

# POLICE

MARCH 2022

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



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## COVER STORY

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## POLAIR WINGS SPREAD

Strong advocacy from the Queensland Police Union has resulted in a significant upgrade and expansion of the Polair fleet with a new contract to include three new helicopters, drones, and fixed wing aircraft.

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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**SUBMISSIONS:** The Journal accepts letters and articles to be considered for inclusion.

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## IAN LEAVERS

**It's very pleasing to report that our police colleague in the Northern Territory Constable Zach Rolfe was acquitted of a murder charge and two other alternate charges in March after a lengthy trial in the Darwin Supreme Court.**

This prosecution should never have been initiated and there are some serious questions to be answered by the Northern Territory Police Commissioner and his Executive Leadership Team about why they had such a desire to charge Zach just four days after the incident and before a Coronial Inquiry and other internal investigations could be conducted.

I attended the hearings and saw the evidence presented and it only reinforced my view that Zach Rolfe was lawfully entitled to use his firearm and take the course of action he did, mainly because he was using his training and defending himself and a colleague from a violent dangerous offender who had already stabbed both officers.



*A beaming smile from Constable Zach Rolfe after the trial, grateful for the support from police in Queensland.*

The QPU and Police Federation of Australia supported Zach Rolfe from the outset and through the entire legal process. There was a fundamental reason; to ensure this action did not set a terrible precedent that could

put at risk the livelihood, liberty and careers of Australia's 66,000 police who respond every day never knowing what they will face.

After the verdict was delivered Zach's father Richard told me in states like Queensland where police are forced to draw and use their firearm they are supported and that's what is meant to happen. It's pleasing to see the reputation and actions of your Union are recognised as the best in Australia.

### DOMESTIC VIOLENCE

Recent coronial inquiries have again highlighted the complicated web that's been woven dealing with domestic violence and it appears again all of the blame is being sheeted towards our members on the frontline.

We admit sometimes mistakes are made and that is never pleasant to confront. There are times when police could have done better dealing with an incident, however domestic violence legislation is cumbersome, time consuming, problematic and in many cases simply unworkable.

Police are on the frontline of dealing with domestic violence in the community while many other agencies who are meant to have domestic violence response as their core business are asleep at the wheel and literally at home in their beds operating only during business hours Monday to Friday leaving the hard work to be done by police at any hour of the day or night.

On March 10, the Police Commissioner distributed an email to all police across the State about domestic violence, in the message Katarina

Carroll admits there have been failures and acknowledges the work is difficult and relentless and 'if we do not do what is expected of us it is quite simply unacceptable'.

My interpretation of this email is clear the community expects we conduct a thorough and full investigation on each and every occasion, we all need to be cognisant of this and the evidence is obvious the Service will throw you under the bus when it comes to inquiries and ethical standards investigations.

My view now is if you are tasked with a domestic violence job and it takes 4 hours or 4 shifts you stay with the investigation. Take the time and only deviate if someone's life is in danger then return to that DV.

This is bound to cause a backlog of jobs and code priority calls for service but that will be the responsibility of management to handle the workload and arrange appropriate and additional overtime to cover the demands. There can be no exceptions to this and the culture of senior police needs to change to be adaptive to the priority set by the Commissioner.

Training has also come into the spotlight during the coronial inquiries. The QPU has always supported face to face learning for recruits and during the COVID pandemic suspension we understand this became a necessity but it is now obvious this has been to the detriment of frontline police.

At the QPU 2021 annual conference the delegates unanimously supported a prompt return to face to face learning



in all aspects of recruit training, detective training and OST.

### POLAIR

Our Polair unit and Remote Piloted Aircraft team will receive a significant boost with the Treasurer Cameron Dick agreeing to invest \$53 million dollars to lease and operate three new helicopters and expand the RPAS fleet.

A decade ago I pushed for the establishment of a police helicopter and had some strong opposition along the way but since it's inception the tactical benefit and situational awareness the helicopters have delivered has proved its worth over and over.

Again I've had to stand against the lobby groups demanding a dedicated helicopter for Townsville and Cairns, they may have good intentions but have forgotten about the practicality of how a helicopter will operate over a city with a large domestic airport and in Townsville's case a Defence base in the same area.

Flight paths and controlled flight zones cannot work in harmony with what a Polair unit will need to do.

RPAS is a far better solution and most importantly the frontline operational officers in Townsville and Cairns tell me that's what will best suit their needs and tactics.

The drones will be full military specification and have an array of sensors and an ability to send live video to a commander on the ground to make solid assessments and workable safe solutions to apprehend offenders.

I've also put the Government on notice that if new technology becomes available through the life of this contract to 2034 I will again be knocking on the door of Cabinet to amend and extend the deal so our people are safe and have the best equipment available.

### PROMOTIONS

The QPU achieved a significant legal milestone against the QPS in regards

to ensuring the promotions system is fair and equitable so positions and transfers are awarded lawfully and on merit however another issue has arisen concerning relieving opportunities.

Sadly we have seen processes have been ignored and people have been appointed to positions based on who they know or have a connection with. Disturbingly there have been occasions when a person has been selected for a relieving opportunity and sometime later the expressions of interest go out only to satisfy the rules. I want complete transparency and to end this deceitful practice.

Some very good candidates have been ruled out immediately because travelling and accommodation allowances would need to be paid. This process must cease immediately. It's a very short leap to bastardisation and a failure of transparency.

Relieving positions and opportunities must also be based on merit putting people with appropriate skill sets into higher duties placements. It is not only fair but will help officers in their career and professional development.

### DELIBERATE ACT

In March three of our members were injured when their general duties iload van was apparently rammed by an offender fleeing a crime scene at Caboolture.

The impact was intense and crushed both vehicles, severely injuring a Senior Constable who was driving the police van, a First Year Constable in the front passenger seat and a recruit in the rear seats. It took emergency services some time to clear them of the debris and get them to hospital.

QPU Executives mobilised rapidly and attended the scene and hospital providing support to our members and their families. As President it was important to be there assisting our colleagues and ensuring their loved ones had the security of knowing the Union was available to clear any

obstacles and they were receiving the best health care possible.

This incident is another example of just how unpredictable and dangerous frontline policing can be.



*The damage to the police vehicle was dramatic and fleet services will review the Hyundai's crew protection devices.*

The alleged offender survived and is expected to face multiple charges. The QPU will be encouraging the service to lay the most serious charges possible and follow through with prosecution.

I know this incident may have increased the anxiety of some of our members particularly at Caboolture following the death of Dave Masters. I encourage you to reach out to Blue Hope for support or contact the QPU at [queries@qpu.asn.au](mailto:queries@qpu.asn.au)

### FLOODS

The unexpected and extensive flood crisis in South East Queensland again showed the community look to police for leadership, compassion and bravery in times of crisis.

Many of you worked long hours, took manageable risk and provided assistance above and beyond the call of duty. It's something police do without a second thought assisting their communities. I'm sure many lives were saved by the quick thinking actions of our members in these flooded areas on the ground and above through Polair and drone operators.

Unfortunately the responsibility of retrieving those who lost their lives in floodwaters often fell on the shoulders of police dive teams and later scenes of crimes officers providing forensic

support for coronial inquiries. It is one of the most unpleasant tasks of being a police officer but a crucial role in providing answers for the families of the deceased.



Recruits get into the dirty work assisting flood recovery efforts in Brisbane.

I'd also like to praise the actions of the recruits from the Oxley academy who stepped up to help with the community clean up when the floodwater receded. This experience will be a memorable moment in their careers and also establishes how important the community values the police.

#### ILBV

After nearly a decade of development the Integrated Load Bearing Vests are in the final phase of testing. While the officers involved in the procurement project over time have changed I have been steadfast in my support for the QPS providing the best possible vest available. One pleasing aspect of this project is the design of the ILBV is what we asked for, not an off the shelf model a company thought we should have.

The initial testing confirmed the heat mitigation properties were exceeding expectations and the combination of soft armour will be significant in reducing bladed weapon injuries and provide increased protection from blunt force trauma.

At this stage, the rollout is due to start towards the latter part of this year. I encourage every member to look at the ILBV with an open mind, take the time to have it fitted correctly and take the advice of reducing unnecessary extra equipment on the vest.

You can read more about the fit, form and function trials for the ILBV in this edition of the Journal.

#### TOWNSVILLE STADIUM

After months of negotiation with the State Government it was pleasing to see the old Cowboys Stadium in Townsville will remain a public asset and accommodate a new police complex that will initially house 120 police in Kirwan.

The facility doesn't officially have a new name but it will bring together frontline general duties police, specialist units and the district office into a fit for purpose building. This type of complex will provide modern amenities and have design features that have been initiated by our members.

I have been working with Police Minister Mark Ryan on significant upgrades across the State and we are now reaping the benefits of new capital works and facilities that suit our needs not what a builder or other government department decided would be suitable.

Demolition works on the existing stadium will begin during the middle of this year with construction of the police complex beginning in 2023 and open by 2025, however the Premier has assured me if streamlining can be



One of the short listed ILBV's in the final trial with the removable hi-vis cover.



done to have the construction finished earlier everything will be done to get the facility opened sooner.

### BAOCC

I recently had the opportunity to undergo my firearms re-qualifications and in-service training at the Bob Atkinson Operational Capabilities Centre at Wacol.

The \$52.8 million facility opened in 2020 and the firearms ranges in particular are outstanding. The instructional staff are the best in their field and I can see how they are producing great results with recruits and staff that is the envy of other States and Territories.

### Ian LEAVERS

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*The firearms training staff at BAOCC are world class and have developed techniques and practices that produce quality results.*

Sometimes our protectors  
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**GIL DYETT**

## EXTREME WEATHER

**What a big few days it has been. Firstly, it was a rain event as big as 2011, but then those claims have been exceeded. There has been death and misery with extreme flooding and damage to property in southern Queensland. This has not only impacted the population living down, there but as I get around Cairns and communicate with our colleagues in far north Queensland, everyone has family and friends who have been impacted by the rain and storms. It is going to be another massive clean up for all of those people involved.**

We had been dealing with the ongoing impact of Covid-19 on the population, the economy, and society in general, and now this extreme weather event.

Thoughts and prayers go out to everyone who has lost a loved one. It is also heartbreaking for people who have lost property and possessions with the storms and extreme flooding that has damaged and destroyed homes.

One of the positives is the resurgence of the mud army to get the recovery phase underway. The insurance claims and clean up work that will be required is going to take months and months.

alone for 12 staff, with another 20 currently offline with various types of sick leave and injuries.

That is only talking about Cairns and yet the whole region is suffering, with numbers short everywhere in the Cape and Torres Straits.

We had a critical incident in the Cairns area with a single vehicle stolen car that crashed with a number of occupants inside the vehicle. This was a tragic incident that sparked an ESC and CCC investigation with the police who were involved.

to hear that the Government and the Minister have decided to give Cairns an extra 12 staff before the end of this financial year, and a further extra 50 staff for the Region before the end of the 2023 financial year.

I would like to publicly thank the Minister and the Government for listening and providing these extra staff members. I am very proud to be on the Executive of the organisation that represents you, as members of our Union.

I would like to think that I played a part in advocating on your behalf to get this Government to listen to our concerns and to react by providing us with these extra numbers. I can assure you that these staff will be very well received.

**“The Government and the Minister have decided to give Cairns an extra 12 staff before the end of this financial year, and a further extra 50 staff for the Region before the end of the 2023 financial year.”**

## STAFFING

In my last article I took issue with a ‘police spokesperson’ making a claim that the staffing levels were adequate in the Cairns District, and that includes the Far Northern Region.

As previously stated, I have been contacted by many and varied members of our Union asking about staffing levels: ‘Where is everybody?’ I was told we had vacancies in Cairns

Now we have criminal charges arising out of this incident, with a death and others with serious injuries. This matter will now go before the criminal courts so I am unable to comment any further. There will be a Coronial inquest.

The next thing, the Police Minister is in town to make an announcement that the Government has been listening to us and to my ongoing communication about staff shortages. It was pleasing

## TREE PLANTING

I had the pleasure of accepting an invitation to attend a tree planting ceremony in the Daintree area up at Cow Bay.

The organisation known as Daintree Life conducted a tree planting exercise of behalf of recently fallen officers Dave Masters and Brett Forte, as well as naval officer, a police horse, and a police dog. The trees were sourced locally and funded by donations in Brisbane.

The Daintree Life crew invited the Mossman Mayor and local police. I must say it was a lovely gesture of goodwill and support from Connie and David Pinson from Daintree Life. There



is no mobile phone service in the area, but the GPS co-ordinates are available from the website if anyone would like to visit.

**“The Regional Representative position for the Far Northern Region is up for election. I am nominating for this position, alongside another member. Please take the time to vote.”**

#### ELECTION

One last thing: the Regional Representative position for the Far Northern Region is up for election. I am nominating for this position, alongside another member. Please take the time to vote.

Please stay safe and enjoy what 2022 brings us.

#### **Gil DYETT**

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PETER THOMAS

**Welcome to 2022 where it appears old News can be new News and some managers are still trapped in the late 70s and early 80s with their managerial and leadership skills.**

In this month's journal article I am only covering the good and the downright ugly. It is hard to have any topics that fit the middle ground when the behaviour of some of our own members and senior management is so bad.

### THE GOOD

On October 1 2020 Police Minister Mark Ryan announced the \$30 million government commitment to the redevelopment of Kirwan Station. On 25 January 2022 Police Minister Mark Ryan attended the 1300 smiles site (old Cowboys football stadium) and the also Kirwan police station and re-announced the redevelopment of the Kirwan police station to be renamed the Kirwan police precinct.

This is a very welcome announcement; however I am hoping that we will not have another announcement announcing news that is now two years old. In Police Minister Ryan's address to officers from Kirwan police station he stated that the first stage of the new development should be officially opened in 2024.

On the 10th day of February 2022 Police Minister Mark Ryan announced the government commitment for 50 new police officers to be allocated to Townsville. This is a further re-announcement of the 2020 commitment for 150 additional police officers to be placed in the northern region.

I sincerely welcome the commitment but am reluctantly excited as it appears these commitments are dragging out and one would hope that they do not form part of a further government election promise in the upcoming election.

It has been way too long now that our police in this district have worked understaffed and in substandard, overcrowded, archaic conditions and the new Kirwan police precinct will be very welcomed. One would also hope that prior to any design that local management have the opportunity to provide input to the facility.

### THE DOWNRIGHT UGLY

The Working for Queensland survey 2021 clearly identified across the majority of the state that the trust in QPS Senior management was severely lacking. It was also clearly identified that the behaviours of some of our local senior management was poor - to say the least.

The first time in the history of the working for Queensland survey the 'free text comments' were removed from the reporting and one can only think this was due to the comments being so damning.

The working for Queensland results are buried so deeply that they are near impossible to locate, and it is apparent that the Commissioner and the Executive Leadership Team are reluctant to air the QPS dirty laundry.

The words; "Our people are our greatest asset" roles so easily our Commissioner and Executive Leadership Team members tongues and yet they entrust the same people to really bad managers. The sad thing is that most of these bad managers behaviours have been previously identified and they are allowed to continue unabated.

These behaviours are not being addressed by our senior leaders and in one location the behaviours of members of local management have amplified.

This is not the late 70's and early 80's where yelling and swearing at subordinate staff; treating people with contempt; not enabling equal opportunity in the workplace; nepotism being commonplace; and people not being treated with dignity and respect is acceptable any longer.

I admire and congratulate those that have been brave enough to come forward and report these behaviours so that they can be finally addressed through investigation

If you are being subjected to these type of behaviours I encourage you to report them to your local regional union representative who can assist you in having these behaviours addressed.

No person in any field of employment should go to work and feel unsafe, threatened, or limited in their career opportunities by management bullies.

Emotional intelligence, leadership qualities, and The Working for Queensland results should form part of the assessment for suitability for any senior officer in the QPS going for interview - wishful thinking - I know.

Until next month take care of yourselves and each other; call out bad behaviour in your workplace, take the time to attend your next branch meeting (now that the COVID emergency has passed we can recommence meetings), and remember: no union Rep= no interview.

**Peter THOMAS**  
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KEV GROTH

**As I sit here writing this article, all eyes are focussed on the Zac Rolfe trial in the Northern Territory. Police from all over Australia are watching because this trial could have serious ramifications across all jurisdictions. Police Federation of Australia CEO Scott Webber and President Ian Leavers have been up in Darwin to support Zac, his family, and the NT Police Association during this difficult time. As always, Unity Is Strength. Hold strong Zac: we are all behind you.**

There has been a lot of talk in the media recently concerning integrity issues in Government. We have also seen recently a Commission of Inquiry called into the CCC. These matters will be played out over the next six months, but what concerns me is the lack of transparency within our own organisation.

The annual *Working for Queensland* survey that we are all asked to take part in has become nothing more than a farce. Staff have no faith in the survey because the powers that be refuse to release information that is damaging to the organisation.

If the survey is truly used to get an accurate snapshot of the feelings and sentiments of your workforce, why hide the data?

The fact QPS management only release limited information and does nothing to address the concerns of its members is a reason why staff do not complete the survey, or treat it as a joke. If the QPS and Government are truly serious about honesty and integrity, it's time for true reporting.

### SDP

The circus that is SDRP continues to roll on. Moreton still has major issues and while I'm glad that Mackay has now been shelved as next to be gutted by this rollout, it concerns me that management are still looking at other Districts to confront the beast. Capricornia and Logan are being considered as the possible next stops.

What concerns me is that Moreton didn't have the staffing to make this work, and Mackay has also been scrapped in part due to staffing concerns. Well, here's the hot tip for QPS management: no District has the capabilities to run SDRP. Everywhere is short on the frontline! How is this possible, you ask?

For too many years the frontline has been robbed of staff to prop up other sections, start up boutique units, backfill country and remote stations, and generally fulfill any other issue that pops up. Management turn primarily to the frontline for resources. Enough is enough.

Until you adequately staff the frontline, no District will be able to attempt to implement SDRP. With the promised influx of 1,450 frontline staff by 2025, does it not make sense to wait until that staff is here?

Move on to another project, perhaps, like getting staff back onto the frontline where they are needed and belong. Then and only then should you look at rolling these models out.

### ILBV

As a panel member and due to the strict protocols surrounding this process, I am still limited in what I can say. Rest assured that the project is moving along and I soon hope to be able to reveal some much-awaited information to you all about this new bit of equipment. See the article in this Journal and stay tuned for more information.

### ASSET MANAGEMENT

Having worked in QPS facilities, we all know that we are working well below the poverty line as far as Government establishments go. Sure, we have some shiny new buildings out there, but we also have some that are well and truly past their used by dates.

The fact we still have stations and facilities that date back 50-60 years is a disgrace. Buildings have an operational life expectancy, as do officers. The QPS enforces a strict retirement age for its officers at 60 years of age. Well how about we enforce a retirement age for our buildings and workplaces?

No matter how many coats of paint you put on a building, once it's past its used by date, all you are doing is putting staff at risk. No other Government department puts up with conditions that police do.

You can put lipstick on a pig; it may look prettier but it's still a pig. If you want a truly engaged workforce, give them the facilities to operate in. A happy workforce is a productive workforce.

While we are at it, when we design a new station can we please ensure all relevant agencies are involved in the process? There is no point opening a multimillion-dollar facility if basic standards aren't met. Let's ensure the safety and wellbeing of our members is fully catered for and not left to be fixed after opening.

Finally, I am proud to have been re-elected to represent Central Region as your Executive member for another term. I will continue to be here to support you 24/7. We have a busy year coming up with EB negotiations commencing soon and many other projects still underway.

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

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

### **Kev GROTH**

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need protecting...**

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GRANT WILCOX

**SDRP**

**Wow: nothing's changed. The QPS would like to review the now defunct SDRP model in Moreton with the new Mackay model after giving Mackay a trial period of 6-12 months. Well, that's just great...NOT. Comparing apples with oranges and a system that is devoid of sufficient capacity to meet demand is not quality engagement.**

Too little too late, this is not an appropriate Band-Aid to fix the broken Moreton District. I have nothing from the Moreton District which identifies that the now defunct SDRP is being fixed. The same staffing issues, the same absence, the same lack of staff at appropriate times.

Members are being pushed to get to jobs, and there is a manipulation of statistics to generate more acceptable service delivery times. The QPS may fool some, but those who are still here know the truth.

The answer is simple: get your numbers right so that capacity meets capability to service demand. Most importantly, do not roster your capacity and capability to minimums and then have no plan for maintaining minimum staffing levels when absence impacts service delivery.

Mr Barnes and the QPU have complained to the relevant external authorities on the worst kept secret in the QPS. SDRP didn't work and they have done nothing but abandon hard working police with a broken model.

