

# POLICE

SEPTEMBER 2018

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**OUR NEW DISCIPLINE SYSTEM  
FROM PUNITIVE TO PROFESSIONAL PRACTICE**

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**COVER STORY**

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**OUR NEW DISCIPLINE SYSTEM**

The Queensland Police Service now has a new discipline system in place, as of 1 July. This new system has come about after years of lobbying by the Union, and an eventual 18 month working group process attended by representatives of the Union, the QPS, the Crime and Corruption Commission, and the Commissioned Officers' Union.

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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**IAN LEAVERS**

### **NEW DISCIPLINE SYSTEM**

**I have talked a lot about our new discipline system over the past 18 months, which is the time it took for a working group process to take place between the stakeholders in the development of our new system. Alongside the QPS and the Commissioned Officers' Union, our Union was invited by the Crime and Corruption Commission to sit down once and for all to work out a way to move forward; after all, the 18 months we have so far spent working on the new system pales in comparison to the amount of time we floundered under the old system, knowing it was fatally flawed.**

We were a little apprehensive of the possible outcomes of the process, knowing that both the QPS and the CCC have particular legislated powers and responsibilities.

Yet we approached the negotiations with clear goals for our members, and to a large extent, the three main priorities of the QPU were achieved: a rehabilitative process rather than punitive, legislated timeframes, and the abolishment of pay point sanctions.

Our apprehension has turned to optimism for the new system that is now in place, and we hope it will be a lot quicker, fairer, and more inclusive for all members.

**“We will continue to monitor the roll out of the new discipline system and will meet with the working group if further changes and improvements are required.”**

We joined with the QPS in delivering information sessions around the state to explain the benefits of the new system, and have put together an extended article in this Journal for those who may have missed the

sessions. You are also able to view an information session that was recorded: it is available on the ESC website.

We will continue to monitor the roll out of the new system and will meet with the working group if further changes and improvements are required. Please let us know if you have any feedback to improve this process.

### **NEW PROMOTIONS SYSTEM?**

Now that we have a new discipline system underway, the Union's next focus is on QPS promotions, another system that has long been dysfunctional.

Time and again, we are surprised by various appointments: because we all move around and work in different places at different times, we get to know people. We know one other's skills and abilities, their temperament and their ambitions. Yet we are regularly puzzled by who winds up in various positions, and how.

Being promoted should be recognised as a great achievement. Instead, there can be questions asked and rumours spread about the appointment. There is often an underlying perception that they must have known someone, or known something about someone, in order to get the promotion.

This is so much so that it is often difficult for the promoted officer to even celebrate their success. What a shame this is!

Another limit to celebrating promotion success is the unwieldy review process the QPS has in place. Officers are able to review the promotion of their peers, and that is their prerogative. However, we do need to look at this process in its entirety.

**“There is often an underlying perception that an officer must have known someone, or known something about someone, in order to get a promotion.”**

We have seen the review process go for years in some cases, which is detrimental to all persons involved: the promoted officer, the officer requesting a review, and all of their family members, whose lives are placed in limbo as they await the result of the review process.

The review process also creates a lack of stability in the respective position and is a substantial financial cost to the QPS, which in turn means less funds for equipment and resources.

It seems the Review Commissioners do not comprehend the impact a review can have and they are a law

unto themselves because they are not required to adhere to any timeframes.

Members are loath to contact Review Commissioners for fear of a detrimental outcome, so these reviewers need to be held to account with a strict timeframe for the delivery of their decision, to ensure that all our members can get on with their lives and careers.

We need to bring fairness, equity, and transparency back into the promotions system. There has been some suggestion that a return to the Central Convenors' Unit for panels would help in this regard. What do you think? We are interested to hear any suggestions you may have. Please e-mail me directly so we can get this next big reform project underway.

#### **UNION SHOPPER**

It has been brought to my attention that not many members are accessing the benefits that are available to us through our Union Shopper network. It is well worth having a look at what's available, whether you are in the market for larger items, such as white goods or a car, or simply looking to save money on your weekly shop. You can access Union Shopper online, or download their app, and start saving immediately.

#### **WORKFORCE ISSUES SURVEY**

Earlier this month you should have received an e-mail from me encouraging you to complete the Workforce Issues Survey. The survey is a great opportunity for all members to have a say on the issues that affect their working lives, and your participation is strongly encouraged.

The QPU is committed, above all else, to improving the lives of all its members. Information, such as that gathered in this survey, is invaluable for the QPU to achieve this goal.

QPU commissioned Enhance Research and Galibier Partners to undertake this research study with members. Both Enhance Research and Galibier Partners are independent of the QPU.

The research is covered by market and social research privacy principles, with findings from the surveys reported only in aggregate, so your responses and opinions will remain completely anonymous.

