

POLICE

SEPTEMBER/OCTOBER 2019

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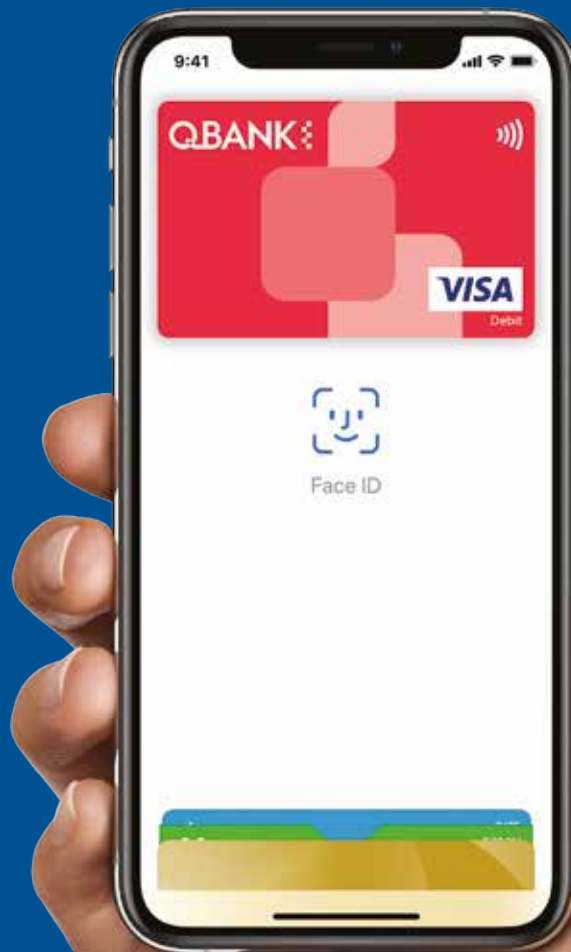


Q and A
WITH KATARINA

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COVER STORY

Page 25

Q AND A WITH KATARINA

Commissioner Katarina Carroll has had three months to settle into her seat ... not that she's had much time to sit in it! The Journal caught up with her to see how she's finding the top job, and what members can expect from her.

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

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also in this issue...

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IAN LEAVERS

EB

In late August at the culmination of our enterprise bargaining process, representatives from the Palaszczuk Government made an EB offer to the Union. The Union Executive unanimously moved to accept the Government's offer and an Agreement in Principle has been reached with the Government.

We thank the Police Minister, Premier, Deputy Premier, and Treasurer for a smooth, professional, and productive negotiation process.

This offer demonstrates that the Government is doing the right thing by police and their families and that they care about our wages, conditions, and trying to find a work/life balance. This is particularly so with regards to the restructure of the entire police department under the previous government, because this agreement recognises the added roles and responsibilities that many members of the QPU now face.

Union full time officials and our Industrial team are currently travelling across Queensland to meet with members to explain the Agreement in Principle in more detail. I encourage all of you to attend a meeting in your Region to hear the specifics of the deal that has been struck, and to ask any questions you may have.

Once our Union representatives have visited all Regions, an electronic ballot of members will occur. If approved, the Agreement will be certified in the Queensland Industrial Relations Commission.

The Certified Agreement will take effect from 1 July and will have a duration of three years. All increases will be backdated to 1 July.

I encourage you all to read the EB article in this Journal for further details, but in short, this proposed agreement will deliver significant

improvements to wages and conditions for ALL QPU members.

This is one of the most comprehensive EBs ever negotiated by the QPU, with over 30 new entitlements for members. There are no trade-offs or reduction in entitlements whatsoever.

I thank our Industrial team, full time officials, and all those involved in the negotiation of this great agreement.

“The QPS review will be focused on looking towards the future: is the structure and alignment of the QPS fit for purpose?”

QPS REVIEW

New Commissioner Katarina Carroll was not long in the job before she announced a full review of the Queensland Police Service.

There have been calls for a comprehensive review into the Stewart Restructure almost since its inception six years ago, and we here at the Union welcome an evaluation of the Regions that were created to ascertain whether it was the right move for our organisation.

The review will be focused on looking towards the future: is the structure and alignment of the QPS fit for purpose?

The review will of course also look at budgetary considerations and how the QPS spends money, to determine whether there are areas in which money can be better spent.

It will also focus on our more digitally connected world and evaluate whether the QPS is doing enough to keep up with the rate of change in this space.

The purpose of the review is to ensure that the QPS is operating as a first class service for the people of Queensland, and we look forward to the results and recommendations that flow on from this process.

TRANSFERS

Working in rural and remote Queensland can be one of the most rewarding experiences in a member's career, but it can be incredibly difficult to return to the south east corner or the coast once tenure is completed.

I believe the current transfer system can be unfairly manipulated, because there appear to be transfer deals being done that simply do not make sense. Our members serving in rural and remote areas in Queensland are at a disadvantage, and we urgently need to review the process before we have no-one at all willing to head rural and remote.

In cooperation with the QPS, we need to review the system. For example, I believe we should consider initial postings of at least three years for FYCs so officers can confidently take on their new positions without the fear of having to uproot themselves

“I advise anyone thinking of heading rural and remote to consider your options. Until we see a change in our current transfer process, you may find it difficult to return to the south east.”

and their families after just 12 months. Our members need certainty, and they need a proper exit strategy so that when they have done their time, they are able to go to a centre of their choosing.

The system is so unworkable at the moment that some members are accepting rank reductions to move back into major population centres.

In the past, time spent serving in rural and remote communities was considered advantageous on a resume due to the vast array of work and experiences an officer inevitably faces in such postings. Now, however, I advise anyone thinking of heading rural and remote to consider your options. Until we see a change in our current transfer process, you may find it difficult to return to the south east.

BUSHFIRES

Throughout September, fires burned throughout much of Queensland, devastating bushland and properties, and threatening the lives of many within our communities.

Often small outbreaks of fire quickly escalated into unexpected and uncontrollable blazes, forcing our members to rapidly adapt, organise evacuations, and many times place themselves in grave danger.

Some residents found themselves surrounded by fire and in extremely precarious situations, and our members were always there to help them.

In some circumstances, our members' own properties were at risk, but they were working wherever they were needed most.

I thank each and every one of you who was involved for your dedication, commitment, and bravery. It is emergency situations such as these that display our members' selflessness and make me proud to be a police officer.

ILBV AND BODY ARMOUR

The project and trial of Integrated Load Bearing Vests (ILBV) and body armour began in January this year, but was later mysteriously cancelled under the previous Commissioner.

Other jurisdictions have an all-in-one vest, and our members need to trial the use of one, rather than relying on their current cumbersome use of two vests: one for equipment and one with ballistic capability.

After the Union liaised with the new Commissioner and the Government, the trial is now back up and running.

Look out for the trial in your Region soon.

Ian LEAVERS

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CRITICAL INCIDENT AHEAD!**

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They will steer you in the right direction.

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MICK BARNES

PERCEPTION V REALITY

The Queensland Police Service should be no stranger to the vagaries of perceptions versus realities, not only when it comes to actual crime levels within our communities, but regarding all of its policing activities.

The QPS, like all policing jurisdictions and governments alike, needs to actively provide ongoing, reassuring communications with their target audiences to achieve and maintain confidence, not only in their policing activities but also in the safety of the community.

“Confidence in the QPS from its officers is as important—if not more so—than from the community at large.”

Celebrations have been ongoing for a while now marking the 30th anniversary of the Fitzgerald Inquiry, highlighting the journey through to what we now know as the Crime and Corruption Commission (CCC) today. Confidence in the QPS from its officers is as important—if not more so—than from the community at large.

The QPS has a responsibility to provide that certainty to its officers when it comes to the integrity of the QPS’s promotion and transfer systems. Many years ago, the QPS created the Central Panel Convenors Unit that administered the whole process. However, the wisdom of former QPS management saw those units closed.

With those responsibilities now thrown to all and sundry, and no consistency across Regions or Commands, the perception of the promotion system has suffered. There is now a complete lack of confidence

when it comes to consistency across promotion panels and the integrity of the decision making processes when choosing officers for promotion. Merit is too subjective.

I don’t suggest for one minute that each and every promotion panel lacks integrity, but it certainly draws an unnecessary cloak of suspicion on the process which can be very stressful on all participants. There are many examples, however one recent Officer in Charge position is a perfect illustration.

“There is now a complete lack of confidence when it comes to consistency across promotion panels and the integrity of the decision making processes.”

The first panel for this vacancy decided there were no suitable candidates and regazetted the position. The second panel’s decision was reviewed by the Commissioner for Police Service Reviews at the CCC and sent back again for another panel to be convened. The third panel’s decision was also the subject of an independent review by the Commissioner for Police Service Reviews and again was found to be flawed.

Be mindful, though, that this is all happening within an environment where there have been some very high profile investigations and court proceedings with allegations involving inappropriate behaviours when it comes to the selection processes for some promotions and/or transfers within the QPS in recent times.

I am aware there may be some reviews underway within the QPS since the change of senior management. Surely a high level of confidence in internal processes among the QPS and its officers needs to be a priority. One of the lessons learnt from Fitzgerald was that questionable managers quite often surrounded themselves with people of similar ilk.

On an HR level, the decision by some managers to reject officers based upon the opinions of others, rather than develop officers to their required standard, needs to be reviewed, too. All of Queensland’s police officers, and indeed our community, need to be confident that this process is robust and beyond reproach, even if they are unsuccessful in any particular vacancy application. A fully resourced panel convenors unit model needs to be considered and reinstated ASAP.

EBA9

By the time you read this Journal, information sessions will have been or are being held around the state for members to make up their own mind on how they should vote on whether to accept or reject the offer by Government. This offer has already been accepted in principle by the QPU

Executive. I fully endorse the offer and recommend that members vote to accept the offer.

Being fortunate enough to have been part of the QPU's Single Bargaining Unit Team with Ian Leavers, Steve Mahoney, and Luke Hodge, I can appreciate their individual and

collective efforts throughout the bargaining period.

Stay Safe.

Mick BARNES
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SHANE PRIOR

EB

EB has been negotiated and I have to say it is one of the best ever.

As a Detective Senior Constable myself, Constables and Senior Constables are some of the biggest winners.

Some paybands for Constables and Senior Constables will increase by almost \$4,000 immediately.

This is an increase of 5.4% for some Constables and over 4% for some Senior Constables.

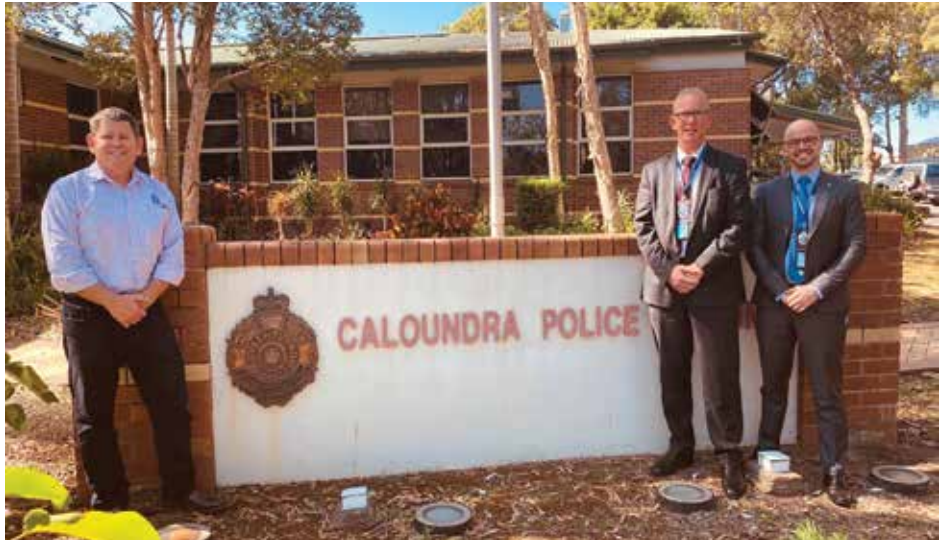
This is on top of the fact that all Constables and Senior Constables can now achieve 30 payraises (two payraises every year) over their first 15 years as a police officer.

Receiving 30 payraises over the first 15 years in the job is something unique to policing (and Constables and Senior Constables), and something we at the Union have fought hard to achieve for you.

I am also proud of helping to achieve an increase in the Detectives' Allowance.

The Plain Clothes and Detective Allowance will now be based on 2% and 2.5% of Paypoint 3.1 respectively, which is a great boost. Paypoint 3.1 has also received a base rate increase in addition to the 2.5% p.a, so that's extra again.

I am in my fifteenth year in the job and I can say that this EB is the best agreement I have seen in that time. Constables and Senior Constables win, Sergeants and Senior Sergeants win, and watchhouse officers, PLOs, and TIPSOs all win.



Shane at Caloundra station with Senior Industrial Officer Steve Mahoney and General President Ian Leavers for one of the EB information sessions.

“All Constables and Senior Constables can now achieve 30 payraises (two payraises every year) over their first 15 years as a police officer.”

As well as our allowances, rank restructures and rank reclassifications mean that the benefits are further shared.

ORGANISATIONAL CAPABILITY COMMITTEE

I am now Chair of the QPU's Organisational Capability Committee.

What this means is that while the QPU places a great emphasis on your industrial and legal rights, we also fight for better pay, legislation, and resources for police.

This committee focuses on those resources and equipment.

We have set up a specific e-mail address of equipment@qpu.asn.au and it will be my role to identify issues

and for the QPU to assist where there are blatant equipment deficits.

This could be anything from not enough vehicles through to any other pieces of equipment. It includes equipment and resources the QPS does not yet even use, that we as the QPU should be pursuing.

So send an e-mail with your needs and ideas to: equipment@qpu.asn.au

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PETER THOMAS

WELCOME TO THE SPRING EDITION OF THE QPU JOURNAL

As always I am writing my article after the submission date deadline. It may be brief, but I am not going to miss the opportunity to pay credit where credit is due.

The Good, The Bad, and The Ugly is this month renamed The Good, The Good, and The Bloody Brilliant.

Wow: how much changes between Journal editions?

THE GOOD – POLICING NUMBERS

In my last Journal article I wrote of the missing 53 police promised for the Townsville District. Struggling to fill operational crews, I noted that at one point Townsville's busiest 24-hour station had to close its doors to put a car on the road.

“It has now been announced that we will see 28 additional officers by the end of this current financial year, and the remainder by the end of 2020.”

There were discussions about possibly returning officers from the Rapid Action Patrol to general duties, because officers were thin on the ground due to an overall increase in calls for service and the necessity of staffing a new facility.

Quite simply, we were really struggling for numbers and buckling under the pressure. Although we had been promised additional staff, we wondered if they would ever actually eventuate.

However, following many discussions between Leavo, our new



Commissioner, and the Government, it has now been announced that we will see 28 additional officers by the end of this current financial year, and the remainder by the end of 2020. These numbers are additional to

attrition, and we will also see three specialist Vulnerable Person Unit (VPU) positions created in Townsville. I cannot tell you how much of a relief it was to hear that extra numbers are definitely on their way. This will in

some way relieve the pressure I feel many members throughout the District have been struggling with.

Premier Palaszczuk, Deputy Premier Trad, Police Minister Ryan, and local MPs Aaron Harper, Coralee O'Rourke, and Scott Stewart were present at an event at the Townsville Academy to make the above announcements alongside General President Ian Leavers and Commissioner Carroll. The delivery of a further rollout of the next generation of Body Worn Cameras was also announced.

On behalf of our members in Townsville, I sincerely thank all those involved who took the time to listen to our pleas over many months and who delivered these much-needed officers and crucial equipment to support our members in their everyday duties.

THE GOOD - ENTERPRISE BARGAINING AGREEMENT 9

A huge thank you to our QPU Enterprise Bargaining Team Ian Leavers, Mick Barnes, Steve Mahoney, and Luke Hodge for negotiating one of the best enterprise bargaining agreements in history.

This EB has delivered major benefits in many areas. For example, Sergeant and Senior Sergeant pay points have increased. This follows on from our success in previous EBs where Constable and Senior Constable pay points were also increased.

There are many other positive new provisions in EBA9, and I refer you to the article by Senior Industrial Officer Steve Mahoney in this Journal that further outlines the entitlements secured.

I do want to reiterate, though, that these entitlements have been gained with absolutely no trade-offs or reductions to other entitlements, which is a wonderful result.

THE BLOODY BRILLIANT

After many years of requesting, pestering, and pleading, EBA9 has also finally brought about concessional



“After many years of requesting, pestering, and pleading, EBA9 has also finally brought about concessional flights for Mt Isa, Cloncurry, and Julia Creek stations.”

flights for Mt Isa, Cloncurry, and Julia Creek stations.

This will certainly make living in these remote locations more tenable, and will give our members the opportunity to return to major centres to visit family and friends without incurring the ludicrous flight costs. It is just one more way to ease the isolation our members face in these towns.

