

# POLICE

MARCH 2018

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION

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**MATTER**

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**COVER STORY**

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**OUR PEOPLE MATTER**

The Police Union commenced the Our People Matter journey with the QPS in late 2016 following discussions with Safety & Wellbeing about the creation of a whole-of-Service strategy engaging employees and their families.

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

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IAN LEAVERS

### OUR PEOPLE MATTER

**The launch of the Our People Matter Strategy in late February was a momentous occasion for all those who have worked tirelessly to see it get off the ground, for those who have already been involved and provided vital feedback in strategy sessions, and for the entire membership of our organisation and the broader QPS family. A partnership such as this between a Police Union and a Police Service has never before occurred, and the shared goodwill and commitment to this strategy is unprecedented.**

Alongside others who have been integral to the strategy's development, I have written more about the strategy for the article in this Journal. Please take the time to read the submissions written by those who have been instrumental in its success thus far.

friends—and to remind us to support them in their endeavours.

This year I attended the QPS International Women's Day event at the Sunshine Coast, where we heard from a number of inspirational women and had

new memorial. The press conference was held outside Parliament House in Brisbane, which is close to where the new memorial will be situated at the top end of the Botanic Gardens.

It is a peaceful, green space that will encourage all those who visit to reflect on the sacrifice of our officers. If you're in Brisbane, have a look at the model and signs in the foyer of HQ to get an idea of what the memorial will look like.

We are hoping it will be completed by National Police Remembrance Day this year so that the candlelight vigil can be held there the night beforehand.

**“A partnership such as this between a Police Union and a Police Service has never before occurred, and the shared goodwill and commitment to this strategy is unprecedented.”**

You will be able to see the strategy from different perspectives, and better understand its main goals and objectives. Further, you will see the immediate deliverables that have been put in place in reaction to some of the many thousands of suggestions already put to the strategy team.

the chance to catch up with them and their colleagues afterwards. I want to take this opportunity to thank our female members for all that they do for our communities.

### NEW MEMORIAL

In early March I was pleased to attend a press conference to announce the final decision as to the placement of our

### THE QPU WORKFORCE ISSUES SURVEY

As you all know, our mission at the Union is to support our members so you can achieve the most rewarding, secure, and meaningful working life possible. To do this most effectively, and to gain the best possible understanding

We here at the Union hold great hope for this strategy and believe in its potential to greatly improve the health, safety, and wellbeing of our people, families, and workplaces. Let us support one another to make happen.

### INTERNATIONAL WOMEN'S DAY

I make a point of attending an International Women's Day event each year in an effort to mark and appreciate the efforts of our female colleagues, who are smart, capable, committed police officers.

International Women's Day is also a day to reflect on the other women in our lives—our partners, mothers, daughters,



*International Women's Day at the Sunshine Coast.*



Police Minister Mark Ryan, Ian, Premier Anastacia Palaszczuk, and Commissioner Ian Stewart at the new Memorial press conference.

of the issues that our members face, it's essential that we hear directly from our member base.

As such, the QPU is conducting a comprehensive Workforce Issues Survey (WIS) that invites input from all QPU members.

**“The Workforce Issues Survey is an independent survey, commissioned by the QPU, constructed purely to assist the QPU to improve the lives of its members.”**

The survey aims to identify the issues that our members are facing on a day-to-day basis, understand the relative importance of those issues, and help uncover the most effective ways of responding.

Importantly, the survey is not the same as the Working for Queensland survey that the QPS conducts. The WIS is an independent survey, commissioned by the QPU, constructed purely to assist the QPU to improve the lives of its members.

The survey will be rolled out in the near future and is open to all QPU members. It will be delivered in a number of formats so that it can be completed at a time and place most convenient to you. Further details will be sent to all members before the survey is released.

I urge you all to do your best to use this opportunity to give meaningful feedback. The more we hear from you, the more we are able to help and act on your behalf to achieve appropriate, long-term results.

**CRITICAL STRESS TRAINING**

During the past month I have attended a number of sessions of the Critical Stress Training run by former police officer Shaun O’Gorman.

His training addresses the post traumatic stress he experienced as an

officer, and his inability to talk to his colleagues about his mental turmoil. Shaun’s training came about as part of the Our People Matter strategy, and our joint commitment with the QPS to address the wellbeing of our members.

The training was informative, entertaining, and relatable, and it was heartening to see so many officers in attendance to hear Shaun’s important message: to look after ourselves and each other, and to have the strength to talk about what we’re going through and seek assistance.

**Ian LEAVERS**  
 General President & CEO  
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Critical Stress Training in Nambour.



**MICK BARNES**

**STEP UP!**

**February saw the official launch of the Our People Matter program after a lot of work by committed individuals within this Union and the QPS whose sole focus is that of the wellbeing of each and every member of the police family.**

Not only was this program formalised within a number of policies and funding commitments, but it gave a title to a long held philosophy that there needs to be a stronger focus on each individual within our police family, and how they react and cope with either being a police officer, working within the Police Service, or even being a family member of an officer.

**“Our People Matter gave a title to a long held philosophy that there needs to be a stronger focus on each individual within our police family.”**

I've had the good fortune to be exposed to a number of recent initiatives which included joint programs from the QPS's Safety & Wellbeing and the QPU, such as Dr Kevin Gilmartin's seminars, Health Start, and more recently the Critical Stress Training workshops with Shaun O'Gorman.

A distinct change from when I started in 'the job' in 1982 are the support services that are now available to assist all members of the police family 24/7. The knowledge of and the referral to these services, though, is rather hit and miss, dependent upon the individuals within a supervisory role. Even our peers should be aware of the services available.

Check out <https://qpsnet.qldpol/corpnnet/support-services> on the Intranet, or our equipt app, or ring 1800Assist.

Despite the resources that have been available, the weak link is created by the unwillingness of some individuals to step up and seek assistance. Experience tells us that the reluctance may be caused by a number of reasons, including any perceived reaction by the QPS, colleagues, family, or even just a misguided level of stubbornness.

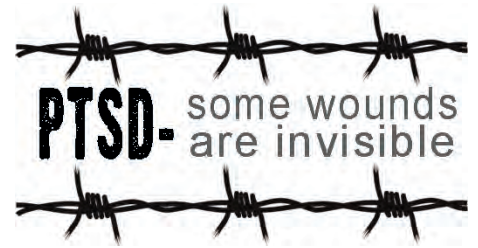
Sometimes that reluctance may be justified with some overly conscientious individuals who have a focus on risk mitigation (arse covering) above the care of their friend or colleague.

In these situations, many individuals within the QPU stand ready with me, 24/7, in being able to take a call for assistance. My mobile number is at the end of this article and is every month. Put it in your contacts.

I know there is a healthy level of cynicism among members regarding the level of commitment to Our People Matter within the QPS, however I'm confident the tide is turning.

**“Despite the resources that have been available, the weak link is created by the unwillingness of some individuals to step up and seek assistance.”**

Ultimately it is up to you. A friend, loved one, colleague, or even a supervisor might recognise the need for you to seek some assistance and make the



necessary referral, but unless you take the chance, it may be a lost opportunity at your expense. Step up!

**OUR NEW MEMORIAL**

The creation of the new William Street parliamentary precinct saw the demolition of the old Executive Building and the temporary relocation of the Queensland Police Memorial that was in its forecourt.

After a lot of negotiation, in early March the Premier announced that a new Queensland Police Memorial will be constructed in the Brisbane City Botanic Gardens near Parliament House. The design was announced last year and it is hoped this new Memorial will be finished in time for National Police Remembrance Day on St Michael's Day on 29 September.

This year's NPRD commemoration will thus be even more special. It is important that as many officers as possible participate in their local services. If you're in or near Brisbane, mark your diaries now.

Stay Safe.

**Mick BARNES**  
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**SHAYNE MAXWELL**

### **MEMBERSHIP BENEFITS**

**Due to Denis Sycz taking recreation and long service leave, I have had the pleasure of relieving in the position of Assistant General Secretary. The role has a number of responsibilities ranging from being the Union's representative on the Uniform Committee through to being the manager of the Union's legal services.**

I can say that since starting the role I have a new appreciation for the amount of interviews, advices, discipline hearings, trials, QCAT hearings, and court proceedings the Union undertakes in the defence of our members.

I have been the Chair of the Legal Defence Committee for several years now and was aware of the matters the Union was defending, however it was not until I stepped into my current position that I was able to experience firsthand the amount of work that is actually required to defend our members.

I have dealt with numerous phone calls, interviews, and hearings myself since taking on the role, in addition to attending a number of critical incidents. I can say that anyone who is not a current financial member of this Union is taking a considerable risk.

You only have to see some of the ridiculous allegations our members face every day, and are forced to defend, to appreciate how important having access to quality legal advice from the Union is.

### **COMPUTER HACKING**

As most people would now be aware, computer hacking is the Crime and Corruption Commission's current main interest. The CCC and ESC are actively investigating all allegations of misuse of the QPRIME system.

Where the system has been misused, criminal charges usually follow. At the moment the courts are imposing

hefty fines ranging from \$1,000 to \$8,000 for misuse of QPRIME. These fines are in addition to the discipline consequences such officers will face.

**“I can attest that making appropriate notes at the time justifying the reason for the check in your notebook or on QPRIME itself can be the difference between having the investigation finalised without any further action or receiving a court date.”**

I urge any member accessing QPRIME to think before they click and to be satisfied they have a valid and lawful reason for the access. Officers should refrain from checking anyone who may be associated with them in any way.

If there is a need to check such a person, then a superior officer should be contacted and requested to conduct the check (subject to that officer assessing the circumstances for the check).

If a check is completed and as a result there may be a tie to a personal associate, neighbour, etc, then written, contemporaneous notes should be made as to the circumstances of the check in your notebook. For example, a legitimate check of an individual or vehicle may also display the person's known associates.

Where unknowingly to the checking officer, one of the associates is a neighbour, relative, school friend, or something similar of the officer, full

written notes as to the reasons for the check and the lack of knowledge of the link between the checked person and the associate should be made.

The officer should also refrain from going further in terms of the check, and obtain advice and assistance from a superior to complete any further checks.

I accept this can be an impost, especially in smaller communities where the local police know and often associate with just about everybody in the township, however I can attest first hand that making appropriate notes at the time justifying the reason for the check in your notebook or on QPRIME itself can be the difference between having the investigation finalised without any further action or receiving a court date.

Making notes only takes a couple of minutes, but can make all the difference when you are questioned months or years later about a check. Even if you have a clear recollection of the check, the existence of notes made at the time justifying your decisions is still vitally important and corroborates your later answers. So think before you click!

### CRITICAL INCIDENTS

I have attended a number of critical incidents and other serious incidents (which had potential to become criticals) in the last few months. While the majority of those matters will be subject to Coronial Inquests, making it inappropriate for me to comment on the details, I can say I continue to be impressed with the professionalism, bravery, and common sense of our members.

**“Police officers put their lives on the line every day in service of the people of Queensland, and do not resort to the use of lethal or near-lethal force lightly.”**

Police officers put their lives on the line every day in service of the people of Queensland, and do not resort to the use of lethal or near-lethal force lightly. I can say that out of all of the incidents I have recently attended, I am proud of the decision making and actions of our members. I am proud to say that I am a member of the same police force.

### NEW DISCIPLINE SYSTEM

I am now a member of the working group on the new discipline system. The QPS is taking steps to have the necessary amendments drafted, and are actively consulting with the CCC, Commissioned Officers’ Union, and ourselves in relation to both the legislation and the policy changes which will be required.

Because the process will be Cabinet-in-Confidence (as all legislative amendments are prior to their public consultation periods), I am unable to go into too much detail. However, I can say the progress has been good to date, and things continue to move along.

The QPS is hoping to be in a position to introduce some policy changes which will streamline the current discipline system (and which are in line with the new system) in the second part of this year. Those

changes are the ones which will not require legislative amendment to introduce.

I anticipate that as we move closer to that rollout, further information and training will be provided to all officers. I envision the QPS, CCC, and two Unions providing a number of presentations on the changes, in addition to information packages.

I can say that I am very impressed with what I have seen so far, and look forward to the changes becoming law and policy.

### NEW MEMORIAL

At long last, after a lengthy consultation, submission, and recommendation process, the Brisbane Botanic Gardens has been approved as the location for our new Memorial.

The project team, which included representatives from our Union, the QPS, the Commissioned Officers’ Union, and Legacy, is gratified that such a beautiful spot has been secured as a place of quiet reflection for our members, their families, and other members of the community.

Of course, the Memorial is also very important to the family members, friends, and colleagues of officers who have made the ultimate sacrifice, and we look forward to welcoming them to the new Memorial once it is complete.

It is hoped that its completion will be prior to Police Remembrance Day, and that the candlelight vigil will take place there this year and into the future.

### SAFE NIGHT PRECINCTS

We welcome the Government’s commitment to an extra \$20 million to

fund overtime in our state’s Safe Night Precincts. Since their inception, these key entertainment areas have become much safer places to be due to the highly visible, proactive actions of our members.

We are pleased to be able to continue to provide such a presence and to properly safeguard those who attend these areas.

### Shayne MAXWELL (Chook)

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**PETER THOMAS**

### OUR PEOPLE MATTER LAUNCH

**My article is going to be short this month because I have invited a couple of others to provide their thoughts on the Our People Matter strategy within our Region.**

On Tuesday 27 February the Our People Matter Strategy was launched. This concept has been developed over the past three years as a joint strategy between your Union and the QPS

**“We had more than 20,000 suggestions from our colleagues directing the future support for our organisation.”**

to create a better workplace for all employees. I am very proud to say I have shared this journey with Rosemary Featherstone, Colin Anderson, Juanita Saltmer, Ashley Walton, Carl Roberts, Deputy Commissioner Bob Gee, and Executive Director Paul Casey.

The development from the whiteboard concept to where we are now is phenomenal, with many hours of consultation and more than 20,000 suggestions from our colleagues

directing the future support for our organisation.

There will be many sceptics and cynics and that is to be understood. However, now is the time to embrace this strategy to ensure change for the future. This concept has been supported by all Unions, our Commissioner, and the QPS Executive Leadership Team, so it will not be going away.

I will be working closely with Assistant Commissioner Taylor, District Officers Kev Guteridge and Glen Pointing, and appointed Principal Workplace Champions Superintendent Steve Munro and Inspector Anne Vogler to ensure that all necessary support is provided to your Workplace Champions to make your workplaces supportive, safer, and healthier.

This is your strategy; I encourage you take an active interest to make our workplace better.

Please consider: we do preventative maintenance on our motor vehicles, we

have preventative dental and medical assessments ... but how often do we undertake the necessary mental health care?

### WORKFORCE ISSUES SURVEY

Over the past 18 months I've written regularly about the Our People Matter Strategy and some of the ways the Union is working to achieve significant goals for all members.

In the next month or so, the QPU will check in again with members with our Workforce Issues Survey, which will give everyone an opportunity to have their say on some of the issues they are facing in their roles. I ask all members of the Northern Region to do your best to respond to the survey and have your say. The Union will be sending around further information shortly.

Until next month, take care of yourselves, your families, and each other, and take the time to attend your next Union branch meeting.



**ASSISTANT COMMISSIONER PAUL TAYLOR**

It was my absolute pleasure to attend the official launch of the Our People Matter Strategy at the Police Academy in Oxley.

In my 40-odd years of policing I have never witnessed a level of collaborative enthusiasm between the Police Service and those Unions that represent

the men and women who serve our state and make our organisation what it is today.

My sincere congratulations to all those involved for their passion in contributing to our health and wellbeing.

Not only is the focus on all employees, but it recognises the incredible support that our immediate loved ones provide in helping achieve that life-long challenge of balancing the demands of work and our personal goals.

I would like to personally thank Peter Thomas for the professionalism displayed in his representation for not only his members but their families and for allowing me the opportunity to convey my observations.

Finally, we all need to reflect on our own personal circumstances, demonstrate a commitment to a better and longer life, and recognise the wide range of options that may assist us in our own and (just as importantly) our loved ones' wellbeing, to ensure we benefit from this great initiative.

Please take the time to digest what Our People Matter means for you and your colleagues



**DISTRICT OFFICER GLEN POINTING**

As the District Officer for the Mount Isa District, I welcome the recent launch of the Our People Matter Strategy. It is incredibly important that the Service acknowledge the health and wellbeing of our employees and their families, and encourage a positive culture in and around the workplace.

To that end, I applaud the Service for embarking on this fantastic initiative.

By focusing on healthy bodies, healthy minds, and safe, fair, and positive workplaces, together we will make a difference. This is especially important in outback Queensland where we don't enjoy the same level of services that we might find in urban areas.

I acknowledge the input of Senior Sergeant Brad Rix of Cloncurry who contributed to the development of the strategy as part of the organising committee. Brad is

extremely positive about this initiative and I welcome his continued input going forward.

**“It is incredibly important that the Service acknowledge the health and wellbeing of our employees and their families, and encourage a positive culture in and around the workplace.”**

Detective Inspector Anne Vogler has recently been appointed as a Principal Workplace Champion for the strategy. In addition, a number of other staff across the District have volunteered as Workplace Champions. I thank both Anne and the other volunteers for their commitment to this great cause and I look forward to working with them in developing initiatives that will make a difference for our people.

**Peter THOMAS (Thommo)**

Regional Representative  
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QPU Treasurer  
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**THERE COULD BE A CRITICAL INCIDENT AHEAD!**

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



**QUEENSLAND POLICE UNION**

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



## KEV GROTH

### OUR PEOPLE MATTER

**I recently attended the Our People Matter launch at the Police Academy. Let me say it was a great day and wonderful to see the first steps being taken in a historic event.**

By that I mean that nowhere else in the world has a Police Union and Police Service come together to put out a program such as this to ensure the safety and wellbeing of their members. Let me say that again: this has never been done before ... anywhere!

We are coming for you! We will not go away, we will not slip into the background: we will hold you accountable!

It is now up to all of us to ensure this program works. This is not something that can be successful without full

the street doing paperwork that could easily be avoided with a little common sense.

When will someone from management and the Government speak to operational police who deal with this important matter every day, to get a firsthand understanding of what needs to happen to streamline the process and afford real protection to the community?

For years, operational police have had to deal with change after change while never being consulted. Ask any Constable out on the street how this can be fixed and you will get the same response. Remove all the red tape and simply make a machinery charge of committing a domestic violence offence.

By introducing a charge of domestic violence, the need for applications would disappear; more than half of all protection orders are for mandatory conditions, so the need to go through the process of applying for protection seems redundant.

Why should the respondent get a free hit? It is common sense that you shouldn't commit any act of domestic violence against your spouse or family member. And if you do commit an act of domestic violence, be it through physical violence, emotional, or psychological abuse, you should front the courts and face the consequences of your actions.

The respondent could be dealt with simply by the issuing of a Notice to Appear for minor matters, replacing

**“Nowhere else in the world has a Police Union and Police Service come together to put out a program such as this to ensure the safety and wellbeing of their members.”**

Now, some might think that it is all lip service and it's just a catchphrase being thrown out to gain some brownie points. Let me assure you that this is not the case. Years of hard work has gone into developing this strategy on both sides: the QPU and the QPS.

Both sides are to be commended for getting the program off the ground. Thanks go to Col Anderson and his team at Safety & Wellbeing and a special thanks to Peter Thomas and Rosemary Featherstone from our Union who have put in countless long hours to get the strategy to where it is today.

I can assure you that my fellow Executives and I will not let this program fail, so to those in management who still aren't on board, can I say this: now is the time to get on board, before you get left behind or get run over by the Our People Matter train!

engagement by all parties, starting at the Commissioner right down to recruits at the Academy, and through to our families at home.

For the Our People Matter Strategy to work, we must all engage, participate, and work together to achieve great things for ourselves, our colleagues, and most importantly, our families.

For us to achieve what is possible will cost, so I was pleased to hear the Commissioner at the launch commit to funding the program. We are at the start of something big and I look forward to the future, to see where this journey takes us.

