

# POLICE

MAY 2018

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION

**MOTHER FOR ANOTHER**  
**THE FLEXIBLE WORKING ARRANGEMENTS**  
**POLICY IS DELIVERED**



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**COVER STORY**

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**MOTHER FOR ANOTHER**

The Flexible Working Arrangements Policy is delivered.

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also in this issue...

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**IAN LEAVERS**

### **PALM ISLAND**

**This month we were blindsided by an announcement in relation to the events that took place on Palm Island nearly 14 years ago.**

We as police understand the independence of the courts better than most, however we, like most of the public, cannot understand how a court can award \$30 million and order a government to apologise to Palm Island when a police station was burned down and riots were caused.

emotions regarding the reaction from the community in which they served.

Over the years they have also been repeatedly reminded of the events on the island by seemingly endless interviews, news articles, and court decisions, and did not receive the

This was borne out of a meeting I had with the current Chair of the CCC in May of 2016. By June, a few weeks after this meeting, the Chair got everyone in the room and we started to thrash out the issues that had made the current discipline system so unwieldy.

**“We cannot understand how a court can award \$30 million and order a government to apologise to Palm Island when a police station was burned down and riots were caused.”**

Police who work in indigenous communities are some of the most dedicated people I know and they spend their days trying to reduce the rampant child abuse, violent assaults, and domestic violence that many of these communities experience as daily life.

support they needed to move on from such a traumatic event.

I fully support the actions of police in these communities and in fact I believe it is the police themselves who deserve the apology.

I applaud the hard work of police in these communities and while the court can order whatever they like, I for one think there are no actions that we as police should apologise for. I reject the suggestion that police in these communities act in a racist manner and I know that police in these communities reject that suggestion too.

After almost 14 years, I think it's time we should all move on, to allow our members and members of the Palm Island community to put this incident behind them. However, we cannot misrepresent what actually happened on Palm Island, and we will continue to support our members who are dismayed and disillusioned following this announcement.

### **NEW DISCIPLINE SYSTEM**

At the upcoming roadshow around Queensland we will be explaining the new discipline system.

By October last year we had a tripartite agreement—between the CCC, QPS, and ourselves—and we received election commitments at the last election that there will be no changes to the new discipline system unless all three parties agree.

We are already seeing faster and better outcomes for police with a focus on the system being educative, and no longer focused on being punitive.

**“We are already seeing faster and better outcomes for police with a focus on the system being educative.”**

### **JUVENILE JUSTICE ISSUES**

The real sleeper in modern policing are the issues around juvenile justice. This is not a problem we can merely arrest our way out of, yet a lot of juveniles do need to be arrested on occasion.



This is a whole of society problem and one that needs the involvement of all of government as well.

Too often I am seeing us arrest juveniles only for us as police to then be portrayed as being too heavy handed to 'little children'. Nothing could be further from the truth.

As someone who has worked in JAB (now CPIU), the last thing we want to do is put some young offender behind bars if we can help it. However, I am now seeing roving gangs of young children, some as young as nine years old, terrorising often elderly and defenceless people in their own homes at night. This is occurring mainly in regional Queensland.

These elderly people are in constant fear of being robbed and viciously assaulted, sometimes as they sleep in their beds, by these children chasing things such as their car keys and any valuables they may have.

I can only imagine the sheer terror of having a group of young people invade your home in the middle of the night.

**“We need other government services to be more proactive to attempt to engage more with these young offenders.”**

Police are not the only ones needed to solve this crisis, and make no mistake, in regional Queensland these child gangs are fast becoming a crisis.

We need other government services to be more proactive to attempt to engage more with these young offenders.

People always say to me, 'Where are these kids' parents? You should make the parents take responsibility for their violent kids'.

Sadly, the parents are often either uninterested or incapable of providing any type of traditional parenting, and those who do try can find themselves frustrated by the children themselves who may turn violent on the parents.

As I say, there are no easy answers, however we have to stop certain parts of regional Queensland becoming 'no go zones' after dark because of child gangs.

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**SHAYNE MAXWELL**

### NEW MEMORIAL

The team behind our new memorial continue to hit milestones in the lead-up to its anticipated unveiling, which will hopefully take place at this year's Candlelight Vigil on the eve of Police Remembrance Day.

Stakeholders were recently invited to view a life-size mock-up of the memorial, at first in studio and then at its actual intended spot in the Brisbane Botanic Gardens.

On visiting the site in the Gardens, I was able to appreciate the serenity of the setting and I can easily imagine people gathering around the memorial: our members, family members of those who have made the ultimate sacrifice, and members of the public who wish to reflect and pay their respects.

The scale of the memorial is impressive, especially when walking underneath and between its five distinct parts, and even in its initial form, the feel is stately and respectful.



**“The scale of the memorial is impressive, especially when walking underneath and between its five distinct parts, and even in its initial form, the feel is stately and respectful.”**

Every minute detail of construction has been discussed and debated, down to the precise colour and texture of the tiles and the space between them to enable flowers to be left.



We look forward to the continuing stages in our new memorial's construction and hope all members will take the time to visit and pay respects once it has been unveiled.

**Shayne MAXWELL  
(Chook)**

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**PETER THOMAS**

### BRANCH OFFICIALS

**I am away on leave this month and so my Roundup will be very short. I want to thank the wonderful branch officials of the Northern Region who provide assistance to members not only when I am away, but throughout the entire year.**

Our branch officials do an amazing job, and are there to provide support at any time. I am very fortunate to have the most dedicated and skilled branch officials in the state. I will continue to profile them here in my Roundup.

### JIM LANIGAN, QPSA (NQC) BRANCH SECRETARY



*My name is Jim Lanigan. I am the QPSA (NQC) branch secretary and have held that position since its inception in 2009. I have always been a member of the QPU and have personally called on their services several times throughout my career.*

*I take great pride in helping our fellow members in their time of need and urge all officers if they are not members to reconsider and join. Remember, our 'Unity is Strength' and no Union rep = no interview!*

### MENTAL HEALTH AND WELLBEING

I cannot emphasise enough the need to look after yourselves and your significant others' mental health and wellbeing. Not only does policing impact us, but the flow-on to our significant others and family is massive.

Just like getting a service on your motor vehicle, servicing our mental health is crucial.

You can access mental health care plans through your general practitioner,

or through the QPS, or WorkCover. I would strongly urge you to seek advice from Ryan Heath at Sciaccas Lawyers if you intend on making a WorkCover claim for a psychological injury. The phone number for Sciaccas Lawyers is 3867 8888.

**“Just like getting a service on your motor vehicle, servicing our mental health is crucial.”**

Until next month, take a 'time out' for yourself and your family, seek assistance if you are doing it tough, attend your next Union branch meeting, and remember: no Union rep = no interview.

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**MARTY BRISTOW**

### **OUR PEOPLE MATTER**

**Perhaps the first thing that needs to be questioned is who are 'our people?' Does this include all persons working for the QPS?**

Well, I'll run through a few things with you that cause me some significant concern as to whether the QPS really do believe that all staff matter. The Our People Matter strategy was initially developed and worked on with significant vigour by QPU Health & Safety Officer Rosemary Featherstone and Northern Regional Rep Peter Thomas.

**"An officer can be on recreational leave but be recalled to duty if they have not left the division, and not receive any recompense for being recalled."**

I know Rosemary put a massive amount of time, effort, blood, sweat, and tears into this, to try and ensure the QPS started to take responsibility for their members. She is still working selflessly to get things done properly.

The issue is that as we all know, the QPS will over and over and over again take control of a fantastic initiative, twist it, manipulate it, and chew it up and spit it out, so that it sits on someone's resume. They can give a big cheesy smile for a photo shoot of themselves in uniform to say, 'Look what I did!', when it was actually someone else's work.

Then when do people actually really matter to the QPS? It appears that the strategy is being guided into an almost Clayton's fit for duty policy.

I have no issue with people being assisted in healthy lifestyles and fitness (God knows I should spend some more time looking after myself and dropping a few kilos), however members' fitness

appears to be more palatable for the QPS than actually assisting members.

When do our people really matter? Here are a few suggestions I have for the powers that be running Our People Matter:

When is the QPS going to address issues like single officer stations, where

the officer can be on recreational leave but be recalled to duty if they have not left the division, and not receive any recompense for being recalled?

When will the QPS address fatigue issues that rotational shift workers

**"There is more chance of seeing a rainbow unicorn or hens teeth than a commissioned officer walking through Cairns station speaking to staff and discussing issues with them."**

suffer instead of throwing it back on the members saying, 'you should manage fatigue yourself'?

When will the QPS do something about staffing levels? When will they set minimum staffing levels and ensure the amount of staff doesn't diminish under these numbers?

This needs to be addressed immediately because many stations and sections are

significantly depleted due to members being on leave or any other legitimate reason, and those left behind have to carry the workload at the pointy end.

When will the QPS bring in a fair and reasonable system for promotions and transfers? We all know what merit stands for ... it was pointed out to me that some years ago the 'merit' system (or the system that was in place which allegedly relied on reports of good work) was removed because there was concern people would be involved in corrupt behaviour with persons in positions of power within the community to obtain glowing references. Don't even get me started on nepotism and cronyism in promotions and transfers.

When will the QPS address the issues of bullying in the workplace which we all know exists? No-one wants to raise anything through the fear of being

bullied even more, with rostering changes or refusals, leave being knocked back, courses being denied, and other manipulative ways that management get back at staff for asking for something that is fair and reasonable.

Up here in the far north, where the Far North District Office is only 100m down the road from the biggest and busiest station in the District, there is more



chance of seeing a rainbow unicorn or hens teeth than a commissioned officer walking through Cairns station speaking to staff and discussing issues with them.

There is maybe one or two who drop in, but I'd say more than half of the staff at Cairns station wouldn't even know who the District Officer is, or half of the Inspectors. I wonder if Cairns staff feel like they matter?

The QPU has even been left off the invite list for certain Our People Matter launches, having to ring around and request an invitation to the meetings for the strategy that was initially created by the QPU!

## **Marty BRISTOW**

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KEV GROTH

### VALE KELLY MASON

**It is with great sadness that we farewelled Kelly Mason recently. Once again a tragic loss: a gentle soul taken from us far too soon. It was heartwarming to see the blue family pull together once again in honour of Kelly. I never had the pleasure of getting to know Kelly but from all the kind words and the love shown by so many people, she must have been a very special woman. To Kelly's family: our deepest condolences. To Josh: words cannot explain the tragedy you have endured, but know that we are always here for you. We may not always be close by, but you are always in our hearts and thoughts. I am only a phone call away if you ever need a friend or a beer. Forever family, my brother in blue.**

### WILL

In light of recent tragic events, it is important for all members to ensure they have a current will. Tragedy can strike at any time and having a will is vitality important.

The Union offers a free will service for basic wills to all members, and assistance with more detailed matters. Sciacas Lawyers has for years offered this service to Union members and I urge everyone out there to take this important step.

It has also come to light that many members are not aware that you have to update your beneficiary for your QSuper every three years. It's not a 'set and forget' thing. So, if you haven't updated your beneficiary recently or are not sure, please check with QSuper and update your details.

### PALM ISLAND

The recent court decision to award the Palm Island rioters \$30 million alongside a public apology to the residents has sparked outrage and dredged up some painful memories for those officers caught up in the riots.

Members who witnessed atrocities perpetrated by members of the Palm Island community against them now have then indignation of the Government apologising for the police response. What about our members? Where is their apology? Where is the

compensation for their loss, both physical and emotional?

The Government and management may have forgotten about you, but we, your brothers and sisters in blue, will never forget. All I can say to my colleagues is that we will always have your back, and that we will always support you in your time of need.

I cannot imagine (nor do I want to imagine) what you suffered through. But you remained strong and held firm on the thin blue line in the face of extreme adversity to protect those who could not protect themselves. For that you will always have my respect and admiration.

**“Can I encourage everyone out there reading this to reach out to a friend, a colleague, or a family member who may be struggling?”**

Can I encourage everyone out there reading this to reach out to a friend, a colleague, or a family member who may be struggling? Far too often we lose touch with people due to the busy nature of our work and lives.

There are plenty of people out there doing it tough and a phone call, a coffee, or a quick visit from someone could be just what is needed for them to realise they are not alone. If we all make this simple gesture to just one person, the flow-on effects will be enormous.

**“I once again encourage those in management positions to listen to your staff, engage with them, embrace their ideas, and work with them, not against them.”**

### OUR PEOPLE MATTER

It is pleasing to see that the Our People Matter program is starting to establish roots across the Region. Some managers are embracing the new direction well, engaging with both staff and the Union to try and achieve a good work/life balance.

Unfortunately, not all managers have embraced the initiative and are still failing to engage with their staff; they are still dictating without consulting.

For Our People Matter to work we need a collaborative approach from all sides. Can I once again encourage



those in management positions to listen to your staff, engage with them, embrace their ideas, and work with them, not against them.

The same goes for staff: if you have an idea, take it to your manager. Don't be afraid to speak up. Your ideas could be what is needed, but we cannot achieve if you don't first believe. We need to believe in ourselves and in our organisation. We must work together if we want to achieve greatness.

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

### **Kev GROTH**

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GRANT WILCOX

### MINIMUM FRONTLINE SERVICES

**It seems everywhere I go there is a lack of first responders at the coalface, and the QPS mantra is to do more with less. It really means no new staff for the future: just more work for fewer police.**

Even with the inevitability of long term injury, illness, and all types of other leave entitlements, there appears to be little or no strategy from the QPS to maintain minimum frontline services. Yes, I'm talking about covering GDs at the very coalface.

I continually hear the mechanics of this consideration, and as a last resort in very busy times there is the consideration of some overtime to fix the issue. At other times, those still at work are left to carry the load, and service delivery for the public becomes a waiting game.

**“Here is the reality of doing more with less: burnout and more leave and more burnout.”**

Finite resources doing more with less seems to be the catchcry. Here is the reality of doing more with less: burnout and more leave and more burnout. It doesn't equate to engineering good service delivery for the public.

When you are working first response, any down time from jobs is used to get your work up-to-date, make enquiries, and undertake some proactive policing.

Here's an idea to help with all of the above: remove the need for standard DV applications. Why does anyone require an order to keep the peace and be of good behaviour towards their spouse? Really, it's ludicrous.

A DV application with standard conditions is still removing police from the frontline for hours, and when you only roster one crew for the division, who does the rest of the jobs? Most would state that if they aren't Code 2, they just sit awaiting the crew's reengagement onto the frontline after hours of unnecessary paperwork.

There is silence from the QPS regarding their ideas to manage the shortfall. They seem satisfied in relying on police to work tirelessly to engineer service delivery to maintain public confidence at the expense of overworked police.

