

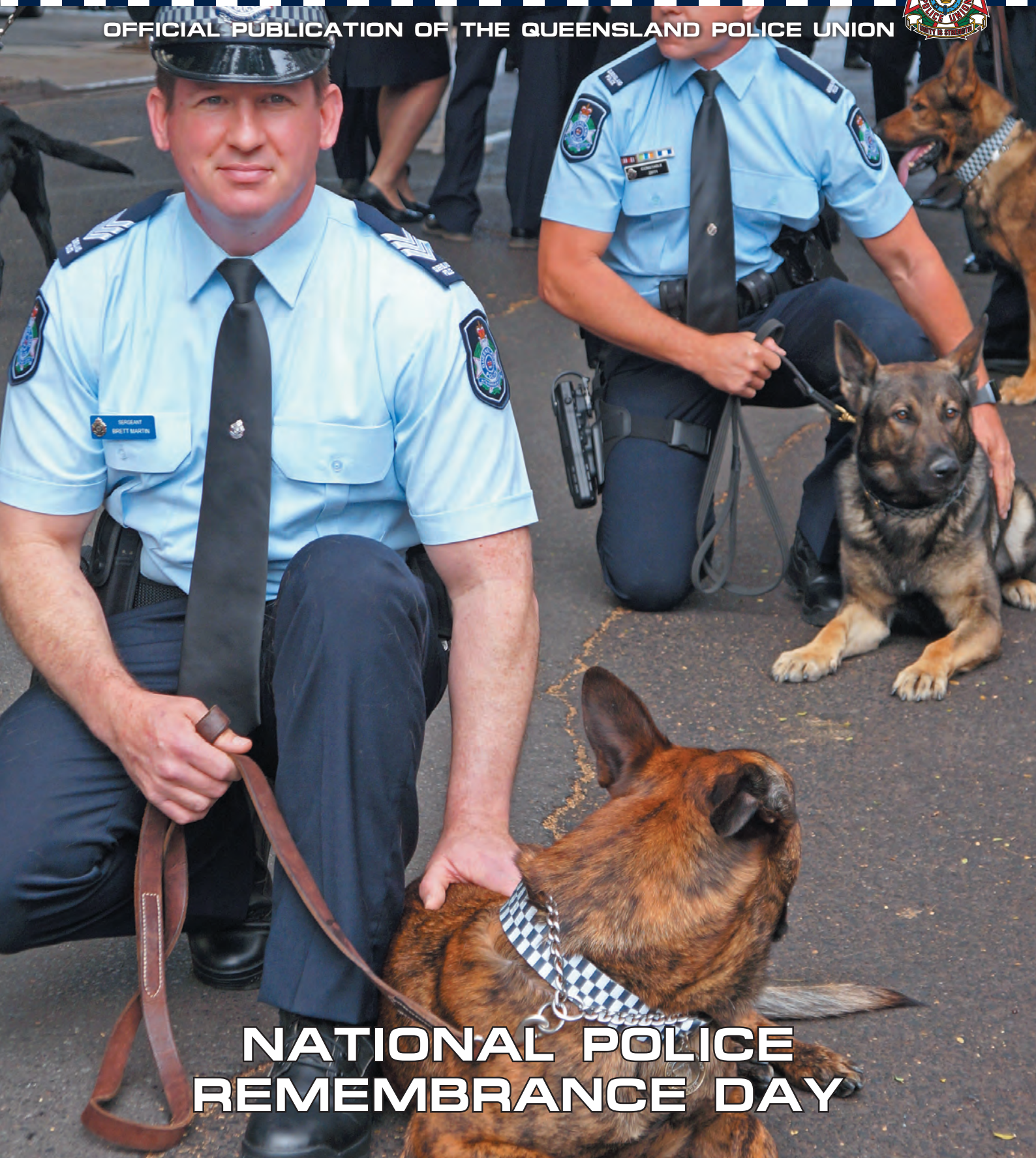
POLICE

OCTOBER 2018

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



NATIONAL POLICE REMEMBRANCE DAY

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COVER STORY

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NATIONAL POLICE REMEMBRANCE DAY

Sergeant Brett Martin and PD Castro with members of the Brisbane Dog Squad before the National Police Remembrance Day march in Brisbane.

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IAN LEAVERS

REMEMBRANCE DAY

Once again this year I was honoured to attend a number of National Police Remembrance Day ceremonies. In the days prior to NPRD, the Union placed an ad on television and in the newspaper to remind the community of the day that we commemorate our own, and it is always humbling to see their response in attending church services and marches. It is also humbling to see our colleagues taking time out from their busy schedules to pay respect to those who have paid the ultimate sacrifice, and even more so with a recent, stark reminder of the dangers of our job; as we gathered in commemoration across the country, one of our own, Constable Peter McAulay, was fighting for his life in the aftermath of a horrific incident. We must never be complacent about the dangers we face each and every day in our job, and NPRD is a wonderful opportunity for us to stop, reflect, and give thanks both to those who have died in the line of duty, and those of us who continue to protect and serve our community.

POLICE INJURED IN THE LINE OF DUTY

As I mentioned above, Constable Peter McAulay was the focus of an alleged attempted murder the day before NPRD and ever since he has been in hospital. He will remain there for some time yet.

Peter is lucky to be alive ... and to think, all he did was turn up for work.

Crime, particularly from juveniles, is becoming more and more common (more on this later) and the boldness of some alleged offenders in avoiding capture is also becoming more and more of a threat to our safety, and that of the community.

Our thoughts and prayer are still with Peter.

While he may no longer be listed as 'critical', he continues to undergo operations to rebuild his badly damaged limbs, and we continue to keep him in our thoughts.

We have opened a bank account to assist him into the future and it is still active if you have not yet given a contribution.

I want to thank and acknowledge all police, and indeed members of the community, too, who have offered their support. I know it means a lot to Peter on his long road to recovery.

TDDS – STINGERS, REMOTE ENGINE IMMOBILISERS, AND AN ACTUAL PURSUIT POLICY

In recent weeks and months we've seen a lot said about Tyre Deflation Devices—TDDs or stingers—and their usage.

My personal view is that stingers are a terrific piece of kit. In the Southern region where I was last stationed, and technically still am, we have always used them exceptionally well.

I have been a DFTO and I know that our training is professional. I have to say OST trainers right across Queensland are some of the most professional and dedicated people I have ever known and I know that OST instructors always make sure we as police are trained.

While stingers are great, we also need to ensure we have access to other technology such as remote engine immobilisers.

I have campaigned for several years for remote engine immobilisers to be mandated in all new vehicles sold in Australia, which would mean an eventual end to UUMV.

It has now finally been taken up by the Police Ministers all around Australia and for the first time ever is actually being considered on the national agenda. So watch this space. (See the letter I

recently sent to Prime Minister Scott Morrison following this Roundup.)

While we're on technology, remote controlled stingers are not something new. They are common place in the United States and we have even trialled them here.

We need access to the latest technology to keep up. (After all, offenders get access to the latest technology; why do we as police have to make do with old tech?)

Remote controlled stingers exist. Remote controlled stingers work. Of course they cannot replace our existing stingers because of the shortcomings of remote controlled stingers, however, if we had them as well they would give us another option.

POLICE PURSUITS

Which brings me to what some of you may think is my favourite topic: police pursuits.

Police need to be able to pursue. It really is that simple. The Commissioner's no pursuit policy, which every offender is well aware of, is simply a green light for criminals (quite a few who are juvenile) to try and evade police at every turn.

Police need to engage in pursuits and police need to be able to use PIT manoeuvres (Pursuit Intervention

Techniques) on vehicles. I firmly believe that if a vehicle driven by a drug affected offender (who could be a juvenile) is on the road rather than stopped by police, then that hazard the vehicle causes is multiplied and magnified. We have to stop these vehicles, not sit by and let them continue a swathe of destruction.

So there you have it. Stingers, combined with remote controlled stingers where applicable, combined with remote engine immobilisers, combined with allowing police pursuits and PIT manoeuvres, would mean police could actually do their job.

JUVENILES

The largest growth areas for crime in Queensland are juvenile crime and domestic violence. I will talk more about domestic violence next month, however this month let's talk about juveniles.

Juvenile crime is at an epidemic proportion. Having worked in the JAB (now CPIU), and talking to police there now, we are drowning in offences being committed by juveniles in a 'consequence free' environment.

Every day we arrest them and we are frustrated when they say to us that they know nothing will happen to them. They get a slap on the wrist, go through the motions, and are spat out the revolving door that is the juvenile legal system.

Quite apart from the fact that as a juvenile you almost never get a custodial sentence is the fact that before you even get to a trial or a sentence you stay on the merry-go-round of endless granting of bail.

Bail laws in Queensland, particularly for juveniles, are simply a revolving door. Police arrest alleged offenders, we put them before the courts, we object to their bail because their risk of reoffending is high, only to see them granted bail. We arrest them again and the process begins all over again, and around and around we go. Our frustration with the current revolving door system of bail is palpable.

Police object to bail for a good reason. We don't do it lightly. Yet too often we

see offenders get bail again and again and again. The simple fact is, in the view of police, courts do not put enough weight on police submissions objecting to bail.

The solution to fixing the *Bail Act* is for courts to place greater weight on submissions from police when we object to bail. This is the only way to fix the revolving door of criminals offending while on bail.

Also, rather than raising the age of juveniles, which doesn't seem to make sense to any police I've spoken to, why don't we instead treat juveniles who repeatedly break the law as adults, too?

BUDGET AND POLICE NUMBERS

I recently had a meeting with Police Minister Mark Ryan and we had some frank words to say to each other.

I told him that police are stretched at the moment. We are stretched right across Queensland. The problem is that because we as police never want to let the community down, we always go the extra mile. However, the rubber band can be stretched only so far and we are at breaking point.

Something has to give. I am seeing some police so exhausted and morale so low that a disconnect is now occurring. Police at the frontline, in general duties roles and in sections right across the state, quite apart from those dealing specifically with juveniles, have massive file loads and workloads, where it feels it will never get better.

We all know times are tough and budgets are tight, however I explained to the Minister we as police also have some massive issues that require calls for service, such as domestic violence, juvenile crime, and crime associated with ice.

The Minister was left in no doubt that we need more resourcing and he gave me the assurance he will go into bat with the Treasury department, so we will see.

While I accept the Commissioner has the authority to allocate resources as he

chooses, he needs to be upfront with police and tell us why he is 'robbing Peter to pay Paul' by making 2% and 3% budget cuts across the entire police department to fund other priorities.

"Why is the Commissioner 'robbing Peter to pay Paul' by making 2% and 3% budget cuts across the entire police department to fund other priorities?"

That's no way to run the Police Service. Telling us we have a budget of 'X', and then later coming back and saying, 'Actually make your budget 2% or 3% less' makes no sense to anyone at all, least of all those affected.

Where are all the police? Name me one area in Queensland that doesn't have vacancies.

How often do we hear, 'the Police Service have more police than ever before', or 'the Police Service is better resourced now than ever before'?

"Where are all the police? Name me one area in Queensland that doesn't have vacancies."

Maybe it's true? However all evidence seems to tell me we have more vacancies now than ever. I read the *Gazette* every Friday. All sections are crying out for police.

Before the last election we lobbied both sides of politics for more resources and police numbers and both sides promised over 500. I know you cannot snap your fingers and 500 police magically materialise, however stations

all over Queensland are desperate for more police and resources.

We could easily add another 100 police and 30 police vehicles to every police region in Queensland and the central commands ... and that would just be a start.

It's all well and good to say, 'crime isn't going up that much', or some other nonsense, however the real benchmark for how much work police do is how many calls for service have to be attended to, how much paperwork for investigations and DV has to be done, and how much red tape goes around and around.

These are the real issues that mean we need more police. We need them and we need them now.

A proper growth in police numbers based on actual workload management and the funding of full-time equivalent police positions is what we need. We know the workload has increased faster than police numbers have increased.

Yes, we admit and accept we have seen police numbers increase on paper, however when our workload and specialty police squads increase at an even faster rate, that means that in real terms we are woefully understaffed!

It is time for a proper formula that means we have enough police to undertake the work we do. It's all very well for governments to give 'more' police, but when the workload increases astronomically, we need to be able to say, 'fund an extra 500 police now to keep up with your latest legislation changes/crime waves/ice epidemic/specialty police squad announcement'.

The Police Department's budget is surrounded by 'police tape' that says to the eager-eyed bean counters in government that we cannot keep giving back our unspent component in one year, and we cannot keep 'giving back' productivity dividends either.

All successive governments have hit the Police Budget with the productivity dividend, so I am not singling out one

side of politics over the other, however both sides have to sign up to my pledge that they need to stop it now before it's too late.

To put this in perspective, at its current rate of growth the Corrective Services budget will surpass the Police budget for the first time over the next few years. Think about that for a moment. We as

“Let's peg the Police Budget to how much we need to spend, and correlate it to actual calls for service and workload. Like any workplace: if you were in a factory and you received more orders, you'd need more staff to make more parts.”

taxpayers will spend more on keeping criminals in prison than we will on actually trying to apprehend them and prevent crime in the first place.

So while prisoners are given PlayStations and all the modern conveniences because of fears of anti-discrimination legal cases, we have police using old, outdated, and sometimes broken or unavailable equipment.

“We as taxpayers will spend more on keeping criminals in prison than we will on actually trying to apprehend them and prevent crime in the first place.”

For example, there are those who want Qlites or Body Worn Cameras but can't get them because there's no money ... because it had to be given to Corrective Services to install air conditioning in all the prisons? I grew up in a house in Inala and like all of us, we never had air-conditioning.

Police cannot get the necessities or extra police numbers to do their job, yet it seems prisoners get everything they

ask for. This clearly shows the system is broken.

It is a sad day indeed when we spend more on Corrective Services than Police.

I do not want to be alarmist or emotive. I just say that we need to take a 'real world', rational approach to this issue of funding the police budget and allocating police numbers.

Rather than coming up with some 'magical number' each year, let's all start over and actually peg the Police Budget to how much we need to spend, and correlate it to actual calls for service and workload. It can be that simple. Like any workplace: if you were in a factory and you received more orders, you'd need more staff to make more parts.

Policing is no different. We are receiving more and more calls for service every day, yet our staff increases and budget increases are simply not keeping up.

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The Hon. Scott Morrison MP
Prime Minister
Parliament House
Parliament Drive
CANBERRA ACT 2600

10 October 2018

Dear Prime Minister,

Re: Proposed New Australian Design Rule – Remote Vehicle Immobilisation and GPS Location

I have written to your predecessors, from both sides of politics, on three occasions over the last several years requesting the Australian Government introduce new Australian Design Rules ("ADR") to eliminate the need for police pursuits. Unfortunately, my calls for reform have to date been unsuccessful.

You would most likely be aware a Queensland Police Officer was recently struck by a stolen motor vehicle whilst attempting to deploy tyre deflation devices following an attempt by police to intercept the vehicle. He was admitted to hospital in a critical condition suffering life threatening injuries. Thankfully he has made some progress towards recovery, but still faces a long and difficult battle.

Perhaps that officer is fortunate. Since my last correspondence to your immediate predecessor, there have been a number of police pursuits around the nation where innocent members of the public have been killed. I am aware of a number of instances where police officers have also been seriously injured, including other occasions in Queensland.

Ian Leavers, General President & CEO, QPUE, PO Box 13008, George Street Brisbane Qld 4003

I now write to you in the hope you will support the Queensland Police Union ("QPU") in its proposal to introduce a new ADR for motor vehicles. The QPU recognises changes cannot happen overnight, and there is a cost effect. For this reason, the QPU proposes any changes be implemented with an effective date of 1 January 2021 to allow industry time to adjust to the proposed changes. The QPU does not believe the changes should be retrospective, in that they should only apply to vehicles produced after their commencement.

The QPU believes the ADR should be amended to require all new vehicles to be fitted with an engine immobiliser which can be remotely activated. Upon activation, the immobiliser should cause the vehicle to stop and prevent the engine from being restarted once the vehicle's speed falls below 15 km/hr. This will prevent the driver losing control of the vehicle in a high speed situation, or losing assisted braking at speed. The vehicle should remain immobilised until a "recovery code" is remotely sent to the unit.

Additional to the immobiliser, should include a GPS unit which is capable of advising of the vehicle's real time location after the immobiliser is activated.

To avoid misuse or suggestions of privacy breaches, it is proposed the code necessary to activate the remote immobiliser and GPS locator be held by the vehicle manufacturer and owner, rather than police or transport authorities. This would mean police could not track a vehicle without the full knowledge, consent and cooperation of its owner. The QPU believes the adoption of this technology should have appropriate safeguards to prevent tracking of the public or invasions of their privacy. The easiest, safest and most cost effective means of achieving maintaining privacy is by placing the access codes for the remote immobilisation and tracking in the hands of a vehicle's owner rather than the authorities.

Existing technology developed by some vehicle manufacturers already allow owners to use a phone based app to access the location of their vehicle, and to activate remotely vehicle climate controls, and lights (to assist in locating the vehicle in a parking lot). It stands to reason such technology could be adapted to also activate the immobiliser installed on most modern vehicles.

I am aware there are also post production products which retail for less than \$500 which achieve the same functions and are capable of being retrofitted to existing

vehicles (although again the QPU does not call for the ADR changes to be retrospective).

On the information and statistics available to the QPU, police pursuits can be broken into three broad categories. The first, and most predominant (accounting for an estimated 95%) are criminals using stolen motor vehicles. The second are opportunistic offenders, such as drink drivers or speeders, driving their own vehicles. The final group are "hoon" type offenders who use their own vehicles but have taken steps to either remove or modify number plates to prevent identification.

It is the first category of pursuits the proposed changes to the ADR would prevent. It would allow the owners of stolen vehicles to contact police, having disabled their vehicle, and being in a position to advise of the GPS location of the vehicle, allowing it to be quickly recovered by police.

The second category of offenders are already caught in Queensland by the State Government's evade police laws. Those laws allow police to require the registered owners of vehicles to identify the relevant drivers and provide for mandatory disclosure and sentencing provisions, including licence disqualification.

The third category of offenders tend to form a very small minority of drivers, who usually engage in dangerous driving only when being pursued by police, or in an attempt to have police engage them in pursuit. In Queensland, these types of offenders are not pursued as a matter of police policy, and accordingly the risk they pose to the public, whilst real, are mitigated through policy.

I accept there will be a cost in implementing the QPU proposal, however, existing technology already allows for what is proposed, and it is likely the costs to the motorist would be offset by a reduction in insurance premiums due to a reduction in the theft of motor vehicle and/or the damage caused by such offenders to the vehicles and other property. In any event, the QPU proposal will save lives, not just of police officers, but also innocent members of the motoring public and enhance community safety.

By setting a commencement date some years into the future, you would also be allowing Australian industry the opportunity to develop the technology for use by vehicle manufacturers. It was not too long ago that ABS braking systems and air bags were only available to top end vehicles, whereas today such systems are considered

standard fare for all vehicles. The adoption of remote immobilisers and GPS locators could easily follow that same path.

I respectfully call upon you to take a leadership position on this issue, and promote the safety of the Australian community, and those police officers who serve them.

I am available on (07) 3259 1900 should you wish to discuss this issue further.

Yours faithfully,



IAN LEAVERS
GENERAL PRESIDENT & CEO

Sometimes our protectors
need protecting...

*for a fair and just outcome
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MICK BARNES

CULTURE AND MORALE

HOW'S THE QPS RATE?

Is there a difference between workplace culture and workplace morale? If they're different animals, is there a correlation between the two?

Culture within a workplace certainly includes the behaviours that have become commonplace. The assessment of culture is subjective and therefore opinions on a workplace's culture will be wide and varied, dependent upon where within the workplace the individual observations are based, or perhaps even viewed externally from the workplace.

Many reviews have previously considered the culture of policing in this state, even including the Fitzgerald Inquiry in the late 1990s. More recently, though, we've seen a number of cultural reviews into specific police districts and organisational units including two within the Central Police Region: the Mackay Police District and the Wide Bay Burnett Police District.

“Culture and morale can change from one office or station to another; a work unit can have a totally different outlook to that of the QPS.”

The workplace is also quite dynamic. There are literally thousands of workplaces within the QPS and likewise the whole of the QPS is one big workplace. The culture and morale can change from one office or station to another; a work unit can have a totally different outlook to that of the

QPS. Dynamic would best describe the definition of a workplace within 'the job'.

Some may gauge a workplace's morale as the yardstick of a work unit's self-worth, and their passion to do what they do each day, week in week out. But the inclusion of culture into the mix to consider a workplace's performance is vital to get a true picture.

“Confidence in the leadership and engagement of the QPS's management has reduced in every aspect, especially with regards to issues in the 'fairness and trust' index.”

Some pundits may suggest that crime statistics also play a part in the measure of a workplace, however recent reported manipulation of crime statistics on the Gold Coast, along with their 'inspirational goals', has thrown a cloud over any reliance on QPS data as a whole.

I'd believe that there is a strong nexus between the culture and morale of a workplace, however morale can be very localised and agile, and dependent upon many influencers, which could see morale being good one day and poor the next.

Culture, though, is more mid to long term within a workplace and ordinarily set by the senior management. When workplace 'leaders' behaviours are fixed and not open to concession, then culture has very little chance of change.

