



MARCH 2024

# POLICE **UNION** JOURNAL



**ACTING COMMISSIONER**  
REVEALS HIS PRIORITIES AND WHO IS ON HIS HIT LIST

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION

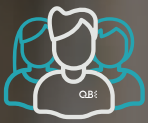


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## COVER STORY

### I'LL HAVE A CRACK!

Acting Commissioner Steve Gollschewski spent more than a decade as a loyal Deputy now he's been given the role as Interim Police Commissioner following the departure of Katarina Carroll. However his intention is not to be a seat warmer but keep the lead role in the QPS permanently.

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**THE HANDS OF TIME  
KEEP TURNING AND  
WE'VE YET TO SEE ANY  
MEANINGFUL CHANGE  
FROM ACTING POLICE  
COMMISSIONER  
STEVE  
GOLLSCHESKI  
SINCE HE WAS  
PARACHUTED  
INTO THE ROLE IN  
FEBRUARY.**

MARCH 2024

Mr Gollschewski rapidly said he didn't want to be a seat warmer but would use his time as the interim Commissioner to stabilise the ship and generate positive change. So far the frontline is still waiting.

My early advice to him was to concentrate on reinforcing and supporting the frontline, our General Duties police, suburban Detectives, Highway Patrol, Watch houses and Scenes of Crime. These units are all carrying the burden of first response, community angst and the constant administration red tape that is reducing opportunities for high visibility policing.

Over recent years the QPS has developed a whole lot of niche areas away from the frontline utilising uniformed police. Considering the current community concern around crime it's probably appropriate to adopt a similar approach used during COVID, by breaking the chains of desk life for many and returning to first response.

I'm not saying these office roles in the organisation aren't valuable and I respect the place they have, however our people answering calls for service need immediate back up.

Support positions are necessary but the police leaving in droves and subject to intense scrutiny are the ones on the frontline who are at breaking point and that's where the vacancies are occurring.

When we all went through the Academy we took an oath or affirmation to protect life, property and preserve peace. Protecting and supporting the community not hiding as far from the frontline as possible.

Steve Gollschewski is a police officer who gets things done. He has a reputation as a tough operator and leaves you in no doubt about where he stands on issues. I know we are not going to see eye to eye on every issue and there will be times he will need to adopt the logic of what the QPU provides advice on but if it's truly an audition for the permanent job as Commissioner get on with some worthwhile reform.

The Acting Commissioner should also be picking up the phone to other Government Department Heads and making them aware that frontline police are tired of other agencies and NGO's not doing their work dumping it on police and that he will be demanding a response from them to explain why it continues happening.

## FAREWELL KATARINA

Katarina Carroll didn't land the big ticket agenda items she planned but there were a few hurdles like COVID and the Commission of Inquiry that changed history. We didn't agree on many things but there was a focus from both of us to improve conditions for police.

Commissioner Carroll supported my position on some really key initiatives and I thank her for that including the delivery of personal protective body armour for all police, presumptive legislation for PTSD for our members, the best Enterprise Bargaining Agreement for police in any Australian jurisdiction and the introduction of wand legislation.

I have consistently advocated for administrative reform around Domestic Violence paperwork and I know the former Commissioner was



trying to get breakthroughs with the Attorney General's Department.

Currently a minimum of 3,500 shifts a year are being wasted on paperwork where authorising electronic signatures on banning notices and domestic violence protection orders could bring significant efficiencies.

The old practice of going to jails to serve paperwork on a prisoner is ridiculous, surely this could be done by Correctional Services staff.

Katarina Carroll was a good natured, caring person and some senior police appeared to take advantage of her ability to allow poor performers a chance to improve. Unfortunately, this led to some of those being given the benefit to unfairly treat the Commissioner with contempt. Their behaviour I hope will haunt their careers.

There was some criticism that Katarina already on \$650,000 a year would collect a further \$216,000 leaving the job four months before her contract expired.

I would ask those critics to consider the unspoken side that comes with leadership. I can speak from experience that these roles can become all consuming, taking over every aspect of your life.

They are a relentless, seven days a week – twenty four hours a day job with few holiday breaks and the people who really suffer are those closest to you. Any slight negative and the only person left to own it is the leader. I hope Katarina can now spend some quality time with her husband and two children.

## WATCH HOUSES

Late last year I highlighted concerns there is the real possibility of a death in custody of a person in a police watch house due to over crowding, facilities that are no longer fit for purpose and poor co-operation from other Government Departments.

I don't want any of our members 'hung out to dry' when it becomes a matter for a coroner to investigate.

I had a very frank discussion with Premier Steve Miles and he gave a commitment that if money needed to be spent to make the situation

safe, there was authorisation for expenditure outside of budget to keep the community safe. A pretty bold move but a solid commitment. So what's happened...

Youth Justice and Queensland Corrective Services are missing in action, an absolute disgrace. Juveniles previously could only be held in a police watch house for three days, the policy has been unofficially moved to twenty one days, now Corrections are taking every advantage not moving until the twentieth day to house their prisoner.

Why don't we scrap Youth Justice in Queensland because they are doing nothing about creating another generation of young criminals because of their inaction. QCS have got to end their ridiculous practice of not accepting prisoners on weekends or public holidays.

I'm the first to say these people that are incarcerated have committed serious offences either as adults or children but they still deserve basic human rights and to be cared for in a facility designed for long term handling of prisoners and all the services that go with that.

I'm shocked the Queensland Human Rights Commission is silent on this issue. They should be very loudly supporting the position of the QPU, that every watch house in this State needs to be a modern compliant standard.

## ACTION

The QPU has put forward a number of proposals based on frontline experience to assist in combating the current increase in youth offending.

Commissioner Carroll adopted many of the ideas as her own and took them to Government but we are still waiting for action from the QPS and Government on many of these effective initiatives.

Every juvenile granted bail should be fitted with an ankle monitoring device. Currently the offender or their caregiver has to agree to the device. Sorry but we need a system if they fail to comply with any bail condition they are returned to custody.

If a parent or caregiver signed bail documents guaranteeing conditions

and they are not met, those guardians need to be held to account as well.

There also needs to be proper funding for staff to monitor the devices around the clock and this should not be done by uniformed police.

An expansion of the wandering legislation for it to be utilised in all public places. Police should have the legislative authority to use the wandering powers anywhere, anytime. This has proven to be an effective tool in removing bladed weapons from the community.

The judiciary need to be held to account for their decisions particularly around bail and sentencing.

There's no transparency, how can a magistrate ban media from reporting on a juvenile bail hearing because the person in the dock accused of murder may have felt uncomfortable or intimidated. That doesn't resonate with me or anyone else I talk to in the community.

A Judicial Complaints Commission with no "old judges" on the panel to protect their mates would straighten a few of them out rapidly. Far too often these inner city latte sipping judges live in a false world, in multi million dollar properties with no connection to the average Queenslander.

Often they and their families are untouched by theft or assault. They don't know the impacts that come from crime and they certainly don't meet community expectations.

There's also a need for looking at education from a different perspective for these troubled youth.

Traditional learning techniques don't work for them, but that's another scope for the Education Department to develop. Perhaps working on some 'on country' programs for indigenous youth to learn skills and traditional values.

I really want positive outcomes for both police and for the Queensland community. When QPS managers and politicians let down frontline police they let down every Queenslander.





# SHANE PRIOR

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**THERE IS NO DOUBT  
THAT ACROSS THE  
FRONTLINE, POLICE  
ARE FEELING WORN  
OUT AND FATIGUED  
BY THE PRESSURES  
OF THE ROLE.**

Domestic and Family Violence has continued to grow and the vicarious trauma that police are experiencing responding to this massive issue is of key concern to myself and the QPU.

We have seen the Independent Commission of Inquiry (COI) into Queensland Police Service response to domestic and family violence (CoIDFV) lambast police. A year on from the inquiry it is the men and women wearing the uniform who continue to show up every day to manage crime in Queensland.

Judge Richards noted the need for the QPS to reward and value good policing in domestic and family violence matters, I would wager that the majority of policing in DFV is good policing.

The QPS must develop the evidence base to support this and take drastic actions to improve morale across the Service. Police in Queensland are left feeling that they are constantly the ones holding the figurative baby at the end.

From DFV, youth offending and knife violence the frontline response on behalf of the whole of Government is for police to handle it.

Recently the QPU inspected watch house facilities across North Queensland, including Townsville, Cairns and Mt Isa. There can be no mistake, in the view of the Queensland Police Union these watch-house facilities are not fit for purpose.

After decades of neglected investments in watch house facilities

the Government has changed the law to manage offenders and increased detention capacity of watch houses.

The QPU supported these reforms because police know the value of taking criminals off the streets and putting them into detention. However, watch house capacity is exploding and we see facilities across the northern and far northern region way above capacity.

For all of the gestures of goodwill from the Miles Government the reality on the frontline is confronting.

Successive Governments have neglected investing in watch house infrastructure, I can speculate that this is because watch houses were never meant to replace Corrective Services facilities.

The realities of the explosion of crime in Queensland is that watch houses are a necessary part of managing crime in communities like Townsville, Cairns and Mt Isa.

The QPU supports the communities right to feel safe and Police readily step up and put their minds and bodies on the line for community safety.

The largest issue for Police is the complete lack of action from other Government agencies. Across a number of fronts the work of police is stalled or delayed consistently because of failings from Government agencies.

The efficient management of offenders in watch houses is being failed by Queensland Corrective Services (QCS).



The Government's legislative changes to allow for the prolonged detention of offenders in watch houses was designed with the view the QCS facilities are the preferred location for offenders.

QCS is failing to be timely in the collection of prisoners from QPS watch house facilities and this is contributing to the overcrowding of watch houses and this places unnecessary pressure on police.

QCS are collecting prisoners from watch houses with one or two days to spare on the statutory maximum time that offenders can stay in watch houses.

This process is completely unfair and is an example of QCS completely aggregating their responsibility. Police consistently work hard every single hour of the day to catch criminals, promote the rule of law and respond to the crises of youth offending and domestic violence. Police need watch house facilities to have capacity to facilitate the detention of offenders. When QCS is incapable of collecting offenders, this puts pressure on the frontline.

I cannot fault police who exercise diversionary tactics when dealing with offenders because they know that there is no capacity to detain these offenders.

I think the community of Queensland would be sickened at this thought and something has to give.

The responsibility of QCS is "to provide safe, modern and responsive correctional services which rehabilitate prisoners and offenders and prevent crime, making Queensland safer." The agency must fulfil this function by taking offenders from watch houses managed by QPS and into correctional facilities managed by QCS.

If the agency needs more staff they must speak up and demand action from the Government. Police should not have to babysit offenders who are supposed to be in correctional facilities.

Consistently Government asks much of Queensland Police and our members continue to deliver. The QPU is calling this unsustainable system into question.

Police cannot continue to be the only frontline response addressing the issues causing fear and concern in our community. The time is now for other agencies to step up to contribute to a whole of government response to these issues.

The Government should establish a 'Centralised Admissions Team', made up of Youth Justice, QPS and QCS to work together holistically to process offenders and move them into the appropriate correctional facility. The QPS has attempted to lead this process with QCS and others to no avail. It is remarkable that when QPS step up to do the work, other agencies go silent. This has to cease.

Police have had enough, band aid fixes for watch houses do not cut it anymore.

The Government owes the communities of Townsville, Cairns, Mount Isa and the police who serve them better. We need infrastructure funding for watch house facilities and the political will to pressure other agencies to do their job.

When something breaks in this system it will be individual police who are left to account for the systems inability to manage the intake and incarceration of offenders in Queensland.

### THE COST TO POLICE

I have been aghast since the start of the year at the resignation rate in Queensland.

Since 2024 commenced each Gazette has listed a large number of resignations. Men and women who have dedicated themselves to protect and serve the people of Queensland who cannot do it anymore.

Not every person who resigns does so because they age retire or medically retire. The QPU is aware of a number of resignations from people who cannot do it anymore.

People who are tired of being the punching bag for weak leaders unable to manage issues like Domestic and Family Violence and Youth Offending. The Government must think innovatively to retain Police and get the wheels of government turning inside other agencies to better support police.

Consistently police feel like they are the only government workers aiming up to tackle difficult and complex social issues. Education, Health, Communities, Youth Justice, Justice and Corrections have a place in managing offenders and the social issues that are contributing to the problems impacting Queensland.

Justice Margaret McMurdo AC in the Women's Safety Justice Task force Report (One) at Recommendation 17 called for the establishment of a peak body for the domestic and family violence support sector. All these years on we are still to see this body operating in Queensland.

In some communities domestic and family violence support services have to devote valuable time and effort towards seeking funding and continuing to keep their doors open. For women and victim survivors in regional Queensland this is not good enough.

The Womens Safety Task force recognised that a peak body could best advocate for victim survivors and the services which support them. Police consistently see the benefit of this increased capacity in the sector and the time is now for this recommendation to be implemented.

The cost of inaction is decreased capacity inside the QPS.

The risk to the people of Queensland is a huge concern for the QPU. We beseech our political leaders to think smartly, engage with the experts and to draw more from the rest of the public sector. The cost of the current status quo is more and more police resigning from the QPS.



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**THE QPU ARE  
NOT ALIGNED TO  
ANY POLITICAL  
ORGANISATION, AND  
WILL NEVER TELL  
YOU HOW TO VOTE.  
I ALSO KEEP MY OWN  
POLITICAL LEANINGS  
CLOSE TO MY CHEST.**

MARCH 2024

I am aware that former Superintendent Jim Keogh is playing a 'will he or won't he' game of running for the State electorate of Gaven in the media. Rumour has it, he is running the same game with the LNP, he not only wants the parties preselection, but he believes his name is such a draw card, he demands to be the Police Minister in a future LNP government.

Whilst it may be amusing to think that whoever the new Commissioner will be, faces a potential 4am wake up call from the 'Cougar' should he become Police Minister, there is considerable downside for you the member.

While he was a Senior Police Officer, the 'Cougar' was incredibly focused on getting every weekend unit out of every officer. He didn't care about other priorities, the lack of staff in a particular station or the impact that would have on your work-life balance. If the EB said 56 weekend units that is what he wanted.

He was steadfast against extended shift rosters, so you would have to think he would resist both extended shift rosters, and flexible work arrangements too.

He was so sensitive that someone might take advantage of special responsibility leave, he insisted on being the only person on the Gold Coast who could approve it. Hardly the 'family first' employer attitude that 2024 demands.

Who can forget his rumoured special relationship with members of the local outlaw motorcycle gangs, including the night they came to

Surfers Paradise en masse and he was photographed laughing with them in the middle of town. How quickly the Gold Coast Bulletin forgets...

As the election approaches, you will see politicians of various persuasions come forward highlighting what is wrong with the world of policing.

They will be quick to talk issues, but slow to commit to solutions.

When you hear this 'pollie speak' I would like you to ask two simple questions: How much? and when? Without these commitments, it is difficult to hold them to account, so they will duck and dodge like, well like a politician...

For example, we have recently had a politician campaigning on the number of prisoners in the Southport Watch house.

Not surprisingly, the article was light on any solutions. Good news is that the QPS has a plan ready to go to replace the antiquated Beenleigh Watch House, with a new much larger facility. Currently Beenleigh often sends surplus prisoners to Southport. All it needs is the money to do so. How much and when?

Another politician made claims about the withdrawal of police beats from Gold Coast shopping centres.

Obviously, the whining pollie didn't know that they were withdrawn because the billion-dollar companies that own these centres attempted to jack up the rents, which were previously subsidised, to full commercial rates.



The QPS weren't funded to pay these rates so withdrew officers to nearby stations. Again, if police beats are to be a priority of an LNP Government, how much and when?

Police infrastructure across the South East Region could easily be used as sets for Back to the Future 4. Many stations are well into their dirty thirties age bracket with some much older.

Police Stations are used 24/7 and are a community lifeline in times of crisis.

In Logan, Police Stations are at capacity for the number of police they are expected to accommodate. I don't foresee a sudden drop in demand for police in Logan, so action needs to be taken to urgently build the infrastructure to support not only police, but others such as Domestic Violence social workers who we should expect to see working within stations well into the future.

Having built them, we need to have a reliable budget to renovate them within reasonable time frames, and replace them when their working life is done. How much and when?

All political parties need to be solid on police numbers, they should commit to the 2025 by 2025 figure regardless if it can be met.

All parties then need to articulate how many fully funded police positions they propose beyond that date.

Now that coercive control is legislated, they all need to articulate how they are going to provide the investigative resources to investigate it. The QPU estimates that this will require 500 trained investigators (not First Year Constables) to meet this important investigative demand.

This may well require the Service to recruit detectives from other jurisdictions straight into investigative roles and will certainly require Detective Training to be suitably resourced to allow for increased investigative demand. How many and how much?

While we are on Domestic Violence, all political parties need to articulate their plans for laws in this space.

I don't think there has been a column within this Journal where I have not lamented the long, overly bureaucratic process required to provide protection to the victims of Domestic Violence, and the lack of involvement of the lead agency Justice and Attorney General in actually working to assist victims of Domestic Violence. Please can someone put forward a more efficient process to protect victims?

We also need to talk about housing for important Government employees.

With the cost of housing on the Gold Coast getting beyond the reach of our junior staff, there needs to be some kind of assistance to help members purchase close to where they work.

We don't want to become like New South Wales where members hot bed within a rental whilst they are working, then return home for days off.

I would suggest a program where the Government takes some equity in the members house, saving them from having to fund the whole purchase with a loan. The Government's equity can either be purchased by the member over time, or returned on the sale of the property (along with any profit arising from that equity).

## HAPPY RETIREMENT JUGS!

Broadbeach Branch Official and Gold Coast DDO Justin Percival retired from the QPS on 21 February.

'Jugs' was an excellent DDO and even better Branch Official and I thank him for his service to the QPU. QPU President Ian Leavers was sworn in with Justin and attended his farewell. 'Jugs' spent most of his service on the Gold Coast and Ian always regarded him as a well respected detective, DDO and Branch Official. His advice and knowledge will be missed. 'Jugs' likes to say that once the Commissioner found out he was retiring she chose to do the same!



Retiring Sgt Justin Percival with his mate Mal Clonan at the farewell event. 'Jugs' always said he was no oil painting! Well he is now!

His send off was well attended, the mark of respect for a great bloke! Good bye and good luck Jugs! Enjoy retirement!



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**IT IS ABUNDANTLY  
CLEAR THAT A  
PORTION OF THE  
QPS EXECUTIVE  
LEADERSHIP TEAM  
HAVE THEIR HEADS  
IN THE SAND IF  
THEY BELIEVE THAT  
EVERYTHING IS  
'SWELL' AMONGST  
THE RANK AND FILE.**

MARCH 2024

With great jubilation, Commissioner Carroll spoke of the 'full pipeline' of applicants wishing to join the QPS, while current serving members are leaving in droves.

There is no attempt to retain our current serving members that are considering departing the QPS and this was experienced 'first hand' with my daughter's recent resignation as a Sergeant from the QPS after thirteen years and eleven months.

Initially, a simple request for a flexible workplace arrangement (FWA) to accommodate family commitments was declined. A subsequent request for a 'career break' was declined.

My daughter then applied for a position external to the QPS and was successful in attaining the position and submitted her resignation.

At the eleventh hour my daughter had reservations and was looking at alternate options and made application to rescind her resignation. This was further supported by QPU President Ian Leavers personally writing on my daughter's behalf to the Commissioner for a resignation re-consideration and withdrawal of her resignation. To date there has been no response.

From the date of the initial request for an FWA to the effective date of the resignation not a single Commissioned Officer contacted this highly experienced Sergeant to discuss alternate options.

I spoke with a Deputy Commissioner recently and expressed my disgust at the senior members within the

command that she was a member; and that up until the date that I spoke with him that there was no contact by any Senior Commissioned Officer within the Command to discuss options with her.

At the request of the Deputy Commissioner I provided her contact details and was advised that he would pass this to a Senior member of the Command and it is with no great surprise that to this date there has still been no contact.

After thirteen years and eleven months of dedicated service, never having had a discipline complaint, receiving recognition for work within the mental health and wellbeing space with the Defence Department, twelve years operational duties at Kirwan Station, undertaking the voluntary role of Our People Matter Champion within the Northern Hub communications group, and a dedicated Peer Support Officer; not a single Commissioned Officer within her Command could take the time to pick up a telephone and discuss options with her.

I initially thought this lack of contact to try and retain a Sergeant may have been due to her Union involvement as a Branch Official, or possibly being the daughter of a QPU Regional Rep and it was some form of retaliation for the issues I had raised within that Command.

But I have now discovered this management experience has been consistent with others and now the flood gates of similar stories are emerging.



This just appears to be standard practice from Senior Officers across many areas of the QPS and had nothing to do with her or me.