#### QLITES

Where are all the QLites? We are waiting, waiting ... anyone else hear the crickets?

The QPS want police to complete paperwork in a mobile situation, but we don't yet all have QLites. We still need to return to the station, which is defeating the whole purpose of seamless mobility and interoperability.

**“Let's get QLites for all, let's get some time back, and let's use it wisely. Open that tech wallet and bring us up to speed.”**

Policelink seems to be finite in the assistance they can provide; police are still doing a lot of reporting on slow computers at their stations.

We are time deprived and the QPS has the answer, yet stands with hands deep in pockets.

What is the priority? Technology resources and extra police. Seeing as extra police will always be needed in the future (something the Union will keep asking for, of course), let's get the future started. Let's get QLites for all, let's get some time back, and let's use it wisely. Open that tech wallet and bring us up to speed.

#### SCIACCAS LAWYERS

Last year the Honourable Con Sciacca passed away. Con was always a great supporter of the Queensland Police Union and is sadly missed by his family and friends.

Con started a law firm the day he was sworn to the law, and his legacy, Sciaccas Lawyers, remains one of the greatest supports our members can benefit from.

Sciaccas provides support to police for third party claims, common law claims, WorkCover claims, and much more in the advice and support they provide to our members at their time of need.

On many occasions while on duty, officers are involved in accidents and are injured, and are not advised whether they are able to gain compensation. You are always able to contact Sciacca Lawyers directly, or if you are in doubt you can contact me or the Union, and you will be referred as needed.

My experience both personally and professionally leaves me with little



doubt that Sciaccas Lawyers continues to maintain the mantra that Con left behind: always look after the workers. This is a mantra we at the Union all aspire to, as well.

Thanks to Sciaccas Lawyers for your efforts on behalf of members who have benefited from your support and advocacy. These members are definitely richer for the faith placed in your expertise.

Don't forget, Sciaccas Lawyers will also assist you in the preparation of a basic will for free.

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

## Grant WILCOX

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**COL MULLER**

**A busy month for the Southern Region and changes heading our way. We farewell the current Assistant Commissioner Tony Wright and welcome Assistant Commissioner Mike Condon.**

Housing in the Charleville District has seen some positive improvements. The Charleville barracks have recently got new lino floor coverings and two other residences in Charleville received both lino and carpet. Two Cunnamulla residences have received new carpet this year and two more are scheduled for replacement this month.

Three residences have been repainted and another is scheduled this month. One Morven residence is currently receiving a new bathroom. I am aware there is a long way to be travelled on this road, but it is positive to see some movement.

Please ensure all maintenance needs are reported on to your Officers in Charge, and any urgent matters are brought to my attention. I will keep in regular contact with Senior Management to ensure the wheels do keep in motion.

I had the opportunity to visit some stations in the region. I paid a visit to Werner and some of the fine staff at Miles station and inspected their trial Toyota and their modern watchhouse facilities.



I also called into Chinchilla and paid the staff a visit, and I am hoping to assist with some local issues. The officers show pride in their workplace.



**“Cunnamulla and St George currently have vacancies for those seeking some western adventure.”**

**REGIONAL VACANCIES**

Cunnamulla and St George currently have vacancies for those seeking some western adventure: there is opportunity aplenty with a smaller station and CIB/CPIU relief opportunities. There is the possibility of police housing depending on circumstances, and the opportunity to work with some great officers where the work is interesting.





There are great social club facilities and the Acting OIC Peter Cattanaach has got the camp oven on, so give him a call if you are interested. If you're interested in St George, give the OIC Paul Tabrett a call.



### CRITICAL INCIDENTS AND CRITICAL INCIDENT LEAVE

I have recently received inquiries and been involved in a number of critical incidents and discussions around critical incident leave. A critical incident is defined below, and the leave entitlement is self-explanatory.

**critical incident** means— as defined by section 5A.2 of the *Police Service Administration Act 1990*

- (a) an incident in which it was necessary for an officer on duty to discharge a firearm in circumstances that caused or could have caused injury to a person; or
- (b) a death of a person in custody; or
- (c) either of the following in which a person dies or because of which a person is admitted to hospital for treatment of injuries—
  - (i) a vehicle pursuit;
  - (ii) a workplace incident at a police station or police establishment.

The entitlement to critical incident leave is set out at clause 55 of the QPS Certified Agreement 2016. STANDARD: LEAVE (POLICE OFFICERS) 4 April 2018 (2018/03) p.13 of 27 Queensland Police Service

### CRITICAL INCIDENT LEAVE

An officer may access up to a maximum of three days critical incident leave where an officer has been directly and immediately involved in a critical incident (as defined by section 5A.2 of the *Police Service Administration Act 1990*).

Critical incident leave does not extend to officers who receive information about a critical incident or who attend after a critical incident has taken place (eg. to provide support, or to undertake police work, or investigative tasks). Critical incident leave must be approved by the delegated officer before it is accessed.

When an officer is granted access to critical incident leave, a member of Safety and Wellbeing is to be informed by the approving delegated officer. Critical incident leave must not be used where an officer has suffered an injury or illness resulting from a critical incident.

In these instances an officer is to access sick leave or WorkCover leave arrangements, as appropriate. Safety and Wellbeing is to be informed.

### DOMESTIC VIOLENCE LEAVE FOR POLICE

Another leave enquiry that has surfaced relates to that of Domestic Violence Leave for police. This leave is explained below and is available for members who are affected personally by domestic violence.

### PUBLIC SERVICE COMMISSION DIRECTIVE 4/15 COMMISSION CHIEF EXECUTIVE DIRECTIVE: SUPPORT FOR EMPLOYEES AFFECTED BY DOMESTIC AND FAMILY VIOLENCE

#### 9.2 Leave entitlement

- a) An employee who is affected by domestic and family violence will have access to a minimum of 10 days per year of paid leave.
- b) The reasons may include but are not limited to attending medical, legal, police or counselling appointments; attending court and other legal proceedings; and organising alternative accommodation, care, or education arrangements for the purposes of attending to matters arising from domestic and family violence or supporting the person affected by domestic and family violence.
- c) Leave should be granted where the chief executive is satisfied that the employee requires leave because the employee is affected by domestic and family violence. However, leave should not be denied in the absence of supporting documents.
- d) The employee does not have to use other leave entitlements before accessing this leave. This leave can be taken as consecutive days, single days, or a fraction of a day.
- e) The employee may also access further paid or unpaid leave including special leave, sick leave, carers leave, recreation leave, long service leave, or other accrued time to attend to matters arising from domestic and family violence. This will be in accordance with the directives relating to each type of leave.

## ONE AND TWO OFFICER STATIONS AND RELIEVING

Wherever I travel in the Southern Region, I am confronted with concerning stories in relation to the relief of one and two officer stations, or more particularly the lack thereof.

**“I am confronted with concerning stories in relation to the relief of one and two officer stations, or more particularly the lack thereof.”**

Another concerning issue is the advertisement of expressions of interest for relief opportunity without payment of Travel Allowance (TA). My advice is that they can't be advertised as without TA; if an officer is eligible,

they can claim it. Anyone who has performed relief without TA in the last six years can still claim.

If anyone receives or has copies of e-mails where TA is excluded, please forward them to me.

Another issue is vehicle kilometre allowance. When performing relieving duties and travelling to and from your home to work at a relief position, you are entitled to make a claim for kilometres you travel over and above what you travel to work normally.

Further, if you are on call and are required to travel to the relief station to collect your service vehicle for a call out, you are entitled to claim the kilometres for the use of your vehicle.

A new in-principle agreement has been reached with the Service around one and two officer stations, and this is currently with the Deputy Commissioners.

In mid-June I will be travelling around to some of the one and two officer stations in the Warwick area with an Industrial Officer from the QPU to further assess some of the current issues.

## SAD FAREWELL

This month we sadly farewell our much loved colleague Kelly Mason (Hagan). Kelly spent a lot of her career in the Ipswich District prior to transferring to the Sunshine Coast. Kelly was much loved and will be missed.

## Col MULLER

Regional Representative  
Southern Region  
0407 177 207  
cmuller@qpu.asn.au

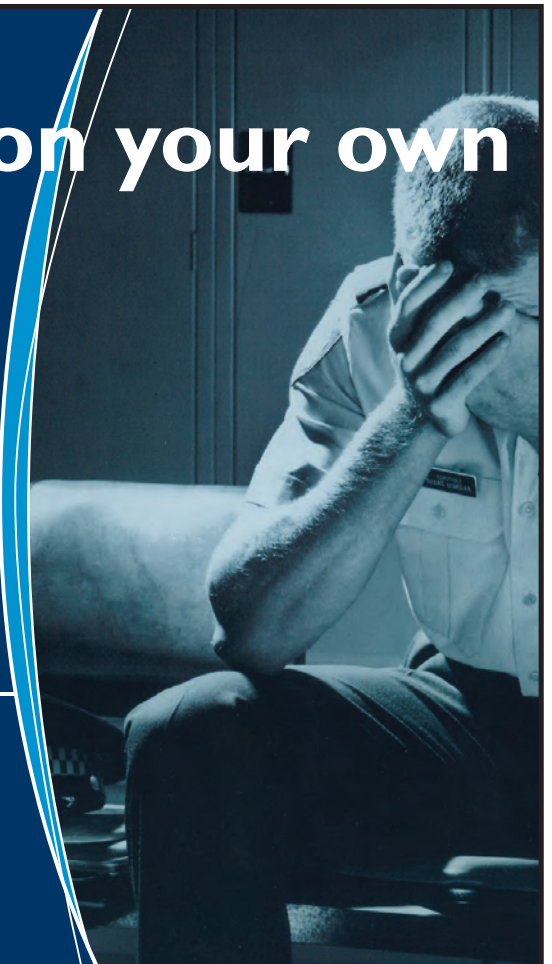
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SHANE PRIOR

### INCLUSION AND DIVERSITY

**It is the Queensland Police Service's latest human resource policy and if we believe the constant rhetoric, it is going to be instituted with an almost religious fervour. Reminiscent of the Puritans of 16th century England, it is the new organisational mantra to be followed and observed, totally and without exemption. Any officers who do not adhere are blasphemers, condemned by law and modern organisational thinking to the everlasting purgatory of career stagnation. So is the Queensland Police Service's sudden fundamentalist faith and belief in inclusion and diversity a worthwhile pursuit that will result in its desired objectives?**

Firstly, let me dispel any notion that any of you may hold that this is an initiative of the Queensland Police Service to ensure you will have equal opportunity to share in available courses and training, job type, job placement, and ultimately career advancement regardless of your gender, ethnicity, religious belief, sexual orientation, age, or disability.

surely that only engenders intellectual rigour and thought that may otherwise be lost, if not allowed to be included. There is a strength in diversity.

A football team is not made up of people with the exact same skills. It is the mixture of skills, talents, and age (experience) coming together in unison

doesn't experience as well? Don't the years taken to refine one's skills and knowledge account for something? Don't we ask advice from those officers who have been in the trenches? Don't we regard that advice as more reliable when they have faced a similar situation, again, and again, and again?

So why do I hear of some commissioned officers saying to our people that if they have met a particular age threshold, their promotion prospects will be non-existent? More to the point, why am I hearing that our leaders have openly advocated that, 'If you are over 50, you will not be promoted within this organisation'. This is in direct contravention of the inclusion and diversity policy.

**“Any officers who do not adhere to the inclusion and diversity policy are blasphemers, condemned by law and modern organisational thinking to the everlasting purgatory of career stagnation.”**

The Queensland State Government and a variety of Commonwealth government agencies, most notably the Australian Federal Police, have already embraced inclusion and diversity. The Queensland Police Service isn't leading in this field: it's just following.

for a common purpose, thus making the team stronger and more successful.

I not only advocate for this new policy: I yearn for and envisage a day where we don't have to have this discussion, when inclusion and diversity is just a given.

I want to talk about one important aspect of diversity: age. Although the Queensland Police Service includes age in its *Inclusion and Diversity Plan for Action*, some appear to have not only ignored age in implementing the policy, but have deliberately chosen to ignore it.

We know in policing that learning can and does improve our ability to do our job, whatever it may be ... but

You may think from what I have outlined so far that I don't agree or embrace the current push for better inclusion and diversity, but you would be wrong. It is common sense that an organisation like ours, that has such an intimate and trusted relationship with the public, be reflective of the people we serve.

Surely we are mature enough to examine a different voice or explore an alternative viewpoint or strategy. And

**“Why do members of the Queensland Police Service cherry-pick what they think is part of inclusion and diversity, and what is not?”**

Why do members of the Queensland Police Service cherry-pick what they think is part of inclusion and diversity, and what is not? But even more fundamentally, how do they not see the irony in this, and its undermining of the entire policy?

It is even more concerning that when making comments such as these, our leaders dismiss federal discrimination laws in the pursuit of their version of being inclusive and diverse. I am by no means suggesting they are breaking the law deliberately, but this example perfectly illustrates our leaders' skewed version of inclusion of diversity, a vision that only can be realised by the chosen.

So although there may be policy in place to recognise and value the contributions of our more experienced officers, sometimes we are just not seeing this recognition on the frontline.

Until the leadership of our organisation recognises the potential of what our older, more experienced officers have to offer, and actually capitalise on this rather than consider them 'has-beens', I will remain an ever-hopeful sceptic.

If we are serious about being a leading agency in this area, and if we are ever

to be truly inclusive and diverse, then the words and slogans need to be backed up with action, and the cherry-picking needs to stop.

Your Union recognises the importance of this policy and is also evolving to meet the expectations of you, the membership.

We have made the important decision to modernise our Women and Diversity Committee and have renamed the committee the 'Inclusion and Diversity Committee', to ensure we are including a greater cross section of our membership including women, younger people, older people, those who identify as Aboriginal and Torres Strait Islander, LGBTIQ, culturally and linguistically diverse groups, and people with disabilities.

I am committed to this ideal and I hope that one day articles like this are no longer necessary. I hope to no longer hear stories of officers being

overlooked for promotion because they're too old, or because they are LGBTIQ, or because they are the wrong gender. If you have any ideas at all, I want to hear from you. Better yet, if you would like to be involved in this revitalised committee, please contact me.

**Shane PRIOR**  
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**Sometimes our protectors need protecting...**

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PHIL NOTARO

## GET FINANCIAL

**Every month when furnished with my list of financial members in the SER, it astounds me how many members continue to become unfinancial, and who stay unfinancial for extended periods.**

Everyone needs to know that if you are not a member of the Union, or are a member who becomes unfinancial, you are not entitled to any benefits or assistance from the Union, including legal defence.

obviously legal support. I have heard some non-members say, 'I don't need to be a member; I won't do anything wrong'. Doing wrong has nothing to do with it. The vast majority of members I have dealt

You would be horrified how much it would cost you out of your own pocket if you need a lawyer for an interview. The average is about \$1,500 to \$2,500.