By the time this article is printed, most stations will have had a team visit for EB presentations. I encourage you all to attend to get a full rundown of what EBA9 entails, and I am sure that once you have heard all of the detail, you will be very impressed with what our Union team has negotiated for our members.

It is often said that Judy Spence was our best Police Minister, but now Mark Ryan may be gaining ground!

I am writing this article prior to rushing out the door for recreation leave while trying to ensure I have my passport and travel documents, and remember

to lock the house. I assure you my next article will be more comprehensive.

Until next Journal, take care of yourselves and each other, take time out for your mental health, and support your Union by attending your next branch meeting.

**Peter THOMAS
(Thommo)**

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MARTY BRISTOW

DISCIPLINARY INVESTIGATIONS AND INTERVIEWS

It is timely to again remind all members of their rights when taking part in a disciplinary investigation. There are still a few who believe that because they have done nothing wrong, there is no need to have a Union representative or support person present when being interviewed. I cannot stress this enough: when you are being interviewed it is always best to have a Union rep supporting you. Even if you receive a direction to provide details via e-mail, speak to a QPU representative before you send it. This provides you with an independent person who can see 'the whole picture' and ensure you provide all the relevant information required in the interview. Unfortunately, there have been circumstances in the past when interviewers have not been upfront and honest with persons being spoken to, letting them believe they are being spoken to only as a witness, when in fact they are a subject member.

CAIRNS STATION REFURBISHMENT ISSUES

The issue of Cairns station is on a lot of people's minds. It needs to be pointed out that this is going to be a long-term repair and will take a considerable amount of money to fix. It is also beyond the decision-making scope of local management, the District Officer Chief Superintendent Brian Huxley, and the Assistant Commissioner for the Northern Region Paul Taylor as to what is actually going to occur: whether there is a move or the station is repaired. The decision

"The issue of Cairns station is on a lot of people's minds. I hope now the QPS bean counters realise that maintenance needs to be carried out frequently."

will quite likely be made in Brisbane. The good news is work has started on the McLeod Street facility and it hopefully will be completed soon. The air conditioning system in Cairns station has also been cleaned, which should provide better quality air. I hope now the QPS bean counters realise that maintenance needs to be carried out frequently, not only

to ensure the safety and welfare of staff at the station, but also because there is a significant financial benefit in maintaining properties, items, and electrical equipment rather than letting it get to the point where everything needs to be replaced. Throw in the issues with hosted sections due to the restructure and it becomes more difficult than getting a 100% score on an MDP assignment.

Also, this is extremely important! If there are any issues, concerns, or items located that are damaged or aren't working within Cairns station, please e-mail myself, Rosemary Featherstone, Monique Ralph, and also James Coate. If you see items or equipment that are broken (anywhere!), ensure it is put on the hazard management system and reported. Don't just see something broken and complain about it if you are not prepared to report it. If no-one steps up to say something is broken, management won't know, so repairs will take longer.

MODERNISATION: TIME FOR SOME TO CATCH UP

Over the past few months I've been contacted by a number of members around the Region in relation to allowances and entitlements. It appears there are some managers who believe members shouldn't be entitled

"It appears there are some managers who believe members shouldn't be entitled to various entitlements."

to various entitlements (which the members are clearly entitled to under Enterprise Bargaining agreements) due to the fact it can be difficult to arrange rosters and staffing. I have also heard of some saying, 'When I went through, when I had to do something, etc, I wasn't able to get this'. These people need to understand that we have progressed and that members are entitled to these things now. I am sure those who are trying to prevent people from obtaining entitlements wouldn't be too happy if they were told, 'You're not going to be entitled to your pay rise for the last six years because we're short on money. So we're going to take your pay back to where we were then.'

It's time to move with the times and realise that yes, it may be difficult, but you cannot blame staff for asking or applying for something they are entitled to. As an OIC, roster clerk, or manager, if there are issues that make things difficult, then it's time to put pen to paper to ask senior management for extra staff, relieving, or whatever you need so that EB

entitlements can be complied with. Punishing members because they have applied for certain entitlements is not the sign of a good manager. Remember, lead by example: an example in what you are doing today, rather than expecting subordinates to do what you did 20 or so years ago.

Remember to e-mail me at my Union e-mail address: mbristow@qpu.asn.au

Be safe.

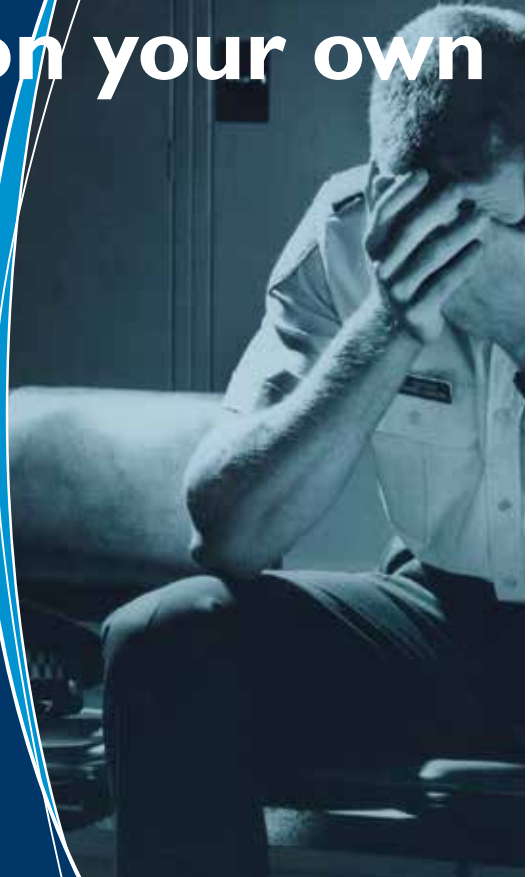
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KEV GROTH

BUSHFIRES

As I write this article I am sitting on my front veranda watching helicopters waterbomb the bushland behind my home. I even witnessed a chopper refill its bucket in a backyard pool as fires were closing in on houses. The bushfire season has started early and with force. There have been so many instances of great work done by emergency service personnel and volunteers already this season, and it is only the start. Remember to take care of each other, stay hydrated, and continue to do the outstanding work you all do each and every day to protect your communities.



EB

By now the EB roadshow should be moving around the state. If it hasn't made it to you yet, hold tight: we will be there soon. The QPU team led by General President Ian Leavers did an amazing job, once again delivering the goods for members. He was ably supported by the best Industrial team in the business. Great work, guys, on achieving the best EB package for all members.

FATIGUE MANAGEMENT

The new QPS Fatigue Management Policy is about to be released after numerous years of development. The policy is there to protect members and I have no doubt it will cause quite a stir once released. Recommendations such as no more than four consecutive

“Recommendations such as no more than four consecutive nights for night shift and no more than seven consecutive shifts will undoubtedly raise some eyebrows.”

nights for night shift and no more than seven consecutive shifts will undoubtedly raise some eyebrows with members and management, but there is a lot of research behind these recommendations to ensure the safety and wellbeing of our members. There will be challenges ahead to comply with these recommendations,

especially in areas that run a matrix style roster. But at the end of the day, members' safety comes first.

MATRIX ROSTERS

While on the topic of matrix rosters, I cannot for the life of me understand why management still adopt this type of rostering practice. In this day and age of dynamic policing, with the Service wanting more from less, matrix rosters are a dinosaur awaiting extinction. The inflexibility of a matrix roster allows little to no change, and in a modern world where general duties is always the first port of call for staff to backfill any vacancy or problem, a matrix roster is doomed for failure.

A matrix roster actually requires more staff and also results in staff

sometimes working when there is no need for them to be rostered, all for the sake of the matrix. This results in overstaffing on some shifts and alternatively not having enough staff on other shifts when people are required, bringing the already stretched thin blue line that little bit closer to snapping.

Surely in 2019 a modern approach to rostering using intelligence-based practises should be the key focus of all management? We should be rostering staff where and when they are needed. This will not only better serve the community, but also our own members, and isn't that what our job is about?

CENTRALISED FUNCTIONS

Having talked to members who are part of the Commands and hosted here in the Region, I can see that some are starting to feel like second class citizens. They feel forgotten by their

“Thankfully, the new Commissioner has commenced a review of the previous Commissioner’s concept of centralised functions.”

Commands, because we all know out of sight is out of mind. They also feel shunned by the Regions they work in because they are part of the Command group. Thankfully, the new Commissioner has commenced a review of the previous Commissioner’s concept of centralised functions, to give control back to the Regions to look after the staff working there. Too many times I have seen matters lost between the Region and Commands, so I welcome this review. I will continue working with my colleague Shane Prior from Headquarters to ensure all our hosted members

receive the service they deserve, no matter whether they are in Longreach, Mackay, Gladstone, Rockhampton, or Emerald. We all work for the same boss, so there has to be a better way of doing things.

OUR THOUGHTS ARE WITH YOU

And finally, a shoutout to our great mate Paul Casey. Paul has and will always be a great mate to all at the Union, and we all pray for you during this battle. Thoughts go out to you, Lisa, and Shae.

Until next month, stay safe, and watch each other’s backs.

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

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Sometimes our protectors
need protecting...

for a fair and just outcome
become a member



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GRANT WILCOX

FRONTLINE VS NON-PRIMARY RESPONSE POSITION

I am aware that Maroochydhore station lost a primary responder position to create a Senior Sergeant position at Sunshine Coast Vulnerable Persons Unit (VPU). This is not a dig at VPU: I just can't understand QPS logic in reducing staff numbers at the station when we are short already. Maroochydhore also provides relief to the local VPU of one primary responder. Is this the new way the QPS is creating positions? Robbing the frontline of a position to create a non-primary response position? In the e-mails I read, the VPU was explained as a program designed to support primary response policing, to reduce calls for service.

I pondered this and thought, 'How many calls for service are being saved?' I thought about this when the staffing level was reduced by taking a primary responder position and then further using a primary responder position in a relief capacity at VPU.

I thought about how many calls for service those two positions complete as general duties primary responders and what the station was gaining as a result of losing two primary responders.

This program is gaining huge momentum and creating more work and tasks for general duties, but the QPS isn't creating position numbers to support the apparent great work this unit achieves.

I can't help thinking the QPS will think this great idea needs positions, and to do this they will again remove primary responders from already primary responder-starved stations to fulfil someone's idea that this is great for stations.

You may recall I have previously identified that we have had no growth in primary responder numbers for many years across Queensland, and there is no transparency as to where future growth may occur. The Sunshine Coast will see no growth in primary responder positions in 10 years or more. The QPS will continue to drain already depleted primary

response resources across the state to fulfil duties away from primary response to ensure someone is ... dare I say it? ... getting a promotion for robbing Peter to pay Paul. Removing primary responders to reduce calls for service only works if the calls for service that would normally have been actioned by those removed positions are never made.

"We are definitely doing more for less when this type of creative accountancy is used for this type of statistical policing."

All I can think of is the immortal words of Michael Caton in *The Castle*: 'Tell 'em they're dreamin'. We are definitely doing more for less when this type of creative accountancy is used for this type of statistical policing.

Yes, I'm angry. The staff at this station and other stations in the same position are having to do more night work and more calls for service in the absence of the stolen position and those seconded. It is not okay to remove station frontline numbers in the current climate. The stats don't save face when removing or reducing primary responders in these circumstances.

GROWTH AREAS – CALOUNDRA AND CABOOLTURE

I've just discussed growth across the state and how the QPS continues to fail service delivery based on population. The Commissioner has just endorsed the new police station at Pimpama based on the increase in population and calls for service in this area, to be delivered in 2020 I believe. This is great; finally a reason to increase staff. This is a positive for Pimpama, and I would like to identify the growth and future needs of some areas in the North Coast Region.

Commissioner, there are another 50,000 to 100,000 people moving into the southern Sunny Coast near Caloundra, and nearly 200,000 extras in the western corridor of Caboolture.

As I said, I just thought I'd get a headstart on identifying these growth areas for extra police, before any more creative accountancy reduces service delivery and we again wind up doing much, much, much more with less.

I also noticed that Murgon watchhouse could use staff so we can stop frontline crews being removed to do transports, which further impacts surrounding divisions in trying to run support for the lack of numbers in their absence.

Hope this helps. Did someone say KFC?



BUNDABERG STATION - THE ENVY OF THE CENTRAL REGION

The management at Bundy identified the effect of the increasing workload on our frontline and recognised that staff weren't making it to the meal room. They were eating at their computers for time management.

I applaud the management who reinvented the day room and added meal tables and chairs near the computers where staff could sit, socialise, and eat a meal minus a computer.

I saw the new features in action and was very happy that staff could sit and eat without working at the same time. The staff were happy and smiling and I was informed they just need the QPU to stump up for a coffee machine to show that our people matter! They have also advised they are working on table service, just to lift the ambiance (see photo included)!

Again, well done Bundy management. We should all take the time to enjoy a meal when we can, especially when it's busy.

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

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au



COL MULLER

QPS HOUSING - SOUTHERN REGION

I'm pleased to say that the improvements to QPS housing continues across the Southern Region. There have been more bathrooms and kitchens completed, and also many smaller projects to rectify security screens, doors, and floor coverings.



Some bigger projects involving stumps, guttering, and other repairs have also been addressed.

While we are certainly headed well into the right direction, it is difficult to assist unless we are aware of pressing issues.

I'm always happy to come and inspect your issues and assist with some Union lobbying where possible. Each District currently has a Housing Committee and there is an overseeing State Committee. The Union works with both levels of committees.

If you have an issue with your housing, please ensure it is reported through your OIC to your District Housing Committee. For major, urgent, or concerning issues, please contact your Union Representative as well.

SINGLE OFFICER PATROLS

Single officer patrols are part of policing life and unlikely to change



any time in the near future with motorcycle officers, the Dog Squad, country stations, and some other supervisory roles. However, as we see an increase in violence against police and violent, unpredictable offenders often affected by drugs and other influencing substances, we have to evaluate whether members' safety is being compromised.

I have been involved in the re-evaluation of a beat workplace in Ipswich where the beat officer (in a shopping centre) has been assaulted numerous times while performing single officer patrols. The officer has often relied on security guards and members of the public for assistance.

I have seen single officer units subjected to unlawful assaults and then have to deal with PTSD from these assaults.

Those of us in supervisory roles need to challenge the need for single officer

patrols in larger centres. If you are required to work alone and you do not feel safe in your work environment, please raise the issue either with your supervisor or the QPU. The safety of our members is our number one priority.

“If you are required to work alone and you do not feel safe in your work environment, please raise the issue either with your supervisor or the QPU.”

AROUND THE REGION

I paid a visit to the officers at Warwick, and then visited the single officer station at Yangan and the two officer station at Killarney. It is such a beautiful area out there, but just like most of Queensland, it is seriously affected by drought.

I had the pleasure of a divisional tour of Killarney and I met some great local people who are very supportive of their police who are doing a great job. Officers from these stations are very involved in their local communities and they also assisted with the Stanthorpe fires.

I also had the pleasure of visiting the Brisbane Valley officers at Esk for their Road Safety Week operation. It was a very successful day and I congratulate them on their efforts.



STANTHORPE FIRES

I visited the scene of the Stanthorpe fires on Friday 13 September. Our members from this Region worked tirelessly alongside other visiting police over many days, assisting the fire brigades and other emergency services to control and contain the fires. While houses, sheds, and property were lost to the fires, no human casualties occurred. I looked at the roster to see who was about on that day, and the roster itself showed the commitment of our members.

“I visited the scene of the Stanthorpe fires where our members from this Region worked tirelessly alongside other visiting police over many days. I am proud to be part of this Region.”

Members told me they received good support from QPS management with their Superintendent Mark Kelly very quickly on the ground, and continued support from AC Condon. I also noted how many hours Acting Inspector Gerrard Brady from Warwick worked. I am proud to be part of this Region.

MEDAL PRESENTATIONS IPSWICH DISTRICT

I had the opportunity to attend another medal presentation at Ipswich. It was impressive to see a great turnout of police and their family members. The event was also attended by ACs Codd and Condon. Congratulations to all recipients.

ENTERPRISE BARGAINING

Firstly, I wish to congratulate our Union officials and Industrial team for their hard work in relation to the enterprise bargaining negotiations.

Please note that at the time of writing, the Union has reached Agreement in Principle in relation to the proposed EBA9. The EB Information Sessions have commenced and I encourage all members to attend. The EB sessions will be followed by a vote, and I particularly urge all members to vote.

