting, members and guests continued their get-together over lunch which was interspersed with stories of travels, planned and taken, reminiscences of colleagues who have been elevated to the beat in the sky and as is often the sad reality the enduring health of those of us left and our families. As always, the camaraderie and shared experience evidenced by tall tales and true of our combined history resulted in many smiles and mirth. As we march stoically through time towards 2026 and we see the world around us changing, good, bad and frightening, it is gatherings such as these that amplify the luck (for it can't be much else) that has brought us all to this moment in time in what I consider the best country in the world. I, and many of us, have visited much of the world and without fear of contradiction, despite exposure to so many wonders, I am forever joyful to return home. We are fortunate to have the opportunity to share our experiences with our friends and family and bask in the peacefulness of our existence. On behalf of our President, Laurie Bell, and all our branch family, we wish all a Merry Christmas, and a joyous New Year. May 2026 bring happy tidings to all and, when faced with those inevitable travails that life brings along, know that friendship and support are just a phone call away. Next Meeting: 9 January 2026 at the Condamine Sports Club, Warwick. Brian Cannon, Secretary, 0478 156 968.



President Laurie Bell presenting Graham Foon with his Veteran Member Certificate.



Members attending the November 7, 2025 meeting.



Members attending the November 7, 2025 meeting.

MACKAY-WHITSUNDAY

Meeting held on 20 September 2025 at the new QPS facility at 110 Wood Street, Mackay. Mackay District Officer Supt Dean Cavanagh offered a warm welcome to the group, introduced Kane Hilderbrand as the OIC of the complex and Sergeant Craig Hosie, a supervisor of Mackay General Duties. He said he intended to increase efforts to strengthen the bond and connection between current serving officers and retired Police. Guest speaker: Sergeant Craig Hosie who gave an interesting and informative address to the group. He touched on many areas of general duties policing in a day of a current serving officer – comparing days of the past to the present day – and calling on his own many years of experience. He spoke of the growing workload on officers of increasing domestic violence; also the increased and excellent co-operation between police and partner organisations in an effort to tackle this and other areas of policing. He gave a rundown on current equipment and also mentioned how unattended jobs from previous shifts faced officers sometimes when they commenced a shift. Overall it was a very enlightening presentation full of data, facts and knowledge which held the interest and attentiveness of those present and assisted them to better understand the problems faced by police today. Welfare by Brian Cumming: Barry Downs is still coping with his illness, some days worse than others. He keeps up with his medication. Since the previous meeting Tony Wakefield had contracted a form of pneumonia and was under doctor's supervision. Bev Howley advised him she is becoming despondent as no one can definitively tell her what her ailment is. Graham Drury is still chasing a name for his illness. Sam Sheehan was feeling much better after undergoing a procedure with his specialist. Dawn Hodgson was just getting over Covid which was the reason she was not at the Whitsunday meeting. Dawn was in hospital with low blood pressure and pneumonia. At the time of the meeting she was still in hospital, doing OK and high in spirits. The meeting was followed by a lovely BBQ generously hosted by Supt Dean Cavanagh.

Annual luncheon held on 17 October 2025: Former Secretary Dennis Hansen was MC and did an awesome job. Twenty six members attended along with four guests namely: State Vice President Bob Atkinson, QBank Director Dan Keating, Acting Inspector Mitch Benson and Mayor Greg Williamson. Also in attendance was local MP Nigel Dalton who is a QRPA member. Bob Maher delivered the President's report and read the Ode to a Police Officer. Others who spoke were: Bob Atkinson, Dan Keating, Mayor Greg Williamson and Acting Inspector Mitch Benson. A lovely buffet was enjoyed by all present. Twenty five prizes donated by members were won by those present. **On 2 November 2024** the Branch held a social event in Quota Park, Mackay, which was attended by members, their children, grandchildren and extended family. Eighteen children and thirty adults

attended. Santa arrived in a marked police vehicle with a burst of lights and siren. He gave out presents purchased by parents/grandparents. A sausage sizzle, drinks and sweets were provided. A great success with talk of it being made an annual event and maybe involve serving police and their children/grandchildren. Meeting held on 15 November 2025. Welfare: Veteran Associate member Dennis Doring spent a short time in the Mackay Mater Hospital. Whitsunday member Steve O'Connell is currently dealing with aggressive Prostate Cancer (was to have surgery on 24 November 2025). Welfare: Welfare Officer Brian Cumming was absent from the meeting due to him doing his bit for the community in his usual Santa role around this time of the year. Brian passed on: That he and Marj visited Dennis Doring in the Mater Hospital and also at his home to check on his health and welfare. Brian has also spoken to Michelle Sheehan who is still battling with her health issues as is Sam. Peter also mentioned that Barry Downs was not real well. Graham Drury is still dealing with a few issues regarding his previous cancer treatment and is visiting doctors regularly. Dave Gray was absent after having a bad night dealing with a couple of health issues. Next meeting: 13 December 2025. (Secretary A. Wijtenburg 0427 230 840)