### DOMESTIC VIOLENCE

Domestic violence is a serious matter, so why do we consistently make it harder for frontline troops to deal with? Constant changes to the legislation and paperwork have only increased red tape, making the entire process more time consuming for members. Officers are being kept off

the current PPNs. If the matter is serious enough, the respondent could be arrested and released on bail conditions, or for extreme cases held in custody until appearing before the Magistrate and having the matter dealt with.

before the court. With the respondent present in court, any order made by the Magistrate would be immediately enforceable. This would eliminate the need for document service of the protection orders and PPNs on the respondents, again eliminating a get

time which could be better served out protecting the community.

#### WORKFORCE ISSUES SURVEY

I'd ask all members of the Central Region to respond to the upcoming QPU Workforce Issues Survey. It gives all members a chance to rate and comment on issues that are affecting them. The survey is being run by an independent research firm and all responses will remain anonymous.

The information gathered will help the QPU work towards achieving outcomes for members, so I encourage full and honest feedback.

**“By introducing a charge of domestic violence, the need for applications would disappear; more than half of all protection orders are for mandatory conditions, so the need to go through the process of applying for protection seems redundant.”**

If extra conditions are required for protection of the aggrieved, it would be as simple as requesting a protection order with conditions in the summary of facts in the court brief.

out of jail free card for the respondent that currently exists.

I'm sure most operational police would agree this is simple, common sense stuff that could reduce the amount of time spent sitting in the station doing unnecessary paperwork. It is

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

#### Kev GROTH

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Sometimes our protectors  
need protecting...

*for a fair and just outcome  
become a member*



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GRANT WILCOX

## MURGON AND SURROUNDS

**I recently made the rounds of the Southern Region Moreton District to the forgotten corners at Murgon and about.**

On attendance with General President Ian Leavers we were met and engaged by numerous members regarding issues around rostering and the failures to have adequate staffing levels at Murgon, Cherbourg, Wondai, Proston, and the District Watchhouse at Murgon.

I was advised of the practice adopted by some of the late night active individuals who created calls for service to the extremities of the division simply for entertainment, because there is one road in, one road out, and one police car for all local divisions.

Doing the maths isn't really an option if the only police car working is heading away from the vulnerable divisions left behind.

I was advised that on one shift, this lone police vehicle only had one officer in it. This is an unacceptable situation in covering four divisions. It's hard to be proactive when we all know that getting out of the car really requires more than one officer. You can't even do a traffic intercept.

Who will be the fall guy? The OIC, the roster clerk, or the officer on his lonesome?

This has been escalated so the hierarchy of the Service know, but are they sitting on their hands? We recently got extra police from the Government; I know we could use them out here at Murgon.

To all my members in Murgon and surrounds: if staffing is at

an unacceptable level for your shift—ie. it's not safe—I expect you to commence using the Hazard Management reporting system which can be found on the bulletin board. I don't expect that you should attend unsafe jobs one up.

**“Remember, our risk is high and unknown, and every job should have two officers attending.”**

Remember, our risk is high and unknown, and every job should have two officers attending. Officer safety is worth more than lip service. A simple traffic stop can cost big time.

So we have strategic priorities across Queensland but we can't even leave the station because there is no crew. Strategically, how does this represent policing in a timely and proficient manner?

**“This current situation is not a reflection on our members who want to work for our community: they are hamstrung by the failure of the QPS to provide appropriate and adequate police numbers.”**

How would the public measure this performance, if they knew the limitations placed upon operational attendance at calls for service? Our purpose is completely underwhelming: to provide timely,

high quality, and efficient policing services to make Queensland safer.

This current situation is not a reflection on our members who want to work for our community: they are hamstrung by the failure of the QPS to provide appropriate and adequate police numbers. The QPS wants too much with too little.

I agree with the Strategic Plan: our greatest challenge in 2017-2018 is to maintain effective policing in an environment of rising demand and definite finite resources in Murgon.

To the QPS: do the right thing and ensure the future of our workforce in this location. Ensure the right support to maximise officer and community safety in Murgon and surrounds.

This article is written without sarcasm; I am pleading with the QPS to get the balance right for members. The next article I write will be brutally honest as I watch how the concern for officers in this area evolves.

If the QPS can't get the balance right, I commit to engage local media, the public, and MPs. I will bring the Union to Murgon with a view to exposing the limitations in policing that the QPS has imposed on this community. Come on,

QPS, do the right thing. Stop robbing Peter to pay Paul.

### WORKFORCE ISSUES SURVEY

A reminder to all members of the North Coast Region that the QPU Workforce Issues Survey will be released in the near future. This will give all members a chance to comment on a number of issues they are facing, including issues I have discussed recently in my articles. Use this opportunity to raise your concerns and help the QPU understand what our members want and need.

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

### Grant WILCOX

Regional Representative  
North Coast Region  
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gwilcox@qpu.asn.au



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help, advice or support  
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COL MULLER

## CONGRATS

**Congratulations Dave Tierney on your promotion to Senior Sergeant, Officer in Charge, of Kingaroy police station. Dalby will miss your QPU involvement after more than 10 years as the branch president.**

### COMMONWEALTH GAMES

The Commonwealth Games are just around the corner, with staff movements commencing early March. Many areas will have reduced staffing numbers, yet this does not mean officers should be subjected to dangerous or unreasonable working conditions.

If members have any concerns, please don't hesitate to contact me by phone or e-mail, or alternatively contact your local Union representatives.

Officers attending the Games: there will be Union representatives at the coast, or again, contact me if you have concerns over any matters, or if you require assistance.

**“Many areas will have reduced staffing numbers due to the Commonwealth Games, yet this does not mean officers should be subjected to dangerous or unreasonable working conditions.”**

### RELIEF AT COUNTRY STATIONS

Across our Region there appears to currently be no set format that management follows when considering relief at one and two officer stations and at other smaller work units.

I have been made aware of a number of country stations where I believe that unfair conditions and expectations are imposed by management in respect of the relief of officers at their stations and neighbouring divisions.

**“There appears to currently be no set format that management follows when considering relief at one and two officer stations and at other smaller work units.”**

The Union Industrial Team has been consulting the QPS management and a draft proposal has been developed. I am keen to hear any horror stories out there to see if we can assist. Once the new guidelines are released in the near future, I am keen on ensuring they are honoured.

### POLICE HOUSING

An issue was raised recently by a member in police housing in the Southern Region. There are many houses in our Region, with the majority in smaller country areas.

Houses are supplied by the Service as part of the employment package in these areas and our employer, the QPS, is responsible for the maintenance and repair of these properties.

One of the biggest issues I am hearing is that there are unreasonable delays between when issues are reported and assessed and when they are actually fixed.

The *Residential Tenancies and Rooming Accommodation Act* applies to QPS housing in the same respect as it does to other rental properties, and serious matters require immediate repair. There is also legislation in the *Work Health and Safety Act* which applies in many circumstances.

The welfare of our members and their families is extremely important, and I am actively working with QPS managers to ensure that issues with housing are addressed in a timely manner.

I have sent a form to all local Union representatives; if you have a housing issue, please advise your local rep and complete the form. I will then provide a copy of the form to the responsible QPS manager to have the matters addressed.

### OUR PEOPLE MATTER

Our People Matter was launched on 27 February, and with the launch comes the appointment of 'Workplace Champions' around the Region, to give members another voice. There is an opportunity to enhance our working environment by working with these officers and relaying thoughts and ideas to them.

This is new ground and I have personally been actively involved, as has the QPU. I see this as a positive step in the right direction and I am

looking forward to the commencement of the strategy.

### NEW POLICY

The new part-time policy reflecting our award has now finally been approved after two years in the waiting. It is now ready for implementation by the QPS. Stay tuned.

### FAREWELL

Farewell to Ipswich District's much loved Senior Sergeant Troy Donald Salton, the Officer in Charge of Lowood police station, who was tragically taken from us on 23 February.



Senior Sergeant Troy Salton.

It's open to all Union members, including members of the Southern Region, and provides a great opportunity to give direct feedback. It will be released soon, so I encourage all members to keep an eye out and respond. General President Ian Leavers has provided further discussion on the survey in his Roundup.

Stay safe and make good decisions.

### Col MULLER

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### WORKFORCE ISSUES SURVEY

The QPU Workforce Issues Survey has been commissioned by the QPU and is an independent survey that will measure members' thoughts and responses to key issues and concerns they are facing in their roles.

# 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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## TONY COLLINS

### OUR PEOPLE MATTER

**27 February 2018 marked a historic moment within the QPS. It was the launch of a holistic strategy aimed at addressing the current shortfalls of how the QPS deals with its most valuable asset. You. Our People Matter.**

Now every time I hear something goes wrong within the QPS, the very next words are, 'Yeah, and our people matter'. So at the moment there is a fairly cynical view of this new strategy, and if history teaches you anything: yes, you should be. However, history also shows us that the QPS has changed significantly for the better in some aspects.

This is like eating an elephant. You have to start to finish, and it is one bite at a time. But if you keep at it you will get there. What you cannot do is sit on the outside and chuck rocks at this. You need to be inside, making this thing work, and you need to tear at it until it does. This is not an overnight fix.

This is a cultural change and it will be years in the making. Everyday, everybody sees something that is not quite right. Does that mean you just let it go? We need to make a stand when we see something that is not right, and make noise about 'Our People Matter'.

**“Every time it seems that our people don't matter, remind the decision maker that we do.”**

Every time it seems that our people don't matter, remind the decision-maker that we do. Until such time we no longer use the motto negatively, and it is seen positively, then the cultural change will have occurred and

the strategy will then be embedded in the QPS.

All the above aside, we also need a transformational leader to achieve this. Unfortunately for the current Commissioner, he is very much

**“How can you possibly run the biggest security operation in the state without at least the bare minimum equipment that you would get if you were working normally?”**

transactional. Further, he has limited capital to offer, especially with the methodologies he's used to manage the QPS over the last few years.

Therefore, I see the strategy only gaining real momentum when we obtain a new Commissioner. Fortunately, there are plenty of well qualified applicants waiting for the chance.

### COMMONWEALTH GAMES

There are still some logistical issues being resolved with the QPS over the Commonwealth Games. For starters, it would appear that because a roster can't be written in accordance with the EB or rostering rules, they just make it up as they go.

While the breaches are not widespread, it is disappointing that the draft roster would have had ITAS flashing breaches if anybody had paid any attention to when it was written.

The punchline is because after two years of planning it is now 'highly operationally infeasible to change relevant rosters at this late stage' and therefore because of our level of incompetence we are relying upon 'unless justifiable'. Therefore,

a number of officers will be working single RDs instead of 1 and 3 or 2 and 2 as required.

One good outcome that has been negotiated, however, is a one-off hardship allowance for those members who will be accommodated at the Oxley Academy during the Games.

### VEHICLE FLEET

Following on from the replacement of the fleet with Sonatas, there soon should be a flow-on effect as to extra vehicles. This was the carrot to changing over: for every 15 vehicles changed over, the QPS would pick up a new vehicle. So when are the new cars rolling out? Stay tuned.

### WORKFORCE ISSUES SURVEY

In this edition, General President Ian Leavers has discussed the upcoming QPU Workforce Issues Survey that will be released in the near future. I encourage all members in Metro South to respond to this survey once it is released.

The greater the response the QPU receives, the more it is able to help members respond to issues they're facing in their roles. More information will be circulated by the Union shortly.

### MYSTERY OF THE MONTH

Why is \$10 million of the QPS IT budget being used to prop up the QFRS and QAS IT budgets?

### STILL LOOKING FOR:

- 1) A new pursuit policy
- 2) A review of the restructure
- 3) A minimum staffing model
- 4) Protective equipment for out-of-control parties
- 5) A new vehicle for Inala police
- 6) Full time hours for police helicopters
- 7) Vehicle disabling legislation
- 8) A rifle in every patrol vehicle
- 9) A fair go for South Brisbane District.

## Tony COLLINS

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**SHANE PRIOR**

## HEADQUARTERS AND SUPPORT REGION ANNUAL MEETING

**I have always said that the Headquarters and Support Region is the most diverse Region in the Service, and by diverse I mean the range of specialist policing groups is comprehensive. Naturally, with so many different areas come many different ideas and issues that need an individualised approach. This month, Headquarters and Support Region held the first annual general meeting of branch delegates to discuss the upcoming Queensland Police Union Conference. For the first time, the Region came together in a forum of free ideas to consider issues and matters of importance to each specialist area, and build on their ideas to be taken back to the membership.**

I am very proud of the day and I would like to thank your branch delegates for contributing in the manner they did, resulting in such a successful day. Your regional branch delegates are a motivated cohort, and I encourage all of you to go to branch meetings and share your ideas, because you are the Union.

After attending your branch meetings, I can say that the quality of motions coming from our Region are impressive and have whole-of-Service implications that could benefit all of our members.

I would like to thank Deputy Commissioner Tracey Linford for taking the time to come and speak to our delegates, and for talking of the importance of cooperation between the Service and the Union, and the positive impact that such a relationship can have with our members.

Ms Linford also spoke of inclusion and diversity, and her vision for the future of the Service in this space is inspiring, in particular with regard to flexible workplace arrangements and the desire to enrich our ranks with officers with a broader skill set.

## INTERNATIONAL WOMEN'S DAY GREAT DEBATE

I had the pleasure to attend the International Women's Day Great Debate hosted by The Institute of Managers and Leaders with Sarah

Boniface of Financial and Cyber Crime Group, Kerrie Haines from The Gap station, and the Union Health & Safety Officer Rosemary Featherstone.

**“The World Economic Forum’s 2017 Global Gender Gap Report indicated that as a society, we are still 200 years away from achieving true gender parity.”**

There was some very interesting debate and discussion around equality, diversity, progress, and empowering women and girls to thrive to achieve equality. Of particular interest, the World Economic Forum’s 2017 Global Gender Gap Report indicated that as a society, we are still 200 years away from achieving true gender parity.

The overwhelming consensus was that equality is everyone’s business and it cannot be achieved without men and women working together side by side.

## MEMBERS FENDING FOR THEMSELVES

The Queensland Police Service has a contingent of 85 staff comprising of investigators (both Crime and Corruption areas), tactical surveillance unit officers, witness protection

officers, and intelligence officers at the Crime and Corruption Commission (CCC).

Recently, policy was amended that determined all staff who took up a position at the CCC would do so on a secondment basis. However, prior to that, members were required to apply for a position on merit through an application process.

In 2015, a policy was introduced that affected all members positioned at the CCC: that they would have their positions rescinded after an undetermined period of time, giving the member 12 months to seek alternative employment back with the Service through a merit based selection process.

This is despite the fact that prior to the introduction of this policy, most members were awarded their position through a merit based selection process.

These members are the only group within the Service subjected to a secondment arrangement whereby they are required to relinquish their substantive position with the Service, and once their position is rescinded, the onus is on them to find suitable employment back with the Service.

Under a typical secondment arrangement, a member’s substantive position is held for them for the duration of the secondment period.



Branch delegates at the Headquarters and Support Annual Meeting.

The question needs to be asked: why are these members subjected to a different set of rules than other members of the Service? To make it even harder, and due to the business arrangement between the Service and the CCC, secondment opportunities are often denied to these members, to ensure the CCC is fully staffed.

This denies the member the

**“The question needs to be asked: why are these members at the CCC subjected to a different set of rules compared to other members of the Service?”**

opportunity to multi-skill prior to leaving, and therefore they are unable to obtain the necessary skills and exposure to be competitive in a merit based selection process.

I have spoken to members subjected to this process and a common theme becomes apparent. Members feel disenfranchised and powerless to do what has been asked of them, and that is to find alternative employment without the necessary support to achieve it. This is an organisational issue that needs an organisational solution.



Senior Constable Sarah Boniface, Sergeant Kerrie Haines, Shane, and Health & Safety Officer Rosemary Featherstone at the International Women's Day Great Debate.

First and foremost, the Service must consider all position numbers substantively held by the CCC be moved back to the Service, and that the secondment protocol that is available to all other members in the Service also be afforded to these members.

In a new age where ‘Our People Matter’, we need to recognise that subjecting members to such a process is plainly unfair and unreasonable. If the Service wants to continue to attract staff to this area, more needs to be done to resolve this issue moving into the future.

**WORKFORCE ISSUES STRATEGY**

Continuing in the theme of last year's Our People Matter workshops and surveys, the QPU is about to release a Workforce Issues Survey. This survey will allow members to comment on

and rate the importance of issues that they are facing in their day-to-day roles. This is an important feedback mechanism that will allow the Union to act more effectively and efficiently. I would encourage all members to respond as comprehensively as possible. In the next month or so, you will receive an e-mail detailing the process on how to complete the survey. Please get in touch if you would like further information.

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**PHIL NOTARO**

## 50/50

**As I do the rounds talking to the troops, one of the most contentious issues that bothers the rank and file is the 50/50 recruitment policy. By and large, it irks both male and female members; in fact I can honestly say I have not spoken to one female member who supports the 50/50 recruitment policy, or thinks it's a good idea.**

No doubt, bringing this subject up in such a public forum will bring on the haters, and in some quarters I will be criticised as being anti-woman and a dinosaur.

From the offset, can I say I have no issue with female police officers? I work with them every day at the coalface, and those who work with me will know I do not discriminate in any way against any member, and certainly not against our women members.

However, the 50/50 recruitment policy is seriously flawed.

Simply speaking, the policy is discriminatory. If you are a female applicant, the odds are stacked well and truly in your favour, and you are more likely to be successful in the process than a male applicant. And that in itself flies in the face of the Queensland Government Inclusion and Diversity Strategy 2015 - 2020.

So who is driving this 50/50 recruitment policy? From what I am seeing and hearing, it's not the female members. The vast majority are embarrassed and feel that it is setting the 'womens' movement' back. And I totally agree. It is evident that this policy is being driven by males in the senior Executive, and it can only be described as patronising to women. It needs to stop.

I have heard in some quarters it has been suggested the QPS are simply following the Government's policy and direction. With a cursory glance of the Queensland Government Inclusion and Diversity document, you can quickly establish that this recruitment policy of

the QPS has absolutely nothing to do with the Queensland Government. It's not their doing.

I'll quote a few snippets from the Government's Inclusion and Diversity Policy:

- *We are committed to building an inclusive and diverse workforce that better reflects the community we serve – and because it makes the best business sense. This means creating an inclusive culture that promotes the skills and insights of our people irrespective of gender.*
- *Our guiding principle is that women and men have the same rights, access, and opportunities to employment and career success.*
- *Create workplaces where both women and men thrive.*
- *Promote a range of tools and resources to reduce unconscious bias.*
- *Examine opportunities for engaging women into male dominated industries, and men into female dominated industries, and promote case studies, pathways, and support for men and women in 'non-traditional' roles.*

Nowhere in the Government policy will you find any mention of a 50/50 recruitment policy. In fact the only mention of a 50% target for women is in Senior Executive roles. I have no issue with this, and it is vastly different to a 50/50 recruitment policy.

Even the charter of the *Inclusion Champions of Change*, a board of

high-ranking Government CEOs, while encouraging recruitment policies and practices to ensure inclusion and diversity, champion workplace cultures that empower both women and men to achieve inclusion and diversity outcomes.

Nowhere in any Government policy or directive will you find anything that encourages males to be openly discriminated against, except in the QPS.

So why is this recruitment policy discriminatory? Put simply, it puts gender above merit. Traditionally, policing attracts more male applicants than female applicants. That's just the way it is. It's like nursing and teaching, which both attract more female applicants than male applicants.

By way of example, there are 100 spots available at the Academy. As is the trend, there will be more male applicants than females: at least a 70/30 split, or perhaps more in the way of male applicants. So if there were 1,000 applicants for 100 spots, 700 males will compete for 50 spots, while 300 females will compete for 50 spots.

Therefore, no matter where the 1,000 applicants fall on the merit list, the male applicants have 1:14 chance of being recruited, while the female applicants have 1:6 chance of being recruited. This is clearly discriminatory, considering that some of those unsuccessful male applicants may have finished higher in merit than a successful female applicant.