In a corporate world, the responsibility for culture would rest on the Board,

however in an organisation like the QPS that has no Board, is it the QPS's senior executive team that's responsible, or solely the Commissioner who is responsible for the culture across the whole of the QPS?

Our Government tries to gauge many of these issues in their use of the Working for Queensland survey each

year, although use of that data should be relied upon cautiously for the same reason as the QPS's crime data. It's like the old adage: 'There are three kinds of lies: lies, damned lies, and statistics'.

My analysis of the Working for Queensland survey results is that there is a greater level of comfort for local management teams than the QPS as a whole, however confidence in the leadership and engagement of the QPS's management has reduced in every aspect, especially with regards to issues in the 'fairness and trust' index.

There was a high proportion of bullying or harassment within the workplace, with over half of respondents attributing that behaviour to the application of workplace rules and policies. I believe this is an indicator of systemic inappropriate workplace behaviour within the QPS.

One example that this Union has attempted to progress with the Commissioner for many years is the re-establishment of the independent Central Convenor's Panel Unit for promotions and transfers. We have also attempted to have all applications for promotions and transfers de-identified so that each application would be dealt with on its merits.

These failures by the QPS confirm many of the views reflected in the Working for Queensland results. There are some outstanding individuals within the senior ranks of the QPS, yet an analysis needs to be done as to why so many of our senior people have left prematurely in recent years for opportunities elsewhere.

I've been involved with the QPS now since 1982 and I would best describe the current culture within the QPS as being rotten. High individual work unit morale is proving the local and individual motivation that carries many officers

through towards that retirement trigger and access to their superannuation.

The Queensland community deserve better, as do the good, hardworking men and women of the Queensland Police Service.

Stay Safe.

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Without us, you're on your own

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



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GRANT WILCOX

FIRST RESPONDER PRIORITY

At our QPU Conference this year, the Commissioner asked us to come up with ideas for where the QPS could make savings.

What I am seeing in the Central Region is that vacancies for first responders are at an all-time high. Even the Sunshine Coast is not immune. The Sunshine Coast has challenging vacancies because staff are being used elsewhere, rather than as first responders. Sick leave is also up, among other developing issues.

However, in stating that, the Districts are creating little specialist squads with no allocated positions and filling them with our first responders, thereby creating first responder issues and vacancies.

there are less first responders, those who are left work more nights more quickly.

So creating projects like VPU (Vulnerable Persons Unit) takes away first responders to fulfil the new ethos of VPU, and these officers who were first responders are no longer acting in the capacity of a first responder.

Those who leave GDs first responders do not engage in the same work and are removed from the station's first responder roster. I am not saying VPU is not an asset, but if there had

and someone is expecting these officers to do more for less.

Speaking of more for less, the Sunshine Coast has had no growth for the last four-five years (as with most Districts), and we are told there will be no growth in police numbers for the next four-five years. We can all do the maths: no growth in eight-ten years.

**“It’s simple maths.
No extra police +
increased workload =
trouble.”**

“In such a progressive society, and in such a burgeoning location, what type of staffing model factors in no extra first responders when the population is escalating at 50, 000 people per year?”

In the Wide Bay District at the time of writing this article, there are approximately 10 first responder vacancies at Maryborough and a further six at Hervey Bay.

So, I hear you say, ‘Where are the advertisements?’ Crickets ... I hear crickets.

First responders are the most vital position to fill in our organisation. First responders are first to the scene, first to work more nights than any other section in the QPS, and when

been sufficient time to engage the pilot, make it real, and allocate actual positions, then there would have been no need to reduce our station's first responders.

I am also amazed that at this time CPOR officers are being considered to be returned to local CPIUs to undertake CPIU work in addition to what was a full time job. I'm pretty sure they have enough on their plate and that the media would have a field day with this. Clearly the monitoring of sex offenders is not a high priority

In such a progressive society, and in such a burgeoning location, what type of staffing model factors in no extra first responders when the population is escalating at 50, 000 people per year? One doing this maths can come straight back to that question from the Commissioner; there's a cost saving right there (add sarcasm).

But the expectation is that first responders in this location will do more with less. Add that to taking first responders to relieve at small work units and they are truly doing more for less and working more night work more often.

The QPS hierarchy is not seeing the full picture. Run first responders into the ground and you will reap what you sow: increased sick leave and more stressed officers. The failure to maintain minimum staffing levels at

first responder level will have a huge impact. And in that eight-ten years' time when there has been no growth in first responder numbers, and this job is untenable, you can always look back at this article and hear me say, 'I told you so'.

Where is that staffing model? Why was it so important to provide appropriately calculated first responder numbers across the state?

It's simple maths. No extra police + increased workload = trouble. The community's satisfaction level means nothing when the average response time is blown out because there are not enough police to respond.

Crickets, I still hear crickets ... and I see a little bit of stealth: robbing Peter to pay Paul. Well done, Commissioner, that's a cost saving right there: one we will all pay for in the future.

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

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

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



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MARTY BRISTOW

LEAVE

While I am penning this article, I am on recreational leave. This is one of the things I would like to briefly discuss: leave. Be it recreational leave, sick leave, PDOs, RDs, or whatever, it is there for a very specific reason: for you to have a break from the workplace. It should be used for you to recover, relax, slow down, and clear your mind of work. I know a lot of people use recreational leave to complete tasks like MDP, CDP, catching up with outstanding correspondence, and other similar tasks. While this might give you an advantage in some ways, it can cause a build-up of stress and fatigue if you don't get to spend enough time away from work. Think about using your leave as it should be used, and ensure you get some time out.

SECOND YEAR CONSTABLE ALLOCATIONS

There have been a number of issues with Second Year Constables being allocated to areas that place significant strain and pressure on their families and relationships. It's time for HR to started looking at where they allocate people, because not all of the station locations here in the far north have the amenities that other areas do.

Recently there have been a number of members transferred to locations that have no accommodation available for them to stay with their families. This is a very concerning issue because there are now police being transferred and forced to leave their partners and children. The Service needs to look closer at transfers and allocations in consultation with the member and the QPU.

“Think about using your leave as it should be used, and ensure you get some time out.”

While there is the need to have staff allocated to remote, hard-to-fill areas, perhaps the Service should look at providing more incentives to more experienced staff to transfer in, rather than forcing transfers that break up families.

If you are subject to a transfer that will cause significant stress or hardship, or if you know of anyone else who is, contact a QPU representative to discuss the matter. Do this at the earliest available opportunity for the best results.

“Perhaps the Service should look at providing more incentives to more experienced staff to transfer, rather than forcing transfers that break up families.”

EARLY NOTICE

Another concern that has been raised with me over the past few months is failure to raise a matter with a QPU representative when there is potential for a situation to occur. The Union and officials are here to assist whenever we can, and earlier is better than later.

In one situation, a member was advised not to worry about contacting the Union until things went pear shaped. This advice is extremely poor and extremely wrong! If you have some sort of issue or concern, you should discuss it with your Union rep at the first available opportunity so the

matter can be resolved quickly and with minimal stress to all involved.

So if you are facing an issue right now that you believe the Union may be able to assist with, contact me or a branch official. Or if you are outside the far north, contact your relevant representatives to ensure your issue is resolved as quickly as possible.

Leaving it to the last minute is going to make it extremely difficult (or may even make it impossible) to get the matter finalised in a way that suits you and everyone involved.

EB

Another EB is nearly here so it's time to start thinking about what your suggestions could be for our next enterprise bargaining process. I note some members need to remember our EB is for everyone, not just very specific groups within the Service.

I understand there are some groups that are under significant stress and workloads, however this is the case in so many areas, where everyone is under the pump, and everyone is having workloads pushed down onto them.

So we need to be in agreement about what will benefit all within the membership, not just a specific view. Think about what could assist and what options there could be that will benefit members.

It is especially important to make known any ideas you have that are of minimal financial cost to the Service, because these things could quite likely be put through. And remember, the QPU will not give up or trade off any of your conditions or allowances.

GET INVOLVED

Finally, remember that from Constable to Senior Sergeant, we are all members of the QPU. It is up to members to ensure the Union runs smoothly and benefits all members.

You can do this by discussing issues with branch officials or Regional Representatives, attending meetings, and advising branch officials or Regional Reps of the issues you believe maybe occurring.

Water cooler rumours and complaining don't resolve any issues, so report matters to branch officials as soon as you can and you may be pleasantly surprised at how quickly

the matter can be resolved or the rumour can be negated.

Remember, look after each other, and stay safe out there.

Marty BRISTOW

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Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



PETER THOMAS

As the countdown to the fat man in red arriving gets closer, we look back at the year that has been with both sadness for the loss of loved ones and colleagues, and joy for the many wonderful experiences and successes we have achieved.

THE SOMBRE

As I write this article we have just observed National Police Remembrance Day and we are praying for the recovery of our brother in blue, Peter McAulay. This tragic incident highlights the dangers and risks every one of our officers in blue face on a daily basis.

We pray and hope that this type of tragedy never happens again; however, due to the nature of what our police officers do every day, it is sadly inevitable that similar incidents will continue to occur. Our prayers, thoughts, and love are with Peter, his partner, and his family during his recovery.

“It is amazing to see the positive community engagement that our officers in the most remote and isolated postings facilitate within their communities.”

THE INSPIRATIONAL

The current statistics indicate that our officers have in excess of 15,000 interactions with members of the Queensland community every day of the year. Fortunately, not every interaction is a reaction to crime.



It is amazing to see the positive community engagement that our officers in the most remote and isolated postings facilitate within their communities.



The officers attached to Normanton police station recently participated in an RSPCA cupcake fundraiser. The organiser for the event was Constable James Newton and he was supported by the entire station. Officers from the station baked approximately 14 dozen cupcakes and biscuits. The event was a huge success within the community and the cupcakes sold like hotcakes, raising \$460 for the RSPCA.



National Police Remembrance Day in Camooweal.

For the first time in the history of Camooweal station, National Police Remembrance Day was held at the front of the station underneath the newly constructed and erected triple flag pole. It was only through the positive community engagement of Sergeant Armit Singh and Senior Constable Kathryn Woods that the flag pole was constructed.

Members of the community, local school children, and tourists attended and paid their respects to our officers who have paid the ultimate price for protecting their communities.

THE HOPEFUL

The attraction and retention of officers within our most isolated and remote locations is currently a significant concern for both the QPU and the QPS. As many are aware, this is the final year of the current EB agreement.

To attempt to address this situation with a long term solution, Assistant Commissioner Paul Taylor, General President Ian Leavers, QPU Senior

So the challenge we face is to make these locations an option that officers will consider. I will keep you updated on our progress.

THE THANKFUL

A huge thank you to our branch officials attached to the Northern Region for the amazing work they do behind the scenes, supporting our members on a daily basis. Quietly, and without recognition, your branch officials are assisting our members and their families socially, emotionally, financially, and industrially.

Without their significant efforts, our members would surely be worse off. We really do have the best branch officials in the state.

Can I ask that if you have ever received branch official training, do not currently hold a branch official position, and are stationed within the Northern Region, please send me an e-mail. From time to time we require the services of trained branch officials

Until next month, please take care of yourself and each other, make sure you take the time to maintain your mental health, thank your significant other for supporting you in a tough job, attend your next Union branch meeting, and remember: no Union rep = no interview.

Peter THOMAS (Thommo)

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“Can I ask that if you have ever received branch official training, do not currently hold a branch official position, and are stationed within the Northern Region, please send me an e-mail.”

Industrial Officer Steve Mahoney, and I have commenced meeting on a regular basis.

The outcome of our discussions will hopefully develop proposals that will alleviate the dire staffing situations that many of our locations across Queensland are currently facing.

The truth is that the locations are isolated and lonely. They are either extremely hot or extremely cold, accommodation is comparative to the majority of the community (poor), the cost of food is high, the cost of return flights to the east coast are very high, etc, etc etc.

within areas when our branch officials are on leave.

I wish to take this opportunity to sincerely thank you for your ongoing support. I must apologise that I have not managed to visit stations as much as I would have liked to this year.

The rollout of the new discipline system, the Our People Matter strategy rollout, the Flexible Workplace rollout, and a number of other significant events have had a massive impact upon my available time. Hopefully 2019 will see a reduction in workload and I will get to do more regular station visits.





COL MULLER

REMEMBRANCE DAY 2018

This year I attended the Remembrance Day ceremony at Browns Park, Ipswich. The ceremony started with a march and concluded with a formal ceremony and laying of wreaths at the Sangster memorial. A fine morning tea was supplied to finish the day.

It was a fine ceremony well supported by the Ipswich District. It was great to see the families of many officers in attendance.



OUR PEOPLE MATTER

This month there were a number of Health Expos in the Southern Region. Unfortunately, I was only available to attend the Ipswich Expo, which was a great success.

While really only in the infant stages, I think that with support from our Principle Workplace Champions and Workplace Champions we will grow in momentum and deliver more positive outcomes for our members.



PURSUIT OR NO PURSUIT

A hot topic in every circle is how to deal with the increasing number of evading vehicles that are stolen or driven by wanted and often juvenile criminals who have little to no regard for the safety of themselves, let alone anyone else. There are good arguments in every area but there are not any great solutions.

Every night shift at Ipswich, and no doubt in almost every metropolitan area, we are plagued by vehicles that have been stolen from break and enters, and other vehicles of unknown origin with false and stolen plates. On the day this article was written, we had four stolen vehicles active in the Ipswich District during the night shift.

The offenders in these vehicles commit offences, steal fuel, drive recklessly, and often taunt police. They know the pursuit policy as well as we do; they drive on the incorrect side of major roads and highways to avoid pursuit.

We have but a few tools left in the kit to deal with them: Polair (which I hold in very high regard) and tyre deflation devices are the main ones. Procedures seem to vary from District to District and Region to Region, but generally we are doing a reasonable job of apprehending a fair number of offenders.

However, there are serious risks associated with tyre deflation devices and their use when we are confronted by criminals who are driving motor vehicles with no regard for anyone's safety.

Tragically, police and members of the public are regularly being injured by

criminals in vehicles. The Police Union President has lobbied and continues to lobby for remote immobilisation capability of vehicles; the technology exists, so we just need a Prime Minister and Government to take the issue seriously enough to legislate where required.

“There are serious risks associated with tyre deflation devices and their use when we are confronted by criminals who are driving motor vehicles with no regard for anyone's safety.”

These situations need to be constantly reviewed to ensure we have access to the best technology and training to finish our shifts safely each day.

Best wishes for a full recovery to our colleagues Constable Peter McAulay of Goodna station who was seriously injured at Bundamba on 27 September, and Senior Constable Aaron Izzard of PSRT who was also recently injured when struck by a stolen vehicle in North Brisbane.

MEDALS AND AWARDS

Congratulations to Sergeant Leon Margetts.

Since 2010, Sergeant Leon Margetts has undertaken the role of the Ipswich

District Mental Health Liaison Officer and has demonstrated his passion and enthusiasm for improving mental health services both within and external to the QPS.

Sergeant Margetts was responsible for the development and implementation of the Ipswich District Mental Health Co-Responder program. This project was developed in collaboration with key stakeholders such as Queensland Health and involves a specialised Mental Health Clinical Nurse Consultant working in partnership with Queensland Police when responding to mental health related calls for service.

Sergeant Margetts developed a response model which would effectively ensure that persons suffering from mental health related issues were dealt with as effectively and efficiently as possible, while circumventing the need for patients to be detained and transported to a medical facility for assessment.

This program has directly contributed to a significant reduction in police time spent responding to mental health calls for service, and a reduction in the levels of violence often associated with mental health incidents. It has also led to overall improved outcomes for mental health patients and a reduction in hospitalisation rates.

Sergeant Margetts is a highly respected police officer who is devoted to the overall improvement of mental health services within the community.

He is a strong advocate for partnership policing initiatives and strives to identify ways in which policing services can be improved both to the benefit of the community and Service. The success of the co-responder program is largely attributed to his wisdom, commitment, and unwavering dedication.

Sergeant Margetts was awarded the Queensland Police Exemplary Conduct Medal with a Corporate Clasp for his contribution to the QPS, in particular in the area of Mental Health services.

Senior Sergeant Gareth James, Ipswich DDO, was also awarded the Queensland Police Meritorious Service Medal for his substantial contribution in a number of areas over an extended period of time.

There were many other awards and medals presented on the day, as well as clasps and certificates. Well done to all those involved.



POLICE HOUSING IN THE SOUTHERN REGION

I have seen some more improvements in the housing within our Region. I am aware of painting and minor works occurring in many areas, especially in and around the South West District.

We now see changes in management in many of our country areas and be

assured I will be making my way around the Districts and meeting with our new management to keep momentum rolling.

“Be assured I will be making my way around the Districts and meeting with our new management to keep police housing momentum rolling.”

RIVERFIRE SOCIAL FUNCTION

Senior Sergeant Mark Courtney of Yamanto station has asked me to thank the Union officials for access to the rooftop function area of the Police Union building for their Riverfire function. It's a great venue and a great time was had by all.

A thank you is returned to Senior Sergeant Courtney and the organisers for the great job they did cleaning after the event: 5 stars!



Col MULLER
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TONY COLLINS

DEAR PREMIER,

I write to you again this month because I have been doing some budget reviews and would like to ask what happened to our \$44.6 million dollars. I have gleaned this information from reading from the Queensland Budget 2018 – 2019 Service Delivery Statement. I have included the below table for ease of reading because everyone loves tables and graphs.

Queensland Police Service	2017-18 Budget \$'000	2017-18 Est. Actual \$'000	2018-19 Budget \$'000
Total income	2,370,191	2,320,969	2,325,591

Last year in a joint statement, you and Minister Mark Ryan boasted:

‘We have allocated record budgets for the QPS from \$2.117 billion in 2015/16 in our first Budget to \$2.37 billion in the State Budget in June.’

But this year in June in a media release titled ‘Palaszczuk Government continues its investment in policing’, you gloss over the fact that our budget has been cut by \$44.6 million.

I appreciate Commissioner Ian Stewart attended budget estimates in July where he is on record about the ‘holy grail’, whereby the policing budget is reduced because there isn’t enough crime. Not to be a naysayer in this, but can I just point out that we are not there yet.

Unfortunately, some of our more serious crime classes have risen, not dropped, over the past year. And there certainly has not been a continuous drop in crime to consider our budget the ‘holy grail’ and to make cuts.

If you could possibly rejig a couple of other portfolios that I mentioned a couple of months ago, namely Health, Corrective Services, and Department of Family Services, where I pointed out how much of their work we are doing on our budget ... perhaps you could find a way to give us back the money.

By the way, this budget cut does not include the 2% productivity that the QPS will have to return at the end of the

financial year, which coincidentally will be \$46.5 million. So in total we will be down \$91 million. That is a big hole in any operating budget.

I would not presume to ask for more money, but if you could see your way to just maintaining the status quo ...

Thanks for your time.

Kind regards
Tony Collins

OVERPAYMENTS

In recent times there have been overpayments made to Union members for a variety of reasons. Of late have been the Commonwealth Games overpayments. Therefore, it is timely to remind everyone as to how the QPS will go about recovering these overpayments.

Section 72(3) is the relevant section of the EB Agreement 2016. This is where you will be sent an e-mail regarding only 72(3) and they won’t mention the rest of the section. It is important to realise that while you do owe money, there is policy behind this process.

(3)(a) Except where subclause (4) below applies or where section 396 of the *Industrial Relations Act 1999* applies, repayments will be made at a rate agreed to in writing (includes e-mail) between the employee and the Service. Agreement will not be unreasonably withheld.

(b) The parties acknowledge that it is the Service policy to request repayments be made by deductions from the employee’s fortnightly pay at the rate of 10% of the net overpayment or \$100, whichever is the greater; or the full amount of the outstanding overpayment if it is less than \$100.

(c) Repayments cannot be deducted from any fortnightly pay period until after agreement is reached between the employee and the Service.

(d) An employee may elect to make greater repayments than those indicated above.

(4) The balance of all overpayments is to be deducted from any termination payment made to an employee.

It is subsection 5 that I will bring to your attention. If you are struggling financially, then exceptions can be made in relation to making repayments. They can be tailored to assist your financial obligations.

(5) If an employee believes that repayments in accordance with Service policy would cause financial hardship, then the employee may apply in writing (includes e-mail) to the General Manager of HR, PSBA seeking a lower rate of repayment. No repayments will occur until that Manager has considered the application, taking into account:

(a) the amount of the overpayment.

(b) the period of time as to when an overpayment has occurred.

(c) the financial hardship on the employee.

(6) If an employee is aggrieved by a decision made pursuant to clause 72(5), then the dispute settlement procedures clause of this Agreement applies.

If you have any concerns about overpayments or receive a notice and want advice, please call me.

OUR PEOPLE MATTER

I try to do a monthly roundup to cover off on what I consider the three levels of organisation. But there is still a big question that is currently unanswered in this space.

What are the performance indicators for the Our People Matter strategy to assess its effectiveness?

I will bring you updates when I know.