Oh yes, I hear you say: 43 extra staff. Here's a thought. Where are they being placed over three divisions, and is that the most appropriate placement given the shortages in meeting demand? If this is the solution, show us that it's working. Crickets is what the troops hear.

It's not rocket science and I hate to say it, but, yes, the QPS has abandoned

Moreton in their time of need, and I hope the relevant external authority smacks the QPS resoundingly for such continued harm to our members.

What was the result of the Commissioner's review about SDRP... smile and wave, smile and wave... crickets?

**WORKPLACE SURVEY**

Does anyone else believe that the QPS is going to fix anything from any survey? I walk stations in my QPU role, and I see the troops are turning up, but it's just as easy to not turn up. The desire to attend and not let down your mates and the public in the current climate seems a faraway dream. That historical commitment, I'm sad to say, is gone.

I watch the hierarchy and I'm left thinking they are so out of touch. The troops are so disengaged they don't have the heart or the energy to continue to identify survey responses and solutions, only to see them totally dismissed and ignored.

We are asked to engage, to fix the problems, but frankly I'd rather have a hot dog and a cold drink.

The hierarchy is keen to review stats and ensure they are getting bang for their buck. The lack of understanding that your most important asset is your people will be the end of what we know as policing.

What's the answer? I'm sad to say this is not what I thought policing

would be in my future. I see a lot of great community-minded police being smashed internally by overzealous policy. This is policy that has removed the ability to maintain your oath of service: the pursuit policy, access to information, and social media policy are just a few.

Is it any wonder this is just a job and no longer a career? We have no real ability to stop motivated and vehicle-orientated crime. We are not allowed to explore our curiosity in the community. We are not to comment on social media on anything which could identify that we are police. Heaven forbid we have a different view to the Commissioner, the QPS or the Government.

Just know this: I will not go quietly, and if this Journal is the only place I can safely identify the shortcomings of the QPS... I will.

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

**Grant WILCOX**

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COL MULLER

## PARTNER TRANSFERS

### Where is the common sense of QPS HR when considering the partners of transferred members?

Why am I so often being called in for assistance by members who have been *Gazetted* for transfer and their QPS partner has heard nothing?

I have had members who have uplifted and moved and their partners are forced to take leave after being left behind, trying to navigate the nightmare.

Members are applying for positions and making it clear they have a QPS partner who will require a position as well, yet arrangements still do not occur.

I have knowledge of a member who eventually took a reduction in rank in order to follow his wife and children.

We have a Certified Agreement-Clause 65(12) about Transfers

## OPERATIONAL FACTOR 'PARTNERS EMPLOYMENT'

(12) Partners Employment:

- This is where a Service employee (police officer or staff member) is transferred and the employee's partner is a police officer. This factor then allows the transfer of the partner in the case of the partner being a police officer.
- This factor also applies where a police officer seeks a transfer because the officer's partner [not being a police officer or staff member] receives a transfer as a result of a direction by the partner's employer to relocate.
- This factor may also apply where the request for a transfer is at the employee's instigation and is purely to suit their partner's choice to relocate their employment where the partner is neither a police officer nor a staff member.

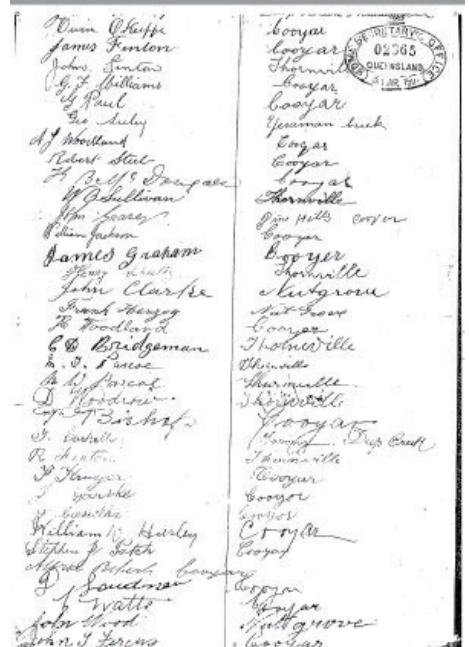
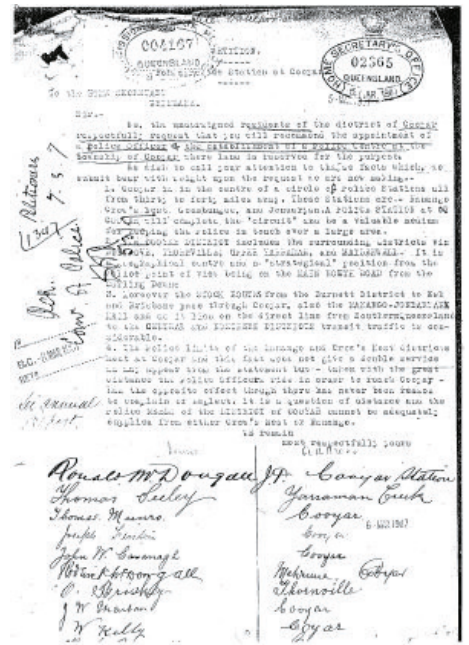
My advice is to be vocal on this point so there is no confusion. If you feel that you have not been treated fairly or in a timely manner, send me or one of the Union Executives an e-mail.

## COOYAR STATION

Welcome to our latest OIC to Cooyar police station on the fringe of the Darling Downs. I am told that the station was created after a community petition as pictured.

Senior Constable Olivia Hetherington has taken the reigns after transferring from the Gladstone area. I caught up with Olivia recently and she is keen and enthusiastic. I had the opportunity to recount a few memories of the area with her.

I don't think the watch house has changed much since 1906 but I am proud to say at least the house and station have caught up with the times and are well presented. Good luck, Olivia.





### DALBY STATION MOVES FORWARD

Dalby's version of Noah's Ark Police Establishment opened in 1986 is finally progressing forward and will see some welcome transformations.

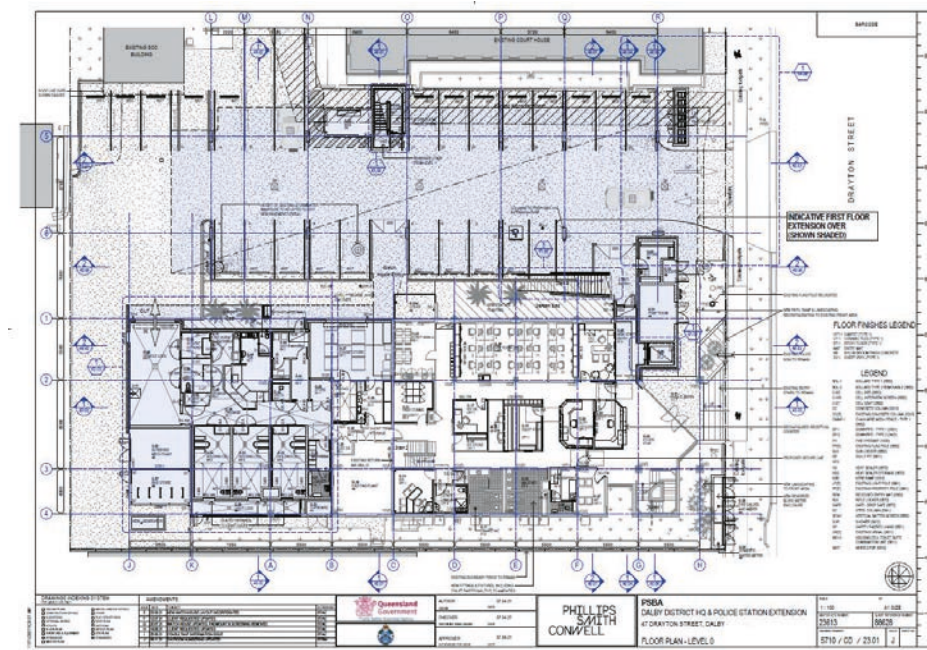
Planning, lobbying, and negotiating have been afoot for many years to bring the dream to reality: a modern policing and watch house facility. Things are now coming to the pointy end.

I was impressed by local management when a meeting was called at the town hall and members were invited to attend, peruse, and comment on the planned layout of the building. I was unable to attend the meeting due to work restraints, but I spoke with the QPU local reps who negotiated with management and the QPU to secure some sensible modifications.

Great work Matt Minz, Justin Drier, and Lindsay Small, and thanks to Inspector Wayne Rasmussen and Superintendent Gareth Channels for allowing the members to have a voice and some genuine consultation.

### CONGRATULATIONS

Congratulations on your retirement Sergeant Karlene Trezise, 12570, OIC Esk police station. Thank you for your commitment to the Southern Region.



### Col MULLER

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SHAYNE TREASURE

### OUR PEOPLE WELL THEY SORTA . . .

**Particularly in South Brisbane District, I am increasingly being asked as to why the Union partakes or supports any Our People Matter activities when there is a strong sentiment as to it being a farcical endeavour.**

**I can understand the emotions of staff in regards to this when they feel management activities are odds with this statement and its intents. Is this how we want our police to feel? That this is just a management 'one liner' and no more than that?**

The flow-on effects of decisions, intentional or inadvertent, are often the chief causational factor in low morale. It's not the crooks, it's not public sentiment it's what our own do to us within our framework. Across the board we saw this with the SDRP Phase 1 false start, with its absence of humanism in decisions.

I am reliably informed an external survey is on the way as to this very subject, and before you heavy sigh, this one has to be published externally, warts and all. It's not owned by the QPS and likely to be buried. That will be worth doing and reading the results.

At times I am advised that matters I raise are not really matters for the Union, even though they come from members who hold the concerns seriously. I find this unusual in that members need to be able to conduit any concerns they have about their workplace through their elected industrial advocates to raise with management.

This is a sound and essential function of a Union and will continue to be so while I hold this role. It is irrelevant if the concern is not able to be actioned industrially or legally. The mileage for managers is about improving staff morale.

One would think that the airing of a concern would allow reflection, awareness, or modifications of one's own decision making in matters for managers.

### MOVING FORWARD OR JUST IN CIRCLES? SDRP PHASE 2 AND QPS MANAGEMENT CULTURE

At its core, SDRP is really all about attempting to meet demands (ie Calls for Service (CFS) and Crime Statistics (CS)) by providing resources to meet demand for these two very different beasts by some future impending doomsday date. In trying to tie resource allocation to an ever-increasing demand, we are chasing a dragon we won't ever catch.

All we will do is revisit the same process again in the near future. We tend to fall back on this solution now as we did 20 years or more ago when decision makers were operational. None of these methodologies address the core issues of crime itself or bringing ownership from other Departments to us.

We are often prisoners of our past experience, which can lead us to be arrogant in managerial approaches. When we retain the arrogance of 'we are always right,' it becomes very difficult to dispel the ignorance of choices or methodologies that may be more applicable as suggested from the workforce.

It would be sad to see us implement an approach just in time to see other jurisdictions disregard it.

There appears to be little effort to train those who demand the service in what service can be delivered effectively. The banks and Department of Transport are good examples of how

customer service has been completely managed and in ways dictated by the organisation supplying it. Apples and oranges, some may say, but there is certainly merit in this approach instead of trying to keep pace with infinite demand.

Maybe before we visit operational Service reform we should reform QPS managerial culture. Do we need to transcend from the individual or small team, short term 'bold statement/vision victory' for the next 'step up syndrome', to instead rewarding leaders for efficiently completing their component parts of the long haul strategic goal?

In the context of South Brisbane, we have stations that need rebuilding, we have stations that should not have been rebuilt as they are, and we have stations no longer fit for purpose that we pour good money into after bad, for no real gain from a maintenance or operational point of view. Why are we not reaping positive legacies from a decade ago as to new infrastructure design and placement?

Was there a plan? If not, why? I fear by the time decisions are finally made, the stations targeted under SDRP will be even more integral to their local communities by virtue of population increases via high rise developments within their divisional boundaries.

Why do we cry crisis when we apparently have boffins in HQ pulling levers, pushing buttons, and studying data to predict such things as growth



in the juvenile population and corresponding offending, population growth, and corridors?

We federally paid people to propagate in the early 2000s and now a proportion of that larger cohort of young people are offending. How can this be surprising? Why did CPIU not have growth factored long ago?

How can we be shocked at crime and population growth in the Rochedale corridor when in the early 2000s this was identified as an area for police growth, with a station to be built?



### VALE SENIOR SERGEANT LACEY

We recently had the sad duty of farewelling an iconic and well respected NCO and mate to many in SBD and beyond with the passing of 'Lace', aka Detective Senior Sergeant Lacey. It was heartwarming to see the amount of current and former police in attendance at both the Chandler service and the Souths wake events.

These events were the privilege of the Union to support and an excellent demonstration that positive police culture still exists. The loss of someone of this character resonates in an organisation because we assume they will always be there to provide guidance and advice into the future.

The longer the chair of a man like this remains empty, the more we will feel his loss. With Honour He Served.



### TISM

#### (THIS IS SERIOUS MANAGEMENT)

- Minimum staffing levels
- Deidentified application processes for a true meritorious selection process
- Fulltime Polair coverage
- A workable Injury Management System
- An urgent overhaul of psychological services
- Regional parity for staff, vehicles, and training
- Growth of staff and resources in line with population growth
- Moving our first class people out of third class facilities at the Academy

### Shayne TREASURE

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ANDY WILLIAMS

**Well we are off the borders, out of the hotels, the kids are (finally) back at school, we are into 2022 with a vengeance! It is already a busy year!**

#### BEAUDESERT STATION OPENING:

What a great day it was for the members of Beaudesert and the community they serve. The old shoe box circa 1981 has gone and in its place is a 2020s model purpose built station, that will not only provide the members with the most modern in policing facilities, but it is massive! 4 modern holding cells, a livescan, breath analysis section, interview s and Major Incident rooms.

**“After living in each other’s pockets for decades, Beaudesert members now have a facility they deserve!”**



*Police Minister Mark Ryan, South East Region Rep Andy Williams and Inspector Mark White at the official opening of Beaudesert Station.*

The station is what the members deserve and will accommodate and allow for the planned expansion of Beaudesert. After living in each other’s pockets for decades, the members now have a facility they deserve!

#### PIMPAMA STATION

While we are on new facilities, the new greenfield police station at Pimpama is about to open. Usually when a greenfield police station opens, the

neighbouring police stations are called upon to provide some of the staffing.

In a first as far as anyone can recall Pimpama opens with 36 new police positions. That’s an extra Senior Sergeant OIC, 4 Sergeants and 31 Constable/Senior Constable positions.

These extra positions will make a massive difference to policing the Northern Gold Coast, which has experienced explosive growth over the last few years. Local Branch Officials, Ian Leavers and I campaigned hard to make this a reality and it is great to see it come to fruition.

#### CRITICAL INCIDENT

On Friday 25 February 2022, a male person entered a McDonald’s restaurant armed with a knife. What occurred next has been well covered in the media, video taken by bystanders has been widely available, and the matter is under investigation by the Coroner. I won’t revisit the matter other than to say I am in awe of the professionalism.

What I will say when the QPUE advocated for the use of Body Worn Cameras, it was not only to provide cover for members with an impartial eye witness, but also to expedite the subsequent investigation.

I do not want to take a shot at the investigators, they were certainly doing their best, but one questions why an incident occurs at 5pm and the first click of a micro recorder does not start until closer to 10:30pm.

As a comparison the local CIB had compiled at least 21 statements, a 93A

statement, identified the deceased and were notifying the next of kin before the first member had sat down to receive the direction.

Your Union had two Solicitors, Shayne Maxwell and myself, ready to conduct interviews we could have conducted 4 interviews at the same time. I don’t see how the initial response needed to run until 2am and then 3 witnesses needed to return the next day.

It is time to revisit the handling of these matters, I would argue with the improvements to technology, capturing the members version could be done much earlier in the investigative process without impeding the investigation.

Should further questions arise, they can be put to the member at a later time. There is nothing worse for a member than sitting around with their thoughts, waiting for the interview. We need to do better, I would hate to get to the point we are telling our members it is in their best interest to go home, and await an interview time the next day.

#### FLOODS

The flood event certainly pushed us to our limits, the slow build up had members repeatedly drenched as they went about their duties, I am certain that boots weren’t dry for at least a week. Front line members managed to get to and from work and performed duty in atrocious conditions all weekend.

Motivation certainly dropped when the Commissioner sent an email which in part said non-operational



members can work from home. Sorry? Our front-line members had been up against it for days, dealing with the flash flooding, rescues and road closures, they were probably looking forward to some relief from fresh (dry) boots on the ground.

It was an insult to them, and further shows the front line being treated as second class citizens. If members are working from home, how can they be deployed?

When public transport has been shut down, front line members are likely flooded in and schools have been closed, it is highly likely that the front line will be depleted, it is the time for the Commissioner to direct those so-called non-operational staff to dust off their duty belt and report to their local station for deployment on the front line.

Who knows, they might bring some operational 'learnings' back to their substantive positions? The front line is the reason for the existence of the organisation and deserves better!

## DOMESTIC VIOLENCE

Recently I supported members in the Coronial Inquest into the murder of Doreen Langham and suicide of Gary Hely. I heard 5 days of evidence. During this matter the Commissioner sent an email addressing this issue. I agree that there were failures, and I will not comment further on these.

It is a matter for the public record that the Council Assisting the Coroner made submissions that no member acted with malice or ill will.

The hearing heard evidence of the reality in Logan. That 52% of all call outs and 48% of all assaults were DV related, and that Logan alone deals with 10-11,000 DV occurrences annually. The Court was further told that Logan District was currently 60 police officers short of what it needs to address supply.

Throughout the inquest there was scrutiny of the service's provision of training in the Domestic Violence field.

The focus on Online learning products squeezed between jobs, and the failure to recognise that people learn in different ways.

It led the Council Assisting to focus on police training in his submissions, his summary was that there was a 'systematic failure' by the Service to train our people to equip themselves with the knowledge and skills to police the ever changing legislative and investigative environment, where the need is to be 'trauma aware'.

I agree with the Commissioner that 'if we do not do what is expected of us, it is, quite simply unacceptable'. I again draw attention to the 'systematic failures' in training police, and the inability to properly resource the front line, hard working members in the Logan District. Unfortunately, Commissioner they are yours to own.

What I have learnt from the inquest is, what we already know. The inquest will look at that one job, they will all give sympathy when you tell them about the resource limitations, they will nod when you tell them about the lack of training. They will talk about breaches in a manner that does not reflect the reality.

Whilst this inquest was occurring, another offender was sentenced for dangerous operation:- DV offence (following an victim's car flashing headlights and sounding horn before ramming her vehicle) break and enter and wilful damage (breaking into the victim's house and smashing her TV) :- both DV offences. The result 100 hours community service...

You need to protect yourself, ignore the resource limitations, they are an organisational issue, Ignore judicial fatigue from poor sentence outcomes that fail to protect the victims of domestic violence.

This is the judiciary trying to push risk back onto you, by criticising you for taking action on minor breaches in the hope that next time you wont. Do the one job you have, do it to the best of

your ability and move on to the next only when you are satisfied that you can do no more. Protect yourself and your partner first and foremost. Let the Commissioner wear the risk of the lack of resources.

As always, I'm available 24-7 if it is important to you, it is important to me.

## Andy WILLIAMS

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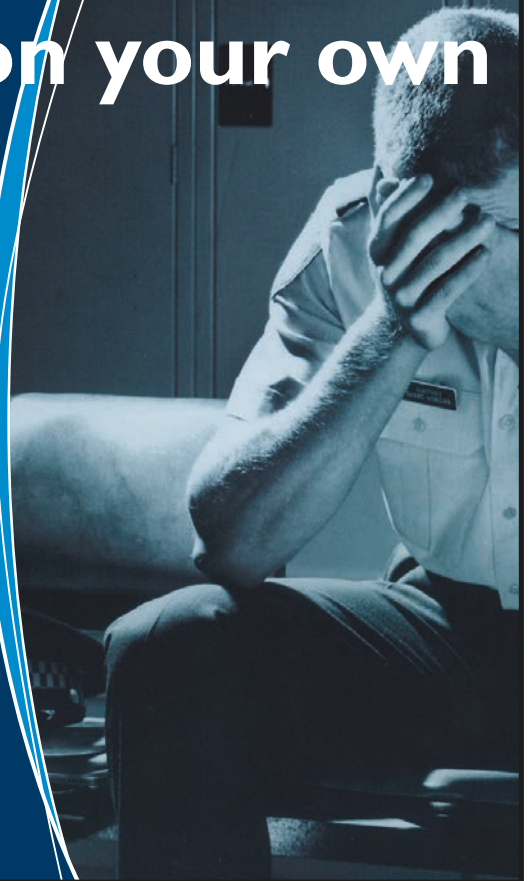
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# QUEENSLAND POLICE UNION

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

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

STATION ADDRESS: .....