Token of appreciation being presented to Dennis Hansen by President Bob Maher for his years of service as Branch Secretary.



Santa arriving in a marked police car.



President Bob Maher and Secretary Andre Wijtenburg at the Mackay National Police Remembrance Day service.



President Bob Maher, State Vice President Bob Atkinson, Acting Inspector Mitch Benson, local MP Nigel Dalton and QBank Director Dan Keating.



Local MP Nigel Dalton (also a member of MWS QRPA), President Bob Maher, Mackay Regional Mayor Greg Williamson, Acting Inspector Mitch Benson, State Vice President Bob Atkinson and QBank Director Dan Keating.



Mackay-Whitsunday members marching in the 2025 NPRD parade.



President Bob Maher presenting Bev Houley with a token of appreciation for her years of service as the Club's Treasurer.



President Bob Maher presenting former Welfare Officer Peter Howard with a token of appreciation for services rendered.

IPSWICH

Meeting held on 9 October 2025. Welfare report by Bruce Raymond and Margie Kussrow: Paul Hogg was a patient in the P.A. Hospital. Robbie Goodyer is going well. Margie Crawford was going on a deserved holiday. Gary Dixon is spending time baby-sitting. Beth Suhr is going alright and unable to attend meetings. Police Legacy Bowls Day: Dan Murdoch and Ken Martin met with Sergeant Nadine Webster, Andrew Gough, Secretary/Manager of Queensland Police Legacy, and executive members of the North Ipswich Bowls Club to discuss a proposed Police Legacy Day Bowls event. The date agreed upon is Wednesday the 25 March, 2026. The Club has received several National Police Legacy Daisies for sale. The Michaelmas Daisy is the flower of St. Michael, the patron saint of police who protects those who have

sworn to serve. By wearing this pin we honour those that currently serve our community and remember those who are no longer with us. Guest Speaker: Assistant Commissioner Charysse Pond, Security and Counter Terrorism Command. Charysse spoke on her present role and the implications of security for the Olympic Games and other home grown terrorist activity. Charysse has been a great supporter of the Branch for many years and her presence was greatly appreciated. **Meeting held on 13 November 2025.** Welfare by Bruce Raymond and Margie Kussrow: Bruce Raymond read a tribute to our late member Dan Brown as penned by Margie Kussrow: One of our members, Danny Brown, passed away at St. Andrews Hospital, Toowoomba, on 7 October 2025 after a short illness. Danny and his wife, Diane, have been friends of mine for some years. Since Danny had been sick I have been in contact with the family and checking on his health. I could only give them support with phone calls but I felt it would be nice to have face-to-face contact with a Police Welfare Officer. I made a phone call to Bruce and he passed on the phone number of the Welfare Officer/Chaplain in Toowoomba, Malcolm Twine. I contacted him and it was no problem for him to contact the Brown family at the hospital. I would like to thank Malcolm for the support he has given the Brown family - job well done. The following members attended the NPRD service on 29 September 2025 at St Marys Church, Ipswich: Geoff Bodley, Cliff Dieckman, Noelene Ladlay, Ken Morris, Bruce Raymond, Ken Martin, Nigel Lewis, Mick Rockett and Bob Latter. Farewell to member Greg O'Rourke. Greg has sold up and is moving to Tasmania. We wish him well on this big step into the cold. **Correspondence:** Letter of gratitude to Police Chaplain Malcom Twine following the death of member Dan Brown. **Welfare Report by Bruce Raymond and Margie Kussrow:** Bruce reported he had a long call to Doug and Dawn Trace and Margie Kussrow said she spoke to Matt and Elaine Dale and both may be able to attend the Christmas luncheon. **Guest Speaker:** Wendy Bourne MP, Member for Ipswich West. Wendy has called Rosewood home for the last 30 years and has been heavily involved in the community during those years through volunteering. She was successful in the last State election. Wendy is the Shadow Assistant Minister for State and Regional Development and Jobs. Wendy's presentation: *It's a real honour to be here with you today. As someone who deeply respects the service and sacrifice of our police officers, past and present, I want to begin by saying thank you. Thank you for your years of dedication, for the courage you have shown and for the legacy you've left behind in keeping our communities safe. Of course, the statistics have changed. The challenges have evolved. But what hasn't changed is the unwavering commitment of our police to protect and serve. And for that we are all deeply grateful.* Next activity: Christmas luncheon and monthly meeting: 11 December 2025.
(Ken Martin Secretary/Treasurer 0407 345 500)