CORPORATE LEVEL

At a Corporate Level, Our People Matter has partnered with a urologist and prostate cancer specialist nurse to hold a number of prostate cancer information seminars. These events are run by Senior Constable Steve Lindsay of the Ipswich Dog Squad, a prostate cancer survivor, and the times, dates, and places have been advertised through the QPS e-mail and in this Journal. This is a great initiative supported by Assistant Commissioner Condon and is very appropriate for an organisation that is 73% male.

Prostate cancer kills more men than breast cancer kills women per year. If you are over 40 years old, I encourage you to get to these seminars. Prostate cancer is asymptomatic in that it does



not usually show any symptoms until the cancer is well progressed. However, if detected early, it is survivable. The uncomfortable conversation around digital rectum examination (or DRE) might just save your life.

DISTRICT LEVEL

South Brisbane District has commenced round two of the Black Dog breakfasts with another one already held for the Bayside and Centenary Patrol Groups. Bayside had Senior Sergeant Darryl Green as their presenter and Centenary had Petero Civoniceva as their presenter. These sessions are being held at 9am to enable partners to come along.

Upcoming seminars:

- Mt Gravatt Patrol Group 25 October**
- Riverside Patrol Group 29 November**

These breakfasts have been well attended and fully supported by the bosses. I note it is not just a drop in by the bosses, either: they stay for the entire event. These breakfasts are sponsored by Sciacas Lawyers and your Union, in partnership with the

QPS. They fill up quickly and are very worthwhile. Book now to avoid missing out.



TOUCH FOOTBALL COMPETITION

The Workplace Champions for South Brisbane District, Murray Crone and others, organised an inaugural Blue Family Touch Football competition on 19 September at Sunnybank Rugby Union Club. After a very tough game, with extra time and player drop off, the winner was Bayside. The runner ups



were UMGTCs. A great day was had and the games were played in good spirits.

DIVISIONAL LEVEL

Moorooka station held its inaugural Laser Tag competition at Woolloongabba on 7 August. This event was fully supported by the Our People Matter strategy and included three hours of team building, with multiple different games played. The supervisors came a consistent second in a three way match of the Constables vs Senior Constables vs Supervisors/Boss. However, after many game variations the final result was that the girls took out the day with 68,696 points to 66,119 points.



STILL FIGHTING FOR

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



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

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

QUEENSLAND POLICE UNION

www.qpu.asn.au





SHANE PRIOR

INCLUSION AND DIVERSITY. PROMOTION . OPPORTUNITY.

Over the last three editions of the QPU Journal I have in respective order tackled inclusion and diversity, promotion, and career opportunities. I have done so because more than any other issues facing our Union, these are the three subjects I consistently hear raised by you, the members of our organisation, as being of most concern.

In my article for this month's Journal I intend to revisit these topics as a combined whole, to show how they are not only related but together are responsible for more pessimism, more disenfranchisement, and more anger than any other industrial issue confronting us. And yet, remarkably, they are met with complete apathy from our management.

These topics are important to our members because they are fundamental to the human condition. They go to the heart of a person's view of self worth, their innate desire for achievement and recognition, and what the famous management motivation theory by Abraham Maslow describes as 'self actualisation'.

Other renowned classic management and organisational theorists like Frederick Herzberg and Douglas McGregor also recognised this 'higher order' as the most powerful tool in a happy, productive, and motivated workforce. It remains a universally acknowledged and accepted part of modern management teaching: there is no conjecture. So why is the QPS vacant in this space?

The QPS promotes itself as a progressive, fair, people-orientated organisation. The rhetoric is constant and always 'bang on message' with the latest organisational fad. This is only matched by its over-the-top enthusiasm to embrace every Government edict on anything and everything.

Rampant platitudes pour out to reassure the members and staff of the QPS. In the meantime, inclusion and diversity is unfathomable in terms of its actual practical implications:

"The QPS rhetoric is constant and always 'bang on message' with the latest organisational fad."

is there a quota; is positive discrimination official policy and operating; is it restricted to gender or does it include racial, cultural, age, and religious background; is being diverse in one area more important than another?

Promotion is an open laughing stock: antiquated, overly bureaucratic, slow, completely subjective and corrupt, simply not fit for purpose, and failing.

Opportunity is dire: there are trifling numbers of vacancies available from week to week in the *Gazette*; an increasing cohort of officers in the organisation who cannot progress more than a rank and are retiring as Senior Constables, despite more than 20 years' service (and Senior Constable isn't even a promotion, it's a progression); and commitment to operational service is sneered at while self-driven progression and indulgence is celebrated.

Instead of acting on any of these issues, the QPS is seemingly like Narcissus from Greek mythology: it is immobilised as it lovingly stares in awe at its own reflection.

Maslow, Herzberg, and McGregor outlined the basics of organisational efficiency, motivation, and morale in the 1940s, 1950s, and 1960s. It is neither new nor controversial, yet by its actions (or more accurately, lack of any action) the QPS stands fated as a 21st century organisation operating like the self-important, gluttonous, and disengaged industrial barons of the factory work houses of the 1800s.

The QPS isn't a factory. It doesn't have an assembly line. It is in the business of service, but the men and women who provide that very service are sadly being taken for granted. Indeed, it seems more and more that the QPS is not really interested in policing at all, but rather the shiny trinkets associated with being an organisation, or the trappings of office, rather than what it is that we as police are there to do.

These issues had been raised with me time and time again, to the point that I felt compelled to write about them and deviate from what is normally a roundup of news and events from Headquarters and Support Region. In starting to air your grievances, I have been met with overwhelming feedback.

These concerns are not imagined: far from it. The many responses I have received from this series of

articles from across rank, job type, and location throughout the state are completely unparalleled to anything I've done before. It clearly demonstrates that it resonates very deeply out there: much more than anything else.

Also revealing are the face-to-face conversations, phone calls, and e-mails that show that some commissioned officers share the mood of our members and believe these issues need to be dealt with. It is sad (but a reflection of our modern QPS) that these commissioned officers feel that any demonstrative actions on their part are likely to be construed as critical of the status quo, and will accordingly negatively impact on their careers.

“Perhaps some senior officers should consider that the 2% attrition rate in the QPS is due to the commitment and dedication of their employees to policing itself and not to their self-declared Solomon-esque leadership.”

The QPS markets itself as dynamic, innovative, and encouraging of diversity of thought to elicit the best results, however as indicated, my findings would suggest otherwise. It is time for words to turn to deeds. The QPS needs to start to show leadership and manifest what it says it stands for and believes in by actions rather than by easy platitudes and rhetoric.

In bringing together the issues of inclusion and diversity, promotion, and opportunity I do not want to simply beat up the QPS, but I ask—indeed, implore—those senior managers who have influence and can change things to please acknowledge what the men and women of their organisation are saying they want addressed, and to actually do something.

If management writers from the 1940s onwards are right, I'm of the strong view that senior officers will see a more contended, more motivated police workforce which can only

be a good thing for the people of Queensland.

If we as an organisation are to achieve that aim, QPS management need to abandon their complacency in favour of a commitment to constant, honest questioning to facilitate an environment of continuous improvement. By way of example I refer to the current spin that some senior officers openly advocate in terms of attrition.

In identifying an attrition rate of around 2%, it is postulated there simply cannot be any discontent or complaint amongst rank and file officers. In fact it goes even further: they promote the low attrition rate as evidence of modern day organisational success.

That is their honest conclusion and an illustration of the inflated hubris and disconnect of some senior officers. A person who has a calling to be a Queensland police officer only has one employer to choose from: there is no other. To leave the QPS is to leave policing, or to leave the state in an effort to gain employment in another jurisdiction.

Perhaps some senior officers should consider an alternative truth: that the 2% attrition rate in the QPS is due to the commitment and dedication of their employees to policing itself and not to their self-declared Solomon-esque leadership.

The QPS hierarchy could do well to exemplify greater humility, champion service, uphold fairness, and encourage an organisational culture that is fixated less on 'self' and more on 'them', by continual scanning for issues affecting their employees. By doing so, I believe the issues of

inclusion and diversity, promotion, and career opportunity would be identified early and dealt with quickly, rather than continuing to fester.

In my previous three Journal articles on these issues I have tried not to simply call out what isn't working but have put forward some constructive ideas to remedy the current failings. I stand ready and available to participate in an open and constructive dialogue with the QPS, to work collaboratively with them, and facilitate whatever QPU support and involvement may assist our members. I am also happy to hear directly from you on any concerns or ideas you may have.

This rather long article has dealt with issues affecting you: our current working police men and women. This is important for an industrial advocate like the QPU to do, and is as it should be. But I would like to finish by asking you all to reflect and to thank those Queensland police officers who have gone before you and paid the ultimate sacrifice by giving their life for this state while attempting to do their duty and uphold the law.

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PHIL NOTARO

NPRD
National Police Remembrance Day is a time to pause, reflect, remember, and honour those who gave their lives on the job, protecting the community. This year, due to being in transit interstate, I was unable to attend a NPRD ceremony on 28 September. However, I was fortunate enough to attend my fourth Wall to Wall Police Remembrance Ride to Canberra. It still takes my breath away to see nearly 2,000 motorcycles ride in formation through the streets of Canberra and into the National Police Remembrance Wall.

While it is always a sombre occasion, this year's ride and service was overshadowed by the unfortunate death of Victorian member, Detective Senior Sergeant Vic Kostiuk. He died while riding to Canberra as part of the VicPol contingent. It is always sad to lose a colleague, but for the death to occur on the Wall to Wall just brought home how precious life is and how quickly it can be snuffed out.

For those who don't know, each state conveys a wooden baton to Canberra. The baton contains the names of any officer killed on duty during the preceding 12 months, to be added to the National Wall on NPRD. Fortunately, Queensland's wooden baton was empty this year.

However, things could have been very different following the tragic incident involving Constable Peter McAulay at Ipswich on 27 September. This terrible event could well have ended in tragedy and Peter was fortunate to escape with his life.

This incident has raised many questions and issues that really need to be addressed by governments at all levels.

VEHICLE IMMOBILISERS

The ability to remotely immobilise a stolen vehicle has again been raised. This is not new. This Union has been campaigning for immobilisers to become compulsory for many years, and in fact I have written about the concept in this Journal on more than one occasion.

If every vehicle was fitted with an engine immobiliser that could be remotely

operated, pursuits and the need for tyre deflation devices would be consigned to the history pages. Such a strategy would require action by the Federal Government, with the obvious support from the state governments.

“If every vehicle was fitted with an engine immobiliser that could be remotely operated, pursuits and the need for tyre deflation devices would be consigned to the history pages.”

It was interesting to see bipartisan support for the concept from both sides of state politics. However, when tragedy occurs, we often receive lip service from politicians. Action, rather than words, is required. If these politicians are serious and really support mandatory vehicle immobilisers then they can make it happen, through bipartisan support and collaboration with the Federal Government.

TYRE DEFLATION DEVICES (STINGERS)

For the last 20 years we have been using the multi-use 'stinger' tyre deflation devices (TDD). I understand NSW use the single use 'stop sticks'. As anyone who has deployed a TDD will attest, they are a difficult bit of kit to use. The training in their deployment can be described as basic at best; TDD deployment has not

been a part of OST training for many years. Any training (if you could really call it that) I have ever done has been in a car park or basement, devoid of any traffic or moving vehicles, with all the time in the world to get it right.

Even then, the practice deployment would often be a dismal failure. Fast forward to a real life deployment, where the member deploying must be in a position forward of a speeding vehicle, often driven by an inexperienced and drug affected young human ... and suddenly we are in a situation when things can and will go bad very quickly.

A workplace health and safety nightmare ... and our members unnecessarily put at risk.

But here's the thing. Remote control tyre deflation devices have been readily available for a number of years.

This is a link to the Nighthawk, just one brand available:

<https://psemc.com/products/nighthawk-spike-strips/>

The question is, why don't we have them? They have been around for years. Has the QPS researched them, tested them, costed them? If not, then why not? I would hate to think the idea has been discarded purely on a cost basis. How much is a blue life worth?

Will Peter McAulay ever make a full recovery?

Why do we still have young, inexperienced, poorly trained police

relying on good luck rather than good management to immobilise a vehicle.

Over to you, Commissioner, for an explanation.

JUVENILE CRIME

This event again highlights to us all that we have some deep seated issues in our community, and that the juvenile justice system is well and truly broken. A small percentage of our juvenile population has absolutely no regard for the laws of the land. They have no regard or respect for the police, the court system, or our society. And they have little regard for life, including their own.

The fact that the alleged juvenile driver of the vehicle that struck Peter McAulay was given bail the day before does not surprise me. Too many are bailed who really should be locked away, simply because there is nowhere to put them.

And now, more and more juvenile offenders are being pushed out to the community, into Community Bail Centres. This will be another big fail from the Government, as more and more offenders are left in the community.

As with 'care houses', while these offenders may have a level of supervision, they will have no real control measures to keep them in line and protect the community from their continued offending.

While we can't just keep locking kids away, it's simply a fact that many are not fit to be in our community, and we need a lot more detention beds than we presently have. No matter what their upbringing has been—and I acknowledge many have had terrible lives—unsociable, criminal behaviour cannot and should not be tolerated. The community deserves to be protected.

Some will have you believe that the fact the gaols and juvenile detention centres are full is a sign the present Government is hard on crime. This is not the case at all, and if anyone believes that then they are seriously out of touch with what's going on in the justice system.

Unfortunately, our gaols are full of offenders because crime is out of control,

and because detection and arrest rates are at an all-time high due to tireless work of our members. But they are full of offenders doing a three to nine month stint, as is the revolving door policy of our correctional centres and juvenile detention centres. No one gets any serious time. They are in for a quick holiday and back out on the street to re-offend.

How often do I see the same offenders, ripping the guts out of the place, finally caught and pinched on hundreds of charges (again, great work by our tireless members), only to be out and about committing offences again six months later? It's a never-ending cycle. And I am talking about hardened, violent criminals here, not just juvenile offenders.

I hear from members every day about offenders being released on bail or receiving mediocre sentences for multiple serious offences. Or I hear complaints of chasing the same crooks on yet another Return to Prison warrant for yet another parole violation.

Something needs to be done now to protect the community. The 'incarceration as last resort', which has been part of the political landscape for the last 20 years, is simply not working.

THE PURSUIT POLICY

The fact that offenders, particularly young offenders, can jump behind the wheel of a stolen car knowing they can virtually do as they please and not be stopped by the police is another reason why Constable Peter McAulay is lying in a hospital bed.

Too often we see juvenile offenders in stolen cars pushing the boundaries and putting innocent lives in danger, to the extent that we, the police, have to actually do our job and try to stop them (that is on the few occasions where we have a DDO or RDO who is prepared to actually take the necessary action).

It shouldn't be this way. But unfortunately there are little or no consequences for their actions. They get slapped on the wrist and are out re-offending in no time at all. That's of course if they get caught. The majority just drive off into the sunset.

And when the police do have a crack, they are subject to an inquisition in relation to their actions. No wonder we are now so risk adverse.

POLICE NUMBERS

No matter which way you look at it, we are desperately short of police. I'm not sure where they all are, but at the coal face, in General Duties and CIB/CPIU, we are haemorrhaging. In places like Coomera Division, where population is growing at extraordinary rates, the police simply can't keep up with the calls for service. The troops are burnt out and morale has plummeted.

Divisions such as Jimboomba and Logan Central are in a similar situation.

“With a real growth in police numbers of just 50 for the state this year, we are not keeping up with the population and the demand for our service.”

With a real growth in police numbers of just 50 for the state this year, we are not keeping up with the population and the demand for our service. We could do with 50 more police right now in Coomera, yet that is the growth for the whole state.

This Government can employ over 27,000 additional public servants over the last four years, and they can pay some Departmental heads \$500,000+ salaries, yet they have seen fit to slash \$46 million from the police budget this year. When you add on the 2% productivity grab back, then the real cost to the budget is closer to \$80 million.

You have to ask the question: are they really serious about crime and public safety?

Phil NOTARO

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

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



Safety & Wellbeing



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



QUEENSLAND POLICE UNION

CHANGE OF ADDRESS OR STATION

Please complete this form and return it to the union office.

REGISTERED NUMBER:

TITLE: Mr/Mrs/Ms/Miss:

FULL NAME:

HOME ADDRESS:

POSTCODE:

POSTAL ADDRESS:

POSTCODE:

PHONE NUMBERS: [H] [MB]

[W] [F]

WORK EMAIL:

HOME EMAIL:

RANK:

STATION:

STATION ADDRESS:

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QUEENSLAND POLICE LEGACY

in our care

QUEENSLAND POLICE LEGACY SCHEME

Suite 75, Level 11, Northpoint
231 North Quay, Brisbane, 4000
Telephone: (07) 3236 2276
Fax: (07) 3236 4219
Email: qplegacy@bigpond.com

AUTHORITY TO DEDUCT

Manager
Payroll and Establishment Services

I hereby authorise and direct you to deduct from my fortnightly pay,
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.

FULL NAME: _____

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**

National Police Remembrance Day

By the organisers of commemorative services throughout Queensland. Photographs courtesy of QPS officers throughout the state.

National Police Remembrance Day was this year most poignant as we gave thanks that no Queensland police officer had been killed in the line of duty, while simultaneously keeping Constable Peter McAulay at the forefront of our minds. Const McAulay was involved in a serious incident in Ipswich on the very morning that candlelight vigils were held across the state, and just the day before our numerous NPRD commemorative services.

As vigils, marches, and services were conducted in cathedrals, stations, and parks across Queensland and Australia, all those in attendance hoped and prayed for good news from Brisbane, where Const McAulay was receiving around-the-clock treatment in hospital. Const McAulay provided a stark reminder of the dangers we all face as police officers, and the selfless sacrifice involved in swearing the oath to protect and serve the community.



ATHERTON

NPRD was held at St Joseph's parish church in Atherton. It was preceded by a march from the Atherton police station to the church.

The event was well attended by the Tablelands Patrol Group sworn and non-sworn staff, retired police, families, and local leaders such as the Tablelands Regional Council Mayor Joe Paronella.

To honour the memory of an officer who has died within the patrol group, a presentation is conducted each year by a sworn officer to provide an understanding of the officer's life and the circumstances in which they died.

This year marked the 50th anniversary of the death of Sergeant Stanley Charles Cupples. A presentation was conducted by FYC Allison Charles, who had undertaken extensive research into his life. It was established that Sgt Cupples first joined the Australian Army before being discharged with malaria, and subsequently joined the QPS. On 7 July 1968, Sgt Cupples was tragically killed in a single vehicle crash returning from duty where he was involved in an operation to provide security for politicians. Const Charles also highlighted the need for police to exercise personal safety in conducting our duties.





In keeping with tradition, a baton that was given to police by the Tablelands community in the early 1990s was handed over from recently retired Inspector Rolf Straatemeier to FYC Laura Gardiner, who upon receiving the baton took an oath to uphold the values of the QPS and the Tablelands Patrol Group.

Senior Sergeant Kyell Palmer

BOWEN

In 2015, the Officers in Charge of Bowen, Whitsunday, and Proserpine station, together with Pastor Steve Goode, collaborated to commence a National Police Remembrance Day ceremony for the Mackay country stations to the north of the District. It was decided to

host the ceremony at a different location each year, rotating through the three divisions, and the ceremony returned to Bowen this year.

Localising the service was intended to allow greater access and attendance by the staff, families, retired officers, and members of the community. This year was the fourth service run in this way and it appears to be gaining in momentum each year, with growing support from the community. It is encouraging to see that attendance appears to be growing.

This year's service was attended by over 50 people including serving officers from all three stations, the state member for Burdekin Dale Last, officers from QFES, ex-serving members, family, and local members of the community. This year the service was hosted by Reverend Nick Riley, the minister of the Bowen Baptist Church where the ceremony was held. It was officiated by our new Police Chaplain Craig Yeomans.

After the service was completed, a morning tea was kindly provided by members of the church which allowed the opportunity for attending officers to interact with and thank the members of the local community for their support. Next year the service will be hosted in the Whitsundays.

Sergeant Craig McConnel.

BRISBANE

This year's candlelight vigil in Brisbane was again held at the Police Academy at Oxley as we await the dedication ceremony of our new Police Memorial in the Brisbane Botanic Gardens, where future vigils will be held.

The mood at the vigil was reflective and sombre as those in attendance remembered not only all those who have given their lives for their communities, but also Constable Peter McAulay, who was involved in a serious incident only 30 kilometres away in Ipswich that very morning.

As Const McAulay lay in his hospital bed, his police colleagues, dignitaries, representatives of supporting

associations, and family members of fallen officers all paid tribute to the brave men and women who don the suit of blue each morning.

The next morning, officers in that same suit of blue marched from Police HQ with plain clothed and retired officers behind the Police Pipes and Drums and members from the Mounted Unit and Dog Squad. Many members of the public lined the route from Headquarters to show their respect.

The service this year was held at St John's Cathedral, where all those in attendance remembered those officers who have been killed in the line of duty, and also those officers whose deaths did not occur as a consequence of their duty in the year since last Remembrance Day.

Two Queensland police officers who were this year historically added to the National Police Honour Roll were remembered: Constable Denis Ryan who died in 1881, and Constable John Patrick Kearney who died in 1914. Constable Peter McAulay was again remembered and prayers were offered for his recovery.