# Polair Wings Spread

By Darren Curtis

**Strong advocacy from the Queensland Police Union has resulted in a significant upgrade and expansion of the Polair fleet with a new contract to include three new helicopters, drones, and fixed wing aircraft.**

**QPU** General President Ian Leavers was a driving force for the initial establishment of helicopter resources ten years ago and he has worked hard to convince the Government to invest heavily in new aircraft and operational air time, along with the purchase of new surveillance drones and initiating drone operations in North Queensland.

‘It’s great that we not only have the resources but it is properly funded, otherwise it’s a hollow promise,’ Mr Leavers said. ‘For that reason I want to really thank Treasurer Cameron Dick

for opening the purse strings to fund this new venture for Polair because it is really important. This will enable police to ensure the safety and security of Queenslanders.’

**“The Polair funding has been increased to \$53 million dollars a year.”**



Commissioner Katarina Carroll, Treasurer Cameron Dick, and QPU President Ian Leavers confirm a new deal for Polair through to 2034.





The Bell 429 helicopter is a preferred aircraft for police around the world. NSW Police have also opted to buy three 429s.



QPU President Ian Leavers worked with Tactical Flight Officer Sergeant Cameron Bourke from the Gold Coast Polair base and others to come up with a list of requirements for the new helicopter deal.



The Trakka tactical light beam and FLIR camera have proven to be excellent tools for Queensland Police.

The Polair funding has been increased to \$53 million dollars a year, and the lease and commercial contract to operate three new Bell 429 helicopters is part of it. The deal also includes Australia's first Bell 429 training simulator which will initially be for

**“The Remote Piloted Aircraft (RPAS) will be military spec multi rotor drones that can be packed into a vehicle and launched by a single officer.”**

the exclusive use of QPS pilots. The simulator will mean less in-aircraft training hours, saving operating costs and freeing up the helicopters to fly more missions. The addition of the third helicopter will cover maintenance periods ensuring at least two Polair choppers are online for duty at any time.

The Polair base on the Gold Coast will be relocated from Carrara to Coombabah airfield where there is larger hangar space and where faster response times will be possible with the use of a runway and airspace clear of commercial flight paths.

The Bell 429 helicopters will be delivered fully equipped with a Forward





The drones coming online will have powerful optics, infra red, lighting, and air- to-ground live video connection.

Looking Infrared (FLIR) HD camera, Trakka beam tactical search light, advanced mapping, tactical radios, and software to allow a live video camera feed to disaster management control centres and incident commanders on the ground, along with a powerful PA system enabling voice connection with people on the ground.

'I thank the tactical flight officers for their support every step of the way in bringing this excellent package together,' Mr Leavers said. 'They are the experts in their field, and they've been able to really assist me to achieve this project result.'

The Remote Piloted Aircraft (RPAS) will be military spec multi rotor drones that can be packed into a vehicle and launched by a single officer. So far 80 police have been trained and accredited by CASA to operate the surveillance craft anywhere in Queensland.

The Service is waiting on delivery of the units from the supplier, and once

## **"Each drone has a flight radius of five kilometres and can operate at a height where the rotor noise is undetectable."**

acquired they will be used primarily in Townsville and Cairns, with another two based in Brisbane.

Each drone has a flight radius of five kilometres and can operate at a height where the rotor noise is undetectable. The infrared camera has the capability to lock onto ten targets at a time. (For example, it can identify five people and five vehicles. The operator can nominate it to track one of those vehicles or people and provide details for police on the ground to intercept.)

The drones will be used to provide situational awareness, linking the video to incident commanders on the ground for missing persons searches, disaster management, overwatch at a siege, gathering imagery for evidence, crash investigation, intelligence gathering,

and detection of stolen vehicles based on intelligence operations.

The drones can operate in airspace without having to restrict commercial flight paths, nearby airport operations, or in the case of Townsville, without impacting on Defence air ops.

The QPU General President Ian Leavers said that at this stage RPAS seems a better option than a helicopter in the far north.

'I've spoken with my colleagues in Townsville in particular and their preference is not for a police helicopter because of the restrictions,' Mr Leavers said. 'I listen to the people on the ground in Townsville and Cairns and they have asked for this drone technology.'





*QPU President Ian Leavers and Sergeant Mark Gamer discuss the capabilities of drones with Treasurer Cameron Dick.*



*Two new Eurocopter 135 aircraft are coming online, with Polair to fill the gap between the retirement of existing aircraft before the delivery of the new Bell 429s.*

access to five rescue helicopters, existing drone assets, and a further four military spec drones to come online.

The new helicopters are part of a new long-term contract that will continue until 2034. Police Minister Mark Ryan thanked Ian Leavers for his strong advocacy in the development of the deal and the requirements needed in the new aircraft.

‘This contract means long term security for the operation of the helicopters that play a crucial role in supporting the efforts of police on the ground to keep the community safe,’ he said.



*QPS Chief RPAS Pilot Sergeant Mark Gamer believes the trial of new military specification drones will be a massive benefit for tactical overwatch and intelligence gathering operations.*

QPS Chief RPAS Pilot Sergeant Mark Gamer agreed.

‘Drones give us an extraordinary advantage in Townsville and Cairns,’ he said. ‘The camera optics are brilliant and with the flight range we have available we can see an extensive area over suburban areas and the CBD. With this tactical benefit we can deploy police exactly where they need to be.’

The Aviation Capability Group, which includes Police Air Operations and Queensland Government Air (QGAir), now has a considerable list of resources including the three new Bell 429 helicopters, nine fixed wing aircraft for prisoner transport, police transport, tactical group transport along with

**“This contract means long term security for the operation of the helicopters that play a crucial role in supporting the efforts of police.”**



*The BO 105 helicopters are in the process of being decommissioned after nine years of service to Polair in Queensland.*





*New Zealand Police have also purchased the Bell 429.*

The QPU has also given a commitment to continue discussions with the Police Minister and QPS about technology developments during the life of the helicopter contract to ensure that equipment is not superseded and the best is always available.'



*The Royal Australian Navy selected the Bell 429 for its all-weather flight capability, range, and reliability.*



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# Vest Up

By Darren Curtis

**The Queensland Police Union has been instrumental in the development of the next generation of Integrated Load Bearing Vests that are currently in the final assessment phase.**

**Before** any of the shortlisted designs could progress to field testing, they underwent days of intense fit, form, and function scrutiny by a group of operational staff to establish if they were fit for purpose and safe for police to wear during a frontline shift.

officers,' he said. 'This ILBV design is not a generic or off the rack product. We have designed this ILBV from the ground up to meet the demands of policing in a hot state like Queensland.

**"We have designed this ILBV from the ground up to meet the demands of policing in a hot state like Queensland."**

'The fit, form, and function testing has enabled us to validate the design concept and it demonstrated that the ILBV is fit for purpose to be worn at all times without presenting any risks to the health or safety of the officer.'



*Acting Senior Sergeant Peter Bateman progresses through the obstacle course wearing one of the ILBV models.*

The evaluation phase compromised 15 activities that mimic what a general duties officer may experience including running, jumping, standing up from



*Senior Constables Nicholas Haines and Darren Cash conduct room clearance drills wearing the ILBVs.*

Acting Senior Sergeant Lisle Manthey has spent years on the project and for him reaching the final testing phase was like the arrival of a newborn child.

'The key factors we've been able to build into this design have come from the input and experiences of frontline



*Senior Constable Hayley Naylor scrambles a fence wearing one of the ILBV models.*





Senior Constable Nathan Gurney holds an extended arm position testing one of the ILBV models.



Constable Shane Dunnington wore an ILBV and is seen here conducting testing moving from a prone position to standing.

**“We’ve reduced the landscape of the carrier significantly to minimise how much material is in contact with the officer’s skin. This in itself optimises heat escape and improves comfort.”**



Senior Constable Tim Liesegang conducts the dummy drag during the fit, form, and function testing.

a prone position, sitting in a vehicle, dragging a person, passing over, under, and through obstacles, holding a prolonged tense position, using a rifle, and wrestling with an offender.

Acting Senior Sergeant Manthey said comfort was also a critical factor as the ILBV is designed to be worn during the entire length of a shift.

‘The shortlisted designs are made from anti-microbial material so they don’t become smelly or allow bacteria and mould to form,’ he said. ‘It allows a level of protection that can be worn all day, every day, regardless of the shift or where you are in Queensland. This is completely different from anything most people would have seen or worn before.

‘The current overt ballistic vest (OBV) is heavy and for the person wearing it, it doesn’t take long to get very hot and uncomfortable. We’ve reduced the landscape of the carrier significantly.’

to minimise how much material is in contact with the officer’s skin. This in itself optimises heat escape and improves comfort.

‘The fact that you can wear the ILBV at all times means that you don’t have to take up to 10 minutes at a high-risk job to remove your Load Bearing Vest (LBV) before fitting the OBV, then readjusting your LBV over the top.

‘The heat mitigation results are so far off the charts compared to what we have had before, he said. ‘There’s also specifically placed spacers inside the vest that promote airflow between the material and your skin. This further enhances your body’s natural thermoregulatory processes. We expect to trial various cooling undergarments once the final ILBV design has been identified.’





Each version of the short listed ILBVs has a High Visibility Vest (HVV) component that is a fast attachable modification so you can wear it as a three quarter configuration covering your chest, shoulders, and back without obstructing access to your accoutrements.

They also have an additional torso section that can be used to establish full frontal coverage when access to accoutrements is less of a concern than the need for higher visibility. The HVV can be worn when you are undertaking high visibility patrols like those in Safe Night Precincts, as well as when conducting duties on or near a roadway.

QPU Central Region Rep Kev Groth has contributed five years to the concept and delivery of the new ILBV project. As an operational officer, he submitted complex design advice based on the needs of operational police for the ILBV, ensuring the vest provides protection from bladed weapons and ballistic impact, and to carry essential equipment without restricting mobility or creating increased fatigue.



*Senior Constable Tim Liesegang measuring vertical leap while wearing the vest fully weighted.*



*Senior Constable Darren Cash measuring vest movement during vertical leap test.*



*Sergeant Belinda Patrick measuring leap distance, movement ability, and heat mitigation.*



*Participants wore the ILBVs through a variety of ways exiting a vehicle to assess whether movement was compromised, enhanced, or unaffected.*

‘It’s been a long hard slog to get these prototypes to where they are today,’ Regional Rep Kev Groth said. ‘I believe these vests will be an integral part of an officer’s basic kit moving forward and it will make frontline policing safer.’

‘Currently, officers arriving at a scene where potential firearms are involved need to remove the heavy overt vests from their vehicle and place the overt ballistic vest with its plates over the top of a load bearing vest often weighed down with all sorts of

pockets, pouches, body worn camera, torches, a radio, handcuffs, baton, and other personal equipment. In comparison, this new ILBV will feel like you are not wearing anything heavier than the current-issue LBV, and so it’s revolutionary for our members.



'It will offer the best safety possible any time of the day because you are immediately wearing the best protection possible. Whatever option the QPS finally decides to purchase will save lives and injuries, not just from knives and guns but also from blunt force trauma like punches, kicks, and car crashes. It will actually give your vital organs protection from major impact injuries.'

An essential element of the fit for purpose testing involved officers grappling and wrestling with instructors trying to either disable the officer by using force on the vest or compromising the officer's stability and balance while wearing the vest.



Senior Constable Garry Lewis said the rumble phase really put the vest models under stress and strain. Senior Constable Tom Lewis really took the erratic nature of testing grab points to an intense level.



Senior Constable Clint Mair was pushed, pulled, and thrown to the floor multiple times by Jerry Collins during the rumble phase assessing grab points, strap tension, and impact resistance.



Senior Constable Igor Lazic during the grip and rumble testing with Garry Donovan.

**"To my colleagues across Queensland, I want you to know we are on the right track in terms of improvements, and the feedback we are offering is being listened to. Everyone should be confident wearing the vest the QPS eventually settles on."**

Senior Constable Garry Lewis from frontline skills and training volunteered to wear each vest through the rumble phase, and he said it was a tough and robust session.

'They threw us around like rag dolls to determine if the vest models would ride up or become a hindrance,' he

**"They threw us around like rag dolls to determine if the vest models would ride up or become a hindrance."**

said. 'We've been sweating it up for a few hours and I know I'm going to be sore later, but I'm very proud that I've been able to have some input into the

ILBV project. This has been a long time coming and to get something as good as this is really good. I hope our input will result in us getting the best result for all our people.'

Senior Constable Igor Lazic was another who put his hand up to wear each version of the shortlisted vest options.

'I feel privileged to be part of the experimental testing group,' he said. 'It would be great if every bit of equipment that's issued to us underwent this level of testing and scrutiny. To my colleagues across Queensland, I want you to know we are on the right track in terms of improvements, and the feedback we are offering is being listened to. Everyone should be confident wearing the vest the QPS eventually settles on.'



None of the participants knew anything about the brand names of the suppliers on the shortlist or what each manufacturer had called the versions they tested: each one simply had a code letter and number.

As with Senior Constable Greg Smart all of those in the test group, didn't hold back in his assessments. In fact, every individual was encouraged to note any detail that may have been irritating, could do with an alteration, or felt like it was positioned correctly.

'It's awesome we get to have a say in it and not just have it issued,' he said. 'The fact operational police are involved in this evaluation, along

**"Working on the road can mean getting physical with people, and offenders have developed their own intel on potential weaknesses in some of our equipment."**

with our specialist trainers, is really good: we can give input and opinions. Working on the road can mean getting

physical with people, and offenders have developed their own intel on potential weaknesses in some of our equipment. So to do this wrestle and grapple session is really important to give feedback on how to counter that and react.

'All of these shortlisted options give you a strong sense of protection, and knowing they have stab and ballistic ratings makes me happy to wear one of these all day,' Senior Constable Smart said. 'Expect that these will create a safer work environment and it

will be an easier system to use out on the road.'

The project has been ten years in development and a major factor the successful producer will need to fulfil is providing sizing options to cater for police of all dimensions without compromising the protection ratings.

'We understand police officers come in all shapes and sizes,' Acting Senior Sergeant Manthey said. 'So too does the ILBV, and all of its protective components.'



Senior Constable Greg Smart with Trevor Wendt testing grab points and impact resistance on an ILBV model.



Senior Constable Greg Smart submitting an ILBV model to a test on uneven ground, assessing protection from blunt impact and rising to a standing position.



Acting Senior Sergeant Lisle Manthey has been the guiding force for the ILBV project.



‘This is without doubt the most evaluated piece of equipment the QPS has looked at,’ he said. ‘It eclipses anything we’ve done before. All of the armour is compliant with specific National Institute of Justice (NIJ) standards. The Soft Armour Panels (SAPs) on the front, rear, and sides provide NIJ Level IIIA ballistic protection.

‘The Hard Armour Plate (HAP) provides Level III ballistic protection. When the HAP and SAPs are

combined, they achieve Level III+ ballistic protection. These SAPs also possess the new NIJ Level II edged weapon protection.’

The field testing phase will continue through to May this year, and the first officers to wear the variants will be in Aurukun, Doomadgee, Mt Isa, and Cairns. The trial is then expected to extend to Fortitude Valley,

Southbank, Charleville, and possibly Toowoomba or Ipswich. The feedback will be reviewed before a procurement contract is settled, with the roll-out of the first 12,200 vests expected before the end of the year.

QPU President Ian Leavers secured the \$24.4 million project as an election commitment from the Government.

**“QPU President Ian Leavers secured the \$24.4 million dollar project as an election commitment from the Government.”**



Participants wore the ILBVs during obstacle course assessments in full sun and humidity conditions to evaluate heat mitigation.



During the fit, form, and function testing, ILBV straps were left at factory standard length so fine tuning adjustments could be made to fit each participant correctly. When issued to officers, each strap will be adjusted to provide best personal comfort.

‘This will be a major step forward for Queensland Police,’ he said. ‘I want our people to be protected in every circumstance they can be. Policing is very unpredictable and if police can have ballistic and stab protection in a vest that is comfortable, reduces fatigue, and still allows them to carry essential equipment, I’m all for it.

‘I’m extremely happy that our frontline police are providing feedback. Queensland is a very diverse state, from bitter cold to extreme heat, and we need this ILBV to be suitable for all conditions.

‘The concept is not an ‘off the shelf’ model, and from the outset we challenged manufacturers to meet the



specifications of what we needed to make it fit for purpose.'

Other Australian states have already zeroed in on the work done by Queensland on the ILBV and international jurisdictions are also lining up to speak with the shortlisted contenders for the QPS contract.



'This vest is designed to be the best possible vest in Australia, if not the world,' Regional Rep Groth said. 'Other states want our concept because the design is groundbreaking and industry-leading anywhere in the world. I'm extremely happy with the feedback coming from members because it appears the shortlisted contenders are performing exceptionally well.'

There is nothing regarding the design of the ILBV that should delay its scheduled delivery timeframe. The assessment and procurement team have assured the Queensland Police Union there is no impediment for the roll-out to be delayed internally by the QPS, and they are seeking further guarantees from manufacturers that they can still deliver on time, despite the worldwide Covid pandemic.



# SDRP Mackay Halt

By Darren Curtis

**After intense advocacy by the QPU and some fairly robust discussions with QPS management, the planned rollout of the Service Delivery Redesign Project (SDRP) set for the Mackay District this year has been suspended, with no plans at this point to restart it.**

**QPU** General Secretary Mick Barnes said confirmation of the shutdown came in an e-mail to all Mackay District staff just after 8am on 18 February, and the details brought great relief for officers in Mackay who were starting to feel pretty high anxiety levels that the concept would be introduced despite the obvious shortfalls highlighted during the first trial of SDRP in Moreton District.

**“Officers in Mackay were starting to feel pretty high anxiety levels that the concept would be introduced despite the obvious shortfalls.”**

‘We knew from the outset there were insufficient resources with the Mackay Police District to roll out SDRP,’ Mr Barnes said. ‘However, people within the command structure in Brisbane wanted to drive it through into North Queensland, despite the officers in Moreton District still having to suffer through this ongoing error on the part of the QPS.’

The QPU put forward compelling evidence SDRP would not work in Mackay in its current format. Mr Barnes said the evidence brought forward couldn’t be denied.

‘One instance was the fact they were having to rely on the one- and two-officer stations in the Pioneer Valley just to respond to business as usual calls without expanding into some form of the SDRP concept,’ he said.

‘There are components of SDRP that have merit, but they cannot be at the expense of the uniformed frontline officer who is having to front these calls for service.’



*QPU General Secretary Mick Barnes believes staff in Mackay have lots of challenges without having to meet shifting goal post targets with SDRP.*

‘I don’t know how many times the people in Roma Street Executive Level need to hear it,’ Mr Barnes said, ‘but SDRP as it is in Moreton is not working across the board to make life easier for each and every police officer in their role.’

The General Secretary said he isn’t prepared to scrap the entire project, but it needs a rethink and rebuild before it can progress any further.

**“The Executive Leadership Team need to revisit this commitment to a concept that clearly will not work as it has been presented.”**

‘Clearly there are some personalities in the Executive Leadership Team who have put a lot of time into this concept and are unwilling to accept that it is an error, and they need to revisit this commitment to a concept that clearly will not work as it has been presented,’ he said.

Apart from the views of the QPU on SDRP, Assistant Commissioner Kev Guteridge took extensive feedback from frontline responders and OICs to help him form his opinion on the SDRP concept before the planned implementation.

Mr Barnes said the approach by AC Guteridge was brave and showed leadership and care for the police who will have to implement it.

‘It goes to show the courage of AC Guteridge and the District Officer

responsible for the Mackay Police District,' Mr Barnes said. 'They did well to push back and it would not be without consequences.'

Now that the SDRP implementation has been shelved for Mackay District, there's concern it could be dropped on another District closer to Brisbane. Logan has been whispered as a potential trial area.

The QPU General Secretary said any suggestion of Logan trialling SDRP in its current form is absurd.

'It's absolutely ridiculous,' he said. 'The last staffing figures available show that Logan is 139 officers down, and the Police Communications Group is also missing 122 staff across the state. It appears so far that SDRP is 'numbers intensive' to even achieve basic results and calls for service.

'Until the Senior Executive of the QPS take actions to address these shortfalls, then these types of SDRP projects are doomed from the outset. The QPU will remain hypervigilant to these sorts of covert implementations and will move quickly if anyone tries a sly move to drop it onto any other District.'

### Subject: SDRP Mackay - Update

Good morning everyone,

As you would recall, last year the Commissioner announced the examination of the Mackay District for the implementation of a location specific Service Delivery Redesign Project (SDRP) rollout. The Commissioner was very clear that any implementation was to be directly relevant to the unique nature of Mackay and that any plan was to be the result of consultation and collaboration between the District and SDRP team. In essence, the aim of SDRP Mackay was to identify and implement efficiencies with a view to allowing a greater investment in our prevention and disruption activities.