Clearly the policy is discriminatory, and is insulting to all woman, both applying

for or already in the job. They don't need, or want, this leg up.

What's interesting is that according to the *Inclusion and Diversity in Queensland Public Sector 2015* document, which relies on census data as at 30 June 2015, 65.55% of the public sector are woman, with the majority in nursing and teaching. The vast majority of government departments employ more than 50% woman (37 out of 56 departments).

The QPS was running at 34.88% women. Yet other departments were running at much higher levels: Anti-Discrimination Queensland ran at 81.08% woman, Education at 79.27%, Communities at 77.63%, and Nursing at 73.80%.

Yet none of these 37 departments have seen fit to introduce a 50/50 recruitment policy to increase their male quota.

Why? Because it is unnecessary, and a nonsense.

So again, I ask: why is the QPS going down this road, and who is driving this agenda? It's unnecessary and it's creating division. The rank and file, male and female, are frustrated and embarrassed by this policy.

### **“Rather than having a 50/50 recruitment policy, why wouldn't the QPS be proactive to make policing more attractive to woman?”**

Rather than having a 50/50 recruitment policy, why wouldn't the QPS be proactive to make policing more attractive to woman? Perhaps having policy and a target of increasing the percentage of female applicants to 50% would make more sense and would not be discriminatory.

If they could increase the application percentages closer to 50/50, then with all things being equal and selections based on merit and not gender, we may get

close to a 50/50 recruitment that is fair and equitable.

Hopefully a change of leadership in this organisation will see some common sense prevail, and any future recruitment, like all job selection, will go back to be purely merit based. Gender should not come into it.

#### **OUR PEOPLE MATTER LAUNCH**

It was with great pleasure that I was able to attend the launch of the Our People Matter Strategy on 27 February. This launch has been a long time coming, and has involved a lot of work and commitment from many people.

### **“As an Assistant Commissioner was heard to say on the day, the QPS is like the QE11 (that's a cruise liner): it takes forever to turn around. The Our People Matter Strategy will take time to make a real difference.”**

I would like to make special mention of our Union representatives, Northern Regional Rep Peter Thomas and our Workplace Health & Safety Officer Rosemary Featherstone. Both have worked tirelessly over a long period and are truly committed to the cause.

I know many out there are still cynical, and I don't blame you. Many bear the scars of an uncaring QPS. However, I truly believe we have turned the corner with the launch of this strategy. But it won't happen overnight, and there will still be instances when someone in authority does the wrong thing by a member.

This doesn't mean that's the end of the strategy. Let's not suddenly bag the whole Our People Matter Strategy as being a dismal failure. What it is is the failing of one individual. When this occurs (and it will): don't throw the baby out with the bath water.

Let's not get on social media with the negative connotations and the #ourpeoplematter hashtag. It's not only counterproductive, it simply is not a true reflection of what is occurring in the Service.

As an Assistant Commissioner was heard to say on the day, the QPS is like the QE11 (that's a cruise liner): it takes forever to turn around. This strategy will take time to make a real difference. It's not just about changing habits; it's about changing a culture.

Rather than sit on the sidelines and be negative, I encourage all members to get involved. Find out what it's all about, and have your say in the future of the QPS. Be the change that you want to see. This is the real deal. It's not just lip service. Please, give it a go and get on board.

#### **WORKFORCE ISSUES SURVEY**

As you all will be aware, the QPU's mission is to improve the working lives of its members. With that in mind, I would like to encourage all members in the South East Region to participate in our upcoming Workforce Issues Survey. It will be released in the next month and gives all Union members an opportunity to rate and comment on issues that are central to our daily work lives.

General President Ian Leavers has written more extensively about this, and the Union will send out more details shortly. However, as always, feel free to call me any time with any questions or concerns you may have.

Remember, your Union is here 24/7. If you think you need us, you probably do. Don't go it alone.

Stay safe.

**Phil NOTARO**  
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# QUEENSLAND POLICE UNION

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# Our People Matter

By Ian Leavers

**For over 100 years, the Police Union has been an advocate for our members and has always focused on the welfare of our members.**

## Throughout

our organisation's history we have initiated and developed concepts that have benefited our members and their families.

The Queensland Police Union started the Queensland Police Credit Union (now QBANK). It was also the Union that started the Queensland Police Legacy Scheme. And again, it was the Queensland Police Union that started National Police Remembrance Day, not just here in Queensland but around the country.

Through Regional Representative Peter Thomas and QPU staff, the Police Union Executive commenced the Our People Matter journey with the QPS in late 2016 following discussions with Safety & Wellbeing about the creation of a whole-of-Service Strategy engaging employees and their families.

I would like to especially acknowledge the tremendous efforts of Peter Thomas, and Rosemary Featherstone from our organisation.

To develop this strategy, we strongly encouraged the Service to conduct a

feedback provided to the QPS that could be translated into tangible actions and outcomes.

**“It requires each and every one of us, starting today, to take ownership and responsibility for bringing the change we want to see in the organisation.”**

Our future direction is to ensure the feedback from our members is carefully considered by the QPS and to support the Service in the delivery of new initiatives that will improve the wellbeing of our members and their families.

We appreciate that these initiatives will take time, and it will take money, but more importantly it requires each and every one of us, starting today, to take ownership and responsibility for bringing the change we want to see in the organisation.

Every single one of us has responsibility for the implementation and execution of the Our People Matter Strategy.

**“Our future direction is to ensure the feedback from our members is carefully considered by the QPS and to support the Service in the delivery of new initiatives that will improve the wellbeing of our members and their families.”**

We have carried on that tradition by working in partnership with the Service to bring our members workshops by Dr Kevin Gilmartin and providing our members and their families with the equipt app that can help to strengthen physical, emotional, and social wellbeing.

consultation process from the ground up, and this occurred last year. The Police Union was represented at all 30 workshops held across the state.

Our members and Regional Representatives who participated in this consultation reported that there was clear, frank, open, and honest

**OUR PEOPLE  
MATTER**



[ourpeoplesmatter@police.qld.gov.au](mailto:ourpeoplesmatter@police.qld.gov.au)

We will continue to advocate for our people and we are currently working on improving the complaint and incident investigation process that was identified during consultation as a contributing factor affecting mental and physical health.

Additionally, we lobbied for and gained an election commitment from the Government to see development of presumptive legislation for our members in the area of PTSD.

The Police Minister informs me he has personally started the ball rolling for presumptive legislation for police with PTSD and I look forward to this legislation being introduced into Parliament this year. On behalf of all police, I say thank you for this important step. It's one that other states are taking as well.

The topic of the Our People Matter Strategy has been raised by my colleagues in other Police Unions and they are often surprised that we are working together. This partnership and the development of a member-focused strategy is a first in the history of Australian policing.

The Union and the Service may not always see eye-to-eye, yet the only way to create meaningful, tangible, and positive change for our members and their loved ones in the area of personal wellbeing is the way in which we are working as equal partners on this, and making a real difference.

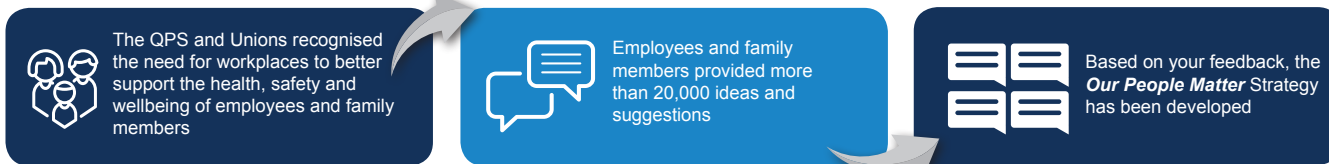
# OUR PEOPLE MATTER



# OUR PEOPLE MATTER STRATEGY

Improving the health, safety and wellbeing of our people, families and workplaces.

**OUR PEOPLE  
MATTER**



## Healthy Bodies

**What is important:**

- A workplace that encourages employees to be physically fit and healthy
- A workplace that promotes employee and family health and fitness

**Together we will:**

- Identify opportunities for physical activity in and around the workplace
- Create and promote opportunities for employees and their families to improve their health and fitness
- Ensure a range of suitable resources, products and services are available to assist in achieving and maintaining a healthy body
- Educate employees on individual health risks and encourage preventative health care
- Develop strong partnerships with government, the community and commercial sector to provide additional opportunities to participate in health and fitness activities

## Healthy Minds

**What is important:**

- A workplace that is open, understanding and supportive of mental health conditions
- Improved education, training and support for our people and their families regarding mental health

**Together we will:**

- Develop a risk management framework which identifies those at risk of suffering a mental health condition and how the risk is being managed
- Review policies and procedures to ensure they support those with mental health conditions
- Improve data reporting systems to better enable the analysis of trends to ensure support services are appropriate
- Implement strategies that seek to reduce the stigma associated with mental health conditions
- Encourage help seeking behaviour
- Promote and encourage employee and family access to support options
- Promote wellbeing strategies to reduce mental health risk
- Extend current support services to families
- Develop and deliver training, tools and services to assist with the identification and management of mental health conditions

## Safe Workplaces

**What is important:**

- To feel safe and secure both at work and at home
- A workplace that provides appropriate equipment, tools and technologies for employees to do their job
- Leadership which encourages and models safe behaviours

**Together we will:**

- Ensure health and safety is embedded into day to day decision making
- Provide training, resources and services to assist in meeting health and safety obligations
- Create learning opportunities following high risk incidents
- Establish local and organisational Our People Matter consultative forums
- Monitor and review suitability of current equipment, tools and technology
- Ensure health and safety is a consideration in future infrastructure
- Investigate technology solutions which support and improve service delivery
- Investigate and implement strategies to minimise risk in our workplaces
- Identify opportunities to educate employees and their families to improve safety at home
- Provide appropriate personal protective equipment, tools and technology to support employee safety
- Provide risk assessment training to all employees

## Fair & Positive Workplaces

**What is important:**

- A workplace that practices fairness, equity and transparency through all organisational activities
- A workplace where the right people are chosen for leadership roles
- A workplace that offers work/life balance and flexible work options
- A workplace that is diverse, inclusive, sociable, professional, caring and connected

**Together we will:**

- Create and maintain equitable, fair and consistent decision making processes
- Lead with integrity, transparency and accountability
- Identify opportunities for public reporting of good work
- Communicate reasons for decisions on workplace practices and processes
- Value staff and enable them to contribute to decision making processes
- Ensure that leadership training and development programs are fit for purpose
- Ensure employee selection is conducted in an open and transparent manner
- Ensure the best person is selected for the position
- Provide education, training and support to leaders at all levels
- Provide assistance and support to officers accessing flexible work options including relieving and professional development opportunities consistent with policy
- Provide rostering practices that consider the needs of the community, organisation and individual
- Provide models and systems to support flexible work options
- Ensure consultation is at the centre of our policies, programs and service decisions
- Acknowledge, recognise and reward our people
- Support and encourage opportunities for employees and their families to engage socially
- Effectively manage workplace conflict, bullying and other negative workplace behaviours
- Identify and support social communication networks for employees and their families



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## DIRTY WORDS FOR HEALTHY MINDS

By Assistant Commissioner Brian Codd.

I have always had a passion for how we treat each other and its impact on our lives both professionally and personally. I continue to see many examples of supportive, inclusive, and encouraging workplaces in the QPS where people thrive, but I also see those places that are broken, negative, and unhealthy.

As a member of the Our People Matter (OPM) Strategy Steering Committee and also as Chair of the QPS Psychological Wellbeing Steering Committee, I was delighted to be part of the launch of the OPM strategy at our Oxley Academy on 27 February.

The OPM committee and support team, comprising officers and staff members from across the QPS as well as our vital partners from the QPU, QPCOUE, and the Together Union, have undertaken an enormous amount of work collecting and analysing over 20,000 suggestions from QPS members and their families about how we can create a better workplace for us all.

That hard work has resulted in the development of a strategy as a starting point, where together we take responsibility for the type of working environment we want based on four foundational and interconnected elements:

- Fair and positive workplaces
- Safe workplaces
- Healthy bodies, and

- Healthy minds.

Here is our chance, if we want to take it, for us to make a real difference. Here is a genuine, collaborative, and bottom-up approach which, at its heart, is about how we treat each other.

At the OPM launch I was privileged to be invited to speak with a focus on healthy minds. It is an important but emotional topic for me and I appreciate the opportunity extended to me by the QPU to write this article based on that presentation. Here it is.

**“Here is a genuine, collaborative, and bottom-up approach which, at its heart, is about how we treat each other.”**

### A COLLEAGUE'S JOURNEY

The 7th of April is a date that raises a wide range of emotions for a number of QPS members.

I still recall quite vividly that date in 2014. While driving to work that morning, I received a concerning call indicating that one of our office cars, which had been earlier unaccounted for, had had been located in a street near The Gap without apparent explanation. That was the start of a tragic day.

I arrived at the office a short time later and the pieces of the puzzle had slowly been put together. A much respected colleague had attended the office early that morning, tidied his desk, removed his firearm from the gun safe and driven out to a bush track where he sat down and took his own life with his firearm.

The attending police located a neat note in our colleague's pocket which told of his deteriorating battle with the 'black dog'. We never knew. Nobody seems to have known. Even those of us on a similar journey.

We police, particularly investigators, like to think we can read people and situations. We like to think we can sense when something is not right. By and large I think that is accurate, but not this time. We worked together every day but none of us picked up any indication of his battle. Why couldn't we see it?

The subsequent days, weeks, months, and years have been tough. Why did it happen?

Initially, we started to examine ourselves. Was it something we did? Were we working him too hard? Had we upset him? Were our expectations too high? I still don't know the answers.

I started to ask other questions in my own head. Why couldn't a highly respected, much loved, very professional, experienced, and intelligent officer reach out to us, his friends and colleagues, and ask for help? Why couldn't he just tell us he was hurting? Why?

Whenever I share this story with QPS members at the many leadership courses I present at, I ask that question, and the answer is always instantaneous and consistent. It is because of the stigma. Fear of being seen as weak. Fear of damaging our careers and losing our jobs.

I can't argue with those responses. It seems to be an insidious part of our culture. And who determines our culture? We do.

Consider for a moment what the response is in meal rooms at police stations and offices across the state when an officer walks in with a slight limp.

'What's up?'

'Oh, it's just an old sports injury. A bit of arthritis in my knee plays up from time to time, but it will be okay. I take some medication and get some physio to manage it.'

Consider a slightly different conversation for an officer who walks



into the meal room and doesn't seem themselves.

'What's up?'

'Oh, I have my ups and downs. The black dog nips at my heels from time to time but it will be okay. I take some medication and get some treatment to manage it.'

Truthfully, what do we generally do or think when we hear this? Consider them unreliable, weak, or someone who is not up to the rigours of policing? I know that in the past, these were some of the immediate reactions I experienced through my own ignorance.

So how do we resolve this ignorance? How do we eliminate ill-informed stigma? Let's start with a reality check.

**REALITY CHECK**

Every day, whether you realise it or not, you are working with colleagues who are on their own journey living with some form of psychological ill-health condition. Many will be effectively managing their lives and you will never see them as anything other than high performing professionals. It may even be you, and if it is, you are not alone.

Here are some facts about our reality:

- Depression rates in our community are now 10 times higher than what they were 50 years ago.

- Depression has moved from an average onset age of 30 to 15 years of age.
- 3 million Australians are living with depression or anxiety - 1 in 6 females and 1 in 8 males (ABS 2008).
- 1 in 5 Australians experience some form of a mental health condition each year.
- 1 in 2 Australians will experience a mental health condition at some point in their lifetime.
- Only 35% of people with anxiety and depression access treatment (ABS 2008).
- Depression is the leading cause of disability worldwide (ABS 2008).
- Suicide deaths account for more than half of all violent deaths in the world each year - more than all deaths from wars and homicides combined.

- 3,000 people commit suicide in Australia per year and it's growing and underreported (ABS 2016).
- 8 suicides occur each day in Australia (ABS 2016) – twice the road toll.
- Suicide is now the leading cause of death for Australians aged between 15 and 24 – our future, our young – (391 in 2015) (ABS 2016).
- There are estimated to be 100 to 200 attempts for every suicide in this age group (Goldsmith et al 2002).
- Suicide is the leading cause of death in men under 45 and women under 35 (ABS 2016).
- 75% of all suicides are male overall, but females aged 14-25 now exceed males (ABS 2015).
- There are estimated to be 62,000 suicide attempts in Australia every year (ABS 2008).





- Unfortunately, the data is poor on the full extent, but *beyond blue* has commenced the first longitudinal research project in Australia to enhance our understanding.

**SO, WHAT CAN WE DO?**

There is clear evidence to indicate that an unhealthy work environment or workplace incident can contribute to psychological ill-health, and that conversely, a healthy, understanding, and supportive workplace can actually be a buffer to the impact of psychological ill-health, whatever the cause.

According to Dr Martin Seligman, the father of Positive Psychology, there are five factors required for individuals, families, teams, and organisations to thrive which he describes as the PERMA Model.

**“The first thing we can do is to recognise and own this issue. We own our culture and we can enhance it.”**

He asserts that healthy, happy, and thriving organisations are characterised by:

- Positive emotions
- Engagement
- Positive Relationships
- Meaning and purpose
- Accomplishment

How do you think this applies to our organisation? Sometimes I wonder how we would go if negativity was an Olympic sport. It could be argued that the QPS tends to focus on recognising accomplishments but Seligman contends that all five elements must be a focus for us to reach our full potential and remain resilient to impacts on our wellbeing.

**WHAT CAN YOU DO RIGHT NOW?**

The first thing we can do is to recognise and own this issue. We own our culture

These statistics are both shocking and real. They cut through socio-economic, racial, gender, and geographic boundaries. And yes, they impact on police families.

How could this be? What have we done? What the hell is going on? Why? We live in a first world, wealthy, and safe country.

There are lots of theories. Some highlight that most of what we have been led to believe will make us happy in our lives, according to science, simply doesn't.

My own GP describes it as 'stone age minds living in a jet-age world', highlighting his contention that while our world has changed and sped up so much over the centuries, our brains essentially still operate in the same way they did in stone age time.

A psychologist and author I recently listened to referred to our dilemma as the three O's. We are over-connected, over-stimulated, and as a result are overwhelmed.

**BUT WHAT DOES THIS MEAN TO US AS QPS MEMBERS?**

Regardless of the actual causes of a person's psychological ill-health, research reveals some concerning facts for first responders (police, fire, and paramedics):

- Mental health of first responders can be more vulnerable due to the

tasks and conditions we face as part of our everyday duties

- First responders have higher workplace insurance claim rates for mental health illnesses and injuries than all other worker categories
- First response males have a claim rate seven times higher than the broader workforce average, and
- First responder females have a 16 times higher rate.

Policing at its core is a people service. It is about people (the police) interacting with other people (our community). Often this interaction occurs in emotive, tense, distressing, and challenging circumstances. Any one, or an accumulation of these interactions, can impact our mental health and wellbeing.

**“Sometimes I wonder how we would go if negativity was an Olympic sport.”**

Policing facts:

- Policing is not normal – we live in a world of risk possibilities not probabilities (*Gilmartin*)
- Police can be more susceptible to psychological ill-health – depression, anxiety, and PTSD

and we can enhance it. It is not up to them or others, but us, together and individually.

You can make a real difference for your colleagues and yourself in a number of ways including:

- Reducing the stigma – let's talk about it
- Getting informed – for yourself and your colleagues
- Providing support and building resilience
- Understanding stress as a normal part of your life and recognising when it is becoming a problem
- Taking care of your own mental health
- Creating a mentally healthy workplace.

**“It seems to me that we have avoided some ‘dirty’ words within our vernacular for too long. The words ‘I’ and ‘me’ seem to roll off the tongue all too easily these days and ‘we’ and ‘our’ are diminishing.”**

**WHAT IS AVAILABLE TO HELP YOU CREATE A HEALTHY AND THRIVING WORKPLACE RIGHT NOW?**

- The anonymous 1800 ASSIST helpline – including for family members
- The equipt app
- Our PSO network
- Our chaplains
- QPS Employee Wellbeing – psychologists and social workers
- QPS Alcohol & Drugs Coordinator
- Early Intervention Treatment Plan (EITP) – first three sessions free
- Mental Health Treatment Plan (MHTP) – with your GP
- Private mental health care provider
- *beyond blue* online resources
- You, your family, and each other.