There is a distinct lack of emotional intelligence at that level of management if they believe that a simple telephone call would not make a difference and these challenged officers should be placed into a back office where they count paper clips - or better still - performance managed out of the organisation.

I'm thinking this cohort really should be questioned on whether they should have any contact with hardworking police.

But it is without any surprise that these same Senior Managers are continually promoted. I fear this sends a message that the manner in which they treat our people is acceptable and that this is an organisationally accepted practice.

I have had the privilege of serving under Commissioner O'Sullivan, Commissioner Atkinson, Commissioner Stewart, now Commissioner Carroll; and never have I observed such a lack of value or caring for our members as now.

There is a saying that 'a fish rots from the head'; and it causes me to ponder the messaging from our most Senior members of the Executive Leadership Team regarding our people.

At a time when we cannot fill operational rosters and the QPS are relying solely on the 'full pipeline' to remedy the staffing crisis, we need to place more emphasis on retaining and valuing commitment, dedication and experience.

If you take the time to read the Gazette (and it does get very depressing) you will note the registered numbers of our officers that are leaving. We are losing very experienced officers as well as very junior officers who choose not to be treated poorly.

The QPS is at a diabolical crisis point with morale at the lowest it has ever been. This is clearly evidenced by the Working for Queensland result

that has been so deeply buried that it requires an archaeological excavation.

I can only hope that we have a change of attitude to the staffing crisis, more value placed upon our current members and less reliance on the 'full pipeline' to remedy this crisis.

It is simple: treat our people with dignity and respect; acknowledge the fantastic work that is being performed, stop treating them like criminals with an over zealous discipline system, and instill some emotional intelligence into the Senior and Executive Leadership Team.

I'm disappointed at what is happening to our people. I am saddened by my daughter's experience, gutted in fact. Wake up, this is happening to our valued members sadly, every day.

As one of the original co-writers of the Our People Matter Strategy I cringe every time I hear the term used by Senior Management as it could not be any further from their truth.

I would gladly see the Our People Matter Strategy dissolved as it has been so mutilated that it no longer has any semblance to the Nationally Recognised and Awarded Strategy we developed that actually valued and cared for Our People.

Remember: Our People DO matter to your Union.

Being an active member of your local Union Branch is more important now than ever to have your issues raised so that change can be attempted.

Until next issue: take time to attend your QPU Branch meeting; look after yourself, your family and your colleagues; and remember: no Union official = no interview.

*Since this article was drafted a new Acting Commissioner has been appointed. It is hoped that with a change of Commissioner a refreshed approach to the retention and appreciation of all of our people is initiated. A significant cultural change and positive shift for emotional intelligence at all levels of*

*Management is urgently required. No longer should our people be treated like corporate assets. Their true value and contributions to this organisation should be appreciated.*





# DION READMAN

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**ON DECEMBER 13, 2023 TROPIC CYCLONE JASPER CROSSED THE COAST JUST NORTH OF WUJAL WUJAL AS A CATEGORY TWO CYCLONE. NOTHING SPECIAL ABOUT THIS EVENT IN THE FAR NORTH.**

MARCH 2024

However that changed as 'the Jasper' travelled across Cape York eventually stalling as it entered the Gulf of Carpentaria. The following week saw the heavens open and nearly three metres of rain fall over three days on the east coast.

Similar to the blame game in the QPS, the water flowed downhill quickly and with force.

When the deluge stopped on Tuesday, river systems had changed course, sides of mountains had fallen into the sea and communities such as Wujal Wujal, Mossman, Cape Tribulation and the northern beaches of Cairns were inundated.



One of the hundreds of landslides around Wujal Wujal and Cape Tribulation.

As is our way, members stood up and went to assist not only their fellow colleagues but the community in general. Special mention needs to be made of the Wujal Wujal staff, Sergeant Carey Allen and Senior Constable Martin Higgins.

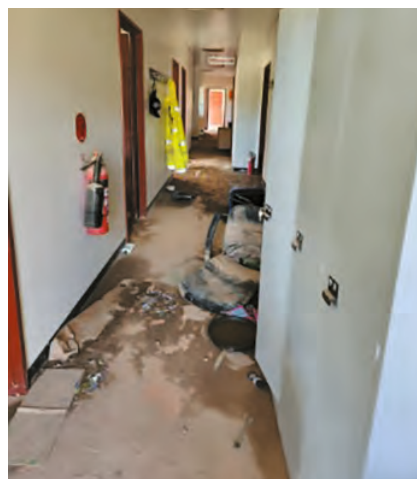
Despite damage to their homes and the police station they worked non-stop for their community, ensuring the evacuation of all residents and like true leaders were the last ones out.



Sgt Carey Allen leads the way evacuating Wujal Wujal residents with an RAAF airlift.



The floodwaters were over the windows at Wujal Wujal Police Station, one of the buildings constructed on higher ground in the town.



Some of the damage to Wujal Wujal Police Station.





*Rotation Team Two in Wujal Wujal.*

All of this done whilst being attacked mercilessly by the march flies and mosquitos.

I visited the second recovery rotation with QPU Vice Resident Shane Prior and the camaraderie amongst the group was inspiring. Adversity certainly brought the best out in the group and no doubt due recognition will be bestowed upon them, however no medal or increased pay cheque will compete with the memories those members forged at this time. Well done all.

Taking over from them were officers from FNR as well as those who answered the call from SEQ. Those members who went into Wujal Wujal in the early days were met with an empty town that had lost everything. No Power. No Water. No Sewerage. No inhabitable buildings. No Food.

Hardship had a new benchmark when it came to the QPS travel entitlements.

Members initially stayed in tents, had showers using bottled water, became BBQ culinary maestros and performed the daily constitutionals bush style. Eventually the members after a week were able to remove the mud and debris from the council owned tourist accommodation centre, hooked up generation power to restore refrigeration and eventually air conditioning. Normality started to return and those that have followed should thank those that went in first.



*The Wujal Wujal clinic sustained significant damage from the initial floodwater surge and runoff. The high water marks are clearly visible on the walls.*



*The mud left behind on a Wujal Wujal street once the water subsided.*



*The Wujal Wujal fuel station sustained significant damage.*



## MOSSMAN STATION

Whilst attention was focused on their northern neighbour, Mossman unfortunately was forgotten for at least seven weeks. While other Government Departments were busily finding alternative buildings for their staff, the QPS opted to only deploy mobile police facilities.

Mossman Station was inundated with water and sewerage requiring a total rebuild. A process that will take between six to twelve months depending on how quickly P&F and QBUILD can sort themselves.

Demountables were promised in December 2023 and despite barge loads of these structures being sent north by State and Federal Governments to assist community recovery, none made their way to Mossman.

Staff continued to operate out of vehicles parked under garage awnings at the side of the now defunct station.

The only blessing was the wet season rain partially stopped but this was replaced by 40 degree days. The



*The MPF at Mossman. This facility was set in place by QPS management to accommodate all local police operations, community client walk in's, computer access for staff and weather protection for station staff including administrative support.*



*The reception area at Mossman Station as initial cleaning works began.*

members continued performing their duties in these conditions until demountables arrived on February 2, 2024 and relative normality was restored.

Needless to say you have to wonder why the QPS chose this path for emergency response for their staff. The only credit in this situation goes to our members for continuing to serve their community under the adverse conditions.



*The staff endured months of almost zero amenities, and almost no protection from the extreme weather.*





*Sgt Greg Lee at his retirement function with QPU Far North Regional Rep Dion Readman just days before he returned for duty with the QPS as a Special Constable.*

## CONGRATULATIONS! RETIREMENT AND PROMOTION

Two veterans of the Far North, Sergeant Greg “The General” Lee and Detective Sergeant Trevor Perham retired at the start of this year.

Both have served their communities with distinction. Greg has raised thousands of dollars for QPS and local charities through his stewardship of the annual Cops ‘n’ Robbers Golf Days at Atherton and Trev has been stalwart of investigations in the Douglas Shire for the past 25 years.

Greg retired on the Friday and promptly signed back up, fittingly as the first Special Constable in Atherton on the Monday.

Trev will go old gracefully up in Julatten and I wish both well in the next phases of their lives.

Congratulations are also in order for two Far Northern lifers who have finally managed to crack the commissioned rank. Detective Senior Sergeant Gary “Dirt” Hunter, former OIC of Cairns City Beat, promoted to FNR Country Northern PGI and Senior Sergeant Jamie Ray Horn, former OIC of Cairns Station promoted to FNR Cairns Metro PGI.

Both have served in nearly every community from Thursday Island to

Cassowary over the past thirty years and know exactly the challenges we face being at this end of the state.

They are a welcome addition to the management of FNR. I look forward to working with them to improve the life of members across the Region.

## ELECTION SEASON

Election Year, potentially for all three layers of government with the council elections in March, the State election in October and possibly a Federal election if Prime Minister Albanese opts to go early. So this will be a big year for those who promise a lot but can struggle to deliver.

Like the politicians, the QPS management needs to not only promise but deliver. The overarching issue which needs to be addressed are those Government Departments that are charged with a particular responsibility should be held to account, when things fail.

It’s in their title.

Department of Corrections are responsible for corrections thus prison and youth detention problems.

Department of Justice and for that matter Youth Justice are responsible for ensuring that justice is not only seen but done.

Department of Health are responsible for the health of mentally ill and vulnerable persons.

Department of Education are responsible for ensuring youth are educated and at school.

Department of Community Services are responsible for providing services to those in the community that are in need such as DV Victims.

The Queensland Police Service is responsible for providing the policing services which according to the QPS Strategic Plan is investigating and solving crime.

When frontline police see their management taking the fight to those Department heads whose ‘break glass’ position is to dump everything with the QPS, then the members will know that Our People Matter.

2024 is the Year of the Dragon, according to the Chinese horoscope. It is meant to be a year of power, strength, good luck and wisdom.

Let’s hope this occurs in Queensland and those who are meant to do as their name suggests actually have strength and wisdom to do their job.

If not those who are then asked to take on the added burden have the power to say no, which results in those who have always stepped up having the good luck.

“Xin nian kuai le” (*Happy New Year*)





# KEV GROTH

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**I'M GETTING SICK  
AND TIRED OF  
HEARING ABOUT  
ALL THE RECRUITS  
WE HAVE COMING  
THROUGH OUR  
ACADEMIES. RECORD  
NUMBERS THEY SAY,  
WELL THAT'S ALL  
WELL AND GOOD BUT  
LET'S FACE FACTS...  
WE ARE GOING  
BACKWARDS!**

MARCH 2024

Year after year the number of police separating from the service is increasing.

Experienced officers jumping ship in record numbers that are outstripping our ability to recruit replacements. A quick snapshot over the past three and a half years since the last State election will show that.

The Government's election commitment was for 2025 new police and support positions by 2025.

Although we have had 1,567 new police sworn in since 2020, there's been 1,768 separations in the same period. So as we stand at the time of writing this article we are 201 officers down since the 2020 election.

But it's not just a problem in Queensland, police across the Eastern Seaboard are also experiencing similar gaps in their numbers. Vacancy numbers in New South Wales sit at 1,500 positions unfilled, Victoria 1,700. Combine that with 800 from Queensland and its 4,000 police positions unfilled.

Is it any wonder the frontline morale is worse than it has ever been, is it any surprise that staff are leaving in ever increasing numbers, is it a shock that the Working For Queensland survey results have got progressively worse over the past three years with no sight of management seeming to care that their staff are broken?

Every year the survey results come out, every year we hear the same political spin, and every year the situation gets worse.

Management have been asleep at the wheel for far too long. Whatever

happened to exit interviews to find out why staff are leaving? Or do QPS management just not care?

Staff are overworked dealing with an overwhelming workload that is only increasing due to ineffective leadership. We are carrying the load for far too many other government agencies that clock off at 4pm and expect us to pick up the slack and carry their workload.

It's well past the time our leadership stood up and learnt to say NO! Enough is enough!

## DOMESTIC VIOLENCE

Our job is to protect the community yet over the past twenty years we have seen frontline police work become largely counselling and babysitting.

The scourge of Domestic and Family Violence (DFV) is now out of control with legislation that is ridiculously ineffective. More often than not frontline police are stuck in stations doing paperwork to comply with legislation that is out of touch with both community and police expectations.

There is so much red tape that it would be conservative to say that police are tied up on DFV jobs for 65% of their shifts. There is a need for a complete overhaul of the legislation for DFV and it is needed immediately.

This problem cannot be fixed by police alone. We need all the other government agencies and departments who are getting millions of dollars in funding to actually step up and do their fair share of work, otherwise we will never as a community fix this issue.



## YOUTH CRIME

Recent ill-considered media reports state that police are scared to go out on the streets in fear of being targeted by youth criminals. This is complete rubbish.

What police are scared of is not being supported by the government and QPS management for doing their job.

Police want to be out there stopping juvenile offenders but are hamstrung by ridiculous policies and procedures and a Justice system that is nothing more than a revolving door and a hotel.

If police actually do what we are employed to do, what the community expects us to do, more often than not the officers will end up being criticised and facing disciplinary sanctions.

This is what scares police and what is driving them out of the job. We need strong leadership not woke leadership.

## QPS FACILITIES

The QPU has commenced on an extensive project of inspections in every watch house in the state. What will we find??

Facilities that are old, worn, outdated and broken. All QPS facilities be it Stations, Watch houses or houses, are mostly in a sorry state.

Why are police the only government agency/department that is expected to work in establishments that are well over twenty years old, and in

some cases over one hundred years old? We need a major capitol works project to upgrade all facilities throughout the state.

How does the government and QPS management expect to attract staff when the conditions they will live and work in are broken, dilapidated buildings often contaminated with asbestos and mould?

All we seem to get is a slap of paint on buildings and coverups of problems. It's a Band-Aid fix and hope for the best.

We are spending millions of dollars a year patching up issues, not fixing them. Basically, we are throwing money away on a lost cause of a building instead of fixing the problems.

What we need are new facilities, modern buildings that are not rundown with leaking roofs, air-conditioning systems that actually work and don't spread mould throughout the buildings, security/CCTV systems that work and don't require constant patches to fix constant problems.

When will the government and management take the condition of QPS facilities seriously?

The Premier recently stated in relation to the current youth crime problem that they will give police whatever they need to fix things. Well how about you start by fixing all our facilities.

How about you give us a secure digital communications network that covers the entire state not just the southeast corner?

We are in 2024 and still feel like we are working in the dark ages. If you want police to do police work, you have to give us the legislation, the tools, and the facilities to do what we all joined up to do, or soon there will be no police left.

Last one out the door, turn out the lights!

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

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



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

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

**QUEENSLAND POLICE UNION**

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



# GRANT WILCOX

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**I'M SEEING IT ALL TOO OFTEN AT THE MOMENT AT NEARLY EVERY STATION I ATTEND, THE ROSTER FOR FIRST RESPONSE IS SHORT, DEFICIENT, UNABLE TO MEET DEMAND (CALLS FOR SERVICE) AND THE FIRST RESPONDERS THAT ARE LEFT ARE ABSOLUTELY AT BREAKING POINT (IF NOT ALREADY BROKEN).**

No matter how many versions of SDP are being undertaken across the state, fixing the problem continues to come back to Greenfield's introduction for the Commissioner in his 227-page jotting.

Greenfield said, or words to this effect on SDRP – *This is not the panacea solution; you will need to do more in this space to maintain service delivery to meet demand.*

His Appendix C articulated the four phase process for implementation and had Capacity and Capability at Step 2... pretty much, make sure you have sufficient staffing to meet demand before commencing to implement change.

Every policing division I am hearing from has trouble with staffing, this is a major reason why SDRP failed.

But I hear you say, the Commissioner stopped SDRP. Yep, she stopped... and handed blanket authority to District Officers to attempt change and again no staff- equals no capacity or capability to meet demand.

Was there no lesson learned or do we have to deal with empire building once again from those who do not work First Response.

QPS Management your attempts at efficiency are burning out good competent and reliable police.

I have seen new DTAAC's, and CAM's being staffed from the frontline, I have witnessed first response positions taken from station numbers to create District Functions, when will the new positions be ratified Commissioner?

When will those that were taken be replaced on the frontline?

What amazes is that these can work, much like SDRP could have, but we are still short of First Responders and according to news in the state, interstate and internationally this is a worldwide problem.

We are continuing to engage significant change when there are no staff for many reasons, retention, employment, sick leave, and sidelined via the oversight of the discipline system.

I predict now, that the QPS will continue to fail at service delivery until the strength of our frontline is adequately staffed to meet service demand. There are many reasons for the shortages and the QPS can look inwardly for a lot of these.

It should be noted that there are no staffing shortages that I've heard of outside of First Response.

Problematically those areas also take from the first responders to maintain their capacity and capability. Certainly in the District and Regional offices there are no such problems.

One of those inward looks should identify a service that can weaponize and bastardise the discipline system to hamstring its most required asset. The implementation of PDSD's being used as a stop working on the front-line tool leaves a lot to be desired when we are so short of numbers, particularly when it is very obvious that the outcomes will be no more than complaints that are unsubstantiated or require LMR.

Yet if you are one of the 'teflon' groups and receive a complaint, a PDSO seems to be waived without issue. We all see it, but what can we do. QPS you own the sandpit and the bucket and spade, you decide who builds the castles and who watches from the sidelines.

I have examples of those enjoying waivers and they all seem to have mates or rank on their side. I have never seen so many coppers suspended/stood down.

We, the 99% of hard working First Responders were absolutely vilified by the recent Commission of Inquiry with the resulting oversight going wild with more instructions and recommendations than an Ikea flat pack. Add this to changing the way we do business with little to no frontline staff on some shifts and I give you burnout and an inability to retain staff.

Recruiting police from the small percentage that is left (unemployed) where multiple other agencies are also fishing for the same pool is a significant challenge. I acknowledge the monumental effort of those in this space for the hardship that is involved in making this a reality.

More needs to be done to establish why police are leaving and see what we can do to maintain them rather than let them slip away.

Making First Responders do more with less was an outcome from SDRP. Now we are doing even more with a lot less and the powers that be seem to forget who needs to deliver service, it's not in the ivory tower that an aggrieved or respondent gets engagement when things are at their worst. It is only a matter of time for a fatal result given the absence of police on the frontline.

Other than asking or making officers do more with less on the frontline, how about a support unit of first responders to fill the empty seats.

### MY COMPLAINTS

I have as you would know (See the previous QPU Journal) made complaints regarding the bastardisation of a member in FNQ (@ 22/4/22), criminal offences and systemic failures were engaged in the Discipline Process and the ESC Complaint Resolution Guidelines were effectively weaponized by FNQ management to punish my client. Would you be surprised if I told you, the QPS has still not officially advised

me of any outcome regarding my complaints?

In MARCH 2024 my complaints will be two years old. I am due to retire this year, perhaps I will beat the QPS out the door. I intend to de-identify my complaints and draft them for the next edition of the QPU Journal.

I'll apply the public interest test and see what you all think, oh and by the way, all who have had their sticky fingers in this in FNQ have been promoted of course after I have made my complaints. The 'teflon' coated cohort are alive and well.

### GOOD NEWS

Maroochydore station received a facilities upgrade (Stage 1 of 4) about a year ago. Since that time staff there have operated without essential infrastructure because there is no money left to finish the upgrades.

You can actually walk through a time warp from the 80's décor to current 2024 and you don't leave the station.

On behalf of our members and in the immortal words of Oliver Twist "please Sir may we have some more...?"

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

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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# COL MULLER

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**BEING AN ELECTED  
OFFICIAL OF THE QPU  
IS A ROLE THAT CAN  
BE ONE OF THE MOST  
IMPORTANT THINGS  
YOU CAN ACHIEVE AS  
A POLICE OFFICER.**

Looking out for your colleagues, offering assistance, support and providing a link between QPU members and our specialists in industrial entitlements and workplace health and safety shows a person's true principles and ethics.

With those thoughts in mind I'd like to introduce some new District Union Representatives for Ipswich. Ipswich Branch President Jarrod Brown, Ipswich District Vice President Melissa Jenkins, Goodna Sub Branch President Haydn German and Goodna Sub Branch Secretary Kiralee Conway.

I always encourage participation and can always use their assistance. Please congratulate your new reps when you see them in the corridor and put their contacts in your phone for the time you need their guidance.

## **ONE AND TWO OFFICER STATIONS**

I'm calling for our members to put forward some ideas. I see one and two officer stations in the Southern Region being very difficult to fill, there is even a difficulty attracting relief personnel to these stations.

It cannot be fair and reasonable for officers to be left for months on end at these stations without relief or back up. One officer I spoke to recently has spent almost nine months alone at a two-officer station, the result was he attended sixty domestic violence jobs alone.

Despite the hard work of the District Housing committees and the long list of improvements that have been made, the reality is that a huge injection of funds is required if we are ever going to catch up with the

repairs and renovations that are required to bring many of the houses up to standard.