Now imagine how you will cope if you are departmentally charged and have to front an Assistant Commissioner on misconduct. Members receive assistance to write lengthy submissions, either from their Regional Representative or a lawyer.

I will often spend anywhere from 8 to 12 hours putting together submissions. They are not easy. How will you go if you are not a member?

Now imagine how much it will cost you if you get criminally charged. You may as well mortgage the house if you do, because the cost will run into tens of thousands. Some legal defence matters have cost over \$100k. That \$36 per pay is starting to sound like a good investment.

Of course there are many other benefits. Assistance with industrial matters, workers compensation, transfers, mortality fund (\$12,000 for members and spouse, \$6,000 for your children). Sometimes it may be just some advice over the phone. Or to assist you with a local investigation.

I have found that those fairly new to the job, as well as seasoned veterans, find it comforting having an experienced Senior Sergeant in their corner to assist them with matters.

Please, all of you out there, check your financial status. And check it regularly. Your bank may make a mistake. It's as simple as a phone call or an e-mail: 3259 1900 or membership@qpu.asn.au

**"If you are not a member of the Union, or are a member who becomes unfinancial, you are not entitled to any benefits or assistance from the Union, including legal defence."**

On the average, I send out about 20 e-mails a month to unfinancial members, and over the last 24 months many have been purged from the Union. Their debt was simply too high and they had made no effort to fix the problem.

Fortunately, these numbers are trending downwards, and often the debt is only small amounts where there has been some sort of banking issue.

I urge all members: if you are unfinancial and have let your dues slip, then fix it up. Even if you have to go and get a loan from the Credit Union, or need to negotiate a repayment plan, at least you are once again covered and entitled to the many benefits the Union has to offer.

What is more astounding is the number of police officers out there who are not members of the Union. Nearly every swearing in, there is a small number of officers who commence performing general duties without the protection the Union offers.

I know Union membership is voluntary, but really you are taking a big risk not being a member.

While there are many benefits of Union membership, the big ticket item is

with (some of whom have had a Union lawyer supplied) did nothing wrong.

But the fact is, you will get investigated for simply doing your job.

How often do you see an evade or a pursuit go pearshaped and suddenly Ethical Standards are all over us? Or a member is forced to resort to the use of a firearm? Any discharge of a firearm, whether it be at a person or at a vehicle, is treated as a critical incident.

As is any death in custody. You can just be out there doing the job and suddenly you are in the midst of a critical incident investigation, with Internal Investigations and often the CCC crawling all over you.

It happens week in, week out ... with members who really have done nothing wrong.

I have also seen many police re-deployed, stood down, suspended, and even criminally charged on the flimsiest of evidence. Remember, the CCC needs to keep justifying its existence.

It will be a very lonely experience if you don't have the assistance and backing of the Union.

If you are not a member of the QPU, then you really need to have a think about things. We are operating in a volatile world, where the simplest of jobs or tasks can turn ugly very quickly.

I bet all of you have your home and car insured. No-one likes paying premiums, but it's a must. Union membership is no different. If you are not a Union member then you are walking a tightrope ... with no safety net.

### FEMALES IN POLICING

In the March journal, I touched on the ridiculous 50/50 recruitment policy that the Service has adopted. You may recall I pointed out that 65% of the public sector are women, and that 37 out of 56 government departments employ more than 50% women.

So why is it that there seems to be this belief that woman are hard done by, that they are discriminated against, or that it is harder for them than it is for males? It's simply a fallacy. Yet it's used as an excuse in the Police Service to discriminate against males.

You may remember the January advertisement for Maryborough Tactical Crime, where it was blatantly stated that preference would be given to female applicants. It was subsequently found to be discriminatory and withdrawn.

Then we've seen the e-mail direction in South Brisbane putting a female quota on all relieving at Sergeant level. This was withdrawn after protests from the Union. It's discriminatory.

Then of course we see leadership courses advertised: women officers only.

Locally we have FYC buddy programs: women officers only.

No doubt all the haters will again come out of the woodwork. I certainly have copped some over the last few months. But the facts remain: why should female officers be given an unfair advantage over male officers?

Isn't this why we have anti-discrimination laws? Isn't this why we have been striving for equality and equity over a long period of time? But it seems a few now want to hijack all the good work that has been

done. Those who are driving this agenda: you are a minority.

The vast majority of female officers I deal with just want a level playing field. They don't want any special treatment; they just want to be treated the same as the men in the job. It's that simple. All this discriminatory behaviour is simply bringing out the rednecks and causing division in the ranks.

## "The vast majority of female officers I deal with just want a level playing field."

Perhaps that's what those driving this agenda want?

### FLEET MANAGEMENT

What the hell is happening with Fleet Management? Perhaps they should be renamed Fleet Mismanagement.

For a start, where are our 54 extra cars per year that should have been forthcoming after opting for the Hyundai Sonatas which resulted in \$2.4 million savings per year (Government's figures not mine)?

And now we have RDO and DDO vehicles, with upwards of 200,000 kilometres on the clock, falling apart and needing urgent replacement, and Fleet Mismanagement haven't got a clue what vehicle will replace the now extinct Ford Territory. It's the same with the Dog Squad now that the Ford Falcons have disappeared.

How did we ever get in such a mess? Cars are due to be replaced now, yet there is no replacement vehicle tested, chosen, and purchased. Really, someone in PSBA needs an uppercut.

It needs to be fixed, and it needs to be fixed yesterday.

### REVIEW

A quick look back to December 2015 where I highlighted what was needed in the SER. Here's what I wrote:

*Proper and safe levels of staffing for the SER Communications Centre. The lack of call takers, lack of assistant Comcos, and lack of Duty Officers will eventually see a police officer die. The QPS are*

*aware of this and choose to put their head in the sand. I for one will be suing the QPS if I get injured as a result of their understaffing. QPU and the membership aren't going away. The Assistant Commissioner Community Contact Command can fix this.*

[**May 2018** – the situation has worsened, with the Inquiry Channel from SER and Ipswich all directed to share the Brisbane Inquiry channel. 'Standby, you're 12th in queue' is now a common occurrence. Morale at SERPCC is rock bottom. Their heads are still well and truly in the sand.]

*A new Watchhouse for Logan District; and the Corrective Services Department to take responsibility for their own prisoners and free up our watchhouses, which are running at breaking point. The Government, with cooperation of the Police and Corrective Service Commissioners, can fix this.*

[**May 2018** – we still persist with a 30-year-old, 16-bed watchhouse, which regularly spills over 25 occupants, with constant shuffling of prisoners and juveniles to Southport and Brisbane watchhouses. When is the Government and the QPD going to get serious and build Logan a new watchhouse?]

*A full and comprehensive review of this ridiculous pursuit policy. If the Commissioner won't do it, then the Premier needs to intervene. Together, we can fix this.*

[**May 2018** – we have review after review, amendment after amendment, and yet the policy is still far too restrictive and members struggle with it every day. Evades have gone from around 180 per year (when the policy was first introduced) to about 1,700 per year. Our streets are a joke, and these criminals treat the police as a joke.]

Not much has changed, but we at the QPU will keep fighting the good fight.

Stay safe out there. Call me anytime, 24/7, for assistance.

**Phil NOTARO**  
Regional Representative  
South East Region  
0403 655 885  
pnotaro@qpu.asn.au



# THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family  
by immediately contacting:

The QPU office Ph 3259 1900 (24 hours)  
or your regional representative.

They will steer you in the right direction.



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POSTCODE: .....

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

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

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

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BRISBANE 4001

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the sum of \$ \_\_\_\_\_ :

This authority replaces all previous authorities and shall remain valid until cancelled  
by me in writing to the Queensland Police Legacy Scheme.

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**RANK:** \_\_\_\_\_ **REG NO.** \_\_\_\_\_

**REGION:** \_\_\_\_\_ **STATION:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**Please forward this authority directly to the following address:**

**The Secretary/Manager  
Queensland Police Legacy Scheme  
P O Box 13003  
GEORGE STREET Qld 4003**

# Mother for Another

By Senior Constable Fleur Nicholls and Andrea Appleton

## The Flexible Working Arrangements Policy is delivered

**A** decade ago, before Senior Constable Fleur Nicholls was a police officer, and before surrogacy was legal in Queensland, Snr Const Nicholls was studying law at James Cook University in Townsville. Pregnant with her first child, Snr Const Nicholls had an interest in surrogacy and wrote an assignment in favour of its legalisation.

After finishing her law degree, Snr Const Nicholls applied for the QPS in 2010. Her second child was 12 months old, and she moved straight into full time shiftwork.

Snr Const Nicholls was first posted at Deeragun station, and then she joined a team at Kirwan station. She next transferred to Townsville station to join the prosecutions office, and has now moved back to general duties in a team at Townsville station. Juggling shiftwork is all she has ever known, and her two children, now nine and ten, have always provided the inspiration to find the best work/life balance she can as a busy officer and mother.

Snr Const Nicholls felt her family was complete, and certainly busy enough, when she happened to read a blog post written by her cousin. Her cousin's post detailed the surrogacy journey of one of her friends, which led Snr Const Nicholls to again think about surrogacy and all its implications.

Surrogacy had become legal in Queensland and all states and territories in Australia. Snr Const Nicholls read people's stories and

blogs, heartened that those who faced difficulty having children now had this avenue open to them.

It was then that she met Phillipa.

**“As far as the Union is aware, Snr Const Nicholls is the first QPS officer to be a surrogate.”**

Phillipa had her own heartbreaking story: she was diagnosed with cancer when she was 32, and her cancer treatment left her unable to have children. Prior to undergoing the treatment, however, Phillipa underwent fertility preservation, which would allow her to be the genetic parent of a child in the future. She just wouldn't be able to carry the child herself.

'I guess that's where I came in,' Snr Const Nicholls says.

**“Snr Const Nicholl's experience fits neatly with the QPS's evolving ethos of supporting officers whose situation may require a change in the traditional hours of work.”**

'For me, it was almost simple,' she says. 'I had been blessed with two beautiful, healthy children who are the centre of my universe, and I thought that if I could help someone who wanted that just as badly, but who had been less fortunate, then I wanted to try.'



*Phillipa and Snr Const Nicholls.*

Prior to offering her assistance to Phillipa, Snr Const Nicholls of course thought about her own family and their financial security. She contacted her Union Regional Representative Senior Sergeant Peter Thomas to find out if she would be entitled to maternity leave, and to discuss all other ramifications of such a big decision.

The Industrial Team at the Union office got involved, because as far as the Union is aware, Snr Const Nicholls is the first QPS officer to be a surrogate.

Although Snr Const Nicholls was not seeking a 'Flexible Hours Agreement'





Image courtesy of Lauren + Douglas Photography and Films - [www.laurenanddouglas.com](http://www.laurenanddouglas.com).

(the new terminology for a Part-Time Agreement), her experience fits neatly with the QPS's evolving ethos of supporting officers whose situation may require a change in the traditional hours of work.

With the QPS Flexible Working Arrangements workshops soon rolling out across the state, the QPS is encouraging all officers to learn about the potential for new working arrangements. It is no longer the case that flexible hours are available only to the primary caregivers of pre-school-aged children.

*'Flexible Working Arrangements' is an umbrella term referring to a change in the way an employee works, such as a change to the employee's ordinary hours of work (eg. compressed hours or flexible [part-time] hours), a change to where the employee works (eg. telecommuting), or a change to the way the employee works (eg. the use of different equipment as a result of a disability, illness, or injury).*

Snr Const Nicholls found her team at Townsville station already open and understanding of her situation. After receiving encouraging news from the Union about maternity entitlements, she spoke to her OIC Senior Sergeant Graeme Paine and the roster clerk at her station, AO Janiene Kirkham.

**"It is no longer the case that flexible hours are available only to the primary caregivers of pre-school-aged children."**

She wanted to make them aware of her plan because she was required to fly quite regularly to Melbourne, where Philippa lives, to meet the legal and counselling requirements that must be met before undergoing the medical processes.

'There are lots of legal hoops to jump through in order to be a surrogate for someone else,' Snr Const Nicholls says, 'but that's understandable considering the seriousness of what it is you are looking at doing.'

With the support of the Union and those within her station, Snr Const Nicholls decided to go ahead.

'My workplace has been brilliant,' she says. 'This pregnancy has been my only experience of working full time while pregnant [she had her own two children prior to joining the QPS] and they have gone above and beyond to ensure I am looked after.'

She was offered a role as a Domestic Violence Liaison Officer (DVLO) for the duration of her pregnancy, which allows her a 'light duties' role that is 7am – 3pm, Monday to Friday.

'This made life significantly easier to manage with my own kids while pregnant,' she says. 'My pregnancies

were ten years ago, so I was younger and fitter, I guess. While this pregnancy was medically sound and uneventful, I had never experienced morning sickness before, and then all the aches and pains really threw me. I guess no good deed goes unpunished!

As for the emotional side of the equation, Snr Const Nicholls was required to undertake extensive counselling sessions both individually and with Phillipa prior to going before a review panel at Melbourne IVF.

'That put me in good stead for this journey,' she says, 'but saying that, it has still been a bit of an emotional roller coaster. The trials and tribulations that go along with being pregnant are certainly tougher when you don't have all the good things to look forward to after the birth, which may otherwise counterbalance the negative things. Despite this, I feel that I have managed to maintain perspective throughout this experience.'

**"Some people get bamboozled at the thought of doing something so big for nothing more than the satisfaction of knowing you have helped someone."**

'I am a realist, though, and while I think I have the head part sorted for after the baby is born, I am not so naïve as to imagine that the animal in me won't grieve walking away without a baby,' Snr Const Nicholls says. 'For this reason I have made sure I have a strong support network of family and friends behind me for that leg of the journey.'

Snr Const Nicholl's family and friends have been very supportive of her decision, once they recovered from



the initial surprise of her wish to be a surrogate.

'Some people get bamboozled at the thought of doing something so big for nothing more than the satisfaction of knowing you have helped someone,' she says.

'My children, though, have been brilliant through this whole thing' she says. 'Kids really get the whole altruistic thing: you have something that someone else needs, so you give it to them. It just makes sense to them.'

Snr Const Nicholls is hopeful that her experience with her supervisors and colleagues is replicated for other officers who are seeking flexible workplace arrangements or hoping to do something a little outside the box.