**SO, WHAT ARE THOSE DIRTY WORDS?**

It seems to me that we have avoided some ‘dirty’ words within our vernacular for too long. The words ‘I’

and ‘me’ seem to roll off the tongue all too easily these days and ‘we’ and ‘our’ are diminishing.

Other words that we seem to avoid include:

- Happiness
- Enjoyment
- Fulfilment
- Hope
- Trust
- Care.

These are just a few of the ‘dirty’ words we tend to avoid. Perhaps it is time to give them another chance in our workplace.

I challenge you to give up the on the urge to use #ourpeplematter as a

convenient negative throw-away line when something doesn't go your way. It is too important. Instead, I dare you to care: about what you do, about each other, and about yourselves.

**“I dare you to care: about what you do, about each other, and about yourselves.”**

We can be directed what to do and how to do it, but not how to be. That is up to us. Please remember that we all matter.

**OUR PEOPLE  
MATTER**



**WHEN YOUR PEOPLE KNOW THEY MATTER**  
By Senior Sergeant Brad Rix, OIC Cloncurry

In late 2010, I was attached to the Carseldine CIB office, and in late 2009 through to late 2010, I had been presented with the opportunity to relieve as Senior Sergeant OIC Boondall station.

After 13 years in the CIB, I had developed a desire to run a station of my own, and I also wanted to ‘tick the box’ of doing some western service ... and I successfully applied for the position of OIC Cloncurry.

So in January 2011 my wife Heidi and I, and our two children aged one and two, packed up our belongings and drove 1,720kms from Bracken Ridge to Cloncurry, a town of about 3,000 people situated 120kms to the east of Mt Isa. In Cloncurry it rarely drops below 40 in summer, never drops below 30 in winter, and rains a handful of days each year.

Heidi had completed a varied service, with stints in General Duties, Railway Squad, Education and Training, and Covert and Surveillance. She had completed tenures in both Biloela and Longreach, so I was extremely fortunate not to have any resistance to my wish to head bush: in fact, it was encouraged and supported.

When we first arrived, with our children still in day care, Heidi worked at the station on a part-time





Sergeant Heidi Rix.

agreement, and was later promoted to Sergeant Branch Manager of the Cloncurry PCYC.

In late May last year I received a telephone call from Colin Anderson, the Director of Safety & Wellbeing. In brief, Colin asked me if I was familiar with the Our People Matter (OPM) Strategy and whether I'd attended a workshop or completed the OPM survey. I admitted that after 25 years I'd become a little desensitised to surveys with no obvious tangible outcomes, and that I was yet to complete the OPM survey.

I was told by Colin that an Our People Matter Strategy Steering committee had been formed, and that Cloncurry station had been identified as an inclusive, family-friendly workplace, where the principles of the strategy were essentially already being practiced. The phone call was on the Wednesday, and I was told to be in the Commissioner's conference room that Friday.

With a Committee which included a number of Deputies, ACs, and other QPS Executives, I was a little unsure of my role, and attending the initial meeting was at first a bit of a daunting experience. Yet I walked away from this first meeting extremely positive about the Our People Matter Strategy.

It was an extremely open forum and I was given the opportunity to speak freely. The rhetoric and desire to make change appeared genuine, and

I doubted that it was a performance just for my benefit. I believe it was Assistant Commissioner Codd who made reference to drawing a line in the sand and not wasting opportunities to get it right, as had been done in the past.

My only input at the first meeting was that to dilute the naturally expected cynicism, there had to be a short term, tangible benefits, even though the Strategy had to be long term. I should have realised that a committee of such experience had not only already thought of it, but had a name for it: quick wins!

Once a month since that first meeting I've made the trip down to Brisbane, and have been able to be part of the process of the 20,000 suggestions evolving into actions.

Throughout the process over the last seven or eight months I had discussions with the committee, and more regularly with the good people at Safety & Wellbeing, about what has worked for me and some of the things we do at my station.

As the concept evolved, some of the actions at my station were grouped under the four principles, and I was

**“Strategy into Action: I was asked to highlighting some of the things that work for me, and that might be applicable elsewhere.”**

asked to prepare a ‘Strategy into Action’ presentation for the launch and the Principal Workplace Champions induction, basically highlighting some of the things that work for me, and that might be applicable elsewhere.

Ever since I became involved in this process I regularly pointed out that any success I've had at my station is

as much to do with those working for me as it is because of me. I was very fortunate to have a good 2IC (Sergeant Matt Hows) who is both competent and generally laidback, and Heidi, initially at the station and then at the PCYC.

**“Any success I've had at my station is as much to do with those working for me as it is because of me.”**

Much of the non-work-related activities we get involved in revolve around community, sporting, and social activities, and Heidi is generally the one behind these ideas. In a sense, I provide the legitimacy and the influence to get everyone involved, but generally it's Heidi who is the co-ordinator of our activities.

I realise there may be plenty of other places across the state who are just as happy as we are, just as productive, and do some things similar to us. One thing they probably aren't as good at is self-promotion, or propaganda as I like to call it. Particularly early on when we started in Cloncurry, I think I got a story in the Union Journal every other month!

I also realise that what might work at a smaller to medium-sized station or work unit like ours might not necessarily have the same success at a larger place. However, I think many of the actions and activities of this strategy can be modified to suit, particularly in the bigger places that can be broken down into smaller teams.

I also realise there is no magic wand, but to be honest I personally don't think what we do in Cloncurry is a big deal: a lot of it just comes down to commitment and common sense. I've been on this rank for seven years

now. I've never enrolled in MDP and I'm not sure when I will. Apart from the six months at QUT as part of my recruit training in 1991, I've never been to university, and I have no tertiary qualifications whatsoever.

I've got no real theoretical management training and base my style of leadership and management on what I think is right and feels right. (Maybe some people might think I've got less of an entitlement to talk about this topic, but some might think the opposite.)

I think as an OIC you take on a responsibility, and if you aren't prepared to make the extra effort, you're in the wrong position. There is a fair commitment of time and effort to make it work.

I have grouped the things we do, and the things I have discussed with the Safety & Wellbeing team, under the four Our People Matter headings: Healthy Bodies, Healthy Minds, Safer Workplaces, and Fair and Positive Workplaces.

**“Having a police team playing sport competitively encourages unity, but it is also noticed by the community, which in turn increases support of the police.”**

### 1. HEALTHY BODIES

**Boot camp** – Every Monday and Friday afternoon (and sometimes an extra one here and there) we run a Boot Camp, generally in the multipurpose PCYC Hall. Those who attend are officers and staff attached to the station, their spouses and partners, or people such as teachers, ambos, or fireies.

This activity assists in maintaining physical health and encourages unity



**“Boot camp assists in maintaining physical health and encourages unity within the station, with members training together, quite often in oppressive heat!”**

within the station, with members training together, quite often in oppressive heat! The by-product of increased physical wellbeing and training together can be increased mental wellbeing.

**Local sporting competitions** – For a small town, Cloncurry has a constant stream of local mid-week sporting competitions. I put a police team in every one of these competitions whether it be netball, volleyball, indoor soccer, basketball, or touch football, and I also sign us up for one-off annual competitions such as 8-a-side cricket days etc.

Having a police team playing competitively encourages unity, but it is also noticed by the community, which in turn increases support of the police. It's also good for physical health and wellbeing, and is a more incidental source of fitness, as opposed to a planned gym session or road run.

The challenge is structuring a roster so that those who are in the various teams can participate regularly, particularly when there might be matches for the various sports held on consecutive nights, three nights a week. Generally if someone is in a team, they'll get to play, but it makes rostering difficult.

### 2. HEALTHY MINDS

In the event of any incident attended by my officers which for various reasons might cause a negative psychologic effect, I always make immediate contact with the HSO, Police Chaplain, and District Office requesting that they make contact within 24 hours with every officer who was involved.

It's not so much for a complete debrief, but more to let the individual officers know that these people are aware they have attended a job of this nature, are thinking of them, and to make the offer of support.

The most recent incident was a fatal helicopter crash on a property approximately 30kms from the centre of town. The chopper exploded on impact, the charred remains of the pilot were visible, and the family involved was well-known to some of the officers who attended the scene.

In the time I have been in Cloncurry, I have had suicides by train, child neglect issues, and in a place like Cloncurry, where quite often the QPS are the first emergency service on scene, we have had a number of CPR attempts: some successful, and some not.

Until recently our District has not had a regular HSO. The District now has an HSO, and she works in the District for a certain period each month. While the HSO is in the District, I have negotiated to have her attend Cloncurry and work for one whole day during that period.

I am a firm believer that the regular and routine presence of the HSO at the station provides familiarity of that role and position, as opposed to just an outreach in difficult times.

While the HSO is at the station for the day I strongly encourage officers and staff to engage one-on-one with her, even if just for an informal discussion: an introduction and a chat about where they are from, how long they've been in the police or Cloncurry, that sort of thing.

Every time the HSO has been to Cloncurry, almost everyone who has been in for an introduction has ended up spending 30-plus minutes with her. I can see huge mental wellbeing benefits in this process.

### 3. SAFER WORKPLACES

This is one that's not open to creativity really, due to safety being a legislative obligation.

One of the things we do is have strict risk management processes when it comes to all equipment that provides a safer work environment such as torches, radios, sat phones, Tasers, vests/PBA, vehicles, first aid kits, and OC after-care kits.

The processes ensure all equipment is always accounted for and working, which involves daily, weekly, or monthly inspection and reporting, dependent upon the type of item.

The principles of CPTED are applied in so far as making sure all exterior lighting to the station is working, internal and external CCTV is operational, duress alarms are functioning, and trees, hedges, and gardens around the station are not overgrown.

Something I know isn't applied in larger centres is the concept of minimum rostering. Out here it is vital to officer safety. We have a town of about 3,000 people, four pubs, and a bowls club/RSL. Two of the pubs remain open until 2am three nights a week (Thursday, Friday, Saturday).

They can be full on closing time, but even if the pubs themselves aren't full, the patrons are. When I first arrived in Cloncurry, two officers worked a 7p or 8p shift on these three nights. It simply isn't safe when back-up is either 118km away, or a call-out to officers who are home asleep.

So we started three officer night shifts. It makes managing pub and street fights a lot safer, and in the absence of a permanent watchhouse, it makes custody management possible without having to take the one crew off the road.

Outside of these night shifts, I will never have single officers working an afternoon shift, or if I can help it, working alone on a day shift. If shift changes aren't possible due to other commitments or EB compliance, I will always use overtime to make sure the crew has sufficient numbers.

**“I also instil confidence in the Connies and Senior Connies that if they genuinely believe an extra set of hands is urgently necessary in the middle of the night, make the call and get one of their mates there to help them.”**

I also instil confidence in the Connies and Senior Connies that if they genuinely believe an extra set of hands is urgently necessary in the middle of the night, make the call and get one of their mates there to help them.

### 4. FAIR AND POSITIVE WORKPLACE

Flexible rostering practices to suit and encourage personal interests is important. Basically, if you're a footy fan, you'll get State of Origin night

or the NRL Grand Final off. If you're a horse owner, you'll get our stock events off.

**“If you're a footy fan, you'll get State of Origin night or the NRL Grand Final off.”**

Flexible rostering practices to suit family commitments, including school hours and spouses' work commitments, is also important. This one can be hard work. Some officers have partners who work here at the station, others have partners employed elsewhere in town, and many of them have children.

Block rostering of days off (RDs, PDOs, R/L, and combinations) to allow staff greater opportunity to visit families in metropolitan and coastal areas is another way to encourage a fair and positive workplace. Many of the staff here live a long way from family and friends, and the cost of air travel is at times unaffordable.

One example is a 55-year-old second year Constable at the station whose

wife and children live on the Gold Coast. By rostering RDs at the end and start of separate fortnights and using the Christmas and Boxing Day public holidays, I was able to give this officer 10 days off over the Christmas and New Year period.

I already had my maximum number on approved rec leave, so this was a way I could help him out. I know it was appreciated by him and his family.

Cloncurry has a constant stream of events in which the community participates such as Clean Up Australia Day, school trivia nights, Cancer Council Relay for Life, Emergency Services Christmas Ice Block drop, town balls and formal dinners, ANZAC Day March, Police Remembrance Day, etc.

I encourage and expect 100% attendance at these events. I strongly believe that it both increases unity internally and displays unity to the community.

We also have family dinners; this was one of Heidi's ideas. Once a month we hold a family dinner in our Rec Club where one officer, on rotational basis, prepares dinner for everyone else and their families. The food served up can be anything from hamburgers to a roast dinner to a buffet of curries.

Our family dinners are often preceded by a police reserve working bee (we don't have a grounds maintenance contractor), and after picking up early on that not everyone wanted to lend a hand, the rule became: 'No working bee, no dinner'. Everyone is happy to pitch in now!

Heidi also put together a toy box in the Rec Club to make it clear to the police families with kids that the Rec Club is welcoming to them. It was a small gesture, but it has set the tone for how we shaped our station.

Most of the things I have mentioned under 'Fair and Positive Workplaces' have a social connection to them. I also implement operationally specific functions which I believe contribute to a positive workplace.

**Basic understanding of strategic and operation planning** – As a Constable I had absolutely no understanding of the purpose of strategic and operational plans, and most likely didn't even have any idea of their existence. I like to give a simple

understanding of how such plans 'flow down' to District and Divisional Plans, PDAs and shift objectives, and how the actions of Constables at the street level ultimately contribute to achieving goals and objectives at a Service level.

**General understanding of the DPR (and formerly OPR) process** – Rather than Constables seeing each job, investigation, or task as an isolated incident, if they have an understanding of the DPR process, they can get an appreciation of how their individual actions each day contribute to the success of the station during the performance review process. I think it gives them some ownership of how the station is judged and provides added motivation.

**Ownership of station functions (RBM, Operations)** – Individual officers are delegated risk management responsibilities such as station motor vehicles, Taser downloads, Alcolmeter downloads, station equipment, vests/PBA, domestic violence, custody. Dependant on the portfolio, it requires audit or inspection throughout the month, with a requirement to submit a monthly RM report to me (with working papers). As an example: station motor vehicles. We have a checklist which an allocated officer must check weekly.

At the end of the month, the four weekly checklists are submitted with a covering report. I also create annual divisional operations (drugs, traffic, etc) and delegate to two officers to be responsible for them. It's not a great impost, but creates ownership and hopefully fosters initiative.

I also implement some management and leadership strategies which I think are quite successful. Some of them are probably textbook management practices, but others I have just developed on my own.

**Teamwork before entitlement** – I think this is self-explanatory. While I

do my very best to keep a happy and motivated group, the philosophy is that no individual, nor their needs, are any more important than another's.

I had a conversation with a second year Constable some years ago over pack and travel entitlements on transfer, and after having a few similar conversations with others, thought I needed to set a tone with a short phrase or quote displayed in the station.

**“The philosophy is that no individual, nor their needs, is any more important than another's.”**

I have signs up in the day room and above my office door with this on it. It's all about give and take, particularly when it comes to things like roster requests, quick shifts, shift swaps, etc.

**WE not YOU** – If an individual or a crew does a job or task poorly, I always give inclusive guidance. I'll discuss 'how **we** could have done it better, or how **we** could have considered another course of action'.

I'm conscious of potential reasons for it not being done the way I expect. Has the officer not been shown? Is it something they haven't been exposed to before? Obviously for continued problems, the criticism or advice is more direct, and only those who work for me can comment, but I expect a 'we' not 'you' reference when it comes to constructive criticism is both helpful and supportive.

On the flip side, if they do something good, I let them have the credit, and I make sure good work is acknowledged.

**Use strengths but work on weaknesses** – Some OICs don't accept that different officers have different

skill sets, and won't task accordingly. I don't subscribe to this. However, it doesn't mean the weaker skills are ignored or not used.

**“Some OICs don't accept that different officers have different skill sets, and won't task accordingly. I don't subscribe to this.”**

**Open door policy** – It's a clichéd management term, but engaging with and being accessible to staff is effective.

**Praise first, criticise, praise again** – Self-explanatory: I find the message is better received.

**Criticism isn't personal** – During station inductions I'll always explain that criticism or correction doesn't mean I don't like a person.

**E-mail then talk** – E-mail can be overused but I find it effective, particularly when it comes to criticism: to e-mail, and then explain the content of the e-mail verbally. I find the message is digested better, and there is a written record of it.

**I get every last drop out of my team, but I do whatever they do** – Everyone in Cloncurry works their 56 weekend units a year, and their full complements of PHs. They get quick shifts, sometimes night work on consecutive weekends, and some generally rotten rosters.

The difference is that they understand why, and they also appreciate that whenever they want specific shifts, or specific requested days off, they get it. They also appreciate that I work these same shifts. It's certainly not the case that working in Cloncurry is a luxury.

They have to work hard, but the key is getting them to enjoy working hard because they want to, not because they have to.

**Check work** – Officers nearly always come to Cloncurry as second years, and it frustrates me at times to see the quality of their work. I feel that so many junior officers are let down by either being shown or developing poor or completely incorrect work practices.

As an example, I had a second year Constable who submitted a QP9 for a drink driver. In her QP9 facts she was so detailed she included the exact contents and precise time of the driver's last meal, the location of where the driver had consumed alcohol, how many drinks he'd had, what size drinks, and what type of drink, including the brand.

In her evidence matrix under the heading 'Physical Items', where an officer would normally list physical evidence such as a baseball bat used

**“I hate hearing Sergeants or Senior Sergeants complaining to junior officers about their lot in their work life. Don't suppress the excitement they have for their new career.”**

in an assault, or a knife used in a robbery, she had typed 'male, ATSI, 180cm tall, dark hair, brown eyes, solid build': basically a physical description of the driver, and nothing to do with physical evidence.

When I asked her why she had done her paperwork this way, she told me she had done every drink driver the same way, and that she had never been told otherwise. I think we let our junior staff down if they are taught or develop these types of habits.

**Protect your staff from above** – First and second year Connies don't need to hear about issues from District

and Regional Office which might be making an OIC's life a challenge. I hate hearing Sergeants or Senior Sergeants complaining to junior officers about their lot in their work life. Don't suppress the excitement they have for their new career. Let them do their job.

#### CHALLENGES

There are many challenges to managing a station the way I like to. One of the biggest is time. The responsibilities of an OIC seem to be constantly increasing. Even in a remote place like Cloncurry, fulfilling the administrative and operational responsibilities of an OIC in an eight hour shift is generally not possible.

Aside from this job, I'm a Shire Councillor, on the Local Business Committee, play competitive cricket for Cloncurry, am a regular Park Run volunteer, have been on numerous local sporting committees, played and coached senior footy, coached junior footy, and have organised the Mt Isa Police Rugby League since 2012.

To run a PCYC in a community is about a 60 hour a week job. The Cloncurry PCYC has a Youth Worker position, which unfortunately is often vacant, so unless Heidi does that job as well, a good number of youth engagement and community service activities don't happen. So in reality, she does two jobs.

The Club runs on the smell of an oily rag, so it doesn't have the capacity to pay instructors, and Heidi will generally run the many fitness classes the Club officers (Pot Luck, Yummy Mummies, Spin, etc).

She also has to do things such as jumping castle and slip 'n' slide hires, BBQs at community events, etc, some of which might be in places like Dajarra which is 180km away!

Heidi has also been on a number of local committees, so much so that her volunteer contribution to town was recognised in 2013 when she was chosen as the Australia Day Citizen of the Year.

On top of this, we've got two kids, now aged 8 and 10, who are actively involved in every sport and cultural activity the town offers. So spare time is not minimal: it's non-existent.

While time is limited I genuinely believe it does take a real commitment from an OIC to keep staff happy and motivated, and it can take some effort both during and outside of work hours. I know with the environment in which I work (we all live and work closely all the time), it could be argued that this is easier and more achievable.