I find it very difficult to swallow that police are required to be on call and doing all call-outs for extended periods of time. Call-outs for Domestic Violence potentially take a long time to complete. If the current state of play with these stations continues, it is easy to understand why they are becoming hard to fill or even to attract relief to.

The QPS needs to get real and offer incentives for people to relieve at these stations.

I welcome any ideas, especially from those who are currently suffering in silence. I suspect the issue is a Statewide one.

My contact details are at the top of this article, please reach out if you believe you may have a reasonable solution and the QPU can look at putting together a cohesive plan for advocacy with the QPS.

## **IPSWICH DISTRICT PARENTS CONNECT**

I had the pleasure of attending the latest Parents Connect meeting at Springfield with QPU Industrial Officer Laura Forman. It was a very informative meeting.

This is a great initiative, and I am happy to give it my support. My advice is get involved, it is a great group and babies are welcome.

*The Ipswich District Parents Connect Group was launched in February 2021 by a small passionate team, who identified the need to provide a forum for new and expecting parents (both Mums and Dads) to ask questions,*

share advice and ease any concerns they may have about being a working parent.

The team often shares their own experiences of navigating parenthood within the QPS through an online WorkPlace page and during quarterly catch ups at social events, to build connection and ensure participants feel valued, returning to the workplace with purpose.

The group has over 120 online followers with a cohort coming together throughout the year during their pregnancy, and also once bub is born, in a safe space where little ones are always welcome to join in and play.

A key feature of Parents Connect is the inclusion of guest speakers who come in person to discuss topics such as Flexible Working Arrangements (FWAs), Career Planning and Health and Wellbeing.

The HealthStart team are always a valuable addition, often presenting on the importance of good nutrition and physical activity to aid physical and psychological health.

## COL GETS OUT AND ABOUT



I attended a QPU branch meeting and send off with morning tea for Warwick Inspector Dave Preston. We later gathered for a group dinner. What a great night, what a great station and great bunch of people.



QPU Branch Meeting at Ipswich Station. Thanks to QPU Vice President Shane Prior for attending sharing insights and knowledge from head office.

A great turnout for our latest Parents Connect! Thank you to Luke Hodge (QPS Employee Relations) and Laura Forman (QPU) for attending to present about FWA's and entitlements - lots of great questions answered! Thank you to our local Union reps Col Muller, Jarrod Brown and Mel Jenkins for attending to support along with our Ipswich District management Superintendent Kylie Rigg and Inspectors. And thank you to all the happy smily bubs who shared baby cuddles with us all! 🥰



Ipswich station under attack from a citizen with significant issues early one morning. Couldn't wait for opening hours for a front counter visit.





# SHAYNE TREASURE

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**I CAN ONLY BE  
BLUNT, DO NOT  
PURSUE, DO NOT DO  
EXTENDED FOLLOWS,  
LET THEM GO AND  
KEEP YOURSELF AND  
YOUR JOB SAFE.**

The QPU position has always been do not pursue, there are too many ambiguous aspects and pit falls in policy that will turn on you like a viper at the first opportunity.

Then there's the crooks in a stolen car, little urchins probably with run flats and the pedal to the floor. Things go wrong and they end up upside down embedded in the chassis in a crash and then their absent parents come from nowhere calling for your badge and how their child was so talented etc etc .

And lastly in this pursuit scenario is the unknown. A member of the public coming out of the side street late to work. The kid on the bike or the pedestrian at the crossing.

Victory has a thousand fathers and defeat is an orphan, pursuits are not worth the risks.

I would invite any member who is skeptical as to how quickly things can go wrong to read the sentencing comments in *State of Tasmania v Aaron Tasman Bonner*. (A police Sergeant found guilty of causing death by dangerous driving and grievous bodily harm caused by dangerous driving in 2020.)

*"You drove as you did because you thought you were doing your duty. It involves a lesser degree of criminality. Conversely however, what occurred was a gross breach of your duty in another respect, and a breach of the trust the community places in police officers, to not expose members of the public to such danger. There is still a strong need to punish, condemn*

*and discourage dangerous driving, however motivated."*

Though not binding in this State, the Criminal Code is almost identical and it would be held highly persuasive.

Lights on lights off, pull over, say goodbye. It hurts, and its morally not what policing is about but it is policy and it is not worth your job or worse.

## VALE SENIOR SERGEANT IAN "CAMMO" CAMERON

It's been 6 months since we lost Cammo, I decided against writing about his passing in the QPU Journal before Christmas because I felt Cammo's spirit would haunt me for bringing down the fun of the season.

I can still hear that bantered abuse he would roll out with a sparkle in his eye, a telling off that you couldn't pick whether it was half joke or for real. An art form in itself in the annals of communication delivered with a finesse that was all of his own.



*Snr Sgt Ian Cameron passed away just a few months short of retirement.*

To say 23 August 2023 rocked the Police of South Brisbane District to the core would be an understatement.



The shock waves went right through the State and into many other facets of the Queensland community especially those connected to rugby.

The attendance at his funeral was indicative of the level of respect he was held at within and outside the QPS not only as a copper but as a genuine decent human being.

Cammo was a leader who loved people, not power and because of



*Snr Sgt Cameron's funeral filled the Edmund Rice Performing Arts Centre at Saint Laurence's college.*



*The guard of honour stretched the length of Stephens Road in South Brisbane.*

that he rarely needed to use power and was a rare commodity in the QPS.

Cammo would always put people first every time and if you were in need, he would be there without question. He held a Masters but could rule the public bar or the dressing sheds with earthy banter. Truly a man for all seasons as long as there was a beer and some rugby to watch with mates.

It is unfair to say the least, that we lost such a man so close to his own retirement but Cammo wouldn't hear of people moping about. In his own way he'd tell us to get on with it.

Farewell Senior, a privilege to have known and worked with you. You will never be able to be replaced as your style was as unique as your match winning kick.



*QPU President Ian Leavers, QPU Vice President Shane Prior and QPU Metro South Regional Rep Shayne Treasure formed up as part of the extensive guard of honour for the funeral procession.*



## WATCH HOUSE OFFICERS

Recently I've had the opportunity along with QPU President Ian Leavers and QPU Vice President Shane Prior to meet our new watch house officers as they undertake the training course at the Oxley Academy.

The information session was lively and it quickly became apparent our combined experience means we are attuned to custodial risk and the very real possibility these new officers will at some stage face an investigation or be compelled to provide evidence for a coroner.

The value of membership with the QPU was evident as topics were discussed around use of force, obligations for cell checks, maintaining accurate logs and Human Rights requirements. It's invaluable to have the QPU and all its resources at your disposal if required.

It's also a good boost for our frontline to know the graduates from these recent courses are heading to Brisbane, Southport, Sandgate, Redcliffe, Hervey Bay, Maryborough, Pine Rivers, Mackay, Caloundra, Caboolture and Mt Isa.



*The QPU team delivered a presentation to members of the watchhouse officer course at the Oxley Academy.*



*Graduates of the watch house officer course in February 2024.*



**RICHARD JACKWAY**  
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## OUR DISCIPLINE SYSTEM IS CONTINUING TO FAIL OUR MEMBERS AND THE PEOPLE OF QUEENSLAND.

Our discipline system was meant to be a means of maintaining & improving performance, yet in too high a percentage of cases it is resulting in disillusioned, demotivated and less productive officers, with many adopting the attitude *'if you don't do anything, you can't get punished'*.

These officers aren't disillusioned by the complaint, but rather, that during the investigation the QPS forgets to treat them as human beings who have emotions, who work under heavy fatigue, and who become drained and damaged by the job, but still give their all... and are then treated as a number.

This approach will almost always create an adverse reaction.

Being considerate can be a phone call first, before the direction to provide a version, or taking the time to fully explain the purpose of a PDSD in a way that enables officers to understand the purpose of the action.

Alongside the handling of complaints, the investigations are also an issue, because the QPS is failing to do holistic discipline complaint investigations as required by their own Complaint Resolution Guidelines.

'Fail to properly investigate DV' complaints are becoming way more prevalent and in virtually every investigation that I've sat in on, two common issues keep cropping up that are significantly contributed to by systematic QPS failures, but are glossed over or not mentioned during questioning:

1. Officer fatigue: the QPS has no policy or systems to proactively manage mental or compassion

fatigue (and to a lesser degree, physical fatigue). Such fatigue affects the exact cognitive functions needed to investigate DV. During investigations, should specific questions be asked about shifts in a row worked, number of DV's attend without break etc.??

2. Officers failure to make the subjective objectives: QPS provides no training for officers to do this.

Regarding point 2, Police officers are obligated by law to follow the principles of natural justice, which means being utterly impartial, objective and fair. But when virtually every DV investigation involves incidents being described in very subjective terms, how do officers make that subjectiveness objective?

For the phrase 'The Respondent stood over me', to objectively understand it, we need to ask:

- Who approached who?
- Was the aggrieved sitting or standing?
- How far away did the respondent stop?
- What was being said?
- If that doesn't clarify things you may have to ask for other body language (eg. what was the respondent doing with their hands), or facial cues (eye direction, colour of face etc), or vocal cues (volume, pace, pitch, emphasis etc).
- Is there history that makes your understanding clearer?

And that is just for the single subjective action of 'The Respondent



stood over me'. Subjective words like: Anger, intimidation, threats, abuse, humiliation, etc. are part and parcel of DV investigations. You objectively understand what they mean until you start asking the right questions.

When was the last time you heard such things in training? The answer is, never, because it is not taught to officers. Officers have historically been trained to look for the facts and only the facts to establish the elements of criminal offences.

Hopefully the QPS will include such training in future modules.

To be clear, the Domestic Violence training provided by the QPS has improved significantly, and aggrieved are safer for the adoption of this holistic approach.

Unfortunately for our members, the discipline system is continuing to investigate officers and find flaw with their investigations as a result of things they aren't trained in, and there's the ongoing issue of a QPS failure to adequately manage fatigue.

On a related but slightly different note, we are lucky DV Application investigations are only to the civil standard.

With the new criminal offence for coercive control due in 2025, I asked myself '*what do officers need to prove Coercive Control as a criminal offence?*'. For just financial control and not any other coercive aspect, I came to three pages of questions. Much of those questions were to rule out defences, because financial control is so incredibly subjective. And I don't think I nailed the coercive part.

I hope the QPS understands just how specialised the investigative training for the criminal offence of Coercive Control is going to need to be, and just how protracted it will be to do properly.



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# I'LL HAVE A CRACK!

MARCH 2024

**ACTING COMMISSIONER STEVE GOLLSCHESKI SPENT MORE THAN A DECADE AS A LOYAL DEPUTY NOW HE'S BEEN GIVEN THE ROLE AS INTERIM POLICE COMMISSIONER FOLLOWING THE DEPARTURE OF KATARINA CARROLL. HOWEVER HIS INTENTION IS NOT TO BE A SEAT WARMER BUT KEEP THE LEAD ROLE IN THE QPS PERMANENTLY.**

He joined the QPS in 1980 and through his forty four years of policing he's had some big assignments including the 2018 Gold Coast Commonwealth Games, State Disaster Co-Ordinator during the 2011 Lockyer Valley floods, managing the police response to the COVID pandemic and most recently as Special Co-Ordinator for Police and Emergency Services Reform.

The reform work was due for delivery by July 1, 2024 and included implementing recommendations from multiple inquiries, taskforces, coronial matters, enhanced disaster management and Machinery Of Government (MOG) change.

Steve Gollschewski was born in Brisbane, has been married a couple of times and has five children. His oldest child is 40 and a mother

herself, the youngest Gollschewski is seven years old, Steve and partner Bec committed to eight years of IVF to have his youngest daughter.

In the first few days of his role as Acting Commissioner the QPU put forward a number of questions for our membership to review on what Steve Gollschewski believes will be his core focus.

**QPU: ACTING COMMISSIONER GOLLSCHESKI, WHAT MADE YOU DECIDE TO RETURN TO THE UNIFORM?**

**GOLLSCHESKI:** To be really truthful, a month ago I was thinking about what I had to do about my superannuation and what retirement looked like after I finished the reform work and things changed pretty quickly. I was sounded out by Katarina and others, to "Please think about looking after the place." And, I'm never going to walk away from the Police Service because I love it. I thought, I can probably help out a bit and then it progressed to thinking there's no use putting your hand up to do it as an interim thing and being a lame duck so I'm going to go for it as permanent Commissioner and I said, "Yep, I'll have a crack."



*Acting Police Commissioner Steve Gollschewski.*



**QPU: WHAT HAPPENED WHEN YOU WENT HOME TO THE FAMILY AND SAID, "I'M GOING TO PUT MYSELF FORWARD TO BE THE PERMANENT COMMISSIONER?"**

**GOLLSCHIEWSKI:** Well, that was actually probably what tipped me over the edge. I went and saw Bec and said, you know, "This is what's happening. What do you think?" She said, "No, you better do it. You're the man for it." You know, she's a fair bit biased in that view but she worked in the organisation. She's one of our research officers. So she said, "do a couple of years and get the ship heading in the right direction."

However I want the troops to know that the focus is on them. And I am going to keep saying, "Work hard. Do what you got to do. We've got your back. If you haven't got enough resources, that's actually not your problem. Don't get frustrated. That's my problem." And we're going to work with them.



**QPU: SO WHAT WILL BE THE GOLLSCHIEWSKI STAMP THEN OF YOUR TIME IN THE CHAIR?**

**GOLLSCHIEWSKI:** I like to think that people have got clear understanding of what the priorities are and what the expectations of them are. So I've said, each officer needs to know their own left and right of arc. Occasionally, they get it wrong.

We'll look after them. Occasionally, they go outside that and get it wrong. And most of the time we can work through that, but you know if people are deliberately doing the wrong thing and unfortunately we still see it. We still see police charged with serious criminal offences. And if they're proven, well, it is pretty clear my stance on that; that is, there is probably no place for you.

**QPU: POLICE ARE COMPLAINING ABOUT THE OVER EXUBERANCE OF MANAGEMENT USING PDSD'S. (PROFESSIONAL DEVELOPMENT STRATEGY DOCUMENTS)**

**GOLLSCHIEWSKI:** That's one of the first ones we're looking at. That's one of the key things around the Commissioner and the Deputies managing the discipline system, is consistency.

Consistency, fairness, speeding it up, making sure they are treated with respect and dignity no matter what happens. I have been a bit concerned about not only what's been done, how they're being used in some instances. So, I just really want to tighten that all up.



**QPU: DO YOU UNDERSTAND THE ANXIETY THAT COMES FOR AN OFFICER WITH THOSE?**

**GOLLSCHIEWSKI:** Oh, 100 per cent. You've got to look at what it is supposed to be addressing and work out what's the actual real issue here and what is the risk and what does it need. I'm firmly of the view that we put in too many 466's. You know, and why do that?

We pay people to be managers and empower them, because of leadership. NCO's, as well as the Commissioned Officers are paid to do the job well, again, as long as they are making good decisions and not going to the discipline system when they don't need to.

**QPU: WHAT ELSE IS ON YOUR PRIORITY LIST?**

**GOLLSCHIEWSKI:** Getting back to doing better in the crime space because that's what the community is worried about. How do we focus on those areas of crime that cause the most harm and where.

DV, not only what's important for police but making the system work across the board, because something tells you if we have 190,000 occurrences and an occurrence, of course, is police having to do something.



At 190,000 and increasing at 20% plus a year, it is not sustainable. So police have got to turn up and keep people safe and make sure they are pushing those involved through the system, whether it is the courts for a perpetrator, whether it is the support services for a victim they've got to have a system that really works.

If you've got the revolving door of people getting arrested for this sort of stuff and they come out and re offend, that's not good enough. The system's got to pick that up.

**QPU: THE FIRST ADVICE TO YOU FROM QPU PRESIDENT IAN LEAVERS, WAS TO CONCENTRATE ON THE FRONTLINE.**

**GOLLSCHEWSKI:** You might remember, I was the overall Commander for COVID and the State Disaster Coordinator and for major events like the Commonwealth Games, where there was a strategy to deal with the most important thing and drop everything to focus on that. So we pushed people out to focus on that for a while. It makes a difference.

Rosco Barnett ran an operation where we co-ordinated across the state in the crime space and the public disorder space as well. It makes a difference and we've got to get back to that. You know, people call that "back to basics". It is good policing, you know. Target those that cause the most harm, do something meaningful about it and dip it down. So we'll, we'll look at that.

**QPU: THE COMMUNITY ALWAYS SUPPORT THE IMPACT OF SEEING A POLICE VEHICLE ON THE ROAD AND THE MODIFYING EFFECT IT CAN HAVE ON BEHAVIOUR. WILL THERE BE CONCENTRATION ON HIGH VISIBILITY?**

**GOLLSCHEWSKI:** Yep. A clear message I got out of the people at Arundel yesterday was, "We want to do more proactive stuff, we can't do it because we're too tied up responding to things." You know, and DV is a big component of that. RAP officers are meant to do proactive stuff.

They're saying, "Yep, we'll do our bit. We want to protect victims. We know it is important, but we're getting dragged into so much other stuff we're not able to do the proactive stuff." So I'm going to shift the dial back on that.

**QPU: IAN LEAVERS HAS CLEARLY SAID HE WOULDN'T MIND GOING HEAD TO HEAD WITH YOU ON ISSUES WHERE IT'S APPROPRIATE. DO YOU EXPECT CONFLICT?**

**GOLLSCHEWSKI:** Ian is a fierce advocate for his membership. I get his role. I respect the guy deeply. You know, and I've known him a long time. I have never seen anything from Ian Leavers that he's anything but committed to his workforce and trying to do the right thing by them. But sometimes we've got different slants.

If we are at odds or anything, we'll have a disagreement. If it looks like we're going to have to have a fight on an issue bring it on, but let's make sure afterwards we come back and look after the troops and can work together.

**QPU: WHAT'S YOUR INITIAL ASSESSMENT, WHAT DID KATARINA CARROLL GET WRONG?**

**GOLLSCHEWSKI:** I'm not going to pass judgment on Katarina. What we're seeing at things like graduation ceremonies is a result of hard work Katarina put in.

I was with her on that journey. People shouldn't forget that one person doesn't change the world. If anything's gone wrong in Katarina's Commissionership, I was part of that. People must remember she went through probably the hardest Commissionership that I'd seen in the time I have been in the organisation.

At the start of the journey there was focus on frontline, she wanted to do the stuff that made it easier for them. It didn't go the way we wanted it to.

The STP stuff, we all know that was problematic, well intentioned and we recognise now that is a long term journey. You have got to take the troops on the journey. They have got to buy into the reform otherwise you can't expect them to do it.





Then comes COVID, everyone thought it would be over in six months but it went for two and a half years. Out of that and straight into the Commission of Inquiry. Overall it was a pretty tough time.

I will say this about Katarina: all through that she kept her sense of humour, she showed resilience and she was always talking about what she could do for the frontline. Did it get landed? Not all of it. Will I land everything in my Commissionership, whether it lasts two weeks, two days, or two years, whatever? Probably not, but you've got to keep going.

There's no statues in being a Commissioner. You know, it's about doing what you can while you are in the job, but also making sure you've got your eye on the ball at the moment, which is what's happening out on the road.



Commissioner it doesn't worry me if they have and they're entitled to, but I've asked them to work together as a team until it's decided. I would like to think if it is not a

hard to try and make sure you've got what you need to do, what you've got to do. It's not going to happen quickly. We're going to keep at it. You keep at it. We'll be with you all the way."

The selection process to appoint a new permanent Commissioner of Police will be full merit procedure with a selection panel consisting of the Public Service Commissioner David Mackie, Crime and Corruption Commission Chair Bruce Barbour, Integrity Commissioner Linda Waugh and Tasmania Police Commissioner Donna Adams.



**QPU: WHY DOES THE COMMISSIONER OF POLICE NEED TO BE A QUEENSLANDER RATHER THAN SOMEONE FROM INTERSTATE OR OVERSEAS?**

**GOLLSCHEWSKI:** I think a Queenslander has a unique understanding of the operating environment. I'm pretty experienced in that. I've spoken with the other Deputies and made a pact, I don't know if they've applied to be

Queenslander, it is someone that absolutely understands Queensland, understands these young people out there and what they are doing on a day to day basis and going to help them.

**QPU: YOUR TEN SECOND MESSAGE TO THE FRONTLINE?**

**GOLLSCHEWSKI:** It is exactly what I have been saying all this time: we've got your back, we're going to work







# FAREWELL KATARINA

**KATARINA CARROLL  
LEFT POLICE  
HEADQUARTERS  
FOR THE LAST  
TIME AS THE  
QUEENSLAND POLICE  
COMMISSIONER AT  
MIDDAY ON FRIDAY  
MARCH 1, 2024.**

The farewell included all seven office floors of Roma Street Headquarters, during the long walk out the door she was accompanied by a piper, drummer and her husband Michael.