There are many great wins for members in EBA9, including:

- Important base rate increases, which flow into OSA, NOSA, OT, and superannuation
- Increased OIC Allowances, in recognition of all the hard work they do
- An increase of 1.5% for all one and two officer stations. The One and Two Officer Station Allowance will increase to 36.5% from July. All members not paying the 1.5% Accommodation Contribution to pay from 1 January next year. This is a benefit for all members because they receive the extra 1.5% for six months prior to payment of the Accommodation Contribution, and 1.5% goes on to their LSL. It will also mean a significant increase to the maintenance pool and will enable the continuation of the good work with housing generally.
- A strong emphasis on rural and remote issues. There were some specific entitlements for members in my region:



- 2 year tenure for Tara and Charleville
- 12 PDOs for Charleville

There will also be ongoing discussions in relation to rural and remote strategies. I was the QPU Regional Rep involved in the rural and remote subcommittee and suggested some of the following strategies (the wording of the review is as follows):

During the first 12 months of this agreement, the parties will conduct a review into potential rural and remote attraction and retention provisions. The review will include, but not be limited to:

- Incentives for officers who stay beyond their tenure period
- Accelerated progression for officers
- Consideration of exit strategies when officers have completed tenure in rural and remote centres
- Review of processes relating to concessional flights
- Any agreed outcome of the review shall be in writing and may be implemented during the life of this agreement.

As such, I hope to see further incentives for our members in rural and remote areas.

Coli MULLER
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KERRIE HAINES

ENTERPRISE BARGAINING

An Agreement in Principle has been reached, and we have an excellent result thanks to the tireless work of Senior Industrial Officer Steve Mahoney, the Industrial Relations team, and General President Ian Leavers. We have achieved a significant improvement to wages and entitlements for all QPU members, with 30 new entitlements and no trade-offs or reductions in entitlements. The Union will conduct information sessions across the state and I encourage all members to attend. Following these sessions, all members have the opportunity to vote on the proposed agreement, and if it's approved it will be certified in the Queensland Industrial Relations Commission.

FRONTLINE POLICING

Recently I attended the North Brisbane District (NBD) FYC orientation day at Alderley and only eight officers were allocated to NBD. FYCs are no longer surplus; their numbers are dwindling alongside frontline officers. The thin blue line is stretched to breaking point and we all have a responsibility to look after each other.

Also concerning is the growing list of members assaulted or injured on duty, or simply burning out, while the pressure to continue service delivery and keep on top of tasks never ceases.

The increase in numbers of frontline police needing a break from the pressures of our increased workload is reflected in an increase in psychological injuries. Frontline officers are suffering burnout. The question is how to manage the increasing numbers of members requiring a break from the frontline.

members on the frontline who are told there aren't the numbers to support secondments and career breaks.

In addition to first response duties, these officers must also attend to growing task lists, meet operational demands, and complete tasks including case files, RBTs, and street checks.

There is increasing pressure on everyone to produce results, and there are also increased community expectations. The job has always been challenging, but working shift work and coordinating a work/life balance seems increasingly hard to manage.

In recent years there has been a reduction in face-to-face training replaced by computer based training (OLPs). There are also fewer opportunities to work on tasks and complete training on administration or correspondence shifts.

It can be argued the numbers are used in units raised to support frontline police, including Property Crime and Vulnerable Persons Unit (VPU). I do not intend to diminish the valuable work they do, but merely point out that these units are not tasked by PCC for frontline service.

Members admit to being frustrated. Opportunities for frontline officers to have a break from their duties are limited, and in any case, there is a reluctance to put a hand up for a reprieve. Members fear any mention of burnout, mental fatigue, or psychological difficulty may affect their careers if they are deemed unfit to perform their duties, and they are also reluctant to let the team down.

There is a need for timely and effective communication between management and members. Few stations have active social clubs, and the days of taking the time to sit down with members in an informal setting to build trust and rapport is past. We need to foster opportunities for members to have their say, to contribute, and to feel valued, without any threat of reprisal. The need to rebuild the esprit de corps and our police culture is required to foster a positive working environment and effective relationships.

In addition, the job is becoming more complex and onerous. Despite

“There is a perception that middle management are given opportunities for breaks and development, unlike members on the frontline who are told there aren't the numbers to support secondments and career breaks.”

There is a perception that middle management are given opportunities for breaks and development, unlike

The numbers of crews on the road have remained the same despite a significant increase in population.

“We need to foster opportunities for members to have their say, to contribute, and to feel valued, without any threat of reprisal.”

the increased focus on improving domestic violence processes, we are yet to arrive at an efficient, effective system for dealing with the relevant documents and reporting requirements in QPRIME: in fact, the process can still be complicated and stressful. Mental health is another area where members are exposed to unpredictable and at times volatile situations. When an EEA is required, a crew can be off the road for a considerable length of time in busy Emergency Departments, waiting to handover patients to mental health

staff. At the same time, there also appears to be a reduction in support services, particularly outside office hours.

The increase in QLITE functions have greatly assisted frontline police, however more needs to be done to fully appreciate what our members on the frontline do and what can be done to assist our members.

There needs to be a fair and consistent process for allowing frontline police to simply have a break to recharge, and in the long term the organisation does need to prioritise increasing numbers, which is a challenge taking into account decreasing budgets.

DISCIPLINE

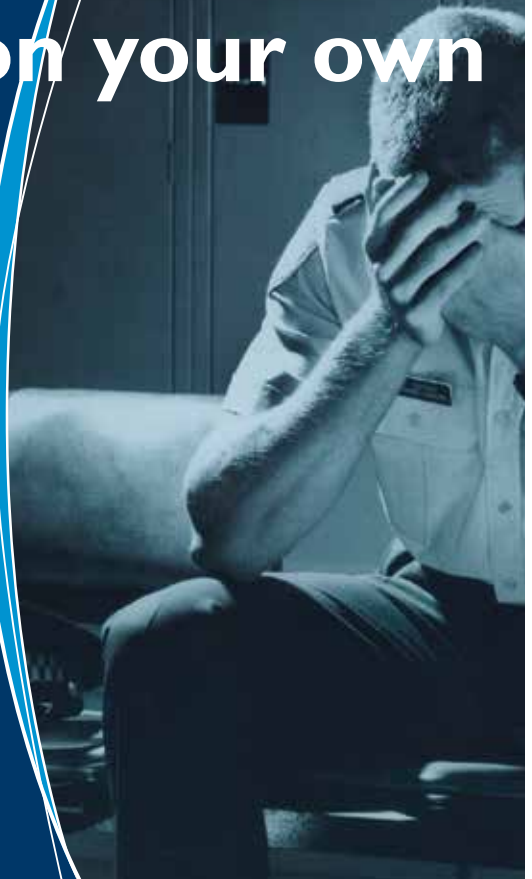
It has been brought to my attention that management are talking to junior members in relation to discipline matters without a support person present. If called in by management

to discuss a discipline matter, it is okay to request that a shift supervisor or QPU representative be present. If determined an investigation, the subject member is given a direction under the provisions of the *Police Service Administration Act* to answer questions under duress. Do not feel in any way pressured to proceed in a discussion without a support person. You should never be placed in this situation in the first place. If you are, contact us at the QPU.

Kerrie HAINES
Regional Representative
Metro North Region
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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



SHAYNE TREASURE

URGENT DUTY DRIVING – IS THE JUICE WORTH THE SQUEEZE?

In advocating for members at the Significant Event Review Panel (SERP) over the past few months, I have noticed an alarming trend as to the speeds being captured during the conduct of urgent duty driving during reviewed Code 2 allocations (note that to be reviewed, these start at speeds exceeding 40km per hour above the posted limit).

Before proceeding I will state it's not about the ability of our people to drive at speed; this is not the issue at hand. The issue is that your ability to arrive safely at your intended destination is reliant on so many other actors and factors in play while en route that you have no control over. Inattentive motorists, pedestrians with head phones, school zones, concealed driveways, varied road design, and the conditions all fall into the risk mix without even discussing speed and stopping distances.

Legally, the factor of speed alone is pretty well covered with well-known case law precedent, but dangerous operation of a motor vehicle is not. Police have been charged with this offence in the past, and when you are talking about driving 70km per hour over the limit in built-up areas, with all the unknowns that it can present, you can literally outdrive policy protections and case law and end up on an adventure of your own that could be hard to defend.

The most amazing factor in all of this is that it's often our more experienced staff who are driving at higher speeds and increasing their risk of a misadventure. I would ask our members to consider the type of job as to the speed involved and whether it is worth it. If not, do not drive any faster than 40km per hour over the limit. This is about our people putting themselves in jeopardy for a job that may not even be anywhere near what it's described as.

PURSUIITS – THE POLICY VERSUS THE PASSION

Recently, the Service has released footage to the media of pursuits that have had a successful conclusion. This highlights the skill and courage of our people in bringing offenders to justice. Call me a cynic, but victory has a thousand fathers and defeat is an orphan. The same footage had things go bad; the same footage is what you'd be watching at a Coronial inquest.

The QPU position on pursuits is: don't do it. I agree entirely with this position because with urgent duty driving there are too many actors in play and too many variables to make effective ongoing risk assessments. As with urgent duty driving, it's not the officers' driving ability I am worried about. It's the policy of pursuits itself: it's complex and reliant on too many factors, and the risk outweighs the gain.

I acknowledge that we all joined the job to fight crime and that if the bad guy runs, we chase 'em down and bring 'em in: that's who we are and what we do. I acknowledge that a motor vehicle is the second biggest purchase your fellow citizen will probably make in their lives and its loss has severe knock-on effects as to employment, family, and many other factors. (They once hung horse thieves due to these considerations.) I acknowledge it goes against every grain of an operational copper's being to pull over and watch the laughing

“Policy supports members who choose not to engage in pursuits and I advocate that the head always overrule the heart. Let policy subordinate passion on the matter.”

grub drive away: morally it's wrong, but policy-wise it's right. Policy supports members who choose not to engage in pursuits and I advocate that the head always overrule the heart. Let policy subordinate passion on the matter. The Service has the gear, so let surveillance and deflation tactics coordinated between air and ground assets do the job in all but the most extreme circumstances.

THE QUIET CHAT - WHERE'S IT ACTUALLY GOING?

A quiet chat can be just that: an informal conversation with the aim of solving an issue. It is not part of conducting assessment inquiries into an alleged complaint. On a number of occasions, however, the two concepts have become one, and members have been under the belief they are contributing to problem solving, not supplying information as to inquiries on a complaint. The Commissioner's Direction is always standing, and officers allocated files for inquiries should remind members of this direction, making it clear they

are conducting assessment inquiries. This will allow the officer to undertake a balanced decision regarding QPU involvement, and provide answers under protest and duress. Sometimes 'a quiet chat' may be an assessment inquiry about a serious allegation, so it's prudent to know the status of the conversation.

"Sometimes 'a quiet chat' may be an assessment inquiry about a serious allegation, so it's prudent to know the status of the conversation."



SOCIAL MEDIA - POST AT YOUR PERIL

Simply, if it involves the Service and you're an employee, post at your peril. Even if your profile has nothing to do with your job, and shows no connection whatsoever, case law says there is a nexus and your employer can take action. I believe this is another example of police unfairly losing some of the privileges the public enjoy when they put on the suit of blue.

BLUE FAMILY CUP TOUCH FOOTY COMP

The South Brisbane District recently held its second annual Blue Family Cup Touch Footy Comp. Ten teams made up of more than 150 players participated on the day, ably supported by a crew who cheered, cooked the BBQ, and organised drinks and raffles.

Many thanks to organiser Senior Sergeant Murray Crones and his helpers Senior Sergeants Ian Cameron, Simon Mortimer, Murray Cumner, and Inspector Mark Stewart. Thanks also to referees Craig Morrow, Jim Bellos, and Brett Chapel, and to everyone else involved.

Congratulations to Capalaba who came out on top for the second year in a row. Congratulations also to Lauren

Johnson who won Best Female Player and Player of the Tournament, and to Tristian Chapman who was awarded Best Male Player.

PAUL ZIEBARTH MEMORIAL SHIELD
Congratulations to Cross Cultural Liaison Officer Jim Bellos from the Mt Gravatt District Office and all others involved in the second Paul Ziebarth Memorial Shield.

Superintendent Ziebarth was passionately involved in community engagement in the South Brisbane District when his life was cut tragically short.

His wife Tina wanted to continue his legacy and approached officers in the District for advice. She has since sponsored various bursaries in local schools. The Paul Ziebarth Memorial Shield soccer tournament is an extension of this community engagement in schools, and is held to encourage attendance, participation, and a good relationship with police.

Some students who attend these schools have come to Australia from war torn countries where police officers are viewed warily. Sporting and social interaction with police officers is one way to break down the barriers that can exist, and I commend all members who attended on the day and exerted a tremendous amount of effort (and sweat!) to engage with students.

The South Brisbane District is made up of 200 different communities with 150 different languages and 130 different faiths. The Paul Ziebarth Memorial Shield is just one way the South Brisbane District encourages community engagement while simultaneously remembering one of our own.

Shayne (Trash) TREASURE

Regional Representative
Metropolitan South Region
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ANDY WILLIAMS

It has been a busy month with your Union, the QPS, and the Government reaching an enterprise bargaining in principal agreement. Hopefully by the time this makes it to print, the EB roadshows will have given you an idea of just how good a deal this is (I would say in the current economic climate the degree of difficulty was right up there). While we didn't get everything we wanted, we did manage to secure nice increases to the base wage of all members. Doing this ensures that the increase flows on to allowances, and more importantly, superannuation.

JUVENILES

Who is looking after all the juveniles? Who is protecting them from themselves, and the predators who choose to prey on them? And conversely, when the time comes, who is protecting the public from them?

Let me tell you a story about a young 12-year-old boy called 'Jim'. Jim isn't his real name, but my members in the SER would recognise his picture: in it he is dressed in a red T-shirt on a Queensland Rail park bench.

Young Jim was missing from home so regularly it would have been easier to keep a single missing person report going, because as soon as a police car had turned the corner from dropping him home, young Jim was back off down to Surfers to hang with his 'street friends'. So his carers again ring the police and report him missing.

It was one night like this when young Jim was in a tent in a park sniffing something from dubiously obtained aerosol cans. Ignoring the warning about a naked flame, young Jim managed to burn himself badly: so badly he ended up in the Brisbane Children's Hospital and he couldn't go missing for a while.

But fear not Bolo fans, as soon as Jim was somewhat better he walked out (yes, walked out) of hospital, telling staff he was off to visit his street mates. Now I doubt young Jim was the very best patient and so Queensland

Health were more than happy to fulfil their obligations to report him missing. Young Jim eventually returned to hospital where a few days later he walked out again, except this time his neglect for his injuries had taken a toll and he had a highly contagious staph infection.

My basic Translink skills tell me that Jim caught a bus, a train, and then a tram to return to his street friends, leaving traces of his infection for poor unsuspecting members of the public to share. Eventually he again came to police attention and was returned to hospital, but not before two police vehicles in which he rode in needed

to be put off road to be disinfected (which costs two days and nearly \$1,000).

Last I heard of Jim he had again made his way to the Surfers area where he and his street friends were robbing innocent members of the public (and sharing his infectious wound with all).

The reason I highlight this story is to show that the system is totally broken. If the Department of Families and the Department of Health cannot find a way to detain a child with a highly

infectious wound that left untreated could cause death, what hope do carers have in stopping runaway petty thieving ones?

While we are at it, what is with the attitude when we do the Department of Families a favour and find one of their lost responsibilities ... you would think it would be, 'thanks very much, we will pick them up ASAP'.

In actual fact, as members know, when you make a call to report a child has been located, you inevitably get attitude over the phone; apparently it isn't enough for us to locate the 'high risk' missing child. It seems we now have to play Uber driver as well. Don't

"How about the Government Department charged with caring for these kids actually step up and care?"

worry about the DVs, robberies, and car crashes; someone from Families might get a bit tired driving to pick up their responsibility (haven't they just had a few days off from caring for the child?) ... and they will give you all the attitude in the world until you drop them back.

If you want to keep kids safe, how about you allow carers to care (and act as you or I would if our child told us they were going to Surfers to hang out with their street friends?). Given the kids have a theme of missing an

adult role model, perhaps some form of remedial establishment that is a decent hike from any town would allow them to be treated for their issues, be provided with strong adult role models, and perhaps get back to the point of being able to be cared for by a foster family (a 40-50k hike back to civilisation might form some disincentive to go missing). Who knows: they might even snatch back a chance of a law-abiding life.

In any event, how about the Government Department charged with caring for these kids actually step up and care? As a parent myself, I can tell you that looking after a child is a total 24/7 commitment. If, God forbid, one of my children is 'missing', I can tell you that calling me at 2am to pick them up won't be an issue, because I will be out there looking for them.

NEW CAMRY

I have seen some innovative uses of duct tape in my policing career. This marvellous tape is capable of doing anything from keeping a car on the road until it is fixed following a minor departmental, creating the stand-behind lines on watchhouse floors, and restraining all manner of things for (tasteful and inoffensive) practical jokes. This is a truly excellent product.

What I never thought I would see was the tape being applied to new vehicles by our friends at Fleet Management. It seems when they were workshopping how to put the light bars on the new Camrys, somehow the idea that involved duct taping the cables to the roof and window managed to become the best outcome. Now I will give them credit: they used both black and white duct tape to 'hide' the wires, but this did little to disguise the Hunchback of Notre Dame look.