Yet this creates its own problems, with the Big Brother mentality: where little things can fester. So while I accept what we do in Cloncurry might not work everywhere, I think it's possible anywhere.

### WHEN IT COMES TO OUR PEOPLE MATTER, I SEE SOME CHALLENGES AHEAD, OTHER THAN TIME:

- Cynics and critics – It's acknowledged that at times, the Service treats its individual members poorly. Since the evolution of the OPM strategy, social media coverage of such issues and incidents are always dotted with #ourpeplematter. There are a lot of good supervisors and managers in the QPS, and I have witnessed first-hand the time, effort, and commitment that has gone into making Our People Matter happen, especially from those at



Safety & Wellbeing. While things can be done a lot better in some cases, a throwaway hashtag is an insult to all those good people.

- Experienced staff holding certain beliefs with respect to supportive and flexible work environments.
- Middle ranks who have been subject to previous negative experiences and who are not willing to give the process a chance.
- Newer members expecting too much, or being influenced by those above.

### FROM AN OUR PEOPLE MATTER PERSPECTIVE, WHAT CAN THE INDIVIDUAL DO?

- Baby steps – this strategy is an evolving and ongoing process and needs that time and commitment.
- Lead by example. Follow and implement the principles, actions and outcomes.
- Target those most likely to embrace the OPM concept as a way to change culture.
- Encourage resisters to get involved, or get them to offer solutions or alternatives.



### QPS VOLUNTEER NETWORK By Rosemary Featherstone Workplace Health & Safety Officer

Our People Matter is about effecting change, one person at a time. The strategy's vision is about all QPS employees (and yes, that does include management employees) taking responsibility for, and contributing to, improvements in their workplaces and their health, safety, and wellbeing.

So how do we effect that change? How do we begin or continue our mission to change the culture? In order to have a more sustainable future, people need to be involved in the changes that will made a difference in their lives.

Despite some of the cynicism out there, the QPS has an amazing set of volunteers who every day attempt to make changes in the workplace and in individuals' lives.

Volunteering is about time willingly given for the common good without financial gain.

When people volunteer their time and energy, they often bring an enthusiasm and passion. Their inspiration can have a ripple effect, becoming the impetus for driving change.

People see the impact that volunteers make, and want to be a part of the change. Just as a simple action has the ability to alter society, so a single volunteer action can start movements and improve communities.

Volunteering is a responsibility which requires time, effort, and talent. Volunteers will lead the charge for change.

In the past, we may have taken these volunteers for granted or just looked at their roles as part of their job. However, it is not generally a required component of their position.

Most volunteers take on these roles as an opportunity to help those in need, and the only benefit they receive is the knowledge they may have had a positive impact on a colleague, or promoted necessary changes in the workplace.

Before working on the Our People Matter Strategy development, the QPU supported these individual volunteer groups, but now realise the need for this amazing volunteer network to cohesively join together to help to drive the cultural changes required to help deliver successful outcomes for Our People Matter.

**“The men and women who for many years have served their colleagues and the organisation deserve a round of applause and our gratitude for being there each and every day.”**

The QPS Volunteer Network, under the banner of Our People Matter and its committees, can be the largest contributor to change within the organisation.

The men and women who for many years have served their colleagues and the organisation deserve a round of applause and our gratitude for being there each and every day, ensuring there was a voice for our health, safety, and wellbeing needs.

The current QPS Volunteer Network is made up of:

- **Health and Safety Representatives** – They are elected by their peers within their cluster and provide a voice to workers in health and safety matters in the workplace. They involve the workers through participation and consultation and are members of the health and safety committees.
- **Peer Support Officers** – These volunteers provide knowledge, experience, and emotional, social, or practical help to their colleagues. They are trained to assist others address workplace and critical incident stresses.
- **Trained Safety Advisors** – TSAs are appointed by QPS management and their role is to promote a positive work health and safety culture by sending a clear message that health and safety is valued by the Service and ensuring that management has support in meeting their due diligence requirements.
- **Return to Work Coordinators** – These trained volunteers are key people in the workplace who help to assist injured workers to remain at or return to work as soon as

safely possible after an injury or illness.

- **Fire Safety Advisors** – These trained volunteers provide advice and assistance on appropriate emergency planning and ensure building fire safety.

The Our People Matter Strategy will see the expansion of the QPS Volunteer Network.

This expansion will include:

- **Principal Workplace Champions** – More than 40 PWCs have been appointed around the state by their relevant Assistant Commissioner. The PWC will be the link between management and staff. They will actively manage the Workplace Champion network within their area and influence and promote activities that will support the four priorities of Our People Matter.

**“The QPS Volunteer Network, under the banner of Our People Matter and its committees, can be the largest contributor to change within the organisation.”**

- **Workplace Champions** – The number of WCs is still growing around the state. These champions will be advocates for the strategy, promoting and coordinating activities at a local level. They will be a point of contact and voice for their area of responsibility and will seek out programs, initiatives, and activities dependent on the needs of their work group.

To the men and women who have filled these many volunteer positions, the QPU asks that you participate in the committee structure and learn what the other volunteers do. Expanding your knowledge about what services and assistance is available within the organisation will greatly assist those in your workplace.

On behalf of its members, the QPU wants to thank each and every volunteer, whether you are a Health and Safety Rep or a Principal Workplace Champion, for the work that you perform that benefits your colleagues and ultimately their families.



Queensland Police Service  
Principal Workplace Champions 2018

## WORKPLACE CHAMPION PROGRAM

By Juanita Saltmer, Safety & Wellbeing

To assist the Service in implementing the Our People Matter Strategy, a Workplace Champion program has been established. The purpose of this program is to enable the Service to achieve greater awareness of and success for the strategy by embedding ownership of activities and initiatives within each level of the organisation.

The program has two levels of Workplace Champions: a Principal Workplace Champion (PWC) and a local Workplace Champion.

### PRINCIPAL WORKPLACE CHAMPIONS

The PWC is a commissioned officer or staff member equivalent delegated by the Assistant Commissioner or Executive Director to oversee and be responsible for the Our People Matter Strategy within the relevant District or business group. The

buy in and ensure participation from both management and staff, assist Workplace Champions in the course of their role, develop the governance framework for the program, chair the local Our People Matter committee, and actively manage the Workplace Champion network within their area.

### WORKPLACE CHAMPIONS

Workplace Champions are the advocates for the strategy, promoting and co-ordinating activities at a local level with assistance and support from both their PWC and Safety & Wellbeing.

They will serve as the local go-to person and will play a vital role in increasing awareness of and participation in the Our People Matter Strategy and initiatives.

Tasks may include, but are not limited to:

- Local point of contact for the Our People Matter Strategy
- Identify, promote, and co-ordinate strategy activities

**“A Workplace Champion is a local go-to person who will play a vital role in increasing awareness of and participation in the Our People Matter Strategy and initiatives.”**

Safety & Wellbeing, People Capability Command coordinates this program and will develop and provide whole-of-Service programs and initiatives, guidance, assistance, resources, and support to the networks, and will also facilitate training and development.

PWC is essentially the link between management and staff for the purposes of giving life to the strategy.

The PWC will ensure reporting requirements are met, provide the necessary level of influence to achieve



- Disseminate resources and communication material on health, safety and wellbeing risks, initiatives, and advice
- Assist district/business group in strategy reporting requirements
- Member of the local Our People Matter committee
- Attend Safety & Wellbeing training and development, meetings, and conferences as required
- Provide input into developing the annual Our People Matter plan for their area
- Assist and liaise with the Principal Workplace Champion.

All Workplace Champions are valuable members of the extended Safety & Wellbeing team and will be integral in transitioning Health & Safety committees to Our People Matter committees.

#### OUR PEOPLE MATTER COMMITTEES

An outcome of the Our People Matter strategy is to transition Health & Safety committees to Our People Matter committees. This will be relevant for state, District or business groups, and any subordinate committees. These committees will not only report on Health & Safety matters, but all priorities under the strategy.

The PWC and Workplace Champions form key roles within these committees. It will be likely the PWC assumes the role of chair for the newly formed committee.

Those holding a position under work health and safety legislation (such as Health & Safety Representatives and Trained Safety Advisors) will continue to hold a position on the committee, however this is a time to review members and seek appropriate representatives for all priorities, such as PSOs, HSOs, ETOs, GDs, etc.

This committee would form part of the governance for the strategy and be the platform for program suggestions, approvals, and reporting.

The District committee would also ensure consultation occurs with all levels of the organisation, reporting both upstream to the state Our People Matter committee and downstream to any subordinate committees.

To date, 43 PWCs have been nominated and more than 200 Workplace Champions selected through local EOI processes. The QPU has been an essential partner in this process, with vision over all those selected.

Safety & Wellbeing, together with the QPU, recently provided a one-day induction for the PWCs. The induction was an invaluable opportunity to enhance the knowledge of the PWCs about the strategy, explain their role in more detail, and allow the PWCs to network with each other.

**“If you are interested in becoming a local Workplace Champion, contact Safety & Wellbeing.”**

Safety & Wellbeing will continue to work with the PWCs to assist in setting up their network of Workplace Champions. If you are interested in becoming a local Workplace Champion, contact Safety & Wellbeing via e-mail at [ourpeoplematter@police.qld.gov.au](mailto:ourpeoplematter@police.qld.gov.au) They will connect you with your PWC.

**OUR PEOPLE  
MATTER**

## FLEXIBLE HOURS AGREEMENTS

By Executive Director Paul Casey.

The Part-Time Employment Review for Sworn Officers (the Review), completed in February 2016, was provided with over 1,500 individual contributions that without exception proposed improvements to the existing part-time employment arrangements.

The calls for change by commissioned officers, OICs, managers, and part-time officers were resounding, consistent, and overwhelming in their logic to find a better approach to assist officers in managing the balance between work and life commitments.

**“The Review found the current business processes surrounding part-time employment arrangements for police officers are characterised by excessive levels of bureaucracy and delay.”**

While there were many prominent examples from across the length and breadth of the QPS where the management of part-time employment arrangements is exemplary, there were also significant individual contributions that were submitted that identified less than satisfactory outcomes, both for the part-time officer and the OIC or manager.

The Review found that the current business processes surrounding part-time employment arrangements for police officers are characterised by excessive levels of bureaucracy and delay. Elongated processes that do not currently contribute towards viable business outcomes engulf all stakeholders and create frustration and anxiety.

Irrespective of whether a Review contributor was a part-time officer, an OIC or manager, or a commissioned officer, it was apparent there are significant levels of negativity, disappointment, and even despondency among not only part-time officers but also OICs and managers when the topic of part-time employment is raised.

**“Elongated processes that do not currently contribute towards viable business outcomes engulf all stakeholders and create frustration and anxiety.”**

No stakeholder is being advantaged by the current approach that is in place.

Officers in Charge and managers had valid complaints and expressed significant levels of dissatisfaction with the current process in relation to culture, funding, delegations, process delays, vacancy management, and service delivery obligations.

In circumstances where OICs and managers are compelled to maintain service delivery outcomes, the balancing act they are collectively forced to perform when approving part-time applications is incredibly difficult.

From a part-time police officers' perspective, the level of stress and the lack of flexibility in relation to some determinations being made is upsetting, when these officers are trying to manage the balance between work and family.

The level of uncertainty and anxiety the current system creates for their future arrangements is clearly unacceptable.



In an effort to overcome some of these stereotypical attitudes, the Review has considered it necessary to rebrand terminology referencing 'part-time agreements' and have it replaced with the term 'Flexible Hours Agreements'.

It is considered that 'Flexible Hours Agreement' more accurately captures the changed employment arrangements that a police officer is seeking by making an application to their OIC or manager.

A fresh opportunity with a new policy and a more streamlined business process will provide all stakeholders with a tangible commitment from the QPS of their intention to continue to pursue improvement and better outcomes for the future.

**“There is genuine commitment to create workable solutions that will improve the system of part-time employment arrangements for police officers.”**

Despite the significant issues of concern the Review has identified, a sense of optimism was also predominately detected within the workshop processes; there is genuine commitment to create workable

solutions that will improve the system of part-time employment arrangements for police officers.

Officers across all ranks energetically engaged and tussled with barriers and impediments that they perceived as being crucial in the change process.

There is no doubt that significant opportunities exist to improve the current system of part-time employment arrangements that affect police officers.

Since putting forward the 26 recommendations resulting from the Review, 14 recommendations have been implemented through changes to the *Industrial Relations Act 2016* and amendments to the *Queensland Police Service Employee Award – State 2016*.

The remaining recommendations are supported with a new policy and guidelines that were drafted in consultation with Employee Relations, PSBA, and other key stakeholders.

Pending formal approval of the new policy, with further consideration given to changes in financial arrangements and HR modelling to facilitate the proposed improvements, the QPS will implement a dedicated change management strategy that will positively affect the culture and workplace behaviours surrounding flexible working arrangements.

## IMMEDIATE DELIVERABLES

Some quick wins identified through the Our People Matter consultation were announced for immediate implementation in 2018.

Each and every one of these actions has direct linkages to those ideas, suggestions, and comments provided by members and their families throughout 2017, including:

- more opportunities to engage in physical activity
- preventative health care information and resources
- more support for mental health
- workplaces that are sociable, fair, connected, and support a work/life balance, and
- greater support for retiring employees.

These initiatives are the start of a process by the QPS, in partnership with the QPU, to execute and implement the strategy.

The Our People Matter Steering Committee, which the QPU is a part of, will continue to progress through 20,000 ideas and comments captured during consultation to identify new programs and services or improve existing ones.



## WELLNESS CONNECT

Wellness Connect is a quarterly health and wellbeing e-newsletter for QPS employees and their families.

Wellness Connect features real life stories from our people and their families about personal or workplace achievements in health and wellbeing.

The e-newsletter is also the first communication in the QPS to announce Safety & Wellbeing events, services, products, and updates on the Our People Matter Strategy.

Wellness Connect is delivered to your inbox in February, May, August, and November, with a special Christmas edition in December.

To subscribe to Wellness Connect, visit [ourpeoplematter.com.au](http://ourpeoplematter.com.au) and click on the Wellness Connect menu header.

To submit an article for consideration, e-mail [ourpeoplematter@police.qld.gov.au](mailto:ourpeoplematter@police.qld.gov.au).



## Wellness Connect

OUR PEOPLE MATTER



What Members/Families Wanted	What's Being Provided
More opportunities for physical activity	PCYC gym membership for all members Station Fitness Equipment Program
Preventative health care information and resources	Our People Matter station kiosks Continuation of QPS provided vaccination programs Health and wellbeing webinars
More support for mental health	equipt wellbeing app Extended access to 1800 ASSIST 1800 4 QPS DFV helpline Improved marketing of support services available to employees and families Chaplain family liaison role
A workplace that is sociable, fair, connected, and supports a work/life balance	Flexible Working Arrangement Policy (new policy) and education Workplace Champions Program Our People Matter activity app and events calendar Realign 'WH&S Committees' to 'Our People Matter Committees'
Greater support for retiring employees	'Life beyond the Service' seminars Financial literacy webinars External job portal

## WHAT DO WE DO NOW?

By Rosemary Featherstone,  
Workplace Health & Safety Officer

Taking a holistic approach to employees' health and wellbeing may be easier said than done, but it can be achieved with the right infrastructure and a change in culture that places some importance in an individual's needs, wants, and desires.

The Our People Matter Strategy will help to assist and develop the right infrastructure for the QPS and its employees.

So, how can we promote this transformation and ensure organisational change?

We start with infrastructure changes and that is happening within the Service. The QPS has always had good programs and good people who provided support and assistance, but for most of us we were unaware of what that looked like and who could help.

Our People Matter is addressing the lack of knowledge. Expansion of membership in the newly aligned WHS Committees to Our People Matter Committees will see a greater sharing of knowledge between HSRs, TSAs, PSOs, RTTWCs, and FSAs.

Safety & Wellbeing and the QPU have provided employees with the equipt app, which provides tools and practical strategies to help strengthen physical, emotional, and social wellbeing.

An Our People Matter activity app is currently being developed that will identify activities around the state. Lastly, a catalogue of QPS Safety & Wellbeing services is being prepared that will be made available on the OPM website for access by both employees and their families.

...but, what is the biggest barrier towards this organisational change?

The biggest barrier is removing the

cynicism by changing an individual's behaviour. Cynicism is not an emotion. It is an internal state that's made up of our thoughts, feelings, and behaviours. It colours our perception of what we see: what we feel and how we act in the world.

**“The biggest barrier is removing the cynicism by changing an individual's behaviour.”**

Members may have many reasons not to trust, and they can provide ample evidence of disappointment at many levels. While cynicism is sometimes justified, it can corrode our spirit and sap our energy unless the strong feelings it evokes drives us to constructive action.

If unchecked, the feelings that fuel cynicism can also take a negative toll on our relationships, mental and physical wellbeing, families, colleagues, and the organisation in general.

So to improve one's own situation, we are asking members to change some behaviours. Behaviour change involves putting new skills and habits into practice every day. Practice creates new experiences and new experiences create the neural pathways that help to make the habits stick.

**“The strategy cannot be blamed when one individual within the organisation fails to meet the vision and organisational goals of the four priorities.”**

Even when organisational strategies and policies are put in place and designed to be supportive, we know that some work environments and some leadership practices can help or hinder the vision and mission of Our People Matter.

We have all heard the old adage: 'One bad apple can spoil the whole bunch'. Some of us have identified and labelled a whole group of people as not caring about staff or colleagues, and we tend to believe they are and will continue to engage in negative workplace behaviours.

The Service may have individuals who are less than supportive, and they should be identified so that staff and management can address the individual negative workplace behaviour. But in most cases, we need to recognise that by and large, the men and women of the QPS do care for each other.

**“We need to recognise that by and large, the men and women of the QPS do care for each other.”**

The Our People Matter strategy document is a piece of paper that will assist in developing a framework or create the building blocks to make changes for us as individuals, for our families and our colleagues, and of course for the organisation. The strategy cannot be blamed when one individual within the organisation fails to meet the vision and organisational goals of the four priorities.

The success of this strategy and continued long term development of strategic outcomes will take the hard work of everyone. We cannot let it go

when we hear someone whine '*... do our people really matter?*' when one individual fails to act in the spirit of the strategy. We need to identify an individual's bad behaviour to our Union representatives, who may be able to address it.

We all need to lead by example. Employees are much more likely to change their behaviour when they see their leaders (a shift supervisor, an OIC, or even a more experienced officer to a younger officer) demonstrate and support the strategy's philosophy.

Another way to create behavioural changes is to develop strong and trusting relationships (between your team, between you and your bosses, etc). With mutual trust and respect, we can all better handle any changes that may need to come.

Lastly, one of the best ways to achieve behavioural changes is to have a genuine level of conversation. Sit down with your colleagues, sit down with your bosses, and have the discussion about why things need to be done or changed and what roles we can all play in creating that shift. For most of us, we are simply looking to understand the motivation behind the changes.

The Our People Matter Strategy has no end date because it will continue to be modified and changed to meet ongoing needs. There were over 20,000 suggestions received during consultation, and for some of them, a response, answer, or solution is not going to be easy: it will take



**“One of the best ways to achieve a behavioural change is to have a genuine level of conversation.”**

research and time to develop. Those suggestions, thoughts, and ideas will become the basis for new projects and initiatives.

The key to the success of this strategy is that we *all* take responsibility and contribute to making an impact in your station, your district, your region, and the organisation. Even a small project, initiative, or event will go a long way to demonstrating that we are all committed to each other.

The road is long and we will have hiccups along the way, but the simple

act of listening and communicating at all levels will see a long term strategy that will continually evolve for the betterment of all employees and their families.

The QPU will continue to work in partnership with the Service and will continue to raise our member's concerns. The QPU and the QPS have a mutual goal of ensuring that we are doing everything possible to improve the health, safety, and wellbeing of our people, families, and workplaces.