'I have worked for supervisors before who are completely inflexible and would sooner see you leave than show any understanding or support,' she says.

'It is having worked for those less supportive supervisors that will make me forever grateful to those who have been so supportive of me at this time: Snr Sgt Thomas for his support and interest as a Union rep and senior staff member, Snr Sgt Paine who made the DVLO position available to me and ensured work assisted me through

the process rather than throwing up additional hurdles, and Janiene Kirkham who bent over backwards with the roster to help me.

'Think about it from an HR perspective,' Snr Const Nicholls continues. 'If I'm the first [to undertake surrogacy] and the QPS has been this supportive, we should really be proud of the way they embraced and supported me.'

'Large organisations usually struggle to make allowances for an individual who is doing something unusual,' she says, 'but on this occasion the QPS rose to the challenge and really outdid itself.'

***The new Flexible Working Arrangement Policy and Flexible Hours Agreement (Part-time) Guidelines come into effect from 1 June and are available on the HR Policies and the Flexible Working Arrangements intranet pages with a range of supporting documents.***

***A new Flexible Hours Agreement application form is available on Forms Select.***

***Flexible Working Arrangements information workshops will be conducted throughout Queensland in order to inform all members of their entitlements and obligations. Advice will be provided on the application and negotiation process for Flexible Hours Agreements, including an explanation of the supporting HR/Finance practices.***

***We encourage all members to attend these sessions, particularly commissioned officers, OICs and managers, rosters clerks, and existing part-time members.***

***Get more information about flexible working conditions at [www.flexibleworkingday.com](http://www.flexibleworkingday.com)***

**STOP PRESS: Snr Const Nicholls gave birth to Phillipa's son at 4:46am on 6 June. Jeremy James was 7 pounds, 6 ounces. Everyone is happy and healthy.**



# Improper use of the Commissioner's Extraordinary Employment Power to Require Officers to answer questions in Criminal Prosecutions

By Calvin Gnech, Principal solicitor, QPU Legal Group

**The improper use of the Commissioner's extraordinary power to require police officers to answer questions has been a point of concern for a number of years. The QPU has funded a number of legal challenges identifying this concerning issue, however the difficulty has been that the law allowing for a court to order a permanent stay sets a high threshold.**

It is established law that a permanent stay of criminal proceedings should only occur in extreme cases and where there is no other way in which the unfairness or defect can be remedied. In all of the litigated cases of this nature, the issue has not been if the investigation has been conducted improperly but if the high threshold required for a permanent stay has been met.

In the last six months, the courts have declared improper use of the Commissioner's employment power to have occurred on three separate actions. On those occasions, the court has taken the extreme step of ordering a permanent stay of the charge before the court.

## THE COMMISSIONER'S POWER TO REQUIRE AN OFFICER TO ANSWER QUESTIONS

In Queensland the Commissioner of Police has the implied power pursuant to the *Police Service Administration Act 1990* to order an officer to answer questions for the purpose of maintaining a disciplined police force.

This order lawfully overrides the common law right of privilege against self-incrimination for what can best be described as an 'employment purpose'. See *Nugent v Stewart (Commissioner of Police) & Anor* [2016] QCA 223.

## *Police v Tragis (Unrep)* [2017] Brisbane Magistrates Court

On 4 December 2017, a Magistrate ordered a permanent stay of a traffic rule offence brought against a serving police officer because the Commissioner's employment power was used for the improper purpose of obtaining the officer's defence to the proposed charge rather than for disciplinary purposes.

In that case there was never a disciplinary complaint to be investigated. The employment power was used for the sole purpose of propping up and advancing the investigation for the traffic offence. This decision did not convince the Queensland Police Service to correct the practice of improperly using the power.

## *R v Wellington* [2018] QDCPR 24

### Facts

In *R v Wellington* [2018] QDCPR 24, Senior Constable Wellington was indicted on one count of 'Acts intended to Cause Grievous Bodily Harm' pursuant to section 317 *Criminal Code*, or alternatively 'Threatening Violence at Night' pursuant to section 75 *Criminal Code*.

At all material times, Senior Constable Wellington (the applicant) was on

duty as a Queensland police officer.

The conduct subject to the count on the indictment arose out of a dynamic operational policing event that occurred on 17 May 2015 at Pacific Pines on the Gold Coast, Queensland.

The applicant was involved in a pursuit of a stolen vehicle with many other police and police vehicles. The stolen vehicle became stationary and as a result of attempting to apprehend the driver of the vehicle at that time, officers, including the applicant, exited their police vehicles. The wanted driver then accelerated heavily backwards and forwards, ramming police vehicles.

As a result, a Senior Sergeant first discharged his service issue firearm on two occasions, and then the applicant discharged his service issue firearm on a further two occasions. The Senior Sergeant was not charged, but the applicant was. The discharge of the applicant's service issue firearm on two occasions was the conduct relied upon to support the count on the indictment.

A Detective from the Queensland Police Service Ethical Standards Command (ESC) was assigned carriage of both the criminal investigation of the applicant and also the disciplinary investigation into the applicant's conduct, to be conducted on behalf of

the Commissioner of Police pursuant to the *Police Service Administration Act*.

In this role, the Detective attempted to interview the applicant pursuant to the *Police Powers and Responsibilities Act* on multiple occasions in respect of criminal offences. On each occasion the applicant declined to answer questions.

The ESC Detective then immediately used the Commissioner of Police's extraordinary employment power to compel the applicant to answer questions. This occurred on four separate occasions spanning the six months immediately after the incident and at various points of the investigation.

There was evidence the ESC Detective provided the contents of the compelled interview to an expert witness intending to provide expert evidence about police use of force options for the criminal prosecution. There was evidence the ESC Detective prepared an interview matrix analysing both the compelled evidence together with the evidence obtained for the criminal investigation.

The final Ethical Standards Investigation Report, which was of some considerable substance and detail, was prepared personally by the ESC Detective and it intricately applied the compelled evidence (the applicant's compelled confession) against any criminal defences that may have been available to the applicant in defence of proposed criminal charges.

Further statements and addendum statements were also personally sourced by the ESC Detective at various points during the investigation, and in many cases those further statements explicitly purport to directly controvert matters raised by the applicant in his various disciplinary interviews.

The charge had been committed for trial in the District Court, and the Director of Public Prosecutions had presented an indictment, but a pre-trial application

was made for the proceedings to be permanently stayed on the basis of an abuse of process.

The essence of the applicant's complaint to the District Court was that the ESC Detective relied upon the compulsorily obtained information to identify defences or other exculpatory matters that might potentially be raised by the applicant in his defence to the criminal charges.

#### Discussion before the Court

It was conceded by the respondent (Director of Public Prosecution) there was no power to force police officers to answer question for the purpose of assisting or advancing criminal investigations of police officers.

It was argued by the applicant that due to the unique position of the Commissioner, care should be taken to ensure that *lines are not blurred* between criminal investigations and the linked departmental investigation. It was argued had the specific ESC Detective been involved in either the investigation about the criminal offence or the employment interviews, but not both, there would have been no complaint.

**“It was argued no other defendant comes before the court in this fashion and nor should a defendant just because they are employed by the Queensland Police Service.”**

It was argued that there was no reason why an independent investigator could not have been assigned by the Commissioner of Police and that it would have been easy to do so.

It was argued no other defendant comes before the court in this fashion and nor should a defendant just because they are employed by the Queensland Police Service.

#### Judgment

In deciding this case, the Court entirely accepted the reasons as advanced by

the applicant. The Court applied the general principles as stated by the High Court in *X7 v Australian Crime Commission* [2013] 248 CLR 91 and the established principles that apply to applications for permanent stays in criminal proceedings. The Court found this was such a case that warranted the court ordering a permanent stay of the proceedings.

In summary, the court found that the conduct of the investigator eroded the criminal justice system and principles of a fair trial to such an extent the extreme measure of ordering a stay of proceedings was warranted.

#### **Police v Gunter (Unrep) [2018] Beenleigh Magistrates Court**

On 5 June 2018 a Magistrate in the Beenleigh Magistrates Court ordered a criminal stay on similar grounds where an officer had been criminally charged with two counts of computer hacking. In this case the 'use' was a little more subtle than the others. Only one directed interview occurred so the significant issues identified in the *Wellington* case did not exist here.

The 'use' extended to the ESC investigator obtaining a defence from Officer Gunter under compulsion in the directed interview. The defence obtained was a defence the prosecution otherwise could not have discovered. The ESC investigator then made investigative inquiries to test the strength of that defence.

Those inquiries were deliberately left out of the prosecution brief and/or disclosure materials and the use of the coerced interview was only properly



discovered via a subpoena being served on the Commissioner of Police.

The court found there was a forensic advantage obtained by the prosecution, that the courts processes were being abused, and it was such an extreme case that a permanent stay of the charges was warranted.

It is disappointing that despite numerous approaches from the QPU and four years on from the High Court determining *X7 v Australian Crime Commission*, the QPS had failed to heed the warning. Other organisations such as the Crime and Corruption Commission (CCC) and the Director

The Court has rightfully recognised how serious the improper use of this power is given it has now ordered a permanent stay of three criminal prosecutions. The ongoing conduct can only be described as an affront to justice.

The power is of such an extraordinary nature that it abrogates the treasured common law right of self-incrimination privilege for employment purposes, which no other employer in this state holds.

It is imperative that such a power be used responsibly and appropriately, or otherwise there really must be reconsideration as to whether the Commissioner should hold the power at all.

**“In summary, the court found that the conduct of the investigator eroded the criminal justice system and principles of a fair trial to such an extent the extreme measure of ordering a stay of proceedings was warranted.”**

### OBSERVATIONS

Often in cases like these, the Court focuses on whether the compelled questioning occurred before or after the criminal charge has been initiated, and when curial proceedings are deemed to have commenced. These cases were different because they specially focused on the improper use of the Commissioner's extraordinary employment power, that power's use in criminal proceedings, and if such intrusions warranted a stay of proceedings.

The Wellington case is believed to be the first time a stay of criminal proceedings has been ordered by an intermediate court in these circumstances in Australia. Other cases that have been determined around the country have been based upon coercive powers that exist via a 'crime function' rather than an 'employment function'.

One may understand circumstances where evidence obtained by coercion or compulsion for a crime purpose can lawfully find its way within arm's length of a criminal prosecution, but the unique nature of the extraordinary employment power infiltrating a criminal prosecution should rightly be viewed unfavorably by a Court. In this regard the general principles from *X7 v Australian Crime Commission* were adopted by the Court.

of Public Prosecutions (DPP) did so by immediately developing appropriate procedures to protect against a defendant in criminal proceedings being unfairly treated.

What makes the conduct of the QPS all the more concerning is the fact there was a further warning in 2014 when the 'lines were blurred' between criminal investigations and discipline investigations by ESC in the matter of *Flori v Commissioner of Police & Another* [2014] QSC 284.

In that case, the ESC investigation obtained evidence against the officer via a *Police Powers and Responsibilities Act* search warrant. Evidence obtained under that Act is for the sole purpose of criminal investigations, yet in this case the Commissioner improperly included evidence seized via the warrant in the disciplinary materials. The Supreme Court ordered that the Commissioner be prohibited from using such materials in discipline proceedings.

Now three years on from the *Flori* case, the lines have again been blurred, with evidence obtained via the Commissioner's extraordinary employment power to answer questions being used to improperly advance a criminal prosecution: the *Flori* case but in reverse this time.

### WHAT DOES THIS ALL MEAN?

The practical application of these judgments will mean that separate discipline and criminal investigators will need to be assigned by the Commissioner of Police. This does not mean that in all circumstances there must be two separate investigators.

However, any evidence obtained by compulsion under the Commissioner's Direction will need to be quarantined from the criminal investigation and/or investigators assigned to the criminal investigation.

A senior ranking police officer will need to appropriately manage these matters in an oversight capacity to ensure a fair criminal trial is not compromised, and that any charges brought against officers have legitimate foundation.

To do so would not be overly burdensome on the QPS, or unusual. As stated above, the CCC and DPP implemented these types of internal procedures when the High Court first started delivering judgments concerned with these issues in 2013, to ward off causing an unfair criminal trial.

### The QPS Response

Some police were of course against any type of change to the way they

conducted internal investigations. Such a response clearly demonstrates a lack of understanding of how serious the improper use of this extraordinary power provided to the Commissioner actually is.

The evidence in all three of the above cases clearly conclude otherwise and confirm what has been suspected for many years: that the QPS were unlawfully using coerced evidence obtained from disciplinary

**“Consultation between the QPU and ESC will hopefully result in the implementation of a policy which properly identifies the need for investigators to be highly vigilant to ensure the lines are not blurred between the Commissioner’s function to investigate crime and his role as an employer.”**

The reaction of some police to this judgment was to declare they, ‘will have no choice but to just charge all officers with criminal offences because the officers exercise their right to silence too often in regards to criminal investigations’.

Such a response is not unexpected, because that is exactly the same way the QPS responded after the Supreme Court ruled PPRA search warrant evidence could not be used in discipline proceedings in 2014 – See *Flori v Commissioner of Police & Another* [2014] QSC 284.

investigations to infiltrate and advance criminal prosecutions against police officers.

If the QPS do execute the ‘we will just have to criminally charge all police officers’ attitude, it will no doubt lead to further improper use of privilege powers and many a malicious prosecution.

It is important to acknowledge that the erroneous views of some police that they, ‘will have no choice but to just charge all officers with criminal offences because the officers exercise their right to silence too often in regards to

to continue between ESC and the QPU in regards to this important issue. The consultation will hopefully result in the implementation of a policy which properly identifies the need for investigators to be highly vigilant to ensure the lines are not blurred between the Commissioner’s function to investigate crime and his role as an employer. Such a policy would ensure the extraordinary employment power the Commissioner possesses is no longer abused.

At the end of the day it is irrelevant if the circumstances of each case meet the high threshold required for a court to order a permanent stay of criminal proceedings. The fact remains that the conduct the QPS has engaged in when investigating police for both criminal and discipline matters is improper, and erodes confidence in the justice system.

The justice system should not discriminate against any persons, even when that person’s selected profession is that of a police officer. A police officer who is a defendant is entitled to the same right to a fair trial as any other citizen in this state, and quite rightly the court judgements referred to above certainly reflect this to be the case.

**“If the QPS do execute the ‘we will just have to criminally charge all police officers’ attitude, it will no doubt lead to further improper use of privilege powers and many a malicious prosecution.”**

Some within the QPS arrived at this false ‘criminally charge at all costs’ attitude because they incorrectly claimed these court decisions now prevent the QPS from using the contents of a directed interview to exonerate police officers from criminal prosecution. (Try to follow the logic in that for a minute.)

criminal investigations’ is only shared by a small few and the newly appointed hierarchy of ESC have taken the correct approach to these practices and acknowledged the issue that has arisen in these cases the QPU has won.