When our Camry arrived, this innovation was met with disbelief. Is this the QPS in 2019? I have to say that my wife would tell you that as a handy person I make an excellent copper (that should tell you how truly bad I am as a handy man) ... and yet I reckon even I could have done that.



“I have seen some innovative uses of duct tape in my policing career ... but I never thought I would see it being applied to new vehicles by our friends at Fleet Management.”

Your Union engaged with Fleet on workplace health and safety grounds and a new solution was found. Don't ask me why this solution wasn't deployed in the first place (I'm going to say money). For those of you who have a hunchback Camry, they will be retrofitted, but a timeline has not yet been provided.

So don't hold your breath: our hunchback Camry recently spent a month in Brisbane getting repaired after being rammed, and it still had its hunch when it came back. In the meantime, if you have a hunchback Camry, place it on the Hazard Register and watch this space.

BLUE HOPE

I recently caught up with the team at Blue Hope proudly testing out the Chuck Wagon at supporters Mt Gravatt Mazda. Your Union is proud to support Blue Hope and their work. I look



forward to working with Andrew and Mark to bring the Chuck Wagon to the South East Region.

As police we are always keen to pitch in and help our brothers and sisters in need, and this is no exception. If everyone pitched in just \$5 per fortnight of their EB gains, the Blue Hope team could spend less time on raising funds, and more time helping those in need.

BSB: 633 000
ACC: 157 988 726
ACC Name: BLUE HOPE

As always, I am but a phone call or e-mail away.

If it is important to you, it is important to me.

Andy WILLIAMS
Regional Representative
South East Region
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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:

.....

.....



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**

Q and A WITH KATARINA

Commissioner Katarina Carroll has had three months to settle into her seat ... not that she's had much time to sit in it! The Journal caught up with her to see how she's finding the top job, and what members can expect from her.



HOW HAVE YOU FOUND YOUR FIRST THREE MONTHS IN THE TOP JOB?

Incredibly hectic!

I came in obviously knowing the organisation to some extent, so some things were similar, but many things had changed.

What I was confronted with initially, within the first three weeks, was Government Estimates Hearings, and I had to get over the budgetary detail of the last four years.

A short time after that we had to confront the fires with Queensland Fire & Emergency Services (QFES), and a lot of work goes into that from the QPS.

Also, whenever I have had the opportunity I have travelled to see staff throughout the state, and I announced there will be a full review of the organisation.

So it's been incredibly busy, and it's all been a very insightful into what's happening in the organisation.

“When I was younger, I used to look up at the Commissioner and think, ‘Do they really understand what it’s like for us down here?’”



General President Ian Leavers, Police Minister Mark Ryan and Commissioner Katarina Carroll.

DO YOU THINK YOUR TIME AWAY FROM THE QPS WITH QFES GAVE YOU SOME PERSPECTIVE THAT HAS HELPED UPON RE-ENTRY?

I think it definitely does help being away. You go away learning new things, and you come back with a completely different set of eyes: an independent set of eyes.

I was involved in transforming another organisation over four and a half years and you learn from that.

You learn how to shape your organisation, how to better communicate, how to connect better with your people.

When you go through transformational change, it really is about getting people on the journey, and you learn from that, so I think for me it was a great benefit to be away for four and a half years and to bring those learnings back into the QPS.

WAS IT A BIT LIKE COMING HOME?

Yes and no. The reason I say that is that I left as an Assistant Commissioner, but hadn't spent those last two years really in the QPS because I was concentrating on G20.

So I've now come back into the QPS at a very different level, with different relationships with people.

Where I may have been working for others, I now come in as the Commissioner. So you come in at a very different stage of your work life, and also at a very different position within the organisation.

And the QPS has changed: there are some aspects, particularly around technology, that have changed the way we work. There's also been new legislation that changes how we work on the ground.

So in some respects, yes, but in some ways, no.

However, my passion for the QPS has always been there and always will be.

WE'RE SURE DURING YOUR MANY YEARS AS A POLICE OFFICER, YOU MUST HAVE SAID AT VARIOUS TIMES, 'IF I WERE COMMISSIONER, I'D DO X'. WHAT WAS X?

When I was younger, I used to look up at the hierarchy, at the Commissioner and the Executive, and I used to think, 'Do they really understand what it's like for us down here? Do they get it?'

I used to get frustrated because sometime I could not make the connection with what they were trying to achieve at the strategy level and what we were doing on the frontline.

I used to think, 'If I was the Commissioner, I would actually try and connect better to make sure they understood.'

When you go through those layers, you start driving strategy, but you must not forget where you come from and make sure that the key operational people understand what you are trying to achieve, but more importantly why.

Some of the decisions we used to get from above, pushed on to us as Constables and Senior Constables, we would think, 'Where did you get this from? What is this try to achieve?'

For me to have had that experience, I now know that because I'm in this position, if we make changes, we need to explain to people why.

And that is the greatest challenge because there are many layers between me and those people who are operational on the ground. That's why

“How do I make my organisation connected and engaged, with the right resources and the right legislation and training, to make sure we keep our community safe?”

I actually spend a lot of time travelling and talking to people, and I think if we can bridge those layers, then people would be more than happy to accommodate, and can understand where I, and the organisation, are coming from and heading to and why.

WHAT ARE YOUR PRIORITIES AS COMMISSIONER? WHAT CAN THE QPS AND QUEENSLAND EXPECT FROM YOU?

My priority is to make sure my workforce is connected to what I want to achieve, and that they're engaged and positive.

I can then make sure they have the right resources and support to make us the safest state.

It comes down to that: how do I make my organisation connected and engaged, with the right resources and the right legislation and training, to make sure we keep our community safe?

IF A GENIE POPPED OUT OF A BOTTLE AND GRANTED YOU THREE WISHES FOR THE MEMBERS OF THE QPS, WHAT WOULD YOU WISH FOR? WITHOUT THE GENIE, AND WITHOUT AN INFINITE BUDGET, WHAT ARE THREE THINGS YOU HOPE TO ACHIEVE DURING YOUR TENURE AS POLICE COMMISSIONER?

One would be the same and that's to make sure all officers and staff are safe. Whether you had a genie or not, that would always be number one.

I think any Commissioner or Director General of a Department would love to have an endless, endless, endless budget, but we know in the real world that wouldn't happen.

If you have a genie or not, I'd also hope that my staff do feel valued, and do feel supported.

So when I look at the genie question, I definitely want officers to feel safe, and valued, and I definitely would love to have an endless bucket of money.

The reality is, though, that we have to make it work with what we've got, and I'm very confident that we can.

The upcoming QPS review will give us some real ideas about how we're spending money and how we can better spend money.

WE HERE AT THE UNION ARE ALWAYS CALLING FOR MORE POLICE. DO YOU THINK WE NEED MORE POLICE? OR DO WE NEED TO USE OUR EXISTING RESOURCES IN A SMARTER WAY?

I look across the organisation and I think there are areas that could do with better staffing, and areas that I think are generous in the way they're staffed.

So there's an inequity across the organisation regarding how staff are allocated.

I also believe we could better use technology. There's already proof that AI, depending how you use it, could save many, many more jobs.

So there's already opportunities where areas that currently have police could have further civilian staff, and we could put more officers out on the road.

I really do believe there are areas that definitely require more staff, areas we could probably revisit, and areas that we could put civilians into. It's a combination of both, plus using digital technology better into the future.

DO YOU SUPPORT 50/50 RECRUITMENT?

That 50/50 was a target, and it's not bad to set aspirational targets, whereas quotas are mandated. I would never set a quota, because I don't believe

you should mandate something, and to mandate something you really do start tinkering with standards that are required for jobs. I have not set targets before, because I think if you don't have a very good recruiting policy or campaign, you don't actually achieve those targets anyway.

So for me it's all about equality upfront. If we can attract the right amount of people, you shouldn't really be having the debate around targets.

There are some jurisdictions that have very good recruiting campaigns that achieve 50/50 without even setting the target.

So I want to look at recruiting and see what we can do in that space. It's not just about women: we actually should be representative of the community we serve, and we're currently not at those target levels either.

So I will not be setting targets unless I have evidence to say that I need to. I think if we have good processes and systems, these opportunities will be equally afforded to everyone.

SHOULD FLEXIBLE WORKING ARRANGEMENTS BE EMBRACED?

I don't think enough people take these on. There's a stereotypical view that just women take these on, but it should be both women and men.

It has to be less difficult to ask for these arrangements and I would say that managers need to be more confident and comfortable in offering them, so it's a bit both ways.

“Our job is relentless, and stress accumulates over time. So you've got to have something to get that balance right and to be that circuit breaker.”

When leadership encourages and pushes it, managers and staff are more encouraged about the uptake, as well.

It's not just about flexible work. The other thing I want people to look at is the shift construct: nine and ten hours. I think it's very good for stations to start looking at what works for them, to make sure they have the coverage they require, but to work within the station to make it work. This is all about getting that work/life balance right.

Our job is relentless, and stress accumulates over time. So you've got to have something to get that balance right and to be that circuit breaker to make your life a little bit healthier and balanced.

DO YOU THINK YOUR BEING THE FIRST FEMALE COMMISSIONER SHOULD BE CELEBRATED, OR SHOULD IT JUST BE BAU?

I think firsts should be acknowledged, but for me, I don't want people to highlight it.

I want to be known as a leader who did her job well, not a leader because I was a woman.

I think we need to quickly get past that and move on with business as usual.

WHO WAS YOUR MOST INFLUENTIAL MENTOR AND WHY?

I had a mentor who was a male Assistant Commissioner and the reason why he was influential was because he was always really positive and passionate about his job, but he was frank.

If I went to him for advice as to why I missed out on relieving in a position, he would frankly say, 'Well, if you don't like the decision that was made by the hierarchy, why don't you go and find

"I work in a great organisation, I have a great partner, and great kids. What more can you ask for?"



Ian and Katarina

"It's good to see the good in things and to just get on with it."

out, and don't complain about it.' And I think that's right: you just get on with it.

For me, he was open, honest, to the point, and he didn't constantly complain about things. He enjoyed the good things in life, and I think that's why I'm really passionate about the role. Because it's good to see the good in things and to just get on with it.

So I take my advice from him. If I miss out on opportunities, rather than sit there and complain about it, I find out why, what can I do about it, how I can improve on it, and move on in life.

WHAT ARE YOU MOST PROUD OF?

I have a great husband and two happy, balanced, and healthy children and a fantastic career.

That, to me, I am the most proud of.

I work in a great organisation, I have a great partner, and great kids. What more can you ask for?

I never take that for granted.

WHAT WAS YOUR HARDEST DAY AT WORK?

There are days when there are so many things that come across your desk. In one day, you can have a member of the organisation pass away, and you find out that someone has cancer. There was one day at QFES when we thought we were going to lose a town of 10,000 people because of fires, and you have to make key decisions around that. So it's a combination of things.

But I always go back to the thought that you get your house in order, you get the information you need, and you make decisions on the information you have at the time.

I think if you're true to yourself and you try to make the right decisions with the right information, and be as empathetic and supportive as you can, then you will get through it.

There were days in my first few months at QFES when I went home and I said to my husband, 'I don't think

I can do this'. It was tough, but I leaned on others. I sought advice from people who had been in that situation in the past, and little by little, you actually do get more resilient. You make your way through it.

HAVE YOUR FIRST THREE MONTHS BACK AT THE QPS BEEN EASIER THAN YOUR FIRST THREE MONTHS AT QFES?

It has in the sense that I was an outsider there, with an agenda. It wasn't even that I was a woman.

It was a new department, with four uniforms, four cultures, four histories, and four identities: and it was tough. They were some of the loneliest and toughest days of my career, and to get through that I surrounded myself with a good leadership team, to release some of that pressure. So I think there were many learnings in that for me.

We will go through change here at the QPS, but I feel more comfortable here. I know the culture, I know the people, and I know we will get through it easier together.

WHAT ARE FIVE TRAITS YOU BELIEVE POLICE OFFICERS NEED?

Integrity first and foremost. You have to be a good person.

Compassion. That's compassion for each other, but also compassion for victims, and particularly those members of society who need our help.

Communication skills. It's extraordinarily important; it's not just about how leaders communicate with staff, but communication skills regarding how you deal with members of the community.

Resilience. Ours is a tough, tough job, and over years it gets accumulative, so I think resilience is extremely important.

Passion, and eagerness to constantly learn and develop. Things are always changing and we have to be a learning

organisation, and to achieve that you have to be a learning individual as well.

DO YOU HAVE ANY ADVICE FOR POLICE STARTING OUT?

Enjoy being part of the team. Enjoy the amazing ride. I always say to young police coming in that it's like a hundred jobs in one. It's not just the frontline: there are many specialist roles, so you'll always be learning. And be positive and passionate. You might go through tough times, but the QPS is just this great organisation that gives.

But always remember that at the heart of it all you're actually here to keep the community safe and serve others. That's what we are about.

HOW DO YOU VIEW THE UNION?

I have a very healthy relationship with the full time officials, which I think is a good relationship.

However, we're independent from each other. There are things we will agree on, but there will be things that we disagree on as well.

Sometimes it will be a very friendly relationship, but other times we will have very robust discussions. And that is what you actually require. That bit of tension for me is extraordinarily healthy, because we might come at things differently, and we might even want the same outcome, but there will be different viewpoints along the way.

I think Unions play a very important role for their members, but the Police Union also has to understand what my role is in the organisation.

I think it's always great to have a very

“Always remember that at the heart of it all you're actually here to keep the community safe and serve others.”

healthy relationship, with a bit of tension and robustness, because that's actually what makes it work.

“I want to be remembered as someone who was always passionate and positive about the QPS.”

HOW WOULD YOU LIKE TO BE REMEMBERED?

I'd like to be remembered as someone who is really fair and consistent. So it doesn't matter whether you're a junior person in the organisation or a senior person: you'll always be treated fairly, with respect.

Even if you are a Constable, you can ask a question of me and I will answer that question. It doesn't matter where you sit in the organisation: you should get a response from the Commissioner.

I'd like to be remembered as someone who looked out for others. The higher up I go in an organisation, the more incumbent it is on me to look after others, and particularly those who are in positions working their hearts out, for all the right reasons. In my position I can influence strategy, I can influence policy, I can make things happen, and I want to make sure it is easier for everyone to effectively and efficiently do their work.

I want to be remembered as someone who was always passionate and positive about the QPS, and who actually made changes for the good of people in the organisation, and also ultimately for the good of Queenslanders.

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Our New EB

By Senior Industrial Officer Steve Mahoney

The current *QPS Certified Agreement 2016 (EBA8)* nominally expired on 30 June, however this Agreement continues to apply until a replacement agreement is certified by the QIRC. The Union has been negotiating for a new *QPS Certified Agreement 2019* (referred to as EBA9) since the beginning of the year. The EBA applies to police officers (up to Chief Superintendent) and Police Liaison Officers, Torres Strait Island Police Support Officers, Assistant Watchhouse Officers, and members of the Police Pipes and Drums.

Preparations for the new EBA began 12 months ago, with the Union developing our Log of Claims from motions passed at the QPU Annual Conference, motions at branch meetings, and responses to the questionnaire that was sent to all members.

At the earliest possible opportunity in January, the Union sent the 'Notice of Intention to Commence Negotiations' to the Commissioner, and formal negotiations commenced on 4 February.

The negotiations are conducted by the 'Single Bargaining Unit' which consists of a QPU delegation led by General President Ian Leavers, a QPS delegation



Police Minister Mark Ryan, QPCOU President Dale Frieberg and General President Ian Leavers.

and by the end of July the parties were close to agreement. To preserve 1 July as the operative date, the Government granted an extension of the bargaining period until the end of August.

On 27 August the QPS tabled their 'offer' and on 28 August the QPU

proposed Agreement and recommends acceptance of the Agreement. This also means we are not able to change these provisions nor propose any new provisions.

This proposed agreement is one of the most comprehensive EBAs ever negotiated by the Union with **over 30 new provisions**. Importantly, there are **no trade-offs or reduction of entitlements** whatsoever. To this Government's credit, at the very first meeting they stated they would not seek any trade-offs or reduction in entitlements.

There is simply too much information to outline all of the proposed entitlements in this article, so I encourage all members to attend the EB Information Sessions that are being conducted

"The QPU notified the QPS and Government that we had reached 'Agreement in Principle', which means the QPU Executive endorses the proposed Agreement and recommends acceptance of the Agreement."

led by Assistant Commissioner Clem O'Regan, QPCOU, and the Office of Industrial Relations.

Between February and the end of August the parties met numerous times

Executive unanimously endorsed the offer. The QPU then notified the QPS and Government that we had reached 'Agreement in Principle', which means the QPU Executive endorses the

around the state. These sessions will provide a detailed explanation of the proposed Agreement and give members the opportunity to ask questions. I am happy to outline some of the major changes and they are as follows.