The survey will take approximately 25 minutes to complete and is accessible via computer, smart phone, or tablet. If you have already begun completing the survey, your survey link should resume at the point where you previously left off. There's no need to start over, and you can pause and resume the survey at your convenience.

Please note that the survey link is unique and single use. It can't be reused by others to complete the survey, so please refrain from forwarding your e-mail to colleagues. All QPU members have received their own survey invitation.

If for some reason you have not received a survey invitation, or if you have any queries or experience any technical issues, please e-mail: [surveys@enhanceresearch.com.au](mailto:surveys@enhanceresearch.com.au)

The survey will close on September 30. Thank you for your participation.

#### **THANKS DENIS AND WELCOME SHAYNE**

Here at the Union we have said thank you and farewell to Assistant General Secretary Denis Sycz, who sat on the Executive board for 23 years and who many of you know through the branch officials training he ran for every officer who put their hand up to be a part of the Union.

We welcome Shayne Maxwell in his place as a full time official. Shayne (aka Chook) has been involved in the Union for over 30 years, with his last position being Regional Representative for Metro North and Vice President of the Union.

#### **Ian LEAVERS**

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**GRANT WILCOX**

### UNION SHOPPER AND CONCIERGE DESK

**I thought I'd write an article to highlight some savings that the QPU obtains for our membership, and that you should be accessing to save you some dollars.**

Let's talk Union Shopper. Did you know you can access Union Shopper online and have it on your mobile phone? Look them up here at [unionshopper.com.au](http://unionshopper.com.au)

You can join easily via the above link to secure your app, and after sign up you can obtain products and services almost immediately, including accommodation, motor vehicles, electricity, pet insurance, entertainment, and much more.

A short story to show you some average savings. The average family will spend about \$15,000 on food in a year. You can purchase discount cards from the Union Shopper online and instantly save 5% on food at Coles.

**"You can purchase discount cards from the Union Shopper online and instantly save 5% on food at Coles."**

Simply get your app, access the product ecard, purchase the ecard for \$95, and get \$100 worth of products. The 5% savings throughout the year is worth \$750 savings in your pocket, just by simply undertaking this process. That's a significant amount to weigh up against your Union dues for the year.

There are a lot of other savings to be had: simply join to get the app and

have a play with where you can make these tremendous savings.

There are also other associated giftcards for products and services, such as Ticketmaster, Dan Murphy's, David Jones, BCF, Harvey Norman, Myers ...

**"I recently had a member identify that he saved over \$4,000 on the purchase of a new car through the Union Shopper."**

We can also get great IT and home appliances; Union Shopper has engaged the Good Guys Commercial network, where they get great prices for products. Simply follow the link in the Union Shopper app and a couple of days later Good Guys Commercial will provide you with access to this site for great savings.

There is so much more. I recently had a member identify that he saved over \$4,000 on the purchase of a new car through the Union Shopper, after previously receiving what he thought would be the best possible quote.

Concierge Desk has similar savings and options. Simply log onto [www.weshopsmart.com.au/qps](http://www.weshopsmart.com.au/qps) and follow the prompts to obtain your app. You will then have access to over 1,000 retailers in 21 different categories: again, groceries, petrol,

entertainment, travel, fashion, home and garden, automotive ...

Give them a go to enjoy the savings.

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

### Grant WILCOX

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## MARTY BRISTOW

### WHY SHOULD YOU BE A MEMBER OF THE QPU?

**It has been noticed in recent times that there appears to be a slight decline in recruits signing up to become QPU members when going through the Academy. This is possibly due to the incorrect belief that all Unions are politically motivated, which is not the case with the QPU. We do not donate money to political parties, and we do not blindly support one side of politics over the other. We do sit down with all political representatives and listen to what they have to offer police, to ensure we are supplied with the best tools to do the job efficiently and effectively, and to keep the public safe.**

On a few occasions I have heard the comment, 'I won't do anything wrong, so I don't need the Union'. You don't have to do anything or omit to do anything to need QPU assistance!

This was discovered firsthand recently when a young officer was dragged over the coals just for doing the job as they were meant to. I won't go into any details to spare the person some embarrassment, but needless to say they are now a member of the QPU and very happy about it!

It has also been stated to me a few times, 'I am only in the Union for legal defence'. While legal defence is a big part of the Union's role in taking care of members, there are plenty of other areas where there are significant benefits to being part of the QPU.

**“The QPU has assisted numerous members and their families with accommodation when they have had to travel to Brisbane for significant medical issues.”**

The QPU has assisted numerous members and their families with accommodation when they have had to travel to Brisbane for significant medical issues. While you may have

health cover, I don't believe there are many (if any) health insurance companies that pay accommodation expenses for family when you are in hospital.

Do you need a transfer, or are you being sent to a location that is going to cause you hardship? The QPU is here for you, to assist you to obtain the best possible outcome.