The ceremony concluded with her final transmission on the police radio “my fellow colleagues, it has been a privilege to lead our great organisation. I’m so proud of you and the outstanding work that you do, please stay safe. This is the Commissioner of Police now signing off.” The static at the end of her radio call confirmed the conclusion of her forty one year policing career and 1,698 days in the role of Commissioner.







Ms Carroll's decision to resign came three months before her contract was due for renewal and in a candid conversation, the QPU discussed what the former Commissioner considered were the successes, and failures of her time leading the QPS.



**QPU: You were the first female Commissioner for Queensland Police so what has been your perception of time since you started as Commissioner?**

**CARROLL:** It has gone in a blink of an eye. But I think also, because the last four-and-a-half, five years, have just been so extraordinarily busy, and challenging.

**QPU: You had an agenda of reform, do you feel you hit your marks on that?**

**CARROLL:** Any leader looks back and thinks there's a lot more to do. And the problem was we got hit with COVID in the first two-and-a-half, three years. And one of the reasons I was a bit disappointed with the Commission of Inquiry is they desperately wanted to bring that on. I kept arguing the point that we've had two-and-a-half years of COVID where we were everywhere; at the borders, at the airport. You name it, it was QPS protecting the state.

So, of course, you expect that you can't go heavy into reform when you are so committed to something else. So I think the biggest disappointment for me will be the DV reform work around efficiencies will start coming to fruition in the next twelve months. We are talking to our stakeholders about legislative change. The AI products to view body-worn video is being trialled, and also we are starting to use products to automate a lot of the paperwork. So in many ways, disappointed that that's what I wanted to finish with, that it will now happen after I'm gone.

One of the greatest challenges, is that process that sits around the paperwork, around the statements, around the affidavits, around witnessing of signatures, around electronic signatures, around servicing of documents. That is so essential to change, and yet that's probably been the greatest challenge.



I do believe our response is a lot better, our training is a lot better, how we treat victims, we're more victim centric, trauma informed than ever. Those changes have been outstanding. And the QPS ought to be proud of that. But it is so time consuming it actually inhibits us to have that discretionary time to be more proactive. And in fact, that's why a lot of our work for youth crime is done on overtime, simply because time in BAU has run out.

**QPU: Frontline cops have been reporting this burden of DV paperwork as a major reason for officer burn out.**

**CARROLL:** I acknowledge that. And everywhere I go, I hear exactly the same thing, that's why we have driven this work. I, too, like the frontline, get

extraordinarily frustrated with how long this has taken. But I think within the next twelve months there will be great news for the frontline. They will actually see some of the benefits of that hard work.

**QPU: How do you explain to them then that it took so long?**

**CARROLL:** I think the difficulty for frontline to understand, because we move at a pace so much quicker than every other department. We also had to wait for the Commission of Inquiry and they didn't address the issue of efficiencies and effectiveness.

So over the last 12 to 18 months, we have been consulting with other departments. It's now consulting with stakeholders before it goes back into cabinet, and further decisions will be made after that.



**QPU: With your experience now, do you look to the future and do you see things like police being able to rotate around and take short operational breaks?**

**CARROLL:** That definitely is one of the recommendations. And we always - always - see that as a valid option. And, in fact, it has to happen. But it is how it happens. When you think there is 12,500 police officers, and most of those are operational frontline, the challenge is how do you create enough positions in another area for everyone to get an option of rotating? Some regions are already starting to look at that.

And in fact, if the front end was more efficient, you mightn't have to have that break as much as you need now, because it's inefficient at the moment. So that's one of the biggest issues.

So I think that work will give them respite. I think the efficiencies will give them some respite.

**QPU: How important do you think right to disconnect is going to be?**

**CARROLL:** It is a difficult one because we are a 24/7 agency and our work is very, very different to other departments. So I think a lot of work needs to be done behind the scenes as to what this actually means. So the organisation, the workforce, the unions have to be heavily involved in this, what does it actually mean.

Is it being called back in? Is it changing your rosters at the last minute? Is it just taking a phone call? So I think it needs a lot of work to be fleshed out to actually understand what does it mean.

**QPU: Retention of our existing police is another issue for our frontline officers.**

**CARROLL:** I think we do have to look outside the square. It's just not a case of giving people money, because it is more about work-life balance and enjoying, your work life as well as your home life. We started a piece

of work around rostering. Is it better rostering of people? Areas already that work nine or ten hour shifts get more of a break? So those rosters are enjoyed more.

**QPU: SDRP was one of your big ticket items you wanted to introduce but you put a pin it. How tough was that?**

**CARROLL:** It was tough, because the evidence clearly showed that the process worked. When you look at the community that was surveyed as a result of that, their confidence and their trust and faith in police increased.

In fact, the biggest issue was it had an impact on people's lives.

It had an impact on people's rosters and people's lives, particularly as you have to roster to demand. And changing rosters at the last minute is not palatable, and also taking people out of that team environment is very, very difficult. And it was a process driven, so in terms of attending jobs, and in terms of policing, getting your files done quicker, passing jobs on, closing the loop with community, spending more time at the more serious jobs and following up files, it was extraordinarily successful. But the balance was not right with our people. It was having a detrimental affect on people's lives.



So I purposely did pull it because the balance wasn't right, particularly towards our people, but what's happened since, is the districts are choosing aspects of SDRP, like the DTAC, and CAMS to keep. It's also important to consider a rostering project that looks at how do we get the balance right to address demand, when we need to roster our people. That is extraordinarily challenging.

**QPU: So with all of those things going wrong, but you believe you still had successful outcomes from the data, do you think there could be a place and time when it could come back, perhaps in a slightly different format?**

**CARROLL:** I think it is already coming back in a slightly different format because what we are doing is asking Districts to choose what you want out of this, and also just pick up the ones that you think that work for your District.

What was extraordinary about it is you got rid of your files very quickly, because they were addressed within days. And also obviously service documentation, particularly around DV was very, very high on the list.



*Commissioner Carroll presenting Const Mitch Bradley the Commissioners Award during a graduation ceremony October 19, 2023.*

**QPU:** When you came into this role, you said that when you were a frontline police officer you almost used to sort of shake your head about, "Well, why is the Commissioner doing this?" Or "Why would they make us do this?" And you said that if you ever got that role that you would make sure that didn't happen. Sitting here now, do you think you got that right?

**CARROLL:** I think it is incredibly difficult to get the message through ten layers. So that's been the greatest challenge. So, irrespective of how many updates you do, or how many personal visits you do, trying to explain why things happen is extraordinarily challenging. And if I was to look back I would, again, over-communicate, engage, and over-communicate, engage because it doesn't matter how many times you do it, if the message is not reiterated literally every week and every month and every year, the message gets lost.

**QPU:** What do you believe is the reason for the increased demand for frontline service? Is it because more incidents are happening, or is it because more Government Departments are palming stuff off to police because they are the only true 24/7 agency?

**CARROLL:** I would say more incidents are happening, definitely, because we can see that. You know, an exponential increase in domestic violence, obviously youth crime in recent times as well. But also, police do pick up a lot of stuff that happens after hours and particularly after 4pm on Friday afternoon. In my view police should not be going to every mental health job, we should be going to those where there is a crisis. At the moment though, the entire system is under so much pressure.

I always talk to the amount of people we've arrested in the last 12 months. 10,000 more than the previous year. What that does, it puts extraordinary pressure on the entire system. All of our watch houses are full. And watch houses are a high-risk business.

You know, a few weeks ago, we had a record of, over the weekend, 300, 513, then it went to 560 and then about three weeks ago, we maxed out at 615 people in watch houses. Those numbers we have never seen. I have never seen in my lifetime. It puts so much pressure on the system that the detention centres are full, the prisons are full. And that will only really start easing up when we get more capacity, from a new prison being built, as well as a new detention centre.

So police, I agree, are doing roles that they have not done before, but I also know that a lot more demand has increased. And systems, and that, be it youth justice, child safety, prisons, it is all under pressure. Even hospitals, you know. And that's why we ramp behind ambulances.

**QPU:** So should police be saying "No" to some jobs as an organisation? Should the QPS be saying, "No, that's not our responsibility. That's not our core function"?

**CARROLL:** I think even the Commission of Inquiry recognised that police



*Commissioner Carroll presents her brother Chief Supt John Bosnjak with the COVID Medal.*



are doing a lot of work. Like, they are not social workers, they are not clinicians. And hence, why one of the recommendations sits around putting 300 social workers in police stations, recognising that support is needed, particularly around the victim.

We are already doing a piece of work around the rest of Australia looking at the amount of jobs that police go to in terms of mental health jobs and what other response needs to be put into place. And there's a model in the UK, and it took a couple of years to get to this point, and Australian jurisdictions are working towards it, triaging at the front-end, with psychologists and clinicians and ambulances and police officers in a triage looking at mental health jobs that police should/shouldn't be going to.

And in fact, resolving a lot of mental health jobs without even a response. And that has had a 30% reduction in terms of police attending jobs. So all of that is happening.



**QPU: Do you think Artificial Intelligence (AI) will become an increasing element in policing?**

**CARROLL:** Definitely. And it has to. I think one of the great successors of the future for the organisation to streamline paperwork, to search quickly body-worn video, and I'm talking about within seconds,

whereas now we are trolling through them, AI will assist us with that.

The benefits of AI are exponential. And I think we have to start, and we are, very quickly moving into that space.

**QPU: Should police be scared or worried about AI?**

**CARROLL:** No, they embrace it, because now where you are manually doing things, it will assist you to do things very, very quickly throughout an automated way of doing it.

And, you know, young cops are very tech savvy.

**QPU: You said when you started as Commissioner that robust debate with the QPU was healthy. After nearly five years, what's your view now?**

**CARROLL:** I've had a good relationship with the QPU, and that relationship is acknowledging that you are not going to agree on things, that you actually will butt heads on things. But at the

end of the day, we are all working for our people, but we come at it with a different lens.

So, yes, we've had very robust discussions. Sometimes we'd completely agreed, and many times we disagreed. And that's fine. And that's what I like about the relationship. I think it is



*Commissioner Carroll at the 2023 QPU Annual Conference.*

extraordinarily healthy. If you can acknowledge that you are not going to get on, on everything, you are not going to agree on everything, but that tension actually makes the organisation better and the relationship healthier.

**QPU: There are times when the union's come from a different angle to you, and bluntly told you "Do you realise what that decision you've made means for our members?"**

**CARROLL:** I think that's exactly the benefit of a union, because the union will come at a very different angle. So I think that is the greatest strength of the relationship because the QPU will come at a completely different angle to what I will. And in fact, I'll think of things that they haven't thought of, and they'll think of things that I haven't. But I think that's incredibly important because, as a result, you then can consider what the QPU is offering and may even change what you are doing. So it is incredibly important.

**QPU: QPU President Ian Leavers and you butted heads spectacularly a couple of times on some different issues, but then when you announced your resignation he came out and defended you. Did you expect that?**

**CARROLL:** There is respect behind the scenes that we've both got very, very challenging roles. I think we respect that it is tough, that we are going to have different views. And in the end

though, we respect what we do and why we do it. Ultimately, that's it.

So I was very thankful that he saw me out with a compliment. But, look, he does a great job for his people, and that's what he's there for.

**QPU: Commissioner you mentioned the loss of three Officers on duty while you have been the leader of the organisation were some of darkest days you've experienced. How will that stick with you?**

**CARROLL:** They are the days that you actually remember the most.

You know, when Dave Masters died, I got that phone call at 4 o'clock in the morning. Then with Matt and Rachel. They are dark because of what happened to the organisation, but it's the families that have the most impact on you. Meeting with the families and getting to know the families, who are just amazing families.

Their close colleagues will struggle forever because these are amazing people who just had such positive impact on people's lives, who should not have died in the way that they died.

**QPU: When you walk away from here, is this it for you for policing? Are you going to perhaps assist Police Legacy or join the Retired Police Association?**

**CARROLL:** I have to learn to slow down, and then I'll think about what I'm going to do in a few month's time.

I love our organisation. Our people are amazing. I always say they are amazing people that protect their community and do amazing work.

I will in some way and I think it's just good to let the business get on, but, you know, I'm passionate about legacy. I might join the Retired Police, who knows. But I would always look from afar and just be so proud of this organisation because everyone in it is in it for the right reasons. And may ought to be proud what they do.

**QPU: If the Government came along and offered you another job in something, are you still interested in management roles or are you just going to be happy now as Katarina in retirement?**

**CARROLL:** I won't fully retire, I think. I just think I need about six months



*Commissioner Carroll at the Queensland State Police Memorial in Brisbane 2023.*



to see whether I can slow down the pace. I think 60 is still young, so you know there's many other options. I feel in terms of my policing or career in emergency services, what I've done for the last 41 years, I think it is time to definitely step away from that, but maybe after a break look at what else is out there.

**QPU: Would you consider a role as a frontline Special Constable?**

**CARROLL:** I got to tell you, it is not bad money on the weekend. No, I just think at the moment my goal is just to slow down a little bit and just take a break

**QPU: Are you leaving the QPS better than when you walked in the door?**

**CARROLL:** I think yes, in terms of everything that we have done.



*Commissioner Carroll hands the memorial baton to Supt Peter Flanders at the Brisbane start of the Wall to Wall Ride of Remembrance in 2023.*





# GRADUATION DAY

BY DARREN CURTIS

**GRADUATES FROM  
INTAKE 4/2023 WERE  
SWORN IN ON THURSDAY  
MARCH 7, 2024 ON THE  
TOM MOLLOY PARADE  
GROUND AT THE OXLEY  
ACADEMY AFTER  
COMPLETING THEIR  
TRAINING THAT BEGAN  
IN JULY 2023.**

The 97 new officers were welcomed to the service by Acting Police Commissioner Steve Gollschewski, Governor Doctor Jeannette Young and QPU Vice President Shane Prior.

The Governor attended in response to the QPS modifying the Oath or Affirmation of Office after decades to include words pledging police will serve not only with honour, diligence and integrity but also with respect for human rights.

Acting Commissioner Gollschewski said “you have a duty to ensure our Queensland communities are not only safe but also feel safe. This is a significant responsibility and something we need to remind ourselves of regularly.”

There were sixteen recruits with direct family connections to current serving or former police and the interactions as family members presented their badges was a highlight for many of



*The recruits of intake 4/2023 were the first to adopt the revised oath or affirmation.*



*Queensland Governor Dr Jeannette Young accepted the official salute of the intake and oversaw the delivery of the revised oath and affirmation.*



those in the crowd even if they didn't know those involved.

Constable Harry Wacker is now a fourth generation Queensland Police Officer, after serving in the Army Reserve he opted to follow his father, sister, grandfather and great grandfather into the QPS.

The family have had a policing connection in Queensland since the 1920's Constable Wacker said "my family were all very proud when I told them I was joining the police and my dad said he didn't want me to feel any pressure to join but at the end of the day he was very proud of what I have chosen to do. My first station will be Fortitude Valley so I expect that's going to be very diverse work."



Constable Harry Wacker is presented with his badge by father Det Supt (ret) Jon Wacker and sister Constable Brooke Wacker.

Recipient of the QPU sponsored Dux Award was Constable Emily Tobler. The mother of three was stunned when she was told she had topped all five squads for Academic Studies.

Constable Tobler said "I couldn't believe it, I was in shock but very happy at the same time. I had my kids a bit younger and I wanted a career I could focus on for the next thirty years and really dig into with

prospects of progression while serving the community.

"So joining the police was a double win. I know the QPU will be there for me through this career, I know the Police Union is there to support police officers, if we need advice and support they offer that for us."

Constable Tobler will complete her First Year at Southport but she's planning on committing to a number of years with General Duties before transferring to detective work with CPIU.



QPU Vice President Shane Prior presents Constable Emily Tobler with the Dux Award for intake 4/2023.



Constable Tobler with sons Aiden, Austin and Eli.



**POLICING CAN BE AN  
OUTSTANDING CAREER,  
AND IN QUEENSLAND  
IT CAN TAKE YOU TO  
AMAZING PLACES AND  
DELIVER EXPERIENCES  
THAT AVERAGE JOBS  
JUST CANNOT DO.**

QPU Vice President Shane Prior said “it’s so very encouraging to see police like Emily stepping forward to make a career of policing. For family’s there’s no doubt it can be a juggle dealing with shift work and all the demands of having young kids but I know from personal experience that it can be managed.

“Smart managers can see the benefits of staff achieving a workable work-life balance and developing a sense of what they need and what they can deliver. Policing can be an outstanding career, and in Queensland it can take you to amazing places and deliver experiences that average jobs just cannot do.

“Retaining staff and offering opportunities to progress are going to be features moving forward.

“I look forward to meeting the new recruits as they establish themselves in their first postings across Queensland reinforcing the frontline.”

Squads 250, 251, 252, 253 and 254 were also praised for extra work completed during their training cycle assisting with a significant search at Springfield in connection with a homicide investigation, National Police Remembrance Day and PCYC Open Days at Fortitude Valley, Deception Bay and Lang Park.



Intake 4/2023 on graduation day Tom Molloy Parade Ground, Oxley Academy.







*Tony Ross representing Achievement Award sponsor QBank presents the trophy to Constable Scott Manix.*







Superintendent Renee Kurtz presents the Domestic and Family Violence Training Award to Constable Dylan Cooper.



MARCH 2024





*Acting Commissioner Steve Gollschewski presents the Commissioner's Award to Constable Catherine McNeice for highest achievement in conduct, leadership, skills and academic results.*







Constable Claire Thompson receives the Community Service Award from Phil Schultz representing QLD PCYC.

MARCH 2024





John Barney, Tim White and Uncle Shannon Ruska from Tribal Experiences provided a Welcome to Country Ceremony at the start of the graduation.







Constable Justine Holden receives the Dan Stiller Memorial Traffic Award from RACQ sponsor Josh Cooney.







Constable Caydenn Louw receives the Leadership Award from President of Queensland Police Commissioned Officers Union Kerry Johnson.







Constable Katelyn Uitendaal was presented with the Operational Skills Award by Superintendent Renee Kurtz.

MARCH 2024





*Acting Assistant Commissioner Shane Holmes presents the Sondra Lena Memorial Physical Skills Award to Constable Laim Stewart-Smith.*













# RUNNING FOR A LEGACY

BY DARREN CURTIS

QUEENSLAND  
POLICE LEGACY  
FOR THE FIRST  
TIME WILL BE  
A BENEFICIARY  
OF THE HUGELY  
SUCCESSFUL RUN  
ARMY EVENTS HELD  
IN QUEENSLAND ON  
SUNDAY APRIL 21,  
2024.



# Run Army

The event started at Brisbane's Enoggera Army Barracks, in 2021 with just 1,100 participants, it grew the following year to 2,400 and during 2023 when the running course moved across to the Brisbane CBD it peaked at 5,000 runners on the day plus a significant number of others completing the virtual course.

There are now events held the same day in Brisbane from South Bank and in Townsville at Jezzine Barracks. There's two courses to pick from either 5 kilometre or 10 kilometre and its open to anyone who can walk or run to participate.







*The Run Army launch in Brisbane including Queensland Police and Emergency Services for the first time.*

Including Queensland Police and other frontline emergency services is a way of saying thank you to those who serve the community in uniform.

Queensland Police Legacy President Shane Prior said “this is a great initiative and we thank Army for reaching out and making this a truly inclusive event. Every participant when they nominate for their event can indicate which charity they would like their entry donation to benefit. Obviously we are hoping Police and their families will come together and treat it as a positive way to remind people of the benefits of Queensland Police Legacy and the respect the community holds for first responders.”

Early bird entry fees start at \$40 and it is one of the cheapest charity event entry fees in Queensland.

**EARLY BIRD ENTRY FEES  
START AT \$40 AND IT IS ONE  
OF THE CHEAPEST CHARITY  
EVENT ENTRY FEES IN  
QUEENSLAND.**



*Major General Elwood says coming together to acknowledge all those who serve the community in uniform is a noble cause.*

Run Army creator retired Major General Jake Elwood said “raising money for our respective legacies who support the families of our fallen in their time



of need is a very noble cause. To me including Police and other emergency services was an appropriate move to bring everybody together who serves the community. It would be a great sight to see families, first responders and even running tragics come together for the event.”

While the running event is the main attraction there will also be an Army Race Village with specialised equipment displays including vehicles, artillery and weapons with soldiers available to detail the capabilities of the various systems.



*The Run Army launch in Townsville encouraging the community to join in for the benefit of Legacy charities.*



*Run Army events can be a walk or run pending on your enthusiasm on the day, but each participant can nominate a Legacy charity for a donation.*

The goal of Run Army is to deliver a world class event which results in an unrivalled partnership, demonstrating support for serving members, veterans and the wider community.