“The proposed agreement has an annual increase to wages of 2.5% p.a. plus a restructure at the top of every rank.”

The proposed agreement has an annual **increase to wages of 2.5% p.a. plus a restructure** at the top of every rank. The restructure is an increase to paypoints 1.5, 1.6, 2.10, and 3.1, one extra Sergeant paypoint (3.7), and two extra Senior Sergeant Paypoints (4.6 and 4.7). The restructure is implemented **prior** to the 2.5% p.a. increases. The 2.5% increase is based on base pay, which flows through to overtime, superannuation, and all allowances.

The proposed agreement also has significant improvements to all OIC Allowances, with all OIC Allowances increased prior to 2.5% p.a. being added. The criteria for Category C is also reduced from 76 staff to 45 or more staff and there is a new Cat D OIC Allowance for 85 or more staff.

The Plain Clothes and Detective Allowance will now be based on 2% and 2.5% of Paypoint 3.1 (previously it was based on paypoint 2.5) and paypoint 3.1 has also received a Base Rate increase in addition to the 2.5% p.a. With this ‘double’ increase, both the Plain Clothes Allowance and Detective Allowance will increase by over 20% over the life of the agreement.

Other significant benefits include members who perform full time duty as operational members of EORT will be paid an Allowance at a rate of 12.9% of Pay Point 2.5, and members who perform duty as a prosecutor will receive an Allowance based on 2.5% of Paypoint 3.1.

Members who receive a One and Two Officer Station Allowance will increase to 36.5% from 1 July this year on the proviso that all members not currently paying the 1.5% Accommodation Contribution are to pay from 1 January next year. This is a benefit for all members because they receive the extra 1.5% for six months prior to payment of the Accommodation Contribution and 1.5% goes on to their LSL. The proposed agreement also includes new clauses resulting from the ‘One and Two Officer Station Review’ conducted under EB8.

Another important advancement is that all general duties officers are to be regarded as shift workers and will be paid all overtime at the rate of double time. This will apply to officers stationed at the smaller rural stations (4 – 10 officers) who are not currently deemed to be shift workers. This improvement is another step in the Union’s quest to have all members paid their overtime at double time. We have progressed this claim over many EBs, having previously got it for Detectives, non-OSA shift workers, officers who work at one and two officer stations, all specials, and now general duties officers. Hopefully we will get it for all remaining members next time.

This proposed agreement also includes a significant number of benefits for members in rural and remote areas, including concessional flights for Mt Isa, Cloncurry, and Julia Creek. There is also two year tenure for Tara, Charleville, and Dirranbandi. The following stations will now also be able to accrue 12 PDOs – Barcaldine, Charleville, Cherbourg, Longreach, Mt Isa, Muttaborra, Woorabinda, and Yarrabah. Murgon will now also receive the Rural Locality Incentive Payments.

Another important change is the expansion of the definition for ‘Critical Incident Leave’. As from the date of certification of this Agreement, Critical Incident Leave will apply to non-sworn staff. This leave has previously applied to a critical incident as defined in

“The proposed agreement is one of the most comprehensive EBAs ever negotiated by the Union with over 30 new provisions. Importantly, there are no trade-offs or reduction of entitlements.”

accordance with section 5A.2 of the *Police Service Administration Act 1990*. In the proposed agreement, this leave will be extended to ‘incidents where a reportable death occurs in the course of, or as a result of, police operations as per s.8(3)(h) of the *Coroner’s Act 2003*’ and ‘highly traumatic incidents in which a person dies or is admitted to hospital for treatment of serious injuries’.

The proposed agreement also has major improvements for non-sworn members including extension of Locality Allowances to Police Liaison Officers, access to the qualification allowance for Assistant Watchhouse Officers on the top pay band, and the restructuring of Torres Strait Islander Police Support Officers from pay band 003 to pay bands 004 and 005.

As mentioned above, there will be EB information sessions across the state, and after these sessions **all** members will get to vote on the proposed Agreement. The vote will be by electronic ballot (e-mail and telephone), conducted by the Australian Election Company through the QPS system. If the agreement is approved by a valid majority of employees (50% plus one of the employees who vote), it will be progressed to the Queensland Industrial Relations Commission for certification. If approved, the Certified Agreement will take effect from 1 July and will have a duration of three years. The QPS will then process back pay.

WILLS AND SUPERANNUATION



What is a Will?

A Will is a legal document that outlines how you would like your assets (estate) distributed when you die and names who you would like to administer your estate. It also gives you the opportunity to:

- name guardians for your children;
- establish a trust to provide for children or a person with a disability;
- ensure your assets are preserved;
- express your wishes about your funeral arrangements; and
- give money to charity or philanthropic organisations.

Why should you have a Will?

A Will clearly lays out your wishes and may reduce conflict and speculation over what you 'would have' wanted. Even if you use other estate planning tools to distribute your property, you should also have a Will.

What if I die without a valid Will?

If you die without a Will, the *Succession Act 1981* sets out the rules for distributing your assets. This may mean:

- Your estate isn't distributed as you would wish, and you haven't made clear provisions for your loved ones.
- You place an extra burden on your loved ones at a time of stress, grief and loss.
- It may cost more and take longer to finalise your estate.

When should I make or update a Will?

Everyone aged 18 years or older should make a Will, regardless of what you own. You should think about **updating your Will** when:

- you get married or enter into a civil partnership or de facto relationship—particularly if there are children from previous relationships;
- you separate, divorce or end a civil partnership or de facto relationship;
- children or grandchildren are born;
- your executor or a beneficiary dies; or
- your financial circumstances significantly change.

Your Will is invalid if you get married or enter a civil partnership.

Your Will is affected if you separate, divorce or end a civil partnership or de facto relationship.

How do I make a Will?

Making a Will without using professional services can result in mistakes or something not being clear, especially if you have several beneficiaries or your finances are complicated.

- Queensland Police Union of Employees members are entitled to a free simple Will through Sciacca's Lawyers - (07) 3867 8888.

What about my superannuation?

Your super doesn't automatically form part of your estate and can't just be included in your Will. A **"BINDING DEATH BENEFIT"** nomination lets you decide who will receive your super (and any insurance benefit you may have) in the event of death. You can nominate one or more dependents or your legal personal representative. Your nomination will be valid for three years and your annual statement or Member Online account will show whether you currently have a valid nomination in place. Access via <https://qsuper.qld.gov.au/super/nominate-beneficiaries>.

Fundraising Fit For A Queen

At a glittering ball in front of 600 people at the beginning of August, just prior to the kickoff of Mt Isa's 60th Rodeo, Acting Senior Constable Aimee Sewell was crowned the 2019 Isa Rodeo Queen.



Photo courtesy of Joanna Meehan Photography

F'irst and foremost,' A/Snr Const Sewell says, 'it's not a beauty contest!'

The focus of the Mt Isa Queen Quest is instead on fundraising for the Mt Isa community, and raising awareness of the particular charities chosen by each entrant. A/Snr Const Sewell is passionate about child safety and the right of children to feel safe, so she chose the Mt Isa PCYC as the beneficiary of the staggering \$80,174 she and her supporters raised.

When A/Snr Const Sewell arrived in Mt Isa from the Brisbane Academy in 2015, she was inspired by Whitney Lacy, now Sergeant DCPC, who was raising money in the 2015 quest for Neighbourhood Watch. She went



on to be crowned Charity Queen. In volunteering with Sgt Lacy, A/Snr Const Sewell realised the quest can be a wonderful promotion of police involvement in the community. In fact, there is further precedent for officers' involvement in the Queen Quest.

"First and foremost, it's not a beauty contest!"

In the past, Inspector Tyler Crosby took part, as well as Sergeant Kym Lynch in 2002, and Assistant Watchhouse officer Kirra White in 2007. So A/Snr Const Sewell decided she too would like to be a part of the process and in mid 2018 threw her hat in the ring for 11 months of fundraising hustle.

At the time, A/Snr Const Sewell was working as a school based police officer at Spinifex State College and she juggled full time work with the management, promotion, and coordination of regular fundraising events for the PCYC. She has regularly relieved at the PCYC, was seconded there for a year when working on Project Booyah, and just started work as the second Mt Isa PCYC officer a month before winning the crown.

'During all the fundraising I felt an integral part would be to try and get into a PCYC position, to ensure the funds we raised were spent in the way we anticipated they would be,' she says. 'I picked PCYC because when I did Project Booyah we tried so hard to get resources, and we did so much



fundraising just to keep the program going. You could see the benefits the kids got from the program but it was just so much hard work. I knew that a place like the PCYC could really do with the money and do fantastic things with it.'

A/Snr Const Sewell paid tribute to the police officers who supported her fundraising efforts, and the many others within the community who made up 'Aimee's Army'. She estimates about 100 people helped her throughout the quest.

'Police were such great support,' she says. 'I had Superintendents and Inspectors alongside Constables come and volunteer for me, so I was very fortunate.'

She was also overwhelmed by the support shown by Spinifex school, and

"A/Snr Const Sewell chose the Mt Isa PCYC as the beneficiary of the staggering \$80,174 she and her supporters raised."

other cross sections of the community. A diverse group of people all put their hands up to help: teachers, teachers' aides, their families, Youth Justice workers, and nurses.

A/Snr Const Sewell is aiming to use the money raised for youth engagement programs and to lease a bus, which will help remove one of the major barriers to participation in PCYC activities: access. She hopes to have the bus marked with 'Aimee's Army 2019', so her supporters can see something tangible.

'People will see where their time and money went,' she says. 'When they see a bus full of kids and they're

smiling and happy, they can have some form of ownership.'

So how exactly were the funds raised?

Aimee's Army undertook bar management at the Mt Isa race club and at a few camp drafts around the district. They did cyber safety presentations for parents, teachers, and caregivers. They held a Colour for Kids event, kids' discos, a Mexican night, food festivals, a car boot sale, and a 24-hour exercise challenge where three pieces of PCYC equipment were kept moving for the whole period. Aimee's Army also put their hands up for a few cleaning contracts and A/Snr Const Sewell admits she is



Photo courtesy of Joanna Meehan Photography

reluctant to ever clean another toilet, other than her own. It was a very busy, exhausting 11 months, and the activity is unlikely to cease now that A/Snr Const Sewell is the reigning Queen.

‘I’m going to continue to use the Rodeo Queen platform to promote safety messages for kids, because that’s where my heart lies,’ she says. ‘And let’s be honest, everyone loves a sash.’

So although it’s not a beauty contest, there is a sash to wear, which acts as a perfect conversation starter. Wearing the sash provides a great opportunity

“About 100 people made up Aimee’s Army, who helped fundraise throughout the quest.”

to let people know that she and the six other Rodeo Queen entrants this year raised over \$323,000 for the Mt Isa community.

‘And even though I’m the Rodeo Queen, I can’t ride a horse,’ she says. ‘But I took some photos next to horses, so that’s got to count.’



Restored Gulf Sub Branch

After being inactive for 13 years, the Gulf Police Union sub branch in north west Queensland is now restored.

Heather Wallace from Normanton station was voted in as the inaugural President.



Heather Wallace

'I've been an officer now for nearly 23 years and it's about making sure our junior officers are supported and that their voice is heard,' she said.

The election was conducted involving staff from Normanton and surrounding stations including Karumba, Doomadgee, and Burketown, with Mornington Island members dialling in via a video app to take part from more than 200 kilometres away.

Regional Rep Peter Thomas coordinated the re-establishment.

"The area's remoteness is now no barrier to effective advocacy."

'I have been hoping to get this sub branch back up and running for some

time, so it's great to see everyone's involvement,' he said. 'Working in some of these remote communities can be isolating at times, so it's been great to coordinate this group and encourage interaction.'

The area's remoteness is now no barrier to effective advocacy.

'It's our opportunity to put our ideas and our concerns forward to the Union, to support the QPS as a whole,' Heather says.

John Nelson from Karumba was elected Vice President and Jeremy



John Nelson



Jeremy Strudwick

Strudwick from Thursday Island was elected as Secretary. They'll now represent members and provide direct Union support to the areas's 50 police and liaison officers.

'It's extremely important to be an active Union member,' Heather says.



Northern Regional Rep Peter Thomas talks to members

Police Recipes



BEEF AND BROCCOLI LO MEIN

There are many variations of this traditional Chinese dish, and it's become a takeaway classic. Want to try it out for yourself? Once you get the sauce down, you can mix and match your favourite vege and protein combos. Here's a simple beef and broccoli recipe that will taste like it's straight from your local Chinese restaurant. Master this one and then customise the next!

What do I need?

- 250g lo mein (Chinese egg) noodles
- 3 garlic cloves, minced
- ¼ cup soy sauce
- ¼ cup dark brown sugar
- 2 tablespoons canola or grapeseed oil
- 500g steak, thinly sliced against the grain
- 1 inch piece of ginger, peeled and diced
- ¼ teaspoon black pepper
- ¼ teaspoon red-pepper flakes
- 1 head broccoli, cut into small florets (about 3 cups)
- 2 carrots, grated
- 3 shallots, thinly sliced
- 2 teaspoons sesame oil (optional)
- 1 lime, cut in wedges, for serving

What do I do?

1. Cook noodles in large pot of boiling water until tender (about 4 minutes, or according to package instructions). Drain and rinse under cold water.
2. Stir together garlic, soy sauce, and brown sugar.
3. Heat 1 tablespoon oil in a large wok or skillet until hot and shimmering. Add beef, ginger, black pepper, and red-pepper flakes, and cook until crisp on the outside but still pink inside (about 2 minutes).
4. Add remaining oil to wok and heat until shimmering. Add broccoli and cook, tossing until tender (about 2 minutes). Add ¼ cup water and steam broccoli until bright green and some of liquid has evaporated (2 minutes more).
5. Add noodles, beef, ginger, carrots, and soy sauce mixture to wok, and toss over medium heat until coated and thickened a little (about 1 to 2 minutes).
6. Sprinkle with shallots and drizzle with sesame oil (if using).
7. Toss to coat and serve warm, with lime to serve.

Recipe source: Adapted from New York Times Cooking

Book Review Educated

By Andrea Appleton

Tara Westover grew up in the rural mountains of Idaho in a survivalist Mormon family. She is the last of seven children, four of whose births were not registered with any government agencies, lest they be forced to attend school.

Tara and her siblings were haphazardly homeschooled by their mother, except for when they were tinning peaches to prepare for the end of the world, or grievously injuring themselves helping their father in his junkyard. When injured, they were sent from the junkyard to the house and lathered in tinctures made by their mother; just as the education system was mistrusted, so too was the medical profession.

Tara's father displays textbook paranoia and believes 'the Feds' may be at their door any day bearing guns. He believed the world would end at the stroke of the millennium, and was despondent and listless to find the earth still turning on 1 January 2000. Tara's mother had some doubts as to her husband's preachings, yet generally abided by his affirmations and whims. She worked as an unlicensed midwife and encouraged Tara to help her, so between assisting at births and scrounging for scrap metal, there was little time left for Tara to gain a formal education.

Yet Tara miraculously managed to study her way to college, somehow scraping together enough marks while studying between family responsibilities and being beaten and abused by an elder brother. Once in college, the failings of her sporadic

education were obvious; her art history classmates thought she was being facetious until it became clear she had never heard of the Holocaust. Yet she persevered and wound up doing a PhD at Cambridge.

Throughout her studies, Tara continued to visit her parents at the farm in Idaho, hoping for some sort of acceptance. She did so repeatedly and doggedly, even though she knew the danger of placing herself within the vicinity of her abusive brother. It is maddening to try and understand her need for validation, and heartbreaking to see every effort thwarted.

Today, Tara is estranged from most of her family. She writes that her leaving Idaho and everything she knew led to what she sees as a 'transformation' rather than a 'betrayal'. Or, or she says in the last sentence of her book: 'I call it an education.'

Educated is a candid, clear-headed account of one woman's unconventional childhood and her brave determination to overcome her family's mistrust of the outside world. In reading Tara's memoir, you will marvel at the strength of the human spirit and wish her well for the future.



Tara Westover
Windmill Books
London, 2018
RRP: \$19.99

From the Archives

CIB BUILDING, 1901



The old CIB building (church) on the corner of Elizabeth and George Streets, Brisbane, where Queen Victoria park is now located (and where this year's National Police Remembrance Day march will begin).

The CIB building accommodated all Brisbane detectives and the Central Communications Room before all units were moved to the first stand-alone Police Headquarters at the corner of Makerston Street and North Quay (the former Egg Board building, which is long demolished: the site is now used as the carpark behind the current Headquarters).

The old CIB building was the percolator of many legends, not least of which was regarding the size of its resident rats.

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

Police Living

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

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Psychological Injuries – Critical Timeframes

By Ryan Heath, Sciaccas Lawyers

We continue to provide advice and assistance to police in lodging claims for psychological injuries pursuant to the *Workers' Compensation and Rehabilitation Act 2003 ('the Act')*.