Attendees at the 2025 Ipswich National Police Remembrance Day service.

President Ken Morris, Police Chaplain Stephen Grosser and Welfare Officer Bruce Raymond.

Secretary-Treasurer Ken Martin and Peter Slatter.



The late Danny Brown – rest in peace.



Constable Margie Poole (Kussrow) in the good old days.

TOWNSVILLE

Meeting held on 1 October 2025. Visitors: Brett and Jackie Munn, Brett Geiszler, Bryan Perry and Geoffrey Hunter. Welfare: Fred Angus was not feeling the best and was unable to drive to the meeting. Brian Weston went into Hospital on 25 September and had stents put in both iliac arteries as well as the right femoral artery. One problem - he now has a pinched nerve in his right leg. John Urquhart had a cryoablation operation on his heart in the Mater Hospital on 29 September 2025. He later developed a blood clot in his right leg. Peter Hardy's back is playing up again. He was in a great deal of pain and could hardly walk. John Cran has had two BCC's removed from his face. **Vince Bye's funeral service:** Service conducted by Reverend Glenn Louttit (Police Chaplain), eulogy by son Wayne Bye, service history by Acting Superintendent Damien Smith, Ode and address by retired Senior Sergeant John Urquhart and bagpipes by the Queensland Police Pipes and Drums. **Address by Secretary John Urquhart:** We are here today to honour the life of a true gentleman and friend to many, Vincent Joseph Bye or Vince as we all knew him. Firstly, I would like to convey the sympathy and support of all our Townsville Branch Members and in fact all members Statewide to Vince's family, friends and all who cared for him. While sorting through Vince's belongings, the family came across paperwork he received when his application to join the Police was accepted. On its own this is not really special, we all received similar notice, but this one

was dated the 3rd December 1943. Looking around I see that most people here were not even born back then. I have to admit that I was exactly 3 months old on that day. Vince was sworn in in 1945 and resigned as a Sergeant 2/c in Townsville in 1972 after serving for 27 years in the Queensland Police Force. He did this because the Commissioner at the time, Whitrod, decided that if a Police Officer was in a particular town for more than 10 years, he more than likely was corrupt and was to be transferred. As a result of this policy, a lot of experienced officers in Queensland, including Vince, chose to resign rather than uproot their families and leave their communities. This policy caused many good, honest, and hard-working police officers to resign rather than transfer. It is very clear that he was a dedicated Police Officer and his unwavering integrity and attention to detail set him apart throughout his career as a Police Officer. After retiring he joined the Queensland Retired Police Association in 1991 and in 2001, he was given Life Member status. Our bonds of mateship as members of the Queensland Police Service—and later, as part of our Retired Police Association—remained strong right to the end. Vince acknowledged and deeply appreciated this connection throughout his career and in retirement, often sharing stories from his service or joining in at association gatherings. These moments reflected the friendship and mutual respect that defined his life among fellow officers. We acknowledge and honour Vince's commitment and service to the people of Queensland. To all who knew Vince—his family, friends, and former colleagues—we have lost a truly remarkable person. But his family can be justly proud of his reputation as a man who served in every way during his lifetime with great distinction. Whether mentoring younger colleagues or lending a helping hand to friends in need, Vince's generosity touched countless lives. Through his duties as a Policeman, we recognise and acknowledge that his lifetime of work, contributed in so many ways towards making our State a safer place for us all to live. He was proud of his family and protective of them, hoping to shield them from the difficult experiences he faced as a Police officer. Yet, when his grandson Andrew decided to follow in his footsteps, he felt a quiet pride that he rarely expressed openly, perhaps sharing a rare smile or a word of encouragement. On a personal note, I first met Vince when I arrived in Townsville in late 1969 as a very inexperienced junior Police Officer. I didn't actually work with Vince, as he was in general duties and I was in the Traffic Branch. However, I knew him as someone who always helped junior officers with any problems they faced and who would gladly stay back after his shift to assist with paperwork. We lost contact following his retirement. I later learned that he had spent some time working as a taxi driver. We reconnected years later when I retired and joined the Townsville Branch of the Retired Police. We both lived in Carlyle Gardens at the time. I was happy to organise to pick him up and bring him to