Run Army is a great way for people to come together for a fun running event, alongside those who commit their lives to protecting them. It's a chance to say thanks for the job they do, and to show support for their efforts on this one special day of the year, the Sunday leading into Anzac Day.

It's hoped the community will recognise the ANZAC spirit and push themselves physically and mentally alongside current serving soldiers, and our First Responders from the Queensland Police, Queensland Ambulance and Queensland Fire and Emergency Services.

Run Army has already raised over \$500,000 in support of Legacy, and hopes to expand this fundraising effort.



*Some participants have adopted costume roles for the event and are happy for their donation to Legacy charity.*

**REGISTRATION FOR THE EVENT OR  
VIRTUAL CHALLENGE CAN BE FOUND AT  
[runarmy.com.au](http://runarmy.com.au)**





# ATHERTON HINTERLAND MOTEL

At the Atherton Hinterland Motel we appreciate the challenging work and dedication it takes to be a front-line worker.

So, we offer first responders and front-line workers discounts of **20%** on all rooms, available when ID is shown at reception.

Or contact us on (07) 4091 3311.

Or email us at  
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# GRADUATION DAY



MARCH 2024

**RECRUITS FROM  
INTAKE 3/2023  
MARKED THE END  
OF THEIR THIRTY  
SIX WEEK TRAINING  
CYCLE AT THE OXLEY  
ACADEMY WITH  
A GRADUATION  
CEREMONY ON THE  
TOM MOLLOY  
PARADE GROUND  
ON THURSDAY  
JANUARY 25, 2024.**

Squads 246, 247, 248 and 249 were welcomed into the service by Police Commissioner Katarina Carroll, Police Minister Mark Ryan and QPU Vice President Shane Prior.

Commissioner Carroll said “Your dedication and commitment to training can be attributed to the high standards you hold for yourselves. It is inspiring to see many of you following in the paths of your relatives who are current or previously in policing careers, and your own commitment to protect and serve your communities.”

Before starting as a recruit Constable Erin Vaughan had extensive experience as a senior social worker. During the ceremony Constable Vaughan was announced as the recipient of both the Domestic and Family

Violence Training Award and the Commissioner’s Award.

The QPU sponsored Dux Award was presented to Constable David Chilcott by QPU Vice President Shane Prior.

Mr Prior told the new First Year Constables “it was an honour for me to present you with your Saint Michael’s medallion and speak candidly about life as a police officer and parent. The support doesn’t stop here at the Academy, the QPU will be with you for the rest of your career and there’s a growing list of services and assistance we can provide.

“Once you reach your new stations I encourage you to engage with your local QPU branch officials and Regional Representatives, we are always willing to lend a hand with industrial matters and entitlements.”





*Intake 3/2023 Dux Constable David Chilcott is presented with his award by QPU Vice President Shane Prior.*

The new Constables come to the service with a wide and varied range of previous careers including corrections, flight attendants, trades, disability support, retail, service with the Australian Defence Force and the Coronial Support Unit.

Police Minister Mark Ryan said the Constables are about to embark on a rewarding new career “Their diverse backgrounds, experiences and wealth of skills enhance the strength of the Service and our ability to connect with the communities they serve.

“It is a privilege to support these dedicated officers, and I commend them for their commitment to the Queensland community.”

The eighty eight First Year Constables are being assigned across the state to first response roles. Far North Region (7), Northern Region (18), Central Region (7), North Coasts Region (9), Brisbane Region (24), South East Region (16), Southern Region (7).













MARCH 2024













# LEGAL EXPERTISE WITH UNDERSTANDING

Lawyers for the Queensland  
Police Union of Employees,  
family and friends.

- ✓ Criminal
- ✓ Domestic violence
- ✓ Professional misconduct
- ✓ Defamation



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# WET JASPER

BY DARREN CURTIS

The extreme weather was the result of Ex Tropical Cyclone Jasper, and the Bureau of Meteorology now rates Jasper as the wettest tropical low ever recorded in Queensland.

Cooktown received the highest rainfall totals since 1907, nearby Black Mountain recorded 2,199mm in two days and it's believed Wujal Wujal had over three metres of rain but the people monitoring the gauges couldn't empty it fast enough to get an accurate reading. The Bloomfield River also rose more than 10 metres, the gauge failed after it hit 8.1 metres.



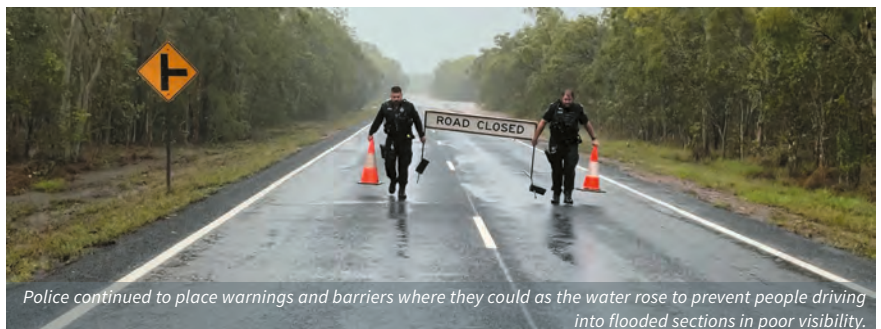
Landslides destroyed roads to Wujal Wujal.



All significant roads to every community north of Cairns were affected by floodwater following TC Jasper.



More than two metres of water fell in a few days.



Police continued to place warnings and barriers where they could as the water rose to prevent people driving into flooded sections in poor visibility.

**QUEENSLAND  
POLICE WERE THE  
ONLY AGENCY TO  
STAY IN THE CAPE  
YORK COMMUNITY  
OF WUJAL WUJAL  
AFTER THE TOWN  
WAS EVACUATED  
JUST DAYS BEFORE  
CHRISTMAS IN  
DECEMBER 2023  
FOLLOWING  
RECORD FLOODING,  
LANDSLIDES AND  
COMPLETE ISOLATION  
BY ROAD.**

MARCH 2024





Community infrastructure and businesses were inundated with little time to prepare for the volume of runoff.



Police had to sandbag the Cooktown Police Station due to heavy runoff.

In the months following the December 17 deluge police from across Queensland volunteered for ten day deployments to assist with the recovery effort and provide safety for the residents, their property and animals.



Rapid deployment teams were flown in by the RAAF to assist isolated communities north of Cairns and establish evacuation locations.



As the flood levels dropped there was still unseen danger even in shallow water.

**THE BLOOMFIELD RIVER ALSO  
ROSE MORE THAN 10 METRES,  
THE GAUGE FAILED AFTER IT  
HIT 8.1 METRES.**



The RAAF Chinooks proved invaluable for their low level flying in decreased visibility and ability to carry emergency supplies.





Road access initially into Wujal Wujal was impossible.



Bridges that did stay intact were covered in significant debris or roadways on each side were damaged.



It took excavators hours to clear silt off the main street in Wujal Wujal and reach the original road surface.



Silt layers on the road behind Wujal Wujal Police Station.

QPU Vice President Shane Prior and QPU Far North Regional Rep Dion Readman kept in contact with the Wujal Wujal officers and the deployment teams to ensure their industrial entitlements and workplace health and safety was also being maintained. When partial road access was restored in the first few days of January 2024 the QPU checked in on rotation two at Wujal Wujal 115 kilometres north of Cairns.

Mr Prior said “We didn’t want to head to Wujal Wujal and get in the way during those first few days when the priority was to get the 304 residents evacuated safely, ensure the police stationed at Wujal Wujal and their families were safe, then begin the process of a logistics line for our members going into this harsh environment. However we saw a need to get here and assess the living conditions along with develop a true appreciation of what police were being asked to do in these deployments.”



Earthmoving crews worked around the clock for weeks to clear a temporary single lane access road to Wujal Wujal.



QPU Vice President Shane Prior and QPU Far North Regional Rep Dion Readman were shocked at the damage in and around Wujal Wujal.





**WHEN PARTIAL ROAD  
ACCESS WAS RESTORED  
IN THE FIRST FEW DAYS  
OF JANUARY 2024 THE  
QPU CHECKED IN ON  
ROTATION TWO AT WUJAL  
WUJAL 115 KILOMETRES  
NORTH OF CAIRNS.**

**QUEENSLAND POLICE UNION JOURNAL**







Senior Sergeant Mitch Castles said his main task was to ensure the integrity and security of Wujal Wujal plus establish a base for future police rotations.

MARCH 2024



The entire electricity network was wiped out, there was no sewerage system, fuel, town water or buildings to work from or sleep in.

Senior Sergeant Mitch Castles was the team leader for rotation 2 and said when they arrived on December 27th the town was still covered in deep silt that resulted in police sinking up to their knees walking across what had been sealed roads. "I was stationed at Cooktown in 1988 as a young copper and we came down to Wujal Wujal quite a bit, but this looked just like Grantham in the Lockyer Valley after those terrible floods, complete devastation. I've never seen a police station like that after a flood. The water came through with such force it destroyed everything inside and then coated everything in mud. Everything you touch here could be a health threat. We've been wearing masks because of the disease threat."

With the town empty the police assignment was to establish security and begin a platform for police services to return before the community could reinhabit the town.



Police maintained constant patrols through Wujal Wujal to prevent looting and any unauthorised access to the community.



The floodwater blew out all walls on this property in Wujal Wujal.





*Evidence of the force of floodwaters rushing off the hillsides in Wujal Wujal was everywhere.*



*This tree had floated down the river and was left on the roof of a house as the water levels dropped.*



*Police set up roadblocks and conducted random patrols through Wujal Wujal post evacuation of the town.*



*Wujal Wujal from the air hours after the water subsided.*



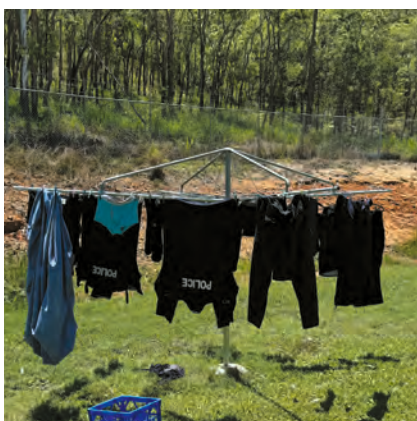




Police said Wujal Wujal had an eerie silence before Energex crews and the excavators arrived. With no people in town and little wildlife still in the area the silence was only broken by the sound of dogs barking.



S/C Damian West washing uniforms in Camp Wujal during rotation 2.



Senior Sergeant Castle's said "we needed the people who had been displaced to know their property was safe from looting. We established a 24 hour road checkpoint on the outskirts of town at Granite Creek, we've been doing high visibility police patrols so if anyone trekked or used a boat to reach Wujal they would be identified rapidly, we also assisted Ergon to reach the town and begin installing generators and replacing power poles. Initially comms was through Starlink but a couple of the team have now established a reliable radio network back to Cairns.

"Strangely we also took on almost a veterinary role caring for every dog and animal here because they were all left behind when their owners were evacuated to Cooktown. Their animals welfare is actually the main thing the residents have been asking about while they've been in crisis accommodation. There's been natural hazards too, crocodiles and persistent march flies biting us, they seem to be resistant to the spray we have. The only way to reduce the number of bites has been wearing long sleeve shirts, pants and hats."

The local council approved police to use the Eco Lodge Tourist facility. The property was covered in mud, each tent was full of black mould and the hotel style rooms had been water logged and soaked with red silt however the officers worked to make them clean, secure and as comfortable as possible.

Bathing was restricted to a hand held bottle of water, clothes washing was done in a hand washer, all cooking was on a gas BBQ and toilet flushing required buckets of water from the Bloomfield River. Before the road link was re-established all supplies were lifted in by helicopter, pallets of bottled water had to be broken down and shifted by hand, most food was tinned. The hardship allowance was well earned.



'Glamping tents' after having been power washed and cleared of silt were still uninhabitable due to mould and high humidity.





Eventually police were given access to the local eco lodge and it required significant cleaning to remove silt. However the complex was still without water, power and sewerage facilities.



Despite hours of cleaning by the officers, the high water line kept reappearing on the eco lodge.



The temporary Wujal Wujal Police Station, meal room, comms centre and day room.



The makeshift communications suite for the police in Wujal Wujal providing contact with Cooktown and Cairns.



A temporary satellite link providing comms and a secure police radio net for Wujal Wujal.

QPU Far North Regional Rep Dion Readman was full of praise for the police who stepped in to assist at Wujal Wujal. Mr Readman also brought some joy to the cops on 'hard rations' delivering some red frogs, jelly snakes and a box of 'iceblocks' for when power was restored.







Wujal Wujal Disaster Rotation Team 2 with QPU Vice President Shane Prior and QPU Far North Regional Rep Dion Readman.



Sgt Gerard Hobbs said the damage was so severe in Wujal Wujal he barely recognised any features in the town.

Sergeant Gerard Hobbs said “when we arrived it was pretty confronting actually. Some of the elevated homes had giant trees across the roofs from where trees sank once the river level started to drop. It was a startling reminder of just how high the water had been. When we got into the police station there were over 100 exhibits that had to be retrieved and secured or destroyed. We had to identify each one, link it to a court matter, document it and determine whether it was safe to transport or should be disposed of.

“I had Christmas at home but put my hand up to do this deployment because that’s what we do as police, we help the community. I would definitely encourage police from any unit to do this at least once in your career. People in civilian jobs never get to experience these kinds of operations and the positive impact it has. We are doing a different kind of policing here, yes there’s no people in town but we have ensured there has been absolutely no looting, no one has taken advantage of this community and we are building a platform for recovery so when the residents do come back there’s a process in place and the police here have a presence.”

Wujal Wujal has two police officers and Senior Constable Martin Higgins was in the final days of duty there when the rain from Tropical Cyclone Jasper started to fall. Martin was transferring to Atherton Station and his family had already started packing for their uplift.

On the night of the flooding Senior Constable Higgins and Sergeant Carey Allen were asked to assist with an urgent request to retrieve food and medicines from Bloomfield for people in Wujal Wujal. On the return trip the flood water rose rapidly and was more than one metre deep just outside Wujal, they couldn’t get back and risked being isolated or hit by debris from landslides that were increasing along the road.

Senior Constable Higgins said “my wife works at the clinic and she was at our police house but couldn’t get to the clinic as the speed of the water flowing down off the hills and through the streets was suddenly knee deep and too dangerous, it would have knocked her and my 16 year old son off their feet.

“All the other medical staff attended the clinic after their homes started to flood and while they were helping a patient, water



S/C Martin Hobbs continued to assist with patrols and recovery efforts in Wujal Wujal despite significant damage to his own property.



started to flow through the rooms. They couldn't reach higher ground as the water outside was a metre deep over the road and full of logs speeding past so they had to climb onto the roof of the clinic and the top of the troopie ambulance in the car port. I felt helpless but at least I had phone contact with everybody and could reassure them that the emergency services knew they needed assistance."



The Wujal Wujal Clinic treatment room where the flood water poured in while staff were assisting a young patient.



QPU Vice President Shane Prior believes the experience for the Wujal Wujal police unable to assist family members and clinic staff during the peak of the flooding would have been traumatic and left them feeling anxious.



The Wujal ambulance where clinic staff scrambled to sit on it's roof out of the torrential rain and rising water before relocating to the buildings roof to escape the floodwater.



QPU Vice President Shane Prior was able to share a lighter moment with S/C Higgins and detail assistance the QPU could provide to help his family recover from the personal property losses and dislocation.





*Cooktown PCYC Sgt Dave Goode established the facility as an evacuation centre and assistance point for the people evacuated from Wujal Wujal.*

Utilising a boat, Martin and Sergeant Allen did make it back to town the next day and started co-ordinating the evacuations. He said “the police station was wiped out, the water was up to the windows and everything was covered in silt. The community really came together, we had people on quad bikes moving others to the helicopters and I cannot believe we didn’t lose any lives. This is not going to be an easy recovery.”

The floodwater did penetrate the garage at the Higgins police house, both of the family cars had water over the bonnet and Martin lost all of his personal tools. Thankfully the water peaked one centimeter from entering the house so all their packed belongings were safe. The family later donated most of their white goods to others in the community. Unfortunately with the road access limited the planned uplift couldn’t occur so the charity helping hands and the QPU assisted with some temporary furniture and funds so the family could relocate to Atherton.

QPU Far North Regional Rep Dion Readman said “the Union provided emergency financial assistance to the officers from Wujal Wujal, a PLO based there and another group of our members who live on the Northern Beaches areas of Cairns that were also flooded. The QPU has a proud tradition of helping our members when they need it most, whatever the situation. No amount of preparation could have prevented the losses our people encountered when nearly three metres of rain fell in two days.

“Apart from the silt damage there’s also the risk of diseases like melioidosis and leptospirosis. The morale of the deployment teams has been a really memorable element of this operation. They knew it would be hard but they got in and got things done. This style of living is not for everyone. During one phone hook up with the team here I asked what little luxuries I could get flown in for them and apart from deodorant, protein powder and toothpaste they wanted a lawn mower. I couldn’t believe it, they said it was important to have where the police were staying to look cared for plus it also reduced the risk of snakes.”



*Cooktown PCYC was initially set up as a community cyclone shelter for TC Jasper but rapidly transitioned to be an evacuation centre.*



*QPU Vice President Shane Prior and Cooktown PCYC Sgt Dave Goode discuss the positive reaction from evacuees towards police for the assistance provided during their initial displacement.*

The entire community of Wujal were now displaced and relocated to Cooktown and the towns PCYC became the flood evacuation centre.

PCYC Sergeant Dave Goode said the facility had been activated as a cyclone safety centre but after TC Jasper passed without as much intensity as predicted the PCYC was wound up pretty quickly. That changed rapidly when the rain system hovered over the area. Sergeant Goode said “the cyclone was a fizzer but over two metres of rain in as many days was a problem. As the evacuees from Wujal Wujal were brought in we processed over three hundred people put them in touch with all the agencies involved and had three police here on 12 hour shifts providing support, safety and security. It was pretty hectic.



"The residents arrived here with a plastic bag of belongings if they were lucky. Put yourself in that situation where you lose everything, you cannot imagine how they'd be feeling and it was really tough times for them. All we could do was give them a bed, a feed and let the agencies do their work. Every officer here made them feel safe while they were in our care."



*Orangesky volunteers Lesley Kelly and Mary-Anne Cahill discussed with QPU Vice President Shane Prior and QPU Far North Regional Rep Dion Readman the contentment that came from offering free clothes washing services for the Wujal evacuees.*

The response back to the police was gratifying, Sergeant Goode said the sentiments were genuine "the reaction to police was very positive, the people from Wujal know we are here to help them out. They've been so impressed cops have come from all over the State and when they hear they are from traffic, prosecutors and detectives they really appreciate all these different units working together for them. These coppers have really shone in their eyes."

Although the evacuees were offered food there was a distinct element of pride for many of them not to accept handouts. It took a bit of convincing for them to turn up at meal times or take food to Wujal families who decided to leave the centre and link up with extended family members in Cooktown.

The Salvation Army handled the food logistics and preparation. Volunteer Greg Colby offered to help for ten days and leave his home in New South Wales to be part of the assistance units. Greg spent hours every day preparing and serving fresh food "coming here has been eye opening and I cannot believe more lives weren't lost. The survivors lost everything and had to leave their animals behind and that's created a lot of stress for them. We volunteer for ten days and head back to our comfortable lifestyle but this doesn't stop for the police stationed here or the residents. It's psychologically and emotionally challenging."



*Salvation Army volunteer Greg Colby devoted ten days to providing meals for the Wujal Wujal evacuees in Cooktown.*



*Salvation Army volunteers Greg Colby from NSW, Mark Forde from Townsville and Brittany Hodgson from Townsville worked alongside local police in a combined effort for the evacuees.*





*The water height inside the station. The damage was compounded by the presence of raw sewage from backflowing toilet drains.*



*Some of the temporary strip out work completed by QBuild.*



*Every room in the Mossman station was damaged.*



*Staff lockers were contaminated and will need to be replaced to also make them ILBV compliant.*

Greg said he also discovered something he didn't expect "one of the things this has really done for me has helped put a human face on the police as well. Most of us don't interact with police as colleagues, normally it's just when we need help ourselves or are on the opposite end of a ticket. For me this has painted a different picture of police, they are actually people here to help and care, serving with compassion and empathy for people. Many of them flew here at short notice and left their families during the holidays. Those blokes in Wujal really sacrificed their own comfort to help other people out and keep them and their community safe while the people moved here are unable to look after it. Queensland coppers get a good rap from me now."

One hundred kilometres south of Wujal Wujal the town of Mossman was also significantly damaged by floodwater. The Mossman police station was flooded for the first time as a combination of king tides and rainfall runoff inundated the community. Police that were on duty attempted to sandbag the station in an effort to protect it but the water rose rapidly on the outside and the sewerage system came up through the drains in the watch house and flowed through the station from within.