**THERE COULD BE A CRITICAL INCIDENT AHEAD!**

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

**QUEENSLAND POLICE UNION**

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



# OUR PEOPLE MATTER



ourpeplematter@police.qld.gov.au

**The development of this QPS strategy has taken more than two years and will continue to grow into the future! The QPU would like to thank:**

### **The Our People Matter Project Team**

Safety & Wellbeing Principal Advisor and Project Manager Juanita Saltmer

QPS Health Education Officer Ashley Walton

QPS Culture and Engagement Officer Carl Roberts

### **The Our People Matter Steering Committee**

Current Chair – QPS Deputy Commissioner Tracey Linford

Past Chair – QPS Deputy Commissioner Brett Pointing

QPU General President Ian Leavers

QPS Deputy Commissioner Bob Gee

QPS Assistant Commissioner Brian Codd

QPS Assistant Commissioner Paul Stewart

QPS Executive Director Paul Casey

QPS Director Colin Anderson

QPS Principal Advisor Juanita Saltmer

QPU WHS Officer Rosemary Featherstone

Inspector Mark Kelly

Senior Sergeant Brad Rix

Dale Frieberg – Commissioned Officers Union

Kurt Marsden – PSBA

Deb Fennell – Together Union

**And special thanks to a number of special people who had the vision and tenacity to initiate this project:**

QPU WHS Committee Chairman Peter Thomas

QPU WHS Officer Rosemary Featherstone

QPS Deputy Commissioner Bob Gee

QPS Safety & Wellbeing Director Colin Anderson

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# Thinking and Rethinking about Women in the Police

By Dr Jenni Jones, Senior Lecturer in HR & Leadership, University of Wolverhampton.  
Supplied by the Police Federation of Australia.

**This article gives a brief overview of women in the workplace generally and then more specifically women in the police.**

**The** changing nature of the police and some key issues are discussed in relation to recent research, with ideas offered in terms of what more could be done to create a more gender diverse workforce at all levels.

## 1. Women in the workplace generally

There are more women in the workplace. Changes in demographics, greater international competition, and potential skills shortages have forced businesses to recognise and support the development of the increasing number of economically active women and minority groups within the workforce (Perrons, 2003; ONS, 2015).

The structure of employment has also changed in a way that has favoured women, with a shift towards a more flexible service focused economy, whereby typically women tend to be over-represented.

Women have changed their attitudes towards the workplace too; better access to education and opportunities has helped to create increased aspirations for independence and fulfilment, resulting in women now being more likely to stay in the labour market throughout their working lives, with or without childcare responsibilities (OECD, 2012).

So, it is agreed that women and men are equal in ambition, ability, and commitment in the workplace, however it remains that women have not attained equality of job

opportunity with men and that their productivity potential has not been utilized to its best (OECD 2012).

There continues to be gender differentiation in job opportunities both horizontally and vertically in the labour market (Gianettoni and Guilley, 2016). Horizontally, in respect of gendered occupations, and vertically, whereby men are still over-represented in the higher levels. The police force is a good example of both of these.

The good news is that there are more women in senior positions. Globally this is 24% (Scott, 2014), in the UK this is 21% (Gordon, 2016), and in Australia this is 28.5% (WGEA, 2016). The bad news is that there are still 33% of all businesses globally who do not have any women within their senior management teams, 36% in the UK who do not, and 25% in Australia who do not.

**“The good news is that there are slowly becoming more women within leadership positions within the police, but the bad news is that this is still very slow, and not keeping up with the changing pace of other organisations.”**

For women, there are no signs yet that the glass ceiling is going anywhere and indeed there is a sense that it has been replaced by a ‘glass labyrinth’ (Eagly and Carli, 2007; Hoyt, 2010), which involves the well-known

glass ceiling but also a concrete wall (the organisational culture creating obstacles) and a glass cliff (whereby women are promoted in times of organisational difficulty, which increases their chance of failure).

All of which are typically created by and within the organisations themselves. We also still have the ‘sticky floor’, typically created by women themselves (Shambaugh, 2007).

In short, the question is: are things getting better for women in the workplace or just becoming more complex?

## 2. Women in the Police

There is a relatively short history of women within the police and women are still strongly underrepresented within the police worldwide (Veldman et al, 2017). In a number of countries, women now make up at least 25% of

all police officers (Porter & Prenzler, 2017).

Policing is still very much a male dominated profession with a well-established organisational ‘cop



culture' (Reiner, 2012) throughout the world (Archbold & Schulz, 2012).

This 'cult of masculinity' (Waddington, 2006) creates an environment whereby the masculine qualities of physical strength, aggression, and brotherhood are valued (Mossman et al, 2008) and negative stereotypes about women still prevail.

This perpetuates clearly drawn lines dividing masculine and feminine roles and can be seen through more men within the more physical, firearm-type roles, and more women within more domestic or child-related roles. This has created continued problems with stereotype threat and institution-level discrimination towards women in the police (Kleinlogel and Dietz, 2016).

This masculine culture historically makes sense based on the original purpose of the police being to ensure social control and public order on the streets. However, in the last few decades, the purpose of the police role has developed beyond fighting crime on the streets and into a more socially responsible, community-focused role.

This in turn has created a shift in relation to the composition of the jobs available towards more supportive, victim support-type roles. There is still a need for the macho, more physical approach, for instance when dealing with the increase of terrorist threats, but the majority focus of the police is now towards supporting the community and not fighting with it!

The increase in cybercrime, too, and therefore the need for increased resources within intelligence has again changed our original notions of what a police officer might do. In theory, this should have opened up more opportunities for women, and as a result created a more gender reflective, more equal workforce.

Interestingly, recent research within the police has shown that women are

not different to men in terms of their decision making at the time of arrest (Stalans & Finn, 2000) but that they may be less likely to use physical force (IACP, 2002), and so have a reduced amount of complaints (Porter & Prenzler, 2017).

Also, women are more likely to use communication skills to resolve a dispute (National Center for Women and Policing, 1999). In times of a changing, more community-focused police force, these are surely qualities that we need more of.

According to Brown et al (2006), in order for women to gain cultural integration and to progress within the police there needs to be a critical mass of 35% female police officers. In the UK Police, 29% of all police officers are women (BAWP, 2017), with 23% in senior ranks (Allen and Dempsey, 2016).

The picture is not dissimilar in Australia, with 32.6% women (WGEA, 2016) and a range of between 20-28% of women in senior ranks, as reports differ depending on Police Departments (Prenzler & Sinclair, 2013).

For both examples, having recruitment rates at almost a third and a sense that there is promotion of some women into leadership positions is a very positive change, however the advancement of women up through the ranks has clearly not kept pace with the increases in hiring at the officer level (Archbold & Schulz, 2012).

So, the good news is that there are slowly becoming more women within leadership positions within the police, but the bad news is that this is still very slow, and not keeping up with the changing pace of other organisations.

Also worryingly, recent evidence suggests that the momentum in terms of growing numbers of women in policing is slowing down and that

'more focused, proactive, measures are needed to support women's entry into policing and career development' (Prenzler & Sinclair, 2013:15).

### 3. So, how can we create a more gender diverse workforce in the Police?

Governments have helped to drive change through various pieces of legislation (for instance the *Equality Act 2010*) and various reviews (for instance, The Home Affairs Committee Police Diversity Report 2016 in the UK) together with organisations instigating

**“There is a new way of working within the police now, and so there are different skills and behaviours that make an effective police officer, and indeed make for an effective working environment.”**

their own targeted affirmative action initiatives including mentoring interventions, high potential leadership development programmes, flexible working arrangements, and positive-action recruitment initiatives in an attempt to redress the balance.

Clearly, though, these activities are not enough, as there is a slowing pace of women's entry and progression within the police.

Perhaps with a sense of urgency, it is time for the police to review its organisational culture and the behaviours that are both explicit and implicit within it, and seek to reward those that are acceptable and deal with those that are not.

As discussed, there is a new way of working within the police now, and so there are different skills and behaviours that make an effective

police officer, and indeed make for an effective working environment now, compared to the earlier years.

Another is to address the inequality in working practices. For instance, the general feeling is that less attention has been paid to police recruitment strategies (Archbold & Schulz, 2012) in respect of supporting women entering the organisation and progressing within it.

An increase in the number of women being recruited (at all levels) will help to reduce the socialisation issues that women may have traditionally faced when joining a strongly male dominated organisation, and will help to erode the 'all boys club' environment (Archbold & Schulz, 2012).

### **“Should we target and support women specifically to apply? In principle, yes. Should we give them a job within the police because they are women? No.”**

But should we target and support women specifically to apply? In principle, yes. Should we give them a job within the police because they are women? No. The right person needs to be selected for the right job, but women need to be targeted to know about the jobs in the first place and to be supported to know if it is right for them or not.

There is also a call to ensure the recruitment process is more objective and not over masculinised, and where possible seek to bring out the differences needed within the police and not attempt to treat and expect everyone to be the same (Robinson, 2015).

For instance, does there still need to be such a strong emphasis on the physical fitness tests, when many police roles now are carried out in offices and within cars? Perhaps more emphasis is needed on the importance of communication, negotiation, and problem solving skills.

### **“The right person needs to be selected for the right job, but women need to be targeted to know about the jobs in the first place and to be supported to know if it is right for them or not.”**

This is not to suggest that the recruitment process needs to offer preferential treatment towards women, but that the testing is fair and relevant to the changing job roles already discussed, and so would be a better fit for purpose for both men and women.

Once recruited, we need to ensure we create a healthy, internal pipeline to support the talent (both men and women) within the organisation in terms of how new police officers are inducted, trained, and developed. Identifying supportive role models and having them act as mentors is one way of doing this.

This does not have to be just women mentors (because with limited women at senior levels, this may not always be practical either), but men would make powerful advocates and sponsors for women too.

It is important that women do not rely on women only for their support, because women do not always have the necessary networks and knowledge of what opportunities are available at the higher levels that their counterparts do.

Research has shown that women police officers who support their fellow women police officers through mentoring can gain impressive results for both parties (Jones, 2017) but this

is true of mixed gender mentoring schemes too.

Other personal development programmes are helpful too, but affirmative or positive action programmes, although clearly helping to offer support where workplace

practices do not, can also serve to create a wider divide and segregation between men and women.

Women make powerful role models: they can be inspirational, they can act as useful sounding boards when the workplace is challenging, and the sense is that women have a responsibility, as women to other women, to support them in their ambitions (Silvestri, 2003).

Interestingly, though, some research has shown that women do not always wish to support other women and indeed sometimes go to great lengths to distance themselves from other women, because they prefer to work with men (del Carmen et al. 2007).

Perhaps some women wish others to experience and learn from the same struggles they had to endure, to earn their rightful place, but this is not typical of most women. However, it reminds us that it is important not to assume all women want to help other women, nor expect that all men will help other men.

Addressing the organisational culture, the recruitment strategy, and the induction and development processes are all areas that may help to address some aspects of the complex 'glass labyrinth', but there is always the 'sticky floor'.

Women (as do men) can create their own barriers to entry into the police in relation to their own knowledge, skills, and confidence to join and progress within the organisation. Women need to take time to recognise their own strengths and consider how these influence their choices within the job market, while accepting that sometimes sacrifices need to be made for their career progression.

They can choose to or not to, but this needs to be driven by themselves and not be stopped by barriers put up by organisations. At a time when there is a need for more senior men in the police to open up the working practices and the career pathways for women, particularly into senior positions, perhaps it is time for women to be more proactive to help themselves and to help each other.

In short, if we want to get that critical mass beyond 35%, we need to help each other, but be mindful that we need to involve men more too!

*References available by request.*



**OUR LEADERS ON TWITTER ON INTERNATIONAL WOMEN'S DAY**

**AnnastaciaPalaszcuk** @AnnastaciaMP · Mar 7  
 Our state's first woman MP Irene Longman wasn't allowed to eat in the dining room, only the verandah.  
 Irene achieved a lot from her lonely table for one.  
 Now half of our state's Cabinet are women.  
 We've come a long way and there's still more to be done.  
 Happy #IWD2018 ♀



Jackie Trad, Kate Jones, Shannon Fentiman and 5 others

**Deb Frecklington MP** @DebFrecklington · Mar 7  
 We should celebrate women's achievements everyday #IWD #thanksbel #qldpol

11 7 34

# Book Review My Dark Companion

By Phil Notaro

**Shaun O’Gorman was a Queensland police officer for 13 years, spending nine years in the Dog Squad. He left the job suffering severe PTSD and clinical depression, and battled suicide for many years.**

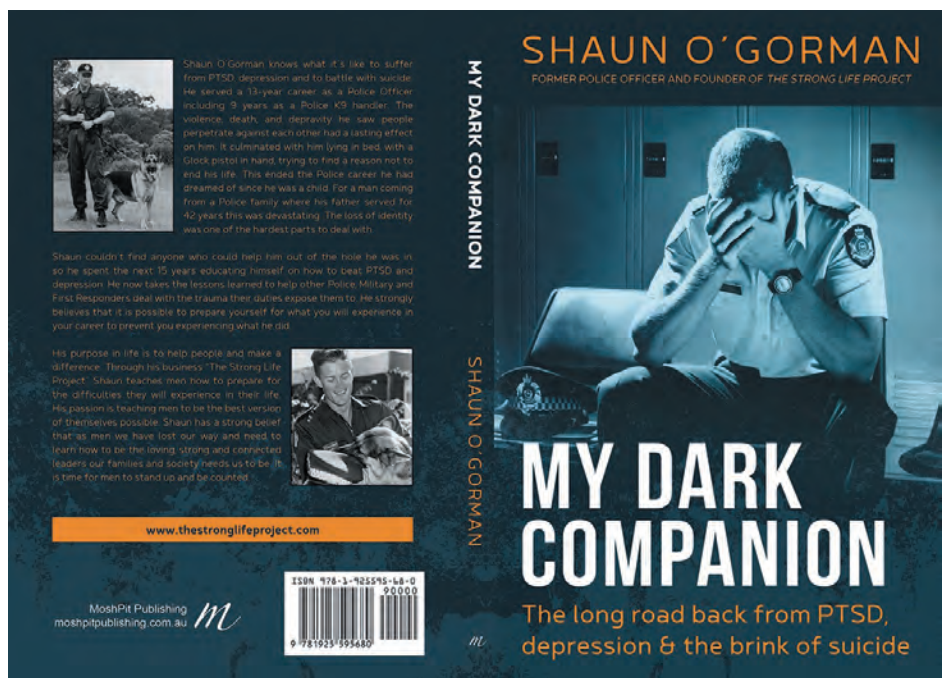
**He** now speaks to police to help address the stigma about getting help for mental and emotional trauma in the hope he can help stop other people getting to where he was. He has spent the past 16 years educating himself and working through his own demons and problems to where he now lives a great life doing what he loves: helping others.

Shaun published his first book *My Dark Companion* in 2017 and this journals his life, with the main focus being on his police career and the impact of what he saw and experienced. Having read his book, and speaking to others who have, the overwhelming take away message for me is that you never know what is going on behind ‘The Mask’ Shaun talks about.

To anyone who knew him or worked with him, he was a very dedicated and driven police officer who seemed to love what he did, and never would I have imagined he was struggling with the demons he talks about in his book.

He comes from a strong police family with his father, John ‘Bluey’ O’Gorman, being a well-known and respected QPS member for 42 years, as well as the QPU President through the Fitzgerald Inquiry (arguably the most difficult time for Queensland police).

In his book, Shaun talks about the immense pride he had being a police officer and how he dreamed of that career his whole life. I have known



Shaun and Bluey for well over 25 years and both these men epitomised to me what being a good cop was all about.

Their loyalty and commitment to their mates was evident in everything they did. For me to read this book and understand the challenges and struggles

*Shaun O’Gorman*  
MoshPit Publishing  
Hazelbrook, 2017  
RRP: \$35.25

I spoke to Shaun about why he wrote this book and he said, ‘I wrote it and bared my soul because I never want anyone else to go through what I did.

**“If one person takes some confidence from this and realises that there is help out there and a way through the tough times, then my embarrassment and fear is absolutely worth it.”**

Soggy went through really surprised me, because from the outside looking in, it is not something I would have ever imagined was true.

For so many years I was terrified of anyone finding out I was struggling because I felt like such a coward and a failure.



'To write all of these "secrets" in a book and publish for the world to see challenged me immensely, but if one person takes some confidence from this and realises that there is help out there and a way through the tough times, then my embarrassment and fear is absolutely worth it'.

Soggy is currently travelling the state delivering Critical Stress Training workshops to QPS members and the feedback we have received so far has been extremely positive. What is evident to me as I talked to him about the book and the presentations is that he was hesitant to come back into the QPS. He feared being judged a coward because of how he left.

The surprising thing he told me is that he has found the extreme majority of police very welcoming and appreciative of what he is doing. He said, 'I am blown away by how supportive and positive the response has been from Constables all the way through to Chief Superintendents and Assistant Commissioners.

'I truly believe the tide is turning and the job and the Union are working together for the best outcome for the men and women in blue shirts. I am not naïve enough to think it is perfect but it has come a long way from 2002 when I left the job'.

I have attended one of Soggy's workshops and the response from the

attendees was very positive. I believe it should be compulsory for every QPS member. The insights and information he has gathered and collated through his own lived experience is invaluable in helping educate and raise awareness for all police.

Even though I have known him for over 25 years, there was much of his story I had no idea about and it highlights to me the need for us all to band together and look after each other. We need to create a culture where asking for help is not only accepted but encouraged, and where we never back off asking the tough questions of our mates.

**"There is no-one else coming, so we need to look after ourselves and each other."**

As Soggy said in his presentation, 'As police we are all trained to never show emotion and always act as though we are in control. The problem is that when we use these same skills to hide the struggles we encounter, it can be a devastating outcome'.

For me, the overwhelming takeaway from Shaun's book and presentation is this: there is no-one else coming, so we

need to look after ourselves and each other.

If you haven't seen his presentation, you need to. Or alternatively, read his book. The early warning signs and the information he presents ticked many boxes for me and many others I know. I think the lived experience from one of our own makes it far easier for us to identify the early warning signs in ourselves and our mates.

*My Dark Companion* is available on Amazon.

Check out Shaun's project at [www.thestronglifeproject.com](http://www.thestronglifeproject.com)

Contact Shaun at [shaun@thestronglifeproject.com](mailto:shaun@thestronglifeproject.com)

# Police Recipes

## BEETROOT BLISS BALLS

As part of the Our People Matter launch on 27 February, the dieticians from Safety & Wellbeing prepared these bliss balls and held a competition for attendees to taste them and guess their ingredients.

Watchhouse Officer Steven Marshall and his refined tastebuds won a \$250 Hello Fresh voucher for identifying the most ingredients (as listed below).

These bliss balls make a great afternoon snack. They will satisfy your sweet tooth and give you long lasting energy levels thanks to their high fibre content.

The recipe makes about 20 balls, so keep them in the freezer and you'll have delicious, healthy, high fibre snacks ready to go for a few weeks.

### What do I need?

- 1 cup dates, chopped
- 1/4 cup beetroot, finely grated
- 1/4 cup spinach, finely sliced
- 1 1/4 cup almond meal
- 1 cup shredded coconut
- 2 tablespoons chia seeds

### What do I do?

- 1). Place all ingredients except coconut in a high-speed food processor and process until smooth.
- 2). Roll into roughly 20 little balls.
- 3). Roll the balls in shredded coconut.
- 4). Place balls in freezer and leave to set for 1 hour.

*Recipe adapted from Kidspot.*



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

# From the Archives

## POLICE WELFARE, 1934

### FIRST POLICE BALL To Aid Welfare Club

To improve the lot which the well-known song declares is "not a happy one," and, at the same time, to augment funds for their proposed welfare club, members of the Queensland police force will hold the first Police Ball at the City Hall on August 1.

The feet that tread the weary beat on Brisbane's hard-paved streets will trip the light fantastic to the most modern dance tunes. But the brawny arms that encircle fair partners will not be clothed in the gauntlets of the "man on points" or the silver-adorned sleeves of the non-commissioned officer, for those who succeed in the scramble for leave on the night of the ball will attend the function in civilian dress.