our meetings. I felt that bringing him to our meetings not only helped him stay connected but also strengthened our friendship. As his health declined, Vince eventually moved into a care home in Townsville. Despite these challenges, his family's unwavering support meant he could still attend some association meetings. These gatherings offered him comfort and a vital sense of belonging, helping him stay connected to friends and the brotherhood he cherished so deeply during a difficult chapter of his life. Merv Johnston, Ray Smith, John Cran and I visited him at the home, unaware that it would be our last meeting. Just a few days later we were devastated to learn of his passing as on the day we all sat around and reminisced on things that had happened in the past, most of which I cannot talk about. He jokingly suggested that some of the issues with juveniles could be resolved with firm guidance or a swift kick in the pants. As we gather today, I'd like to reflect on the symbols laid before us—each representing the values and legacy Vince leaves behind. The Queensland Police Service flag is more than a standard draped in blue; it embodies Vince's lifelong commitment to serving our community with integrity and honour, a promise captured in the Service's motto, "WITH HONOUR WE SERVE." Alongside it, the Retired Police Association flag stands as a tribute to the enduring fellowship and dedication in retirement—its own motto, "WITH HONOUR WE SERVED," speaks to the lasting pride and mutual respect Vince shared with his fellow officers. The police cap resting at the front is not merely a piece of uniform; it is a tangible reminder of Vince's proud years in service, symbolizing both his professional identity and the countless moments he stood shoulder-to-shoulder with colleagues, defending and supporting the people of Queensland. As we contemplate these symbols—the flags and Vince's cap—we are reminded of the values Vince embodied every day: service, honour, and unity. Also on the pillar there are 2 medals. One of the medals is an imperial honour: the Police Long Service and Good Conduct Medal. Originally, this medal was only issued to British police officers. However, in 1956, eligibility was extended to police officers serving in Australia, who could receive the medal after 22 years of service. Receiving an imperial honour such as this medal was a significant recognition of dedication and service, reflecting the close ties between Australian and British institutions during that period. The Queensland Police Service medal which was introduced in 1999 to recognise diligent and ethical service by Queensland Police Officers. In 2009 it was approved to be available to living former Police Officers. This medal is an important recognition within the Queensland law enforcement community, honouring officers who demonstrate ongoing commitment to ethical conduct. In recognition of those values, I invite you now to join me as I read the "Ode to a Police Officer." This is not simply a reading, but a tradition observed at memorials and funerals Australia-wide, first dedicated at the National

Police Memorial in Canberra in 2006. By reading this ode, we join a legacy that links Vince with generations of officers across the nation who have served with honour, reinforcing the enduring bond and shared purpose that defines our community. Would all serving, retired Police and members of the Retired Police Association please stand while I read the Ode to a Police Officer. Good Friend, Vince Bye, may you rest in peace. Thank you.

Meeting held on 5 November 2025. Visitor: Julie Van Den Hul. A special welcome was given to Peter Pascoe and his daughter Julie Van Den Hul. Welfare: Tony Goddard had spoken to Brett Geiszler who was on his way home by train following his accident. Bob Loveridge had contacted John Urquhart and informed him that Pam had just come home from the Hospital and she now is required to be on oxygen all the time. Fred and Laural Angus were unable to attend this meeting as he is now not able to drive and their daughter had gone to Melbourne to see the Melbourne Cup and was unavailable to drive them to Townsville. Laurie Pointing's 5th book launch was held at the Police Academy on Thursday 20 November 2025, the same day as the induction. Next activity: Christmas meeting and lunch: 3 December 2025. (Secretary – John Urquhart 0407 734 497)



Constable Warren Butterworth, registered number 7334, sworn in, in the drab uniform on 30 March 1966.



Former Inspector Warren Butterworth 59 plus years later.