*Sergeant Matt Smith in the damaged day room of Mossman Police Station.*

Mossman OIC Sergeant Matt Smith said the damage was extensive "we had 15 centimetres of water up the walls and that maybe doesn't sound a lot but combined with the sewage all the floors, walls, furniture and wiring was damaged. The CCTV for the watch house was ruined, the armoury was penetrated, exhibits room, drug storage area, meal room and staff storage lockers. We've been working around the clock for days to try and preserve all the exhibits and files. The courthouse next door was also flooded and I've been worried about security here at the station as well.

"As an OIC I never thought I'd have to rebuild a station and still trying to maintain BAU. To compound the problem there's a lot of tension in the community because so many people lost all their possessions, DV has increased, public drinking has skyrocketed as displaced people from dry communities arrive in town and can access alcohol. The calls for service are coming in thick and fast, we're trying to police the community, assist with recovery and get our police station back up and running while operating from a mobile van in the car park."

The nine uniform staff plus three detectives have been supplemented by some of the disaster rotation units from Brisbane but that is only a short term support measure. To compound the recovery effort Sergeant Smith also contracted COVID and had to isolate for an extended period, unable to assist with the cleanup at a critical time.





The entire watchhouse needed to be sanitised and the flooring ground off.



Moving heavy safes required specialist tools and equipment which was hard to source during the holiday season.



The watchhouse CCTV system is also inoperable making the facility unusable even if rapid repairs are made to the flooring and plumbing.



Once cells were disinfected they were utilised as makeshift storage areas for files and other sensitive equipment.



Inspection in every wall cavity revealed the presence of mould.



Staff amenities will also need to be completely gutted and replaced.



The initial work by QBuild was to cutaway the soaked gyprock but Sgt Smith explains to QPU Vice President Shane Prior that the entire sheeting will need to be replaced.



Some specialist equipment was above the highwater mark but cabling and furniture will need replacement.



Sergeant Smith said “I will admit this has been a bit overwhelming. I’d like to think I’m a confident relaxed country cop but I don’t mind saying I’ve been a bit frazzled and that’s not me. That’s where I’ve really appreciated the support of the QPU. Our local rep Dion Readman has been invaluable, he’s really assisted in escalating issues to get some common sense from management and Shane Prior has been great to talk to, bounce ideas off and discuss welfare for myself and the staff. This has been emotional, Mossman station is like my home.

“I’ve been here for twenty three years and while the outside of the building looks fine its devastated internally. I hope with the support of the QPU the QPS will take this opportunity to spruce up the place a little, upgrade our facilities, make this station fit for purpose and improve our workflows and amenities. Just doing BAU out of a van with a pedestal fan for weeks in this humidity has been tiring on all the staff, this hardship and adversity I think however will make them better police officers throughout their careers.”



*Sgt Smith admits the recovery process has had a significant impact on him and at times the pace of the work to even sanitise the damaged station has been frustrating.*



*Weeks after Mossman station was flooded Sgt Smith shows QPU Far North Region Rep Dion Readman the temporary police facility the QPS provided to complete all BAU, respond to customer service and process people taken into custody. Little protection during wet season or during extreme humidity following TC Jasper.*



The disaster support deployments also provided unexpected opportunities for those who volunteered.

Detective Senior Constable John Shilton from Crime Ops in Headquarters was part of the second rotation and landed in Port Douglas. It sounded initially like a cosy assignment in the popular tourist town however he and a number of officers were dropped into Cape Tribulation. John said “we were helicoptered in and all the way there you could see big gaps where the Captain Cook Highway had been washed out, entire mountainsides had just given way and the community of Cape Trib was isolated like an island on the mainland. There was a bit of tension in the community due to their predicament and it really tested our communication skills as police because if a situation went bad we had no assistance and no back up.

“When we came back to Port Douglas the community atmosphere was strained as well, with virtually no tourists coming in due to the Captain Cook highway shutdown at their peak season many locals were upset at the economic impact it was having as well as a lack of town water making it impossible for some of the businesses to trade there was a bit of volatility in the air. Despite the community anxiety I would highly recommend these type of deployments especially if you are working in crime ops or in an office give this a go. It’s a good chance to refresh your frontline GD’s skills, using a body worn camera, also the advantages of QLite and what it can be used for. Our skills as investigators are also appreciated by the local police we were working alongside with.”



*Members of the Disaster Support Team with staff from Port Douglas and Mossman Stations.*

QPU Vice President Shane Prior believes the leadership shown by police during the crisis was expected and appreciated by the community. Mr Prior said “as always our members step up when it’s really needed and so many gave selflessly to help others. It is a good reminder of why so many of us joined the job... to help others. The efforts of police provided protection and ensured there was a safe place for those that were displaced. The QPU made sure all entitlements were honoured by the QPS and welfare and workplace safety regimes were put in place to assist our members. I know in years to come those who participated in the rapid deployment teams will look back on what a significant moment it was in their careers.”



*Det S/C John Shilton said volunteering for the disaster support teams was an experience worth having and provided a healthy exchange of ideas between crime ops and general duties police.*





# REVIEW INTO DIVERSITY AND INCLUSION IN QPS

BY JANE VASEY INDEPENDENT REVIEWS AND SPECIAL PROJECTS  
QUEENSLAND HUMAN RIGHTS COMMISSION

**ENHANCING DIVERSITY  
AND INCLUSION IN THE  
QPS IS A CRITICAL  
STEP TO ENSURE  
POLICE CONTINUE TO  
KEEP QUEENSLAND  
COMMUNITIES SAFE.**

The Queensland Human Rights Commission is working with QPS to review practices and procedures and implement changes to improve the recruitment and retention of women, First Nations and culturally and linguistically diverse police.

In the many discussions with QPS members over recent months, we have been constantly reminded of the resilience and dedication of Queensland police. Many are exhausted by the demands of the job and the challenges they have faced in the service but remain invested in seeing improvements.

The Queensland Human Rights Commission is committed to working with QPS to implement meaningful and lasting change that benefits all members and the community you serve.

## **WHY IS THE REVIEW HAPPENING?**

The Commission of Inquiry into Police Responses to Domestic and Family Violence found that increasing the diversity of police can lead to better policing outcomes.

It recommended that QPS engage the Commission to undertake a review of diversity and inclusion in the QPS.

The Commission is an independent statutory agency. Our purpose is to strengthen human rights in Queensland, and to eliminate discrimination and sexual harassment.

There are many benefits to a diverse police force, including:

- Helping address workforce shortages: Drawing from a wider range of the community and keeping them in the job for longer.
- A fairer and safer workplace: Reducing workplace harms and keeping people at work.
- Building a capable and modern police service: More diverse teams are better at solving the complex problems that police face.
- Enhanced community trust of police: Improving policing outcomes by better reflecting the communities police serve.

We know this work will require grappling with difficult issues and that there are no quick fixes. We are also mindful that it takes place in the context of unprecedented demand and pressure on Queensland Police.





*The review team met with PLO's at Logan Police District Headquarters.*

### **CONSULTATION PHASE UNDERWAY**

We are currently in the consultation phase of the review, and toward the end of this year we will publish a report with recommendations for the QPS.

We know that producing another report that does not take into account your operational work pressures, recruitment shortages and the reality of the job will not support meaningful change (and can even be a barrier to it). Consultation and collaboration are at the heart of this approach.

The Commission have been visiting regional police stations, participating in Officer-in-Charge forums and meeting with the QPS Senior Leadership Teams to ensure they hear a variety of views and perspectives. We are also conducting confidential conversations with police and police liaison officers.

### **WE WANT TO HEAR YOUR VIEWS**

All current, previous or prospective police officers and police liaison officers are invited to participate in the review. The Commission wants to hear from as many police and liaison officers as possible.

Having your voice heard, in a confidential setting, is an opportunity to shape the future of Queensland Police Service and to make a difference to the culture of your organisation.

You can participate in the review during the consultation phase in a range of ways.

### **CONFIDENTIAL CONVERSATIONS**

Participate in a one-on-one confidential conversation with members of the Commission's review team.

These sessions run for between 30 minutes to an hour and are held either in person, online or by phone. You will be given options on how you would like the information to be captured and used.

The Commission are accepting registrations for our one-on-one confidential conversations until 1 May 2024 by scanning this QR code.

### **ONLINE SURVEY**

The Commission will be seeking your views in a short online survey which will be open during March and April 2024. Look out for further details on this survey on QPS Workplace.

All information you provide to the review will be treated in confidence. No identifying information will be published or provided to QPS at any stage of the review.







Belinda Dryden, Executive Director, Health, Safety and Wellbeing, QPS; Former Police Commissioner Katarina Carroll; QHRC Review Director, Jane Vasey; Human Rights Commissioner Scott McDougall at an OIC Forum in Caboolture.

Sharing your experiences will help to identify systemic problems and options to address them within the QPS., It will not inquire into or deal with allegations as a complaint or make any findings about individual experiences.

#### FIND OUT MORE

Further details about the review can be found on the Commission's website <https://www.qhrc.qld.gov.au/about-us/reviews/qps>. If you have questions about this information or the review, please contact the review team by email at [diversityreview@qhrc.qld.gov.au](mailto:diversityreview@qhrc.qld.gov.au).

#### FROM THE QPU

"The Independent Commission of Inquiry into Queensland Police Service Response to domestic and family violence (CoIDFV) concluded over a year ago. The Queensland Police Union (QPU) vigorously defended the professional work the majority of police do daily across Queensland.

The QPU committed to robustly engaging with stakeholders including the Queensland Human Rights Commission about the recommendations from the CoIDFV to ensure the perspectives of all police were considered in the implementation phase.

Recommendation 12 of the CoIDFV stated:

Within twelve months, the Queensland Police Service review its recruitment strategy to ensure that it:

- values applicants who have an interest in domestic and family violence policing
- attracts applicants from a diverse range of backgrounds and experiences, particularly from rural and remote locations
- attracts applicants from diverse cultural and linguistic backgrounds, particularly First Nations peoples
- targets applicants with an interest in criminology, social work, counselling, or other relevant human services
- accurately reflects the role of police in responding to domestic and family violence.

The QPU has met with the Human Rights Commission (HRC) as part of the implementation of Recommendation 12. The QPU has provided feedback to the HRC and will continue to do so.

The QPU recognises the practical concerns facing the frontline and is focused on more recruits to ensure the safety of all police in Queensland.

Recommendation 12 is a review from an external body to find places in the QPS that can be improved to support diversity in the workforce.

The QPU is reflective of it's membership and we welcome people who are culturally and linguistically diverse, First Nations or members of the LGBTIQ+ community to get involved with a career in policing.

The standard for all recruits is established and the QPU would not support any reduction in quality to meet diversity and inclusion goals.

We will continue to strongly advocate the need to protect the quality of our workforce whilst working out ways that we can encourage more diversity and complementary skills into policing. Insights that can inform this work can be shared with Human Rights Commission."



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# GRADUATION DAY

BY DARREN CURTIS

**FOR THE GRADUATES OF PACE CLASS 3/23 A FORMAL SWEARING IN TO THE QPS WASN'T THEIR FIRST EXPERIENCE OF A POLICE GRADUATION BUT WHAT WAS UNFAMILIAR WAS THE BLAZING SUN AND HUMIDITY OF THE TOM MOLLOY PARADE GROUND AT THE OXLEY ACADEMY ON THURSDAY FEBRUARY 1, 2024.**

The temperature at 9am sat at 33 degrees but the humidity level was into the nineties and it made for an uncomfortable session on the grass in front of family and friends as the graduates completed their formal induction requirements.

The eleven officers of PACE (Police Abridged Competency Education) Class 3/23 had previous experience in the United Kingdom, New Zealand, Victoria, New South Wales and the Northern Territory and the swearing in was a brutal welcome to their new lives working and living in the Sunshine State.

QPU Vice President Shane Prior witnessed the groups attestation and offered his thanks to each officer



*PACE Class 3/23*

for making the transition to join the frontline policing response in Queensland. Mr Prior said "combined this group has around ninety years of policing experience and that is seriously going to benefit our first response capability and bring significant confidence to their new colleagues. When I met each officer it was obvious they have significant enthusiasm for this job.

"They've proven that policing gives you a set of skills that are portable and now really valued. The QPU is proud to have put forward the incentive plan the Government adopted and funded, importantly an officer's time in service is preserved to assist with the qualification for national awards and medals, long service leave and sick leave entitlements along with the ability for the Commissioner to accelerate their promotion once their training modules are complete. It's appropriate for an officer with commensurate service to be promoted rapidly to Constable or Senior Constable.

"Plus PACE recruits are eligible for free accommodation and meals while at the Academy and receive up to \$4,000 pay a fortnight. To top it off there's a \$20,000 incentive bonus paid in two instalments following graduation and completion of the First Year Constable Program. I'm told recruiting has been urged to process PACE applications with some urgency as the incentives are only available to the first one thousand applicants."



*Constable Liam Harrigan receives his QPS badge and Identification from his father Senior Sergeant (ret) Kevin Harrigan.*



Constable Liam Harrigan was presented with his badge by his father Kevin the former OIC at Karana Downs Station. Dad was incredibly proud to have his son back in Queensland and doing the job he's always wanted. Mr Harrigan said "Liam applied initially for the QPS when he was 19 but he didn't get through, at the time they were looking for people with more life experience, but New South Wales accepted him immediately but I knew he always wanted to come back.

"The incentives the QPU started are a good idea. It's attracted people already experienced in policing and they know now what to expect and are starting with skills already in place."

Constable Harrigan said leaving New South Wales wasn't easy as he had good experiences in the NSW Force and quality workmates around him but the opportunity to come back couldn't be ignored. He said there were constant reminders even while he was at the New South Wales Police Academy "the other recruits would always be discussing about Queensland paying their recruits a wage and covering accommodation at the Academy, while in New South Wales under their system we all had to pay and incurred debts.

"I finished up in September 2023 and started here in the PACE Course in October and it was all pretty seamless but I will say that \$20,000 incentive bonus will be helpful with the moving costs and getting re-established. I'm off to Mackay so it should be a different style of policing and a great lifestyle."

Constable Rachel Adler is also heading for Mackay, it will be a significant change from working in London with the Met Police. Although Rachel grew up on the Gold Coast she moved to London as a 16 year old to study at a prestigious ballet school.

An injury later ended her elite dancing hopes however she stayed in the UK completed a University law degree and joined the Met through a Direct



*QPU Vice President Shane Prior welcomes Constable Liam Harrigan to the QPS and congratulates him on transitioning from the New South Wales Police Force.*

Entry Detective Program. However Rachel found frontline policing was her preference and transferred to uniform.

Constable Adler said relocating to Australia was a lot less painful due to the incentive package made possible

by the QPU "the incentives really helped, it took care of one more thing about moving internationally. It's a big deal financially and the incentive took care of the financial side.

"The PACE course however has been like chalk and cheese compared to



*Constable Rachel Adler was all smiles on graduation day after relocating from London.*



the Met. After four years there for me it feels like learning a new language. I expect something similar in Mackay, after policing in an international city including regular Royal events Mackay will be another opportunity for career firsts. I'm looking forward to some rural policing challenges, cyclones and a different lifestyle."



Constable Adler ready for a regional Queensland Policing experience in Mackay.

I've been allocated Southport so we are very pleased we can establish ourselves on the Gold Coast."

Police Minister Mark Ryan said he hoped the swearing in ceremony was memorable for the Officer's joining the QPS and their new lifestyle choice but also a considerable career highlight "congratulations, you have made a good choice to join us here in Queensland, joining another police service was probably your second best choice. Either way this is an outstanding opportunity for you to join our frontline team in Queensland. Today you make the QPS a bit richer for your experience and I know you are people of outstanding character and commitment."

The new Constables have received postings across the State including Central Region (2), Far Northern Region (1), North Coast Region (2), Northern Region (1), South Eastern Region (1) and Brisbane Region (4).



Rachel Adler working for London's Metropolitan Police.

Previous service and career recognition was a big positive for Constable Marek Hutchinson-Gonc in moving from the Northern Territory. Constable Hutchinson-Gonc said "After fourteen years with the Northern Territory Police it's a bit like starting over again. I'm looking forward to getting my rank back once I've completed all the required competencies.

"I'm very happy my service in the NT will be recognised. We also moved so our young family could have the benefit of quality schools and experience safely going to a beach.



The Hutchinson-Gonc family ready for a beachside lifestyle with their move to Queensland from Darwin.









MARCH 2024







# PLAQUE OF *Remembrance*

A MEMORIAL PLAQUE  
HONOURING THE  
LIFE AND SERVICE  
OF CONSTABLE  
RACHEL McCROW  
WHO WAS MURDERED  
AT WIEAMBILLA ON  
DECEMBER 12, 2022  
HAS BEEN SET ON  
THE AVENUE OF  
REMEMBRANCE AT  
THE OXLEY POLICE  
ACADEMY.

MARCH 2024



The memorial plaque for Constable Rachel McCrow on the Avenue of Remembrance at the Oxley Academy.

The ceremony including the planting of a jacaranda tree was conducted on December 20, 2023 and included a short memorial service.

Constable Rachel McCrow's mother, sister and family assisted with the planting of the jacaranda tree, securing it with rich soil and mulch made from part of the thousands of floral tributes left by friends and community members at Queensland

police stations in the days after her death.

*(The intensely private family requested not to be identified in publicly available photos.)*

Commissioner Carroll said "this jacaranda tree will grow tall and remind us of Rachel's courage, commitment, dedication and loyalty in making the ultimate sacrifice."

Rachel's family members planted the tree, added mulch water and soil to the tree that will grow close to the memorial plaque.







Constable Freddy Hartigan read the Police Ode, as the Academy flag was lowered and Recruit Wesley Bust played the Police Requiescant.

Recruits from intakes 3/2023 and 6/2023 attended the service and the solemn tone reminded them of the dangerous and unpredictable nature of the career they are entering.





QPU President Ian Leavers representing all current serving and retired police said “Rachel’s colleagues from both the Academy and the Western Downs were here today and this ceremony means a great deal to them in a number of ways by reminding the McCrow family that Rachel is by no means forgotten and this helps to keep Rachel’s compassion, empathy and loyalty that they experienced cherished in their minds.

“We hope when police who may have known Rachel and Matthew Arnold are here visiting the Academy or undertaking a course they can drop by their plaques, seek shelter under the jacaranda or pause for some silent reflection.”

Rachel’s mother and sister unveiled the plaque and in a touching moment Mrs McCrow spontaneously reached down to touch the lettering and paused for a few sacred moments.



At the conclusion of the ceremony friends and colleagues of Rachel were invited to add to the soil around the base of the freshly planted tree.

The Avenue of Remembrance is lined with plaques honouring the lives of all Queensland police killed in the line of duty since 1921. The plaques for Constable Rachel McCrow and Constable Matthew Arnold are side by side on the Eastern side of Remembrance Avenue near the Administration wing roundabout. The plaques are lit throughout the evening.



*QPU President Ian Leavers added soil to the jacaranda tree on behalf of all serving and retired police.*



*QPS Piper Lachie McPhee provided bagpipe lament during the ceremony.*







*Const Freddy Hartigan who went through the Townsville Academy with Rachel and read the Police Ode during the ceremony.*



*Southern Region Chaplain Jeff Bails, North Coast Region Chaplain Matt Govan and QPS Chaplain Artie Shepherd provided blessings and support to the McCrow family and Rachel's colleagues.*







The McCrow family with the Blue Heart Medal awarded to Constable Rachel McCrow.



The Arnold family with the Blue Heart Medal awarded to Constable Matthew Arnold.

The McCrow and Arnold families have both been presented with the first Queensland Police Blue Heart medals.

The medals are an initiative of the QPU and President Ian Leavers said it was entirely appropriate Matt and Rachel should be the first recipients "we presented this concept to the Commissioner and it was rapidly adopted.

"I know this can never fill a void for the Arnold and McCrow families but it is something to be worn with pride and

compliments the other honours and awards for the service Matt and Rachel gave to the Queensland community.

"Going forward I really hope the Blue Heart Medal is not really awarded often as the criteria involves a police officer being seriously injured or killed while on duty or during training."

The Blue Heart is the 'youngest' of the medals and awards available to Queensland Police. It was introduced in mid 2023 and each medal is engraved with the name of the officer it is awarded to.





# 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



# GRADUATION DAY

ON AN EXTREMELY HOT AND HUMID DECEMBER DAY, INTAKE 2 OF 2023 GRADUATED ON THE TOM MOLLOY PARADE GROUND AT THE OXLEY POLICE ACADEMY IN FRONT OF A SIGNIFICANT NUMBER OF FAMILY AND FRIENDS.