Bundaberg Patrol Group also held a candlelight vigil on 27 September at 6pm at the Bundaberg police station, which was attended by police, family, and retired police officers. The vigil was also officiated by Police Chaplain John Selwood.

Senior Constable Brittany Duncan.



CAIRNS

National Police Remembrance Day in Cairns was held at the Cairns Regional Council precinct. The policing contingent was piped walking into the venue.

This year for the Cairns service, the Far North District had a visit from Deputy Commissioner Gollschewski who read the Commissioner's address.

Adding to the already solemn occasion, time was also appropriately set aside by officers for sincere thoughts regarding Constable Peter McAulay who was gravely injured when struck by a vehicle at Ipswich this week. This year, the Cairns service was also well patronised by members of the Australian Federal Police, who participated in official reading and prose activities. We shall remember them!

Far North District Officer Acting Chief Superintendent Geoff Sheldon said local officers appreciate the support we get from our community, and we'll continue to work hard to make our communities a safe and happy place.



BUNDABERG

The Bundaberg Remembrance Day service was conducted at the Uniting Church on Barolin Street. The service was officiated by Police Chaplain John Selwood to a full church of police, family, retired police officers, and the public. Acting Inspector Glenn Cameron led the police in remembrance of fallen colleagues. The service was followed by morning tea.

A march was held prior to the church service. It was great to see the turnout of uniform and plain clothes officers.



'It's very important you know where you've been so you know where you are going,' A/Chief Superintendent Sheldon said.

'Policing does have inherent dangers. Most people get through a lengthy career injury-free, having had a wonderful career.

'Unfortunately, it is a fact of life, that through placing ourselves in harm's way we find officers do get injured and unfortunately fatally injured and pay the ultimate sacrifice and lose their life,' he said.

Senior Sergeant Brian Platz.



CHARLEVILLE

Officers from the South West District representing Augathella, Charleville, Cunnamulla, Morven, Tambo, and Wyandra came together to commemorate and honour our fallen colleagues who made the ultimate sacrifice in the line of duty.



It was great to have representatives of other emergency services attend and the involvement of local Charleville community members who contributed to the musical component of the service.

Constable Tara Sheppard.

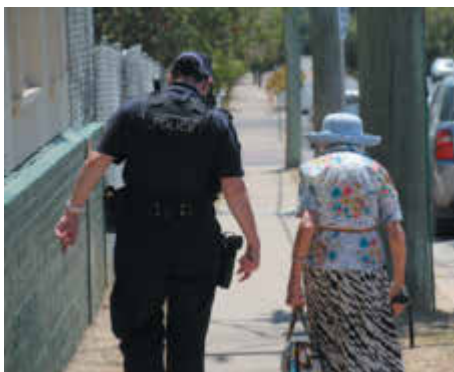


CHARTERS TOWERS

Charters Towers is for the most part a close-knit community of 9,000. Police are heavily involved in community and sporting functions, and associate daily with friendly locals. That is why there was no surprise when the phone calls started weeks out from Remembrance Day 2018, to find out when and where it would be held.

Community backing is abundant in our small gold mining town, and this year we were again heavily supported as we honoured and remembered our colleagues who have given their lives to sustain ours.

You don't have to don the blue shirt for very long to unfortunately be personally affected by this loss, and Charters Towers officers are certainly not impervious to it. They attended this service en masse to remember friends who have been killed, or have died, while on duty.



Officers stood shoulder to shoulder with the public including dignitaries, councillors, emergency services workers, and retired police, and even representatives from all schools attended to pay their respects while on holidays.

The Townsville District Officer Chief Superintendent Guteridge returned to his old stock squad stomping ground to remember our colleagues next to old friends. Special thanks to Reverend Arthur Tutin who officiated the service; he is new to our community and he remarked on the level of community attendance.

To our fallen officers: 'We honour and remember you. Thank you for your sacrifice.'

Senior Sergeant Dean Cavanagh.

CLONCURRY

In the small town of Cloncurry in the north west of the state, police and community came together to pay homage to their fallen. The service at Saint Colman's Catholic Church was orchestrated by Police Chaplain Father Mick (Lowcock). Father Mick, as he is affectionately known, travelled down from Mount Isa (a distance of 120km) to hold the Police Remembrance Day service. Superintendent Glen Pointing and Acting Inspector Brad Inskip also travelled the distance from Mount Isa for the service.

Superintendent Pointing delivered the Commissioner's message, which was spread to all corners of the state for this auspicious occasion. Readings and prayers were delivered by Acting Inspector Inskip, Detective Sergeant Liam Scanlan, PCC Nic Hempel, and retired police officer Bob Guteridge.

The flag party contained Senior Constable Haylee Ford, and Constables Nick Black and Allan Heldsinger, with Acting Sergeant Kelly Gijsbertsen, Senior Constable Kerry Purcell, and Constable Ashleigh Short making up the cushion carriers.



There was representation from numerous community groups including the Cloncurry Shire Council, government, and non-government entities. After the Remembrance service, police and community had a luncheon at the police recreational club. Special prayers were said for a fast recovery for Constable Peter McAulay.

Acting Senior Sergeant Frank Lawler.

DALBY

The Dalby service was attended by police officers, family, and members of the community. A local lady made Dalby officers a cake with a Dog Squad officer printed on it, which was particularly poignant because Rosalie



Watt attended the service. She is the mother of Senior Constable Norm Watt who was killed many years ago while on duty as a Dog Squad officer in Rockhampton.

GLADSTONE

Gladstone's candlelight vigil is hosted at the Gladstone police station on the eve of National Police Remembrance Day. The event provides opportunity for members of the Service and the community to pay tribute to officers' dedication, loyalty, and ultimate sacrifice. It is important to make known to the family, friends, and colleagues of fallen officers that their commitment to serve will never be forgotten.

Since the new Gladstone police station was built in 1999, members of Queensland Police and Gladstone's community gather around the memorial each year to remember the fallen. The memorial is positioned among the award winning gardens for all to pass as they enter the station. The memorial pays tribute to two officers who served in World War I. Constable Walter Dumbrell was killed in France on 19 April 1918; he was stationed at Many Peaks at this time. Constable Frederick White also died in France on 10 June 1918. He was stationed at Gladstone.

This year another name was added to the memorial to mark the dedication





and service of Sergeant Owen Timothy Harms. During the vigil, a plaque was unveiled by Sergeant Harm's wife Lyn. Sergeant Harms served the Miriam Vale community for 20 years. Miriam Vale station is a four officer station and is part of the Gladstone Police Patrol Group. Sergeant Harms was known by many as 'Harmsy' and will never be forgotten by his police family.

Harmsy was sworn in in November 1985 and started his career in Gympie. He then headed west and served at Mt Isa, Burketown, and then Mt Isa again.

Harmsy, who was by then married to Lyn, was transferred to Boulia in 1990, and then to Birdsville as the OIC in 1991. He loved the west and being a country copper. He spoke particularly fondly of his time in Birdsville where in 1994 he was named the Birdsville citizen of the year.

Harmsy, Lyn, and their son Brendan moved to South Kolan in 1994. He was promoted to Sergeant as the OIC of Miriam Vale in 1997, with his family again growing with the arrival of Breanna later that year.

In 1999, Harmsy was awarded the prestigious Australian police medal for service to the communities in which he had served. He was also awarded a Commissioner's Certificate of Notable

Action in 2006 and a Royal Humane Society certificate of merit in 2007.

Harmsy passed away on 1 August last year. The plaque unveiled at the vigil will remind all of us of Harmsy as we come to and from work and go about our daily duties. He will never be forgotten.

The unveiling of the plaque was followed by prayers for Harmsy's family and fellow officers. The night displayed the respect officers deserve for their service above self.

An invitation to attend the National Police Remembrance church service was extended at the end of the evening, with local media capturing the event. The next morning St Saviours Anglican Church spilled out the doors with community members paying respects to their local police. The officers marched from the police station to the Anglican church along Auckland Street. It was a humbling sight to see residents taking photos from their homes and accommodation along the way, and hearing the community clapping the officers as they marched by.

This year's event displayed the gratitude our community have for officers who serve for peace and good order.

Senior Constable Wendy Brooks.

HUGHENDEN

At 10am on 28 September, Hughenden held a Remembrance Day Service. Hughenden is a small country town on the Flinders Highway that is four hours from Townsville and five hours from Mt Isa. It has a town population of around 1,000 people and the main industry is farming. There are currently five police officers working in the Hughenden Division, which covers the area of 41,500 square kilometres.

The Hughenden service was steered by Chaplain Barry Cox from the Uniting Church, and the Commissioner's address was read



by Inspector Roger Whyte. Senior Constable Samantha Douglas coordinated the event.

The service was held at the Anglican Church Hall in Hardwick Street and was attended by the Mayor and councillors from Flinders Shire Council, representatives from Queensland Health (Hughenden Hospital), QAS, CWA, and around 50 other members of the community. There were also members of the Hughenden Emergency Service Cadets in attendance to assist with setting up, ushering, and the laying of a wreath. There was a great mix of locals from the community, both young and old, who showed support and respect for the police of Hughenden and Australia.

At the conclusion of the service, all present stayed to talk with members of the police and share the tea, coffee, and refreshments prepared by the Parents and Friends of the St Francis Catholic School.

Sergeant Troy Crompton.

INGHAM

The Ingham Police Remembrance Day service was a small affair with serving officers from Ingham and Halifax marching from the old fire station to Ingham Anglican Church. Over 60% of the total Ingham police numbers were represented. The attending crowd this year was the largest seen in a while at Ingham, with Nick Dametto MP and the local mayor Ramon Jayo, ambulance officers, fire fighters, and a large number of retired police also in attendance.

The Ingham service commenced with prayers for Constable Peter McAulay: despite him being at the other end of the state, his plight was foremost in the minds of all attending and the congregation wished him a successful recovery. The service was conducted by police chaplain Reverend Rosemary Dunn, and maintained an air of respect and pride.



After the service, the congregation gathered at Conroy Hall for light refreshments, which gave everyone a chance to catch up with our retired colleagues such as retired Sergeant Fred Angus, retired traffic Sergeant Ian Hamilton, and long-time administration clerk Colin Carr, to name a few. Although our numbers are not large like big cities, the Ingham Remembrance Day service draws a considerable crowd of past and present police officers as well as community organisations and public supporters.

Acting Senior Sergeant Donald Auld.



IPSWICH





JIMBOOMBA

Jimboomba was honoured to host National Police Remembrance Day for the Logan District on 28 September. The service was performed at the beautiful Emmaus College, whose hospitality students helped cater the event, providing a well thought-out menu for afternoon tea.

The service was well attended by families of fallen officers, serving police officers, the general public, and a number of State Parliament and Council members. QAS and QFES were also represented by local Inspectors and crews.

Emmaus College student Dylan Gilbert performed the 'Welcome to Country' to commence proceedings, and an address by Assistant Commissioner Brian Wilkins followed. There was a reading of prayers by Logan District police officers, PLOs, Inspectors, administration staff, and family of fallen officers. The special occasion was marked by the sounding of the Police Requiescat by an Australian military bugler and those laying floral tributes, including Logan school students.

Police Chaplain Father Dan Talbot was assisted by new Police Chaplains Jane Vines and Leah Kahika, who will be servicing the south eastern Region.

Father Dan highlighted the service of officers over time, with special mention of Constable George Doyle who was murdered on 30 March 1902 while attempting to arrest brothers Patrick and James Kenniff. The Collins family of Tamrookum station near Beaudesert had the remains of Constable Doyle interred in a private



cemetery at the church at Tamrookum and erected a monument in his honour.

The emotional ceremony was brought to a close after a showcase of photos highlighting the tight-knit policing community of Logan was played to the 120+ congregation. The Flag Party was marched out by bagpiper Roland 'Roly' McCarthy to conclude the service.

AO Rebekah Smith.

MARYBOROUGH

This year's National Police Remembrance Day service for the Maryborough Patrol Group was held in the LifeChurch in Maryborough at 10am on 28 September.

What made this service even more significant was the presence of Deputy Commissioner Tracy Linford. The procession was led in by our local bagpiper Vince Henderson, who has been providing assistance to the area for more than 20 years, followed by the flag party of Sergeant Steve Webb (his last year before retirement) and Constables Baltzer and Harold. DC Linford led the remaining contingent in.



The service commenced with a beautiful welcome message from pastor and police chaplain Rob Simpson, followed by the Australian anthem led by piano and singing from the church's local pianist.

The service was beautifully led by all key speakers, with a moving musical tribute for a collection for Police Legacy showing the past and present of the Queensland Police Service.

FYC Kasey Mills lit the candles at the commencement of the first name of the honour roll and then lit the second candle at the conclusion of the last name read out. It was very moving and symbolic.

With more than 120 people present at the service, it was pleasing to see so many show their respect and admiration for the Queensland Police Service.





Moranbah's police and staff were joined at the ceremony by local officers from Nebo, Dysart, and Glenden, with officers reading passages to honour fallen comrades.

It was pleasing to see a strong community presence at the ceremony with at least 85 attendees including families, local dignitaries, and former officers from other states and territories paying their respects.

This year, three Moranbah officers proudly represented both their profession and their station as flag bearers—Constable Caitlin Hodgetts, Constable Bryana Stanley, and Senior Constable Andrew Bergmann.

Moranbah's Senior Sergeant Michael Bailey spoke at the event on behalf of Commissioner Ian Stewart in appreciation of those who came out to support our men and women in blue.

He paid tribute to Queensland's police officers, both serving and fallen, and was joined by selected officers in reading passages in honour of the occasion. Senior Sergeant Bailey was pleased to see so many officers and their families in attendance on such a significant day



The service concluded and many officers, both retired and current, enjoyed the opportunity to talk with the Deputy Commissioner and other members of the Maryborough and Hervey Bay community.

Senior Constable Melanie Ryan.

MORANBAH

Residents from the Mackay western divisions, police officers, and local dignitaries gathered to pay tribute to Queensland's police officers, both serving and fallen, in support of National Police Remembrance Day.

Moranbah Baptist Church was the host venue for the western district's ceremony, conducted this year by Pastor Richard Carpenter who gave a relevant address to the assembly.



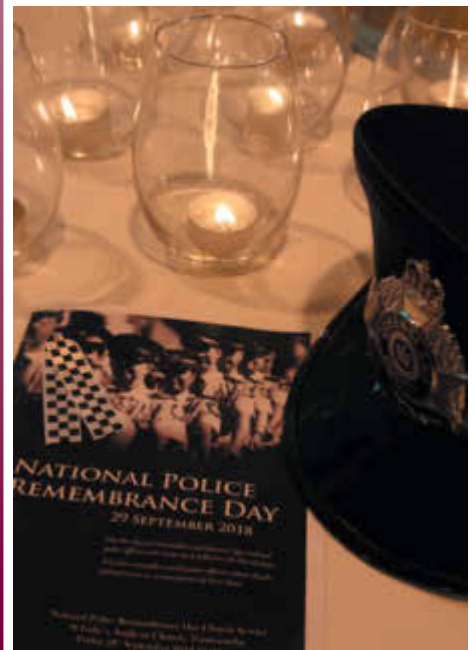
TOOWOOMBA



Several wreaths were laid at the conclusion of the ceremony, including by Officer in Charge of Glenden station Senior Constable Ian Robertson representing the Queensland Police Service, Mayor Anne Baker, and representatives of various organisations and individuals from the community.

The day concluded with a morning tea and a chance to mingle and reflect on the service, which was considered by all to be a very successful tribute to Queensland police officers both past and present.

Senior Sergeant Michael Bailey.



ROMA

The Roma Patrol Group Police Remembrance Day service was held at the Church of Christ in Roma.

Both sworn and unsworn members assembled prior to the service. Some members travelled in excess of a six hour round trip to attend. The service

was led by Police Chaplin Don Roberts and was attended by other emergency service personnel and a large number of community members.



TULLY

Officers from the Cassowary Coast Patrol Group were joined by members of the community and a number of retired police officers to commemorate this year's National Police Remembrance Day.

A contingent of the Patrol Group's police formed up at Tully police station under the eagle eye of the master of ceremonies, Constable Marc Tweedie, and proceeded to march to Saint Clare's Catholic Church.

The piper lead the parade on a day that the weather gods would be proud of.

After the flagbearers had placed the ceremonial flags, we honoured the 147 Queensland police officers who have lost their lives in the line of duty. We also recognised the commitment, dedication, and bravery of all police officers in Queensland and other Australian and South West Pacific police jurisdictions.



Members of the community, including representatives from the local government, SES, Red Cross, RSL, QAS, and EMQ all laid wreaths commemorating the sacrifices fallen officers have made to protect and serve the community.

The ceremony was followed by a morning tea where officers past and present could mingle and reflect on the good and bad times they have experienced throughout their careers.

The day was diligently put together by Senior Constable Kirstel Kempe with the dedicated assistance of VIP Roy Favier. Saint Clare's school provided the venue and the kitchen where volunteers from the school worked tirelessly with preparations of the morning tea.

Senior Constable Jane Moran.

WEIPA

On 28 September police from Weipa, Coen, and Aurukun commemorated National Police Remembrance Day in the attractive Cumrumja Park overlooking the Mission River and Albatros Bay. Officers and families were joined by members of other local emergency services, members of the local town authority, representatives of other government and non-government agencies, and a small number of the public.

The service was led by Acting Inspector Antoni Lesic who paid tribute to the officers who had dedicated their lives to uphold the law and to serve the people of Australia. The Police Ode was delivered by Senior Constable Jim Hunter of Weipa police station.



The small crowd then enjoyed a morning tea that was graciously supplied by the Weipa baker with the support of Weipa Community Care Group.

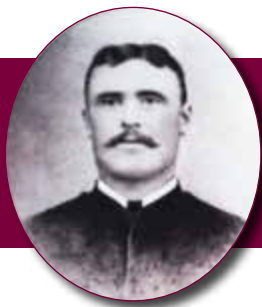
Acting Inspector Antoni Lesic.



QUEENSLAND REMEMBRANCE LIST

NAME	YEAR OF DEATH	NAME	YEAR OF DEATH	NAME	YEAR OF DEATH
Constable M. Connolly	1861	Constable R.N. Ritchie	1915	Senior Constable D. Trannore	1964
Constable P.W. Cahill	1867	Constable J.W. Harris	1915	Constable J. Reid	1966
Constable J.F. Power	1867	Constable P.C. Vowles	1915	Senior Constable C.M. Wilson	1966
Constable A. Wood	1872	Constable E. Nugent	1915	Senior Sergeant J. O'Hara	1967
Constable D. Ryan	1881	Constable J. Christiansen	1915	Constable D.G. Gordon	1968
Sub-Inspector G. Dyas	1881	Constable J. Thompson	1916	Constable L.G. McCosh	1968
Sub-Inspector H.P. Kaye	1881	Constable T. Dedman	1916	Sergeant S.C. Cupples	1968
Cadet Sub-Inspector M. Beresford	1883	Constable G. Dewhurst	1916	Senior Constable D.R. Ney	1968
Constable W. Dwyer	1883	Constable W.E. Bishop	1916	Senior Constable C.W. Brown	1969
Constable N. Roberts	1884	Constable P. Mulvie	1917	Constable N.A. Steele	1969
Constable J. McMullen	1884	Constable A.J. Curvey	1917	Constable A.R. Cabbage	1969
Constable J. Stewart	1885	Constable H. McLean	1917	Senior Constable R.P. Moore	1970
Senior Constable H. J. Fetherston	1885	Constable J. Graham	1917	Senior Constable J. Rynne	1971
Senior Constable W. Considine	1887	Constable O.H. Goodrich	1917	Senior Constable G. Ball	1972
Constable T.J. Callaghan	1888	Constable P. Devine	1917	Constable N.A. Green	1974
Senior Constable A. Wavell	1889	Constable J. Warfield	1918	Sergeant R.J. Harris	1975
Constable W. Arundell	1890	Constable J. Fitzgerald	1918	Senior Constable L.M. Hoey	1975
Constable P.J. Curtin	1891	Constable H. Wells	1918	Inspector J.M. Walsh	1977
Constable W.J. Doyle	1891	Constable W.W. Dumbrell	1918	Constable R.E. Seefeld	1977
Constable J. Sangster	1893	Constable F.A. White	1918	Technical Officer J.P. Browning	1979
Constable E. Lanigan	1894	Constable D. O'Donoghue	1918	Constable V.J. Hennelly	1980
Constable B. Ebbitt	1894	Constable T. McGillycuddy	1918	Constable T.R. Thompson	1981
Constable T.M. Black	1895	Constable C.E. Castree	1918	Constable R.A. Wilson	1981
Senior Constable W. Conroy	1895	Constable J. Herbert	1918	Senior Constable R.J. Moody	1982
Constable W.G. Clarke	1895	Constable D.J. Dodds	1918	Constable J.M. Sturrock	1984
Constable A. Lowe	1896	Constable E.R. Pastorelli	1918	Constable M.L. Low	1984
Constable J. Quinn	1896	Constable J.P. Taylor	1918	Sergeant J.D. Neideck	1984
Constable R. Roots	1897	Constable T. Griffin	1921	Senior Constable A.P. Anderson	1987
Constable P. Cahill	1898	Acting Sergeant W. O'Rourke	1924	Senior Constable P.G.J. Kidd	1987
Constable J. Cullen	1901	Constable R.S.R. Alexander	1926	Senior Constable P.A. Wegner	1987
Constable G. Doyle	1902	Constable A. Crust	1930	Constable B.T. Handran	1989
Acting Sergeant D. Johnson	1903	Constable E.J. Dawson	1931	Constable A.L. Greaves	1991
Constable C. O'Kearney	1904	Constable J. Herbert	1931	Constable M.L. Goodwin	1991
Constable A.G. Price	1905	Constable R. Kyle	1933	Constable S.N. Lena	1992
Constable R. Orme	1905	Constable G.R. Young	1938	Constable S. W. Gill	1996
Sergeant T. J. Heaney	1906	Constable D. Nicol	1947	Detective Sergeant L.J. Hooper	1997
Constable J. Murtagh	1908	Sergeant A. Neden	1947	Senior Constable N.J. Watt	2000
Constable P. Ryan	1908	Sergeant T.R. Herman	1950	Senior Constable D.A. Shean	2001
Constable F. Hoge	1908	Constable H.F. Bidner	1951	Senior Sergeant P.J. Irwin	2003
Sub-Inspector M. Broderick	1909	Constable J.R. Ward	1952	Constable S.E. Urquhart	2005
Constable W.J. Mercer	1910	Constable M.J. Howard	1953	Constable C.I. Barwise	2005
Constable P.J. McCabe	1913	Constable R. Doyle	1956	Detective Sergeant S.I. Kerlin	2006
Constable W. Murray	1913	Constable K.S. Mason	1956	Constable B. Irwin	2007
Constable J.P. Kearney	1914	Senior Constable D. Gregory	1956	Sergeant D.A. Stiller	2010
Constable W. Quinlan	1914	Constable B.G. Gabriel	1956	Detective Senior Constable D. Leeding	2011
Constable S. Tierney	1914	Constable L. Smith	1957	Constable C. Blain	2013
Constable P.J. Moynihan	1915	Constable A.R. Muir	1958	Senior Constable B. Forte	2017
Constable D.C. Bourke	1915	Constable G.J. Olive	1962		
Constable W.J. Hughes	1915	Constable D.W. Wrembeck	1962		
Constable J. Johnston	1915	Senior Constable C.R. Bagley	1963		

With honour they served



OUR JIMMY

'Our Jimmy' was born in Aberdeenshire, Scotland,
in 1867

The rugged coast, the hills and valleys,
his emerald piece of heaven
He toiled on his father's farm,
while his restless spirit soared above
Over cliffs, across oceans, seeking adventure,
seeking love.