Since the announcement, Superintendent Glenn Morris and I have worked closely with the SDRP team, CCE and Deputy Commissioner Gollschewski to assess the SDRP model and its ability, at this time, to deliver on the Commissioner's intent. The unique nature of policing in the Mackay District presented a number of challenges that we need to work through to better support the seamless implementation of the program. As such, it has been decided to postpone the April commencement date for SDRP Mackay to allow for these challenges to be addressed.

I appreciate the feedback provided, enthusiasm demonstrated, and assistance offered by you in supporting the program to date and look forward to your continued investment going forward.

The rescheduling of SDRP Mackay will better support our ability to reduce potential disruptions or distractions in the lead up to delivering the benefits of the program to the Mackay community.

Thanks again for your support, I will keep you informed of any progress and updates along the way.

Stay safe.

***Kev Guteridge***

Assistant Commissioner

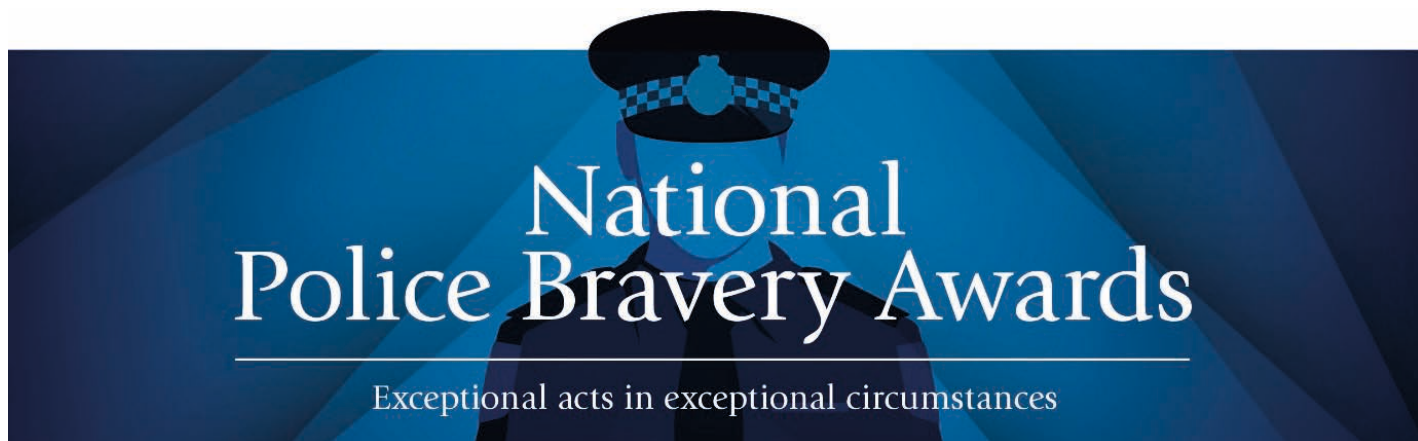
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# Save the Date

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Exceptional acts in exceptional circumstances

**Date:** Wednesday 21 September 2022

7 pm until late

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# Blue Building

By Darren Curtis

**Gone are the days of a police station being built that isn't really suitable to modern police work and that creates problems around workflow and facilities that don't match the number of staff using the complex. The Queensland Police Union has injected members' feedback into the police station design phase with the QPS and the result is new fit-for-purpose stations, watch houses, and buildings coming online.**

**In** February the new Beaudesert police station was officially opened after a complete demolition and rebuild on the same site.

The previous station was constructed in 1981 and contained asbestos, but it had also been set up for just a few country cops. The current facility has been designed to house not only current police numbers but to provide space for the predicted population boom as the area becomes a regional freight hub and opens up once rural land for extensive suburban development. The station incorporates solar power and water tank recycling.

QPU General President Ian Leavers said, 'We've been getting some commitments from the Government right across Queensland, in particular in regional and remote areas, which is really important.

'By working with Police Minister Ryan we are getting fit-for-purpose facilities which is also important. It used to be police were given a building and told to make do, no matter how bad or inappropriate it was for the job. It's been a passion of mine to get our members new modern facilities, so that the building enables police to do their job.'

In January the Government committed \$11.5 million to the refurbishment and expansion of Dalby police station. The complex includes facilities for



*Pulling the drawstrings at the official opening of the Beaudesert police station. Police Minister Mark Ryan, QPU South East Regional Rep Andy Williams and Inspector Mark White.*



*The new Beaudesert police station has been built with more space than required for the current roster strength.*

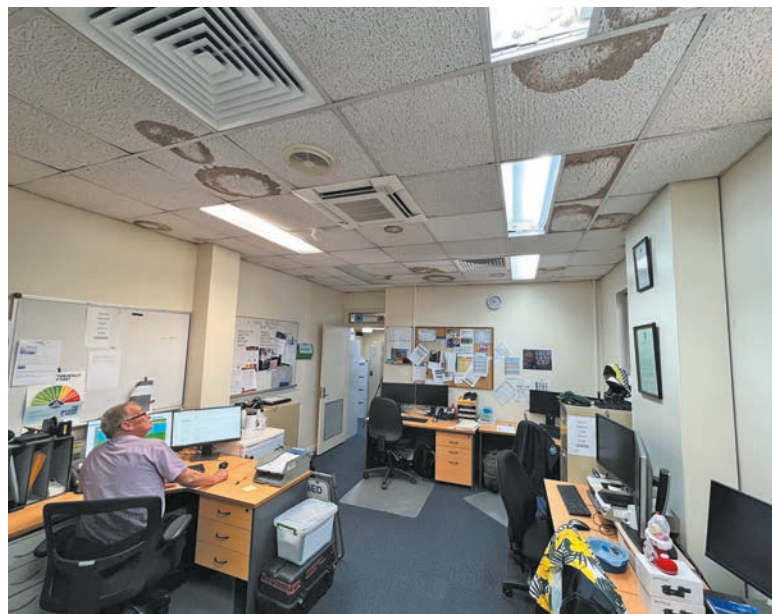


*The General Duties day room at the new Beaudesert police station.*





The existing Dalby police station is over 40 years old. The new buildings will be elevated over the top of the current car parking area.



Mould spots across the ceiling of the highway patrol office in Dalby station.



Many of the weight bearing walls in Dalby station are cracked.



Mould and poor functioning lighting in the Dalby CIB office.

**“Mr Leavers said the project had been a high priority for the QPU and on the day of the announcement during an inspection of the current station he saw extensive mould, wall cracks, poor bathroom amenities and lack of storage.”**

the District Office, General Duties, Highway Patrol, CIB, CPIU, Scenes of Crime and a watch house.

Mr Leavers said the project had been a high priority for the QPU, and on the day of the announcement during an inspection of the current station he saw extensive mould, wall cracks, poor bathroom amenities, and lack of storage.

‘It’s testimony to police that they will do whatever they have to do to get the job done. The facilities here are out of

date and this building has really fallen away in it’s worthiness. It looks tired, the lighting is poor, and it’s past its useable life.

‘The rebuild and expansion of Dalby station is something I’ve been wanting for many years. I thank Minister Ryan for working with me to get this \$11.5 million locked in. This will make a great difference for the police and the community of Dalby. For the police to have a clean, modern working environment is important, but it’s also a big symbol for community pride.

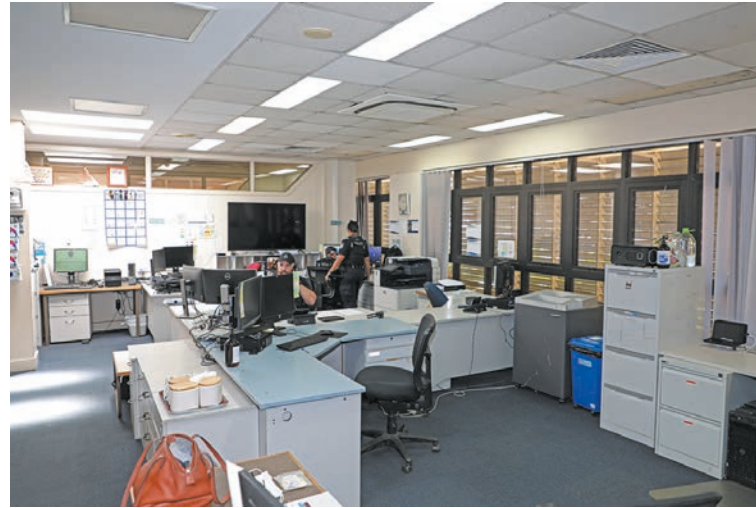
‘The other added benefit is the work contracts that will flow locally for the construction and fit-out, meaning the local economy will really benefit from this project.’

The current Dalby watch house will be demolished and rebuilt using the latest technology to assist staff and the health of those in custody. Mr Leavers is confident input from the QPU will result in a creative new approach to design. ‘Watch houses are a high risk area in policing right across Queensland, so we need a





*The current Dalby watch house will be completely demolished and rebuilt with better design features, security, and technology.*



*The current Dalby General Duties day room is no longer fit for purpose and will be completely redesigned and refurbished.*

modern watch house because we have responsibilities to those people in our care. It's important we have the technology and facilities to do our job safely.'

The fine design work for Dalby is almost completed and it's anticipated the rebuild could be completed within 12 months. The entire Dalby police team will be temporarily located at a leased commercial premises to allow for quicker demolition works and construction.

The work is part of a Government election commitment to the QPU for a \$300 million spend called the Police Infrastructure Pipeline. The money will be spent over five years upgrading and rebuilding police facilities across the state.

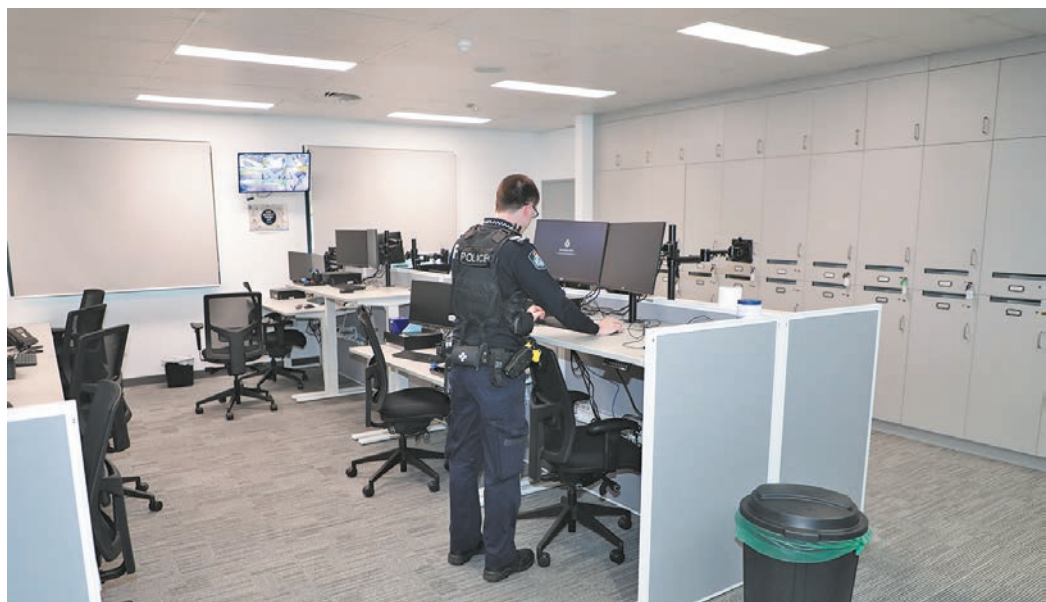
So far the pipeline money has facilitated upgrades and major construction at Beaudesert, Pormpuraaw, and West End. Construction is also underway at Nambour, Burketown, Biloela, Woree, Maryborough, West Cairns, and Aurukun.

The new Pimpama station is scheduled to be officially opened in late February and has the latest member-initiated design applications.

Works have also been announced but haven't started yet for Rosewood, Clermont, Kirwan, Caloundra South,



*The new Pimpama police station has been constructed for \$6M and has created 36 new police positions.*



*Senior Constable Brad Glover tests the new standing desks available to officers in the day room at Pimpama station.*





*The gear room at Pimpama is spacious with plenty of charging points for cameras, and ample weapons storage and unload points.*



*The processing area at Pimpama is co-located with interview rooms, breath analysis, and a toilet, removing the need for 'clients' to pass through the day room and other sensitive areas of the station.*





Senior Constable Jez Stuart in the unisex locker area of Pimpama station. Each locker is big enough to store an officer's vest, uniform, wet weather gear, and boots, and includes individual power points and USB charging.

**“Police need to have good facilities so they have access to the latest technology, latest resources, and a safe environment to continue to support community safety outcomes.”**



Sergeant Anthony Steers in the Shift Sergeant's control point at Pimpama station, including extensive CCTV access, stand up desk, and comms with distress monitoring in adjacent processing area.





QPU President Ian Leavers thanked Police Minister Mark Ryan for working with him to secure \$300M in police infrastructure and resource spending.

Dayboro, Warwick, Cunnamulla, Hervey Bay, Mackay, Ripley, Cooroy, Laura, and Gin Gin.

Police Minister Mark Ryan said he received the message loud and clear from Ian Leavers that regional Queensland really needed enhanced facilities. It was a strong signal to invest in the frontline.

'Police need to have good facilities so they have access to the latest technology, latest resources, and a safe environment to continue to support community safety outcomes,' he said.

'It's also a way the community and government can show their appreciation for the good work that police do. By investing in new facilities and resources police need, it's a way the community can say thank you.'

'The QPU is your strongest advocate anywhere in this state because they know what police need and how to lodge a pretty convincing argument for me to take to the Treasurer.'

**"It's a way the community and government can show their appreciation for the good work that police do. By investing in new facilities and resources police need, it's a way the community can say thank you."**

The infrastructure works pipeline will result in millions of dollars being awarded to local contractors.

Part of the strong advocacy from Mr Leavers pointed to the investment benefits that would come from preferring local firms to do as much of the work as possible to reach better financial outcomes on the project, and the social positives that come from injecting cash into regional economies.

Mr Ryan wants the \$300 million investment to go as far as possible. 'The Union speaks up for its members and its members serve the community,' he said. The government works closely with the QPU and we don't always agree on everything, but when it comes to supporting the frontline we are all together on the same page.

'Listening to the advocacy of Ian Leavers and his colleagues has been effective and has reinforced the fact the Government wants to support police. We are making a genuine material commitment right now.'

QPU members are encouraged to discuss design suggestions for their individual workplaces with their Union Regional Representative.

# A Man Named Fay

By Barry Cochrane, Childers station Volunteer in Policing.

**What do you do the morning after having served more than 41 years in the Service? Don the blue shirt, try to find where you left your vest, or pull the wardrobe to pieces looking for your sidearm? Maybe you just roll over and go back to sleep? Sergeant Geoffrey Allan Fay APM has some ideas.**

**Born** in Rockhampton, Geoff grew up in Isisford, south of Longreach, where he attended primary school until grade 7. He was then off to the 'big smoke' and boarding school at Brisbane Boys Grammar until 1979.

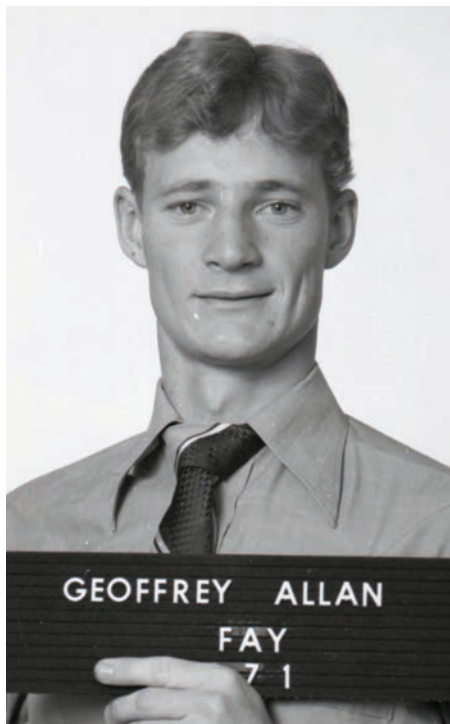


It was in grade 12 Geoff decided he wasn't going to University because he 'didn't have the smarts'. He started thinking about jobs: MtTom Price iron ore mine in Western Australia was an option, and a career in the navy, air force, or the police were also options. Geoff said he didn't want to be a police officer to make a difference or serve the community: he just needed a job.

Geoff submitted applications to all three services and had an interview at Police

HQ in Makerston Street, Brisbane. His first offer was from the Police Force, which he accepted. Life at the Academy as a cadet commenced on 17 January 1980 and after 18 months he was sworn in on 3 July 1981. Apparently Geoff's Dad never really had any time for the police (or journalists) and couldn't believe it, but eventually he was happy with his boy's choice.

After being sworn in, Geoff completed three months training at Woolloongabba, Woodridge, and Oxley and remembers his great training Sergeant Paul Pitchogov at Woolloongabba.



City station was Geoff's first permanent station where he remained until after the 1982 Commonwealth Games. He can still recall standing on Coronation Drive near the Regatta Hotel for the marathon which Robert de Castella won.

In 1982 Geoff transferred to Winton; he wanted to be a bit closer to his parents who were still in Isisford. Geoff's mother told me she knew Geoff wouldn't stay in the city; he was a country kid and would always be a country cop. He wanted to go to Longreach but was told there were no positions (there were): the HR section desperately needed an officer in Winton.

Winton was not a pro-police town due to a hangover from the days of the shearers' strikes, when police were responsible for breaking up the strike. Geoff did say Winton was not anti-police, either.

It was while in Winton that Geoff met his future wife Cecily, who was the Domiciliary Nurse employed by the Winton Shire Council. He recalls spending a lot of time riding motor bikes, pig hunting, roo shooting, camping on Cork Station, golfing, and of course, visiting the nursing quarters.

Geoff's next station was Kingaroy, where he realised just how much he didn't know about policing. He said it was a good station to learn and he actually started to do some real police work.



In 1988 Geoff took a transfer to Mareeba where he enjoyed his time relieving in Croydon Stock Squad CIB and dabbling in farming. It was a great location in that he didn't have to go too far to be fishing and camping on Cape York. He rented a small cottage where pumpkins and watermelons grew on the farm, and Cecily joined him there.

Geoff and Cecily married on 11 April 1992 in Noosa, close to Cecily's family residence at Belli in the Noosa Hinterland. Geoff started looking for opportunities back in the bush and Middlemount came up. A big selling point for Geoff was that the golf course had grass greens.

At Middlemount, Geoff was Sergeant OIC of his own two-officer station and he managed to build ties with the German Creek Mine and local farmers and graziers. He also managed to spend some time on the golf course.

Cecily then wanted to get back a bit closer to her family at Belli, and Geoff's parents were in Rockhampton. Childers was halfway between the two, so in June 1998 they became residents of Childers, where they remain today.

When asked what he will miss most about the QPS, Geoff said he will miss the daily interactions with officers and staff members. He believes he will also miss having members of the community express their appreciation for something the police have done to assist them in a time of need. He said it has been great to see young officers develop into very good police officers. Nearly all of the officers who transfer to Childers stay in town longer than their mandatory three-year tenure; there must be a reason for that! Also, the daily routine of waking up with a purpose will be missed, and Geoff imagines establishing a new routine and life away from the QPS will be difficult.

When asked if he had made any lifelong friends in his 41-year career, Geoff said he still keeps in touch with a number of the cadets he was sworn in with in

1981. He also keeps in touch with a good number of officers who have worked at Childers over the years.

One of Geoff's best mates is Gary Brown, whom he met when he worked in Winton in 1983. Gary was best man at Geoff and Cecily's wedding in 1992; he retired as Sergeant OIC of Wondai two years ago. Geoff and Gary did a lot of shooting together in Winton and have been on fishing and camping trips over the years. Last year, Gary and Geoff went out to Yarka shooting and to Stanage Bay fishing.

Geoff said he feels a bit guilty leaving Childers station knowing there will be staffing issues, which is part of the reason he has held on longer than initially anticipated. However, he knows the station will carry on and the job will get done: it always does. He imagines not too far into the future, it will be, 'Geoffrey who?'

Geoff's official retirement date is 19 May 2022, but he finished work on 14 January. Geoff and Cecily are off to Woodgate in the caravan for their annual Australia Day break with some of Cecily's school friends, and hope to also travel to New South Wales and Victoria. They will then start planning their next trip, a bit longer and a bit further. Geoff feels that by his official retirement date in May, he will be used to being away from the job. Hopefully he and Cecily will be away in the caravan, and if not, the fish will be biting somewhere.