As previously discussed in earlier articles, claims for psychological injuries are different to physical claims in that they can take longer to decide, are more difficult to prove, and as a result a much higher number are rejected.

One of the significant issues contributing to the rejection of claims is the timeframe for when an application must be lodged.

In Queensland a claim for workers' compensation is only valid and enforceable if the application is lodged within six months after entitlement to compensation arises. In accordance with section 141(1) of the Act, an entitlement to compensation is said to arise on the day the worker is 'assessed by a doctor'.

The Workers' Compensation Regulatory Authority is currently guided by the Industrial Relations Commission decision of *Andrew Toward v Simon Blackwood (Workers' Compensation Regulation) 2015 [ICQ008]* in determining when a claimant's injury has been 'assessed' for the purposes of section 141 of the Act.

In accordance with the test established in the decision of *Toward*, the following circumstances will be sufficient to give rise to the six month timeframe to run:

- (a) Where a police officer attends upon their medical practitioner for treatment; and
- (b) The medical practitioner makes a diagnosis or conducts an assessment of an injury; and
- (c) The doctor has formed some conclusion or expressed an opinion that the injury arose out of the officer's employment.

Section 141 of the Act and the *Toward* decision has had significant consequences for police in determining their WorkCover claims. In our experience, police are generally reluctant to lodge WorkCover claims for pure psychiatric injuries, given the stigma attached.

"The bill introduced into parliament seeks to address this out of time issue by allowing WorkCover to waive the timeframe of six months for particular applications."

Police are more likely to consult their general practitioner for treatment in the hope that an improvement in symptoms will prevent any time off work and the necessity to lodge a WorkCover claim. However, this course of action, or stoicism, can be fatal to the success or otherwise of a WorkCover claim.

The good news is that recently the *Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill* ('the bill') was introduced into the Queensland parliament.

The bill seeks to implement a number of suggestions arising from a review of the scheme conducted by Professor David Peetz in 2018. The review was conducted by way of targeted consultations and taking written submissions from key stakeholders including trade unions, employer representatives, medical health associations, legal representatives, and insurers.



The issues raised as a result of the *Toward* decision and its application to psychological injuries was highlighted by Professor Peetz in his report as follows:

'The concern raised by stakeholders was that the affect of the decision in Toward has been detrimental for

workers with chronic, insidious, or psychiatric injuries, as many do not claim workers' compensation upon diagnosis because they are not incapacitated (either totally or partially). As a result, by the time the worker experiences an incapacity to work because of the injury, the resultant claim for workers' compensation is rejected as being out of time.'

This has long been an issue for us in advising police with respect to lodging of claims for psychiatric injuries. Pleasingly, the bill introduced into parliament seeks to address this by allowing WorkCover to waive the timeframe of six months for particular applications.

The bill provides that the worker will have 20 days to lodge an application for compensation subsequent to a consultation with a doctor, nurse practitioner, or dentist who has assessed the injury as resulting in either total or partial incapacity for work.

We consider this will have a significant benefit to police. Quite often police may consult their general practitioner or a psychologist under the early intervention prevention scheme seeking treatment for symptoms and hoping not to suffer any work incapacity. If those symptoms do not improve and result in an incapacity for work, the workers' compensation claims would normally be rejected as being out of time.

However, should the bill pass through parliament, the officer would then have 20 days subsequent to suffering that work incapacity to lodge the WorkCover claim.

A further significant change introduced in the bill relates to the meaning of an injury. Currently section 32 of the Act contains the current definition of an injury:

Meaning of Injury:

(1) An injury is personal injury arising out of, or in the course of employment if - ...

*(b) For a psychiatric or psychological disorder – the employment is the **major** significant contributing factor for the injury.'*

The proposed amendment would remove 'major' and replace it with 'a significant'. We consider this would further be a significant benefit for police given that psychological injuries by their nature are multifactorial in origin.

“Should the bill pass through parliament, the officer would then have 20 days subsequent to suffering work incapacity to lodge the WorkCover claim.”

Previously it was necessary to establish that the relationship to work had been the major significant contributing factor. However, should the bill be passed, we would merely need to show it is a significant contributing factor.

Until such time as the amendment bill is passed, it remains crucial that police obtain prompt and accurate legal advice to assist in either lodging their WorkCover claims or seeking a review of unfavourable decisions to the WorkCover Regulator.

Sciaccas Lawyers continues to provide an initial free consultation for police to assist in either lodging their WorkCover claims or seeking advice on prospects of success in reviewing unfavourable decisions.

Further, we continue to provide advices to police with respect to potential civil actions against the QPS or injuries arising from motor vehicle accidents.

Should officers require any advice they should not hesitate to contact our Mr Ryan Heath on **(07) 3867 8839**.

Case Law Update For Police Prosecutors R v Waterton [2019] QMC 6

By Sarah Ford, Associate, Gilshenan & Luton Legal Practice

A recent Magistrate's Court decision, *Waterton*, considers a prosecutor's duties and obligations in respect of conferring with and obtaining further evidence from witnesses who are giving evidence-in-chief.

The facts

The applicant (defendant) was charged with three offences which proceeded to summary hearing. The hearing was part-heard, having been adjourned while a witness, Ms Crozier ('the witness'), was still giving evidence-in-chief.

During the adjournment period and prior to the hearing's resumption some months later, the prosecution (CDPP) conferred with the witness and obtained an addendum statement from her, as well as statements from other witnesses. The defence

IMPROPRIETY

Having regard to several authorities and the Queensland Bar Association Rules, the court concluded that while a breach of the rules and prosecution guidelines may diminish public confidence in the criminal justice system, no such breach had occurred here. In coming to that conclusion, the court noted that Bar Rule 72 applied to witnesses under cross-examination: not witnesses giving evidence-in-chief. To that end, a distinction was drawn between that rule and the equivalent



UNFAIRNESS

In considering the unfairness ground, the court commented that the discovery and disclosure of further evidence by the prosecution during a trial is not uncommon, nor is an adjournment of proceedings to allow the parties to consider the evidence.

The court said that what was required was for the defendant to point to *'... some specific prejudice to him or her occasioned by the failure which has adversely affected their right to a fair trial.'*

In the absence of any evidence from the defendant (such as an affidavit) about (a) how the proceedings were 'unfair', (b) how the proceedings impact upon her or impede her from presenting her defence, and (c) how an innocent person

"Discovery and disclosure of further evidence by the prosecution during a trial is not uncommon, nor is an adjournment of proceedings to allow the parties to consider the evidence."

was notified of the prosecution's intention to confer with the witness (no objections were raised), and the statements and file note of the conference were later disclosed to the defence.

THE ISSUES

The defence applied to exclude the witness' evidence, raising the following issues in support of the application:

rule in the English and Welsh Bar Code of Conduct (which extends to the 'whole of the time a witness is giving evidence').

Moreover, the court found that although the rules concerning barristers conferring with witnesses under oath are designed to prevent the actual or perceived coaching or coaxing of witnesses, neither had occurred here.

"*Waterton* is a helpful reminder of a prosecutor's ethical obligations in dealing with witnesses mid-trial."

will be convicted because of the fault of the prosecution, the court found that '(t)here has not been a manipulation of the prosecution of the proceedings which imposes some exceptional burden additional to the burden necessarily imposed on the defendant.'

COMMENTS

Although not a superior court decision, *Waterton* is a helpful reminder of a prosecutor's ethical obligations in dealing with witnesses mid-trial. In light of the current rules in Queensland, the distinction between a witness giving evidence-in-chief and a witness under cross-examination remains an important one.

1. It would be unfair to allow the witness's evidence because of the ongoing investigations and gathering of evidence from her while she was under evidence-in-chief; and
2. The prosecution's conduct in obtaining further statements and conferring with the witness while under oath amounted to impropriety. In ultimately dismissing the defence's application, the court considered each issue separately, starting with the suggested impropriety.

¹ Commonwealth Director of Public Prosecutions.
² *Rowell v Larter* (1986) 6 NSWLR 21, *Cannon & Anor v Tanche* [2002] VSCA 84, *R v Shepherd* [2001] 1 NZLR, *Potier v R* [2015] NSWCCA 130 and *MG v R* [2007] NSWCCA 57.
³ Rules 82 and 86 (Prosecutor's duties) and rule 72 (integrity of evidence).
⁴ At [40].
⁵ At [43].

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Police Federation of Australia
Queensland Police Branch
ELECTION NOTICE - E2019/144

Scheduled Election

Fair Work (Registered Organisations) Act 2009

Nominations are called for:

FAR NORTHERN REGION - Cluster 1 - Aurukun, Bamaga, Cairns, Coen, Cooktown, Edmonton, Gordonvale, Horn Island, Kowanyama, Laura, Lockhart River, Mossman, Pormpuraaw, Port Douglas, Smithfield, Thursday Island, Weipa, Yarrabah, 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, Forsyth, 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, Greenvale, Halifax, Home Hill, Hughenden, Ingham, Palm Island, Pentland, Prarie, Ravenswood, Richmond, Rollingstone

- 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, Capella, Emerald, Ilfracombe, Isisford, Jericho, Jundah, Longreach, Muttaborra, Windorah, Winton, Yaraka

- Branch Conference Delegate (1)

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

- Branch Conference Delegate (1)

CENTRAL REGION - Cluster 11 - Anakie, Blackwater, Duinga, Emu Park, Gracemere, Lakes Creek, Marlborough, Marmor, Mount Morgan, North Rockhampton, Rockhampton, Rolleston, Springsure, Tieri, Westwood, Woorabinda, Yeppoon, Central Regional HQ

- 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, Eidsvold, Gayndah, Kumbia, Monto, Mt. Perry, Mundubbera, Murgon, Nanango, Proston, Wondai
- 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** - Beerwah, Caloundra, Coolum, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional HQ
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- 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 HQ, 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 Organisation, may be made at any time from 12:00pm Australian Eastern Standard Time (AEST) 10/10/2019.

Nomination forms are available on request.

Only members attached to a cluster may second any nomination.

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 reach the Returning Officer via the lodgement method(s) stipulated below **not later than** 12:00pm Australian Eastern Standard Time (AEST) **on** 07/11/2019.

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

By Fax: 02 6293 7631

By Email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to BrisbaneMetroSouth@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 3834 3449 to enquire about the status of your nomination.

Withdrawing Nominations

Nominations cannot be withdrawn after 12:00pm Australian Eastern Standard Time (AEST) on 14/11/2019.

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 07/11/2019 can be accepted.

Voting Period

The ballot, if required, will open on 19/11/2019 and close at 10:00am Australian Eastern Standard Time (AEST) on 05/12/2019.

Scrutineers

The appointment of scrutineers opens 14/11/2019 and closes 10:00am Australian Eastern Standard Time (AEST) on 05/12/2019.

A form is available from the Returning Officer for the purposes of appointing Scrutineers.

Other Information

Changed Address? Advise the Organisation now.

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

Chris McCormack
Returning Officer
Telephone: 07 3834 3449
Email: BrisbaneMetroSouth@aec.gov.au
03/10/2019



Nomination Form

Police Federation of Australia - Queensland Police Branch Scheduled Election E2019/144

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

Only members attached to a cluster may second any nomination.

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 _____

Personal email: _____
(AECs' preferred method of communication)

Address: _____

Phone: _____

Signed: _____

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Retiring from the Service signals a significant lifestyle change – one that demands preparation if you're to protect your health and your pocket.

After years of operating in a hypervigilant state, retiring police must face the realities of aging, loss of identity, and loss of comradeship before they're able to really enjoy the luxuries of retirement – time, freedom, no alarm clock ...

While the reduced stress of not working can be beneficial initially, studies have shown that over time the chances of suffering clinical depression increase by about 40% and having at least one diagnosed physical illness increases by 60%.

While we can't control which mix of health issues will invariably greet us as we get older, we can prepare for them by taking the time to research and select the right health insurance.

WHY HOLD PRIVATE HEALTH INSURANCE IN RETIREMENT?

Once you're living off your superannuation nest egg, it'll become more important than ever to be on top of your finances – and that includes budgeting for medical expenses. The problem is, it's impossible to predict what health issues and costs you may incur in the future. That's where private health insurance comes in.

By paying regular 'known' premium contributions, you'll have the peace of mind of knowing you're insured against the unexpected. What's more, private patients are able to skip public

“Three in five Australians aged over 65 years have two or more chronic conditions such as cardiovascular disease, respiratory disorder, and type 2 diabetes which can seriously impact your ability to remain active and enjoy retirement.”

hospital waiting lists and access treatment sooner, especially when it comes to elective surgery, so you can get on with living that happy, healthy retirement you've always wanted.

HOW DO I SELECT THE RIGHT COVER FOR MY NEEDS WHEN NEARING RETIREMENT?

As we get older, our health insurance claims are likely to become more varied and frequent, so it's best to seek out comprehensive cover. It's also important to look beyond the price (initially) and focus on the benefits. Value for money will be more important to you than the cost of premium payments alone because you intend to claim on your cover, not just use it to avoid tax implications.

• TIPS ON SELECTING HOSPITAL COVER

1. Gold Vs Silver Plus?

You may think yourself clever to seek out cover that excludes pregnancy – but buyer beware! It's rarely just pregnancy cover you're forgoing by choosing a cover with exclusions, and even more deceptively, the variation in price between some 'Silver Plus' vs 'Gold' policies is negligible – so many find they're actually better off sticking to an all-inclusive 'Gold' level of cover.

2. Excess payments

Adding an excess to reduce your premiums can be a similar price trap. Given the increased likelihood you'll actually use your cover in your later years, paying an excess on one (or in some instances every) occasion you go to hospital (day surgery included) can end up being significantly more expensive in the long run than opting for cover without an excess.

• TIPS ON SELECTING EXTRAS COVER

Extras cover will become important for preventative health, rehab, and general wellbeing in your retirement. As you age you'll find your body just isn't what it used to be, and it will require more attention than ever before. You'll likely become well acquainted with optometrists, dentists, physios, podiatrists, dietitians, and even counsellors or psychologists as you adjust to life in retirement. So make sure you again look for 'value for money' in your extras cover.

Find a policy that pays generous benefits back on claims across a broad range of services, both in terms of 'benefits per service' and 'annual maximums'. You'll also want the freedom to choose your own provider, because you may need to find an allied health professional who

“By the age of 85, one in two Australians will have been diagnosed with cancer.”

specialises in care for the elderly or for a particular condition.

WHERE DO I START?

As a QPU member, a good place to start would be to investigate Police Health, a not-for-profit private health fund run by police for police. Police Health have been operating for over 80 years and have an excellent reputation.

CAN RETIRED POLICE JOIN POLICE HEALTH?

Police Health’s eligibility extends to former police and employees of police services or associations in Australia who resigned or retired after 1 January 2001.

¹ British study by the Institute of Economic Affairs and Age Endeavour Fellowship
<https://www.health.gov.au/internet/main/publishing.nsf/Content/chronic-disease>
² <https://www.health.gov.au/internet/main/publishing.nsf/Content/chronic-disease>
³ <https://www.cancer.org.au/about-cancer/what-is-cancer/facts-and-figures.html>

Retired DCI and Police Health member, Peter Graham, sings the praises of Police Health any chance he gets. ‘I had a pacemaker inserted. When you walk out of St Andrews Hospital after having that done and you just sign on the dotted line because you’re in Police Health is very, very comforting.

On top of that, more recently, I was diagnosed with prostate cancer, which is being well treated. But again, I just knew that I didn’t have to worry about taking from my family to ensure that those things were paid for. It was an incredible, comforting feeling to be part of Police Health.’



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Safety & Wellbeing



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – September/October 2019

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

IF YOU KNOW SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE

MESSAGE FROM GREG EARLY, STATE PRESIDENT



The annual general meeting of the Association was held at Police Headquarters, Brisbane. Assistant Commissioner Maurice Carless, Intelligence and Covert Services Command, represented Commissioner Katarina Carroll and addressed the meeting. The election of officers for the ensuing year was conducted by outgoing State Vice President Myles

Burns with the following result: State President – Greg Early, State Senior Vice President – Bob Pease, State Vice Presidents – Bob Atkinson, Alex Granlund, and Ted Bones, State Treasurer – Jillian Steinkamp, State Secretary – Patricia Holden, Assistant State Secretary – Pat Philp, and Welfare Officers – Emmanuel Anthony, Bob Atkinson, Ted Bones, and Greg Early

The following were made life members for long, distinguished, and meritorious service to the Association: Terry John Ahearn, Secretary, Logan-Beenleigh; Andrew Charles Beasant, President/Secretary, Van Diemen's Land; Glenard Ray Durre, immediate past Treasurer, Gympie; David John McNamara, Secretary, Gold Coast; Lawrence John Pointing, President, Gympie; Darryl Richard Leonard Saw, President/Secretary, Gladstone; and Dennis William Smith, Secretary, Rockhampton.

At the state meeting, I presented Peter Venardos with his Veteran Member Certificate.