Critical incidents are another situation where you don't have to do anything other than just be at work to get a jersey: these are cases where you simply may be in the wrong place at the wrong time. Speaking of critical incidents, who do you think it was that went into bat for the members to get three days critical incident leave for those involved in certain incidents?

Need a bargain? All members of the QPU are automatically part of the Union Shopper. If you use the benefits available to you, the savings pretty much cover your yearly Union fees!

Then there are EB negotiations, assistance with workplace health and safety concerns, potential financial assistance when suffering hardship ...

So tell me, why would you *not* be a member of the QPU?

### DOMESTIC VIOLENCE

Domestic and family violence is a problem and concern for us all. As police we deal with DV regularly:

general duties and frontline police frequently see it multiple times per shift.

Unfortunately, this can lead to having a skewed or negative outlook on situations that we attend. It's difficult, but try to empathise with victims, and put yourself in their shoes. Or think about how you would want them to be treated by police if they were a relative.

Then there's the feelings of despair when a situation can't be resolved; seeing young children in dysfunctional families is traumatic, and so is witnessing the physical and mental injuries inflicted on victims.

With all this weight thrust upon you, your behaviour must remain professional, independent, and calm. No wonder so many of us are damaged goods.

There were recently some shots fired at police in the media in relation to allegations of DV orders and police as respondents. A top family lawyer has urged the Premier to launch an urgent inquiry into the way police treat domestic violence victims.

There was mention that partners of police officers made 27 applications for protection orders, and in 11 cases the courts went on to make protection orders.

Unfortunately, it appears that we, as police, have large targets on our backs when people are not happy, and domestic violence issues are no exception.

I have personally been advised of allegations that police refused or did not attend a domestic incident, only to find that the so-called report of domestic violence was in fact a duress alarm rung through by a company for a local business.

When contacted, there was no mention of domestic violence, and the enquiring officer was clearly told that police were not required.

I am sure many of us have been to at least one 'DV' incident that appears to have been orchestrated wholly and solely to manipulate the family law courts in relation to custody arrangements.

I have personally been present when a family law solicitor asked a client seeking a property settlement if they had a DV order, and if not, could they think of any situations that could be used to make application for one.

Recent changes to the DV legislation now have the provision for orders to be made for up to five years to protect aggrieved spouses.

The ramifications for police are significant. If an officer has an order taken out against them as a respondent for five years, it could create difficulties with ongoing employment in the QPS.

The concern I have with this is that I know of several DV applications against police that have been taken out wholly and solely to punish them for relationship breakdowns.

Proving this is difficult, especially because the burden of proof is a balance of probabilities, and because there is a certain attitude: 'They are a police officer and have a firearm, so we will err on the side of caution and take an order out'.

There have now been two cases where operational police have had orders taken out against them by persons who have alleged a 'relationship existed' when there has been no relationship between the parties. The

violence, controlling behaviour, and manipulation are not. Make yourself fireproof, seek assistance if needed, and remember that not getting yourself into a predicament is a lot easier than trying to get out of it!

|   |                                    |
|---|------------------------------------|
| Cairns Regional Domestic Violence Service   | 4033 6100                          |
| Lifeline                                    | 13 11 14                           |
| Mensline                                    | 1800 600 636                       |
| Womensline                                  | 1800 811 811                       |
| 24 Hour Statewide Domestic Violence Hotline | 1800 811 811<br>(24 hours, 7 days) |

## Marty BRISTOW

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**"I have recently been advised that some people have been told to attend the local police station to have police take out a DV order, because it has more impact on family law matters when police are the applicants."**

I have also recently been advised that some people have been told to attend the local police station to have police take out an order, because it has more impact on family law matters when police are the applicants.

On its initial inception, the *Domestic and Family Violence Protection Act 1989* stated that the legislation was not to be used in relation to family law matters. Unfortunately, it now appears that some are using it to manipulate custody and other issues.

applicants have been the subject of police action and have attempted to use that interaction as a ground for a 'relationship'.

Seeing the things we do each day, over and over, can cause issues. If you are having trouble coping, talk to someone: a PSO, Union Representative, or trusted friend.

Arguments are a part of normal human nature, but heated, screaming arguments, threats, physical





**PETER THOMAS**

## 2018: WHERE HAS THE YEAR GONE?

**Already it is August and by the time this article is 'on the shelves' we will be knocking on the door of Christmas. Another year will have slipped on by and for many it will be one year closer to retirement.**

### THE GOOD

#### Life after the Service

For those who are a long way from retiring, it is never too early to start considering adding a little more to your superannuation so that when the day comes to hang up the gun belt you can retire with a healthy bank balance.

Through the Our People Matter strategy, 'Life after the Service' seminars are being held across the state. I encourage you to attend with your significant other to access the valuable information being offered.