#### MATES IN TOWN

Retired Childers Fire Chief Col 'Curl' Santaceterina spent 35 years in the Fire Service in Childers, and had many interactions with Geoff in the line of duty. One particular event that has stayed in Curl's mind is the time he was called to a road traffic crash at Apple Tree Creek, 6km north of Childers. Curl arrived to find the accident involved a police car and a semi-trailer. Geoff and a new Constable to Childers were trapped in the vehicle, so the Firies did what they had to do to get them out. When it was all over Curl was talking to the

person who called Triple Zero. He had said, 'An ambulance and the fire service are required at an accident'. The Triple Zero operator said, 'And the police', to which he replied, 'No, they're already here!'

This story was borne out by Gary Cotterill, Ambulance Superintendent in Childers at the time. Gary said he was first on the scene and he felt sick to the core; the whole side of the car was caved in, with Geoff encapsulated. The next day he called Geoff to see how he was. Geoff said, 'Gary, you tore the bloody door off the police car! We don't need the Fire Brigade anymore!'

Gary said when he arrived in Childers in December 1995, it was a wild west town full of out-of-control locals and drunken backpackers. Thursday and Friday nights were the worst, with unmitigated violence and mayhem being the normal lead-up to a weekend and to a very busy time for both the QAS and QPS, not to mention the local doctor, Tim Lloyd Morgan.

The intersection of North and Churchill Streets in the centre of Childers has two pubs on diagonally opposite corners and the QAS station and residence on another corner. Gary said much of the weekend mayhem was very evident to him and his family because it was right outside his bedroom window. A normal weekend involved multiple fights, predominately backpackers taking on local lads who had designs on the female backpackers and backpacker lads having designs on local girls.

'Then came Geoff Fay,' Gary said. He nominated Geoff as the finest, most ethical, and most honest copper he has ever known.

The first thing Geoff did was cut loose the two outstanding officers at Childers. They did not disappoint; miscreants everywhere were hunted down and put before the courts. Some of the local lads ended up in the big house and returned with the mentality of never wanting to go back. They also then had a begrudging respect for Geoff and staff.

Childers is now a town where it is safe to walk the streets. It is a town that people are proud of again, and a town where police are highly respected and are an integral part of the community.

Senior Constable Terry Brighton worked with Geoff for several years in Childers and speaks of him affectionately: 'Sergeant Geoff Fay, a gruff, cranky persona with a large, caring heart'.

Terry arrived in Childers from a city working environment, and said Geoff was an old country copper who taught him the importance of community policing. To this day, 12 years after leaving Childers, he still calls Geoff for advice, or just to say g'day.

According to Terry, Geoff was always good for advice. He had a mate working at a neighbouring station who had run into a bit of strife involving damaging two patrol vehicles and a misguided joke phone call. The officer traveled to Childers, kicking stones and looking at other work options. Geoff called him into his office for 'the talk'.

'Listen lad, get the target off your back,' he said. 'It's a big organisation and the boss will soon forget about you if you remove the target. Don't send any misguided e-mails, let it go through to the keeper, and move on.' The advice was accepted, the officer moved on, and Terry said he still uses this phrasing when talking to young, troubled officers.



## COMMUNITY INVOLVEMENT

From the time the Fay family arrived in Childers in 1998, Geoff involved himself in the local community and has been a valued member of the Rotary Club. Club stalwart Wayne Heidrich said Geoff has held many positions: he served as president in 2008/09 and is now in the position again for 2021/22. His initial year as president is noteworthy because it was the year the Rotary Club of Childers accepted its first female members.

As a Rotarian, Geoff has been involved in several of the club's major projects including the refurbishment of the town's prized First World War trophy, the Krupp Howitzer. He also was heavily involved with the restoration of 'Old Number Four', an Isis Mill locomotive donated to the Isis District Historical Society. Geoff also took lead roles in assisting with the Doolbi Memorial restoration and Forest View Palliative House project.

Geoff's organisational skills have regularly been called upon, especially in his role as a Community Service Director. He can best be described as 'Mr Childers Festival', always playing an integral role. Geoff can usually be seen at town events manning the Rotary Club mobile barbecue that he was instrumental in securing.



Geoff is also a member of the Masonic Lodge. His incredible drive to raise the profile of Childers police included his involvement with the annual Debutante Ball. The Ball was invariably an elegant event that provided the community with a much-anticipated and well-supported evening.

Geoff continued to play a strong role in the community in the late 1990s and early 2000s by continuing the annual charity golf day. Local police organised sponsors and the day attracted bumper fields. In addition to its reputation as a must-attend social event, the golf day raised thousands of dollars which were donated to a raft of local organisations including the local kindergarten and volunteer fire services.

## AWARDS

Geoff's involvement in the local community was recognised in 2003 when he was awarded an Australia Day Special Appreciation Award.

Community recognition of Geoff's efforts did not stop there. In 2007 Geoff was awarded the Isis Shire Citizen of the Year Award and was a very popular winner of the Premier Award.

In presenting the award, Mayor Bill Trevor described Geoff: 'An ordinary man doing extraordinary things. He lives here, he works here, and he plays here. He is the type of man who has won the hearts and minds of locals, and his role as local Officer in Charge of Childers Police is immensely respected.'

## MEMORABLE JOBS

Geoff feels there are no moments that he has tried to erase from memory, but did suggest his memory must be fading a bit. Still, he believes there are some incidents that will stay with him forever.

'Probably two,' Geoff said. 'The first was the Mount Emerald Citation crash. A Citation jet carrying local councillors home from a conference crashed into Mount Emerald, killing the pilot and 10 councillors on board.'



He was working in the Stock Squad with Glen Teske, and they were the first officers to be winched down to the crash site from a Blackhawk helicopter. They remained on the mountain until all the deceased had been located and prepared for transport to Cairns.

The second incident was the Palace Backpackers fire in Childers which occurred 18 months after he arrived in town.

In June 2000, 15 young travellers perished in a fire deliberately lit at the Palace Backpackers Hostel. The event shook the small town and remains one of the biggest homicide investigations ever undertaken by the QPS.

Geoff remembers receiving a call from Senior Constable Russell Sheehan at 12:50am on 23 June. When he and officers Robert Maragna and Russell Sheehan arrived on scene, the firefighters were doing their best to stop the fire.

It quickly became apparent that a number of backpackers were trapped inside. There was nothing anybody could do to get them out once the fire had engulfed the upper level of the building and fire services had



to withdraw. Some of the evacuees approached Geoff claiming Robert Long had lit the fire, and Geoff initiated a search to locate him.

Eighty-eight guests had been staying at the hostel and police interviewed every survivor, asking them to identify those they could not locate or who had been taken to hospital. Geoff said interviewing the survivors was a difficult job.

The façade of the original Palace Backpackers has been incorporated into a new building which includes a memorial to the young people who lost their lives in the fire.

### PROUD MOMENTS

Two proud moments stand out against



many during Geoff's stellar career.

In July 2009 the heroic acts by police on the night of the Palace Backpacker Hostel fire were recognised at a QPS awards ceremony. North Coast Region Acting Commissioner Lawrie Churchill presented Geoff with a Commissioner's Certificate that will hang in the station.

'This isn't just for me or the officers at Childers,' Geoff said, who was one of the first on the scene at the tragedy. 'It's for the whole North Coast, because it took officers from everywhere to get that job done.'



The other very special moment occurred on 13 June 2011 when Australian Governor General Quentin Bryce awarded Geoff the Australian Police Medal in recognition of his distinguished service.

The official presentation was at Government House in Brisbane by Queensland Governor Penelope Anne Wensley AC on 30 September 2011. The day was made extra special for Geoff because Cecily, his children, and his parents were in attendance.

### 'CRIMINAL'

Geoff's passion for fishing has grown in the latter years and after much complaining from his fishing mates he lashed out and bought a new bigger and better tinny, one that would keep them dry. Being a loving family man, he decided to take Cecily on the maiden voyage. They tied up on a sandbank while pumping a few yabbies for bait.

After 20 minutes, Cecily noticed the boat was drifting away. Geoff dived in







wearing only his Speedos and swam after his new pride and joy. After five minutes he realised he was no longer 20 and returned to the bank empty handed.

Luckily, two young blokes came to the rescue; they lassoed the boat and brought it back to the stranded crew. Unbeknownst to Geoff, his loving wife Cecily sent out a fishing report that afternoon to Geoff's mate Darren, who tried to publish it in every available source.

The report read: 'NEWS HEADLINES - Baffle Creek Marine Rescue assisted a couple and their dog left stranded after their boat broke anchorage whilst yabbing. Unfit male failed in his attempt to swim 80m. No fish to report.'

Rumour has it the disappearing boat trick has occurred on another two occasions, so Geoff's friends are passing the hat around to chip in for signwriting on the new vessel. They plan to name her 'Criminal', because she keeps getting away from Geoff.

#### A CHILDERS MAN

Sometime back I asked Geoff why he hadn't sought promotion given his number of years in the QPS. His answer was short: 'Why would I?'

The OIC role in Childers is for a Sergeant and if he was promoted, he would have to leave, which he didn't



want to do because he liked his job and loved Childers.

Love Childers he does: he and Cecily, who have now been together 29 years, have built a beautiful home overlooking green, rolling hills and valleys. Cecily plays in her garden while Geoff tinkers in his shed or spends time with the second love of his life, his cows ... when he's not out fishing, that is! Cecily told me she suggested to Geoff that he get rid of some of the cows, but he just couldn't part with 'his girls'.

After more than 41 years in the Service and having served at nine different stations, Sergeant Geoffrey Allan Fay APM has certainly left each place he's been in a far better position that when he found it.

His commitment to the job and his community involvement will be missed by the people who know him. Childers police station now passes to a new OIC, who inherits a team respected in the local community thanks in a large part to Geoff's work ethic.



For me, it has been an honour to serve as a Volunteer in Policing at Childers station for the past 10 years. I have come to know Geoff both as a policeman and a friend who is always ready to lend a hand wherever it may be needed. I wish Geoff every happiness in his retirement and in all the future adventures he and Cecily will undertake.

Accordingly, it is only fitting that the final words be left to 'a man named Fay' himself: 'Treat people with respect, do your job in a professional manner, use minimal force, and they will respect you for it'.



# Barking Effective

By Darren Curtis

**There are few things potentially more petrifying than a police dog barking, snarling, and salivating as it reveals what you thought was a handy place of concealment in the dark. The team from the Townsville Dog Squad have recently had a great deal of success locating offenders.**

**Officer** in Charge Sergeant Nathan Hester and his team have been averaging over 166 jobs a month over the past year as they play a key role assisting Townsville District General Duties and Detective Squads in the drive to control crime issues in the city.

Admittedly, some areas may claim to be busier based on sheer job numbers, but Townsville has a population of 180,000 and is 1,300 kilometres from Brisbane, where vacancies in the Dog Squad can often be rapidly filled and assistance is often available from nearby squads to cover roster gaps, training, and injuries.

Sgt Hester can't help but have glowing praise for his team of five working in partnership with four general purpose dogs and two drug detection dogs. 'It was pretty busy during 2021,' he said. 'In a few months we exceeded 1,500 calls for service, we had over 300 requests to locate people, and working with our frontline colleagues we detected over 60 offenders. Most of them had been involved in property crime, domestic violence incidents, and fleeing from stolen vehicles.'

The Dog Squad have a very visible and sound presence, so in a community that currently has a heightened response to criminal activity, it's not

long before the arrival of the Dog Squad flashes across local social media sites. The vibe from most of those commenting online is as if the cavalry has rolled up.

With that degree of support comes an expectation for immediate results.

Senior Constable Dave Forrest joined the Dog Squad in Townsville in early 2021 with his dog Uzi. He says that anticipation by the community to always come up with a result from their tracking is very motivating. 'The community really love our police dogs, people appreciate we are there trying to keep them safe,' he said.

Uzi is a general purpose dog and just 20 months old. Handler Dave spent his general duties service at Kirwan before qualifying and being assigned to the Townsville Dog Squad.

Sgt Hester says Dave and Uzi have reinvigorated the entire squad. 'It's great to have a bloke with so much self confidence come online. He put in a lot of hard work to get into the Dog Squad and the reward of achieving a position in Townsville is really paying off. He's kicking goals with some great results and his enthusiasm is really noticeable.'

Senior Constable Julie Butler was a former scientific officer and has



Townsville Dog Squad OIC Sergeant Nathan Hester and PD Mace.





Senior Constable Dave Forrest and PD Uzi. Dave completed general duties work at Kirwan before transferring to the Townsville Dog Squad.

been with the QPS for over 23 years. She now handles the two drug detection dogs. The transition in job has re-energised her career and the drug dogs have rapidly become a significant asset in Townsville.

Snr Const Butler said, 'Traditionally, drug dogs really haven't been seen regularly in this area. When we do an operation at a festival, people are really surprised to see us there. So

much so, their behaviour when they spot the dog is what can draw us to them. We also provide assistance at search warrants searching houses, business premises, vehicles, and people.

'The dogs assist with items that aren't easily found through a hand search or even secreted in walls and under floors. We've also had success when we get information that a drug stash

has been buried. The dog is very useful if someone has been observed throwing items into bush land. These dogs can zero in pretty quickly.'

However, working in the high humidity and blazing sun of Townsville can be pretty challenging for the dogs. The drug dogs work in pairs, swapped over during an incident or search so they can keep hydrated and alert. A lot of the work done by the general purpose dogs is from the afternoon through into the early morning. It can still mean pushing the operational limits in extreme humidity.

Sgt Hester said, 'Working in Townsville is fairly different to operating in the south east corner of Queensland. The people we interact with probably don't differ too much in the offences they commit, but the climate here does play a role.

'We have to be careful while tracking our dogs for too long on days when the humidity is soaring or in full sun. When we are not at work we make sure the dogs are well rested, well hydrated, fit, and healthy.'

Keeping the balance between rest periods and regular skills training can be a fine balance. During the recent annual assessment phase, some of the appraisals were done in the cool of the night.



Senior Constable Julie Butler and her two drug dogs have really been a force multiplier providing extra capability for search warrants and enforcement in entertainment precincts.



Senior Constable Julie Butler and PD Yin search for a hidden drug stash at Belgian Gardens.



We observed one session with Senior Constable Dave Sloan and his general purpose dog Drago. They conducted a track for an offender through the Townsville suburb of Idalia.

With his nose just centimetres from the ground, Drago crisscrossed footpaths, suburban yards, walkways, roads, and parks, staying focussed on the scent of an 'offender' on foot,



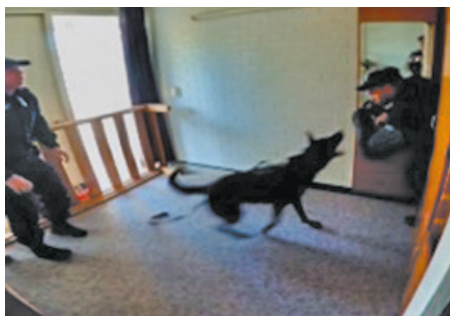
*Senior Constable Dave Sloane and PD Drago undergoing an extensive track through suburban streets and parks during annual skills assessments.*



*Senior Constable Sloane and PD Drago close in on the person who tried to elude them across a couple of neighbourhoods during annual skills assessments.*

who was doing everything he could to flee the dog. Dave and Drago finally cornering him after scaling a brick fence and locating their target hiding in the shadows of bushes at Oonoomba State School.

PD Cannon and PD Mace were also observed conducting building searches for offenders attempting to elude detection, and then undertook bite work. The dogs and their handlers worked in tandem synchronicity, each of them constantly aware of each other's position and body language, and both full of drive to secure a positive result.



*PD Cannon prepares to launch into some bite work after detecting an 'offender' during annual skills assessments.*

OIC Hester said the annual assessment results were testimony to the resilience of the handlers and the connection they have with their police dogs.

'It's really satisfying to watch them work,' he said. 'That's why we all joined the Dog Squad: to track and locate offenders. When you put all that hard work into training and it comes together out on the road, it's really rewarding. It's a team performance and everyone needs to play their role.'

QPU Northern Region Rep Peter Thomas is convinced the Townsville Dog Squad is making a positive contribution to police operations in the area.

'I've seen how Nathan and his team operate first hand,' he said. 'It's a pretty satisfying sensation when they are called into a job and you hear that familiar bark of the dogs as they know they are about to start tracking.'

'Seriously, I would not like to be trying to avoid any of these dogs during the day or night, because they have such a determination to locate whoever they are looking for. Plus the variety the drug detection dogs give us is brilliant.'

'The Union encourages specialist units to grow as the population expands, and adding genuine extra police numbers is always encouraged. I know Nathan is actively seeking work for them to do across the District, so I encourage OICs to keep requesting their services as a resource to add to their operations and community policing tasks.'



# Swimming for a mate

By Darren Curtis

**After a dedicated Queensland police officer fell from a waterfall during a family holiday, his colleagues from the Sunshine Coast banded together to stage a 24-hour 'swimathon' to help raise funds for his ongoing treatment, house modifications, and to ease the financial burden for his wife and children.**

**The** outdoor pool at the Oxley Police Academy was the venue for the marathon effort on Thursday 24 February. It also coincided with one of Brisbane's worst rain events in many years, ensuring there was plenty of water around the pool and long lap sessions in the thumping downpours to test everyone's resilience.

Senior Constable Mark Barclay was only a few hours into a family holiday in Tasmania on 29 December last year when ground at the top of a waterfall gave way without warning. Alongside his wife Alana, their two children, and Mark's two brothers and their families, Mike had hiked to the waterfall crest. Moments before the collapse, Mark's two children, five-year-old Ava and four-year-old Lincoln, had been standing directly next to him.

Mark fell 15 metres down the slope, striking a number of boulders on the

way, which caused significant injuries. He then slipped unconscious into a deep-water pool. Luckily, his father was nearby and was able to drag Mark back to the edge of the pool, holding him above the waterline until help arrived.



*It took rescuers nearly an hour to carry Mark from the waterfall to an ambulance because a helicopter couldn't access the accident site.*

'The doctors cannot believe Mark even made it to the hospital and survived the first few weeks in a coma,' Mark's wife Alana said. 'His nickname now is 'miraculous Marky'. Just being alive is amazing.'

The punishment on 39-year-old Senior Constable Barclay's body was intense: 21 skull fractures, nearly every tooth broken or damaged, shattered knees,



*Mark spent three weeks in a coma and has had to contend with post surgery complications before he could be stabilised and moved back to Brisbane. Alana has remained by his side every day during his treatment.*

**"The punishment on Senior Constable Barclay's body was intense: 21 skull fractures, nearly every tooth broken or damaged, shattered knees, broken leg bones, nerve damage to his eyes and ears, brain swelling, and other issues."**

broken leg bones, nerve damage to his eyes and ears, brain swelling, and other issues. So many of the injuries had the potential to be life threatening.



*Senior Constable Mark Barclay before the accident, enjoying his shifts at the Tactical Crime Squad.*



The Barclay family remained in Tasmania for seven weeks until Mark could be transported safely back to Queensland. Through connections with the Tasmanian Police Association, the Queensland Police Union provided immediate assistance to the Barclay family and arranged accommodation near the hospital where Mark was being stabilised.

‘Our network crosses state and territory borders,’ QPU General Secretary Mick Barnes said. ‘So when things like this happen elsewhere in Australia, we are able to call on our brothers and sisters in blue and fellow unions and associations. There is nothing greater than assisting each

other in times of need, particularly when our people are hurt.’

Mark is attached to the Tactical Crime Squad on the Sunshine Coast. He has worked there for 13 years, and is also a part-time member of the area’s Police Dive Squad. His mates thought there would be a natural connection to hold a ‘swimathon’ as a way to get the attention of colleagues across Queensland about Mark’s accident and a quirky way to attract donations to assist the Barclay family.

Sergeant Andy Bauer from the Sunshine Coast Diving Unit said the relay idea came from one of the divers and as soon as it was suggested, TAC

Crime jumped in and drew in others to take part.

‘Mark is like a giant kid: super happy, an incredibly generous person, very athletic, outgoing, and he really loves life,’ Sgt Bauer said. ‘Every time he’s on assignment with the Dive Squad he says, ‘How good is our job?’ He loves being a copper.

‘So it was really good to speak to Mark just after we started swimming this morning and he actually sounded like the happy Mark that we know him to be. If this can help inspire him with his rehabilitation, re-learning to walk, and on the tough days ahead, then that would be amazing.’



Paramedics Ben Wilkin and Tom Kelsey joined up with Dog Squad Members Craig Moss and Basil Chang to support the swim volunteers.



The laps continued despite torrential rain.