GLADSTONE

Meeting held on 1 October 2025 at Harvey Road Tavern. Welfare report presented by Secretary Darryl Saw in the absence of Welfare Officer Mary McKenzie. John Caterson 'Cato': Although very tired he is going ok. Cato was having a MRI on the day of the meeting. Everyone is hopeful that the chemo is working to reduce the tumour growth. It is a wait and see time for Cato and the family but they remain positive. Glen Josefski. Darryl regularly catches up with Glen and he is doing as well as can be expected. He is currently undergoing medical procedures which will brighten his life. Mike Ball. His new medication seems to be working. Mary's Daughter.

Good news for Kylie who is now home after almost four months intensive treatment with a confirmation that her Leukemia is now in remission. Denis Connolly reported that John Joannidis is not well and would like his privacy respected please as he is not up to visitors or phone calls. NPRD Service held on 29.9.2025 at St Saviour's Anglican Church was well attended by Police, other Emergency Services and public and nine Gladstone Branch Members. Four Members including President Glenn Churchill, Drum Major with Gladstone Thistle Pipe Band marched in the parade from the Police Station to St Saviours Anglican Church. **Meeting held on 5 November 2025.** Mary McKenzie presented the welfare report. John Caterson 'Cato': Latest update is that Cato had some reduction in his tumours following treatment and is remaining positive. Glen Josefski: Darryl regularly catches up with Glen and advises he is doing as well as can be expected. Recently he had a skin cancer removed from his face and is having a course of radiation to ensure all is well. Mike Ball: Mike has advised that his medication seems to be working and his health is good at this stage. Doug Jones had a sore foot which was infected and he visited a doctor on the day of the meeting. Several members attended the Rockhampton annual dinner on 17.11.2025 and Bundaberg annual luncheon on 3.12.2025. Next meeting: 10 December 2025. (Secretary Darryl Saw 0447 417 746)



Gladstone National Police Remembrance Day representatives.

DARLING DOWNS

Meeting held on 9 October 2025: The revamped honour board was on display at the 15 October 2025 luncheon. Welfare: John MacKay reported that Boyd Wilson was now home. John MacKay's daughter Belinda was diagnosed with Hepatitis. **(Information received from John on 30 November 2025: Albeit she has recovered, she is subject to regular blood tests to monitor her condition).** Bob and Judy Lehfeltdt were recovering although Judy had suffered a slight stroke. Roger Deshon advised that he was recovering from his heart operation. He stated that he had had an 80 percent blockage. He mentioned that he now had an enlarged prostate. Dave Lynch advised that his iron levels had dropped and the cause was still un-known. He mentioned that there was currently the only signatory on the account and the matter should be rectified. John MacKay gave thanks to the Executive for their work during his two month absence. John MacKay mentioned the small attendance

of members at the Vigil and Church Service and hoped for more next year. Viv Nolan stated that A/C Mark Kelly had extended an invitation to members to visit the Police Museum. Luncheon held at the TAFE College on 15 October 2025. Forty two members and guests attended. A three course alternate drop meal was prepared and served by the students under the supervision of their instructors. Darling Downs can claim to be either the oldest or second oldest Branch, having been formed in 1978. Special guests were Colin Ryan who represented David Janetzki, MP, State Member for Toowoomba South and Queensland Treasurer, as well as Paul Wilson, QBank Director and State President Greg Early. Paul commented on the continuing success of QBank, scams and the mis-use of QR codes. There were 16 raffle prizes donated by members and QBank and a lucky door prize of \$100 cash. State President Greg Early presented President John MacKay with his Life Member Plaque and Gold Badge. **Meeting held on 13 November 2025.** Senior Vice President Viv Nolan chaired the meeting. Viv Nolan stated due to the small attendance a decision on the visit to the Police Museum would be deferred until the February meeting. He stated that the Royal Hotel would be unavailable for the December meeting due to the venue being already booked. Discussion took place re-garding a venue for the December mixed luncheon and future branch meetings. Brian Willett suggested that the Toowoomba Sports Club could be used for the December meeting and luncheon. He said that he would investigate the possibility and report the result to the Secretary. Welfare: Viv Nolan stated that John MacKay's daughter Michelle was in a critical condition in Brisbane and had been put into an induced co-ma. (As at 30 November 2025 – information from John about Michelle: She has Acute Myeloid Leukemia. She is still in the ICU. The medical staff started to bring her out of the induced coma three days ago. She is still on the critical list. She is now able to breathe by herself with partial assistance. She is not out of the woods by any means. Concern at the moment is her white blood cell count and her ability to breathe unaided). Viv added that Dave Lynch was recovering from an operation. Bob Boddington stated that his wife was to have a knee replacement. Viv Nolan stated that Malcolm Twine had received thanks from Daniel Brown's family for his participation in the arrangements for Daniel's recent funeral. Viv said that Trevor Watts had made payment for the new plaque on the Memorial Wall. Next meeting: 11 December 2025. (Secretary, Mike Jordan, 0438 111 423)



President John MacKay receiving his Life Member Plaque from State President Greg Early.