As a result, very productive consultation has already occurred and is scheduled





# New police discipline system driven by insight and education

**Quicker, fairer, and focused on improvement: the new police discipline system that takes effect next month will change the way complaints are dealt with in the QPS, and has the backing of all stakeholders.**

**It's** been many years in the making, with the QPS unable to advance a framework that satisfied the interests of all parties. Then, in June 2016, Crime and Corruption Commission (CCC) Chair Alan MacSporran initiated a working group comprising members of the CCC, QPS, QPU, and the Queensland Police Commissioned Officers' Union of Employees (QPCOUE).

Working together to build a new framework from the ground up, last October saw a breakthrough, with all four groups reaching an in-principle agreement for the new police discipline system.

**"We have about seven million interactions with the public each year and about one in 3,500, or 0.05%, results in a complaint. They are a part of the job."**

Complaints Reform Project Manager Inspector Craig Rolls, ESC, said the new system was fundamentally about getting everyone to do the right thing.

'We have about seven million interactions with the public each year and about one in 3,500, or 0.05%,

results in a complaint. They are a part of the job,' Inspector Rolls said.

**"Professional Practice: Improvement through Insight and Education."**

'It's important that we get this right, so officers can learn from the experience and move on in their careers. The slogan for the new system reflects this—*Professional Practice: Improvement through Insight and Education.*'

#### IMPROVING BEHAVIOUR

Inspector Rolls said the four tenets of the system were a focus on improving behaviour rather than delivering punishment; devolving decisions to a more local level; reaching outcomes within reasonable timeframes; and making the process more consistent and fair.

'Timeliness and consistency have been highlighted for criticism in a number of reviews over the years, with the drawn out process at times seen as a form of punishment in itself,' he said.

'Previously the focus has been on investigation, proving something to the nth degree, and imposing sanctions. The new system will have a remedial approach with a focus on improving performance.'



**PROFESSIONAL PRACTICE**  
Improvement through insight and education



He said the new approach would be less adversarial and present an opportunity to improve officer performance and identify learning, rather than using punishment as a substitute for management.

'Members will be encouraged to show insight and take responsibility for their actions where their performance is less than optimal. While remedial actions must be considered first, sanctions will still be available to deal with officers lacking in integrity or refusing to modify their behaviour. In certain circumstances, disciplinary action may be necessary to address serious misconduct.'

#### DEVOLVING DECISION MAKING

The new police discipline system will devolve decision making and have more matters handled at the local level by OICs or supervisors by way

of the Local Management Resolution (LMR) process. This way, performance issues will be identified early and resolved through a focus on education, rehabilitation, and correction.

The responsible manager will have the option of deciding to impose management strategies such as personal development, career development, training, and professional services. These strategies will be tailored to the conduct, the individual, and the circumstances.

While this responsibility will be delegated to the OICs and supervisors, the LMR process will reduce investigative requirements and member disengagement, and improve productivity and performance through timely, remedial actions.

Senior Sergeant Kim Cavell, OIC of Beerwah Division, said she expected the benefit would outweigh the extra input required of supervisors.

‘Under the current system, I’ve had staff with investigations hanging over their heads for 12 months or longer,’ Senior Sergeant Cavell said.

‘I’ve watched two officers go from being top performers to not even achieving their normal duties due to the stress of having to wait 14 months for an investigation to be completed. This was despite acknowledging an identified issue and being willing to undertake remedial action promptly.

‘Under the new system, more matters will be sent to me to resolve locally. I can sit down with the officer, develop tailored remedial strategies, record and monitor it on their PDA, and finalise the complaint. Then we can take on board any learnings and get on with our core business,’ she said.

#### **TIMELINESS**

While most complaints will be dealt with locally under the LMR process, matters that may require a sanction will be detailed for investigation and

potentially an Abbreviated Discipline Process determined in consultation with the CCC. Inspector Rolls said timeliness would still be a driving factor in these circumstances.

‘For those matters detailed for investigation, investigators will be expected to conduct their enquiries in a timely manner and not go down every rabbit hole. The key considerations should be what happened, why it happened, and what is required to make an informed decision,’ Inspector Rolls said.

‘Investigators will often be told they need to look at certain specified points, rather than conduct comprehensive investigations. For example, it may be possible to obtain body worn camera or CCTV footage of an incident, which then removes the need to interview witnesses in some cases.’

For more serious matters requiring sanctions, statutory limitations will apply. Disciplinary proceedings must be commenced within one year of the alleged misconduct or within six months of the complaint being made, whichever is the latter.

Where a criminal prosecution is commenced, disciplinary proceedings may be commenced up to one year after finalisation of the criminal matter.

Legislation is being progressed to introduce a broader range of sanctions in conjunction with management strategies to provide a holistic response to allegations of misconduct.

#### **CONSISTENCY AND FAIRNESS**

Inspector Rolls said the new police

discipline system would be more consistent and fairer.

‘The new legislation will allow for the creation of a Central Disciplinary Unit to conduct disciplinary proceedings. Guidelines and matrices will be published to set forward a range of factors to consider when imposing a sanction,’ Inspector Rolls said.

QPU General President Ian Leavers said the Union welcomed the new framework and would continue to monitor its effectiveness.

**“We are looking forward to a more education-based system, and we are hoping it will simplify the discipline process and allow supervisors and their staff to resolve any identified issues at a local level.”**

‘We are looking forward to a more education-based system, and we are hoping it will simplify the discipline process and allow supervisors and their staff to resolve any identified issues at a local level,’ he said.

‘We all recognise the new system is a work in progress, and I know we at the Police Union are committed to continuing to review its effectiveness, and to holding this new system to account if it doesn’t fix the problems or address the issues. We will all make changes if necessary as we move forward.’

Commissioner Ian Stewart also expressed his support and commitment to the new discipline system.

‘Complaints are an unavoidable part of policing which provide an opportunity to reflect on how we deliver services and identify opportunities to improve,’ Commissioner Stewart said.

‘The QPS fully supports the new discipline system and looks forward to working with other stakeholders to



ensure its success for the benefit of the Queensland community and for all employees of the Service.'

ESC staff, along with QPU representatives, are delivering information sessions across the state in June, and fact sheets and a 5Mile learning product are available on the ESC website. Local Professional Practices Managers (PPMs) will be available to organise any further information sessions required within districts.

Inspector Rolls said the new police discipline system represented a cultural shift that would require acceptance across the board to implement.

'The impact on regions and commands will not be significant, and assistance and direction will be provided via ESC and the PPM network,' he said.

'However, we need to work together at all levels to embed a new culture that ensures our discipline system focusses on getting members to do the right thing and improve performance as part of the overall performance management system,' he said.

“Quicker, fairer and focussed on improvement - the new discipline system takes effect on 1 July 2018 and will change the way complaints are dealt with in the QPS”



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# Police Recipes

## GARLIC CHICKEN WITH LEMON-ANCHOVY SAUCE

A quick and easy dinner recipe for salty, tangy chicken that works well with mashed potato and a couple of sides of your favourite vegetables. Meat and three veg has never been so tasty!

### What do I need?

- 600g boneless, skinless chicken thighs (4 to 5 thighs)
- 1 teaspoon salt
- Freshly ground black pepper
- 6 garlic cloves, peeled and smashed
- ¼ cup olive oil
- 5 anchovy fillets
- 2 tablespoons capers
- 1 large pinch chilli flakes
- 1 lemon, halved
- Fresh chopped parsley, for serving

### What do I do?

- 1). Heat oven to 180.
- 2). Season chicken thighs with salt and pepper while you prepare oil.
- 3). Mince one garlic clove and set aside for later.
- 4). Add oil to large, overproof frying pan, and when hot, add 5 smashed garlic cloves, anchovies, capers, and chilli.
- 5). Cook, stirring with wooden spoon to break up anchovies, until the garlic browns and the anchovies dissolve (3 to 5 minutes).
- 6). Add chicken thighs and cook until browned on one side (5 to 7 minutes).
- 7). Flip thighs, place pan in oven, and cook until cooked through (another 5 to 10 minutes).



- 8). When chicken is done, transfer thighs to a plate.
- 9). Put saucepan back on the heat and add minced garlic and juice of one lemon half.
- 10). Cook for 30 seconds, scraping up the browned bits on bottom of pan.

- 11). Return chicken to pan and cook it in the sauce for another 30 seconds.
- 12). Transfer everything onto a serving platter, squeeze the remaining lemon half over the chicken, and garnish with chopped parsley.

*Recipe source: NYTimes Cooking*

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

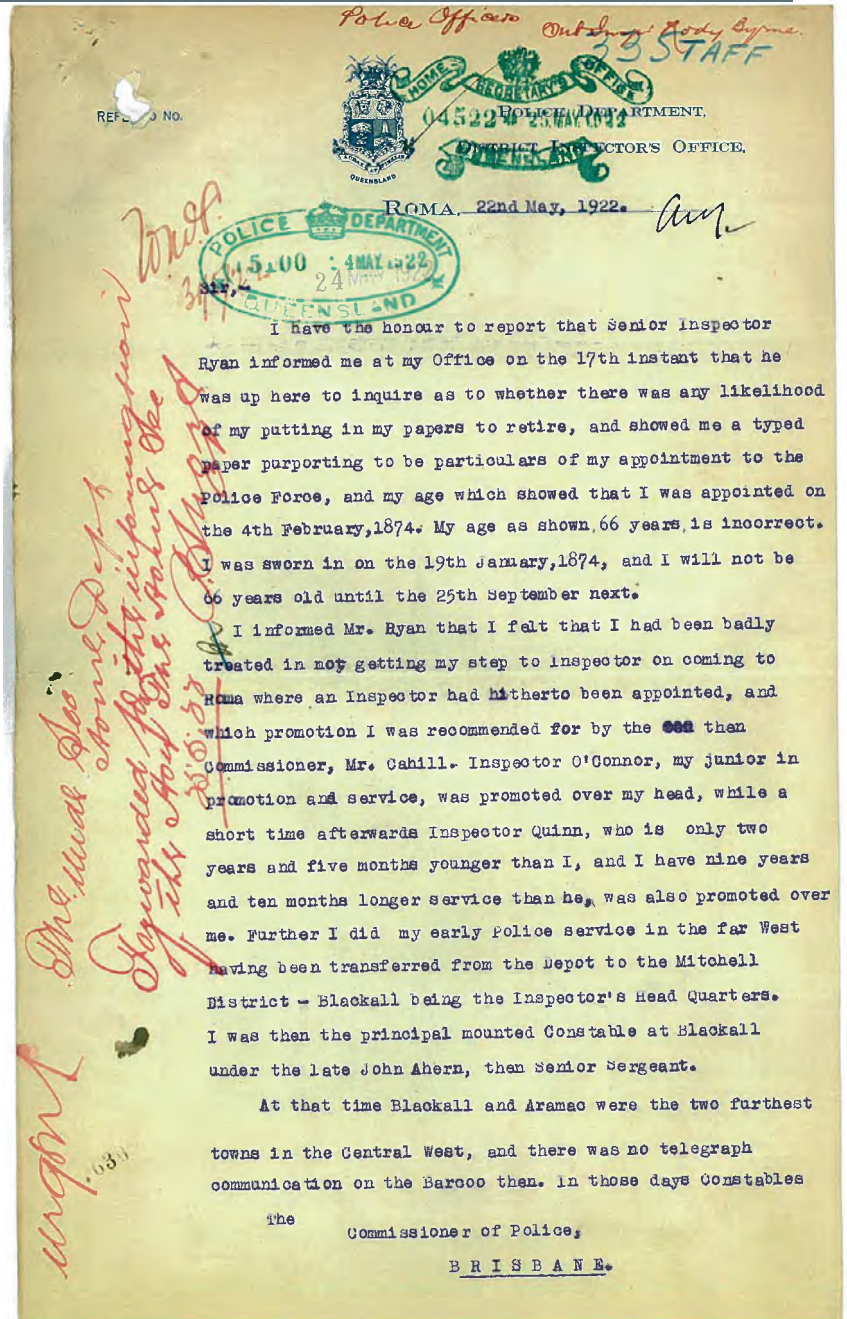


# From the Archives

## BLACKALL CELEBRATES 150 YEARS



Sub-Inspector Rody Byrne.



A letter from Sub-Inspector Rody Byrne to Police Commissioner Patrick Short.



(2)

were not allowed a black tracker to take them about the District, and we had to find our own riding horses and outfit including saddles for which we received £20 per year.

I was on duty at Brighton Downs and Cork Station on the Diamantina River in the year 1876, and I attended the first race meeting at Stoney Point (now called Windorah), in 1879. On that trip I was absent for over ten weeks and arrested two men for horse-stealing and one for forgery to the extent of £100. I travelled through Thargomindah, Hungerford (which were then in New South Wales), and Eulo. I received a reward of £3 from the Commissioner for my work.

In March, 1881, a Police Station was opened at Stoney Point (now Windorah), and I was placed in charge, Constable Brady being stationed with me. Three weeks after opening the Station I proceeded against George Fitzwalters and John George (the former was hotel, storekeeper and Postmaster there, the latter was the Government Mail Contractor from Jundah to the Diamantina) for cattle stealing and maiming twelve calves by cutting their toes off into the quick for the purpose of making them forget their mothers quickly and keep them from travelling back to where they might find their mothers on Galway Downs.

On the 23rd July, 1881, while proceeding from Stoney Point to Isisford to be present at the adjourned hearing of the Fitzwalters - John George cases referred to above, I arrested two desperados named John Wilkinson & Wilson and James Tiffon & Billy Thomas & Billy, the boy, single handed in the billy-bong off the Thompson River about 4 miles from Jundah, on suspicion of stealing twelve head of horses which they had in their possession with faked brands on. I had only one pair of handcuffs with me, and I handcuffed the

(3)

two together and marched them with the horses to Jundah. Next morning, Sunday, by arrangement with the Village Blacksmith, James Laphom, I brought them to his shop where he, under my directions, placed suitable chain fastenings on them for the escort of them to Isisford 140 miles distant, before I removed the original handcuffs off them. I left Jundah single handed with them on the same day and brought the twelve head of stolen horses with me. I handed them over the following Friday to Senior Constable McDonough who was then in charge there, I having camped out five nights with them on the road up. They were brought before the court and after my evidence they were remanded for eight days for further evidence and to Blackall Gaol for safe custody. Subsequently Wilkinson made his escape from custody and was never got after. Tiffon was then remanded to Cunnamulla from where he was committed for trial to St. George District Court on six charges of horse stealing. Fitzwalters and John George were convicted and sentenced to 12 months imprisonment each in Rockhampton Gaol. In September, 1881, I was transferred to Isisford in charge with two men under me. The following year I was promoted and in January, 1882, I was temporarily transferred to Winton in charge. The following March while there, I was instructed, by wire, to attend the St. George District Court on 31.1.82, in connection with the case of horse stealing against Tiffon which I did, having to ride from Winton to Roma thence by train and coach to St. George. Tiffon was convicted and sentenced to five years imprisonment. After the trial I received the sum of £20 reward from James Tyson through the Commissioner's Office, for the good work I had done in connection with Tiffon's conviction and the recovery of two of Tyson's valuable horses.