Recruits at Oxley Academy lined up to purchase raffle tickets and fundraising items to support the Barclay family during the swimming event.



Recruit Anthony Penny from squad 215 hit the sausage sizzle during the swimathon, buying multiple sandwiches and dropping in extra coins to support the Barclay family.





The night owls continuing the laps through the early morning hours to honour their mate Mark Barclay.

'It's amazing to see all these people come in and want to be part of this effort for Mark,' Snr Sgt Wiggins said. 'The Tassie police also made a collection and donated it to the Barclay family. Part of the reason people have responded like this is because Mark is not a stereotypical police officer because he's always smiling, no matter the circumstances. He's always got a grin on, plus he's a strong family man and is always positive. He truly is a genuinely nice person.'

During the event, Mark dialled in from his hospital bed at the brain injury unit in the Princess Alexandra hospital. He was a little embarrassed by the fact so many police came forward to help on his behalf, but also very appreciative.



The volunteer swimmers had no distance target but achieved just short of 120km over the 24 hours.

**"By the time the team completed 24 hours in the pool, they had racked up 4,624 laps of the 25 metre pool, accumulating 115.6 kilometres."**

The volunteer swimmers took to their mission with enthusiasm, tag-teaming lane changeovers and pushing on even when the rain became torrential. By the time they completed 24 hours in the pool, the team had racked up 4,624 laps of the 25 metre pool, accumulating 115.6 kilometres.

Senior Sergeant Scott Wiggins is OIC of the Sunshine Coast TCS at Kawana Waters. He was overwhelmed with how many people chipped in to buy stubby coolers, raffle tickets, and food, and also at the number who joined in the lap swimming through the day and night.



Alana Barclay says despite Mark's injuries, they are not closing the door on his police career.

'We spoke to Mark and it actually sounded like the happy Mark that we know him to be,' Sgt Bauer said.

Wife Alana struggled to hold back tears after the calls.

'It's hard knowing the strong man he was before the accident,' she said. 'He continues to amaze me with his optimism and his focus on his recovery. He knows he will repair his body no matter how long it takes. It maybe a year or longer but he's determined to do it.'



After 24 hours the swimathon was completed, and despite some fatigue, the swimmers who completed the final leg were elated they made a difference for the Barclay family.





Lincoln Barclay didn't hold back on the fist bumps as a thank you to his father's workmates for taking part in the swimathon.



Mark is not only dealing with a fractured skull and legs but also nerve damage to his eyes and hearing.

'He's also determined to get back to work; he's been a police officer for 18 years and it's his passion. He really only focuses on us, our kids, and work. He will get back to the job in some capacity I believe.'

**"Having the Union help at this really stressful time was something that left me speechless."**

Alana Barclay said the support of the QPU has helped reduce the anxiety and pressure.

'When I was told the Police Union was helping out our family, firstly with accommodation and now with further



Mark and Alana's son Lincoln enjoys a special bond with his Dad's workmates.



TCS members Senior Constables Mark Williams and Krissi Barben spent time between fundraising laps with Senior Constable James Hall from the Dive Squad, learning about the unit's equipment and sharing knowledge, broadening their awareness of each section's capabilities.



Senior Constable Barclay on duty with the Dive Squad.

The QPU has also made it clear Mark will continue to receive support for an appropriate return to duty if possible.

'It's a matter of working with Mark's physicians and the Police Service,' General Secretary Mick Barnes said. 'I'm confident there is always a role for everyone in the QPS. Our industrial team will be standing by to help Mark with any advice and negotiation needed to help him back into the workforce.'

support, it goes beyond expectations.

That support from the QPU really takes the stress off, actually. Having the Union help at this really stressful time was something that left me speechless. Thank you to the Union guys who stepped up when we really needed it the most.'

Alongside the Union's support, the initiative of Mark's workmates to raise awareness of his incident and pledges to continue fundraising is truly outstanding.





Tony Ross from QBank met up with Dive Squad members at the swimming event to confirm QBank will provide ongoing financial assistance to the Barclay family as Mark continues his recovery.

It is hoped each police officer in Queensland and those who support police in the community could donate at least \$2 each to assist the Barclay family.

*Donations can be sent to:*

**Mark Barclay Welfare Fund**

BSB: 704052

Account: 100207103

## 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.



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COVER LIKE NO OTHER



# Members' Benefits

By Darren Curtis

**During the COVID pandemic, frontline police have been using multiple pairs of disposable gloves every shift as they fulfill basic personal protection protocols when dealing with persons of interest, or when they have contact with surfaces regularly touched by the public. It's meant carrying spare sets of gloves in pockets or jammed into Load Bearing Vest pouches not really designed for that purpose.**

**Legear** now has back in stock *5.11 Tactical Latex Glove Pouches* in hardened black nylon. The Australia-New Zealand multi brand store based at Varsity Lakes on the Gold Coast admit they were surprised by the initial demand for the pouch as worldwide requests skyrocketed while the pandemic took hold.

The pouch integrates easily through a slide on loop for duty belts and it weighs 136 grams. The unique pouch cover design allows gloves to be easily drawn out through the top without contaminating other gloves.



*The 5.11 glove pouch is lightweight and abrasion resistant.*

The company has secured extensive stocks and has undertaken to make it a priority for delivery for Queensland Police Union members who order from their online store at [legear.com.au](http://legear.com.au)

The *5.11 Tactical Latex Glove Pouch* retails for \$24.99.



*The 5.11 glove pouch can slide securely onto a duty belt for easy access and is rattle-free.*

Legear Division Manager Jason Semple has established a discount code for exclusive use by Queensland Police Union members. During the checkout phase of the online order, by entering the special code of **QPU15**, financial members of the Union and their family members will receive a 15% discount.



*The SC4R clip light has multiple power phases up to 200 lumens.*

Mr Semple said, 'Our company has a strong emphasis on giving back to law enforcement and this is a way we can do it so those on the frontline can have the best equipment available on the market.'

Another popular item at the moment is the *Solidline SC4R Clip Light* designed by ledlenser that allows for handsfree operation in the dark under bright white light or tactical red light.

Mr Semple enthusiastically describes the cliplight as, 'a really cool bit of kit. Thanks to an innovative clip which includes some built-in earth magnets you can pretty much attach it to anything.'

'So whether it's a MOLLE sliding in it's really sublime, it has the ability to rotate around due to a ball joint swivel to direct the light exactly where you want it. On your vest or even attached to your cap, the light will be where you need it, looking forward, angled down where you are writing, or activating the red strobe as an extra hi vis presence.'

The SC4R has various scales of white light power phases up to 200 lumens. There's also a constant red light or red strobe.



However, the best feature is the gesture control function. Once activated, any movement over the sensor and the light will switch on or off, allowing for complete handsfree operation.

It means the light will switch on when the operator needs it, saving valuable seconds and without the risk of contamination by touching the buttons.



*The SC4R can be clipped to a vest, belt, cap, or gear bag and has complete handsfree operation.*

The light weighs 35grams and is rechargeable through a micro USB port. It comes with a 12 month warranty.

The *Solidline SC4R Clip Light* retails for \$39.95 and can be purchased through [legear.com.au](http://legear.com.au)

*The QPU does not endorse these products and this item is not a paid advertisement. However, the QPU Journal supports and raises awareness for businesses that support police.*

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**QUEENSLAND POLICE UNION OF EMPLOYEES**

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# A Memorial in the Daintree

By Far Northern Regional Rep Gil Dyett

**Daintree Life is an organisation that promotes positive outcomes for the Daintree rainforest via education and a goal of planting 500,000 trees by 2030. They identify appropriate sites within the region on which to plant indigenous species, such as on old service roads, roadside reserves, and freehold land.**

**A**t times Daintree Life undertakes special memorial plantings as a way to create a lasting tribute to those who have died.

On 16 February, Daintree Life organised the planting of 140 trees as a living memorial to Senior Constable Dave Masters from Deception Bay, Senior Constable Brett Forte from Toowoomba, police dog PD Rambo from Maryborough, and Dave Masters's police horse PH Manny.

I was invited to attend the tree planting memorial near the Daintree River in Cow Bay alongside officers

from the Mossman police station and the Mossman Mayor, Michael Kerr.

The site of Council land in Cow Bay had been cleared of weeds prior to the day of planting, and funds had been raised to supply native trees and plants.

Daintree Life will water and maintain these trees until they are self-

sufficient, and will update their website with ongoing photos to show their growth and prosperity.

The planting location is easy to get to but there is no mobile reception in the area, so Daintree Life have GPSed the location



*Gil Dyett QPU.*

**“Daintree Life organised the planting of 140 trees as a living memorial.”**



*Mossman Mayor Michael Kerr and Senior Constable Nathan Sayed.*



*Senior Constable Steve Hamilton.*





Lending a hand for the plantings: Mossman Mayor Michael Kerr, Senior Constable Stephen Hamilton, OIC of Mossman station Sergeant Matt Smith, Senior Constable Nathan Sayed, Senior Constable Samuel McNamara, and Northern Regional Rep Gil Dyett.

and are happy to forward it to any interested parties.

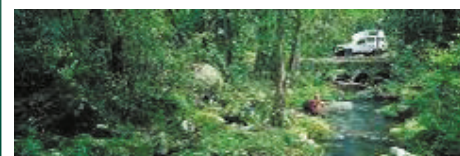
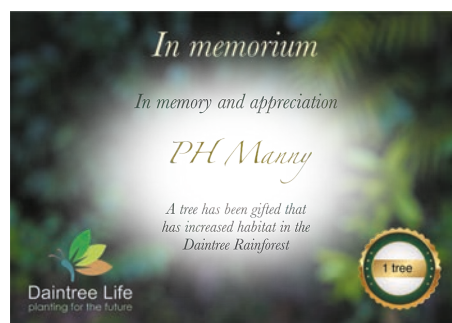
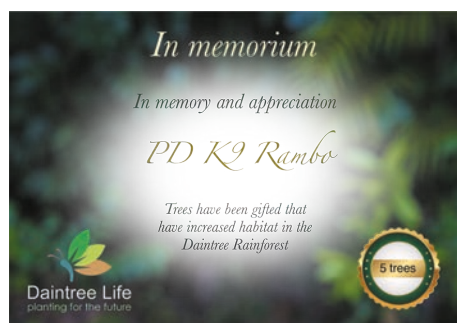
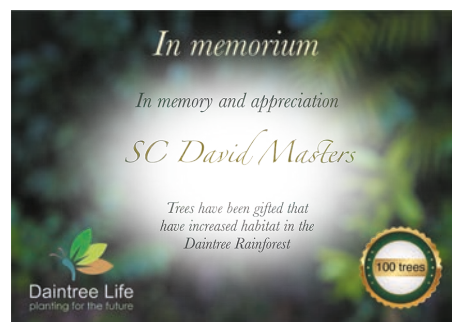
They have extended a welcome to any police and their families, and especially those honoured by the memorial, to visit the location at some time in the future.

I am humbled by the level of sincerity and generosity of Daintree Life's gesture in planting these trees for our officers.

If you are interested in creating your own living memorial, you can contact the organisation and they will plant

trees on your behalf, or accommodate you to attend to plant with them.

A cost of \$10 per tree covers planting, maintenance, a small marker on site, a personalised certificate, photograph, GPS location, and a touching memorial that will live for hundreds of years.



# Don't break the safety chain

Report all health  
and safety hazards



If you identify a work-related hazard – report it in the  
on-line Health and Safety Hazard Management System



**Safety & Wellbeing**



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



# Enterprise Bargaining Agreement 10

## FINAL INCREASE OF EB9

**The final pay rise of 2.5% from EB 9 was paid to members on 1 January 2022. This increase had previously been deferred by the State Government. The wage rates are attached for members' information and members should note that this increase also means that a range of allowances – including Area, Detective, Plain Clothes, Diving, EORT, FTO, Dog Handlers, On Call, One and Two Officer Stations, Prosecutors, SERT and *many others* will automatically increase as well. Importantly, the OSA, NOSA and Shift Allowances (for sworn and non-sworn members) will increase as will the superannuable OIC Allowances.**

## START OF EB 10

The current Enterprise Agreement has a notional expiry date of 30 June 2022 – so the QPU will spend the first half of this year negotiating a new Enterprise Agreement. Please note that the current Agreement continues to apply until a replacement agreement is certified by the QIRC.

Preparations for the new EBA began 12 months ago, with the Union developing our Log of Claims from motions passed at the QPU Annual Conference, motions at branch meetings, and responses to the questionnaire that was sent to all members at the start of the year. There has been an excellent response to the questionnaire with many issues addressed by the membership.

At the earliest possible opportunity, the QPU sent the 'Notice of Intention to Commence Negotiations' to the Commissioner (see attached letter). The negotiations are conducted by the 'Single Bargaining Unit' which consists of a QPU delegation led by General President Ian Leavers, a QPS delegation, QPCOU delegation, and a representative from the State Government's Office of Industrial Relations.

Once negotiations commence, please note that we are limited in what we can advise members as negotiations are 'without prejudice' and negotiations must be 'in good faith'. This means that the parties are limited in what we can report until 'Agreement in Principle' is reached. Under the current Wages Policy (so as to preserve 1 July 2022 as the operative date), this 'Agreement in Principle' needs to be reached by the end of July.

When the parties have reached 'Agreement in Principle', this proposal will be presented to all members. Our Officials and QPU Industrial Officers will tour the State to inform the membership of the contents of the proposed agreement. After members have been advised of the proposed agreement, all members will be given the opportunity to vote on the proposal. If the agreement is approved it will be certified in the Queensland Industrial Relations Commission (QIRC) and members will then be back paid the wage rise.



## Salary Rates

## POLICE OFFICERS

1/07/2019			1/07/2021		1/01/2022	
	<i>Per Fortnight</i>	<i>Per Annum</i>	<i>Per Fortnight</i>	<i>Per Annum</i>	<i>Per Fortnight</i>	<i>Per Annum</i>
CONSTABLE						
1	2,368.50	61,792	2,427.70	63,337	2,488.40	64,921
2	2,474.90	64,568	2,536.80	66,183	2,600.20	67,837
3	2,581.10	67,339	2,645.60	69,022	2,711.70	70,746
4	2,687.00	70,102	2,754.20	71,855	2,823.10	73,653
5	2,835.30	73,971	2,906.20	75,821	2,978.90	77,717
6	2,957.60	77,162	3,031.50	79,090	3,107.30	81,067
SENIOR CONSTABLE						
1	2,957.60	77,162	3,031.50	79,090	3,107.30	81,067
2	3,025.80	78,941	3,101.40	80,913	3,178.90	82,935
3	3,095.40	80,757	3,172.80	82,776	3,252.10	84,845
4	3,166.90	82,622	3,246.10	84,688	3,327.30	86,807
5	3,239.30	84,511	3,320.30	86,624	3,403.30	88,790
6	3,313.80	86,455	3,396.60	88,615	3,481.50	90,830
7	3,390.20	88,448	3,475.00	90,660	3,561.90	92,927
8	3,468.20	90,483	3,554.90	92,745	3,643.80	95,064
9	3,547.70	92,557	3,636.40	94,871	3,727.30	97,243
10	3,617.70	94,383	3,708.10	96,742	3,800.80	99,160
SERGEANT						
1	3,617.70	94,383	3,708.10	96,742	3,800.80	99,160
2	3,674.70	95,870	3,766.60	98,268	3,860.80	100,726
3	3,748.30	97,790	3,842.00	100,235	3,938.10	102,742
4	3,823.50	99,752	3,919.10	102,247	4,017.10	104,803
5	3,879.60	101,216	3,976.60	103,747	4,076.00	106,340
6	3,981.80	103,882	4,081.30	106,478	4,183.30	109,139
7	4,061.50	105,962	4,163.00	108,610	4,267.10	111,326
SENIOR SERGEANT						
1	4,155.20	108,406	4,259.10	111,117	4,365.60	113,895
2	4,219.20	110,076	4,324.70	112,828	4,432.80	115,649
3	4,283.10	111,743	4,390.20	114,537	4,500.00	117,402
4	4,336.90	113,147	4,445.30	115,975	4,556.40	118,873
5	4,412.40	115,116	4,522.70	117,994	4,635.80	120,945
6	4,522.70	117,994	4,635.80	120,945	4,751.70	123,968
7	4,635.80	120,945	4,751.70	123,968	4,870.50	127,068
INSPECTOR						
1	5,515.50	143,895	5,653.40	147,493	5,794.70	151,180
2	5,552.30	144,856	5,691.10	148,477	5,833.40	152,189
3	5,618.90	146,593	5,759.40	150,259	5,903.40	154,015
4	5,689.60	148,438	5,831.80	152,147	5,977.60	155,951
5	5,760.30	150,282	5,904.30	154,039	6,051.90	157,890
6	5,849.70	152,614	5,995.90	156,429	6,145.80	160,340
7	5,966.60	155,664	6,115.80	159,557	6,268.70	163,546

Classified as OFFICIAL



**SUPERINTENDENT**

1	6,050.00	157,840	6,201.30	161,787	6,356.30	165,831
2	6,169.30	160,953	6,323.50	164,976	6,481.60	169,100
3	6,233.60	162,630	6,389.40	166,695	6,549.10	170,861
4	6,407.90	167,178	6,568.10	171,357	6,732.30	175,641
5	6,536.00	170,520	6,699.40	174,783	6,866.90	179,153

**CHIEF SUPERINTENDENT**

1	6,692.60	174,605	6,859.90	178,970	7,031.40	183,444
2	6,853.00	178,790	7,024.30	183,259	7,199.90	187,840

**POLICE LIAISON OFFICERS, BANDPERSONS, ASSISTANT WATCHHOUSE OFFICERS AND TORRES  
STRAIT ISLAND POLICE SUPPORT OFFICERS**

		1/07/2019		1/07/2021		1/01/2022	
	Pay-point	Per Fortnight	Per Annum	Per Fortnight	Per Annum	Per Fortnight	Per Annum
<b>OPERATIONAL STREAM</b>							
<b>Level 3</b>	<b>1</b>	2,136.00	55,727	2,189.40	57,120	2,244.10	58,547
	<b>2</b>	2,185.00	57,005	2,239.60	58,430	2,295.60	59,891
	<b>3</b>	2,235.30	58,317	2,291.20	59,776	2,348.50	61,271
	<b>4</b>	2,287.30	59,674	2,344.50	61,166	2,403.10	62,695
<b>Level 4</b>	<b>1</b>	2,386.10	62,252	2,445.80	63,809	2,506.90	65,403
	<b>2</b>	2,463.10	64,261	2,524.70	65,868	2,587.80	67,514
	<b>3</b>	2,541.30	66,301	2,604.80	67,957	2,669.90	69,656
	<b>4</b>	2,619.00	68,328	2,684.50	70,037	2,751.60	71,787
<b>Level 5</b>	<b>1</b>	2,687.90	70,125	2,755.10	71,879	2,824.00	73,676
	<b>2</b>	2,777.30	72,458	2,846.70	74,268	2,917.90	76,126
	<b>3</b>	2,867.50	74,811	2,939.20	76,682	3,012.70	78,599
	<b>4</b>	2,957.20	77,151	3,031.10	79,079	3,106.90	81,057
<b>Level 6</b>	<b>1</b>	3,087.50	80,551	3,164.70	82,565	3,243.80	84,628
	<b>2</b>	3,169.70	82,695	3,248.90	84,761	3,330.10	86,880
	<b>3</b>	3,252.00	84,842	3,333.30	86,963	3,416.60	89,137

Classified as OFFICIAL

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

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950



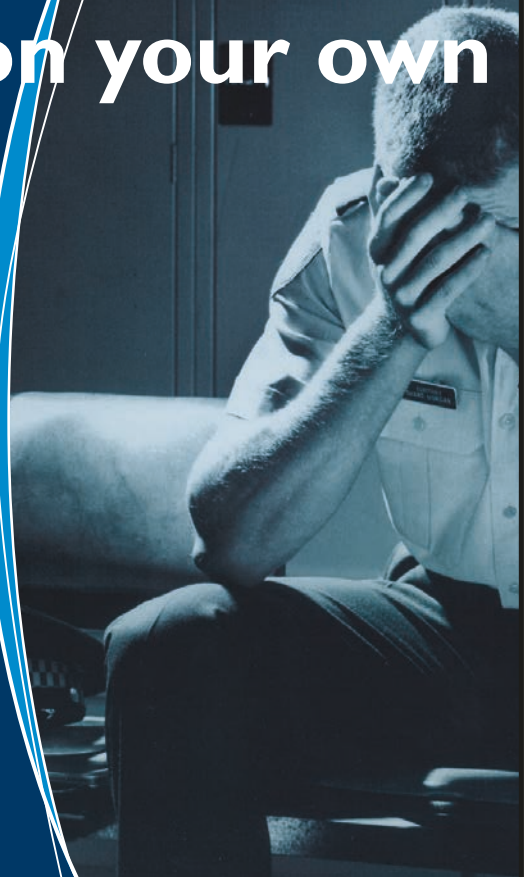
**Without us, you're on your own**

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950







# National Police Bravery Awards

Exceptional acts in exceptional circumstances

## The Police Federation of Australia's National Police Bravery Awards **are now open.**

This award has been developed for police by police and nominations are sought from officers across the country.