The boy became a man, square jawed,
tough and strong
Searching for his future, somewhere to belong
He kissed his mother goodbye, her teary eyes a gleam
He sailed for Australia,
carrying nothing but his dream.

James Sangster was an honourable man,
he believed in the law
He could ride a horse, handle himself,
go through any door
He joined the Queensland Police and
he worked the Ipswich streets
He would share a joke, but maintain order,
as he worked the beat.

In the early hours of the 4th of February 1893
Came the deadly waters of the Bremer,
as people tried to flee
A family trapped in their house,
as the river raged that awful day
Our Jimmy arrived on horseback as
the house was swept away.

A couple desperately clung for life,
screaming 'Help us Jim!'
He never hesitated for a second,
even though he couldn't swim
With the waters swirling furiously,
he launched a small boat
He battled with his mighty heart,
as he tried to stay afloat.

He tried and tried again, as the boat was tossed about
He was tiring but never quitting, as the time ran out
The boat was swamped and smashed,
and the river took him down
He fought for life with courage,
but he disappeared without a sound.

They never found Our Jimmy and
I wonder where he rests
Did he think of his sweetheart in those final breaths?
Did he think of Scotland, whom he served so proud?
Did he think of his Mum and Dad,
in his watery shroud?

So as the haunting refrain of the pipes
echo on this day
Floating over hills and valleys and
the Aberdeenshire bays
Jimmy is once again with his family,
his spirit doesn't roam
Our fallen comrade is at peace,
our Jimmy has gone home.

We remember Constable James Sangster,
and we'll never forget
We bow our heads for him today,
125 years of regret
Time doesn't diminish what he did,
no words can ever suffice
Our brother in blue, always Our Jimmy,
who paid the ultimate price.

By Senior Sergeant Tim Beard
*In honour of the 125th anniversary of
James Sangster's death*

National Police Remembrance Day

29 September 2018



Commenced by the Queensland Police Union for police, their families and the community.



We as police think of them every time we walk past their old locker. On National Police Remembrance Day, we gather to honour their memory, service and sacrifice.



"We often face the stark reminders of our friends, family and colleagues who have made the ultimate sacrifice keeping us safe. Please join us this week in taking a moment to remember those police officers who gave their lives while protecting our community".

Ian Leavers, QPU President, & John (Bluey) O'Gorman, National Police Remembrance Day Founder & former QPU President.



Authorised for Leavers Queensland Police Union Brisbane

QPU 1818

Wall to Wall

Photographs courtesy of Detective Sergeant Scott Atkins.







A Day In The Life of Acting Senior Constable Deb McLachlan School-Based Police Officer at Marsden State High School

By Andrea Appleton.

Acting Senior Constable Deb McLachlan sprints up the multipurpose court, dodges to the left of a marker, sidesteps to another, and runs back to the waiting line of students and teachers. She high fives a student, who follows in her footsteps up the court. A/Snr Const McLachlan is not puffed; she is a seasoned competitor in Queensland Masters Athletics events, and actually enjoys participating in the exercise component of the Blue Edge program she co-ordinates at Marsden State High School.

As their school-based police officer, A/Snr Const McLachlan is involved in implementing many different programs for students, and as an athletics enthusiast, she can be seen down at the running track giving pointers to some of the school's sporting excellence students.

A/Snr Const McLachlan always wanted to be a police officer, but it was working with dogs that first interested her, rather than with children.

'I applied in Adelaide when I was just 18,' she says. 'I really wanted to be Dog Squad. But they had really strict height restrictions at the time and I was too short, so that was the end of that.'

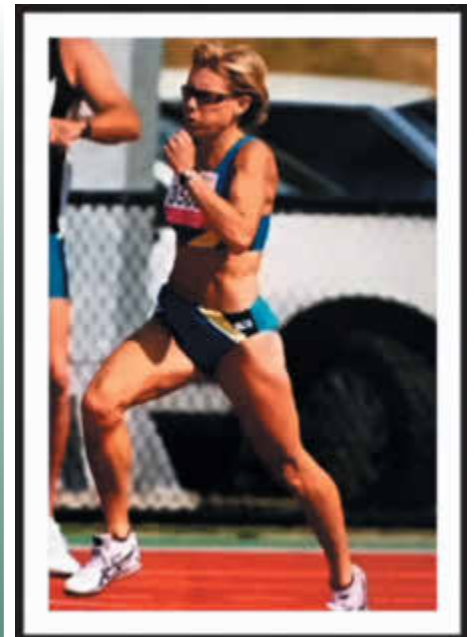
But as it turns out, that was not the end of that! While working in a variety of jobs over the years, A/Snr Const McLachlan always kept policing in mind, and kept up-to-date with the evolving job entry requirements. She also reignited her childhood love of running after being inspired during the 2000 Olympics, which led to a business idea to encourage fitness in kids.

She developed kids' fitness programs for rec clubs and schools, trained staff to facilitate the programs, and eventually would up working at the Beenleigh PCYC as a civilian. It was then that A/Snr Const McLachlan realised she still wanted to be a police officer, and decided to put an application in.

'By that stage, I thought doggies weren't going to be my thing, but because I'd worked at the PCYC and had that connection with young people, that's what I wanted to do: I wanted to work with young people,' she says.

"My passion was to work with young people, and not so much as an investigator. I wanted to be proactive."

A/Snr Const McLachlan worked her first year in the old Coomera District and was then posted to Crestmead.



A/Snr Const McLachlan winning the 300m at the Pan Pac Games.

'At Crestmead I had a really supportive boss who knew what my passions were, and he allowed me to relieve at the Beenleigh PCYC for about 15 months. I then worked back in generals and then it was off to Project Booyah for two years. [Project Booyah is a police-run leadership and mentor program that helps young people aged 15-16 years make good life choices.] I absolutely loved that and from there I went to relieving at the Logan PCYC.



Winning the 200m at the 2014 Police & Emergency services Games in Melbourne.

'I thought I'd go back to generals, which didn't really phase me too much, but then this position at Marsden came up. My passion was to work with young people, and not so much as an investigator. I wanted to be proactive. So I put my hand up and I got the spot and I haven't looked back.'

WHAT DO YOU SEE AS YOUR ROLE?

A/Snr Const McLachlan sees her role as part of a support network for the students and families at Marsden State High School. She acknowledges the strength of the management team at the school and believes their ability to work well together helps the school to function really well.

"I'm pretty much a police officer, a guidance officer, a counsellor, a social worker, and a parent."

'I'm pretty much a police officer, a guidance officer, a counsellor, a social worker, and a parent,' she says. 'You don't want the kids to be scared of you, or think you're going to arrest them or tell them off. Sometimes they've been dealing with something really difficult at home and they just need someone to talk to.'



Winning the 200m at the 2014 Police & Emergency services Games in Melbourne.

There are also guidance counsellors employed at Marsden, and a counsellor from Relationships Australia and a school nurse. They work closely with one another and with A/Snr Const McLachlan to help students who present to them with a problem.

A/Snr Const McLachlan is also in regular contact with the other four school based officers in Logan District, and with officers from Crestmead station and CPIU. And although all these professionals are adept at responding to kids in need, they are also on the front foot.

'It's also about proactive engagement,' A/Snr Const McLachlan says. 'We are there to assist in education, whether it be about an offence a kid may have committed, or working more traditionally with the teachers with whatever the students are learning.'

Youth justice conferencing is another part of A/Snr Const McLachlan's role. If a child has been involved in some sort of illegal activity, there is capacity for that child to attend a conference rather than court, to better understand the circumstances surrounding the offence and to learn about consequences of their actions.



With teacher Tom Patterson and Marsden students completing their Certificate 1 in Construction.

A/Snr Const McLachlan is notified by Logan Youth Justice when a conference is being held. A Youth Justice convenor will arrange for the young person, parents or a support person, the police, and the victim or someone on behalf of the victim to attend the conference.

'Part of our role in those conferences is to explain the offence, and why it's an offence in Queensland,' she says. 'We also talk about the impact of the offence on the victim; this is where we sometimes see tears because the young person hasn't realised, for example, that the victim now doesn't want to leave their house.'

"An educative program that engages a child at just the right moment can be life changing."

'Nine times out of ten there's something else going on in the background that has led them to do what they've done, and often they don't understand they could end up with a criminal history for drugs or assault that could stop them getting a job later in life, or going overseas,' A/Snr Const McLachlan says.



With Marsden Construction students.



'So it's to make them realise they've got the rest of their lives ahead of them, and to find out what their passions are, to point them in the right direction. None of mine to date have ever come back or reoffended.'

WHAT DO YOU LIKE ABOUT YOUR ROLE?

A/Snr Const McLachlan loves being involved in the Youth Justice process, and is gratified by the positive results she has seen. She also enjoys delivering programs that encourage attendance at school, develop leadership skills, or provide support and encouragement in the development of other important life skills.

As she knows from her PCYC days, an educative program that engages a child at just the right moment can be life changing. She also enjoys breaking down the stereotype of a police officer that some of the students hold.

'They may have a perception from out there in the community,' she says. 'Maybe Mum and Dad have had dealings with us that are not particularly positive. But those of us who work in these roles have a passion to work with young people,

“You don't want to have to use an accoutrement on a parent in front of all the students.”

and we're actually here to help. I like to build a bit of a bridge and create rapport, and make them understand we're not the bad guys.'

WHAT DON'T YOU LIKE ABOUT YOUR ROLE?

Pausing for a moment to reflect, A/Snr Const McLachlan admits she is lucky in that there is not much she doesn't like about her role.

'It can be mentally draining if you have a line of kids out the door coming to see you,' she admits. 'It's difficult to see kids who are obviously struggling have to go back to dysfunctional homes.'

To combat a turbulent home life, A/Snr Const McLachlan tries to link youths into programs both at school and at local PCYCs that will support them.

WHAT'S THE STICKIEST SITUATION YOU HAVE FOUND YOURSELF IN?

The more challenging situations A/Snr Const McLachlan has found herself in have involved parents rather than students.

'If there's a parent who has come to school who is quite volatile, or who has mental health issues, you have to try and talk to them and calm them down because you don't want to get in a situation where you've got to go hands on,' she says. 'That's challenging when you're on your own



Blue Edge program breakfast.



A/Snr Const McLachlan with her cheer squad after the 2005 Police & Emergency Services Games: husband Sgt Troy McLachlan from Gold Coast RPU and sons Kane and Blake, now 20 and 18.

because you don't want to have to use an accoutrement on a parent in front of all the students.'

A/Snr Const McLachlan also notes another concern of hers.

'One of my biggest fears would be an active armed offender in the school,' she says. 'You're here on your own so you'd have to deal with it until back-up arrived. When we do training it's in pairs, or in a group with an active armed offender, so it wouldn't hurt for school based officers to be trained as to how to best deal with a situation when we are one-on-one. Of course you hope it never happens, but at least we'd be trained to deal with it.'

Yet the thought of an active armed offender is far from A/Snr Const McLachlan's mind as she again sprints up the Marsden State High School multipurpose court and passes a football to the school principal. The fitness component of the morning's Blue Edge program is winding up, and the students taking part in the program are about to share a breakfast prepared by the catering students.

After breakfast, a local police officer will talk to the program about career options; he is just one of a group of motivational speakers who will attend the school to educate and inspire the group. These students have been chosen for a few different reasons: some show leadership potential, some are part of the sporting excellence program, and some have started to skip school regularly.

It is hoped the program will focus the kids on their goals, and help them to achieve their full potential.

'It's a shame what so many young people are dealing with,' A/Snr Const McLachlan says. 'It's really quite unfair. We can do so much here, but then they go back to a home environment that may not be ideal.

'We just hope that maybe we can make them strong enough to be able to break out of that situation when it's time.'



A/Snr Const McLachlan with Snr Const Cherie McLean from Logan PCYC after a Blue Edge session.



With students and Executive Principal Andrew Peach at Marsden.



Youth, Technology, and Virtual Communities Conference

By Andrea Appleton.

Building on the success of the past five Youth, Technology, and Virtual Communities (YTVC) conferences, State Crime Command's Argos hosted the 2018 event in late August. 'Prevent, Protect, and Prosecute' is the overriding theme for YTVC, with this year's conference focusing on youth perpetrated sexual crime.

Over 400 practitioners from across the globe gathered to share ideas, keep abreast of the latest technological developments, and showcase programs and processes that have seen success in the collaborative effort of combatting crimes against children.

The conference's agenda is enriched by presenters and attendees not just in the law enforcement professions, but also in the fields of prosecution, education, child protective services, social work, children's advocacy, and psychology.

"Practitioners heard from a broad array of passionate, candid, and inspiring presenters throughout the conference."

The conference was opened with an address from Natalie Walker of PartnerSPEAK, an organisation that provides advocacy and support for the non-offending partner and family of perpetrators of child sexual abuse.

It was an informative and unexpected presentation from a group that can be maligned in the aftermath of child sexual abuse, and Natalie set the





scene for a broad array of passionate, candid, and inspiring presenters throughout the rest of the conference.

For example, forensic psychologist Dr Joe Sullivan provided insights into the motivations, thoughts, and behaviours of child sex offenders; Carrie Paschall from the Dallas Children's Advocacy Centre talked about interviewing

“Breakout groups gathered to review developments in various jurisdictions in an effort to share best practice methods in what truly is an international, collaborative endeavour to infiltrate and interrupt child sex abuse worldwide.”

youth exhibiting problematic sexual behaviours and the dilemma created when a child recants an allegation of abuse; psychologist Dr Michael Bourke of the US Marshalls took care to dispel some of the many myths associated

with sex offenders; and John Penn from Adobe made attendees look (and think) twice while presenting examples of digital media manipulation and forcing the question as to the possible devastating consequences of manipulative software.

Alongside the formal presentations and discussions, breakout groups gathered to review developments in various jurisdictions in an effort to share best practice methods in what truly is an international, collaborative endeavour to infiltrate and interrupt child sex abuse worldwide.

The YTVc conference is an important part of this endeavour, and the Queensland Police Union is proud to support the event.



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¹Depending on when you make your purchase, when your statement is issued and whether or not you are carrying forward a balance on your account from the previous statement period. There are no interest free days for cash advances, Bank@Post withdrawals or balance transfers.

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Book Review Armor Your Self

By John Wills

***Armor Your Self* is a book on overall wellness for law enforcement professionals written by the director of the US Law Enforcement Survival Institute. It includes over 150 tactics and exercises to help officers strengthen and condition themselves physically, mentally, emotionally, and spiritually.**

Armor is endorsed by many law enforcement professionals, including Dr Kevin Gilmartin, whom many of our members will have seen during his lecture series around Queensland, and John Wills, a former Chicago police officer and retired FBI agent:

I recently became aware of a unique book written by retired police officer John Marx. It's called *Armor Your Self: How To Survive a Career in Law Enforcement*. John spent 23 years on the job working as a patrol officer, media liaison officer, crime prevention officer, and burglary detective. He admits he left because he felt burned out.

Like most of us, too much exposure to death, traumatic injuries, domestic violence, and every tragedy imaginable left him exhausted mentally and physically. Then, in 2007, a dear friend of his committed suicide, an act all too common to those of us who work the thin blue line. His friend left no note and was the last one anybody expected would take his own life.

That tragic event was a call to action for John. He decided to be proactive about helping his brothers and sisters in blue and so he began researching techniques that would be a life preserver for his former colleagues to hold on to when they felt they were drowning in the choppy seas of violence, stress, and

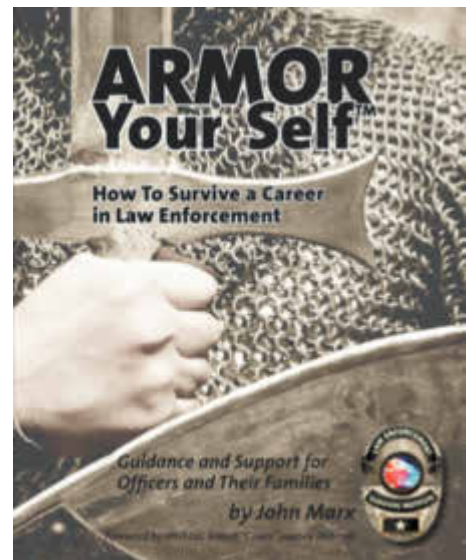
hatred. In 2008 he began writing about law enforcement issues at CopsAlive.com.

The website is described as a site for 'information, strategies, and tools to help cops plan happy, healthy, and successful careers, relationships, and lives'. The site is rife with resources and articles to assist cops get through tough times, as well as plan for their careers and futures.

I keep a personal library of books pertaining to law enforcement for reference and advice. *Armor* is one that I've added because it covers so many aspects related to a successful career. The author discusses the hidden dangers of the job, those that might kill you, might kill you slowly, or at the very least might ruin your life or your quality of life.

This is important information because as we are learning, cops who are dying aren't necessarily doing so at the hands of a bad guy. Accidents and suicides take more lives than do murders.

John also talks about tactical resilience. He defines it as a 'quality of intentional human strength and fitness that can be developed, and once developed exhibited through the mind, body, brain, and spirit of a police officer or other law enforcement or military professional'.



John Marx
The Law Enforcement Survival
Institute
Littleton, 2017
RRP: \$24.95

He states there are four factors that create an effective system of tactical resilience—physical, mental, emotional, and spiritual. Three other factors are necessary to hold the system together—positive mind-set, self-mastery (aka willpower), and positive social support.

Armor includes a chapter titled 'Armor Your Self Physically'. It's a well thought-out blueprint that examines all the things needed to maintain, strengthen, and protect yourself physically in order to be effective in your job and lead a happy, healthful life.

John suggests cops begin to think of themselves as 'professional police athletes'. By doing so he says 'your goal must be to train yourself to survive both short-term combat and the long-term rigors of a law enforcement career'. Included in this chapter are actual workouts and advice on nutrition.

There is also a chapter on 'Armoring Your Self Mentally', which explains how to strengthen and improve your brain's cognitive abilities in terms of memory, reaction times, problem solving, communication skills, and more.

John covers the importance of doing a mental threat assessment, which is examining all the things that can hurt you or impair you mentally. Included in this section is an explanation of the OODA Loop created by Colonel John Boyd.

In 'Armor Your Self Emotionally', the author examines what you can do to

improve the management of negative emotions, as well as ideas on how to promote positive emotions. The stated goal is to maintain emotional control and balance in the most difficult of human conditions without losing compassion, professionalism, joy, happiness, and the ability to care for and about other human beings.

Finally, John Marx's book explains why 'Spirituality is Important' to law enforcement. He's not talking about religion or faith. Instead, he contends it's a place from which we draw our values and integrity, and through which we exhibit our honour, courage, and fortitude. Spirituality is the internal reservoir that replenishes our inner strength when challenged by trauma, tragedy, and grief.