Updated Honour Board on display at the 15 October 2025 luncheon – Darling Downs is the only Branch to have an Honour Board.

NEAR NORTH COAST

Meeting held on 15 September 2025. The meeting was chaired by Vice President and Welfare Officer Allan Hawkins. Welfare: Allan reported he had been in contact with Des Kelly, Earl Sanders and Mike Gordon. The following motion was carried unanimously: That the State Management Committee consider a name change to The Queensland Retired and Former Police Officers Association in order to attract members especially women who may feel that they did not fit the criteria of Retired. (Representatives of the Branch addressed the 13 October 2025 SMC meeting on this motion. No action is being taken to change the name of the QRPA). Social event: Merv Melling – Social Co-Ordinator- **Luncheon at Dolphins Leagues Club** – Smorgasbord was an absolute feast. Luncheon held on 20 October 2025 at the Caboolture Sports Club. Forty five members and four invited guests - Member for Pumicestone Ariana Doolan, State Vice President Peter Gleeson, QBank Director Paul Wilson and North Brisbane District Police Chaplain Matt Govan - attended, the best number of attendees for a number of years. Peter later presented Treasurer Keith Schultz with his Senior Member Certificate. Member Peter Urban won the lucky door prize of a \$60.00 insulated carry bag and an \$80 bottle of Eldorado Rum Liquor. There were 80 raffle prizes which were shared by many in attendance. (While many of the prizes were donated by members, the Club provides some monies to the ladies to weave their magic during the year and also provides 3 Fruit Platters, 3 Christmas Hams and 5 very nice Christmas Cakes as part of the raffle prizes). Everyone had a happy and enjoyable time, having had a lovely buffet style meal with desert as well as a bar tab. **Meeting held on 17 November 2025.** Welfare: Welfare Officer Allan Hawkins advised he had been in touch with Des Kelly, Earl Sanders and Mike Gordon. Next Social Event: Social Director Merv Melling advised that it would be a Christmas luncheon at the Burpengary Community Centre on 15 December 2025. Tentative arrangements for meetings and social functions in 2026 were released at the meeting. Next meeting: 19 January 2026. (Secretary – Bill Feldman 0419 659 105).



Treasurer Keith Schultz after being presented with his Senior Member Certificate by State Vice President Peter Gleeson with Secretary Bill Feldman in the centre.



President Mandy Anderson addressing those gathered at the annual luncheon.

REDLANDS

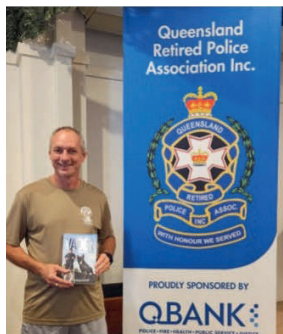
Meeting held on 23 September 2025. The QPS was very supportive in the planning for the NPRD service; **also** great support from Champions of Life Church. Heartfelt thanks were extended by President Mark Stiles on behalf of his wife and Treasurer, Ann-Maree, for the outpouring of support and love after her recent diagnosis of health issues. Congratulations were extended to Pat Priddle and Leigh Gorrie on being made members of the QRPA. Guest Speaker: Robyn Robinson from Council of the Aging, Qld on 'smart meters'. An explanation was given on the old and new smart meters; how to determine which meter you have, the future of meters, how they work, frequently asked questions and myths provided by the speaker. A challenge coin was presented in appreciation. **Meeting held on 28 October 2025.** Senior State Vice President Bob Pease was welcomed to the meeting. Later Bob presented Pat Priddle with her life member plaque and gold badge. Unfortunately, Leigh Gorrie could not attend due to some urgent family business. A motion was passed acknowledging the Branch Executive and the NPRD Committee for their work and preparation for the National Police Remembrance Day service which was held at the Champion of Life Church, Thornlands. (An amount of \$391.85 was collected on NPRD for Police Legacy). **Meeting held on 25 November 2025.** Incoming members Neale and Sandra Stonely were welcomed to the meeting. Welfare Officer Chris Gibney gave his welfare report on some members. There was some discussion about the success of the NPRD service held on 29 September 2025. Henry Pike MP has spoken about the service in Parliament. Russell Fields also spoke about the Branch in State Parliament and Cara and Jos Mitchell made mention of the Branch and the QRPA. Acknowledgement was given to Doug McDonald who conducted the whistle presentation at the NPRD service. Chris Gibney kindly donated his MET whistle for the service. Next meeting 27 January 2026. (Secretary – Tina Bowen – 0408 199 085)