Bob Vanderwolf receiving his Senior Member Certificate from State President Greg Early at the Police Headquarters meeting on 1 July.

RECOGNITION OF ASSOCIATE MEMBERS

Following a submission by the Mackay-Whitsunday branch, which was supported by several branches, the State Management Committee decided on 3 June to recognise associate members in a similar manner to ordinary members. This means that Veteran Associate Member and Senior Associate Member Certificates will be presented to associate members as follows:

- **Veteran associate member** (over 75 years and 10 years continuous financial membership)
- **Senior associate member** (over 65 years and 10 years continuous financial membership)

As mentioned herein, the first of these certificates were presented at the recent Annual Luncheon of the Far North Queensland branch and the Annual Dinner of the Van Diemen's Land branch. Several more certificates were approved at the State Management Committee meeting held on 2 September.

FUTURE LUNCHEONS/DINNERS

19 October – **Mackay-Whitsunday** (dinner) –

Souths Suburban Bowls Club – Dennis Hansen – 4957 2699

24 October – **Darling Downs** – TAFE College, Toowoomba –

David Lynch 0419 177 935

18 November – **Rockhampton** (dinner) –

Frenchville Sports Club – Dennis Smith – 0408 321 416

4 December – **Townsville** – Carlyle Gardens Restaurant –

John Urquhart – 4773 4497

4 December – **Bundaberg** – Bundaberg RSL Club –

Jack Field – 4198 1020

12 December – **Ipswich** – Brothers Leagues Club, Raceview –

Ken Martin – 3288 9782

LUNCHEONS ATTENDED

I attended the 40th Luncheon of the Gold Coast branch held at Twin Towns Services Club on 9 July, the Gladstone Luncheon held at Harvey Road Tavern on 20 July, the Darling Downs and Granite Belt Luncheon held at TAFE Southwest, Warwick, on 7 August, the Gympie Luncheon held on 21 August at the Albert Park Bowls Club, and the Near North Coast Luncheon held on 22 August at the Caboolture Lakes Sports Club. All occasions were well supported and enjoyed by all who attended.

NEW MEMBERS

Former Sergeant in the Netherlands Police Jan Arend Meijer, Logan-Beenleigh; former Constable Northern Territory Police Lance Stephenson, Logan-Beenleigh; former Sergeant Gregory Shane Moore, Darling Downs; former Constable Ronald John Casperson, Gladstone; former Constable Glenda

Irene Galway, Sunshine Coast; former Inspector Stephen John O'Connell, Mackay-Whitsunday; former Commissioner Ian Stewart, State; former Sergeant Conrad Wayne Van Egmond, Far North Queensland; former Sergeant Lynette Tapsall, Southern Downs and Granite Belt; former Constable Karalyn Gayle Beutel, Sunshine Coast; and former QPS Public Servant Christine Iris Townsley, State.

NEW ASSOCIATE MEMBERS

Kaye Moore, partner of new member Greg Moore, Darling Downs; Janina Vasekova, carer for member David Joachim, Gold Coast; Dawn Heather Field, spouse of member Jack Field, Bundaberg; and Craig Mervyn Collins, son of member Merv Collins, Redlands.

OBITUARIES

Members: Veteran Member and former Sergeant Russell John Crook, 2 July, 74 years; Life Member and former Superintendent Francis Gillick Donaghue, 3 July, 97 years; former Sergeant Rachel Whitford, 6 July, 48 years; Veteran Member and former Assistant Commissioner Francis Michael O'Gorman, 25 July, 81 years; Life Member and former Senior Sergeant Kenneth David Leane, 29 July, 94 years; Life Member and former Inspector John Richard Keats, 14 August, 94 years; Member and former Constable Graham Charles Duncan, 21 August, 76 years; and Veteran Member and former Senior Sergeant Gordon Raymond Close, 30 August, 92 years.

Honorary Member: Police Chaplain Reverend Bruce Robert Dorman, 26 August, 73 years.

Non-members: Retired Senior Sergeant Kelvin Douglas Salm, 1 July, 74 years; former Sergeant Anthony James Cameron, 25 July; retired officer Louis John Majer, 27 July, 54 years; former Sergeant John Raymond Stehr, 30 July, 70 years; and Leslie Clifford Lawrence, 16 August, 78 years.

Serving Personnel: Former AO Pamela Ann Furner, Ethical Standards Command, 2 June, 67 years; Senior Constable Tony Garner, Railway Squad, 6 June, 52 years, and former AO Lucy Cronin, Mackay.

Family: Norma Leane, wife of Life Member Ken Leane, 10 June; Elspeth Heather Sanderson, wife of late Life Member Jack Sanderson; Glenva Esther Haigh, wife of Veteran Member Bob Haigh, 10 March.

QRPA CERTIFICATES

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

David John Fitzgibbon, Van Diemen's Land; Raymond Edward Hodges, Redlands; Victor Sidney Belbin, Van Diemen's Land; Roland Lincoln Close, Townsville; Colin David Bruce Duncan, Mackay-Whitsunday; Gaylord Finch Hulett, State; John Kolence, State; Ian Charles Mansfield, Van Diemen's Land; Ronald Bruce McKinlay, Logan-Beenleigh; Maxwell Moloney, Logan-Beenleigh; and Neville Allan Wall, Far North Queensland.

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

Maureen Bickhoff, Far North Queensland; Catherine Mary Finter, Far North Queensland; Beryl Pocock, Far North Queensland; Nola Lillian Trower, Van Diemen's Land; Marlene Archer, Gladstone; Marion Lillian Allison, Gympie; Laurel Jeanette Angus, Townsville; Marion Dorothy Barrington, Townsville; Donald Barter, Townsville; Andrea Birrell Benson, Rockhampton; Fay Bishop, Near North Coast; Marcia Butler, Logan-Beenleigh; Joy Mary Campbell, Hervey Bay; Mary Helen Carmody, Near North Coast; June Margaret Close, Hervey Bay; Ailsa Joy Collins, Hervey Bay; Daphne Donna Dawson, Hervey Bay; Merle Joan Dickens, Hervey Bay; Alma Cecilia Edwards, Redlands; Joan Ehlers, Redlands; Sonya Dianne Fels, State; Carol Anne Fitzgibbon, Van Diemen's Land; Jean Goldstraw, Townsville; Dulcie Green, Townsville; Cynthia Florence Guteridge, Hervey Bay; Caroline Louise Hartwig, Near North Coast; Dorrell Myrna Healey, Hervey Bay; Gloria Josephine Heywood, Rockhampton; Betty Hood, State; Glenda Helen Johnston, Hervey Bay; Eileen Mary Kassulke, Townsville; Mary Eileen King, Gympie; Ruth Beatrice Kirkpatrick, State; Heather Lougheed, Redlands; Pamela Loveridge, Townsville; Joan Mavis Maynard, Townsville; Betty Evelyn McDonald, State; Gwenda May Morgan, Near North Coast; Janice Morgan, State; Patricia Priddle, Redlands; Dolores Reay, Redlands; Constance Caroline Schultz, Townsville; Valerie Scott, Gympie; Vivian Louisen Sommer, State; Ellen Beverley Sprenger, Hervey Bay; Evelyn Maude Staib, Redlands; Lorraine Ann Stannard, Redlands; Elizabeth Frances Suhr, Ipswich; Beverley Edith Ann Taylor, Logan-Beenleigh; Elsie Jeanette Taylor, Near North Coast; Herbert Roy Taylor, Near North Coast; Wendy Merl Thomas, Townsville; Jeanette Titmarsh, Townsville; Peter Francis Vale, Gladstone; Annie Miria Vidler, Gladstone; Gwynneth Roberta Wesener, Near North Coast; June Ethel Young, Rockhampton; and Barbara Merle Zupp, Townsville.

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

Lindsay Philip Baldock, Van Diemen's Land; Peter Berger, Near North Coast; Stephen Dugald Kummerow, Van Diemen's Land; Michael Daniel Rockett, Ipswich; Samuel Sheehan, Mackay-Whitsunday; Annabell Vanessa Andrews, Gympie; Pamela Joy Belbin, Van Diemen's Land; Neville Stewart Ingram, Townsville; Neville John Kunkel, Sunshine Coast; and Graham Thomas Robson, Townsville.

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

Jennifer Ann Johnston, Van Diemen's Land; Christine Merle Coleborn, Gladstone; Gail Marion McCann, Gladstone; Judith Diann Saw, Gladstone; Dena Ann Wisnewski-Cousins, Gladstone; Anne Henrietta Baldock, Van Diemen's Land; Alicia Maria Cooper, Redlands; Marge Durre, Gympie; Sandra Kay Gorrie, Redlands; Jennifer Ann Hall, Redlands; Jill Hardy, Townsville; Julianne Hobbs, Van Diemen's Land; Marilyn Klupfel, Logan-Beenleigh; Valerie Ann Kummerow,

Van Diemen's Land; Mary McIntosh, Redlands; Rosemary Nicol, Redlands; Dieter Walter Rausch, Gold Coast; Colleen Janice Sharpe, Van Diemen's Land; Carolyn Grace Tomlin, Rockhampton; Gwendoline Trost, Hervey Bay; Jennifer Urquhart, Townsville; Helen Gertrude Vale, Gladstone; and Melyndda Walliss, Redlands.

90 and over

Vincent Joseph Bye, 93 on 8 August, Townsville; William McGrath, 92 on 28 August, State; Kevin William Monaghan, 97 on 6 August, State; Thomas Richard Young, 91 on 31 August, Rockhampton; and Othello Dempsey Barratt, 95 on 12 September, Gold Coast.

AROUND THE BRANCHES

BUNDABERG

Annual and general meetings held on 27 July. Grannie Pearce conducted the election of officers with the following result: President – Grannie Pearce, Vice President – Julie Sharpe, Treasurer – Chris Sidey, Secretary – Jack Field, Assistant Secretary – Mary Waugh, Newsletter Editor – Bill Larkman, Welfare Officers – John Read and Mary Waugh, and Bowls Co-ordinator – Jack Field. An ecumenical luncheon was held at the RSL Club on 24 August with proceeds being donated to the Queensland Police Legacy Scheme. Dawn Field's application to join the Association was recommended for approval. Meeting held on 30 August. Bill Larkman spoke on his attendance at Laurie Pointing's latest book launch. Congratulations were extended to Bill for his presentation of the latest newsletter. New President Grannie Pearce mentioned his desire to have get-togethers within the branch with BBQs and other events. It was resolved to ask the State Management Committee to subsidise the hiring of a 12 seater bus so that other branches can be visited.

GOLD COAST

Meeting held on 2 July at the Southport RSL Club. Welfare: Doreen Gillespie was recovering from a heart attack. Bill Lane was undergoing rehab following recent cancer treatment. Guest speaker: Judy Graham, Queensland Cancer Council. Annual and general meetings held at Currumbin RSL Club on 6 August. Bob Gillespie conducted the election of officers with the following result: President – Russell Robertson, Vice President – Colin Sullivan, Secretary – David McNamara, Treasurer/Social Secretary – Neil Raward, Protocol Officer – Des Sorensen, and Welfare Officers – Russell Robertson, Colin Sullivan, and Murray Underwood. It was resolved to donate \$100 to the Queensland Police Legacy Scheme. Russell and Beverley Robertson hosted the BBQ on 29 August and the next social will be held at the Lonestar Tavern on 26 September. The National Police Remembrance Day service will be held on 27 September at St Augustine's Church at Coolangatta. Welfare: David Joachim has been diagnosed with Progressive Supranuclear Palsy which affects his vision and promotes falls. At the time of the meeting he was in hospital after fracturing ribs and back. Wayne Doss – tendon operation on left hand; Danny Black – hip replacement; Col Sullivan – knee replacement; Russell Robertson – experiencing vertigo; and John Clarke – undergoing treatment for throat cancer. Guest speaker: David

McNamara gave a talk and slideshow about recent overseas trips.

GYMPIE

The annual and general meetings were held at the Victory Hotel on 31 July. President Laurie Pointing welcomed all to the meeting with a special welcome being given to Dennis Meehan, a retiree from the Northern Territory Police. Norm Breen conducted the election of officers with the following result: President – Laurie Pointing, Vice President – George Moczynski, Secretary – Chris Sang, Treasurer – Annabell Andrews, and Welfare Officers – Gympie: Norm Breen and Tin Can Bay: Annabell Andrews. Laurie Pointing's volume three of *Keeping the Peace* was launched in the Police Museum at Police Headquarters on 23 August by former Police Commissioner Bob Atkinson. Welfare: Peter and Kaylene Eiby are both battling health issues. Rex Allison was not well at the time of the meeting. The health of Police Chaplain Bruce Dorman was not good and the Sunshine Coast Police Chaplain Matthew Govan was looking after the Gympie area for him. (Unfortunately Bruce passed away on 26 August.) Veronica Kane was congratulated on the Bunya Mountains bus trip and has been requested to enquire about a future bus trip. The Annual Luncheon was held on 21 August at the Albert Bowls Club, Gympie. Guests totalling 43 enjoyed a very pleasant assortment of roast meats and vegetables followed by a variety of cheesecakes, which disappeared very quickly. As usual, President Laurie Pointing provided a very smooth, no fuss Annual Luncheon with a modicum of humorous stories. The stories about the misgivings of men especially brought laughter from all the ladies. Special guests included QRPA State President Greg Early, Police Chaplain Matt Govan who stood in for Bruce Dorman, Grant Spooner representing QBank, Acting Inspector Paul Algaie from Gympie police station, wife of State MP Tony Perrett Michelle Perrett, and Federal MP Llew O'Brien and his wife Sharon. Members attended from Bundaberg, Hervey Bay, and Sunshine Coast branches. Guest speaker: Sean Connelly, the Area Manager of Carer's Queensland, NDIS. Sean has been involved in numerous community projects supporting homelessness, domestic violence, mental health, and indigenous communities, both in a paid capacity and as a volunteer.

LOGAN-BEENLEIGH

Annual and general meetings held on 18 July. Secretary Terry Ahearn was on the sick list and outgoing President Max Moloney acted in his stead. Result of election of officers: President – Gerry Stevens, Vice President – John Ellsworth, Secretary – Terry Ahearn, Treasurer – John Enright, Welfare Officer – Max Moloney, and Raffle Co-ordinator – Annette Ahearn. New President Gerry gave a summary of his policing service in his acceptance speech and subsequently gave presentations of some of his writings and showed 'Living Legends' on the back of his branch T-shirt. Further discussion took place regarding aged and retirement homes, superannuation, and a PA system for speakers to help some of our hard of hearing members. All members were encouraged to nominate possible speakers to the President or Vice President. Meeting on 15 August. Guest

speaker: Terry from Technology Training Group who spoke on computers and associated matters, in particular upgrading to Windows 10. Welfare: John Lyttle is on the list for a pacemaker and Margie Kussrow was receiving treatment after a stay in hospital. Keep well and remember With Honour We Served. (Terry Ahearn, Secretary)

SUNSHINE COAST

Annual and general meetings held on 23 July. The election of officers was conducted by State President Greg Early with the following result: President – John Walker, Vice President – John Fox, Secretary – David Betts, Treasurer – Roly Dargusch, and Welfare Officer – Margaret Williams. An application to join the Association by Glenda Galway was recommended for approval. Meeting held on 28 August. Guest speaker: Chris Lancaster, who is an accomplished trainer/teacher/assessor for Justice of the Peace and Commissioner for Declarations Courses, a Director of Training, and a current Board Director of the Queensland Justices Association. Previously he was General Manager of Community Recovery and Community Care of Lifeline Queensland. Chris is very experienced in emergency situations and was able to relate some serious and humorous occurrences in his working life. An application to join the Association by former Constable Karalyn Beutel was recommended for acceptance.

SOUTHERN DOWNS AND GRANITE BELT

The annual general meeting and the annual luncheon were held at Horizon's Restaurant on 7 August. The result of the election, which was conducted by Evan Morgan, follows: President – Laurie Bell, Vice President – Tim Battle, Secretary/Assistant Treasurer – Monica O'Mara, Treasurer/Assistant Secretary – Kristine Grayson, Welfare Officers – Warwick: Yvonne Reid and Monica O'Mara, Stanthorpe: Tim Battle, Tenterfield: Laurie Bell, and Newsletter Editor – John Maher. Some 60 members and guests attended the luncheon. A delicious three course meal was prepared and served to the tables by the TAFE students. Inspector Brian Cannon presented Susan Burgess with the Queensland Police Service Medal, President Laurie Bell presented a cheque to Evan Morgan for the Queensland Police Legacy Scheme, State President Greg Early gave an update on state-wide QRPA matters and presented John Rockley with his Veteran Member Certificate, and President Laurie Bell presented a cheque to guest speaker Detective Sergeant Andrew Ayres, the Founding Director of Blue Hope, who gave an informative address outlining the goals of the

organisation and how it gives real time mental health support to serving police officers. Dan Keating, Director of QBank, gave an overview of what is happening in the QBank arena.