The book recommends and provides training exercises, tactics, and techniques for each topic covered.

Armor Your Self is about building a

primary plan for your life and career. It's also about having a backup plan going beyond mere officer survival—it means thriving.

One last thing: what about a backup plan? What happens if for some reason you become disabled and can no longer function as a law enforcement professional? If something happened, what would you do job wise?

John suggests that now is a good time to begin thinking about a plan for the future and possible alternatives to your present career. Think about it as the 'what ifs' you normally ponder regarding police work.

Armor Your Self is a must-have book. Think of it as a wellness handbook for law enforcement professionals and their families. The book is available on Amazon.

Stay Safe, Brothers and Sisters.



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

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

 **QUEENSLAND POLICE UNION OF EMPLOYEES**
Telephone: 07 3259 1900 • Fax: 07 3259 1950

The advertisement features a close-up photograph of a young child's face, looking slightly to the side. The child is wearing a light blue shirt with a dark blue patch on the shoulder that reads 'QUEENSLAND POLICE' and 'SERVING THE COMMUNITY'. The background is a dark blue gradient with white and light blue text. A vertical blue line runs down the right side of the text area.

Police Recipes

MEXICAN TOMATO AND BEAN SOUP

Ever been guilty of piling too much salsa on your corn chips and dribbling it all down your shirt? Well, now you can get your salsa fix with two handy implements: a bowl and spoon!

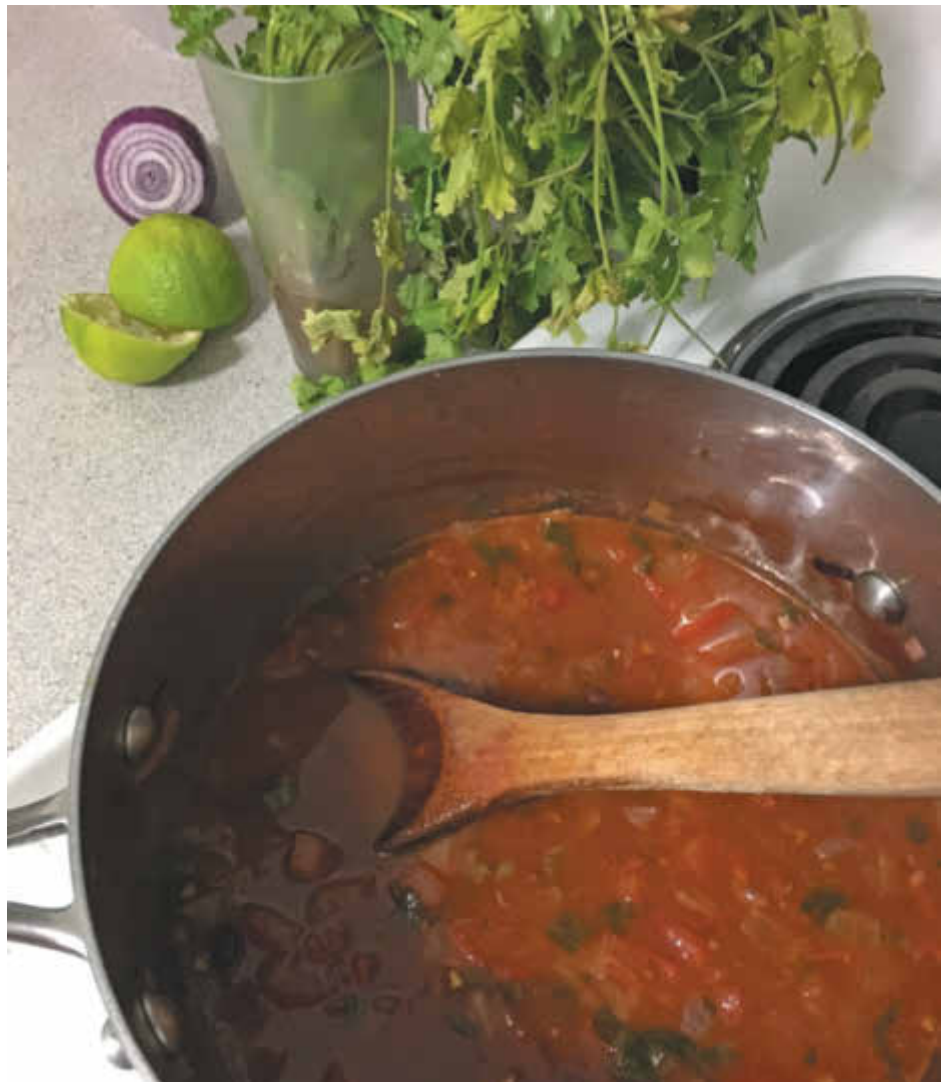
Yes, this summery soup tastes a lot like salsa, and you can up the Mexican by adding garnishes: sour cream, coriander, cubed avocado, or hey, a handful of corn chips! It's delicious!

What do I need?

- 2 tablespoons olive oil
- 2 red onions, finely chopped
- 3 garlic cloves, finely chopped
- 1-2 medium-hot green chillies, such as jalapeño, deseeded and finely chopped
- ½ teaspoon ground cumin
- 600ml vegetable stock
- 200ml roasted tomato sauce or passata
- 400g ripe tomatoes, cored, deseeded and finely chopped
- 400g tin black beans or black eyed beans, drained and rinsed
- Handful of oregano, chopped
- Pinch of sugar
- Juice of 1 lime
- Small handful of coriander, roughly chopped
- Sea salt and freshly ground black pepper
- 4-6 tablespoons sour cream (optional)
- Small handful of coriander, roughly chopped (optional)

What do I do?

- 1). Heat olive oil in saucepan over medium-low heat, add most of the



- 2). Add garlic, chillies, and cumin and stir for a minute.
- 3). Add stock, roasted tomato sauce or passata, tomatoes, beans, oregano, and sugar.
- 4). Season with salt and pepper, bring to the boil, and simmer gently for 10 minutes.

- 5). Remove from heat and add lime juice and coriander.
- 6). Serve soup topped with a dollop of sour cream, if you like, and scattered with reserved red onion, chopped coriander, and freshly ground pepper.

Recipe source: www.rivercottage.net

Do you have a favourite recipe that you'd like to share with members?
E-mail us at journal@qpu.asn.au

From the Archives

FUNERAL OF DETECTIVE SERGEANT LEONARD HOOPER, 1997



A cortege moves through Brisbane and past Customs House on 7 August 1997 after the funeral of Detective Sergeant Leonard Hooper. Det Sgt Hooper died on 3 August after accidentally discharging his firearm during a drug and stolen property raid on a unit at Garrick Terrace, Herston.

Picture source: Queensland Police Museum, PM2498d

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

COMPACLITE TRAVELLER CHAIR

It's a delicate balance campers and outdoor enthusiasts know well: the balance that has to be struck between a chair that is lightweight yet still comfortable. Many are forced to make a compromise: they either buy a chair that is heavy, bulky, and takes up too much room in the boot, because comfort is king; or, they buy a chair that packs down well and is easy to carry but is not much better than a log around the fire for sitting on.

The CompacLite solves this problem. Full size and comfortable, yet compact and light, it means you no longer have to compromise ... except perhaps on the sweet spot away from the smoke around the fire.



FEATURES

- Integrated 3-step high tensile steel frame for easy assembly
- Comfortable bucket style 600 Denier polyester skin
- Side storage pocket and organiser
- Carry bag clips to frame for additional storage

Frame	High tensile 13mm steel tube
Fabric	Durable 600 denier 100% polyester
Weight rating	100 kg
Seat height	33 cm
Dimensions	55x 54 x 68 cm
Pack size	33 x 12 x 12 cm
Weight	2 kg
Carry bag	300D Polyester carry bag supplied

Got a photo of you and your police mates out camping? We have a BCF voucher up for grabs for our favourite shot, so send your pictures to us at journal@qpu.asn.au and you might see yourself in the next Journal.

Police Living Pictures from our Members

For a while there it looked like we might have lost Senior Constable Neil Pynenburg of the Richlands Watchhouse to the dark side ... but the next thing you know, he's out there rescuing ducklings.



Snr Const Pynenburg receives a BCF voucher for use in this galaxy.

LEADERSHIP DEVELOPMENT SCHOLARSHIPS NOW AVAILABLE



WOMEN IN POLICE, DEFENCE, AND EMERGENCY SERVICES



Building on the significant developmental momentum achieved during #100daysforchange, Women & Leadership Australia is administering a national initiative to support the development of female leaders across Australia's police sector.

The initiative is providing women with grants of between \$3,000 and \$7,000 to enable participation in a range of leadership development programs.

The scholarship funding is provided with the specific intent of providing powerful and effective development opportunities for women in the industry. However, the funding is strictly limited and has to be allocated prior to the end of 2018.

Expressions of Interest

Find out more and register your interest by completing the Expression of Interest form here prior to 7 December 2018:

www.wla.edu.au/policedefenceemergencyservices



DIABETES ONLINE RISK ASSESSMENT PROJECT

DIABETES ONLINE RISK ASSESSMENT PROJECT

Diabetes is currently the biggest challenge confronting the Australian health system, increasing at the rate of one new diagnosis every 5 minutes. Around 1.7 million Australians have diabetes as well as an estimated 500,000 more who are currently undiagnosed.

The Diabetes Online Risk Assessment (DORA) Project is currently being conducted by researchers at Central Queensland University, Rockhampton. This study aims to:

- raise awareness of an individual's risk of Type 2 Diabetes
- understand what types of health messages people like to receive, and
- understand how useful these messages are in prompting people to take follow-up actions.

This project is being promoted Australia-wide to encourage individuals in all metropolitan and regional areas to raise awareness of Type 2 Diabetes and to encourage follow-up action after an individual risk rating. The outcomes from this study may impact how health authorities provide health messages to individuals and groups in the future to encourage them to take positive action to improve health outcomes.

Who is eligible to participate?

To be eligible participants must:

- be aged 35 years or over
- not have been diagnosed with type 1 or type 2 diabetes previously
- live in Australia

What is required of participants?

Participants will be required to complete three online surveys over a period of approximately 3 to 4 months. Each survey will take approximately 20-25 minutes to complete. Participants will receive \$40 shopping vouchers after completing all surveys.

Anyone interested in participating should go to the below website:

www.dora.org.au/eng/pages/homepage

This will direct you to the DORA Project website to read more about the study and check eligibility.

Out and About

TOOWOOMBA CARNIVAL OF FLOWERS PARADE AND FOOD AND WINE FESTIVAL





EVEREST TREK 4 POLICE

Supporting QLD Police Legacy

Trek to the roof of the world in 2019 to support the Queensland Police Legacy. Along a route dubbed by some as "the steps to heaven," every bend on the trail to MT Everest Base Camp provides another beautiful forest, Sherpa village and glacial moraine. For police officers who are not afraid to go beyond, our expedition staff will bring you close to local cultures whilst raising money for this important cause.

Max Elevation	Trek Distance
5380m	124km
Dates	Price
23rd April - 10th May 2019	\$5334 including return flights & insurance

For more information

admin@earthtrails.com.au
1300 193 349



Christmas is a time to give

How QPS members can help those in need this Christmas

November will see the launch of the 2018 Commissioner's Gift Drive and QPS Foodbank Drive. Once again we are seeking your support to make Christmas a little bit brighter for families in need.

Commissioner's Gift Drive

This year's Gift Drive will provide a gift to over 1,500 children who have been identified by police and other Queensland Government agencies as being at-risk or disadvantaged.

QPS members can support this cause by donating age appropriate gifts for children aged 1-12 years. A list of drop-off points will be e-mailed in coming weeks.

Alternatively, funds can be donated via the QBANK for the purchase of the rest of the gifts:

Account name: **Commissioners Xmas Gift Drive**
 BSB: **704052**
 Account: **1015102S1.1 (if transferring from a QBANK account)**
100139370 (all other banks)

If every member donated as little as \$1 each, they could fund the Gift Drive for the next two years

On Wednesday 12 December, Santa has confirmed a meeting with the Commissioner, and they will both personally present a small group of children with their gifts during a special presentation in the Atrium at Police Headquarters.

QPS Foodbank Drive

This year's Foodbank Drive is even bigger and better and will see donated non-perishable food going to feed families in need this Christmas.

Stations throughout the state will be nominated as drop-off points so that QPS members and members of the public can drop off food donations. Where possible, Foodbank will see this food goes to families in the local community where it was donated.

Items that can be donated include (but are not restricted to) canned vegetables, pasta sauce, dried pasta, soup, rice, jams and spreads, tinned fruit, baked beans and spaghetti, tuna, tea, coffee, and long-life products.

Please have a look in your pantry and see what you can spare.

The Commissioner's Gift Drive & Foodbank Team appreciates your support.

For further information please contact Sue Roberts or Leisa Pratt at

QPSChristmas.Drive@police.qld.gov.au





Commissioner's Christmas Raffle 2018

- All proceeds donated to The Commissioner's Gift Drive -



First Prize:

A \$1000.00 Gift Card

You choose between a Flight Centre gift card,
a Woolworths Wish gift card or a Coles Myer gift card

Second Prize:

A \$500.00 Gift Card

You choose between a Flight Centre gift card,
a Woolworths Wish gift card or a Coles Myer gift card

Third Prize:

A \$250.00 Gift Card

You choose between a Woolworths Wish gift card
or a Coles Myer gift card

Fourth Prize:

A \$100.00 Gift Card

You choose between a Woolworths Wish gift card
or a Coles Myer gift card

Fifth Prize:

A \$50.00 Gift Card

You choose between a Woolworths Wish gift card
or a Coles Myer gift card

All prizes will be delivered by registered mail, email or hand delivered!



TICKET PRICES:

- 1 ticket for \$3
- 2 tickets for \$5
- 5 tickets for \$10
- 15 tickets for \$20

Please pay for your tickets by bank deposit:

Account Name:	Commissioner's Gift Drive
Bank:	QBank
BSB:	704052
Account Number:	QBank Members: 1015102S1.1 All other banks: 1015102

*** Please use your name as a reference! ***

Raffle will be drawn on Thursday, 13th December 2018 at Policelink.

Any questions? Please email QPSChristmas.Drive@police.qld.gov.au

**Approved by Inspector Trevor GOULD, Business Manager, Policelink and Programs Group.

QPS reigns as blood donation champions

The QPS has once again claimed victory in the Red Cross Blood Service Emergency Services Challenge, making the highest overall number of donations.

From June to August, the QPS, QFES, and QAS competed against each other to see who could save the most lives through blood donations.

The QPS surpassed the target of 650 donations, saving 2,016 lives with 672 donations. QFES closely followed with 449 donations and the QAS finished third, making 253 donations. Across the three agencies, an impressive 4,122 lives were saved.



Congratulations to all who donated blood throughout the challenge.

Want to donate? Visit donateblood.com.au or phone **1800 886 524** to book an appointment.

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



WHY DID THE DISLOCATED SHOULDER LEAVE THE PARTY? HE FELT REALLY OUT OF PLACE!

Don't get caught out by private health insurance that doesn't cover those unexpected injuries.

**CALL US TODAY TO
COMPARE THE BENEFITS!**



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**FREEDOM TO CHOOSE YOUR OWN
RECOGNISED HEALTH PROVIDER**



**NO ANNUAL LIMITS
ON GENERAL DENTAL***



**INDIVIDUAL, COUPLE/FAMILY AND
GROUP COUNSELLING BENEFITS***

1800 603 603
policehealth.com.au

(MEMBERS OWN)
HEALTH FUND

Police Health

COVER LIKE NO OTHER

*MAY BE SUBJECT TO WAITING PERIODS, ANNUAL LIMITS AND OTHER CONDITIONS.

POLICE HEALTH LIMITED. ABN 86 135 221 519. A REGISTERED, NOT-FOR-PROFIT, RESTRICTED ACCESS PRIVATE HEALTH INSURER.

Our People Matter Calendar

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

A 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

EVENT DESCRIPTIONS

Our People Matter District / Command Visits

Throughout July and August, 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.

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. Free to attend, the expos will feature cooking demonstrations, health assessments, exercise sessions, interactive displays, giveaways, and much more.

OUR PEOPLE MATTER

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.

October						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Safe Work Month						
1 Oct QUEEN'S BIRTHDAY	2	3	4	5	6	7 Walk for Awareness
8	9 Life Beyond the Service Mt Gravatt Bowls Club 7:30am – 3:30pm	10 World Mental Health Day	11 Life Beyond the Service Maroochy Surf Club 7:30am – 3:30pm	12	13	14
Queensland Mental Health Week (6 – 14 Oct)						
15	16 Life Beyond the Service North Ipswich Reserve Corporate Centre 7:30am – 3:30pm	17	18 Life Beyond the Service Townsville RSL 7:30am – 3:30pm	19	20	21
National Nutrition Week (15 – 21 Oct)						
22 Pink Ribbon Day	23 Life Beyond the Service Harrup Park Country Club 7:30am – 3:30pm	24	25 Life Beyond the Service Carriers Arms Hotel Motel 7:30am – 3:30pm	26 OPM Visit (Mt Gravatt) 9am – 12pm	27	28
29	30	31 Life Beyond the Service Dalby Leagues Club 7:30am – 3:30pm Health Expo 11am – 3pm Hervey Bay PCYC				

Helping You **MAKE MONEY THROUGH** **PROPERTY INVESTMENT**

We assist clients to make informed decisions about investing in property by removing their concerns and explaining the process with an uncomplicated approach. It's all about helping our clients to achieve their property investment goals - whatever they may be.

As part of our service, we manage the entire process for you and transparency is assured throughout the process. As investors ourselves, we understand the concerns and stresses that can occur in growing a property portfolio and we are here to walk beside you each step of the way. What's more, our service is free.

Call us today for a no obligation consultation on how we can help you grow your property investment portfolio.

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Triplezero is not endorsed by the QPS or QPU. We strongly advise members to obtain independent financial advice before making any investments.

Police go full Mo for men's health this November

Since 2011, QPS employees have paid homage to the Mo throughout the month of Movember by *growing* a moustache, *moving* for men's health, or *hosting* a fundraising event in a bid to stop men dying too young.

Movember is the annual campaign of the Movember Foundation where men and women across the globe join together to raise awareness and funds for prostate cancer, testicular cancer, and men's mental health.

As part of the Our People Matter strategy, the QPS is encouraging all employees and their families to either grow a moustache, get active, or host an event to celebrate Movember.

"The QPS is encouraging all employees and their families to either grow a moustache, get active, or host an event to celebrate Movember."

To register:

- (1) Visit au.movember.com
- (2) Click 'Join Up' and follow the prompts to create your Mo Space.
- (3) Start or join a team by clicking the Team links in your Mo Space. Alternatively, you can participate as an individual.
- (4) Search 'Queensland Police Service' and join the 'Queensland Police Service' challenge.
- (5) Grow that Mo, get moving, and start fundraising!

In 2017, an incredible \$35, 341 was raised by 131 employees across the state. The QPS was also the highest fundraising police agency in Australia for the Movember Foundation last year.

All funds raised throughout the month are donated to the major beneficiaries of Movember which include the Prostate Cancer Foundation of Australia, Beyond Blue, and other men's health related programs and research.

Prizes will be awarded to the Largest Team, Highest Raising Team, Best Mo, Worst Mo, and Highest Raising Mo Bro and Mo Sista.

For more information, visit au.movember.com or e-mail ourpeoplematter@police.qld.gov.au



OUR PEOPLE MATTER



Recent Amendments to TORUM

By Natalie Smith and Craig Pratt, Gilshenan & Luton Legal Practice

On 13 June, the Queensland Parliament passed amendments to the *Transport Operations (Road Use Management) Act 1995* (more commonly known as TORUM) creating a new offence for careless driving causing death or grievous bodily harm, and amending the provision regarding leaving the scene and providing information after a crash.

THE BACKGROUND

Over the years, Coroners have raised issues regarding legislative options available to courts for responding to careless driving.

The issue was central in the inquest into the death of Audrey Anne Dow before the Central Coroner O'Connell. His Honour, as part of the inquest, examined, *'whether the available offences applicable to the circumstances of the incident, namely involving an individual who was court ordered not to drive, should be reviewed'*.¹

Coroner O'Connell raised issues with the deficiency in the law as it was then and offered a possible amendment to the provision of s.83 of TORUM. Coroner Connell expressed the view that, *'clearly the law in Queensland needs to change to allow for a mid-range offence'*.² He went on to formally make a recommendation relevant to a *'new mid-range driving offence'* that reflected the laws adopted in other states and territories.

The issue was brought into focus again in 2016 and 2017 after the deaths of Daniel and Sarah Walker and Jo-anne Fuller. In Coroner O'Connell's recommendations after the inquest into the death of Jo-anne Fuller, he

commented, *'Accordingly I will again make similar recommendations to change the law that I made at the inquest of Dow. By change I mean legislation passed by parliament, not merely a Media Release of a commitment'*.³

The Minister for Transport and Main Roads, Mark Bailey, reflecting both the recommendations of the Coroner and public concerns explained the purpose of the amendment in his second reading speech:

There has been growing concern, including from Coroners, about the appropriateness of penalties available to courts in matters where careless or dangerous driving results in someone being killed or suffering grievous bodily harm. This is further exacerbated where the offender has no licence or is suspended or disqualified from holding a licence at the time of the offence. Driving when unlicensed shows a fundamental disregard for the safety of other road users.