On the 23rd December, 1883, Tiffon made his escape from St. Helena in company with another Prisoner named Montgomery in two wash tubs. I returned in April, 1882, to Isisford in charge.

The town of Blackall is celebrating its 150th anniversary in August and September this year. A number of commemorative events are being organised, and a replica uniform not unlike the one worn by Sub-Inspector Byrne will be displayed.

The Blackall Court House appears to have been built and put to use in 1869. In 1870, Sergeant John Ahern (mentioned in Sub-Inspector Byrne's letter) is recorded as being appointed to be Acting Clerk of Petty Sessions at Blackall as part of his duties.

At the end of 1871, police staff in town consisted of one Inspector, one Sergeant, and three Constables. In 1875 it appears that a purpose-built lockup and other police buildings were constructed.

Constable Rody Byrne served in Blackall from 1876 until 1881 (at that time Blackall and Aramac were the two most remote towns in the Central West) and again from 1897 to 1899, and he also served at many other North Queensland police stations, including Windorah, Winton, Cloncurry, and Charters Towers.

He received a number of rewards throughout his lengthy career: £3 in 1880 for zeal and energy displayed in the pursuit and capture of a forger and a horse stealer; £5 in 1886 for zeal and energy displayed in the arrest and conviction of the Skuthorpe brothers horse-stealers; and £5 in 1892 for the arrest and conviction of three men for planting fifteen horses belonging to a non-unionist carrier.

He retired as a Sub-Inspector 1st Class on 1 January 1923, after serving for almost 50 years. He is the longest serving Queensland police officer.

*Photograph (PM3528d) and letter courtesy of the Queensland Police Museum.*



(4)

The following year 1883, ( the same year Mr. Quinn joined the service) I was instructed by my Inspector F.J. Murray to proceed to Tally Ho, an Outstation 50 miles from Connemarra, on the Mayin waters, to investigate the alleged killing of a black boy with the result that I arrested James Papworth (who was then in charge of the out station) for the murder of the boy. I conducted the prosecution at the Isisford Police Court before Mr. H.B. Gough, Police Magistrate, After the examination of eight witnesses the Prisoner was remanded to Blackall for safe custody and for the production of another important witness who was at Connemarra. The Windorah Police being the nearest to Connemarra, were instructed to proceed there and bring the Witness, who was an Aboriginal, to Blackall. Constable Roberts was detailed off for the work, and I proceeded to Brisbane on a month's marriage leave. On the 4th January, 1884, Roberts perished from thirst on a dry stage between the Thomson River and Connemarra, never having reached the latter place. The District Inspector wired the Commissioner the news and requested that I be sent back at once to undertake the work that Roberts had perished on. I had to forego about 16 days of my marriage leave and leave my wife in Brisbane, and I brought the required witness in. Papworth was committed to Rockhampton for trial and subsequently found guilty of Manslaughter before Judge Harding who sentenced him to seven years.

I merely mention these instances of duty as it occurred before Mr. Quinn was in the service, and I submit it clearly (cccc) proves my contention that I was badly treated in Inspectors O'Connor and Quinn being promoted over me.

In the first ten years of my service on the Barcoo no fewer than three Constables perished from thirst in the District. The First I do not remember his name, but his remains were found on Gin Creek on the Thompson Waters. Roberts was the next, the other was Callaghan who was stationed at Windorah and got lost between Whitula and Windorah, his remains being found in one of the

(5)

channels of the Cooper Creek. I did 24 years service on the Barcoo and during that period I received £219 rewards from various Pastoralists and Departmentally through the Commissioner's Office for meritorious work done by me in connection with cattle stealing. I think the least the Department can do is to give me the next step to go out on with the present salary that I am receiving, or, as an alternative, to allow me to put in one year and seven months longer which would bring me to fifty years service. I would even then be younger than Mr. O'Neill, Longreach, is at the present time, and I defy anyone to show that I am either mentally or physically unfit for service.

I respectfully request that this report be forwarded to The Hon. The Home Secretary, for favourable consideration by that gentleman in whom I have implicit confidence that he will do me justice.

I have the honour to be,

Sir,

Your Obedient Servant,



Sub-Inspector

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

# Police Living

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# Out and About

## ESSENTIAL NEW KIT IN WINTON

Constable Leonie Shields and Senior Constable David O'Brien, both from Longreach station, were snapped sporting some essential new headwear at the Age of Dinosaurs museum during Winton's Way Out West Fest.

'The flies were beyond belief!' Snr Const O'Brien says.

'An absolute nightmare,' agreed Const Shields.

The fly onslaught was so extreme that even some of the local pups were treated to new fly veils!





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## REMEMBER TO CLAIM YOUR POLICE LEGACY DONATION ON YOUR TAX RETURN

Contributing members can claim donations made to Queensland Police Legacy via the QPS Payroll System or otherwise as a deductible charitable donation when lodging 2017/2018 tax returns. All donations of \$2 and over made to the Queensland Police Legacy Scheme are tax deductible.

At the present time, the Queensland Police Legacy Scheme is supporting 53 families consisting of 38 families of deceased Queensland police officers, 12 families of serving Queensland police officers whose spouse has passed, and 3 Queensland police families where a parent is suffering a terminal illness.

Queensland Police Legacy is meeting the educational expenses of 82 dependent children: 21 are studying at university, 8 are studying at TAFE, 5 are on a gap year, 21 are in secondary schooling, 22 are in primary schooling and prep, and 5 are under school age.

Your donations go directly towards providing ongoing support to these families and their children. On their behalf I thank you for your generous support during the past financial year.

More information can be found at [www.policelegacyqld.org.au](http://www.policelegacyqld.org.au). The Queensland Police Legacy office can be contacted at [qplegacy@bigpond.com](mailto:qplegacy@bigpond.com) or on 3236 2276.

Lindsay Rattray  
President  
Queensland Police Legacy Scheme





# Australasian Police Basketball Championships 7-12 October 2018



*The Queensland Police Basketball Association (QPBA) are travelling to Melbourne between 7 and 12 October to participate in the Australasian Police Basketball Championships.*



The championships are an annual tournament open to both males and females of all skill levels, from beginners to NBL or WNBL players. Police employees both sworn and civilian and their families are all invited. It is a great week playing basketball and building relationships with fellow officers from around Australia and New Zealand.

If you think you might be interested or just want some more information, please contact anyone from the below list via e-mail or in person.

*Gillian Brown – QPBA President, Beenleigh CIB*

*Dane Sheraton – QPBA Vice President, Gold Coast CIB*

*Shannon Midgley – QPBA Secretary, Morningside CPIU*



# 2018

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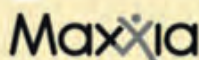
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# Support Services

## OUR PEOPLE MATTER

### Improving access to psychological wellbeing support services for employees and family members

**Greater** access to psychological wellbeing support services was identified as a clear need by employees and family members as part of the Our People Matter strategy consultation held in 2017.

The QPS is pleased to launch the following initiatives, now available, in direct response to this need:

#### ACCESS TO 1800 ASSIST (1800 277 478) EXTENDED TO PARTNERS, CHILDREN, AND RETIRED QPS EMPLOYEES

- Access to 1800 ASSIST has been extended to now include partners, children, and retired QPS employees, in addition to current employees.
- 1800 ASSIST is a confidential, short-term, and external

counselling service provided at no cost through Benestar (formerly Davidson Trahaire Corpsych) – an independent and professional employee assistance provider.

- 1800 ASSIST is available 24/7 and can be provided face-to-face, via telephone, or via video counselling (whichever is more convenient).

#### 1800 4QPS DFV (1800 4777 338)

- 1800 4QPS DFV is a new internal helpline for QPS employees affected by domestic and family violence.
- The service provides QPS employees with confidential short-term support or assistance as either a victim or perpetrator of domestic and family violence.



- 1800 4QPS DFV uses an existing specialist and dedicated counselling unit within Benestar that provides external and confidential counselling and referral services for domestic and family violence.

For more information about these services, contact your local senior psychologist or social worker, or e-mail [ourpeoplematter@police.qld.gov.au](mailto:ourpeoplematter@police.qld.gov.au)

## QPS Support Services



### Employees, family members, and retired personnel

- **1800 ASSIST (1800 277 478)**  
Free short-term external counselling service
- **1800 4QPS DFV (1800 4777 338)**  
Free external Domestic and Family Violence counselling service
- **equipt (download from App Store or Google Play)**  
Free wellbeing app for police officers and their family members

### Employees only (<https://qpsnet.qldpol/corpnet/support-services/>)

- Peer Support Officers
- Senior Psychologists / Social Workers
- Chaplains
- Alcohol and Drug Use Support
- Early Intervention Treatment Program (EITP)



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1300 789 978



equipt



# Our People Matter Calendar

**Keep up to date with what's going on using our regular calendar of events.**

**A** two-month calendar will appear in the Journal alongside a description of scheduled events.

We will also provide descriptions of upcoming events that will appear in our calendar in later months.

For information about any of these events, please e-mail [ourpeoplematter@police.qld.gov.au](mailto:ourpeoplematter@police.qld.gov.au)

## EVENT DESCRIPTIONS

### Our People Matter District / Command Visits

Throughout June and July, Safety & Wellbeing are visiting all Workplace Champions and members of District and Command Our People Matter Committees to assist in local implementation of the Strategy, discuss the functioning of half-day Our People Matter Committees, and provide an update on the Strategy from a whole-of-organisation perspective.

### Prostate Cancer Information Seminars

Safety & Wellbeing, together with Operations Support Command, are coordinating information seminars on prostate cancer for all emergency response personnel and their family members from May to July. Free to attend, the two hour seminars are delivered by a local urologist and prostate cancer specialist nurse, and educate attendees on symptoms, detection methods, treatment options, and post-operative care.

Championing the cause is Senior Constable Steve Lindsey from the Ipswich Dog Squad who is a survivor of the disease. He shares his story with attendees at each seminar. Registrations

can be made by visiting <https://qpsprostatecancer.eventbrite.com.au/>

### 10,000 Steps Challenge

HealthStart and the Queensland Police Health and Recreation Association are coordinating a four week 10,000 Steps Challenge for all QPS employees and their family members from Monday 21 May to Sunday 17 June.

Garmin VivoFit3 activity trackers will be given away each week throughout the challenge and the end-of-challenge team prize is a NutriBullet. For more information, please e-mail [ourpeoplematter@police.qld.gov.au](mailto:ourpeoplematter@police.qld.gov.au)

### Health Expos

As part of the Our People Matter Strategy, Safety & Wellbeing have funded a series of half day health expos for District Workplace Champions to coordinate and deliver locally to their employees and family members throughout June and July. Free to attend, the expos will feature cooking demonstrations, health assessments, exercise sessions, interactive displays, giveaways, and much more.

### Life Beyond the Service Seminars

To better support employees in their transition into retirement or separation from the QPS, a series of *Life Beyond the Service* one-day seminars are being delivered to employees aged 50 years or older and their partners under the Our People Matter Strategy.

Two seminars will be delivered in each Region from August – October. The seminar will include presentations from a range of internal and external groups

on superannuation, managing your finances, keeping well in retirement, employment options post separation, and much more.

**OUR PEOPLE  
MATTER**

### Flexible working arrangements workshops

A change management and communication plan is currently being finalised to support the commencement of the new Flexible Working Arrangements policy and Flexible Hours Agreements guidelines from 1 June.

Flexible Working Arrangements is an umbrella term referring to a change in the way an employee works, such as a change to the employee's ordinary hours of work (eg. compressed hours or flexible [part-time] hours), a change to where the employee works (eg. telecommuting), or a change to the way the employee works (eg. the use of different equipment as a result of a disability, illness, or injury).

'Flexible Hours Agreements' is the new terminology for 'Part-Time Agreements'.

Flexible Working Arrangements information workshops will be conducted throughout Queensland in order to inform all members of their entitlements and obligations. Advice will be provided on the application and negotiation process for Flexible Hours Agreements, including an explanation of the supporting HR/Finance practices.

We encourage all members to attend these sessions, particularly commissioned officers, OICs and managers, rosters clerks, and existing part-time members.

June (Bowel Cancer Awareness Month)						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4	5 OPM Visit (Cairns) 9am – 1pm Prostate Cancer Seminar Mount Isa 9:30am – 11:30am Health Expo Moreton (Burpengary Station) 12pm – 4pm	6 OPM Visit (Townsville) 9am – 1pm	7 OPM Visit (Logan) 9am – 1pm	8 OPM Visit (P&P) 10am – 12pm	9	10
11	12 Health Expo Townsville 10am – 2pm	13 Health Expo Cairns 10am – 2pm	14 OPM Visit (Policelink) 9am – 11am	15 OPM Visit (OCC) 10:30am – 12pm	16	17
Men's Health Week (11 – 17 June)						
18 Prostate Cancer Seminar Rockhampton 6:30pm – 8:30pm	19 Prostate Cancer Seminar -Mackay 6:30pm – 8:30pm OPM Visit (OSC) 9.30am – 12.30pm	20 Health Expo Mt Isa 10am – 2pm OPM Visit (CC&C) 2pm – 4pm	21 OPM Visit (Yamanto) 9am – 1pm	22 OPM Visit (RPC) 9.30am – 12.30pm	23	24
25 Prostate Cancer Seminar Townsville 10am – 12pm	26 OPM Visit (Mackay) 10am – 2pm Health Expo Gold Coast 10am – 2pm	27 Prostate Cancer Seminar Cairns 9am – 11am Health Expo North Brisbane 10am – 2pm	28 OPM Visit (Maryborough) 10am – 2pm	29	30	

July						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2	3	4 OPM Visit (Gold Coast) 9.30am – 1.30pm Health Expo Rockhampton 10am – 2pm	5 OPM Visit (ICMC) 10am – 12pm	6	7	8
9	10 Health Expo Mackay 10am – 2pm OPM Visit (PCAP) 8.30am – 12.30pm	11 OPM Visit (CCC) (excl. Policelink/ Programs Group) 1:30pm – 3:30pm	12 OPM Visit (Maroochydore) 10am – 2pm	13 OPM Visit (ESC) 1:30pm – 3pm	14	15
National Diabetes Week 9th- 15th						
16	17 OPM Visit (Roma) 9am – 1pm	18	19 OPM Visit (LD) 10am – 12pm	20 OPM Visit (Caboolture) 9am – 1pm	21	22
23	24 OPM Visit (Mt Isa) 9am – 1pm	25 Health Expo Inala 10am – 2pm	26 OPM Visit (Toowoomba) 9am - 1pm Prostate Cancer Seminar Longreach 4pm – 6pm Health Expo Carindale 10am – 2pm	27 Health Expo Toowoomba 10am – 2pm	28	29
30	31 OPM Visit (Rockhampton) 10am – 2pm					



# Police roll up their sleeves for a good cause

**The Emergency Service Blood Challenge kicks off in June and QPS employees and their families have until 31 August to show that saving lives is in their blood.**

**The** Red Cross Blood Service runs the challenge each year pitting the QPS, QFES, and QAS against each other to see which service can donate the most blood to save lives.