I cannot stress enough the importance of planning for all aspects of your retirement: not just for financial security, but for your physical and psychological health too. It is no use having a truckload of cash and not being able to use it with enjoyment.

**“Life after the Service: it is no use having a truckload of cash and not being able to use it with enjoyment.”**

The seminars will cover all aspects of planning for life after the Service, and it is not necessarily at retirement age. It is just as relevant if you are moving to alternative employment.

#### Mental Health

I am going to write about mental health in every Journal article in an effort to remove the stigma attached to the topic.

Due to the efforts of many, we can now openly talk about urine colour and dehydration (thanks to the urine colour charts on the back of toilet doors); we can talk about breast cancer and mammograms (there are so many wonderful survivor stories); bowel cancer and colonoscopies (thanks to the cringeworthy radio and television adverts); and finally we are even starting to talk about prostate cancer and examinations (thanks to our own member Senior Constable Steve Lindsey who is travelling the state to talk about his experience).

Each of you are very highly skilled in dealing with members of the public and have no difficulty in dealing with mental health episodes, death, trauma, and domestic violence; yet we still tend to find it difficult to approaching a colleague who may be struggling.

Can I urge you to identify those signs that raise your concern for your colleagues, and if you don't feel confident doing it yourself, ask one of your colleagues to ask if they are okay. You never know: there may not be another opportunity.

It is also imperative to maintain your own mental health due to the job we do. Mental health maintenance is no different to having a regular dental check, skin checks for cancers, or a pap smear or prostate check, and is as easy as asking your doctor for a referral or requesting the service of your senior psychologist or peer support officers internally within the QPS.

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

or through the QPS Our People Matter portal.

Personally, I access the services of a mental health professional on a regular basis to ensure my mental wellbeing into the future. I would have to be a fool to think that what I have seen, done, and experienced in my policing career will not impact me now or in the future.

#### Member Support

Recently a number of members in the Townsville and Mt Isa Districts have experienced significant personal and family trauma. It has been refreshing to see the efforts our senior managers across the state have taken to support our members and their families.

I honestly believe the launch of the Our People Matter strategy has seen a major shift in the attitude and manner of the *majority* of our senior managers.

#### THE BAD AND THE DOWNRIGHT UGLY

It is saddening, but not surprising, that a small minority of our managers (including our own members) have not grasped the concept that treating our people with dignity and respect is not only the right thing to do, but is a legislated requirement.

Bullying, nepotism, negative workplace behaviours, and downright disgusting actions against our people will not be tolerated. Every employee should have the right to feel safe and supported in their workplace. It is not acceptable that our people should feel sick at the thought of going to work.

It is not right that our people should sit in terror awaiting the next verbal attack, and it is definitely not right that our people should be brought to tears by their manager.

And more importantly, it is definitely not right that reported actions are not being dealt with in a timely manner. Those managers with these files should hang their heads in shame.

This is one area the QPS Executive Leadership Team and ESC need to make a priority. They need to conduct an urgent review. Negative workplace behaviours within the QPS was clearly identified as an issue in the Working

‘You know they are always cranky and yelling’.

I recently spoke with an employee who was crying due to the manner in which her manager spoke to and treated her. The relevant support has since been provided and I am hoping the situation will be resolved. When she said the behaviour had been ongoing for a number of years, I was gobsmacked.

Surely others within her workspace had witnessed it, or were aware of it, yet it had never been addressed. When I spoke with other members within the workspace to ensure they were receiving relevant support themselves, I was advised they had all been targets

No person should ever accept or tolerate negative workplace behaviours.

#### UNTIL NEXT MONTH

I encourage you to take the time to nurture and maintain your own mental health, take the time for family and friends, ask your colleagues if they are okay, attend your next branch meeting, support your local branch officials, and remember: no Union rep = no interview.

Don't hesitate to call 24/7 for support.

### Peter THOMAS (Thommo)

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## “Managers who leave negative workplace behaviour complaints unattended should be held to account for these delays, because they are tacitly supporting the behaviours by their inaction.”

for Queensland survey, and yet when identified by members, reported matters are left unaddressed for extended periods.

This is a totally unacceptable situation: where our people are brave and strong enough to identify and report significant negative workplace behaviour, and then the QPS leave the matters unattended. Our people are thus further subjected to these behaviours.

These delays erode confidence in a system and policy developed to support our people. Managers with these files should be held to account, because they are tacitly supporting the negative workplace behaviours by their inaction.

I encourage each and every one of you to address negative workplace behaviours in your workplace, and to support your colleagues. It is not acceptable to just fob it off as, ‘That’s the way they have always been’, or

of the behaviour, and yet nothing had ever been done to address it.

I have written about negative workplace behaviours in previous Journal articles and will continue to address it until such time as such behaviours are a thing of the past ... or at least until such time as our people feel empowered enough to address it.