ROCKHAMPTON:

The annual and general meetings were held on 3 July. Result of the election conducted by Bob Moore: President – Barry Self, Vice President – Jim Burton, Secretary – Dennis Smith, Treasurer – Carolyn Tomlin, Assistant Secretary/Treasurer – Ernie Benson, Auditor – Jim Burton, Welfare Officers – Rockhampton area: Terry Connolly and Barry Self and Yeppoon area: Cavill Heywood, Tom Young, and Graham Weeks. The next BBQ at the beach will be held on 18 September. Welfare: Both Barry Self and Gloria Meyer are having regular treatment by ophthalmologists in Brisbane and Ernie Benson in Rockhampton. Graham Weeks advises that he has just about recovered from three broken ribs from a fall. Cavell Heywood advised his latest biopsy has come back negative. Tom Young advised his recent tests were also negative. Meeting held on 7 August. President Barry thanked Bob Moore for representing the branch at the funeral of Russell Crook at Bundaberg. Discussion was held in relation to the e-mails received regarding the new QRPA website. Few members present at the meeting have tried to access the site and those who did failed. Members were reminded of the National Police Remembrance Day service to be held on 27 September. The next BBQ at the beach will be on 15 September.

MACKAY-WHITSUNDAY

Meeting held on 6 July at Whitsunday police station. Bev Houley acted as President. Visitors welcomed were Gary Binding, Tracey Blain, and first year Constable Alex DeNaria. Welfare: Barry Downs reported that since the last meeting he had been in contact with Bob Maher, Tony Wynne, Peter Hinschen, Ray Hodgson, and Col and Lorraine Duncan, who was to have a procedure at the Mater Hospital on 3 July. Secretary Dennis Hansen advised that he and Dave Gray had removed the fence surrounding the grave of Acting Sergeant Johnston and delivered it to the restorer. Guest speaker: First year Constable Alex De Naria gave a short talk on some aspects of the modern training methods he underwent at the Police Academy. He also referred to what is required of him now that he is at a training station. Members and visitors then joined their hosts Nathan and Tracey Blain in a luncheon at the station. They were treated to a variety of food, compliments of a conference being held there the day before. Once again the members were appreciative of the cordial welcome by Nathan, Tracey, and staff of Whitsunday station. Annual general meeting held at Souths Suburban Bowls Club on 20 July. President Bob Maher mentioned the passing of Leslie Keith Campbell and Ernie Hockings, and also the idea of Bev Houley, which has become a reality, for Associate Members to be recognised as Veteran and Senior members as is done for ordinary members. He also mentioned that he and Barry Downs had met with the Regional Council Mayor and CEO and Superintendent Morris and gained support from the council in regard to the gravesite restoration project. Merv Melling conducted the election of officers with the following result: President – Robert



Evan Morgan receiving a cheque for the Queensland Police Legacy Scheme from President Laurie Bell.



Detective Sergeant Andrew Ayres, Founding Director of Blue Hope, receiving a cheque from President Laurie Bell.

Maher, Vice President – Stu Halls, Secretary – Dennis Hansen, Treasurer and Newsletter Editor – Bev Houley, Welfare Officer – Barry Downs, and Raffle Co-ordinator – Lorraine Hansen. An application to join the Association was received from recently retired Inspector Steve O’Connell and was recommended for approval. Senior Certificates were presented to Kev Wall and Dennis Hansen by President Bob Maher. Meeting held at Brisk Bay on 17 August. Bev Houley chaired the meeting and thanked Deb Hillier for making the venue available. While not approved yet, it is anticipated that the re-dedication ceremony in regard to the grave of former Acting Sergeant David Johnston will be held in a rotunda in the Mackay Cemetery near his grave during the candlelight vigil on 26 September. Welfare: Barry Downs reported he had been in touch with members currently not in the best of health. Three members attended the QPS Medals and Awards Ceremony on 7 August. Secretary Dennis Hansen presented John Frater with his Senior Member Certificate.

IPSWICH

Annual and general meetings held on 11 July. Fred Maynard conducted the election which resulted as follows: Chairman – Ken Morris, Deputy Chairman – Fred Maynard, Secretary-Treasurer – Ken Martin, Welfare Officer – John Hawkins, Assistant Welfare Officer – Len Yarrow, Newsletter Editors – Maxine and Mal Renouf, and Raffle Co-ordinators – Matt and Elaine Dale. Welfare Report by John Hawkins: John advised that Graham Broom is recovering from his broken arm. Di Hart had problems with a break and enter at her home, however the offender kindly left his mobile phone behind. Vince Beutel was visiting his doctor when John called at his home on the morning of the meeting. John visited Ken Farquharson and found him in good health. Jim Curley was recovering from cataract operations: one good and the other not so good. Margie Kussrow was looking well after a pacemaker insertion. Alison Yarrow is recovering from a shoulder replacement. A Celebration of Life morning tea will be held at the September meeting. Guest speaker: Deputy Commissioner Steve Gollschewski, Deputy Commissioner for Crime, Counter-Terrorism and Specialist Operations. Steve’s presentation was very well received and provided an insight into future policing methods and of political influences. Meeting held on 8 August. Welfare: John Hawkins advised that Ted Hogan had been hospitalised in Ipswich with heart problems but had returned home. Alison Yarrow was in St. Andrews Hospital in Ipswich suffering from cellulitis in the shoulder. Ken Farquharson was visited and awaiting visitations from Jim Curley and Terry Bohn. John reported that Ken has taken up dancing with some buxom ladies and is thoroughly enjoying the activity. Bob Bairstow was sporting a cut forehead after walking into a garage door. Matt Dale is battling vertigo. Dennis Young, a former officer, and Liam Cavanough addressed the meeting on Drug Arm - a not for profit organisation. Both provided an overview of the operations and functions of Drug Arm and its associated organisations. There are now 38 regional offices operating in three states after a humble beginning in Brisbane in 1988 when Dennis was appointed the first CEO. Dennis is heavily involved in policy direction and negotiations with State Government.

TOWNSVILLE

The annual and general meetings were held at the Carlyle Gardens Restaurant on 3 July. A special welcome was given by President Merv Johnston to Christine Dewey, Don Barter, and Vicky Van Ruth. As an acknowledgement for their contribution to the QPF and QPS, the names of the police widows supported by the branch were read out: Michelle Bagent, Joyce Braunberger, Jean Goldstraw, Dulcie Green, Eileen Kassulke, Joan Maynard, Yvonne McRae, Barbara Smith, Jenny Titmarsh, Vicky Van Ruth, Carmel Walker, and Barbara Zupp. Brian Bensley conducted the election which resulted as follows: President – Merv Johnston, Vice President – Trevor Errington, Secretary – John Urquhart, Treasurer – John Cran, Welfare Officers – Gordon Thomas and Ian Palin, and Raffle Co-ordinator – Wendy Thomas. The Welfare Officer Gordon Thomas informed the meeting that Margaret Butterworth had spent some time in the Mackay Hospital. John Urquhart informed the meeting that Barry Lewthwaite had dropped a speaker on his head and had to have three stitches, while Peter Hardy had a badly bruised leg after dropping a washing machine on it. Meeting held on 7 August. Welfare: The Welfare Officer Gordon Thomas informed the meeting it was good to see Barry Lewthwaite present after his recent accident. Pat Bocking is not well and has daily chemotherapy. He has good days and bad days. Details were provided to members of the National Police Remembrance Day services to be held in Townsville, Ayr, Charters Towers, Hughenden, and Ingham. Guest speaker: Member Wayne Lord explained how to access the new QRPA website.

GLADSTONE

The annual and general meetings were held on 3 July at the Queens Hotel. The election of officers for the ensuing year: President – Darryl Saw, Senior Vice President – Dennis Connolly, Junior Vice President – Neil Coleborn, and Treasurer/Welfare Officer – Keith McCann. The Secretary’s position was not filled. Ron Casperson was a visitor and later in the meeting his application to join the QRPA was recommended for acceptance. President Darryl Saw presented John Sayre with his Veteran Member Certificate. Darryl advised that he had presented Glenn Josefski with his Veteran Member Certificate at his home. Welfare: Keith McCann advised that Val Caterson is going along quite well and no longer gets headaches. Graham Cousins had been back to Brisbane: his leg became infected but is a lot better now. Glen Josefski is going well, Chris Coleborn was in Brisbane for a medical appointment for her shoulder, and so too was Neil Coleman for skin cancer treatment. Keith Allen is having physio for a weakness in his upper legs and upper arms and is now classified as extreme disability by DVA. Ann Vidler is enjoying life at Bindaree. Zoe Mortimer and Jim Winn are doing well at Eureka Care and Mike Ball reported he is going okay. The Annual Luncheon was held at the Harvey Road Tavern on 20 July. Thirty-four members, visitors, and guests attended. Guests included Inspector Darren Somerville, Gladstone Patrol Group; Paul Wilson, Director of QBank; State President Greg Early; and member and Councillor Glenn Churchill. Rockhampton and Bundaberg branches were represented by six and two members respectively. Greg

presented Associate Member Marlene Archer with her Veteran Associate Member Certificate. President Darryl Saw spoke of the progress and stability of the branch and acknowledged and thanked sponsors for their contribution and visitors, guests, and members for their attendance, support of, and donations of prizes for the luncheon. Meeting held at the Gladstone police station on 14 August. Inspector Darren Somerville, Senior Sergeant Jamie Goodwin, Sergeant Gary Blake, and recently retired Alistair Mearns joined members at the meeting. Welfare: Keith McCann reported that Val Caterson is still doing well and he believed Graham Cousins was still making good progress. Gail McCann was presented with her Senior Associate Member Certificate by President Darryl Saw. Inspector Somerville gave an update on recent events in the Gladstone Patrol Group. Sergeant Gary Blake gave a very interesting presentation on the workings of the Explosive Ordnance Response Team (EORT). Gary is a member of the team stationed at Gladstone and also performs general duties. This year's National Police Remembrance Day service will be held at St Saviour's Church while the candlelight vigil will be held at the police station on 26 September. Appreciation was shown to the police officers for the use of the meeting room, their addresses, and to the Social Club for providing a BBQ lunch.



QBank Director Paul Wilson and President Darryl Saw.



President Darryl Saw presenting Gail McCann with her Senior Associate Member Certificate.

DARLING DOWNS

Annual and general meetings held on 11 July. Bob Scarff conducted the election of officers with the following result: President – John Sullivan, Vice President – Alan Lane, Junior Vice President – John MacKay, Secretary – Mike Jordan, and Treasurer – David Lynch. Bob Scarff, on behalf of all members, expressed gratitude to Boyd Wilson for his tireless efforts over the past four years as President and wished him well in his 'retirement'. Welfare: Updates were given by Roger Deshon, John Lear, and Ray Breise on their recent health issues, and Bob Scarff updated members on the sad deterioration of the health of esteemed member Graham Hohenhaus. Applications to join the Association were received from Gregory and Leanne Moore. Meeting held on 8 August at the Stock Exchange Hotel. It was resolved to hold the Annual Luncheon at the TAFE College on 24 October. Some confusion existed in regard to the funeral of Ken Leane, due mainly to him transferring from Darling Downs branch to Sunshine Coast branch. However, due respect was paid to Ken at the services held in Toowoomba and Nambour.

NEAR NORTH COAST

The annual and general meetings were held at the Bribie Island RSL Club on 15 July. Senior Vice President Allan Hawkins made particular mention of the assistance received from the ladies at the Annual Luncheon and the branch BBQs, and also the efforts of the branch Executive and particularly Rick Losberg in his role as Secretary/Treasurer and in recent years as Treasurer. Result of election: President – John O'Gorman, Senior Vice President – Allan Hawkins, Junior Vice President – Des Kelly, Secretary – Merv Melling, and Treasurer – Paddy Higgins. The Annual Luncheon was held on 22 August at the Caboolture Lakes Sports Club. Sixty-three members and guests attended. Branches represented were Gold Coast, Redlands, Sunshine Coast, and Darling Downs. The NSW Retired Police



President Darryl Saw presenting John Sayre with his Veteran Member Certificate.



State President Greg Early presenting Marlene Archer with her Veteran Associate Member Certificate.



Inspector Darren Somerville addressing the 2019 Luncheon.

were also represented. The luncheon was well chaired by Vice President Allan Hawkins, with Associate Member Noel Fortescue once again doing an excellent job conducting the raffles, together with his band of helpers. The raffles were once again a great success. Many thanks for the donations from members and local businesses and to the ladies who put it all together, without which the result would not have been so successful. Guests on the day included local Inspector Lee Jeffries, Federal Member for Longman Terry Young, Police Chaplain Ian Todd, State President of the QRPA Greg Early, Senior State Vice President of the QRPA Bob Pease, and Kelly Smith representing QBank.

REDLANDS

The annual and general meetings were held on 23 July at the Redlands Sporting Club. The election result: President – Paul Fitzpatrick, Vice President – Ron Thompson, Secretary – Eddie Gallo, Treasurer – Bernard Coleman, Welfare Officer – Ken Luskie, Social Convenor – not filled, but Rosie Nicol advised she would arrange the Annual Luncheon and Christmas function, and Raffle Convenor – Pat Priddle. Welfare: Joan Ehlers recently had some skin lesions removed from her face. Mike Mills had some ongoing medical issues but is hopeful to get to future meetings. Noel Priddy has been in and out of hospital. His operation went well and he was at home recuperating. Ron and Joan Ehlers celebrated 66 years of marriage on 25 July. Appreciation was shown to Doug McKinnon for his efforts as Raffle Co-ordinator over the past few years. Meeting held on 27 August. Secretary Eddie Gallo chaired the meeting. Welfare: Allan Nicol is enduring chemotherapy and radiation in the future. Unfortunately he had severe side effects from the first round of chemotherapy. Guest speaker: Paula Hayes from QBank gave a general talk on what QBank can offer members; she also mentioned a number of changes are taking place, many as a result of the Royal Commission into banking. The Christmas Luncheon will be held on 17 December. An application for associate membership was received from Craig Collins and it was recommended for acceptance. This year's National Police Remembrance Day service will be held at St Rita's Catholic Church, Victoria Point.

FAR NORTH QUEENSLAND

Meeting held at Fuller Sports Club, Edmonton, on 26 July. Secretary Joe Jackson chaired the meeting. A special welcome was given to guest speaker AFP Detective Superintendent Mark Setter. Kev Agombar also addressed the meeting with particular reference to the 50th anniversary of the moon landing. He asked the question 'Where were you when man walked on the moon?' During July 1969 Kev was a soldier in combat in the Vietnam war. He gave a rundown of the guerrilla fighting involving the Vietcong and the memorable events of that war. He certainly will forever remember the moon landing and its significance with his tour of duty. Welfare: Brigitte McKaskill and Allan Dredge advised that Maureen Bickhoff had a fall at home and was unable to attend the meeting, Cath Finter was hospitalised, Trevor Adcock had an operation scheduled on 31 July, and Ray Sutton had an operation recently and was recovering. Guest speaker: Detective Superintendent Mark Setter of the AFP

delivered an address concerning his career. Mark provided interesting war stories of his service which was a source of merriment to the members. Meeting held on 23 August at the Tolga Hotel. Maureen Bickhoff was presented with her Veteran Associate Member Certificate by Vice President Mal McKaskill who chaired the meeting. Welfare Officer Brigitte McKaskill advised that Trevor Adcock and Ray Sutton have had major surgery and were recovering well. Both were able to attend the meeting. Details of National Police Remembrance Day services were provided for Cairns, Atherton/Mareeba, Innisfail/Tully, Mossman/Port Douglas, Thursday Island, and Weipa.

HERVEY BAY

The annual and general meetings were held on 16 July. Vice President Roz Jamieson conducted the election of officers with the following result: President – Ian Anderson, Vice President – Greg Morrow, Secretary – Gerry Walton, Assistant Secretary – Ian Anderson, Treasurer – Roz Jamieson, Social Secretaries – Greg and Ros Morrow, and there were no nominations for Assistant Treasurer and Welfare Officer. Welfare: Trevor Trost, who has had open heart surgery in Brisbane, attended the meetings and was in good spirits. Warren Haupt suffered a stroke just prior to the meetings and was in St James Hospital. Gordon Close was hospitalised with low blood pressure and other health issues. He was in Hervey Bay Hospital but unfortunately he passed away on 30 August. A number of members attended the Gympie Luncheon on 21 August.

VAN DIEMEN'S LAND

From Andy Beasant, President/Secretary: Our next meeting will be on Sunday 22 September at the Gretna Green Hotel. This will be the date ten years ago when we had the first meeting to form the branch, so we are looking forward to a good turnout.



Attendees at the AGM and Luncheon of the branch held at Grindelwald on 29 June.

If travelling in Tasmania and looking for accommodation, please support our members:

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10021455	Black	Wide Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	14
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	13
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			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	
10021575	Chestnut	Wide Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	14
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	13

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