BY DARREN CURTIS

*Deputy Commissioner Cam Harsley accepts the salute as the reviewing officer for intake 2/2023.*

MARCH 2024

The forty new Constables formed squads 244 and 245 starting their recruit training in April 2023, finalising their Academy life on Thursday December 14, 2023.



Each recruit bringing a diverse set of skills from their previous occupations including protective services, postal work, swimming instruction, the ADF, Corrections, transport sector, small business owner, bus driving, farming and stevedoring.

Deputy Commissioner Cam Harsley as the reviewing officer said “as a police officer you now have a responsibility to keep Queensland communities safe and secure at all times.”

QPU President Ian Leavers presented the Dux Award to Constable Will Kitchen. Mr Leavers said “to all of the award recipients be very proud of your achievements. These awards just as you are starting your careers confirm your outstanding dedication and commitment to the profession

of policing. The QPU will be there for all of our members from the day you start at the Academy until you retire. I wish you all well and be proud you are joining the frontline where you are truly needed.”



*Constable Will Kitchen receives the QPU sponsored Dux Award from President Ian Leavers.*

Dux Award recipient Constable Will Kitchen has been assigned to Innisfail station as his first posting and is excited at the prospect of arriving around the same time as a tropical cyclone was due to cross the Far North Queensland coast. Will said “I’m heading to Innisfail with a very open mind on what to expect. I’ve been to the area previously on holidays and really liked the town and feeling in the community.



“The training here at the Academy has been fantastic over the past eight months with a really good mix of practical and theory.” The former environmental consultant said the career transition was the right choice for his lifestyle goals “I wanted a job that I felt like I was helping people, with lots of diversity in the work. I have friends and family in the police and listening to them it sounded like something I wanted to do. We had the QPU come out and speak to us a couple of times during the training and we know clearly now that the Union is there to help police with just about anything.”

Mr Leavers encouraged all the First Year Constables to immerse themselves in the communities they have been tasked to serve “for some of the new Constables this will be the first time they’ve moved out of the area where they grew up. I highly recommend becoming involved in local sport or activities where you expand your social circle beyond just those you work with. Don’t get me wrong some of the best people you will ever meet will be other coppers but it never hurts to stay grounded and listen to other views.”

The new Constables have been posted to Moreton, Gold Coast, Far North, Southern Region, North and South Brisbane, Logan, Townsville and Mackay.



Family policing continues with Sgt Brad Britton presenting the QPS badge to son Constable Cam Britton during the graduation ceremony.





Constable Daniel Scott is presented with the Achievement Award by QBank sponsor Kelly Smith.







Constable Chante Mare is presented with the Community Service Award by Acting Superintendent Renee Kurtz.





*Police Chaplain Artie Shepherd blessed the new Constables and offered them ongoing support and welfare through their new careers.*







Acting Superintendent Anthony Buxton presents Constable Cody Christensen with the Operational Skills Award.







*Deputy Commissioner Cam Harsley presents the Commissioner's Award for excellence in academic skills, leadership qualities and community service to Constable Sarah Mullan.*







*Assistant Commissioner Chris Jury Presents Constable Daniel Larose with the Domestic Violence Training Award sponsored by People and Capability Command.*



*Louise Hart from RACQ presents Constable Rick Valentine with the Dan Stiller Memorial Award for traffic studies and driver training.*







Assistant Commissioner Mark Kelly presents Constable Harry Deane with the Sondra Lena Memorial Award for Physical Skills.







*Commissioned Officers Union President Kerry Johnson presents Constable Joshua Watson with the Leadership Award.*











**APRIL 2024 MARKS 10 YEARS SINCE HER MAJESTY THE QUEEN, AGREED TO A CHANGE TO THE ELIGIBILITY FOR THE NATIONAL POLICE SERVICE MEDAL (NPSM), TO EXTEND ELIGIBLE SERVICE BACK TO 14 FEBRUARY 1975, THE DATE ON WHICH THE AUSTRALIAN HONOURS SYSTEM WAS ESTABLISHED. SINCE THE INITIAL MEDALS WERE PRESENTED IN 2011, OVER 50,000 NPSM'S HAVE BEEN AWARDED TO CURRENT AND FORMER OFFICERS.**

# MEDAL MILESTONE

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The establishment of this award and its later extension back to 1975, took a number of decades to be achieved and a number of past and present members had a significant hand in its development.

The Police Federation of Australia (PFA) with the strong support of its state, territory and federal police association and union branches played the leading role in the design and establishment of this medal.

This medal is an acknowledgement of the unique role that sworn police officers play in the preservation of peace, the protection of life and property and the maintenance of law and order throughout Australia and overseas. The medal was ultimately awarded in *"recognition for the unique contribution and significant commitment of those persons who have given ethical and diligent service as a sworn member of an Australian police service."*

The medal is awarded to all sworn members of Australia's police forces upon completion of 15 years ethical and diligent service. Importantly, the medal's regulations included the ability to award the NPSM to members with a lesser period of service, if that service was terminated due to the member's death or to an impairment related to the discharge of their duties as a Constable of Police.

The NPSM also sets an uncommonly high standard for its award and retention. Although a police officer may qualify for the award and be presented with same, should their service be later found to be unethical or not diligent, in an act either before or after the NPSM was awarded to them, then the award may be cancelled at any time on the advice of their Commissioner of Police.

It was also fixing that the Award received bipartisan support from the major political parties, with the initial award being supported and announced in 2008 by the then Prime Minister, the Hon Kevin Rudd and the extension of the medal back to 1975, by the then Prime Minister the Hon Tony Abbot, in April 2014.

The first 16 NPSMs were presented on 19 September 2011 in a ceremony at Parliament House Canberra, by Prime Minister, the Hon Julia Gillard. On that day, two members, one male and one female, from each of the state, territory and federal police forces, who were eligible for the medal and had been nominated by their respective jurisdiction, were honoured.

Since then, over 50,000 NPSMs have been presented to current and former officers recognising the special contribution police make to Australian communities.





# QUEENSLAND RETIRED POLICE ASSOCIATION

NEWS



## MESSAGE FROM GREG EARLY, STATE PRESIDENT

**Welcome to 2024. We had our first State Management Committee and General Association meetings at Police Headquarters on 5 February 2024. (We had not met since 4 December 2023).**

It is pleasing to list the new members approved since those shown in the Summer 2023 edition of the Journal. I am pretty sure this edition is the largest ever produced by the Union.

It is also good to highlight the increase in the number of names and ages in the 90 and over listings.

**The luncheons for 2024 known at this stage are:**

**Sunshine Coast**, 23 April 2024, Headlands Golf Club, Steve Maney, 0415 587 912;

**Bundaberg**, 4 December 2024, Sandhills Function Room, Bargara, Rowan Bond 0408 286 483.

### NEW MEMBERS

Former Detective Sergeant Peter Garrett Gleeson, State, former Senior Constable Noel Thomas Pedersen, Ipswich, former Sergeant Mark Leslie Barrett, Van Diemen's Land, former Inspector Paul Leonard Priest, State, former Senior Constable Veronica Mary McComb, Redlands, former Sergeant in NSW Police Force Allan Robert Bassett, Gladstone, former Detective Senior Sergeant Ian John Rice, Near North Coast, former Senior Sergeant Brett Hayes, State, former Constable Andrew George Hoey, State, former Constable in Northern Territory Police Mark Henderson, Mackay-Whitsunday, former Sergeant Christina Bowen, Redlands, former Sergeant Rodger John Malcolm, Darling Downs, former Detective Inspector Noel William Ragh, Darling Downs, former Sergeant Mark Roy Alexander Love, Darling Downs, former Inspector Maxwell Wayne Preston, State, former Detective Inspector Christopher William Sutcliffe Furlong, State, former Senior Sergeant John Norman Naess, Far North Queensland, former QPS AO2 Public Servant Kerry Horner, Far North Queensland, former Senior Sergeant Darryl Edward Wensley, Darling Downs, former Sergeant Wayne Michael Coyne, Logan-Beenleigh,

former Inspector Stephen Thomas Donnelly, Near North Coast and former Superintendent Rhys Newton, Far North Queensland.

### NEW ASSOCIATE MEMBERS

Julianne Barrett, spouse of new member Peter Barrett, Van Diemen's Land, Kathleen Barbara Callander, fit and proper person, Van Diemen's Land, Marysha Pilkington, partner of new member Allan Bassett, Gladstone and Maureen Brand, Darling Downs, spouse of member John Brand.

### QRPA CERTIFICATES

#### VETERAN MEMBER

*(75 years & 10 years continuous financial membership):*

Ross Victor Huth, Gold Coast, Brian Tighe, State, Roger Edward Harvey, Darling Downs, Alexander Granlund, State, John White, State, Paul Anthony O'Dea, State, Joseph Patrick Moran, Far North Queensland, Klaus Peter Engelmann, Rockhampton, Michael Anthony Huddlestone, Near North Coast, John King Joyce, State, Russell Vincent King, Gold Coast and Leslie John Melville, Logan-Beenleigh.

#### VETERAN ASSOCIATE MEMBER

*(75 years & 10 years continuous financial membership):*

Jennifer Urquhart, Townsville, Linda May Maher, Southern Downs and Granite Belt, Michelle Christina Rose Mary Sheehan, Mackay-Whitsunday and Valmae Jean Hadley, Mackay-Whitsunday.

#### SENIOR MEMBER

*(65yrs and 10 years continuous financial membership):*

Leanne Ruge, Gladstone, Craig Richard Robertson, Van Diemen's Land, Clifford Morris Dieckmann, Ipswich, Phillip Warwick Baker, Near North Coast, Terence James Hanly, Rockhampton and Francis Raymond Winn, Gladstone.

#### 90 AND OVER

Myles John Burns, State, 91 on 12 December 2023, Keith Stephen Love, Southern Downs and Granite Belt, 93 on 28 December 2023, Noel Ernest Cain, State, 90 on 10 January 2024, Frederick Harold Collins, Bundaberg, 94 on 4 January 2024, Cynthia Florence Guteridge, Hervey Bay, 91 on 11 January 2024, Cecil Arthur Horne, Ipswich, 98 on 6 January 2024, Elton Mitchelson, Redlands, 90 on



9 January 2024, Eva Joyce Orford, Near North Coast, 93 on 21 February 2024, Thomas Graham Burgess, State, 93 on 15 March 2024, Robert James Dunkinson, State, 92 on 7 March 2024, Spencer Moray Hale, State, 98 on 31 March 2024 and Margaret Hooper, Townsville, 90 on 29 March 2024.

## OBITUARIES – MAY THEY REST IN PEACE

### MEMBERS

Veteran Member and former Senior Sergeant Neil Joseph Hooper, 07.01.2024 age 83 years, Veteran Member and former Detective Sergeant Robin Geoffrey Matthews, 31.12.2023 age 78 years, Veteran Associate Member, Alma Cecilia Edwards, 15.12.2023 age 101 years, Veteran Member and former Detective Senior Sergeant Patrick James (Pat) Glancy, 21.01.2024 age 83 years, Veteran Member and former Senior Sergeant Colin George Chant, 01.02.2024, age 90 years and Life Member and former Inspector Kevin Thomas Weise, 26.02.24, age 96 years.

### NON-MEMBERS

Former Queensland Police Officer, Sergeant Peter J Benson, former Queensland Police Officer Trevor William Wendt, 07.01.2024, former Queensland Police Officer Sergeant Victor Arnold (Vic) Tipman, 04.01.2024, age 73 years, former Queensland Police Officer and QPS Public Servant, Peter John Allen, 29.12.2023 age 64 years, former Queensland Police Officer, Donald (Don) Alistair Campbell 07.12.2023 age 77 years, former Queensland Police Officer, Phillip Edward (Phil) Lovell, 13.01.2024 age 73 years, former Queensland Police Officer, William Dennis Clinton, 18.01.2024 age 83 years, former Queensland Police Officer, Detective Sergeant Detective Sergeant Joshua (JB) Elliott, 22 January 2024 and former Senior Sergeant Daniel Joseph Heenan, 2 February 2024 age 65 years.

### FAMILY

Beth Valerie Hooper, widow of deceased Veteran Member Neil Joseph Hooper, 16.01.2024.

## AROUND THE BRANCHES

### BUNDABERG

Meeting held on 26 January 2024. Welfare: Grannie Pearce attended the meeting and spoke on his progress with chemo etc. Members wished him well with the treatment. Mary Waugh reported that Jenny Mergard was quite unwell and that Adrian was looking after her. Mary also visited Keith Lipp just before Christmas and he was doing OK. Mick Harvey addressed the meeting regarding the successful Christmas luncheon. The meal and companionship were very good and everyone had a good time. About 54 people attended. Due to the Services Club being unable to take a booking for the 2024 annual luncheon, the Sandhills Club in Bargara will be booked for the luncheon on 4 December 2024. President John Lewis presented Jack Field with his Veteran Member Certificate. It was resolved to again hold the Charity Bowls Day in 2024. Rod Dunham spoke about

the lovely hand made quilt that Marian Strohfeldt made as a prize. A separate raffle has been arranged to be drawn on the Bowls Day as well. The March meeting has been moved to 22 March 2024 because the usual meeting date is Good Friday. **Meeting held on 23 February 2024.** Vice President Mick Harvey chaired the meeting. Welfare: Mary Waugh reported that Judy Jones was in Hospital, Fred Collins was doing OK but quite lonely, Chris Sidey was doing OK and Graham Hancock had completed his course of radium. Rowan Bond reported he spoke to Grannie Pearce the morning of the meeting. Grannie had completed a day of chemo the day before and was feeling a bit off. However, he had received a good report from his oncologist with the chemo shrinking his tumor to half its original size and his lung and liver function had returned to normal. Grannie was quite upbeat with the news. The Charity Bowls day was discussed with Alan Edgerton reporting that RTM/Jaycar now support national matters and no longer have a community service division. Therefore they are unable to donate the major prize any longer. While this was bad news, members discussed alternatives and members were requested to 'beat the bushes' to see if they can find a major prize sponsor. Alan also reported that they had organised a team for the Burnett Bowls Club President's competition day. Next meeting: 22 March 2024. (*Secretary – Rowan Bond – 0408 286 483*)



*Jack Field being presented with his Veteran Member Certificate by President John Lewis.*

### GOLD COAST

Meeting held on 6 December 2023. On 1 December 2023 the Kokoda Youth Foundation and the committee of the Canungra Vietnam Memorial Relocation Project conducted an official service commemorating the relocation of the Canungra Vietnam Memorial to the entry of the Kokoda Barracks. Associate Member John Coggan and Secretary David Manfield placed a wreath on behalf of 161 (Indep) Recce Flt and David Manfield placed a wreath honouring the Battle of Fire Support Bases Coral and Balmoral. Former retired Queensland Police Service Detective Inspector Mick Rocket, who served with 6 Royal Australian Regiment in South Vietnam, placed a wreath honouring the Regiment's service in South Vietnam. Welfare: David Stoneley was recently admitted to hospital with a heart condition and the doctors have advised him he requires 2 valves to be replaced and to have a stent inserted. Guest Speaker: Gold Coast QPS Inspector Bruce Kuhn gave an excellent "off the cuff" presentation on issues currently being encountered by the Queensland Police Service



including Domestic Violence, RBT, Youth Justice issues and Recruitment. Meeting held on 6 February 2024. President Russel Robertson presented Ross Huth with his Veteran Member Certificate. Many comments were made about the part Ross played in being the Queensland Police Pipes and Drums Major, travelling the world with the Band, the Band winning a world title and their attendance at the Royal Edinburgh Military Tattoo in Scotland. Former Sergeant John Russell Goobanko's application to join the Association was recommended for approval. Guest Speaker: Member Janice Williams, former Detective Inspector in South Yorkshire Police, who gave a very detailed and thoroughly knowledgeable account of her thirty one years service with the South Yorkshire Police. Next meeting: 5 March 2024. (Secretary – David Manfield – 0413 957 610)



President Russell Robertson presenting Ross Huth with his Veteran Member Certificate.

## GYMPIE

Meeting held on 6 December 2023 at Southside Bowling Club in conjunction with the Branch's Christmas luncheon. Unfortunately Treasurer Kevin Lewis was in hospital after a recent operation and could not provide his report to the meeting. Welfare: Norm Breen and Annabell Andrews made mention of those who they have been in contact with since the last meeting. Those attending enjoyed an excellent Christmas luncheon. Meeting held on 7 February 2024. Glen Durre was unable to attend the meeting due to Marge recovering at home after having had major surgery. Helene Milner has resigned as an Associate Member. Next meeting: 7 April 2024. (Secretary – Wayne McDonald – 0406 728 070)

## LOGAN-BEENLEIGH

Meeting held on 24 January 2024. Guest speaker: Andrew Jones who is a Volunteer in Policing in Logan Police District and he was assisted by Branch member Noreen Wheatley who is also a Volunteer in Policing in Logan District. Between them, they provided information about the Volunteering in Policing program. A review of the Christmas party revealed it went well and was enjoyed by all who attended. Welfare Officer Eileen Riley discussed members who had been affected by recent weather events as well as the health and wellbeing of members and families. Next Meeting: 28 February 2024. (Secretary – Kevin Francis – 0401 668 760)

## SUNSHINE COAST

Christmas luncheon on 28 November. The Christmas luncheon was held on 28 November 2023. Seventy two members and guests attended which was well up on last year's attendance of forty eight. As usual, John (Whiskey) Walker was the MC and did a great job. Sponsors present were Luke Gregson of Gregson and Weight, Funeral Directors, and Kym and Patricia Presgrave of Queensland Medals and More. Other sponsors – Vicki Stewart of McGrath Realty, Mark Newton of KAM automotive and Steve Longford from New Intelligence – were recognised by John. After an excellent alternate drop main meal, supported likewise by a dessert of equal excellence, President Dick Turpin, State President Greg Early and Andy Henderson, QBank Board Member, addressed the gathering. Greg Early also presented Detective Appointment Certificates to Don Teague, Greg Rainbow and Ann Gumley and a QRPA Senior Member Certificate to Andy Henderson. The 'behind the scenes' work by several members was recognised by John. There were three lucky door prizes, over \$700 worth of prizes, donated prizes and the hit of the day twenty Christmas cakes which were made by the Christmas Cake Queen Lyn Betts and soon became the most sought after prizes. Meeting held on 23 January 2024. State President Greg Early demonstrated a new member's badge which has the QRPA coloured badge on it. He explained that the previous badge was the QPS one which had the words 'With Honour We Served' on it. Secretary John Ballard explained there had been an email address issue affecting a small number of members apparently not receiving bulk emails sent from the branch. Action has been taken and hopefully the problem has been solved. Due to the unavailability of key members of the annual luncheon team on 28 May 2024 it was resolved to conduct this year's luncheon 23 April 2024. Guest speaker: Senior Sergeant Justin Ward, Maroochydore Station. He outlined how a new specialised unit was in place on the Sunshine Coast. The unit pinpoints areas of concern which results in tasking co-ordination. The need for this unit has been brought about by a huge increase in demand for police services. The prioritisation of taskings is a key component of the unit's operations. Also, new technology for frontline staff is providing much needed assistance in closely monitoring high risk incidents. **Meeting held on 27 February 2024.** President and Welfare Officer Dick Turpin, as usual, gave his extensive welfare report. Dick and Don Teague gave an update on John (Whiskey) Walker's condition and treatment and everyone present wished Whiskey all of the best. Guest speaker was to be Rick Pak, a retired Kiwi Police Officer and member of the QRPA. Unfortunately Rick could not attend due to health reasons. Hopefully he will be able to present at the 26 March 2024 meeting and talk about his experience as a Forensic Photographer in assisting to identify the 257 victims of the November 1979 Air New Zealand DC10 fatal collision with Mount Erebus in Antarctica. Next meeting: 26 March 2024. (Secretary – John Ballard – 0447 432 622)





Don Teague receiving his Detective Appointment Certificate from State President Greg Early.



Greg Rainbow receiving his Detective Appointment Certificate from State President Greg Early.



Anne Gumley receiving her Detective Appointment Certificate from State President Greg Early.



Andy Henderson receiving his Senior Member Certificate from State President Greg Early.