If you receive a bundle of negative workplace behaviours brochures in your pigeonhole or in-tray, have an inwards look at yourself, because this is the first advice that you are receiving to address your behaviours as a matter of urgency.

I make no apologies if I am ever required to formally report these behaviours, whether you are a QPU member or not.

Within the QPU we have a member v member policy for this reason, and the subject member will receive Union assistance and support as necessary.





## KEV GROTH

### OUTSTANDING COURAGE

**I recently attended Bowen to assist members during a Coronial Inquest. The two members, both junior Constables at the time of the incident back in 2015, displayed great courage and professionalism on the night in question, putting their own lives at risk to try and save a person attempting suicide by gassing himself in a small apartment. The gas was subsequently ignited, causing an explosion that threw both officers off their feet and resulted in injuries and burns to both officers. Still the officers continued to put their lives at risk by going back in to get the person out.**

It's actions like these that make you proud to be a Union official: to be able to stand up and help members like this. Far too often we focus on the negatives in our jobs and don't give praise where it is due. Both members showed

**“It's actions like these that make you proud to be a Union official: to be able to stand up and help members like Will and Kim.”**

outstanding courage, not just on the night but also in reliving what can only be described as a traumatic event. Will and Kim, you have my utmost respect for your bravery.

### OUR PEOPLE MATTER

The Our People Matter project continues to roll out across the Region with a recent launch in Rockhampton. Over the past few months we have seen a number of significant changes being implemented: the new discipline system has commenced, as well as the new Flexible Hours Agreements.

The old systems were broken beyond belief, and my fellow Executive members and I know how much pain and anguish this caused. Combined, these changes are a massive cultural shift within the Service and no doubt there will be teething problems. All I ask is that you give the new systems and processes a chance to work. We can't

change the past but we can shape the future!

### FLEXIBLE HOURS WORKSHOPS

I have been around the Region assisting in the delivery of the new Flexible Hours Agreement workshops. The old Part Time Agreement system, like many other systems within the job, was well and truly broken and was far too time consuming and cumbersome.

The new system has been streamlined and will benefit both the member and their supervisors. After completing the workshops, hopefully we have managed to dispel any rumours and myths about the process. The process is only limited by your imagination and if members and their supervisors sit down and genuinely enter into a dialogue, there is nothing that cannot be achieved.

It was pleasing to see the turnout at the workshops and even more pleasing was that these workshops were received well by members and supervisors across the board.

### ENTERPRISE BARGAINING

We are fast approaching the commencement of our next Enterprise Bargaining negotiations with the Government. As usual, a survey will be sent to all members asking for ideas and suggestions to be included in the next rounds of negotiations.

I encourage all members to take the time to have a say. I have already received a number of ideas and suggestions and I look forward to

receiving more as we get closer to commencement.

I would like to say farewell to a Union stalwart in Denis Sycz who has finally hung up his gloves and moved on to greener pastures. Denis was a great help to me as a young branch official starting out and I'm not sure I would still be doing it some eight years later without his help and assistance. Denis helped out many young (and old) branch officials over the years and will be sadly missed.

**“Combined, the new discipline system and the new Flexible Hours Agreements are a massive cultural shift within the Service.”**

I would also like to take the opportunity to congratulate Shayne Maxwell on recently taking on the role as Assistant General Secretary. Chook is a wonderful addition to the full time officials' roster and I look forward to working with him well into the future.

Well, that's all from me for this month.

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

### Kev GROTH

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COL MULLER

### WHERE ARE ALL THE POLICE?

**Southern Region needs police officers to fill our vacancies. We need country-hearted police looking to venture from the city. We have vacancies from Dalby District through to the South West. We are working hard on housing and are happy to try and accommodate individual needs. Opportunities exist for some memorable years to be added to your policing career.**

If you are looking for an outback or country posting, please give me a call, or phone one of the officers in charge.

**“We need country-hearted police looking to venture from the city. Opportunities exist for some memorable years to be added to your policing career.”**

### STATION VISITS

I have been out and about this month and have visited many stations around the Region. I have visited Boonah, Gatton, Laidley, Lowood, Toowoomba, Crows Nest, Dalby, Miles, Yuelba, St George, Tara, Roma, Surat, Charleville, Wyandra, and Cunnamulla.

### POLICE HOUSING

One of the main purposes of my visit was to look at police housing. While there are definitely still many issues that surround housing in our Region, we are working hard with senior QPS management in our Region to make some inroads.

Since my last article there have been houses painted—and houses being painted—in many areas. There have been upgrades to floor coverings and concrete paths, improvements to lights and fans, and many other repairs.

I am always happy for issues to be brought to my attention and will do my best to have these issues rectified. I hope to see some improvements in bathrooms and kitchens in the coming months.