The QPS was the winner last year, with 489 donations saving more than 1,400 lives. We want this year to be bigger and better and so the goal for 2018 is 650 donations.

**“Each year the challenge pits the QPS, QFES, and QAS against each other to see which service can donate the most blood to save lives.”**

Each week the Red Cross Blood Service needs more than 25,000 blood donations around Australia to meet

patients’ needs. Traditionally, stocks are at their lowest in the winter months because many people cancel their appointments due to being unwell.

**“Donating blood takes a short amount of time, but can mean a lifetime for someone else.”**

To participate, book an appointment at a Donor Centre online or phone **13 14 95**. Make sure you register for the QPS Red25 group either at the appointment or beforehand at [donateblood.com.au/red25](http://donateblood.com.au/red25).

Can’t donate? We can all help by promoting the challenge among our workmates, friends, and family. The more people who get involved, the more lives we can save together.

## OUR PEOPLE MATTER

Donating blood takes a short amount of time, but can mean a lifetime for someone else.

For more information, visit [donateblood.com.au](http://donateblood.com.au) or phone **1800 886 524**.



# Letters to the Editor

Letters to the Editor should be no longer than 400 words if possible and sent to: (Letters may be edited for length and clarity.)  
PO Box 13008 George Street, Brisbane Qld 4003 Fax: 07 3259 1996 or Email: journal@qpu.asn.au

## Dear Editor

I'M A BROKEN MAN ...

I'm sitting here in the police vehicle on the side of the road, there are tears running down my face, why is this happening to me?

In 2001, I was sworn in, a proud moment of my life, fresh faced, young, naive, wanting to save the world, wanting to be seen in that police uniform I respected as a kid growing up. I remember my first shift, my first arrest, my first pursuit, so vividly.

Young, keen, wanting more and more. I remember arresting an ex fireman one day for UIL. I will never forget him saying he suffers from depression and PTSD, 'The Black Dog'. He said one day you will end up with it. I remember thinking, no way, not me, I'm fit, young, I look after myself, nothing can beat me like that. I was brought up tough. Only the weak get that!

So here I am, all these years later, a grown man, married to the best woman I could ask for, with the best kids I could want, living in my dream home, I'm in my 40s, sitting in a police vehicle by myself, crying, embarrassed, what the f\*\*k is wrong with me? Then I remember that ex firey. He knew it, he could see it. He knew it would happen. The Black Dog has got me too. I'm weak too.

'What has caused this?' I ask myself. Tragic events, sadness, victims' faces, deceased children, fatal crashes, house fires, floods, cyclones, night work, weekend work, not being there at dinner time with my family, not

being at kids' sports like other parents. It's this job: 'Policing!'

Still the tears are running down my face, I'm sobbing like a child. What did I do to deserve this? I work hard, I turn up every shift, I very rarely have a sick day, I'm on the road every day. I fight evil, why is evil taking over me? Why am I feeling like s\*\*t? I wear the uniform with pride, I don't get affected, I'm a policeman, that pillar of strength. Nothing upsets us. Police are indestructible, aren't they? God, I played years of footy, I still play grade cricket, I'm better than this, aren't I? I'm a blokey bloke, I drink beer, this is not me.

I'm broken. I'm a broken man ... I've been beaten by me and this job!

I eventually return to the station and speak with my boss. I'm expecting the old 'harden up, teaspoon of cement' etc. As soon as I walk in, I shut the door, I stand there, my bottom lip quivers and here it comes again, a grown man, crying, in front of the boss. What is he thinking? I can't control myself, I feel like s\*\*t, I feel like I am embarrassing myself in front of my boss, tears running like water out of a tap, only I can't turn it off!

I don't know what's going on, I'm just out doing what I do, then suddenly I'm crying. I have battled problems all my life, why can't I battle this? What the f\*\*k? I'm a pussy, I'm weak, I have to grow a pair. I was just doing 'my job'!

He tells me it's okay. Help and care is what he offers, a reassuring, an offer of assistance anytime day or night.

'You need to talk to someone, you

can't bottle this s\*\*t up!' he says. After an hour or so, embarrassed, red faced, I actually have a clear head. I just spilled my heart out to my boss and admitted I have a problem. I actually feel better. A clear head for a moment, I haven't had a clear head for years. For a few minutes I feel good.

I can't pinpoint one thing, one incident, one job, it is obviously everything that occurs as an operational police officer. Over the years we grin and bear it, put on that uniform, and deal with the s\*\*t and smile while doing it, even through the toughest times and through adversity.

Over time, something insignificant ignites all the bad memories, sights, smells, and feelings, and you get bitten by The Black Dog. A colleague passes in the hallway and says he's 'livin the dream'. His face says it all, that f\*\*kin Black Dog has got him, too.

We turn up every shift, put on that uniform, that uniform that was once respected. We put on that happy face, even though inside I'm sad, miserable, shattered, bitter, twisted, and very sarcastic and fatigued and worn out. I don't want to be a policeman any longer, I hate my job, it's f\*\*ked. I'm f\*\*ked. I'm negative, I hate change, I hate this, I hate that, why am I now so negative and judgemental?

It's depression. It's PTSD. They are the silent killers!

I'm now on the road to recovery. I'm seeking counselling, seeing the doc, I'm talking to family and friends, I'm slowly mending my mind, body, and soul. The bloke I see in the mirror is slowly returning to the recognisable



husband, father, and man I once was, not the bitter, twisted, negative, judgemental, and depressed man I have recently been.

Talking to someone actually makes a difference. You cannot beat depression and PTSD by yourself, you need to get help. It's hard to admit you've been defeated and that you are mentally ill, especially being brought up as a kid in a tough family where you didn't show your feelings. It's hard to do, but at some stage, something happens and out it comes, uncontrollably.

This is my experience with my battle with The Black Dog. He's been there for years and years, nipping at my heels, but this day he just bit me when I least expected him to. I thought I was fine, I said I was fine, but deep down I wasn't fine.

Please, if this hits a cord with you, or someone you know, please get help, or offer help. Don't ignore it. That simple question, 'Are you okay?' may just help someone in need.

To my boss, you know who you are.  
Thanks ...

**Name withheld.**



Please be aware that we are legally unable to publish letters if we do not know the verified author. The Editor may withhold names at her discretion.

# Police Health



## ARE YOU SEEING CLEARLY?

An effective police officer has many attributes and among the most essential is good vision.

Despite vision being one of our most valuable assets, our eyes are surprisingly overlooked by even the most enthusiastic advocates of healthy living.

Provided we can see okay, we tend to take them for granted, and that can be a serious mistake for good eye health and your ability to manage the demands of everyday policing.

The fact is, eyes are incredibly complex; they have more than 200 million working parts. They have the strongest muscles in the human body and process about 36,000 pieces of information every hour.

Researchers estimate that about 80% of our memories are linked to what we see.

There are a variety of conditions that can affect your sight, so maintaining good eye health should be a priority.

Eyes deteriorate with age, and according to the Australian Bureau of Statistics, about half the population has some vision problem that requires treatment.

The good news is that the most common sight-threatening conditions can be either cured or controlled, provided they are caught early.

## SIX COMMON EYE CONDITIONS

Most people experience some form of vision loss during their lifetime. The six most common eye problems are:

**Refractive errors** – sight can be adversely affected by the length of the eyeball, changes in the cornea,

or natural ageing when the lenses harden. This may result in near-sightedness (myopia), far-sightedness (hyperopia), a blurring of the vision (astigmatism), and an inability to focus on near objects (presbyopia).

**Glaucoma** – higher-than-normal pressure on the inside of the eye may damage the optic nerve. Left untreated, glaucoma can cause loss of peripheral vision and eventual blindness.

**Cataracts** – clouding of the lens can develop at any age but mostly in people over the age of 50. Risk factors include UV exposure over time and trauma to the eye.

**Keratoconus** – a weakening of collagen fibres inside the cornea results in bulging and vision loss if not treated early. Risk factors include a genetic predisposition, overexposure to sunlight, excessive eye rubbing, and a history of poorly fitted contact lenses.

**Diabetic retinopathy** – a common diabetic eye disease caused by changes in retinal blood vessels resulting in severe damage to various structures in the eye.

**Macular degeneration** – a leading cause of blindness when the macula area of the retina is damaged. Risk factors include age, smoking, and family history. Current treatments can slow the disease but there is no cure.

## KEEPING YOUR EYES HEALTHY

Regular eye examinations are essential for good eye health, no matter what your age.

Eye tests are covered under Medicare bulk-billing provisions, although the

Federal Government recently made changes to the frequency.

Anyone under the age of 65 is eligible for a bulk-billable eye test once every three years, and once a year for those 65 and over. Your cover under Medicare may be extended if you suffer certain conditions such as diabetes.

An examination allows the optometrist to check the health of your eyes and to determine if intervention is needed. They will check your vision and whether you need glasses.

While check-ups are important, there are various simple steps you can take to protect your sight.

**Eat healthy** – research repeatedly shows that antioxidants and nutrients such as omega-3 fatty acids, zinc, lutein, and vitamins A, C, and E help slow macular degeneration and the risk of cataracts. Aim for a diet with lots of citrus fruits and berries, colourful or dark green vegetables, oily fish, eggs, beans, and nuts.

**Exercise regularly** – some studies suggest that regular exercise such as walking can reduce the chances of age-related macular degeneration by up to 70%.

**Wear sunglasses** – shades aren't just a fashion statement. They protect your eyes from harmful UV light and various eye problems.

**Quit smoking** – in addition to many other well-documented health problems, smokers face a higher risk of eye complaints such as macular degeneration, cataracts, and the inflammatory disease uveitis.



**MYTH BUSTER:**

**DO GLASSES WEAKEN YOUR EYES?**

**Case:** If you think your eyesight's become worse since you've started wearing glasses, you're far from alone.

Struggling to focus on printed matter is an unfortunate sign of ageing. Changes to the lens of the eye as you get older mean you have to move the page further and further away before you can see properly.

It's called presbyopia and it strikes us all, usually by our mid 40s.

And the truth is, many eye conditions, including presbyopia, get worse over time by themselves, specs or no specs.

In other words, it seems harder to read things without your glasses because it is. But it was going to happen anyway, and your glasses aren't to blame.

What your specs have done is got you used to seeing more clearly. So when you take them off, the contrasting blurriness is more noticeable.

**Verdict:** No, your glasses won't weaken your eyes.

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I HAVE BEEN A BROKER SINCE 1988



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# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – May 2018

### State President:

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

### State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com

**Courtesy of the QPS, a confidential psychological support service is now available to retired Queensland police officers – 1800 277 478 – 24 hours a day, 7 days a week**



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### THE NATIONAL POLICE SERVICE MEDAL

I know of a couple of applications which are in the making. If you know of someone who has not applied for the Medal, it is never too late for them

to apply. This includes widows of former Queensland police officers who can apply to the QPS Honours and Awards Unit for the medal to be issued to them posthumously. The most recent presentation I know of was at the Redlands meeting on 24 April when Inspector Tony Ridge, Bayside Patrol Group, presented Heather Lougheed with the Medal awarded to her late husband, Ronald, posthumously.

### QRPA-POLICE LEGACY ANNUAL BOWLS DAY

This annual event to raise funds for the Queensland Police Legacy Scheme will be held at Northern Suburbs Bowls Club, Wavell Heights, on 6 July commencing at 8.30am. In the past 11 years we have handed over almost \$67,000 to this worthy cause. Interested players should contact NSBC Chairman Peter Ryan on 0418 783 289.

### FUTURE LUNCHEONS/DINNER

**19 June – Hervey Bay** – Hervey Bay RSL Club –  
Grahame Gronow 4128 7541

**24/25 June – Van Diemen's Land** – Tamar Valley Resort –  
Andy Beasant 0409 030 142

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

**21 July – Gladstone** – Dragon Garden Restaurant –  
Darryl Saw 0447 417 746 / Keith McCann 4979 4222

**27 July – Far North Queensland** – Pearl Garden Restaurant,  
Cairns – Ian Swan 4056 5126 / John Hartwell 0448 020 133

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

**22 August – Gympie** – Albert Park Bowls Club –  
Laurie Pointing 5483 6404 / Norm Breen 5482 6270

**13 September – Near North Coast** – Centenary Lakes Function  
Centre, Caboolture – Merv Melling 5433 0492

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

**19 October – Mackay-Whitsunday** – Souths Suburban Bowls  
Club – Dennis Hansen 4957 2699

**23 October – Darling Downs** – TAFE College, Toowoomba –  
Kev Weise 4636 0348

**30 October – Logan-Beenleigh** – Club Beenleigh –  
Terry Ahearn – 0404 494 877

**19 November – Rockhampton** – Frenchville Sports Club –  
Dennis Smith 4928 3245

**5 December – Townsville** – Townsville RSL Club –  
John Urquhart 0407 734 497

**5 December – Bundaberg** – Bundaberg RSL Club –  
Rowan Bond – 4155 2180

**13 December – Ipswich** – Brothers Leagues Club, Raceview –  
Ken Martin – 3288 9782

### NEW ASSOCIATE MEMBERS

- Gregory Patrick Davidson, supporter of Logan-Beenleigh branch
- Margaret Milham, partner of member David Stoneley, Gold Coast

### OBITUARIES – MAY THEY REST IN PEACE

#### Member

- Life member and former Superintendent John Beaumont Vaudin, 3 May, 91 years (Logan-Beenleigh)

#### Family

- Irene Rose Plant, wife of Howard Plant, 4 April, 82 years
- John Saunders, father of Associate Member Debbie Cook, April (Van Diemen's Land)

#### Serving Officer

- Detective Senior Constable Kelly Mason, 29 April.