While police work is inherently dangerous...some actions stand out.

Do you know someone who has performed an exceptional act in exceptional circumstances?

### SELECTION CRITERIA

1. The nominee must be a sworn police officer from an Australian police jurisdiction.
2. Nominees must have undertaken an outstanding act of courage or bravery, by selflessly putting themselves in harm's way to protect others, going well beyond the call of duty.
3. Where feasible, the incident should have occurred in the past twelve months, however exceptions could include if the matter is subjudice or if other unavoidable delays have occurred.

The online nomination form is available at  
**[policeweek.org.au/bravery-awards](http://policeweek.org.au/bravery-awards)**  
and close on **30 June 2022.**

***The National Police Bravery Awards will be presented in Canberra on 21 September 2022.***

# Book Review The Promise

By Andrea Appleton

**'The promise' of this book is one made by an Afrikaner husband, Manie, to his Jewish wife Rachel on her deathbed at their farm on the outskirts of Pretoria in South Africa. It is 1986, before the end of apartheid in the country, and yet Manie agrees to give Rachel's faithful black maid Salome the deeds to the house in which she lives on their property.**

**The** promise is overheard by Amor, the youngest of Manie and Rachel's three children, whose presence is not noticed: 'They didn't see me, I was like a black woman to them'. It is Amor who encourages her family to honour her mother's legacy when her father and siblings appear to have forgotten it over the ensuing decades.

The book is divided into roughly four decades and the four sections are headed with the names of the family member who will next die.

The decline of this privileged yet dysfunctional family and their farm is mirrored by the decline of post-apartheid South Africa: the rise in violent crime, HIV, power shortages, and climate change are just some of the societal problems that form a background for the family's fate.

The beauty of the book is the narrative point of view, which randomly flits from a main family character to an inconsequential grave digger and back to a third person narrator directly addressing the reader.

Rachel's ghost is employed, as well as a violent criminal and a pack of hyenas, and at one point even the contents of the family's toilets are examined in great detail.

The only character whose voice is not heard is that of Salome's, and it is the reader who is blamed for this omission for not caring enough to ask.

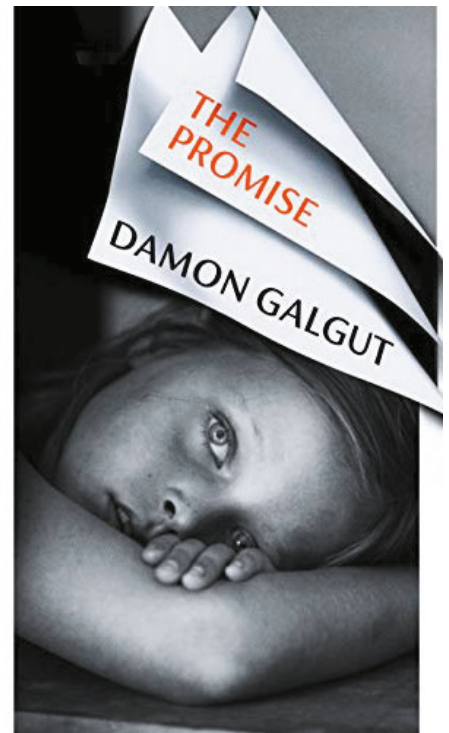
Although at times bleak in its depiction of a disintegrating family and nation, Amor's moral compass provides a thread of hope for the family and by extension her country because her estrangement is never fully realised, and her determination to execute her mother's dying wish is never extinguished.

Amor despairs for her family, who have squandered their opportunities and quashed their dreams, just as South Africa's rebirth through reconciliation is shattered by corruption, violence, and greed.

By the time Rachel's promise is fulfilled, there are other factors at play that threaten its efficacy, and Salome's son Lukas, a childhood friend of Amor's, remains disillusioned.

Afterwards, Amor climbs up onto the roof of the house at the farm, where her brother used to sit, and does all that she can at this point: she ponders the past, and the future.

*The Promise* is dark, powerful, quirky, and thought-provoking, and deserves the Booker Prize it won last year.



Damon Galgut  
Penguin Random House  
London, 2021  
RRP: \$24.75



# Police Recipes

## THE HUMBLE PIKELET

Do you ever find yourself looking forlornly at the packet of Weet-Bix in your cupboard at breakfast time? Or come morning tea, do you feel you need a little pick-me-up but sure don't have time to whip up a cake?

Well, our advice to you is to never forget the humble pikelet. You are bound to have the ingredients at home, they're quick to make, and you can smother them in butter and honey, golden syrup, or jam as soon as they're out of the pan.

Of course there are various recipes floating around, but why look any further than the Australian Women's Weekly Cookbook, which was first published in 1970. Sure, these days there are muffins, cruffins, doughnuts, and cronuts, but you cannot go past the simple nostalgic deliciousness of a batch of steaming hot pikelets.

### What do I need?

- 1 cup self raising flour
- pinch salt
- ¼ teaspoon bicarb soda
- 3 tablespoons sugar
- ½ cup sour milk
  - *Tip: fresh milk can be soured with 1 teaspoon vinegar or lemon juice*
- 1 egg
- 1 dessertspoon melted butter

### What do I do?

- Mix all dry ingredients together.
- Add beaten egg and milk and mix to a smooth batter.
- Add melted butter.
- Heat pan on medium high heat and grease with a dab of butter.
- Drop three or four dessertspoons of batter onto pan.



- Cook batter until bubbly on top and light brown underneath.
- Flip and cook on other side.
  - *Tip: Can add blueberries, sultanas, mashed banana, or choc chips (or whatever your heart desires!)*

*straight into the batter for some extra excitement.*

*Recipe source: The Australian Women's Weekly Cookbook.*

**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

## THE BRISBANE FLOODS, 1974



The iconic shot of Sergeant Dougie Scott coordinating the allocation of Water Police jobs from the flooded Brisbane Water Police office at Petrie Bight (the site of the present day Howard Smith Wharves) during the 1974 Brisbane floods.

*Source: The Queensland Police Museum (photograph taken by Sergeant Alwyn Higgs, OIC of photographic section).*

**Our next Journal will include articles and pictures from the 2022 floods and weather events. If you have stories to tell and photos to share, please contact us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au) so that we can include them.**



# Police Living

## OTTLITE EXECUTIVE LED SANITISING LAMP

The OttLite Executive LED sanitising lamp is designed to assist with reducing eye fatigue and assist in cleaning your mobile device while wirelessly recharging.

The LED lights can be changed to provide bright white light, a light spectrum that is similar to natural sunlight, and an ultraviolet option that produces a visible light disinfectant. The makers claim the light rays can kill 99% of harmful bacteria including strep, staph, E.coli, and salmonella. The sunlight option is meant to reduce eye fatigue by 51% compared to a standard light, a statistic that would be appreciated by those assigned to a desk job with loads of files to read.

Wireless charging is Qi, meaning Apple model phones from iPhone8 can be recharged at 5watts by resting on the 14cm x 18cm wide base. There's also a separate USB port to provide power for an additional device.



The LED lamp has multiple functions built in including five different brightness settings.

The light's arm frame includes a digital clock with 12/24hour options, and the date is displayed along with the room temperature. It's available in white or black metal finish.

The OttLite Executive LED sanitising lamp is available instore at Costco Warehouses for \$62.99, through Costco.com.au for \$69.99, or online with Ebay for \$109.



The digital display is easily visible, providing time, date, and temperature details at a glance.



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

# THE EVIDENCE IS CLEAR.

For a subsequent psychology visit\*...

Police Health pay up to

**\$237.30\***

with an annual  
maximum of \$850\*

Combined annual maximum  
with counselling

Rolling Extras

BUPA pay up to

**\$89.00\***

with an annual  
maximum of \$750\*

Top Extras 90

Medibank pay up to

**\$80.10\***

with an annual  
maximum of \$500\*

Top Extras 90

Not even the best marketing, special offers or gimmicks can hide the evidence.  
Police Health is the best health cover for police officers and their families.

**CALL IT IN – 1800 603 603**

## Our fund was voted #1

of all private health funds in Australia in the following categories<sup>^</sup>



Scan to compare  
your cover today!



Police Health Limited ABN 86 135 221 519 A restricted access not-for-profit Private Health Insurer © 07/02/2022 \*Subject to waiting periods and other conditions. Benefit and annual maximum comparisons for Queensland are correct as of 1 April 2021, published on privatehealth.gov.au. ^In a recent Healthcare & Insurance Australia research survey conducted in 2021. IPSOS research conducted every 2 years.



# Police Health



*"I'm fortunate to have the most amazing conversations every day. As a Protective Services Officer working on Melbourne's rail network, I see my job as a positive community role, not one of enforcement. Unfortunately, my health issues have impacted my ability to serve."*

**- Nigel Edgar, Victorian Protective Services Officer**

'In 2016, I first realised I had arthritis. It started as a hip issue, which I had an operation for. I returned to work, assuming everything was okay, but my health started to deteriorate. This led me on a journey of countless appointments with osteopaths, physiotherapists, and all sorts of specialists trying to work out what was going on.

**"All these extras were covered by Police Health, which was a godsend."**

'All these extras were covered by Police Health, which was a godsend.

'A neurosurgeon informed me it was a lower back, lumbosacral issue. I underwent a spinal fusion and disk replacement, which I was told would fix

the problem (and that I'd be back on the railway platform within two months). The pain didn't stop, but I was patient, because fusing the spine was a major procedure. The leg pain continued months later.

**"To anyone going through health troubles, question everything. Don't take a specialist's word for gospel. Always seek a second opinion because I didn't. And most importantly, make sure you have private health insurance."**

'I dedicated over three years of time, effort, and finances to strength-based physiotherapy. Being a Police Health member, I got to select this expensive treatment that was completely covered. Unfortunately, after much distress, I was told that my pain was caused by a weakness from the past operation.

'I was diagnosed with further nerve impingements, an issue that should've been rectified with that initial surgery. Right now I'm facing another surgery, which is extremely frustrating given all I've been through. I'm disillusioned with the medical establishment, but Police Health has been my saving grace.

**Since joining in 2016, Nigel has received more than \$76k in benefits from his Police Health cover.**

'I couldn't be more complimentary of Police Health. The prices are so reasonable given what I get. My major operation was fully funded, with only a \$500 out of pocket cost. That's incredible value.

'Because I've used up my long service leave and now most of my sick pay, knowing that I have Police Health supporting me financially through this has been a saviour.

'There aren't many careers that make you feel part of a larger community, and that give you lifelong friends and advocates for your wellbeing. The force, and Police Health, is a rarity.

'Maintaining good health allows me to do my job. I've worked as part of the response at the quarantine hotels and doing admin work at a suburban station while I wait for my next operation. I can't wait to be back out on the platform, in the community. People are the reason I was drawn to the force in the first place.

'But I need my health back. After enjoying a life full of fitness and adventure, this is non-negotiable. Police Health will help me reach my peak again.'

**"Police Health set my podium so high, I could never go anywhere else."**

'To anyone going through health troubles, question everything. Don't take a specialist's word for gospel. Always seek a second opinion because I didn't. And most importantly, make sure you have private health insurance.

'Police Health set my podium so high, I could never go anywhere else.'

To join more than 65,000 other members of Australia's police community already enjoying peace-of-mind from **Police Health's** gold-tier insurance, call **1800 603 603** or visit **policehealth.com.au**

**COVER LIKE NO OTHER**



## NOTICE TO MEMBERS

The Queensland Police Branch of the Police Federation of Australia (**Branch**) has held, and will be holding, an election for offices that correspond with offices of the Queensland Police Union of Employees (**QPU**).

The Branch is the federal counterpart body of the QPU.

To avoid holding two elections for a corresponding office, the QPU will make an application for exemption from holding an election under section 802 of the *Industrial Relations Act 2016* (Qld).

The QPU is making this application so that the member who filled, or fills, an office in the Branch will fill the corresponding office in the QPU.

The members of the QPU will not be detrimentally affected as members have already voted, or been given the opportunity to vote, in the election held for the federal counterpart body of the QPU.

This notice will apply to any vacant offices in the QPU until the expiry of the term which commences in 2022, where the office in which the vacancy occurs (in the QPU) corresponds with an office in the Branch, and where the Branch has held an election for its vacant office.

If you have any questions please contact the QPU.

Ian Leavers  
GENERAL PRESIDENT  
**QUEENSLAND POLICE UNION OF EMPLOYEES**



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## Notice of Election – Assistant General Secretary

The Queensland Police Union of Employees ('QPU') has determined in accordance with the rules of the QPU to call nominations for the position of **Assistant General Secretary**.

The persons eligible to nominate are:

- all financial members of the QPU;
- a current officer of the QPU; or
- a person appointed under QPU rule 19.1.5.

Nominations open on **23 March 2022** and close on **21 April 2022**.

A nomination form is set out below or may be obtained from The Hon Martin Daubney QC Returning Officer and are also available at [www.qpu.asn.au](http://www.qpu.asn.au)

For a nomination to be accepted it must be fully completed and signed by the:

- candidate; and
- at least three (3) financial members (other than the candidate);
- delivered to the Returning Officer, by no later than 12:00pm (Midday) on **21 April 2022** and by one (1) of the following means:
  - o PDF to **MartinD@hallpayne.com.au**; or
  - o post to **Locked Bag 2013, South Brisbane QLD 4101**; or
  - o delivery to **c/o Hall Payne Lawyers, Ground Floor, 27 Peel Street South Brisbane**.

If there is more than one (1) eligible nomination an election will be conducted by way of a ballot of the Executive at its **27 April 2022** meeting.

The term of the position of the person elected is four (4) years and will commence on 1 July 2022.

Returning Officer

The Honourable Martin Daubney QC

[MartinD@hallpayne.com.au](mailto:MartinD@hallpayne.com.au)



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – March 2022



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### GETTING GOING AGAIN

Until recently, all Branches had survived the pandemic very well and were coping with requirements. However, with the opening of the borders and people contracting the virus, some of the Branches have cancelled monthly meetings. We were

looking forward to the annual luncheons/dinner commencing but the first luncheon planned by Redlands Branch for 22 February 2022 was cancelled. The next luncheon is planned by Sunshine Coast Branch on 24 May 2022 at Headlands Golf Club so hopefully things will improve so it can proceed as planned.

#### 90th ANNIVERSARY OF QRPA

This will occur on 5 September 2022. The State Management Committee has ordered some 2001 rare tawny port and rare liqueur muscat from member Andy Williams of Hidden Valley Wines, Ballandean, as well as a commemorative coin. Each Branch will receive three bottles of each and these will be conveyed to the Branches by the State Management Committee member who will be attending the Branch's annual luncheon or dinner.

#### DETECTIVE APPOINTMENT CERTIFICATES

As I mentioned in the last Journal, the State Secretary has put together a list of 114 requests from members to be issued with a Detective Appointment Certificate by the Queensland Police Service. The Crime Intelligence Command is handling this matter. The certificates will be presented soon at relevant meetings state-wide and the State Secretary will be in touch with Branches in this regard.

#### New Members

Former Sergeant Wendy Joanne O'Neill, Ipswich; former Senior Constable Raymond Arthur Herbert King, Logan-Beenleigh; former Constable in Tasmania Police Graeme Mark Burnett, Van Diemen's Land; former Sergeant Leanne Gay Eggins, State; former Senior Constable Lindsay David Ostrofski, State; former Inspector Regan Mary Carr, Sunshine Coast; former QPS Public Servant Jennifer Ann Whitson, Far North Queensland; former Superintendent Mark Leonard Stiles, Redlands; and former Senior Sergeant John Leonard Graham, Redlands.

#### Associate Members

Samantha Banks, Far North Queensland; Karina Anella Lehmann-King, Logan-Beenleigh; Deborah Kent, Van Diemen's

Land; Mary Evelyn Jane Gutteridge, Van Diemen's Land; Peter Robert Whitson, partner of new member Jenny Whitson, Far North Queensland; and Ann-Maree Stiles, partner of new member Mark Stiles, Redlands.

#### QRPA Certificates

##### Veteran Member

(>75yrs & 10yrs continuous financial membership) –

Ian Richard Quinn, Logan-Beenleigh, Trevor Lynton Trost, Hervey Bay and Desmond Francis Bourke, Townsville.

##### Senior Member

(>65yrs & 10yrs continuous financial membership) –

John Harding Herbert, Gold Coast, John Edward Lewis, Bundaberg and John Brendan Murnane, Logan-Beenleigh.

##### Senior Associate Member

(>65yrs & 10yrs continuous financial membership) –

Terese Anne Bourke, Townsville.

#### 90 & over

Myles John Burns, 90 years on 12 December 2021; Mervyn Thomas Deakin, 90 years on 29 December 2021; John Andrew Gibbison, 91 years on 11 December, 2021; Keith Stephen Love, 92 years on 28 December 2021; Cecil Horne, 96 years on 6 January 2022; Eve Orford, 91 years on 21 January 2022; Gordon Schultz, 95 on 17 January 2022; Graham Dank 97 on 4 February 2022; Rob Ensinger, 93 on 28 February 2022; Doug Jones, 91 on 6 February 2022; Jock Lumsden, 91 on 21 February 2022; Rex McCall, 91 on 5 February 2022; George Paff, 90 on 16 February 2022; and Gladdy Waters, 92 on 4 February 2022.

#### OBITUARIES — May they Rest in Peace

##### Members

Veteran Member and former Assistant Commissioner William George Anderson, 92 years, 4 December 2021; Member and former Senior Sergeant Graham Roy Vickers 06.12.2021 aged 81 years; Member and former Victorian Constable 1/c Karl Richard Osterlund 08.12.2021, aged 90 years; Veteran Member and former Inspector Keith Robert Smith 15.12.2021, aged 80 years; Veteran Member and former Senior Sergeant Raymond John Hodgson 17.12.2021, aged 80 years; Member and former Senior Sergeant Kenneth Roy Farquharson 17.12.2021, aged 82 years; Senior Member and former Detective Senior Constable Richard Vernon Mattingley 20.12.2021, aged 74 years; Member and former Assistant Commissioner Felix Grayson 29.01.2022, aged 70 years; and Senior Member and former Sergeant Neville Stewart Ingram 04.02.2022, aged 72 years.

##### Non-members

Former Inspector Kevin Henry Tronc, 31.10.2021 aged 81 years; former QPS Officer Arland Raymond Morrison 06.11.2021, aged 84 years; former QPS Officer Allen James Wilkinson, 24.11.2021;



former QPS Officer John Reilly, 27.11.2021, aged 76 years; former QPS Officer Christopher Francis Lill 01.12.2021; former Police Officer Maurice Herbert James Blakeman 04.12.2021, aged 82 years; former Queensland Police Sergeant Robert Geoffrey Cain 07.12.2021 aged 75 years; former Constable 1st Class Keith Leslie Burgess 16.12.2021; former Sergeant Dennis John Black on 11.01.2022 aged 75 years; and former QPS Officer Peter McKillop 17.01.2022, aged 79 years.

### Family

Loyola Bernadine Hicks, 05.11.2021 aged 91 years, widow of former Qld Police Officer Basil Hicks; Margaret McLeish, wife of Senior Member Graeme McLeish, Townsville, 12.12.2021; Gordon Gibbison, younger brother of Veteran Member Jack Gibbison 19.12.2021 aged 90 years; Dr Glenda Mary Adkins, partner of member Bob Atkinson 17.01.2022; Faye Hohenhaus, wife of late Life Member Graham Hohenhaus, 01.02.2022; and Thelma Margaret Stewart 30.11.2021, aged 95 years, mother of QRPA member and retired QPS Commissioner Ian Stewart and retired Qld Police Officer Bruce Stewart.

### Serving Members

Sergeant Ryan Douglas Gregory 24.12.2021, aged 47 years; Detective Senior Sergeant Richard Brent Lacey 03.01.2022; and Senior Constable Benjamin George 13.01.2022, aged 37 years.