### FIRST POLICE BALL.

### TO BE HELD IN AUGUST.

Brisbane has had many balls, but never before has one been held under the auspices of the Queensland police. Following the formation of the Police Welfare Club, it has been decided to hold an annual ball, the first of which will be held under the patronage of the Governor (Sir Leslie Wilson) in the Town Hall on August 1.

A STRONG committee has been formed and is working hard to see that all arrangements are made for the entertainment of patrons. Ned Tyrrell's Regent Band of 15 instruments will supply the music. Arrangements for a sit-down supper have been placed in capable hands. Tickets are now available, and can be obtained at any police station. Alcores may be reserved by communicating with the hon secretary, Mr J Maddock room 4 School of Arts Ann Street, phone B9553.



Three debutantes with Miss Eileen O'Donnell (one of Queensland's first female police officers) before they were presented to the Governor Sir Leslie Wilson at the Police Ball.



Police recreation room in the old Roma Street police station.



The Governor inspecting the Police Welfare Club library with Commissioner Carroll in 1938.

In 1934, the fledgling Police Welfare Club decided a Ball would be just the ticket to 'improve the lot' of Queensland's police officers, which 'the well-known song declares is not a happy one'. With funds raised from the Ball, a library and recreation room were later established.

Source: The Queensland Police Museum: PM0445, PM1382, PM1721.

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

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# Police Living

## CAR DASHBOARD MOBILE ALLIGATOR CLIP

Looking for the ultimate car phone holder? One that will provide the perfect viewing angle without giving you a crick in your neck? One that won't throw your phone or navigator on the floor around every corner? This clip allows for easy insertion, angle adjustment, and removal with one hand. It also has a sturdy grip for stable positioning on your dashboard. It fits all smartphones and is flexible, portable, and easy to use.



### FEATURES

- Innovative, minimalist design
- Strong, reliable grip
- Universal fitting compatible with all smartphones (up to 6 inches)
- Dimensions: 12cm x 4cm x 6.5cm
- Weight: 130g

Got a photo of you and your police mates off on a trip somewhere? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au), and you might see yourself in the next Journal.

# Out and About



gǒunián jíxiáng

## 'GOOD LUCK FOR THIS YEAR OF THE DOG'

On Sunday 25 February, the QPS Dog Squad attended the ChungTian Temple Cultural Open Day to help celebrate the Year of the Dog for 2018. Dog Squad handlers, police dogs, and puppies were invited to attend this very special occasion which was the first QPS Police Dog Blessing ceremony.

The Venerable Chueh Shan, the Abbess of the ChungTian Buddhist Temple in Priestdale, provided a special blessing to the Dog Squad to help keep them safe and wished all the officers and their dogs peace and harmony while performing their duties.





# THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.

**QUEENSLAND POLICE UNION**



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

# 2018

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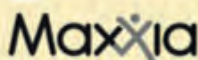
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## Get Fit, Get excited, and Get to Mandurah!

The Australasian Police and Emergency Services (AP&ES) Games are a biennial event held throughout Australia and New Zealand. The 17th Games will be hosted within the City of Mandurah, Western Australia, between 28 October and 3 November 2018.

The Games are open to all serving members, retired members, and registered volunteers of eligible agencies. Eligible agencies include Police and Law Enforcement Agencies and Emergency Service Agencies. Eligible competitors are either full time or part time employees (sworn and unsworn), registered volunteers, or retired personnel from eligible agencies from Australia, New Zealand, Indonesia, Singapore, Papua New Guinea, and the Pacific Islands. Competitors must be 18 years or over at the time of the Games.

The Games seek to provide a positive sporting, cultural, social, and tourism experience for all competitors and accompanying persons, while fostering positive physical and mental benefits for participants. The Games provide a unique opportunity for the wider community to recognise the contribution made by first responders throughout Australasia.

There are over 50 sports on offer at the 2018 AP&ES Games, so you can safely say there is something for everyone.

Only an hour south of Perth, Mandurah and the Peel Region offers everything from beautiful coastlines to Jarrah forests, all within a short drive. This diverse region is Perth's natural adventure playground made up of the City of Mandurah and the surrounding Shires of Serpentine, Jarrahdale, Murray, Waroona, and Boddington.

The Organising Committee of the 2018 AP&ES Games invites eligible participants to join us in Mandurah for what will be the *Extraordinary Games for Extraordinary People!*

For more information please head over to our website:  
[www.apandesgames.com.au/](http://www.apandesgames.com.au/)





## QPU Scholarship Program 2018

- *Does your daughter love swimming and is she competing at the Nationals?*
- *Is your son a computer genius who has been invited to participate in a special event?*
- *Does your daughter love singing and has she been accepted into a state or national choir?*
- *Is your son playing rugby at State Championship level?*

The Queensland Police Union invites members with children who are achieving excellence to participate in the QPU Scholarship Program.

Your child must be participating in a sporting, arts/cultural, or academic event that occurs during the 2018 calendar year (1 January to 31 December 2018) and is at a state, national, or international level.

Demonstrating excellence in their chosen field is the key criteria, and financial need is not a consideration.

**Applications close on Friday 28 September 2018** and all 2018 applications will be presented to the Scholarship Committee for their review and recommendation to the QPU Executive. Applications are reviewed only once a year.

Application forms are available at the QPU office:  
217 North Quay, Brisbane.

Applications are to be returned via e-mail to [scholarship@qpu.asn.au](mailto:scholarship@qpu.asn.au)

*For any assistance, please contact Rosemary Featherstone on  
3259 1900 or [rfeatherstone@qpu.asn.au](mailto:rfeatherstone@qpu.asn.au)*

# Sexual Assault Counselling Privilege

By Natalie Smith, Solicitor, Gilshenan & Luton Legal Practice

## Queensland law now recognises a new category of privilege: sexual assault counselling privilege (SACP).

**SACP** is a statutory privilege which was inserted into the *Evidence Act 1977* by the *Victims of Crime Assistance and Other Legislation Amendment Act 2016*. While the Act was passed in 2016, these provisions came into force on 1 December 2017.

**“A ‘counsellor’ means a person who has training or experience in counselling other people and sees the victim in the course of their paid or voluntary employment.”**

Importantly, they are not retrospective and therefore only apply to charges laid after that date.

The privilege seeks to protect the therapeutic relationship between a victim of a sexual assault offence and their counsellor.

It will apply:

- To counselling for offences of a sexual nature, but is not limited to counselling arising specifically from the offence in question
- To ‘counselling communications’ between the victim and a counsellor, including verbal and written communications made by either party in the course of counselling.

It will not apply:

- To communications made to or by a health practitioner about a physical examination conducted as part of an investigation into an alleged sexual assault offence
- To counselling performed by a religious representative

- To communications between friends and confidants.

A ‘counsellor’ means a person who has training or experience in counselling other people and sees the victim in the course of their paid or voluntary employment.

The privilege is absolute during pre-committal criminal proceedings. Both sides are unable to subpoena, produce, or otherwise use, inspect, and copy protected counselling communications in such proceedings.

In post-committal criminal proceedings (such as a trial or sentencing proceedings) or in domestic violence hearings, there is a qualified privilege: the leave of the court is required.

There is a requirement that the person subpoenaing the records (usually the defence) give written notice to the counsellor and the other party (usually the prosecution) that an application for leave has been made. The prosecutor must then give a copy of the notice to the victim.

Generally, the court cannot make a decision until at least 14 days after the written notice is provided, but there are some exceptions, such as if there was previous notice given, if the victim consents, or if there are exceptional circumstances.



A court cannot grant leave unless satisfied (and the onus is on the requesting party) that:

- The communication will have substantial probative value
- There are no other documents containing the same evidence
- That the public interest in admitting the communication ‘substantially outweighs’ the public interest in preserving the confidentiality of the communication and protecting the victim from harm.

**“These amendments are based upon the similar NSW legislation and bring Queensland into line with the rest of the country.”**

In deciding whether it is in the public interest to grant leave, the court may also consider a written or oral statement made by a victim outlining the harm they’re likely to suffer if the application for leave is granted.

These amendments are based upon the similar NSW legislation and bring Queensland into line with the rest of the country. They represent a substantial amendment to the Queensland criminal law and are a significant advance in the rights of sexual assault victims.

# Police Health



## HEALTH CHECK FOR YOUR HEALTH INSURANCE

So you've just been told you'll be paying more for your health insurance from 1 April and it's no April Fool's joke. What can you do about it? Make sure you're getting the best bang for your buck.

We know that's easier said than done. Between exclusions, excesses, and co-payments on hospital cover, plus benefit limits and sub-limits when it comes to Extras, there's a lot of complexity to wade through in order to understand just what you're paying for. The 'too-hard basket' is surely full of people's intentions to reassess their private health insurance.

But there are some real, tangible advantages to reviewing your cover – both financial and medical – and now's the best time of the year to do it. *So let's get you started.*

### 1. Look beyond the price (for now): focus on the cover.

We're conditioned to get 'quotes' when researching health insurance, but focusing on price gives us just part (if that) of the picture. The real value comes from reviewing benefits alongside the premium price. Focus your research first on understanding what is and isn't covered, and to what extent.

### 2. Do the maths

If you're forking out good money every time you visit your dentist or physio, or buy glasses, perhaps your Extras cover isn't meeting your needs. The amount a health fund product will pay back on Extras services varies dramatically. Have you considered you may be better off paying

for higher quality insurance so you spend less at the provider's counter and are covered for the unforeseen?

### 3. Don't get caught out by T&Cs

Comparing hospital cover isn't about predicting what health services you may require, but feeling confident you'll be covered if and when you need it. The most common causes of dissatisfied consumers are exclusions and restrictions. Keep this top of mind when you're reviewing your cover. Trust us: it's better to check off on these now than be hit with more bad news when you're already faced with a trip to hospital.

### 4. Pay attention to the 'other stuff'

It may sound silly, but do you trust that your health insurer will look after you when you need them?

Ask yourself:

- Are you happy with their customer service? Can you talk to a real person without waiting on hold forever?
- Do they have a good reputation? Are current members satisfied or are there a stack of complaints sitting with the Ombudsman?
- Is it easy to make a claim?
- Are you free to visit the provider of your choice?
- Are there any benefits that really set them apart? (Do they have a rollover benefit? Is ambulance cover included?)

### 5. Take a shortcut

Health insurance staff are poised and ready to provide 'benefit comparisons' for you. It's their job, so make use of it. Having a

real person help you compare covers has a lot of advantages over using comparison websites that often only sort based on price and basic details. So once you've narrowed down a list of potential insurers, ask each to do a benefit comparison with the other insurers on your list. Refer to steps 1-4 when you review the information they give you.

### ONE TO ADD TO YOUR SHORTLIST...

If you're reading this, chances are you're eligible to join Police Health. It's a restricted access private health insurer, but as part of the Queensland police family, you and your family will meet the eligibility criteria needed to join.

Here's why that's such good news:

- **98% MEMBER SATISFACTION RATING:** Ask around or do your own research online. The reviews speak for themselves.<sup>†</sup>
- **VALUE FOR MONEY:** When you compare apples with apples, Police Health's premiums are usually lower than those of other insurers.<sup>§</sup>
- **GENEROUS BENEFITS:** Police Health pay 80% of the service fee on most Extras claims.\*
- **NO EXCLUSIONS, EXCESS, OR CO-PAYMENTS ON HOSPITAL COVER:** Police Health's cover is simple, so you won't get caught out.\*
- **KEEP UNUSED BENEFITS:** The funds that are part of the Police Health Group, including Emergency Services Health, are the only funds in Australia to provide a Rollover Benefit. This means that for many Extras



services, any unused annual maximum benefit not claimed during one calendar year can be rolled over to the following year.\*

- **CHOOSE WHO TREATS YOU AND WHERE:** Police Health gives you the freedom to choose your preferred hospital, doctor, and any other service provider.^
- **100% AMBULANCE COVER INCLUDED AS STANDARD:** For emergency transport, clinically required non-emergency transport, and treatment not requiring transport.\*
- **HASSLE-FREE CLAIMING:** Police Health members can easily make claims using a mobile app, or by swiping their membership card at most providers.
- **NOT-FOR-PROFIT AND MEMBERS OWN:** Members are the top priority: there's no shareholders or overseas owners.

For a benefit comparison against your current provider or other insurers you're considering, give Police Health a call on **1800 603 603** or e-mail [enquiries@policehealth.com.au](mailto:enquiries@policehealth.com.au)

† hirmaa member satisfaction survey 2017

§ Contact us and we'll help you do a benefit comparison

\* Waiting periods and other conditions apply

^ Provided they are recognised by us

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They will steer you in the right direction.



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



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – March 2018

### State President:

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

### State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### THE NATIONAL POLICE SERVICE MEDAL

Just recently a long standing member got hold of an application form and hopefully has completed and forwarded it to the Honours and Awards Unit for processing. If you know of someone

who has not applied for the Medal, it is never too late. Recent presentations of the Medal: At the Hervey Bay branch meeting on 16 January, Superintendent Craig Hawkins presented the Medal to Stewart Archbold; at the 23 February meeting of the Far North Queensland branch, Chief Superintendent Brett Schafferius presented the Medal to Ray Stubbins; at the Gold Coast Christmas Luncheon on 8 December, President Russell Robertson presented John Soppa with the Medal; and at the combined meeting held at the Tenterfield Golf Club on 2 March, Inspector Brian Cannon presented the Medal to John Rockley.

### LUNCHEON ATTENDED

I was able to attend Redlands Luncheon at the Redlands Sporting Club on 27 February. More on the Luncheon appears in the Redlands branch segment.

### FUTURE LUNCHEONS

**22 May – Sunshine Coast** – Headland Golf Club – Roly Dargusch 5479 4651

**10 July – Gold Coast** – Twin Towns Services Club – Neil Raward 0402 417 584

**1 August – Southern Downs and Granite Belt** – WarwickTafe College – Monica O'Mara 0438 154 834

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

### NEW MEMBERS

- Former Superintendent Stuart Eric Barlow, Gold Coast
- Former Senior Constable Vicki Sherilyn Lee, Near North Coast
- Former Sergeant Axel Michael Pfuhl, Logan-Beenleigh
- Former Inspector Antony Kevin Wood, Rockhampton
- Former Senior Sergeant Helen Kay Barnett, Brisbane

- Former Sergeant Nicholas Glaser, Near North Coast
- Former Detective Superintendent Peter John Savage, Brisbane

### NEW ASSOCIATE MEMBERS

- Shelagh Barlow, spouse of new member Stuart Barlow, Gold Coast
- Donna Marie Dicker, partner of new member Tony Wood, Rockhampton
- Robyn Mary Flexman, spouse of member Peter Flexman, Redlands
- Margaret Alice Hackett, spouse of member Nev Hackett, Gold Coast
- June Lane, spouse of member Bill Lane, Gold Coast
- Yvonne Ann Siganto, spouse of member Wally Siganto, Gold Coast
- Barbara June Thornton, spouse of member Des Thornton, Gold Coast
- Narelle Bohn, spouse of member Terence Bohn, Ipswich

### OBITUARIES - MAY THEY REST IN PEACE

**Members:** Life member and former Inspector Neils Victor Jensen, 20 December, 89 years, and former Constable 1/C Hedley William Lawrence Green, 3 February, 91 years.

**Non-Members:** Former Sergeant 2/C Raymond John Carroll, 20 December, 76 years; former Superintendent Graham Harold Lynagh, 28 December, 88 years; former Superintendent Ronald Michael Rynders, 3 January, 87 years; former Sergeant Neil Keilor, 4 January, 89 years; former police officer Neville Osborne, 11 January; former police officer Russell Sydney Rowe, 19 January; former police officer Malcolm Francis Whitney, 4 February, 71 years; former Sergeant 2/c Thomas William Dorrett, 6 February, 93 years; former police officer Colin George Tapsall, 6 February; former Sergeant 2/c Desmond John Stocker, 27 February; and former Inspector Malcolm John Churchill, 28 February.

**Family:** Margery Lorraine Frese, wife of member Bruce Frese, 15 December, 77 years; Michael William Fitzpatrick, father of member Paul (Marty) Fitzpatrick, 20 December, 88 years; Graham Allan Lena, father of deceased police officer Sondra Lena, 6 January; Jan Rackemann, widow of Leo Rackemann, 17 January; and Gabrielle Ann Flynn, former QPS Museum Curator, 19 January, 73 years.

**Serving members:** Detective Sergeant Matthew Grice, 30 December, and Senior Sergeant Troy Salton, 23 February.

## QRPA CERTIFICATES

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

- Raymond Frederick Brand, Logan-Beenleigh
- Anthony Frank Dawson, Hervey Bay
- Ray Charles Smith, Townsville
- Terence Harold Bohn, Ipswich
- Benjamin Harold Robertson, Brisbane
- Noel Edward Stone, Far North Queensland

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

- Lyndon Warren Brandt, Far North Queensland
- Graham James Cook, Far North Queensland
- Kay Cecelia Halford, Logan-Beenleigh
- Adrian Richard Hall, Redlands
- William Henry Larkman, Bundaberg
- Donald Alfred Charles McLeod, Redlands
- Malcolm Keith Foi Nichols, Logan-Beenleigh
- George Henry Stolz, Near North Coast
- Ronald Edward Vincent, Brisbane

### 90 and over

- Cecil Arthur Horne, 92 years on 6 January (Ipswich)
- Douglas Richard Levingston, 93 years on 9 January (Brisbane)
- Gordon Robert Schultz, 91 years on 17 January (Townsville)
- Kenneth David Leane, 93 years on 27 January (Darling Downs)
- Graham Adrian Dank, 93 years on 4 February (Gold Coast)
- Albert Crawshaw, 93 years on 9 February (Brisbane)
- Francis Gillick Donaghue, 96 years on 21 February (Brisbane)
- Keith Frederick Chandler, 92 years on 18 March (Townsville)
- Evan Glynn Griffiths, 94 years on 22 March (Near North Coast)
- Kevin Thomas Weise, 91 years on 30 March (Darling Downs)
- Spencer Moray Hale, 92 years on 31 March (Brisbane)

## AROUND THE BRANCHES

### BUNDABERG

The 23 February meeting was held at the Bundaberg RSL Club. Vice President Bob Materna chaired the meeting. Welfare: Mary and Ian have been busy. The funeral service of Elwyn Jones was well attended by members and Mary provided support for Judy at the service. Mary has been in contact with Joan Bick, wife of the late Sel. She is now legally blind but still lives at home. Both officers visited Gordon Storer who is now back at Riverlea High Care facility after a stint in the Bundaberg Base Hospital. Medical staff sorted out his medication. Bob Hayes

was back from Brisbane after having surgery to fix his eye problems. He is slowly getting back to normal and was able to attend the meeting. Russell Crook was able to attend the meeting also. John Read was also at the meeting; he has been looking after his wife Maree who has been to Brisbane with medical issues. Mary and Ian have also been in contact with Keith Lipp who is going along OK. Ken Strohfeldt was unable to get to the meeting due to water over his access road into Riverview. It was resolved to again go ahead with the Police Legacy Bowls Day in May this year. It will be 30 years this year that the branch has run this day. It was announced that the Secretary, Grannie Pearce, and Treasurer, John Francis, will not be standing for re-election this year.

### GOLD COAST

The 6 February meeting was held at the Currumbin RSL Club. Treasurer Neil Raward provided a detailed report and costings for the annual Christmas function held at the Lone Star Tavern in December. It was an outstanding success with 62 guests and two police widows attending. An excellent buffet Luncheon was served and the branch provided a President's Shout throughout the afternoon. Approximately 60 raffle prizes were handed out along with the lucky door prize which was provided by Raelene Williams of White Lady Funerals. Don Braithwaite paid tribute to the branch executive for their efforts over the past year. The social meeting was held at the Nerang RSL Club on 22 February and the 29 March BBQ will be hosted by Denis and Jan Chalker. Welfare: Robyn Stokes and Kerry Cullinan have been receiving treatment for serious medical issues. Guest speaker: Neil Raward spoke about the 1973 murder of baby Deidre Kennedy at Ipswich.