I know there are some average kitchens and bathrooms but there are also some you would describe as poor. I hope a legacy of my term as the Union Regional Representative will be an improvement to police housing in the Southern Region.

### COMMUNICATIONS

While visiting Miles recently and speaking with the officers from Miles, Wandoan, and Dulacca, I was advised of some serious black spots in communication. I dropped into Dulacca and Yuelba stations and discussed the issues further.

It is acknowledged there are black spots in many places in the western reaches of our Region and other areas, but these officers have to deal with large populated areas with no radio or mobile phone service.

I have since addressed the issue with Assistant Commissioner Condon who has committed to the trial of a satellite phone with the Yuelba police officer, to see if we can bridge some of the gaps in our communication. If this proves successful I hope to see one supplied to the Wandoan officers as well.

The safety of officers is of the greatest importance and one of the main keys to this is communication when

assistance is required, especially when any assistance is some distance away.

### POLICE VEHICLES

While on visits I have had the opportunity to see the varied fleet of vehicles rolled out to our officers across the Region. I have seen a number of vehicles on trial in different areas. I would welcome some constructive ideas around the appropriate and not so appropriate vehicles that have been allocated.

While I acknowledge that budgets have a part to play in the selection of vehicles, sometimes there are compelling reasons that should override budgetary constraints.

**“Budgets have a part to play in the selection of vehicles, yet sometimes there are compelling reasons that should override budgetary constraints.”**

While at Lowood station I was advised by the Acting Officer in Charge Senior Sergeant Bruce Peel of the dire need for a third police vehicle to support their busy 17-officer station and unique work environment. This need has been long identified and well documented previously, to no avail.

I am pleased to say that further negotiations have seen the supply

of a third vehicle for Lowood station. Thanks to Superintendent Huxley and Assistant Commissioner Condon for their commitments in this regard.

**OUR PEOPLE MATTER**

It is very encouraging to see the continued roll out of Our People Matter across the Region. The hard work from all sides is heartening, and a pat on the back is required for those committing their own time and working hard toward the success of the strategy.

**TOOWOOMBA**

I recently attended the Healthy, Wealthy, and Wise seminar in Toowoomba and was impressed with the number of independent stakeholders present and the level of professionalism and sheer effort that the Workplace Champions and QPS representatives have shown to deliver a fine product.

It was a great day that was well received by all including members from around the Region and some retired officers. It was finished off with a BBQ.



**ROMA**

The Our People Matter roadshow made another visit to Roma. There was a good rollout that produced some healthy conversation from a selection of officers from around the District.



**CHINCHILLA**

I had the pleasure of an invitation to the unveiling of the Chinchilla police station memorial: 5 stars to OIC Andrew Irvine, AO Lyn Wynch, and all of the Chinchilla staff on their memorial and the lovely function they conducted for the unveiling.

The memorial made special mention of Senior Constable Norm Watt who grew up in Chinchilla, Senior Sergeant Perry Irwin who served in Chinchilla, and Southern Region Officer Brett Forte. Family members of officers remembered attended the unveiling, as well as friends and work colleagues, senior management from the Southern Region, and Assistant General Secretary Shayne Maxwell.



**ST GEORGE**

I called into St George to pay staff a visit. They are currently in search of a new Senior Sergeant and have a couple of Constable vacancies. My trip coincided with an upgrade of the furniture and equipment in their barracks and a traffic operation. I

enjoyed a night out with some of the staff.



**CHARLEVILLE AND CUNNAMULLA**

Senior Industrial Officer Steve Mahoney and I paid a visit to Cunnamulla and Charleville, timing our visit to coincide with a visit by our Assistant Commissioner Mike Condon, Inspector White from the Regional Office, and Acting Superintendent Marcus from Roma.

We jointly inspected police housing in both areas and canvassed issues at the Cunnamulla station and watchhouse.

I was quite disappointed at the state of some of the houses that suffer from a severe lack of maintenance, but I am now impressed to see that the wheels of motion are turning and there is a lot of new work and a lot of issues that have been addressed since my last visit.

I was able to meet a few new faces and see many I have already met. I enjoyed a social BBQ with both stations, with Cunnamulla sporting the best steaks. Both stations have great social club areas and know how to use them.





### FAREWELL MIKE

A big farewell to Sergeant Mike (Michael) Robinson from Toowoomba Prosecutions. Mike is a true gentleman and his presence around the stations will be missed. Mike is pictured here with Mr Brian Huxley, the Ipswich District Officer. Mike and Brian were sworn in together. Mike's send-off packed the meal room and hall ways of Toowoomba station.



### WYANDRA

I also stopped in for a visit at Wyandra during the trip between Charleville and Cunnamulla, and spent some time at the station and around town. There is no need for mowers anywhere in town because what grass is grown is kept well-trimmed by the local kangaroos.