This bill outlines new increased maximum penalties to address these issues by giving the courts more scope to apply penalties appropriate to the circumstances they have before them. In instances where death or grievous bodily



harm has occurred in a crash, this bill will also apply or increase mandatory minimum periods of licence disqualification for careless or dangerous driving.

THE AMENDMENTS

Careless Driving

S83(1) of TORUM defines careless driving as *'driving a motor vehicle on a road or elsewhere without due care and attention or without reasonable consideration for other persons using the road'*.

Historically, there were no aggravating circumstances for this charge and the maximum penalty was 40 units or six months imprisonment, with no minimum disqualification period.

The amendments to s83 increase the maximum penalties as follows:

- (a) if the person causes the death of or grievous bodily harm to another person and was an unlicensed driver for the motor vehicle at the time of committing the offence— 160*

penalty units or 2 years imprisonment; or

(b) if the person causes the death of or grievous bodily harm to another person—80 penalty units or 1 year's imprisonment; or

(c) otherwise—40 penalty units or 6 months imprisonment.

There is also a minimum licence disqualification period of at least six months.

The legislation was assented to on 18 June and is now in force. We are aware that at least one person has already

Duty to Stop and Provide Information

The amendments also move the duty to stop and provide information from regulation 287 *Transport Operations (Road Use Management – Road Rules) Regulation 2009* to TORUM, inserting a new s93. There is no substantive change to the provision, however 'crash', 'driver', and 'vehicle' are defined.

CONCLUSION

There has always been tension between what ought to be considered dangerous driving and what is instead careless driving, particularly in cases where the driving has caused death or serious injury.

to determine the level of offending without the decision being clouded by the resultant outcome.

The amendment to s92 of TORUM is perhaps also reflective of the societal expectations relevant to motor vehicle incidents. The failure of persons involved to assist after an accident, resulting in the victims suffering further or dying, is something that ought to be considered a serious offence.

It will be interesting to follow the application of these amendments by both the police and the judiciary in the coming period and to assess whether the community concern in relation to these sorts of offences is met though the new laws.

“This amendment potentially offers an investigating officer the ability to firmly focus on the manner of driving to determine the level of offending without the decision being clouded by the resultant outcome.”

been charged with careless driving causing death, and that the matter is currently before the Courts.

Duties and Liabilities of Drivers involved in Road Accidents

S92 of TORUM clearly sets out that *'the driver of any vehicle, tram or animal involved on any road (or of any motor vehicle involved elsewhere than on a road) in an incident, resulting in injury to or death of any person shall immediately stop the vehicle, tram or animal and either render assistance or exhibit proper respect for the person's body.'*

The amendments to s92 are intended to clarify the duties of drivers involved in motor vehicle accidents. The amendments also increase the maximum penalty, when the person is 'dead or apparently dead', to 120 penalty units or three years imprisonment (up from 20 penalty units or one year imprisonment).

This tension led to concerns—from a defence perspective—that the outcome of the driving was being considered as a relevant factor for charging, and led to anger—from a community perspective—when a loved one died but the offender was only charged with careless driving (and received a nominal punishment such as a fine).

“The failure of persons involved to assist after an accident, resulting in the victims suffering further or dying, is something that ought to be considered a serious offence.”

This amendment potentially offers an investigating officer the ability to firmly focus on the manner of driving

¹ p1 of the Findings of Inquest into the death of Audrey Anne Dow, delivered 6 March 2015.

² p12 of the Findings of Inquest into the death of Audrey Anne Dow, delivered 6 March 2015.

³ p8 of the Findings of Inquest into the death of Jo-anne Fuller, delivered 25 October 2017.

Police Federation of Australia

Queensland Police Branch

ELECTION NOTICE - E2018/186

Scheduled Election

Fair Work (Registered Organisations) Act 2009

Nominations are called for:

FAR NORTHERN REGION - Cluster 1 - Aurukun, Bamaga, Cairns, Coen, Cooktown, Edmonton, Gordonvale, Kowanyama, Laura, Lockhart River, Mossman, Pormpuraaw, Port Douglas, Smithfield, Thursday Island, Weipa, Yarrabah, Horn Island, Far Northern Regional HQ

- Branch Conference Delegate (1)

FAR NORTHERN REGION - Cluster 2 - Babinda, Cardwell, El Arish, Innisfail, Mission Beach, Mourilyan, Silkwood, South Johnstone, Tully

- Branch Conference Delegate (1)

FAR NORTHERN REGION - Cluster 3 - Atherton, Chillagoe, Croydon, Dimbulah, Einasleigh, Forsayth, Georgetown, Herberton, Kuranda, Malanda, Mareeba, Millaa Millaa, Mount Garnet, Mount Molloy, Mount Surprise, Ravenshoe, Yungaburra

- Branch Conference Delegate (1)

NORTHERN REGION - Cluster 4 - Bedourie, Birdsville, Boulia, Burketown, Camooweal, Cloncurry, Dajarra, Doomadgee, Julie Creek, Karumba, Kynuna, McKinlay, Mornington Island, Mount Isa, Normanton

- Branch Conference Delegate (1)

NORTHERN REGION - Cluster 5 - Magnetic Island, Townsville, North Queensland Police Academy

- Branch Conference Delegate (1)

NORTHERN REGION - Cluster 6 - Deeragun, Kirwan, Mundingburra, Stuart, Townsville Traffic, Townsville Regional Office and Townsville District Office

- Branch Conference Delegate (1)

NORTHERN REGION - Cluster 7 - Ayr, Charters Towers, Clare, Giru, Home Hill, Hughenden, Pentland, Prarie, Richmond, Ingham, Halifax, Palm Island, Rollingstone, Greenvale, Ravenswood

- Branch Conference Delegate (1)

CENTRAL REGION - Cluster 8 - Agnes Waters, Baralaba, Biloela, Calliope, Gladstone, Goovigen, Many Peaks, Miriam Vale, Mount Larcom, Moura, Rosedale, Tannum Sands, Theodore, Wowan

- Branch Conference Delegate (1)

CENTRAL REGION - Cluster 9 - Alpha, Aramac, Barcaldine, Blackall, Ilfracombe, Isisford, Jericho, Jundah, Longreach, Muttaborra, Windorah, Winton, Yaraka, Emerald, Capella

- Branch Conference Delegate (1)

CENTRAL REGION - Cluster 10 - Calen, Carmila, Clermont, Dysart, Eton, Farleigh, Finch Hatton, Glenden, Mackay, Marian, Middlemount, Mirani, Moranbah, Nebo, Proserpine, Sarina, St. Lawrence, Walkerston, Whitsunday, Mackay Northern Beaches, Collinsville, Bowen

- Branch Conference Delegate (1)

CENTRAL REGION - Cluster 11 - Anakie, Blackwater, Duaringa, Emu Park, Gracemere, Lakes Creek, Marlborough, Marmor, Mount Morgan, North

Rockhampton, Rockhampton, Rolleston, Springsure Tieri, Westwood, Woorabinda, Yeppoon, Central Regional H.Q.

- Branch Conference Delegate (1)

NORTH COAST REGION - Cluster 12 - Bundaberg, Bargara, Childers, Gin Gin, South Kolan

- Branch Conference Delegate (1)

NORTH COAST REGION - Cluster 13 - Kingaroy, Blackbutt, Cherbourg, Kumbia, Murgon, Nanango, Proston, Wondai, Eidsvold, Monto, Mt. Perry, Mundubbera, Gayndah

- Branch Conference Delegate (1)

NORTH COAST REGION - Cluster 14 - Gympie, Imbil, Kilkivan, Goomeri, Tin Can Bay

- Branch Conference Delegate (1)

NORTH COAST REGION - Cluster 15 - Maryborough, Tiaro, Howard, Hervey Bay, Biggenden, Fraser Island

- Branch Conference Delegate (1)

NORTH COAST REGION - Cluster 16 - Bribie Island, Caboolture, Deception Bay, Kilcoy, Moore, Woodford, Redcliffe

- Branch Conference Delegate (1)

NORTH COAST REGION - Cluster 17 - Caloundra, Coolum, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional Headquarters, Beerwah

- Branch Conference Delegate (1)

SOUTHERN REGION - Cluster 18 - Adavale, Augathella, Charleville, Cunnamulla, Eromanga, Eulo, Hungerford, Morven, Quilpie, Tambo, Thargomindah, Wyandra

- Branch Conference Delegate (1)

SOUTHERN REGION - Cluster 19 - Bell, Cecil Plains, Chinchilla, Cooyar, Dalby, Jandowae, Meandarra, Millmerran, Peranga, Tara, Yarraman

- Branch Conference Delegate (1)

SOUTHERN REGION - Cluster 20 - Boonah, Booval, Esk, Goodna, Harrisville, Ipswich, Kalbar, Karana Downs, Lowood, Marburg, Rosewood, Toogoolawah, Yamanto, Springfield

- Branch Conference Delegate (1)

SOUTHERN REGION - Cluster 21 - Bollon, Dirranbandi, Dulacca, Injune, Miles, Mitchell, Mungallala, Mungindi, Roma, St. George, Surat, Taroom, Thallon, Wallumbilla, Wandoan, Yuleba

- Branch Conference Delegate (1)

SOUTHERN REGION - Cluster 22 - Cambooya, Crows Nest, Drayton, Forest Hill, Gatton, Goombungee, Helidon, Jondaryan, Laidley, Oakey, Pittsworth, Toowoomba, Southern Regional H.Q.

- Branch Conference Delegate (1)

SOUTHERN REGION - Cluster 23 - Allora, Clifton, Goondiwindi, Inglewood, Killarney, Leyburn, Stanthorpe, Talwood, Texas, Wallangarra, Warwick, Yangan, Yelarbon

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 24 - Broadbeach, Burleigh Heads, Palm Beach, Coolangatta, Robina

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 25 - Southport, Runaway Bay, Water Police

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 26 - Surfers Paradise, SER HQ

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 27 - Coomera, Mudgeeraba, Nerang

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 28 - Logan Central, Browns Plains, District H.Q., Crestmead

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 29 - Beenleigh, Loganholme, Springwood

- Branch Conference Delegate (1)

SOUTH EAST REGION - Cluster 30 - Jimboomba, Beaudesert, Canungra, North Tamborine, Rathdowney

- Branch Conference Delegate (1)

METROPOLITAN NORTH REGION - Cluster 31 - Ferny Grove, Indooroopilly, The Gap

- Branch Conference Delegate (1)

METROPOLITAN NORTH REGION - Cluster 32 - Boondall, Clayfield, Hendra, State Traffic (Boondall)

- Branch Conference Delegate (1)

METROPOLITAN NORTH REGION - Cluster 33 - Brisbane Watchhouse

- Branch Conference Delegate (1)

METROPOLITAN NORTH REGION - Cluster 34 - Albany Creek, Petrie, Sandgate, Dayboro

- Branch Conference Delegate (1)

METROPOLITAN NORTH REGION - Cluster 35 - Brisbane City, Metropolitan North Regional H.Q.

- Branch Conference Delegate (1)

METROPOLITAN NORTH REGION - Cluster 36 - Fortitude Valley, Stafford

- Branch Conference Delegate (1)

METROPOLITAN SOUTH REGION - Cluster 37 - Academy, Driver Training

- Branch Conference Delegate (1)

METROPOLITAN SOUTH REGION - Cluster 38 - Moorooka, Oxley, Sherwood, Mt Ommaney, Acacia Ridge, Inala, Calamvale

- Branch Conference Delegate (1)

METROPOLITAN SOUTH REGION - Cluster 39 - Carina, Coorparoo, Holland Park, Upper Mt Gravatt, Metropolitan South Regional H.Q.

- Branch Conference Delegate (1)

METROPOLITAN SOUTH REGION - Cluster 40 - Annerley, Dutton Park, Morningside, Southbank, West End

- Branch Conference Delegate (1)

METROPOLITAN SOUTH REGION - Cluster 41 - Capalaba, Cleveland, Dunwich, Redland Bay, Wynnum, Water Police, Russell Island, Macleay Island

- Branch Conference Delegate (1)

METROPOLITAN SOUTH REGION - Cluster 42 - Specialist Services

- Branch Conference Delegate (1)

HEADQUARTERS AND SUPPORT REGION - Cluster 43 - Forensic Services Branch

- Branch Conference Delegate (1)

HEADQUARTERS AND SUPPORT REGION - Cluster 44 - S.C.O.C. Branch

- Branch Conference Delegate (1)

HEADQUARTERS AND SUPPORT REGION - Cluster 45 - Railway Squad and Alderley Branch

- Branch Conference Delegate (1)

HEADQUARTERS AND SUPPORT REGION - Cluster 46 - Crime and Misconduct Commission Branch

- Branch Conference Delegate (1)

HEADQUARTERS AND SUPPORT REGION - Cluster 47 - Headquarters Branch, Mounted Police, and Legal Services Branch

- Branch Conference Delegate (1)

HEADQUARTERS AND SUPPORT REGION - Cluster 48 - Brisbane Prosecutions

- Branch Conference Delegate (1)

Nominations, which must be in writing and comply with the registered rules of the PFA, may be made at any time from 12:00pm Australian Eastern Standard Time (AEST) 07/11/2018.

Additional forms are available from the Returning Officer.

Nominees must be nominated by at least three financial members of the Branch
Prospective candidates and nominators should verify their financial status and any other qualifications required by the PFA's rules prior to lodging nominations.

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **not later than** 12:00pm Australian Eastern Standard Time (AEST) **on** 05/12/2018.

How to lodge nominations, nominations must be lodged via the following method(s):

By Post: Joe Beath, Returning Officer, AEC, GPO BOX 2590 BRISBANE QLD 4001

By Hand: Returning Officer, AEC, Level 7 488 Queen St Brisbane QLD 4000

By Email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to qdelections@aec.gov.au

PLEASE NOTE:

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call 07 3049 2132 to enquire about the status of your nomination.

Withdrawing Nominations

Nominations cannot be withdrawn after 12:00pm Australian Eastern Standard Time (AEST) on 12/12/2018.

Candidate Statements

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00pm (Australian Eastern Standard Time (AEST)) on 05/12/2018 can be accepted.

Voting Period

The ballot, if required, will open on 14/12/2018 and close at 10:00am Australian Eastern Standard Time (AEST) on 04/01/2019.

Scrutineers

The appointment of scrutineers opens 04/01/2019 and closes 10:30am Australian Eastern Standard Time (AEST) on 04/01/2019. A form is available from the Returning Officer for the purposes of appointing Scrutineers.

Other Information

Changed Address? Advise the now.

Please Note: A copy of the AEC's election report can be obtained from the or from the Returning Officer after the completion of the election.

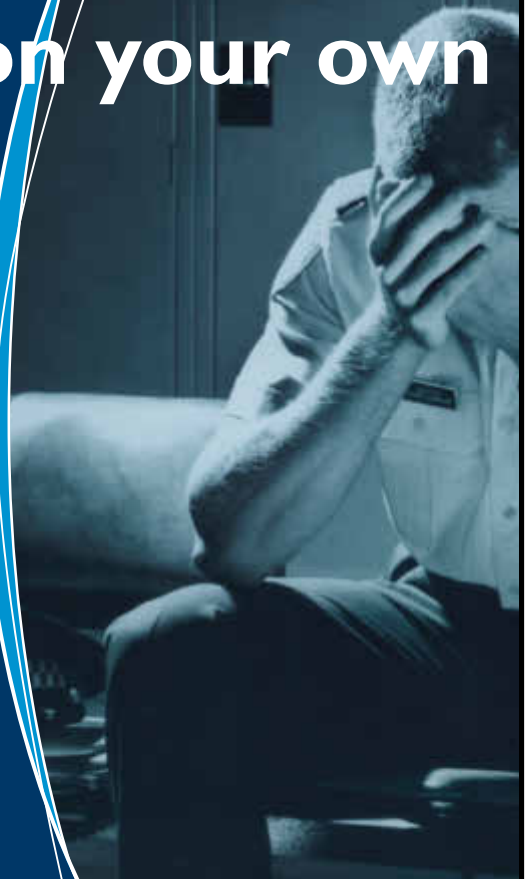


Joe Beath
Returning Officer
Telephone: 07 3049 2132
Email: qldelections@aec.gov.au
07/11/2018



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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950

Nomination Form

Police Federation of Australia - Queensland Police Branch Scheduled Election E2018/186

CANDIDATE:

Full Name (Print clearly)

Membership Number:

(Print clearly)

For the office of:

(Print name of office as shown in the Election Notice)

Location:

(Branch/Sub-Branch/Division/Electorate)

Name for ballot paper:

Print your name as you wish it to appear on the ballot paper

Nominator/s

Nominees must be nominated by at least three financial members of the Branch

I/We, the undersigned members of the Queensland Police Branch, nominate the person named above:

NOMINATORS Full Name (Print clearly)	Membership Number	SIGNATURE	DATE
			__/__/__
			__/__/__
			__/__/__

CANDIDATE'S CONSENT

I, _____ (print your name) consent to the nomination for the above office. I declare that I am eligible under the rules and am not disqualified from being a candidate [see Chapter 7, Part 4 of the *Fair Work (Registered Organisations) Act 2009*].

Please indicate preferred title e.g. Mr, Mrs, Miss, Ms _____

Email (AECs' preferred method of communication): _____

Address: _____

Phone: _____

Signed: _____

Please see instructions on the next page

Lodging Nominations

Nominations open on 07/11/2018 and must reach the Returning Officer, Joe Beath not later than 12:00pm Australian Eastern Standard Time (AEST) on 05/12/2018. Nominations cannot be withdrawn after 12:00pm Australian Eastern Standard Time (AEST) on 12/12/2018.

Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

Nominations must be lodged via the following method(s):

By Post: Joe Beath, Returning Officer, AEC, GPO BOX 2590 BRISBANE QLD 4001

By Hand: Returning Officer, AEC, Level 7 488 Queen St Brisbane QLD 4000

By Email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to qldelections@aec.gov.au

PLEASE NOTE:

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call 07 3049 2130 to enquire about the status of your nomination.

Acknowledgment

You will be sent an acknowledgment of receipt of your nomination by Email.

Candidate Statements

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00pm (Australian Eastern Standard Time (AEST)) on 05/12/2018 can be accepted.

Scrutineer Appointment

The appointment of scrutineers opens on 04/01/2019 and closes 10:30am Australian Eastern Standard Time (AEST) on 04/01/2019.

A Scrutineer Appointment form is available from the Returning Officer.

Joe Beath

Returning Officer

Telephone: 07 3049 2132

Email: qldelections@aec.gov.au

PLEASE NOTE: It is your responsibility to ensure that your nomination is received by the Returning Officer **BEFORE** nominations close.

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need protecting...**

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



NOTICE TO MEMBERS

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

The Branch is the federal counterpart body of the QPU.

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

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

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

This notice will apply to any vacant offices in the QPU until the expiry of the term which commences in 2019, where the office in which the vacancy occurs (in the QPU) corresponds with an office in the Branch, and where the Branch has held an election for its vacant office.

If you have any questions please contact the QPU.

Ian Leavers

GENERAL PRESIDENT

QUEENSLAND POLICE UNION OF EMPLOYEES

Police Health



IDENTIFYING PTSD SYMPTOMS

Dealing with high stress and traumatic situations is part of the job for police. Yet how often do you stop and consider the effect this exposure may be having on your mental health, relationships, and lifestyle?

Associate Professor Samuel Harvey from the University of New South Wales and the Black Dog Institute estimates as many as 10% of police and emergency services workers suffer from post traumatic stress disorder (PTSD). More broadly, around 12% of Australians will encounter PTSD at some time in their lives.

There's also an increased rate of suicide among emergency services workers suffering PTSD.

Repetitive exposure to scenarios where a person is directly in danger, or is witness to traumatic events, is what most commonly leads to PTSD symptoms in police and emergency services personnel.

Signs and symptoms vary from person to person, which is why a personally-tailored approach to treatment is essential. However, there are some general indicators that you or a colleague may be suffering and not even realise.

Knowing these signs and being able to identify them in yourself and others could be the key to early intervention and treatment.

One sign, according to Associate Professor Harvey, is if the person, 'repeatedly re-experiences the trauma events they have been exposed to through nightmares or flashbacks'.

'They can get stuck in that aroused "fight or flight moment" and so they are often very jumpy: they can't sleep, they can't relax. They often also suffer depression,

anxiety disorders, and develop substance abuse problems.'

Symptoms often start after seeing or experiencing something involving injury, death, torture, or abuse, during which the person felt scared or helpless. If you suffer flashbacks, have nightmares or upsetting memories, or feel distressed both physically and mentally when something reminds you of that event, talking to a professional is important.

Associate Professor Harvey says the stigma attached to mental illness in the broader community, as well as the fear of the impact on career, is holding many people back from seeking help.

This needs to change, and it starts with being open and honest about the signs and symptoms.