*President Russell Robertson presenting John Soppa with his National Police Service Medal.*

### GYMPIE

The Christmas lunch was held at historic Gunabul Homestead on 5 December and was attended by 33 members and guests. Everyone had a most enjoyable time, so much so that next day some members attended the Bundaberg Christmas lunch which was another grand fare. The 7 February meeting was held at the Country Club. Welfare: President Laurie Pointing read out Welfare Officer Chris Sang's report. Shane Moss has not been

well and is fighting an on-going illness. Mary, wife of Col King, had a fall and was recovering from injuries. Jim and Val Scott are doing okay but having trouble with mobility. Rex Allison was not well enough to attend the meeting. Guest speaker: Senior Sergeant Darren Grieves spoke briefly on policing the Cooloola Coast area, the police region, and particular problems. He has been stationed at Tin Can Bay for a number of years and is very familiar with the area and difficulties.



*Pam and Bruce Dorman, winners of the lucky door prize at the Gympie Christmas Luncheon.*



*Mary King, Helene Milner, and Jeanette Breen at the Gympie Christmas Luncheon.*

## LOGAN-BEENLEIGH

Club Beenleigh was the venue for the 18 January meeting. It was sad news to hear that Trevor Spencer lost his wife, Lynette, after a long illness. Our President Max Moloney attended the funeral and offered condolences. An application to join was received from Axel Michael Pfuhl and was recommended for acceptance. Guest speaker: Welfare Officer Gerry Stevens, who spoke about police murders. Our meeting on 15 February was yet again another success, with 38 members and guests attending at Club Beenleigh. Our guest speaker, Chief Superintendent Ben Marcus, gave us a great talk on policing and the future planning in Logan as well as the plans for the up and coming Commonwealth Games being held on the Gold Coast. Our branch continues to grow, with membership now at 95. I would like to take this opportunity to remind serving officers to consider membership on retirement. The QRPA is a great way to keep in touch with mates and members as well as keeping up with the news from the old job. In any event, come along to a meeting. You may be pleasantly surprised. Remember, we even welcome serving officers at meetings. Keep well and remember: With Honour We Served. *(Terry Ahearn, Secretary.)*

## SUNSHINE COAST

The 23 January meeting was held at the Headland Golf Club. John Richter has transferred from Brisbane to the branch. He was welcomed to the meeting by President John Walker. It was resolved that members who attended the 27 February meeting be provided with a meal and one drink at the expense of the branch, and also to donate \$500 to cancer research at the Princess Alexandra Hospital. Sergeant Kyle Bates and Senior Constable Murray Lyons from the Sunshine Coast Water Police were the guest speakers for the month. They related the history of the Water Police on the coast, discussed the new vessel they will take delivery of soon, and also spoke of some interesting events they have had to deal with on the coast. The meeting on 27 February was well attended and the offer of a free meal and one free drink to members, partners, and guest speakers in attendance—'Captain's Shout'—was well received and enjoyed by all. President John Walker exhorted all in attendance to buy extra raffle tickets in appreciation of the shout. Guest speaker: Jean Haimes of Nambour Hospital was introduced to the meeting by Welfare Officer, Margaret Williams, a long-time friend. Jean spoke of her 40-year history as a nurse: she commencing working as a nurse at 17 in Maryborough and later nursed in Mount Isa, Bundaberg, and Roma, where she met her husband. She mentioned Nambour was a 400 bed hospital until the construction of the Sunshine Coast University Hospital, when it was reduced to 100 beds; it will increase again due to growth in the region. Jean also spoke fondly of the relationship shared with police throughout her career. Her address was very entertaining because she related anecdotes of tough times that were interspersed with humorous incidents, which made memories all the more memorable. At the end of the meeting, the President advised that branch members Patti Neideck-Collins, a member since 2010, was heading off to Biggera Waters on the Gold Coast, while John Lewis, a member since 2012, and wife Barbara, were building a new home at Coral Cove, south of Bargara, and would be moving there in the near future. President John thanked them on behalf of the branch for their support and friendship and wished them all the best in the future. (John won a bottle of red wine in the raffle as his send-off gift).



*State President Greg Early presenting Jack Dunn with his Veteran Member Certificate.*

## SOUTHERN DOWNS AND GRANITE BELT

The 12 January meeting was held at the Warwick RSL Club. President Laurie Bell welcomed everyone including Inspector Brian Cannon, his wife Jill, Sue Burgess, and her father Eric Hopper. It was resolved to hold the Annual Luncheon on

1 August. Welfare: Col Elsdon update. Hugh Middleton has moved to an aged care facility in Warwick. Member Eric Hopper is residing with his daughter, member Susan Burgess, in Warwick, and like her has transferred his membership to the branch. Secretary Monica O'Mara introduced Deborah Wheeler: mother, author, and publisher. Deb spoke about her publications and offered to provide suggestions/advice to members on researching and family tree publications. The 2 March meeting held at the Tenterfield Golf Club: President Laurie Bell welcomed everyone including Inspector Brian Cannon, his wife Jill, and the NSW members of the New England branch of RPA. Welfare: Col Elsdon update. Treasurer Kay Cliffe is not well, Jim Seymour is recovering, and Ted Forbes was in ICU at Prince Charles Hospital. Inspector Cannon presented John Rockley with the National Police Service Medal. The Inspector took the opportunity to acknowledge the wives and partners of serving and retired police officers, and talked of keeping up with the constant changes within the QPS, the sadness experienced by many serving and retired officers at the loss of officers, and challenges faced. Keith Stafford (Brisbane) and John Rockley (Gold Coast) have transferred their membership to this branch.



Inspector Brian Cannon presenting the National Police Service Medal to John Rockley.

## ROCKHAMPTON

The Convention Room at the Frenchville Sports Club was the venue for the 7 February meeting. President Barry Self presented Hanna Franks of the Frenchville Sports Club with a certificate of appreciation for the assistance she gave to ensure the Annual Dinner was a success. Guest speaker: Robert Schwarten, a well-known Rockhampton identity and former member for Rockhampton and Minister of State Parliament. He spoke on the nine times he acted as Minister for Police. Applications for membership were received from Tony Woods and Donna Dicker and were recommended for approval. A letter of thanks from Queensland Police Legacy was read to those present in regard to our donation of \$700. A copy of the letter was e-mailed to Councillor Rose Swadling who contributed to the donation. A BBQ at the Beach will be held on 18 March. Welfare: Cavill Heywood advised Gloria's absence from the meeting was because she had to attend her doctor regarding her recent knee operation. President Barry Self suffered a sprained ankle that he was still getting over. He also had problems as a result of medication he received at the hospital.



President Barry Self presenting a certificate of appreciation to Ms Hanna Franks of the Frenchville Sports Club.



Zen of Yeppoon Meats is presented with a certificate of appreciation by Cavill Heywood and Graham Weeks.

## MACKAY-WHITSUNDAY

The 17 February meeting was held at the Souths Suburban Bowls Club. Welfare: Barry Downs reported on his activities during the past two months and brought members up to date on the health problems and present condition of members: Merv Fisher, Tony Wynn, Col Duncan, Thele Downs, Ernie Hocking, and Ray Hodgson. Merv, Col, Ernie, and Thele had good recovery reports. Tony Wynn still has problems. However, his condition had improved over the last few weeks following a change in medication. Ray has ongoing problems which will incur frequent trips to specialists in Townsville. Barry also requested that we forward a thank you letter to the Townsville branch for their members' visits to Ray in Townsville Hospital recently. Social report by Secretary Dennis Hansen: Seven members enjoyed a social get together at Sorbellos restaurant and former Sergeant Dan Graham had expressed some interest in joining the Association. Margie Kussrow wishes to donate a birthday cake in appreciation for assistance received from Dennis Doring and John Lovi when she was involved with the branch.

## IPSWICH

The 11 January meeting was held at Brothers Leagues Club. Vice President John Behm chaired the meeting. Welfare: Chairman John McCrae was admitted to the Wesley Hospital suffering from a severe infection and was transferred to the oncology ward in isolation. 'Billie' King, Denise King's mother, had a fall just before Christmas and fractured her pelvic bone. At the time of the meeting she was recovering in the Esk Hospital. Also at the time of the meeting, Len Yarrow was in St Andrews Hospital in Ipswich with a bladder infection. Cliff Dieckmann was suffering from pneumonia. Doreen Edwards was receiving treatment for an ongoing blood issue. Bob Latter reported that he and Beverley recently visited Merle Wallace

and she has her ups and downs. Bob Latter produced a copy of an article in *The Queensland Times* on 30 December about the James Sangster memorial in Browns Park, North Ipswich. This is where the National Police Remembrance Day service is held each year. Bob informed the meeting that while working with the Ipswich Council, he had been instrumental, along with others, in having the memorial refurbished at a cost of \$100,000. An article on this memorial is now on the QRPA website – [www.qrpa.asn.au](http://www.qrpa.asn.au). Guest speaker: Charmaine Davis. She has been a QPS Ipswich District Administration Officer since 2009. She is an emerging Aboriginal artist. She and her family love art in different forms including print work, photograph and painting. Her works have been acquired by the City of Sydney, Ipswich Art Gallery, and Grafton Regional Gallery. Guest speaker: Superintendent Brian Huxley. Brian provided an overview of current happenings within the Ipswich District and of commitments from the District for the Commonwealth Games. Discussion was also held on the long term proposal to build a new police complex in the Ripley Valley. Another meeting was held on 8 February. Vice President John Behm chaired the meeting. Welfare: Merv Adamson and Barry Cannon were having treatment for sun cancers. President John McCrae was unable to attend the meeting due to being hospitalised. Welfare Officer John Hawkins had visited Ken Farquharson and Vince Beutel. Maxine Renouf will edit the branch newsletter in future. Guest speaker: Senior Sergeant Pam Leech, officer in charge of POLAIR, who provided an in depth presentation on POLAIR that was well received by the audience. Pam provided a greater understanding of the role of POLAIR and of the major support provided to police attending everyday occurrences that would not be resolved without the eye in the sky. Pam's presentation is highly recommended to other branches.



Guest Speakers: Superintendent Brian Huxley and Charmaine Davis with Vice President John Behm.



James Sangster Memorial in Browns Park, North Ipswich.

## TOWNSVILLE

The branch met on 7 February at the Townsville RSL Club. Secretary John Urquhart acted as Chairman and gave a special welcome to Pam Barter, who because of illness had not been able to attend for some time. Reverend Horst Sauer spoke of the funeral of veteran member Bill Green. Welfare: Welfare Officer Gordon Thomas had visited Mackay-Whitsunday member Ray Hodgson in the Townsville Hospital. Associate member Jill Hardy had fallen and smashed her left shoulder. She had undergone surgery and was recuperating at home. Linda Janetzki was having some minor surgery on the day of the meeting. Treasurer John Cran spoke of the current illness of member Trevor Adcock, who at the time was in ICU in Cairns Hospital. Jim Lamont had had a chest operation. John Urquhart presented Brian Weston with a photograph of him receiving his National Police Service Medal from Commissioner Ian Stewart. Proceeds of the raffle conducted at the Christmas meeting by John and Jenny Urquhart—\$163.20—have been donated to the Queensland Police Legacy Scheme, and the branch also resolved to donate \$250 to the Scheme.

## GLADSTONE

The 7 February meeting was held at the Queens Hotel, Gladstone. A special welcome was given by President Darryl Saw to Senior Sergeant Jim Vogler. Welfare Officer Keith McCann indicated that Val Caterson was not well and had injured herself in a fall in the shower, suffering bruises and a chipped tooth. He visited Doug Jones and Marlene Archer. Doug is progressing very well following his hip replacement operation at Sunshine Coast Hospital in early January, with rehab at Nambour Hospital. Zoe Mortimer was in Gladstone Hospital after having a lump removed from her lower leg following a poor result from an earlier biopsy. Gail and Keith McCann visited Zoe and took her flowers; she had a skin graft and was in good spirits. Graham Cousins was in the Wesley Hospital following an operation on his heart. During the operation, Graham had a bypass and his heart valve replaced. Glenn Josefski was having his fortnightly immuno therapy treatment on the day of the meeting and Judith Saw was supporting him. Judith was going to visit Zoe Mortimer while Glenn was receiving treatment. Senior Sergeant Jim Vogler gave members an interesting address on the Gladstone Police Communications Centre and communication matters generally. The draft meeting calendar was discussed and approved. (Since the meeting, Gordon Jones was hospitalised

and on 5 March and he was transferred to St Andrew's Hospital, Brisbane for further tests.)



Senior Sergeant Jim Vogler addressing Gladstone members at the 7 February meeting.

## DARLING DOWNS

The 8 February meeting was held at the West Toowoomba Bowls Club. President Boyd Wilson opened the meeting by expressing his sympathies to Len Penrose and his wife on the passing of their son. Welfare: Bob Scarff stated that he had missed the Christmas Luncheon due to an adverse reaction to a dye used to check his arteries. He stated that he would be travelling to Brisbane for further tests and treatment. Alan Lane reported he had recently had a knee replacement operation. John Sullivan advised that he had attended the Sunshine Coast branch Christmas function and Kev Weise and Ray Briese attended the Redlands Luncheon on 27 February.

## NEAR NORTH COAST

The 19 February meeting was held at Woody Point. President John O'Gorman gave a special welcome to new member Nicholas Glaser. John addressed the members regarding issues in relation to finances of the branch and the QRPA generally. Discussion ensued about giving members the opportunity to get together with other old mates more often. The ability to travel to Annual Luncheons achieves this and it was resolved that the branch look at the use of subsidised bus travel to functions within a near radius of the branch. John undertook to inquire about acquiring a bus which he would drive.

## REDLANDS

The 23 January meeting was held at the Redlands Sporting Club. President Paul Fitzpatrick welcomed all and particularly new member Peter Flexman. An application by Peter's wife to join was recommended for acceptance. Paul acknowledged the success of the 2017 Christmas party and thanked Rosie Nicol for organising the event. He also thanked Jenny Hall for organising the hamper for the lucky door prize. Dave Stannard was presented with his Veteran Member Certificate by President Paul. The first of the QRPA Annual Luncheons for 2018 was hosted by the Redlands branch and once again it was well attended (approximately 86 attendees), with visitors from Bundaberg, Logan/Beenleigh, Toowoomba, Near North Coast, Southern Downs and Granite Belt, and Gold Coast. Mayor Karen Williams addressed the group and sang the praises of the beautiful Redlands and its strong community involvement, particularly with regard to the more senior of the population. Greg Early presented Adrian Hall with his Senior Certificate. Also attending were representatives from the Alexandra Hills Men's Shed who recently handcrafted new flagpoles and a polished wood flagstand for the Redlands branch. Attendees

praised the quality of the meal served on the day and offered congratulations to the organisers of the massive array of raffle prizes. Some were luckier than others when it comes to the winning stakes, but as they say, that's the luck of the draw. Redlands branch would like to thank everyone for participating, particularly those from other branches, and we, as a branch, will make every effort to reciprocate at similar events throughout the year. These Luncheons are a great way to support the Association as a whole and an even better way to catch up with old mates and share a drink and a yarn. (Sue Luskie.)



Polished wooden flagstand and flagpoles handcrafted by members of the Alexandra Hills Men's Shed.



State President Greg Early presenting Adrian Hall with his Senior Member Certificate.

## FAR NORTH QUEENSLAND

The 23 February meeting was held at the Tolga Hotel. Secretary/Treasurer Joe Jackson chaired the meeting in the absence of President Ian Swan, who in the Chinese year of the dog, was as sick as a dog. A special welcome was given to Chief Superintendent Brett Schafferius, and Bill Jeffries who was attending his first meeting. Congratulations were extended to Chief Superintendent Schafferius on being awarded the Australian Police Medal in the 2018 Australia Day awards. Graham Cook was presented with his Senior Member's Certificate by acting President Joe Jackson. Chief Superintendent Schafferius presented the National Police Service Medal to Ray Stubbins. Later, the Chief Superintendent provided a narrative concerning the logistics with respect to policing the Commonwealth Games on the Gold Coast. The Cairns deployment will cover the Convention Centre and athletes' accommodation for the basketball competition. Welfare: Welfare Officer Jock Macdonald advised that Trevor Adcock remained in hospital recovering from surgery, Maureen Bickhoff was in hospital with circulation problems, Kev Agombar was to have his pacemaker replaced on 7 March, Gloria Coogan is to have shoulder surgery early in March, and

widow Cath Finter was visited by Jock, John Thomson, and Joe Moran.



Graham Cook being presented with his Senior Member Certificate by acting President Joe Jackson.



Chief Superintendent Brett Schafferius presenting Ray Stubbins with the National Police Service Medal.

## HERVEY BAY

The 16 January meeting was held at the Hervey Bay RSL Club. President Grahame Gronow gave a special welcome to guest speaker Superintendent Craig Hawkins, District Officer, Wide Bay Burnett District, and Inspector Paul Biggin. He also thanked those members who attended the Bundaberg Luncheon, those who attended the Christmas BBQ, and those who supplied the little extras. Travellers: Bob and Dot Summers have returned from Norfolk Island. Welfare: Margaret Bradshaw has been in hospital having tests done on her legs. Roger Barlow is having trouble with his legs and Jim Collins was out of hospital and not doing too badly at present. Guest speaker: Superintendent Hawkins advised the members of his police history and of current issues for the Wide Bay Burnett District. He also took questions from the floor in relation to the service currently being provided to the community. The Superintendent presented a National Police Service Medal to Hervey Bay member Stewart Archbold. Grahame presented Ross Skyring with his Senior Member Certificate. A BBQ was held on 20 February at the Upper Part of Dayman Park, Urangan.



Superintendent Craig Hawkins presenting Stewart Archbold with his National Police Service Medal.



President Grahame Gronow presenting Ross Skyring with his Senior Member Certificate.

## VAN DIEMEN'S LAND

Hi from Tasmania. After some very hot weather the rain has come back but it is badly needed. The state is very dry and there are fire hazards in many areas. Our next meeting is on Wednesday 7 March at Bicheno. This is the first time we have met on the east coast. We intend to gather in Lion's park at 10:30 for morning tea and after our meeting and possibly after a short walk we will go to the local hotel for lunch. Though we only meet four or five times a year we try and move around to different parts of the state. We have just had Don McKean down for a visit and I know he met up with a lot of old workmates. Keith and Lyn Bunkum are also travelling down here at the moment and we hope they can get to Bicheno. Until next time, stay safe. (Andy Beasant, President/Secretary.)

If travelling in Tasmania and looking for accommodation please support our members:

Gretna Green Hotel – Lyall Highway, Gretna  
Phil and Colleen Sharpe  
03 6286 1332 [sharpet401@bigpond.com](mailto:sharpet401@bigpond.com)

Wilderness Hotel – Lyall Highway, Derwent Bridge  
Dave and Carol Fitzgibbon  
03 6289 1144 [derwentbridgewildernesshotel@bigpond.com](mailto:derwentbridgewildernesshotel@bigpond.com)

Stone Cottage – Main Road, Ross  
Steve and Val Kummerow  
03 6381 5444 [svkummerow@hotmail.com](mailto:svkummerow@hotmail.com)

Touchwood – 31 Church Street, Stanley  
Chris and Gretta Blom  
03 6458 1348 [enquiries@touchwoodstanley.com.au](mailto:enquiries@touchwoodstanley.com.au)



# THERE COULD BE A CRITICAL INCIDENT AHEAD!

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Statewide Novated Leasing Pty Ltd ("Statewide") is an approved supplier under the Queensland Government panel arrangement Novated Leasing Services QGP0026-16. The arrangement commenced 7 November 2016 for a period of three (3) years with an extension option of up to two (2) years. From 7 November 2016, all Employees who wish to access a motor vehicle using a novated lease must use one of the approved Salary Packaging Novated Leasing Panel Suppliers to arrange, organise and manage the lease. The novated lease will continue to be administered through the Salary Packaging Administrator.

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