## SOUTHERN DOWNS AND GRANITE BELT

The Branch celebrated 'Christmas in January' at the Warwick Condamine Social Club on 12 January 2024 because of the cancellation of the November meeting due to the fire emergencies in and around Tenterfield. Among the very welcome guests were Superintendent Doug McDonald and members of the Wren family. Later in the meeting, Superintendent McDonald gave an informative update on challenges facing the district. Superintendent McDonald later presented Debbie Faulkner, daughter of the late Sergeant 2nd Class Bernie Wren, with his statement of service. Bernie was stationed at various locations throughout the state with his last posting being in charge of Texas Station where he served from 1978 until his retirement on 31 July 1986. This acknowledgement of service was gratefully accepted by Debbie, Bernie's son Grant and grandson Trent Faulkner. Meeting held on 1 March 2024 at the Tenterfield Bowls Club. Members of the Southern Downs and Granite Belt Branch met with their brethren across the border when they converged on Tenterfield on the first day of autumn 2024. The New England branch of the retired police association of New South Wales was represented at the combined meeting. This regular get together came about through the tenacity and drive of our current President, Laurie Bell, and New South Wales then Branch Secretary (and SDGB member) Greg Chie, with inaugural secretary Mon the Magnificent (aka Monica O'Mara) attending to the administration. This

followed the establishment of the Southern Downs and Granite Belt Branch on 18 July 2014. The collegial meeting has been a feature of the Branch's calendar ever since. Given the number of Queensland Police and other Branch members who retired to the Tenterfield area, it is also a great chance to catch up. Following the meeting, Bob Pierce provided a great overview of his annual travels to America participating in shooting competitions. He gave a great precis of life in America and the changes he has seen over the years. Fair to say it left all of us glad to live in Australia. The meeting was followed by the regular lunch, which is always the best part. (Brian Cannon – Secretary – 0476 156 968)



Presentation of statement of service to family of Sergeant Bernie Wren. Trent Faulkner (grandson), Debbie Faulkner (daughter), Grant Wren (son) and Superintendent Doug McDonald.



Many of the attendees at the combined meeting on 1 March 2024.



Bob Pierce, Tim Battle, Monica O'Mara and Laurie Bell listening intently at the combined meeting on 1 March 2024.

## ROCKHAMPTON

Meeting held on 6 December 2023. President Barry Self and John Trenaman were apologies because they were on their way to Bundaberg to attend the annual luncheon on the day of the meeting. Carolyn gave feed back on the annual dinner. She advised that over \$500 was raised by the multi draw raffle. It was resolved to donate \$550 to the Queensland Police Legacy Scheme. Meeting held on 7 February 2024. The next BBQ will be held at Cockscumb Retreat on 17 March 2024. The annual dinner will be held on 18 November 2024. Details will be provided at a later date. A letter of thanks was received from the Queensland Police Legacy Scheme for the Branch's donation of \$550. Next meeting: 6 March 2024. (Secretary/Treasurer: Dennis Smith – 0408 321 416)



## MACKAY-WHITSUNDAY

Meeting held on 9 December 2023. An application to join the Association by former NT Police Officer Mark Henderson was recommended for approval. Welfare by Barry Downs and Peter Howard. Dennis Hansen visited Norah Spreadborough just as she was preparing to go into hospital for a few days observation. Peter and Gale Howard visited Norah in the hospital on the morning of the meeting and noted her condition was improving. Gale herself had been dealing with terrible back pain, was on medication and undergoing treatment. New Social Director Peter Gray has his thinking cap on and is working on a few things to consider in 2024. Dennis Hansen advised, in regard to restoring the grave of Constable Doyle, that friends of the QPS Museum were fine with the \$460 quote for the plaque, etc and things were going ahead. Meeting held on 17 February 2024. A few members of the Branch attended the farewell function for Senior Sergeant Nathan Blain, OIC of Whitsunday Station. Treasurer Bev Houley presented Nathan's wife, Traci, with some beautiful flowers on behalf of the Branch. (Over the past few years, Nathan and Traci had been great supporters of the Branch). The Branch is going to present Nathan and his family with a Certificate of Appreciation. An email is to be sent to Union President Ian Leavers regarding him putting pressure on the Queensland Government in relation to youth crime. Next meeting: 16 March 2024. (Secretary – Andre Wijtenburg – 0437 230 840)



Presentation made by Assistant Commissioner Kev Guteridge to Senior Sergeant Nathan Blain on his retirement.



Treasurer Bev Houley presenting Traci Blain with some beautiful flowers.

## IPSWICH

Meeting held on 9 November 2023. Chairmaine Thomson has transferred from the State Branch to Ipswich Branch. Change in Welfare Officers: Due to ill-health, John Hawkins has had to step down as Assistant Welfare Officer. John's commitment to his role is to be commended and it is sad that he is unable to carry on. Margie Kussrow has stepped up to fill the vacancy. Matt and Elaine Dale were unable to attend due to Matt's ongoing battle with vertigo. Christmas luncheon held on 14 December 2023. Fifty members and guests attended. Special guests were: Assistant Commissioner Charysse Pond, State President Greg Early, Paul Wilson and Patrice Sherrie, QBank Directors, and Phillip Castle, Guest Speaker, who is a renowned investigative journalist and retired print journalist. Phil provided a very extensive insight into the events surrounding the Lindy Chamberlain matter. He described the scene prior to and after the disappearance of baby Azaria and of his interview with Lindy whilst she was in prison. At the outset Phil had asked those who thought the dingo did it, those that thought Lindy had killed the baby and those that were undecided. Following his address, he asked the same questions and the hand count indicated that a lot of our members still believed that Lindy was a murderer and the same amount as before saying the dingo did it. All credit to Phil for presenting the facts in such an unbiased, investigative and thorough manner. MC Bruce Raymond presented Phil with K'KAO Chocolate Factory special range of chocolates as donated by Mick Rockett. **No Longer used reading glasses:** Bruce presented Narelle Walker with a consignment of donated used reading glasses. Narelle was extremely grateful for the donations which she will take to Madagascar. Raffle Winners: There were numerous raffle prize winners. This year exceeded all others for the amount of prizes up for grabs. Many thanks go to Di McCrae and Margie Kussrow for manning the front desk and organizing the raffles. Major prize winners were Diane Bird – Dolphins' football signed by Wayne Bennett and donated by Margie Kussrow. Margie Kussrow – cuckoo clock made and donated by Fred Maynard. Assistant Commissioner Charysse Pond – night for two in superior deluxe room donated by Star Gold Coast Hotel and Casino. **Meeting held on 11 January 2024. Welfare:** Cameron Kirkpatrick was in hospital for a procedure. John Raatz was on the mend and then walking without the assistance of a wheelie walker. Margie Kussrow was suffering from Covid for a 2nd time. Guest Speaker: Senior Sergeant Gary Whitlock, Officer in Charge, Scenes of Crime Unit, Ipswich District, spoke on the dramatic changes in evidence collection since many of our members were in the job. He related to some of the more recent major events within the Ipswich Police District and of the evidence obtained at these scenes. Gary fielded many questions from members. **Meeting held on 8 February 2023.** Guests: Assistant Commissioner Charysse Pond and Ted Roberts (Hervey Bay Branch) Welfare Reports



from Bruce Raymond and Margie Kussrow: Chairman Ken Morris recently spent five days in a Gold Coast hospital suffering from pneumonia. Elaine and Matt Dale are OK at the moment. Mark Clark is still suffering with an infectious disease. John Hawkins is using a walker to get around and Ron Lobwein also has restricted movement. Paul Hogg is still seeking assistance with accommodation. (Bruce and Margie have gone above and beyond to assist Paul). Barry Cannon is continually undergoing treatment for sun cancers. Fred Maynard has recurring back issues and is using morphine patches to ease the pain. Charmaine Thomson had a recent heart attack and had a stent inserted. Guest Speakers: Sharon Loder, Senior Executive Officer (Crime), Crime and Corruption Commission and Executive Director, Crime Operations, Detective Superintendent Chris Ahearn. Sharon is responsible for the strategy and performance of the Commission's major crime functions, ensuring its investigations, intelligence and criminal asset confiscation capabilities are effective in combating and reducing the incidence of serious and organised crime affecting Queenslanders. Sharon provided an in-depth insight into the structure and workings of the CCC and of the impact upon society that illegal cigarette manufacture and distribution is having. Detective Superintendent Chris Ahearn gave an account of his role as Executive Director, Crime Operations, Crime and Corruption Commission. Presentation by Assistant Commissioner Charysse Pond of a replacement Queen's Commendation for Bravery to member and former Sergeant 1st Class Gregory Ernest Polzin. Brief circumstances related by Welfare Officer Bruce Raymond before the presentation: *"On 27 March 1968 Constable Douglas George Gordon was shot dead at Inala while investigating a domestic matter. Constable Polzin who had witnessed the shooting rushed towards the offender who swung the barrel of the gun towards him. Constable Polzin grabbed hold of the rifle barrel as the offender pulled the trigger for a second time. A tremendously violent and intense struggle ensued with Constable Polzin finally disarming and handcuffing the offender."* Assistant Commissioner Pond thanked Greg for his unwavering dedication to duty in the violent arrest of Constable Gordon's killer. She said that it had been a great pleasure for her and her staff to follow up on Greg's loss of the original Queen's Commendation for Bravery and presented him with an award recognising his loss. Greg Polzin thanked the Assistant Commissioner on the great loss he felt, and still feels, regarding the senseless shooting of Constable Gordon. He was attended by his wife Marilou, daughter and son-in-law Tara and Curtis Frank and grand daughters Isara and Curtis Frank. Next Meeting: 14th March 2024. (Secretary/Treasurer – Ken Martin – 0407 345 500)



Members catching up for a Christmas luncheon: Former Assistant Commissioner David Jefferies, former Chief Superintendent Jill Bolen, former Assistant Commissioner Don Braithwaite and former Sergeant 1/c Dennis Young.



Assistant Commissioner Charysse Pond and Welfare Officer/MC Bruce Raymond at the 2023 Christmas luncheon.



Vice President Dan Murdoch, President Ken Morris and former Assistant Commissioner Mike Condon at the 11 January 2024 meeting.



Guest speaker at the 11 January 2024 meeting, Senior Sergeant Gary Whitlock, and Veteran Member Mick Rockett.



Assistant Commissioner Charysse Pond presenting Greg Polzin with a replacement Queen's Commendation for Bravery.



Guest Speakers from the Crime and Corruption Commission, Sharon Loder and Detective Superintendent Chris Ahearn.

## GLADSTONE

Meeting held on 13 December 2023 at Calliope Central Bowls Club. Welfare: Mike and Irene Ball are going well, as is Glen Josefski. Frank Winn had a knee replacement operation on 12 December 2023. David and Roslyn Thomas did not attend the meeting, having contracted some illness circulating at that time. Several members visited Rockhampton Branch for their Annual Dinner on 20th November and Bundaberg Branch for their Annual Luncheon on 6th December. It was resolved to donate \$100 to the GIVIT Fund to assist victims of the recent bushfires in the local area. The 7 February 2024 meeting was changed from the QPS vessel Lyle Hoey, due to unforeseen circumstances, to The Precinct (Queens Hotel). Secretary Darryl Saw's welfare report: Mike and Irene Ball are going well in accordance with existing conditions. Glen Josefski is still doing well. Frank Winn is recuperating from his recent knee replacement operation. David and Roslyn Thomas are back in good health. Grannie Pearce of Bundaberg Branch expressed appreciation for the get well card and good wishes sent by Branch members. (Secretary – Darryl Saw – 0447 417 746)





Barefoot bowlers after the 13 December 2023 meeting, President Glenn Churchill, Junior Vice President Neil Coleborn, Chaplain Leighton Johannesen, Senior Vice President Denis Connolly and Secretary Darryl Saw.



Members attending the 13 December 2023 meeting.

## TOWNSVILLE

The annual luncheon was held on 6 December at Tom's Tavern. Thirty two members and guests attended. Special guests were Police Chaplains Glenn Louttit and Horst Sauer and Acting Assistant Commissioner Glenn Morris. Two would be special guests – Paul Wilson, QBank Director and State President Greg Early never arrived due to their plane having to return to the airport and a re-placement not getting them to Townsville before the luncheon was completed. There were over fifty raffle prizes and an enjoyable day was had by all attendees. President Merv Johnston presented Barry Lewthwaite with his Senior Member Certificate. Meeting held on 7 February 2024. As usual a Good Onya (Over Ninety Year Award) card was made for Barbara Zupp and was signed by all members in attendance. Barbara cannot attend meetings in Townsville any more so the card will be presented to her at a later date in Ingham. It was resolved to donate \$500 to the Queensland Police Legacy Scheme, being \$250 donated by Key Motors and \$250 from the Branch's finances. Next meeting: 6 March 2024. (Secretary – John Urquhart – 0407 773 449)



President Merv Johnston presenting Barry Lewthwaite with his Senior Member Certificate.



Acting Assistant Commissioner Glenn Morris addressing luncheon attendees.



Peter Pascoe and John Lone at the luncheon – sworn in together on 30 October 1968.

## DARLING DOWNS

Meeting held in the Toowoomba Library meeting room on 14 December 2023. President John MacKay welcomed Superintendent Doug McDonald, Noel Ragh, Mark and Jacqui Love and Joan Nugent to the meeting. WELFARE: John Mackay stated that he had been in contact with the following Members: Alan Lane who has recovered from further surgery and is doing well. Boyd Wilson is still undergoing procedures for his health problems. David Lynch was still hospitalized in Brisbane. John had visited Kev Weise regularly while he was an inpatient at St. Vincent's Hospital. (Unfortunately Kev passed away on 26 February 2024 at that hospital). John has been able to re-establish contact with Maria Keightley, wife of late member John Keightly, Cynthia Scarff, wife of late Life Member Bob Scarff and Ellen Tillbrook, wife of member, Tom Tillbrook. John Mac-Kay's action in devising an Asset Handover Statement was endorsed. Applications to join the Association by Noel Ragh, Mark Love, Rodger Malcolm and Maureen Brand (Associate) were recommended for approval. Guest speaker: Superintendent Doug McDonald from the Toowoomba District Office who gave an update on current policing issues and fielded questions from members. Meeting held on 8 February 2024. Welfare: Roger Deshon reported that Rick Niland was now back at home but was still unwell. Dave Lynch stated that he had spent 24 days in hospital following his recent operation. He said he was still not 100 percent but was much better. John Mackay stated that he had been in contact with Kev Weise, Alan Lane, Boyd Wilson, John Cooper (through



Judy Lehfelddt) and Wayne Browning. All were as well as could be expected. John Mackay and Viv Nolan gave a report on their attendance at the Swearing-In Parade at the Police Academy on 25 January. They both stated that they were treated as VIPs and were given a tour of the Academy as well. An application for a plaque to be placed on the Memorial Wall had been received from the widow of Gordon Zeidler. The application was approved and the plaque will be placed as soon as possible. Junior Vice President Richard Creagh was recognised at the Australia Day Awards as the 2024 Highfields Citizen of the Year. Guest speaker: Peter Collins, Veteran Channel 7 Cameraman, who recounted his favourite stories from his long career in the media. Next meeting: 14 March 2024.

## NEAR NORTH COAST

Meeting held on 15 January 2024. Welfare. Allan Hawkins advised regarding members Gerry Morgan, Earl Sanders and Ron Cordwell. Welfare Officer Ray Holscher advised regarding members he had contacted. Meeting held on 19 February 2024. Welfare: Allan Hawkins advised regarding members Gerry Morgan, Earl Sanders and Ron Cordwell. Secretary advised that the State President, Greg Early, has arranged through the Commissioner for the provision of Female Officers Caps to be provided to all Branches for funeral purposes if needed. A motion was passed that the SMC investigate the possibility of providing a photograph of the member when information is forwarded informing of their death. As a result of discussion about having a meeting at Woodford to try and attract retired members who live there to join the Association, it was resolved to hold the 15 April 2024 meeting at the D'Aguiar Hotel with Bill Feldman to make the necessary arrangements. Next meeting: Bribie Island RSL Club on 18 March 2024. (Secretary – Merv Melling – 0408 587 624)

## REDLANDS

Their last meeting for the year was 28 November 2023. The meeting was very well attended. Another new member, Veronica (Ronnie) McComb, was welcomed to the meeting. 'We discussed the possibility that maybe every other month we meet together somewhere for a social get together to enjoy ourselves and chat. One venue put up was Horizons Café Redlands which is at IndigScapes'. Ron Lewis was presented with his Veteran Member Certificate while Kathy Orchard received her Senior Associate Member Certificate. The Branch's Christmas lunch-eon was held at the Redlands RSL Club on 12 December 2023. It was great to have so many attend and lovely to see older members brought along by other members to enjoy the day. Secret Santa was in operation. One of the lucky door prizes was won by new Member Ronnie McComb who also won a prize at the November meeting. Meeting held on 23 January 2024 at the Redlands RSL Club. An application to join the Association by former Sergeant Tina Bowen was recommended for approval. A welfare report was given by Welfare Officer Chris Gibney. An update on the

27 February 2024 annual luncheon was given by the sub-committee which comprises Ann-Marie Stiles and Pat Priddle. A social event has been arranged for 26 March 2024 at the Bush Pantry. Next activity: Annual luncheon held on 27 February 2024 at the Redlands Sporting Club. Sixty nine members and guests attended. Branches represented were: Logan-Beenleigh, Gold Coast and Southern Downs and Granite Belt. Politicians who attended: State MPs Dr Mark Robinson and Ms Kym Richards. Local Councillors: Wendy Boglary, Peter Mitchell, Julie Talty and Paul Bishop. QPS representatives: Acting Chief Superintendent Andrew Pilloto, South Brisbane District, QPS Chaplain Rev Rob Simpson and Sergeant Chris Hebblethwaite – Bayside Crime Prevention Co-ordinator. Special guests: Dan Keating, QBank Director and State President Greg Early. There were three lucky door prizes donated by Kym Richards MP, Joan Pease MP and Federal MP Henry Pike. Some fifty raffle prizes were won by members and guests. An excellent two course meal, prepared by the staff of the Redlands Sporting Club, was enjoyed by all who attended. (Secretary – Mark Stiles, 0414326992)



Ron Lewis receiving his Veteran Member Certificate from Vice President Mark Stewart.



Cathy Orchard receiving her Senior Associate Member Certificate from Vice President Mark Stewart.



Office bearers and dignitaries who attended the Redlands annual luncheon.

## FAR NORTH QUEENSLAND

Meeting held at the Carrington Hotel, Atherton, on 23 February 2024. A special welcome was given by President Mal McKaskill to Acting Inspector, Tablelands Patrol Group, Kyell Palmer and Senior Sergeant Winny Weiss, Tablelands Patrol Group. Welfare report by Brigitte McKaskill: John Thomson is still recovering from recent falls and is improving every day. We were saddened to hear that Dennis Fitzpatrick's father and Joe Moran's brother had recently passed away. Acting Inspector Kyell Palmer, provided a brief update to members explaining that there



is still a huge demand on police resources with many personnel doing many hours of overtime. Senior Sergeant Weiss spoke about the role he has in Search and Rescue and gave members some very good tips on connectivity to emergency services when needing assistance; also, there are products on the market in the Garmin range that have GPS trackers. Senior Sergeant Weiss recommended that any members who do quite a bit of travel, especially in caravans, would benefit from these types of devices for communication through the satellite network. Now that the Palmerston Highway is open to one lane, the Branch is hoping to have a luncheon/meeting in Innisfail in April. (Secretary – Brigitte McKaskill – 0408 281 979)



Acting Inspector Kyell Palmer addressing members at the 23 February 2024 meeting.



Senior Sergeant Winny Weiss addressing the 23 February 2024 meeting.

## HERVEY BAY

Meeting held on 16 January 2024. Travellers: Dave and Chris Barrowcliffe are in South Australia. Guest speaker: Senior Constable Matthew Bedding, Maryborough District Crime Prevention Officer, attended in company of Acting Sen Sgt Andrew Irvine. Matthew gave the group an insight into the present activities of the local police units as well

as trends re crime and crime reporting. Welfare: Advice from Bundaberg Branch that Bob O'Keefe, ex NT Police, was in hospital in Hervey Bay suffering with COVID and other issues. Norm Sprenger, at the time of the meeting, was in hospital at Hervey Bay with COVID. Bill Johnson was having his regular tests on the day of the meeting and was feeling optimistic about his health. Next meeting: Maryborough Military Museum on 19 March 2024.

## VAN DIEMEN'S LAND

Firstly, Happy New Year to all. Hope this finds you all well and recovered from the holiday period and visitors if you had them. Congratulations to Craig Robertson for receiving his Senior Member Certificate. He now lives on the big island to the north of us. Remember the next meeting is at the Bracknell Reserve on 10 March. Meet from the normal time of about 10.30am. Remember BYO drinks and something for the raffle. Cost \$5 per head as usual and barbeque lunch, though if you have been to Bracknell before, morning tea is rather good. Hope to see you there. (President/Secretary – Andy Beasant – 0409 030 142)

**Courtesy of QPS, confidential psychological support service available to retired Queensland Police Officers – 24/7 – 1800 277 478. IF YOU KNOW OF SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE OR TALK TO YOU OR SOMEONE.**

### STATE PRESIDENT:

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– 3863 1180 / 0407 960 588

### STATE SECRETARY:

Chris Sang – [admin@qrpa.asn.au](mailto:admin@qrpa.asn.au) – 0497 104 061

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