Wyandra was at one time a bustling country town and in the 1890s was a centre for the rail line from Cunnamulla to Charleville. The Wyandra powerhouse was converted to a museum when the town was connected to the state power grid in 1970. These days Wyandra resembles a ghost town, and what a quirky and interesting place it is.



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## TONY COLLINS

### RIFLES

**In March of this year I wrote about the need for rifles in police vehicles and I then added it to my list. I can happily announce that this item can be removed from my list due to the current rollout of Sig Sauer rifles. The QPS is now working on a training regime to increase the number of users. On top of this, the QPS has also now provided a third magazine and double magazine carriers. This additional equipment is welcomed.**

### SPECIAL DUTIES

Some officers may be not claiming their entitlement with regards to Special Duties.

**“Travel time to and from your home station to a special is all done on overtime. Make sure you claim your full hours.”**

*Queensland Police Service Employees Award – State 2016 - S19 (e) Special Services performed by non-commissioned police officers is to be calculated from the time of departure from the station to the time of return to the station to which the police officer is ordinarily attached.*

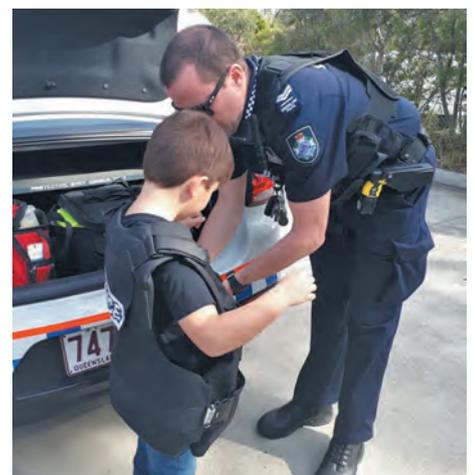
This means your travel time to and from your home station to a special is all done on overtime. Make sure you claim your full hours.

advantage of this offer and be prepared for the next stage of your life.

### OUR PEOPLE MATTER STATION

Carina station held an open day for the families of all police officers who work at Carina station. The station showcased their work environment and the families got to meet work colleagues from that station. Carina also showcased police vehicles, motorcycles, and bicycles.

The Brisbane Dog Squad attended with a general purpose dog and one of their new pups. However, the big winner of the day was the ‘speed certificate’ issued to the kids when their speed was checked against the LIDAR. The day was topped off with a BBQ and salad.



**“The QPU has recently amended its reimbursement policy for all officers over the age of 40 who seek financial advice in relation to their retirement: it is now \$200.”**

### FINANCIAL ADVICE

The QPU has recently amended its reimbursement policy for all officers over the age of 40 who seek financial advice in relation to their retirement. This reimbursement is now \$200 per member every three years when seeking paid financial advice. Please take





organisers Sergeant Margo Watson and Senior Sergeants Brendan Jorgensen and Pete Flori.

**QPS WIDE**

The QPS is currently running 'Life after the Service' seminars for any officer over the age of 50. If you are in this age bracket, it may well be worth your while to attend a seminar to see how your finances are travelling getting closer to retirement.

**STILL LOOKING FOR:**

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

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**DISTRICT**

Another Black Dog breakfast was held within the Bayside Patrol Group, but this time at 9am to enable partners with school age children to drop off and attend.

HSO Paul Koenig presented on mental health issues and Senior Sergeant Daryl Green gave a fantastic presentation in relation to the Chermside shooting, his experience at the time, and his recovery. These events are well worthwhile and even more worth it if your partners are there.

**Upcoming Black Dog breakfasts:**

|                   |            |
|-------------------|------------|
| Centenary Patrol  | 30 August  |
| Mt Gravatt Patrol | 25 October |
| Riverside Patrol  | 29 October |



**HEALTH EXPOS**

South Brisbane District recently ran two Health Expos at Inala PCYC and Carindale PCYC. Both events were well attended and for some people such as myself, getting on the body scanner only confirmed that I could do more for my health. Well done to





SHANE PRIOR

## OPPORTUNITY

**This month's article is on career opportunity and how an increasingly accepted and endorsed egocentrism has permeated through this organisation, which I fear is failing the concept of true service.**

The Queensland Police Service is a regimented organisation incorporating a military-like rank structure. Unlike the military (at least up until now), entry to the ranks is from the bottom up. There is no avenue to commence a policing career other than as a raw recruit.

job milestones, each leading to the next and accompanied by rising pay and increasingly fancy epaulettes, is enticing. It is how the QPS has worked for 150 years and is evidenced in all of the current and former retired officers at senior rank.

of the QPS recruiting posters, and afterwards, has proved elusive. These men and women are not stagnant in their careers because they are lazy, inept, or have disciplinary problems: no, it's quite the opposite. It's often simply because they have chosen service over self.