Pat Priddle receiving her Life Member Plaque from Senior State Vice President Bob Pease.

FAR NORTH QUEENSLAND

By Secretary/Welfare Officer Brigitte McKaskill. The past few months up north. Veteran Member Joseph Patrick Moran passed away on 18 September aged 85. He absolutely loved the QRPA, the mates, the camaraderie and always enjoyed the monthly catch ups; rarely missing them over many years since his retirement; always accompanied by his lovely wife, Dianne. A special celebration of his life was held for Joe on 25 September with QPS serving officers present plus many members of the FNQ Branch. Joe was in hospital from early July until his death in September. Joe's daughter Andrea works for Australian Border Force and their Welfare Fund donated \$200 to the FNQ Branch in honour of Joe and to thank the Branch for our continued welfare support while Joe was in hospital as well as spending time with Dianne in his absence. Rest easy Joe. You are greatly missed. **24 October meeting** which was held at the Top Rail Tavern in Malanda. Thirty three members attended and our special guest was newly retired Sergeant David Raymond. Dave spoke about his journey in completing his book: Vadar - A Police Dog story. He presented a copy to the President, Mal McKaskill, whom Dave took over from when Mal retired. Our annual Christmas meeting and lunch was held on **Friday 28 November** at the Red Beret Hotel, Redlynch. This get together was heavily subsidised by QBank with their very generous sponsorship and we sincerely thank them for their remarkable continued support. Forty members attended. Special guest, QPS Inspector Jamie Horn, Far Northern District, gave a brief summary of the year that was in the region. Inspector Horn also presented the Veteran Member certificate to Darryl Kruse. President Mal McKaskill continues to tell 'bad' dad jokes and was presented with a special mug and list of jokes to help improve his joke telling. The FNQ Executive would like to sincerely thank all our members for their support throughout 2025 in attending the meeting/lunches with amazing raffle prizes to boot. We wish everyone a safe and Happy Christmas and prosperous New Year ahead. (Secretary Brigitte McKaskill 0408 281 979).



Recently retired Sergeant David Raymond the author of *Vadar - A Police Dog story*.



Darryl Kruse receiving his Veteran Member Certificate from Inspector Jamie Horn (right) with President Mal McKaskill.



The late Joe Moran (centre) with Jock MacDonald (left) and John Lone on the right (Joe and John were sworn in together).

HERVEY BAY

Meeting held on 16 November 2025. President Ian Anderson thanked those members who attended the BBQ at Maryborough. Many thanks again to Ian and Sandra West-McInnes for organizing the event. Travellers: Stewart Archbold was still in Western Australia. Guest Speaker: Superintendent Anne Vogler of Wide Bay/Burnett District. Anne spoke of the challenges facing police locally. Road safety is a major focus at present due to the greatly increased number of deaths on district roads. Research shows that time of day, weather and road conditions are not the major contributors to crashes. 41% were within five kilometres of home, 57% within ten kilometres of home and 74% of fatalities occurred in vehicles ten years old or more. Young drivers are more aggressive while older drivers are more complacent with the thinking that 'I know this road, I have driven it for years'. Supt Vogler said that funding to raise community spirit is being sought due to research showing that the majority of residents feel that fatalities are 'inevitable'. This is a constant challenge to police who are hampered with domestic issues and paperwork cutting into what otherwise could be time used proactively and discretionally to target problem areas. Supt Vogler said that these vehicle incidents are not accidents, just the results of poor decisions. Supt Vogler also touched on the homeless situation locally with statistics of proactive work towards assisting these persons to find alternatives. She also said that juvenile crime in the district has reduced substantially. This is no small part due to the efforts of the members of YCRT, the Youth Co-Responder Team. Ian Anderson thanked Supt Vogler for her most informative