### QRPA CERTIFICATES

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

- Phillip Walliss, Redlands

#### 90 & over

- Stanley Albert Hanke, 92 years on 2 May, Brisbane
- Jean Goldstraw, 93 years on 6 May, Townsville
- Patrick Cornelius O'Brien, 90 years on 6 May, Gold Coast
- Arthur James Jamieson, 94 years on 17 May, Gympie.





*Emmanuel Anthony being presented with his Veteran Certificate by State President Greg Early at the state meeting held on 14 May.*

## AROUND THE BRANCHES

### BUNDABERG

The Bundaberg RSL Club was the venue for the 27 April meeting. Welfare: Mary Waugh suffered a serious dog bite to her arm just prior to heading down to perform volunteer duties at the Commonwealth Games. She ended up in hospital with a severe infection as a result of the bite. However, the antibiotics worked and she is now fully recovered. Ken Strohfeltd spent some time in the Friendlies Hospital after contracting 'Influenza A'. This landed him in ICU for about a week. He has now recovered and is back home again after spending a few days in the Pioneer Rehab Centre. President Rowan Bond presented Bill Larkman with his Senior Member Certificate. On the bowls front: The Presidents' days for 2018 have commenced. A team was fielded on 22 April at Moore Park Bowls Club. Jack Field skipped the team which comprised Greg Elworthy, Grannie Pearce, and Karl Osterlund. They played a team from Brothers and had a battle, but managed to come up winners by two shots. The annual Police Legacy Charity Bowls Day was held at Bargara on 7 May (Labour Day). Ninety-six bowlers turned up for the event. Sharon Hicks from Police Legacy attended and spoke to the bowlers. Unfortunately the weather turned nasty around 3.15 pm, which washed out the rest of the bowls games. There was a successful raffle on the day with 66 prize draws including a car fridge donated by Talakvans. It seems the branch will be able to despatch a cheque to Police Legacy for \$3,600, with a further \$400 going to four local charities. This will be formalised at the next meeting on 25 May.

### GOLD COAST

The 1 May meeting was held at the Southport RSL Club. Col Sullivan and Des Sorensen acted as President and Secretary respectively. A request is outstanding for someone to host the 31 May BBQ. Welfare: The only report was that Mark Sampson was still seriously ill in Pindara Hospital. Guest speaker: Treasurer Neil Raward gave a rundown on the famous National Hotel murder committed in the '60s. (Neil was a former Inspector and well known and respected scientific officer in the QPS).

### GYMPIE

The branch has not met since the 28 March meeting at the Victory Hotel in Gympie. Planning has commenced for the Annual Luncheon which will be held at the Albert Park Bowls Club on 22 August, where the guest speaker will be the Racing Integrity Commissioner Ross Barnett.

### LOGAN-BEENLEIGH

The meeting day on 19 April saw a big milestone within our branch with the transfer of John and Bev Taylor and a new associate member application from Greg Davidson bringing our membership to 100 members and still going strong. Our suggestion of relaxing membership fees for the upcoming year for branch members has been denied by State Management. We will be looking at other ways of giving back to our members and reducing our holdings. I have proposed that our Annual Luncheon be free to branch members. On that note the Luncheon date has been changed to Tuesday 30 October at Club Beenleigh. We heard from Greg Davidson on his latest exploits when flying a plane back from New South Wales after his friend had purchased same. After experiencing engine failure, Greg landed the plane in a ditch with no damage to either plane or persons and after some repairs completed the journey. Just proves you can't trust those Blues supporters. We also heard from John Ellsworth that he has opened up a Bed and Breakfast for possums on his property. You can expect plenty of visits with the upcoming cold weather. Good luck John and Dale. Several members attended the funeral service for our veteran and life member Jack Vaudin. Keep well and remember With Honour We Served. *(Terry Ahearn, Secretary)*

### SUNSHINE COAST

A meeting was held at the Headland Golf Club on 24 April. Don Teague acted as President on this occasion. A thank you card was received from Col and Lee Thorne, family of the late Stan Thorne, acknowledging the presence and support of members at Stan's funeral service. Planning for the Annual Luncheon on 22 May was finalised, which will be held in lieu of a meeting. Guest speaker: Shelagh Brennan from the Stroke Foundation gave an informative address to members on strokes.

### SOUTHERN DOWNS AND GRANITE BELT

The 4 May meeting was held at the Hidden Creek Winery, Ballandean, owned by members Andrew and Leanne Williams. Welfare: President Laurie Bell gave an update on the health of Col Elsdon. Hugh Middleton has moved to an aged care facility in Warwick. Treasurer Kay Cliffe is not well. Jim Seymour is recovering. Ted Forbes is now in rehab at Prince Charles Hospital but unfortunately has had a relapse. (Ted has been visited by Ted Bones and Emmanuel Anthony, State Management Committee Welfare Officers). Applications for membership were received from former Detective Sergeant 1/c Gregory Bruce Hay and former Sergeant Trevor William Hardie and were recommended for approval. Inspector Brian Cannon spoke about the scholarship to study criminology at Cambridge. He also talked about walking down the cobblestone streets and the history involved. This brought back memories for John and Linda Maher of doing the same in York and being amazed at the cobblestones laid by the Romans. A vote of thanks was carried

for Andy and Leanne Williams for hosting the meeting and providing a top meal. Next gathering: Annual General Meeting and Annual Luncheon at the South West Region Tafe, Warwick, on 1 August.



*Members enjoying their visit to the Hidden Creek Winery, Ballandean.*

### ROCKHAMPTON

The 2 May meeting was held at the Frenchville Sports Club. An alternative venue for the Yeppoon BBQ at the beach was again discussed. It was reinforced that the Lions Park on Ross Creek is still a preferred option. Guest speaker: Desley Cowley, who is the Village Manager of Oaktree Retirement Village at Norman Gardens, and also the local representative for National Seniors Australia. Desley spoke on the benefits of joining the organisation for various reasons, including discounts available for Seniors. She also spoke on nursing villages and nursing homes. President Barry Self gave feedback on the Rockhampton Anzac Day march. Three members, Barry Self, Ernie Benson, Terry Connolly and Terry's grandson marched. The consensus was the distance of the parade was too long for the old and the very young. Cavill Heywood and Tom Young represented the retired police at Yeppoon. Cavill was very proud to accept the invitation from Senior Sergeant Bob Barclay, Officer in Charge of Yeppoon station, to lay the wreath on behalf of the Service and the Retired Police Association. Welfare: Treasurer Carolyn advised she has had cataracts removed and for the first time does not have to wear glasses except for close work. She also advised it is 12 months since her release from hospital after being hospitalised as a result of her fall at Mount Morgan.

### MACKAY-WHITSUNDAY

The 21 April meeting was held at Souths Suburban Bowls Club. President Bob Maher acknowledged branch members for sending condolences to three members who had lost family members since the last meeting. He especially thanked the Welfare Officers for their support of him during his recent hospitalisation. Welfare: Barry Downs reported he had been in regular contact with those on the continuing sick list: Tony Wynne, Ray Hodgson, Ernie Hocking, Dave Gray, Les Campbell, and Bob Maher. He also advised that Peter Hinschen would be in hospital on 9 May for a procedure. Secretary Dennis Hansen is continuing with plans to have a meeting at the Sarina police station. Some members attended the Emergency Services Day at Harrup Park on 29 April. Tail Twister: Some of those present

were reminded of their minor indiscretions since the last meeting.

### IPSWICH

The 10 May meeting was chaired by Vice President John Behm. Special guests were Dennis and Denise Hansen from Mackay. (Dennis is Secretary of the Mackay-Whitsunday branch). Welfare report by John Hawkins: Alison Yarrow was in the Wesley Hospital. Doreen Edwards was in St Andrews Hospital, Ipswich and was expected home soon after the meeting. Greg Polzin was recovering from a chest infection following a recent trip to the Philippines. Ken Farquharson was visited and was in good spirits. Cec Horne is still caring for Merle. John was to visit Vince and Mrs Buetel following the meeting. Elaine Dale is still in recovery mode after a recent hernia operation. Graham Broom is slowly recovering in Ipswich Hospital following his stroke. John McCrae was to have a platelet and blood transfusion on 9 May and then head back into the Wesley on 11 May for the next round of chemo. Unfortunately, he injured his leg walking behind his tractor and that injury has now become infected. Coming events: Crime Stoppers Race Day, 10 August, and Policing Then and Now, 9 August (to be conducted with Ipswich District Police and the Police Museum). Joe and Crolyn Moskwa have transferred to Sunshine Coast branch. PW's Gathering: the meeting noted that four attendees, Margie Kussrow, Dianne Hart, Maxine Renouf, and Di Topping, attended a function in April at the Carindale Hotel in order to renew friendships from the PW registration days. There are now 80 former policewomen connected through Facebook or e-mail. Well done to Margie Kussrow, who was instrumental in getting things underway. Guest speaker: Detective Superintendent Brian Swan, Southern Region Crime Coordinator. Brian, based in Toowoomba, spoke at length regarding the comparison in policing the 1982 and 2018 Commonwealth Games. He also fielded questions regarding recent crime events within his jurisdiction.

### TOWNSVILLE

A meeting was held on 2 May. President Trevor welcomed all to the meeting and gave a special welcome to Police Chaplain Rev Barry Cox. Welfare Officer Gordon Thomas advised they keep in touch with Brian and Margaret Hooper. On behalf of the members he wished Ian Palin all the best for later in May when he starts a course of radium. Arrangements were finalised for the visit to Ingham in June. Some discussion ensued about the riot on Palm Island and the recommended payout to residents. It was generally agreed that the branch supported the comments made by the President of the Queensland Police Union, Ian Leavers, and is bitterly disappointed with the way this matter has been handled by the Queensland Government.

### GLADSTONE

A meeting was held at Cafe Spinnaker, Spinnaker Park, Gladstone on 2 May. Fifteen members attended and there were 15 apologies. Welfare: Keith McCann advised that he and Gail visited Val and John Caterson where there is no change. Gordon Jones is home from hospital. Graham and Dena Cousins are holidaying in New Zealand at present. Keith has not been able to ascertain Graham's present condition. Judith Saw has



had a throat infection but is on the mend. Glenn Josefski was receiving his fortnightly immunotherapy treatment on the day of the meeting. Zoe Mortimer is going well and having some therapy for her recent medical treatment. Ann Vidler has not yet moved from her Boyne Island residence and was at the meeting. Planning has commenced for the Annual Luncheon on 21 July. Liz Cunningham advised she attended the special Domestic Violence Remembrance Day rally at the Avenue of Remembrance in Friend Park.

### **DARLING DOWNS**

The 10 May meeting was held at the West Toowoomba Bowls Club. Welfare: Len Penrose stated both he and his wife had spent time in hospital since the last meeting. He stated he felt sure it had resulted from their reaction to the death of their son. Louis Geist stated that doctors had identified a melanoma on his leg which required surgery. Further tests had also identified a number of melanomas on his head. He urged all members to get checked. Bob Lehfeldt mentioned the Forty for Forte Fun Run/Walk to take place at Prince Henry Drive on 27 May with funds raised going to Police Legacy. It was resolved to donate \$200 to the event. Rod Millward advised that the site selected for the construction of the Highfields police station is next door to his residence.

### **NEAR NORTH COAST**

The 16 April meeting was held at the Redcliffe Leagues Club. President John O'Gorman welcomed all and gave a special welcome to prospective member Trevor Sims. Welfare: Des Carmody is having immunotherapy treatment and is quite unwell. Judy Losberg has had a shoulder rebuild operation and is taking it easy. Fay Bishop had a slight heart attack and after receiving a stent is back home and in good health. Planning has commenced for the Annual Luncheon which will be held on 13 September at the Centenary Lakes Function Centre at Caboolture. President John has arranged for a bus to take members to the Sunshine Coast Luncheon on 22 May.

### **REDLANDS**

A meeting was held at Redlands Sporting Club on 24 April. Discussion ensued about the purchase and donation of prizes, and possible reimbursement to members attending other Luncheons. A social get together will be held in June. Approval is being sought to have a BBQ at the Redland Bay police station. If approved, it will be an opportunity to share with staff at the station as well as enjoy the normal camaraderie. Some date claimers: Crime Stoppers Barefoot Bowls Day – Manly Bowls Club – 25 August and Crime Stoppers Charity Golf Day – Redland Bay Golf Club – 2 November. Guest speaker: Inspector Tony Ridge, OIC of the Bayside Patrol Group, who later presented Heather Lougheed with the National Police Service Medal awarded to her late husband, Ronald, posthumously.

### **FAR NORTH QUEENSLAND**

The 27 April meeting was held at Obi's Restaurant in Yungaburra. Welfare: Jock Macdonald reported Trevor Adcock was recovering at home from bowel cancer surgery. Gloria Coogan had shoulder surgery and was recovering at home. He also visited Jean Gallo. Bob Adamson was to have

treatment for prostate problems. Guest speaker: Kim Forde who is a Ratch Australia Community Engagement Facilitator at Mt Emerald Wind Farm, who delivered a power point presentation concerning the construction of a Greenfield wind farm development at Mount Emerald between Mareeba and Atherton. The estimated construction cost is in the vicinity of \$400,000,000. When completed sometime during September it will generate electricity to power the average use of 75,000 – 90,000 homes (a third of the homes in FNQ).

### **HERVEY BAY**

A meeting was held at the Hervey Bay RSL Club on 15 May. Vice President Greg Morrow acted as Chairman. He gave a special welcome to Guest Speaker Detective Inspector Gary Pettiford, Crime and Support Services, Wide Bay Burnett District, who later gave an interesting talk on local issues and Crime Stoppers. Greg thanked all who attended the April BBQ as well as those who supplied the little extras. Travellers: Trevor and Gwen Trost have returned from Japan, Grahame and Lyle Gronow are currently in Japan, and Russell and Lindy Smith have just returned from France. The branch resolved to donate \$100 to the Blue Hope charity ride. Welfare: June Close is recovering from a recent operation. Planning for the Luncheon on 19 June is well advanced.

### **VAN DIEMEN'S LAND**

Following the last meeting at Bicheno on 7 March, the branch will hold its Annual General Meeting on 23 and 24 June at the Tamar Valley Resort in Grindelwald. If travelling in Tasmania and looking for accommodation, please support our members:

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03 6289 1144 – derwentbridgewildernesshotel@bigpond.com

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