WHAT TO LOOK FOR

According to Beyond Blue, there are four key indicators that you should seek help for anxiety or PTSD:

1. **Reliving the traumatic event** –The person relives the event through unwanted and recurring memories, often in the form of vivid images and nightmares. There may be intense emotional or physical reactions, such as sweating, heart palpitations, or panic when reminded of the event.
2. **Being overly alert or wound up** – The person experiences sleeping difficulties, irritability, and lack of concentration, and is easily startled and constantly on the lookout for signs of danger.
3. **Avoiding reminders of the event** –The person deliberately avoids activities, places, people, thoughts, or feelings associated with the event because they bring back painful memories.
4. **Feeling emotionally numb** –The person loses interest in day-to-day

activities, feels cut off and detached from friends and family, or feels emotionally flat and numb.

If any of the above symptoms are present, ask the person if they've:

- had trouble remembering important parts of the event
- had very negative beliefs about themselves, others, or the world
- persistently blamed themselves or others for what happened
- persistently felt negative, angry, guilty, or ashamed
- felt less interested in doing things they used to enjoy
- felt cut off from others
- had trouble feeling positive emotions (eg. love or excitement).

And has the person experienced at least two of the following:

- difficulties sleeping (eg. had bad dreams, or found it hard to fall or stay asleep)
- felt easily angered or irritated
- engaged in reckless or self-destructive behaviour
- had trouble concentrating
- felt on guard or vigilant
- been easily startled.

If these symptoms and patterns are present, the person may be experiencing post traumatic stress disorder and needs to seek help from a trusted medical professional, such as a GP or psychologist. Police Health members are encouraged to draw on their Psychology and Counselling benefits to assist.

For crisis support, please contact Lifeline on 13 11 14.

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QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – October 2018

State President:

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

State Secretary:

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

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com

Courtesy of the QPS, confidential psychological support service available to retired Queensland police officers – 24/7 – 1800 277 478



MESSAGE FROM GREG EARLY, STATE PRESIDENT

ANNUAL GENERAL MEETING

The Annual General Meeting was held at Police Headquarters on 3 September. The election of officers resulted as follows: State President – Greg Early, State Senior Vice President – Bob Pease, State Vice Presidents –

Myles Burns, Alex Granlund, and Bob Atkinson, State Secretary – Patricia Holden, State Treasurer – Jillian Steinkamp, Assistant State Secretary – Pat Philp, and Welfare Officers – Emmanuel Anthony, Ted Bones, and Bob Atkinson. (Laurie Taylor and Peter Wise stood down as State Treasurer and State Vice President respectively).

LIFE MEMBERS

The following were made Life Members for their long, distinguished, and meritorious service to the QRPA:

- Russell William Robertson, President of Gold Coast branch
- Lauren Arthur Taylor, outgoing State Treasurer
- Norman Ronald Breen, outgoing Secretary of Gympie branch
- Jillian Mary Steinkamp, outgoing State Secretary.

NATIONAL POLICE SERVICE MEDAL

With the issue date for this medal having been taken back from 30 October 2008 to 14 February 1975 (over 33 years), more than 1,000 members of the Association and other former members of the Queensland Police Force/Service, as well as several police widows, have now received the medal. (The latter have received the medal posthumously on behalf of their late husbands.) The latest presentation I know of was at the Gold Coast meeting on 4 September when President Russell Robertson presented Graeme Millard with his medal.

RECENT LUNCHEONS ATTENDED

Courtesy of the Bluey O’Gorman Coach Service, I was able to attend the Gympie Luncheon held on 22 August at the Albert Park Bowls Club and on 13 September I attended the Near North

Coast Luncheon at Centenary Lakes Sports Club and Function Centre at Caboolture. Both Luncheons were well attended and were very successful in every aspect.

FUTURE LUNCHEONS/DINNER

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 – 4773 4497

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

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

NEW MEMBERS

- Former Senior Constable Christine Hazel Dewey, Townsville
- Former Senior Sergeant Allan Fynes-Clinton, Ipswich
- Former Senior Sergeant Patricia Margaret Holden, Brisbane
- Former Sergeant Mark James Mulligan, Townsville
- Former Detective Inspector Peter James Pascoe, Townsville
- Former Senior Sergeant Graham Roy Vickers, Far North Queensland
- Former Constable 1/c Kenneth George Willimott, Far North Queensland

NEW ASSOCIATE MEMBERS

- Darryl Wayne Holden, spouse of new member Patricia Holden, Brisbane
- Elizabeth Mary Willimott, partner of new member Ken Willimott, Far North Queensland

OBITUARIES - MAY THEY REST IN PEACE

Members

Veteran member and former Constable Leonard Stanley Penrose, 16 August, 88 years.

Non-members

Former Senior Sergeant George Sancioff, 2 August; former police officer Lorelle Anne Saunders, 2 August, 70 years; former Sergeant 2/C Clare Therese Buchanan (nee Conaty), 15 August, 89 years; and former Senior Sergeant Christian Louis Russell, 23 August.

Family

Barry Ben Frederick Robins, father of AM Karen Gerrard and father-in-law of member Mick Gerrard, 29 August.

Serving officer

Senior Constable Susan Olivia Bailey, 21 August, 37 years.

QRPA Certificates

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

- Ian Alister Johnston, Van Diemen's Land
- Denver MacLeod Marchant, Hervey Bay
- John Thomas Urquhart, Townsville

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

- Mansell Rodger Bow, Townsville
- Neill David Coleborn, Gladstone
- Sydney David Richard Melville, Brisbane
- David Maxwell Robinson, Brisbane
- Phillip John Sharpe, Van Diemen's Land
- Michael Ernest Sparke, Gold Coast

90 & over

- Donald William Frederick McGrath, 96 years on 8 September, Brisbane
- LM Norman Sylvester Ferguson, 91 years on 11 September, Gold Coast
- Othello Dempsey (Boyd) Barratt, 94 years on 12 September, Gold Coast

AROUND THE BRANCHES

BUNDABERG

The Bundaberg Services Club was the venue for the 30 August meeting. Welfare: Mary Waugh has been in touch with Bob Hayes on several occasions. Cec Austen is currently recovering well. Bob and Cec were able to attend the meeting. Margaret Francis has had the plaster cast taken off her foot and is going along okay. Ken Strohfeldt also had a fall but is okay. He is at home but he has injured his back. Ian Hargrave reports he has been to see Gordon Storer at Riverlea and also Keith Lipp who also attended the meeting. Terry Brooks was presented with his Senior Member Certificate by Secretary Jack Field.

GOLD COAST

The Annual and General Meetings were held at the Currumbin RSL Club on 7 August. Bob Gillespie chaired the election of officers with the following result: President – Russell Robertson, Vice President – Colin Sullivan, Secretary – David McNamara, Treasurer-Social Secretary – Neil Raward (who has held the position for 15 years), Protocol Officer – Des Sorensen, and Welfare Officers – Russell Robertson and Colin Sullivan. It was resolved to donate \$300 to the Queensland Police Legacy Scheme. Welfare: Col Sullivan, Ray Balkin, and Don Braithwaite visited Pat O'Brien recently and Don Braithwaite and Bob Gillespie have again visited John Meskell. Guest speaker: Mike Huddleston who talked about his experiences as a motel owner/manager. The next social BBQ is to be held on 25 October for which a host is required. The next social get together is due to be held at the Lonestar Tavern on 27

September at 11.30am. The National Police Remembrance Day service will be held on 28 September with a march at 10am to St Augustine's Catholic Church, Coolangatta, for the service at 10.30am. The next meeting was held at the Southport RSL Club on 4 September. Welfare: Col Sullivan reported that Pat O'Brien and Boyd and Betty Barratt are as well as can be expected and Des Sorensen and Mike Sparke recently visited Kerry Cullinan. Congratulations to President Russell Robertson who was made a Life Member at the AGM of the Association in Brisbane. Russell presented Graeme Millard with his National Police Service Medal. Guest speaker: Treasurer Neil Raward spoke on the unsolved Maryborough murders in the late 1970s and early 1980s.



Graeme Millard receiving his NPSM from President Russell Robertson.

GYMPIE

The Annual Luncheon was held at the Albert Park Bowls Club on 22 August with a total of 78 persons attending from Gympie, Brisbane, Bundaberg, Hervey Bay, Sunshine Coast, Redlands, Near North Coast, and Gold Coast branches, and a visitor from Van Diemen's Land branch in Tasmania, Chris Blom, who was accompanied by retired Sergeant Ann Gumley. Included among our guests were Greg Early, our State President, and his address showed that our retired police branches throughout Queensland are steadily growing in numbers. Andy Henderson, Director of QBank, mentioned the continuing sponsorship by QBank to the QRPA. (Gympie received \$420 towards the Luncheon and raffle prizes.) Andy gave an informative address on the function of QBank and supplied some interesting information. It was good to have Bruce Dorman, our Gympie Police Chaplain, among us because he has been unwell in recent times. Guest speaker Ross Barnett, former Deputy Police Commissioner and now Racing Integrity Commissioner, gave a very interesting address and provided details of how he and his staff, some of whom are former QPS members, are quite successful in overseeing the integrity and welfare standards of racing animals and racing participants in Queensland.



At the Gympie Luncheon: State President Greg Early, guest speaker Ross Barnett, President Laurie Pointing, and President of Gold Coast branch Russell Robertson.

LOGAN-BEENLEIGH

Our August meeting was again well supported by members with big interest shown in the guest speakers, Donna and Linda from the Logan Library: we were given a great presentation on the services provided by Logan Libraries. On the business end of our meeting, our branch has decided to offer free entry to Logan-Beenleigh members and invited guests to our Annual Luncheon on 30 October. We have also resolved to donate \$1,000 to the Drought Relief Fund to assist farmers in need and urge other branches to also think about donating. We all know the problems droughts cause to people living and working in country Queensland, having served in these areas. Welfare: Max Moloney advised that he had visited Don McDonald and reported he is well. Ray Brand was having further tests and David Manfield was also undergoing some blood tests. Keep well and remember: *With Honour We Served.* (Terry Ahearn, Secretary)

SUNSHINE COAST

The 28 August meeting was held as usual at the Headland Golf Club. Where the meeting was held was more segregated than previously and this enabled our guest speaker, Peta Zafir of the Coolum Therapy Clinic, to speak to an excellent power point presentation. She covered the various types of therapy that her clinic has available and also the selection of food types for better health. Her address was well received by those attending the meeting.

SOUTHERN DOWNS AND GRANITE BELT

A meeting was held on 7 September at Hidden Creek Winery, Ballandean. The hosts were members Andrew and Leanne Williams who very generously donated wine for future raffles and a meal, cooked by Leanne, was purchased by members. Motions were passed to provide a donation to the Policewomen's Reunion on 30 October and to the farmers' drought appeal through a local CWA branch. Retired Sergeant Keith Love was presented with the National and Queensland Police Service Medals by President Laurie Bell.

ROCKHAMPTON

A meeting was held on 5 September at the Frenchville Sports Club. Treasurer Carolyn Tomlin provided a cake and the most senior member, Tom Young, was honoured and later presented with his nonagenarian certificate to mark his 90th birthday. Ernie Benson was also presented with an OBE (over bloody eighty) award and Terry Hanly was presented with a certificate

of appreciation. The membership was advised general broadcast type e-mails will be sent to the Branch Secretary so that they can be circulated to the membership by him. (Only one member does not have access to e-mail messages.) Police Chaplain Glen confirmed that the Police Remembrance Day service will be on Friday 28 September, with the candlelight vigil the evening before. The candlelight vigil will be held in the memorial park beside the police station and the service will be held in the Presbyterian Church, Denham Street, commencing at 10am. Member Terry Connolly spoke on the recent fatal shooting of an alleged offender by local police. Terry moved the following motion: *That this branch forwards a letter to the North Rockhampton police station highlighting this branch's support for the actions of all officers involved in the incident and requesting advice as to how this branch can further show its support.* The BBQ at the beach will be on Sunday 16 September at Lions Park on Ross Creek, Yeppoon.

MACKAY-WHITSUNDAY

The 18 August meeting was held at the residence of Ernie and Debbie at Brisk Bay. Acting President Col Duncan gave a special welcome to visitors: Warren and Margaret Butterworth, Gordon Duncan, Donna Houley, Brian and June Weston, Karen (John Lovi's driver), and John and Fay Lone. Welfare: Barry Downs had been in contact with Bob Maher, Les Campbell, Ray Hodgson, Peter Hinschen, Merv Fisher, and Tony Wynne. Peter Hinschen was to have a procedure at the Mackay Base Hospital on the day of the meeting. In view of the co-operation extended to the branch since its first meeting at Souths Suburban Bowls Club in December 2015, it was resolved to present a Certificate of Appreciation to the Club at the Annual Luncheon. Also resolved was to donate \$200 to the appeal for drought stricken farmers. The Tail Twister extracted \$10 from members for the errors of their ways.

IPSWICH

The theme for the 9 August meeting held at Brothers Leagues Club was RECOGNISING POLICING – THEN AND NOW. The interesting and educational morning commenced with a demonstration of a police drone on the sporting field by two police pilots. Later in the club, the pilots spoke about the ability of the drones and the restrictions and technical aspects of their operation throughout the state. The meeting was chaired by Sergeant Nadine Webster from the Ipswich District Crime Prevention Section. Nadine acknowledged special guests: Detective Chief Superintendent Charysse Pond, Superintendent Brian Huxley (she noted that Brian had just been promoted to Chief Superintendent and transferred to the Northern Division), the Chairman of QBank Board Daryll Morton, the Director of QBank Board Paul Wilson, Curator of the Police Museum Lisa Jones, Detective Inspector David Briese, Southern Region Police Chaplain Geoff Baills, State President of the QRPA Greg Early, Mary Waugh from the Bundaberg branch, Patricia Priddle from the Redlands branch, and Ken Morris the Chairman of Ipswich branch. The meeting was officially opened by Detective Chief Superintendent Charysse Pond, who related her experience on change within the Police Service and in particular the change in dealing with child abuse. Reverend Bruce Raymond

read the Police Ode and acknowledged the passing of several members (Bruce was recently made an Honorary Member of the QRPA and Chaplain of the branch). Lisa Jones provided a pictorial display and overview of policing from its inception in Queensland and up to the 1960s. Some senior members recognised equipment and personnel from the '50s and '60s, which emphasised just how rapid the technical advancement in policing has been. Chief Superintendent Brian Huxley spoke on the present hierarchy, current policing methods, and also on the advancement of technology, before introducing two serving officers, male and female, kitted out in today's uniform and accoutrements. Detective Inspector David Briese recounted a murder investigation he had co-ordinated and mentioned the methods used in tracking the whereabouts of several interstate offenders, leading to their arrest. Police Chaplain Jeff Baills spoke on the services available to serving and retired police through Chaplaincy services, and he offered to assist wherever and whenever required. Sergeant Webster introduced Victor and Cecelia Serchen from Community Supporting Police, Pam Lobwein from Neighbourhood Watch, and Lance Castle from Crime Stoppers, all of whom provided an overview of the service they provide to police and the community. Sergeant Webster indicated that while most people understood the roles of Neighbourhood Watch and Crime Stoppers, very few people were aware of Community Supporting Police, which is a community-driven, not for profit organisation which aims to render aid, assistance, and benefits to members of the Queensland Police Service and their immediate families who have health issues. Since inception in 1991, the main assistance has been to provide emergency accommodation in Brisbane and at several major centres in the state. Ipswich Chairman Ken Morris presented small tokens of appreciation to the guest speakers and thanked them for a wonderful morning. He also thanked the sponsors of the event: Andrew Smethurst from Bridges Financial Services and Blue Hope.



First year Constable Shannon Piccinelli and Senior Constable Tom Williamson showing their uniform and accoutrements at the RECOGNISING POLICING – THEN AND NOW gathering.



Chairman of QBank Board Daryll Morton, QBank Director Paul Wilson, Detective Chief Superintendent Charysse Pond, and Detective Inspector David Briese at the RECOGNISING POLICING - THEN AND NOW gathering.

TOWNSVILLE

The President, Merv Johnston, welcomed all to the special meeting of the branch at the Rollingstone Community Hall on 5 September. A special welcome was made to members Peter and Jill Hardy and visitors Fiona, Jarrod, and (baby) Darcy Palin. A small informal meeting was held after which morning tea was provided by the women of the local Lions Club. The branch then moved to the Mystic Sands Golf Club for lunch. Welfare Officer Gordon Thomas informed the meeting Peter Armati is now in St James retirement village. Pam Barter is still unwell, as are Brian and Margaret Hooper. Trevor Errington managed to have a branch poked into his eye. Joan Maynard had a fall and was too sore to make the trip to the meeting. Linda Janetzki was on holidays in Perth (it was 2 degrees at the time). She is with Carmen Brennan. Carmen's great grandfather and Linda's father were prisoners of the Germans in WWII. It is the first time they have met. Peter Hardy has retired (for the third time: wonder how long this one will last). Reverend Don Barter is finally surrendering his priest license after 49 years. What will he do with all that spare time? Merv and Anne Johnston are jet setting away to South America on a holiday for a couple of weeks. Tony Goddard is again riding his motorcycle to Brisbane to then complete the Wall to Wall Remembrance Ride.



Attending the 5 September meeting: Fred Angus, Laural Angus, Jill Hardy, John Urquhart, Peter Hardy, Eileen Kassulke, Anne Johnston, and Merv Johnston.

GLADSTONE

A meeting was held on 5 September at Eureka Care Village in Gladstone. Mention was made of the funeral service for the late Gordon Jones. Members agreed that full dignity was afforded Gordon with a retired police officer's funeral in which both the branch and the Police Service participated. Welfare Officer Keith McCann indicated he had visited John and Val Caterson, and that there was no change with Val. Graham Cousins is still having health difficulties. Ann Vidler was at the meeting and

her leg has healed up. Zoe Mortimer was also at the meeting, is progressing well, and getting around with a wheelie walker. Glenn Josefski was also at the meeting, having had his fortnightly treatment earlier in the day. A discussion on the current drought resulted in a resolution passed for the branch to donate \$100 to the drought appeal to assist struggling farmers.



Gladstone members attending the 5 September meeting.

DARLING DOWNS

Meeting on 9 August at the West Toowoomba Bowls Club. Welfare: Rod Millward advised he had heeded the advice of Ian Hegarty with regard to the importance of regular skin checks and had attended the Darling Downs Skin Cancer Clinic in Toowoomba. Fortunately he was given the all clear. Further to Ian Hegarty's recommendation, Neil Hooper gave similar feedback regarding regular skin checks and advised the end result was a BSC removed from his face and thereafter an all clear. Neil advised of the current diagnosis and prognosis regarding his overall health. John Cooper also commented on his current health and advised he was doing well. Kev Weise advised he had been in contact with Len Penrose (unfortunately Len passed away on 16 August). The rededication ceremony of the Police Memorial Wall was held at the Drayton and Toowoomba Cemetery on 25 August.

NEAR NORTH COAST

The 20 August meeting was held at Woody Point. President John O'Gorman raised the possibility of a donation to the drought appeal and the reasons why. It was resolved to donate \$250 to the Country Women's Association at Longreach for distribution where needed most. Discussion ensued regarding the next meeting, which will be on 15 October (no meeting in September on account of the Annual Luncheon being held on 13 September). Enquiries are to be made with a view to having a meeting at Woodford to cater for the members residing in the western area. After the meeting attendees enjoyed a fish and chip lunch with dessert, courtesy of the ladies.

REDLANDS

A meeting was held on 28 August at the Redlands Sporting Club. Welfare: Bob Minette recently had a couple of weeks in Redlands Hospital but has now returned home. His daughter and son-in-law travelled from Victoria to care for him until he was back on his feet. Barry Egan suffered burns from hot liquid. Treasurer Bernie Coleman reported that he had contacted Tonya Carew, who is helping to organise a reunion of former policewomen who had a PW registered number, and was advised that they are not trying to set up a specific group and will be recommending that participants consider

joining the QRPA. Former Secretary Sue Luskie is co-ordinating arrangements for the National Police Remembrance Day service to be held at St Georges Anglican Church, Thornlands, on 28 September at 2pm; the service is to be conducted by Reverend Scott Gunthorpe. Seven branch members attended the Gympie Annual Luncheon. President Paul Fitzpatrick advised the meeting that he has invited a number of people to the next meeting: Superintendent Rhys Wildman, who is the main organiser of the Police Memorial in Brisbane, Ken Meldrum of the Black Dog Institute, and Gavin Manning.

FAR NORTH QUEENSLAND

The 24 August meeting and luncheon were held at the Tolga Hotel. Thirty-seven persons attended and there were 20 apologies. Visitors were Steve and Sharon Wardrope of Toowoomba and Ken and Liz Willimont of Atherton (Ken and Liz Willimott have joined the Association). Jock MacDonald advised that he attended the grave dedication of Tracker Johnson. (The branch donated a sum of money to assist in the marking of his previously unmarked grave.) Welfare: The meeting was advised of Danute Jackson's current situation and that she was returning to Cairns on 28 August. Jock MacDonald advised that Maureen Bickhoff had been released from hospital and is recovering well. President Ian Swan also advised that he had been speaking with Peter Vivian, whose wife Jacquie was still receiving treatment in Adelaide. (Peter and Jacquie moved to Kuranda from Adelaide and were members of the branch until Jacquie fell ill and they moved back to Adelaide to be with family.)

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