address. Welfare: Information from Lyle Gronow that Graham took a fall at home and hurt his lower back. He has been confirmed as having a fracture in his lower back. Several members attended the NPRD service held at the Life Church, Maryborough West. **Meeting held 18 November 2025.** President Ian Anderson thanked those who attended the funeral of Ted Plant and the NPRD service. Welfare: Graham Gronow is still struggling with his back injury and associated issues. Trevor Trost had a fall a few weeks ago and has since been diagnosed with Parkinson's. Trevor is struggling to walk without the aid of a walking stick but remains in good spirits. The Christmas lunch will be held on 16 December 2025. Next meeting to be held in January 2026.
(Secretary – Nick Paton 0428 839 552)

VAN DIEMEN'S LAND

A special meeting was held at Oatlands on 16 November 2025 to elect a new President to replace Bob Fitzsimmons who had stood down from that position. Bob chaired the meeting and advised that an email had been sent out to all financial members about the meeting. Secretary Jennifer Johnston advised the meeting that she had received three nominations and had then called for votes by members in email format, also to be returned to her in confidence. The winning candidate by this email ballot was found to be Ian Johnston. This result was then brought to the notice of all members at the meeting. Ian was asked if he was willing to accept the nomination and he accepted the position. Ian then took over the chairmanship of the meeting. Ian advised that he was honoured to be chosen as the new President and thanked the current membership for their confidence in electing him. He promised he would do his best to fulfil the duties of this office according to the ethics and rules laid down by the governing body of the QRPA. Ian then thanked the outgoing President for his past leadership and dedication as the former President and wished Bob and Debbie a happy and safe retirement on the mainland. Ian advised that due to his election his former position of Vice President now became vacant and he would appreciate nominations for this position from interested members of the VDL Branch. Also that he would ask Secretary Jennifer to address the issue in a similar confidential nomination to her alone. There being no further business Ian thanked the members for attending the meeting. He also suggested that the members might like to advise venues for any social meetings in the future, where they could all meet for purely social events, perhaps a BBQ in a local park or hotel. **Some local news by Jennifer Johnston:** Our former members, Dave and Carol Fitzgibbon, formerly owners of the Wilderness Hotel at Derwent Bridge, where they have been hosts for over 30 years, have now travelled north to NSW to live. We keep in regular touch and they are keeping well. Our past President's wife, Karen Besant, has also sold up in Tasmania and moved back to Queensland to be closer

to her family. She keeps in contact with our members, Jennifer and Colleen, who advise that she is doing as well as can be expected. Please remember, if travelling down to Tasmania from the big island to the north of us, or from anywhere at all, let us know if we can help, or just get in touch so we can perhaps meet up. Until next time, stay safe and stay well. All the best to you all, from Tasmania. (Secretary – Jennifer Johnston 0413 143 305)



Those attending the special meeting to elect a new President.



*Anne Baldock
receiving her Veteran
Associate Member*

*Certificate
from President
Ian Johnston.*

STATE PRESIDENT:

Greg Early – early.gregory1@gmail.com
3863 1180 / 0407 960 588

STATE SECRETARY:

Chris Sang – admin@qrpa.asn.au
0497 104 061

QRPA WEBSITE: www.qrpa.asn.au

EMAIL: qldretiredpolice@gmail.com

A confidential psychological support service provided by the QPS is available to retired Queensland Police Officers- 24/7 – 1800 277 478.

IF YOU KNOW OF SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE OR TALK TO SOMEONE THEY CAN TRUST.





GNECH AND ASSOCIATES
LAWYERS



Dear QPUE members,

As 2025 draws to a close, we would like to take a moment to express our heartfelt thanks for your continued trust and partnership throughout the year.

It has been our privilege to work alongside you and to support the important work you do. We thank QPUE President Shane Prior and his executive team and Mr Col Muller, QPUE Legal Manager, for their ongoing support throughout a very busy year from a QPUE legal services perspective.

We wish you and your loved ones a joyful and restful Christmas season, filled with peace, connection, and celebration. May the new year bring you continued success, good health, and happiness.

Thank you once again for your ongoing support and the opportunity to assist you in 2025. We look forward to continuing our work together in the year ahead.

Stay safe as you work during the Christmas period.

*Legal Practice Director Calvin Gnech,
Senior Associate Anna Waite and the
team at Gnech and Associates*



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