## AROUND THE BRANCHES

### BUNDABERG

Meeting held on 26 November 2021. President Grannie Pearce welcomed all to the meeting with a special welcome being given to visitor Ian Claridge. Welfare: Mary Waugh advised Adrian Mergard was in Brisbane attending a Cardio appointment and Jenny got a reasonable report at the last visit to her specialist. Bob Hayes is still going OK but spending more time in the wheelchair. Cec Austin is going OK. Rowan Bond told the meeting that he was currently reading a book called *'Always on Call'* by former QPS officer Peter Cahill. He has thoroughly enjoyed the short stories that comprise the book. Annual luncheon held at the RSL Club. Sixty eight members and guests attended. Branches represented: Rockhampton, Gladstone, Hervey Bay, Redlands and Gympie. Special guests: Superintendent Mick Sawrey, District Officer, Wide Bay District, Anne Vogler, the Bundaberg Patrol Inspector and State President Greg Early. Forty six prizes comprised the multi draw raffle which was co-ordinated by Grannie and Neta Pearce, Robyn and Rowan Bond and Rod Dunham and on the day Mary Waugh called the raffles very effectively. An excellent meal was provided by the catering staff. Meeting held on 28 January 2022. Welfare by Mary Waugh: Bob Hayes is going OK. She will be visiting him soon. Keith Lipp is going OK as is Cec Austin and Heather Storer. Chris Churchill is holding her own and making wedding plans, Ian Hargreaves is in NSW visiting his father who is not well, Ken Strohfeldt is in lockdown and not happy about that either and Jenny Mergard has a painful spinal injury and some heart issues. The 2022 luncheon is booked for 7 December 2022 while the annual Charity Bowls Day has been booked for 2 May 2022. The presentation of Detective Appointment Certificates will be held at the March meeting. Next meeting: 25 February 2022.

## GOLD COAST

Meeting held at Currumbin RSL Club on 07 December 2021. Mention was made of the use of a multi purpose personal card which can be used when members are not well or for special occasions. Sixteen members attended the social function at Southport Sharks on 25 November 2021. The Christmas luncheon was held at Mermaid Waters Hotel on 10 December 2021 and was an outstanding success although numbers were well down due to border restrictions. One Gold Coast police widow and Raelene Williams from White Lady Funerals attended as guests of the Club. There was also a President's shout throughout the function which was enjoyed by all. Some 50 raffle prizes from members were donated and White Lady Funerals also provided four lucky door prizes, together with the major prize of a \$100 voucher from Southport Sharks. Guest speaker: Tim Atherton gave an interesting talk about his years in the Queensland and Western Australia Police Services. Meeting held at the Currumbin RSL Club on 1 February 2022. The 2022 Christmas luncheon has been changed to 16 December 2022. Detective Appointment Certificates will be presented at a date to be advised. Welfare: Kev Sauer's partner Wendy had a nasty fall, Lex Wulff and his wife are recovering from covid-19, Col Sullivan reported that Neil Raward is looking well, Don Braithwaite has recovered from covid-19 and reported only mild symptoms while Doreen Gillespie is battling serious health concerns. The first social gathering for the year will be held at the Nerang RSL Club on 24 February 2022. Next meeting: 1 March 2022 at the Southport RSL Club.

## GYMPIE

Meeting held on 8 December 2021. President Keith Bunkham mentioned how seven representatives from Gympie Branch attended the Bundaberg luncheon on 1 December 2021, were well received and had a great time there. President Keith presented Gary Cotterill with his Veteran Member Certificate. Welfare: Peter Eiby was not going very well. He recently spent a week in hospital and was having trouble breathing through his nose. Ken Salmon has now recovered from a bout of vertigo which kept him off the road for a few days. The following are doing it tough: Landes Crosby and Frank Davey, all of whose health may take a while to recover fully. Launch of the 4th volume of *'Keeping the Peace'* by Laurie Pointing. This was launched at Police Headquarters on 2 December 2021 in the presence of the Minister for Police, the Honourable Mark Ryan, Deputy Commissioner Doug Smith, Ian Leavers, President of the Queensland Police Union, who officiated and introduced the book on behalf of Laurie and other dignitaries. Meeting held on 2 February 2022 at the Tin Can Bay Country Club. Welfare: Peter Eiby, who attended the meeting, has been advised he has another cancerous growth on his face which will require treatment in Brisbane. Norm Breen advised he and Jeanette had been diagnosed with Covid. A bus trip to the Nambour Zoo in the future will be co-ordinated by Rod Frain and Secretary Veronica Kane. Discussion ensued about having personal profiles of members on hand and this will be discussed further at the April meeting. It was agreed that the 2022 luncheon will be held at the Gympie Bowls Club. Next meeting: 6 April 2022 at the Victory Hotel.

## LOGAN-BEENLEIGH

The Branch last met on 18 November 2021. Early in December twenty members and associates gathered at the Tin Cup Café to celebrate Christmas. The meal was excellent and everyone enjoyed the camaraderie that the day provided. The 20 January meeting was cancelled due to the executive committee deciding not to expose the membership to the possibility of contracting covid at that time. Welfare by Eileen Riley: Some of our members are battling with ongoing health issues and I hope that this year sees some improvement for all; also, Eileen is hoping to arrange a week-day outing and tour of the historic Ormiston House in the coming months. Next meeting: 17 February 2022

## SUNSHINE COAST

Meeting held on 25 January 2022 at Headland Golf Club: President Dick Turpin advised the meeting that due to ill health Treasurer Roly Dargusch no longer was able to continue in that role. Member Steve Maney nominated for the position and he was duly elected. Dick commented on the excellent and diligent work performed by Roly Dargusch over the many years he had served as the Sunshine Coast Branch Treasurer. Welfare: As the Welfare Officer, President Dick advised the meeting of the welfare of the following: Denis Arndt, John Bosel, Allan Dean, Trevor Chalk, Jack Dunn, Basil Glover, Roly Dargusch, Barrie Johnson, Tom Strain, Bruce Shillington and Geoff Smith. Applications for membership were received from Manu Diamond and Christopher Reed and they were recommended for approval. Discussion ensued about a possible move of the location for the Branch's meetings. After considerable discussion, it was resolved to commence future meetings at the Headlands Golf Club at 11.00 am rather than 12.00 md so that the meetings can be finished without interruption before golfers/visitors arrive for meals/drinks etc. Next meeting: 22 February 2022.

## SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 14 January 2021 at the Warwick Golf Club. A suggestion to have a combined luncheon with Darling Downs Branch to commemorate the 90th anniversary of QRPA is to be investigated. Welfare: Madonna Foan in currently undergoing treatment through Lismore Hospital; Maureen Love is recovering from her November surgery although she is still wearing her 'moon boot' as a fashion statement; Yvonne Reid is doing very well at Killarney and is revelling in the environment; Susan Burgess is to undergo a hip operation and Allan Domjahn has undergone further surgery. Guest speakers: Ian and Teena Fox provided members with an extremely interesting précis of their time in the Navy and Federal Police. Their efforts were acknowledged by acclamation. **Vale Felix Grayson by Secretary Brian Cannon:** On Thursday 10 February, members of the Branch attended the funeral of our highly respected colleague Felix Grayson at Warrill Park Lawn Cemetery. Felix passed on 29 January 2022, after battling cancer for seven years, aged 70. In a service overseen by Police Chaplain Jeff Baills, his beloved wife Kristine delivered a touching eulogy, outlining Felix's early childhood, his family's move from England to Australia and provided some entertaining stories about their precious time

together. Felix's daughter Kathryn, representing Felix's children, also spoke, describing a loving father and grandfather. A letter from Felix's three sisters, unable to travel from England, was read to the congregation. The QPS was represented by Commissioner Katarina Carroll and members of the senior executive, as well as many retired officers and their partners. Commissioner Carroll provided Felix's statement of service and also spoke fondly of her time working with him. Among other old workmates who supported Kristine were retired Assistant Commissioner Paul Doyle who read the Police Ode and retired Chief Superintendent Len Potts who undertook the duty of pall bearer. Felix was also very active in Rotary, holding office, and highly regarded, as evidenced by the significant number of Rotarians who attended the service. A final mark of respect and recognition to Felix and his family saw members of the QPS, current and retired, and his Rotarian cohort provide a Guard of Honour. Vale Felix Grayson, an exemplary and humble man. Next Meeting – Combined Qld/NSW Branch meeting at Tenterfield Bowling Club on 25 February 2022.

## ROCKHAMPTON

Meeting held on 1 December 2021. Vice President Bob Moore welcomed all to the meeting. President Barry Self and John Trenaman were attending the Bundaberg annual luncheon. Members were advised the annual dinner was a success. Vice President Bob thanked everyone involved in making it a good night. Pauline Preston won the lucky door prize, Sue May won the ham and Andrea Benson won the decorated Christmas cake made and donated by Carolyn. There were 62 attendees. \$668 were raised by the multi-draw raffle and it was resolved to round this amount up to \$700 and donate it to the Queensland Police Legacy Scheme. Merv Deakin was presented with a certificate, on behalf of President Barry, promoting him to the ranks of the nonagenarians (90 years young). The next barbecue in the bush will be on 20 March 2022 Meeting held on 2 February 2022. President Barry Self gave feedback on the Bundaberg annual luncheon. Secretary Dennis Smith tabled a letter received from the Secretary/Manager of the Qld Police Legacy Scheme thanking the Branch for its donation. The annual dinner will be held at the Frenchville Club on 21 November 2022. The next barbecue in the bush will be on 20 March 2022. Welfare: President Barry received treatment for sun cancers on his face on the day of the meeting. Secretary Dennis Smith advised the membership re Patricia's operation to repair a broken left femur and her on-going battle with dementia. Next meeting: 2 March 2022.



*Merv Deakin being presented with a nonagenarians certificate marking his 90th birthday on 29 December 2021.*



## MACKAY-WHITSUNDAY

Meeting on 11 December 2021. Discussion ensued about the possibility, as a 90 year commemoration, of the Book of Names being updated. (The State Management Committee is making inquiries of the QPS regarding this matter). Welfare: Barry Downs has contacted Bob Maher, Bev Houley, Craig Joy, Lorraine Duncan and Arthur Brooks. Despite the good news about Ray Hodgson at the last meeting, at the time of the meeting he was in the Proserpine Hospital and they are trying to get him moved to Mackay. (Unfortunately Ray passed away on 17 December 2021). President Bob Maher presented Thele Downs with her Veteran Associate Member Certificate. A Christmas lunch was enjoyed in the Bistro. Next meeting: 19 February 2022.



*Thele Downs receiving her Veteran Associate Member Certificate from President Bob Maher.*

## IPSWICH

The total amount raised at the Police Legacy morning tea was announced at the 9 December 2021 Christmas luncheon when a cheque for \$5,500 was presented to Andrew Gough, Secretary/Manager of Police Legacy. Andrew, in his response, thanked the Branch for its continuing support of the Scheme, indicated that the Scheme is caring for 48 police families and 83 legatees and receives just under 70% of its finances from serving and retired police officers. Special guests were Assistant Commissioner Chayresse Pond, Inspector Mick Thiesfield, who was representing the District Officer, Ipswich District, Dan Keating, QBank Director, and State President Greg Early. Guest speaker: Kim McCosker, self publisher of '4 Ingredients Cookbooks', who gave an entertaining presentation firstly of a recent home invasion, which has turned her into a champion for more police in the Caloundra division, and secondly how against all odds she became a successful author and self publisher.

**The 13 January 2022 and 10 February meetings were cancelled.** In a letter of appreciation from Andrew Gough, Secretary/Manager of the Queensland Police Legacy Scheme, for the donation of \$5,500 from the Police Legacy Morning Tea, he indicated the money would go directly towards providing ongoing support to all of Queensland Police Legacy families. He also mentioned how the scheme is meeting the educational expenses of 38 dependent children and this runs from child care to university. What a great organisation which was founded fifty years ago! Welfare report by Bruce Raymond and John Hawkins: Vince Beutel had a couple of falls recently. Ailsa had trouble getting him back up. Still gets downstairs to his favourite spot under the house. Cec Horne is as well as can be expected. He is back to the old/former Cec Horne to talk to. Contacted Rob and Bev Lobwein. Both were OK but Ron's

repaired fractured leg is still painful and restricts him. He is mostly housebound. Graham Broom is some-what restricted because of his stroke but is living with it and 'mad keen' helping/supporting junior baseball, family and grandkids. Next meeting: 10 March 2022.

## TOWNSVILLE

Forty three members, guests and friends attended the annual luncheon on 1 December 2021 at the Rising Sun Hotel. A special welcome was given to Barbara Zupp, John and Fay Lone, Carol Bensley and Lorraine Finlay who, for various reasons, had not been able to attend for some time. A very special welcome was given to Welfare Officer, Gordon Thomas, who was given special leave to attend from his hospital bed. Special guests for the day were Acting Superintendent Chris Lawson, Patricia Holden, the State Secretary, and Darryl her husband and Q-Bank Director retired Assistant Commissioner Andy Henderson and his wife Lyn. State Secretary Patricia Holden presented John Cran and John Urquhart with their Life Member plaques and gold badges while President Merv Johnston presented Norma Palin with her Veteran Associate Member Certificate. The members had donated approximately 60 prizes that were shared by everyone. The special raffle, a bottle of Chivas Regal whiskey, which was donated by Key Motors, was won by a scotch drinker from way back Vince Bye. The special raffle in aid of Police Legacy raised \$120.00 and the other raffle raised \$210.00. **February meeting: Unfortunately it had to be cancelled.** President Merv Johnston (after a lot of foot, computer and telephone work) has managed to find a new venue for Branch meetings which is Tom's Tavern, 186 Nathan Street, Aitkenvale. Welfare: Gordon Thomas is slowly improving and is at home undergoing rehabilitation. He is a determined person and is taking everything in his stride. Peter Hardy was undergoing several radiation treatments for prostate cancer. Next meeting: 2 March 2022.



*Norma Palin being presented with her Veteran Associate Member Certificate by President Merv Johnston.*



*John Cran receiving his Life Member Plaque and gold badge from State Secretary Patricia Holden.*



*John Urquhart receiving his Life Member Plaque and gold badge from State Secretary Patricia Holden.*

## GLADSTONE

Meeting held at Calliope Central Bowls Club on 8.12.2021. Several members attended the Rockhampton annual dinner and the Bundaberg annual luncheon. Welfare: John Sayre reported that Keith Allan had been very unwell but was picking up. Irene Ball advised that her hospital trip was successful and she is well. Mike Ball advised that he is back on his cancer needles. Glen Josefski had suffered a low blood pressure incident resulting in his admission to Gladstone Hospital for monitoring, tests and advice on his blood pressure medication control. John Sayre advised the meeting that he would be moving to Hervey Bay very soon and Keith McCann volunteered to fulfil the Welfare officer's role for the rest of the year. General business: Discussion ensued on a Memorial Roll for Gladstone Branch deceased members, the new uniform shirt funding and the 2022 meeting calendar. Members played barefoot bowls, enjoyed a delicious Christmas lunch and later played Trivia. A multi draw raffle saw each member winning one or more prizes. Meeting held on 2 February 2022 at The Precinct (Queens Hotel). Welfare: Val Caterson is still receiving treatment each Monday and is going OK. Jim Winn is going well, cheerful and enjoying the care at Eureka. Ann Vidler is going well. Inquiries regarding Anne's welfare should be channelled through the Clinical Nurse where she is accommodated. Dena Wisnewski-Cousins is going well. David Thomas underwent a medical procedure on 8 February 2022. Darryl Saw reported that Glen Josefski is still going OK. Applications for membership by Gwenda Mills and Kevin Whicker were recommended for approval. Next meeting: Club Hotel, Gladstone on 2 March 2022.



Another successful Gladstone meeting on 8 December 2021.



Members attending the 2 February 2022 meeting.

## DARLING DOWNS

Meeting held on 9 December 2021. Senior Vice President Alan Lane chaired the meeting. Welfare: Bob Scarff had another fall and had damaged his legs. Kev Weise was suffering with gout and at the time of the meeting was unable to walk as a result. Meeting held on 10 February 2022. Welfare: Bob Scarff reported that he was back in business after his recent fall. Welfare Officer Malcolm Twine stated that there were a number of members who were unable to attend meetings because they had not been vaccinated. He stated that Tom Tilbrook was in this situation but was also struggling to get around these days. John Sullivan stated that if anyone was in this situation they should obtain a letter from their doctor to provide an exemption. Mike Jordan stated that he had spoken to member Howard Connors who was now residing on the Sunshine Coast. Howard had mentioned that he had recently had a couple of operations but had made a full recovery. John Sullivan indicated he would be having a hip replacement within the next couple of months. Boyd Wilson was presented with his Veteran Member Certificate by President John Sullivan. Malcolm Twine will present the same Certificate to Tom Tilbrook. Rick Niland informed the meeting of the wonderful curative properties of Radium Weed in the treatment of skin cancers. Next meeting will be a partners meeting on 10 March 2022.



Boyd Wilson receiving his Veteran Member Certificate from President John Sullivan.

## NEAR NORTH COAST

The Branch last met on 15 November 2021. Members attended a Christmas lunch at the Burpengary Community Club on 20 December 2021. The December and January meetings were cancelled and the next meeting will be held on 21 February 2022.







*Members attending the Christmas lunch on 20 December 2021.*

## REDLANDS

The last meeting was held on 23 November 2021 and a Christmas lunch for members was held on Tuesday 14 December 2021. Because of the high levels of transmission of COVID 19 in the community, the meeting scheduled for 25 January 2022 was cancelled and the annual luncheon which was to be held on 22 February 2022 was postponed to a date to be fixed but possibly in the second half of the year. Members Merv and Lourde Collins have both had COVID 19 and are now fully recovered. The Branch has two new members: Mark Stiles and John Graham and a new Associate member: Ann-Maree Stiles. Unless there are some changes that will prevent it, we look like being able to resume our normal meetings on March 22 at Redlands Sporting Club commencing at 11.00 am. (Eddie Gallo, Secretary).

## FAR NORTH QUEENSLAND

Meeting held at the Red Beret Hotel, Redlynch, on 3 December 2021. A special welcome was given by President Mal McKaskill to Acting Chief Superintendent Chris Hodgman, Police Chaplains Doug Foster and Peter de Haas and John Lone of Townsville Branch. Mal mentioned the sendoff for Inspector Russell Rhodes, the support he had given the Branch over the years and the possibility of him joining the ranks of the QRPA. Samantha Banks was welcomed as a new member of the Association. Chaplain Peter de Haas will be looking after Mareeba to Mt Molloy, Herberton to Milla Milla and all in between. Welfare by Brigitte McKaskill. Max Lewis had gone home after many weeks in hospital. Joe Moran had another fall recently and has two pins in his leg after a stint in hospital rehabilitation. Graham Jonsen was recovering from ear surgery. Peter Hilder had been undergoing some treatment which made him unwell. Imelda Wagner attended the meeting. Frank has moved into permanent care at the same centre where

he and Imelda have been living. Acting Chief Superintendent Chris Hodgman said an amazing job was carried out to relocate 160 guests from the fire at the Pacific International Quarantine Hotel. He also said that crime was up at that time with an increase in car thefts by young people. Next meeting: Carrington Hotel, Atherton on 25 February 2022.

## HERVEY BAY

The Branch last met on 16 November 2021. A Christmas BBQ was held in Quota Park on 15 December 2021. The 18 January 2022 meeting was cancelled. A BBQ will be held on 15 February 2022 where future meeting plans will be discussed.

## VAN DIEMEN'S LAND

From Jennifer Johnston and Andy Beasant: Happy New Year to everyone. Hope you are all staying safe and well. Two dates to put in the calendar: Sunday 27th March 2022. Our first meeting will be at Bracknell, again at the reserve near the river, only this time we will stay in the park and have a barbeque instead of going to the hotel. (Covid safe!) We will meet from about 10.30 am. Saturday 25th June 2022. This will be our AGM, again at Tamar Valley Resort. Other news: Phil and Colleen have now completed their move from Gretna to a new home at Penguin. Craig and Helen have sold their home at Bicheno and are moving back to the big island to the north early in March. Cookie and Deb also now have their home on the market at Electra and are looking to move back north. Look forward to catching up at the 27 March meeting.

If looking for good accommodation in Tasmania, please give our members a call:

Wilderness Hotel - Lyall Highway, Derwent Bridge

Dave & Carol Fitzgibbon 03 6289 1144

derwentbridgewildernesshotel@bigpond.com

Touchwood - 31 Church Street, Stanley Chris & Gretta Blom

03 6458 1348 enquiries@touchwoodstanley.com.au.



*Members enjoying the 21 November 2021 meeting/barbeque at Bothwell*

## State President:

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

## State Secretary:

Patricia Holden, zhende4854@gmail.com, 0428 455 406

**QRPA Website:** [www.qrpa.asn.au](http://www.qrpa.asn.au)

**Email:** [qldretiredpolice@gmail.com](mailto:qldretiredpolice@gmail.com)

**Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers - 24/7 - 1800 277 478. If you know someone doing it tough, please urge them to use the free service or talk to you or someone.**



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