**“The QPS conveyer belt of opportunity for rank progression that propels and marks a happy and fulfilling career unfortunately seems to be more and more a thing of the past.”**

Progression is then rank by rank in order of the hierarchical structure. The only exception to this explicit design are persons transferring into the QPS from another recognised police force on the rank they held in that agency.

Given all of Australia's seven state and federal police forces have the same rules as Queensland, a person embarking on a police career, at least in this country, can never escape starting as a recruit and advancing one rank at a time.

There are a total of ten ranks in the QPS: two Constable ranks, two non commissioned ranks, and six commissioned ranks. Accordingly, a man or woman contemplating employment with the QPS can see a clear career path defined by stepping stones of success laid out neatly one after the other.

The allure of an employer setting out a trail of clear and achievable

But the QPS conveyer belt of opportunity for rank progression that propels and marks a happy and fulfilling career unfortunately seems to be more and more a thing of the past.

As a QPU Regional Representative, I meet and engage with a lot of people in this Service at all ranks, ages, and stages of career. What strikes me as

different from when I first emerged from the Academy as a recruit is how the rank and file officers seem to be getting older and the commissioned ranks younger.

I see Senior Constables in their mid-40s who are desirous of promotion but for whom the inherent promise

The QPS, consciously or unconsciously, promotes a me, me, me culture. It's a self-absorbed attitude of, 'What can I get out this?', with promotion not a recognition of experience and service. Serving the community is of secondary concern, if any at all: a quaint notion that can largely be undertaken by those who are too naive to embrace rank, rank, rank.

If you don't believe me, consider this: two people graduating from the Academy at the same time. Same gender, same age, same education, same intellect, same physicality, same race, culture, and religion. Identical in every way.

**“Serving the community is of secondary concern, if any at all: a quaint notion that can largely be undertaken by those who are too naive to embrace rank, rank, rank.”**

One pursues the traditional and apparently old fashioned altruistic idea of serving the community, the other only vain self-promotion. Who do you believe the QPS will have recognised and rewarded, and what does that say about the QPS culture?

When speaking to these 40-year-old Senior Constables, they tell me it's not just their emphasis on selflessness as opposed to selfishness, but it's also the sheer lack of any vacancies to apply for.

I have not conducted any empirical studies on the subject, but for an organisation of 11,500, there doesn't seem to me to be a lot of positions advertised in the *Gazette* from week to week.

I do know that one of my constituencies, State Crime Command, is particularly bad for Senior Constables to progress to Sergeant, with very little available for some years.

I believe the vacancy drought is largely a manifestation of the QPS conveyor belt of career opportunity failing to operate in its normal way of officers in, and along, and off.

And this is because the QPS's new 'me' theology encourages a hurriedness for promotion among those souls mentioned earlier, holding commissioned rank younger and staying there longer.

This results in a concertina effect: where because the Superintendent is young and won't be retiring for years, the Inspector cannot be promoted, and because the Inspector cannot be promoted, there is no vacancy for the Senior Sergeant to fill ... and so on.

There are real issues continuing down this current path. I believe the QPS needs to look after all of its employees, including those whose passion is to actually serve, selflessly, and dedicate their lives to doing so.

I also think the opportunity for career advancement within the QPS can be improved by a rethink on the current promotion system, our conveyor belt,

that aims to provide for all, rather than for a few.

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**PHIL NOTARO**

## DISCIPLINE BACKLOG

**1 July saw the rollout of the new discipline system. This was fairly well canvassed in the last edition of the QPU Journal and you can read further information in this month's Journal. Briefly, the intention is to streamline the process and have matters dealt with more quickly and efficiently, with the majority of matters dealt with at a local level. The system should lead to fairer management actions designed to correct behaviour rather than punish those who have erred.**

That's all well and good, but it doesn't resolve the issue the QPS currently have with regards to the current backlog of outstanding internal investigations.

On 16 July, it was reported by the Australian Associated Press that there were 300 complaints against officers and other staff still unresolved. It was reported these figures were released by the Police Minister Mark Ryan in response to a question on notice from the Opposition.

It was reported that of that 300 unresolved complaints, 88 remain open from 2015-2016 and 212 from 2016-2017.

These figures are an absolute disgrace. Bear in mind they are only up to the end of the 2017 financial year. There are still the figures of 2017-2018 that haven't been provided.

How has the Service ever managed (or should I say mismanaged) the situation so that it's got to this?

It raises a number of questions. How many of these complaints are being handled by the Internal Investigations Unit? How many are with the Professional Practices Managers (PPMs) at a District level? How can it be that there are complaints up to three years old? Ethical Standards Command: what are you doing?

The fact is, it's simply not good enough. As an investigator, I certainly could not get away with having an

investigation celebrating a third birthday ... or even a second birthday.

But, as usual, there seems to be a distinct double standard when it comes to internal investigations (thus there is a certain nickname which I won't publish because it appears to upset some precious ones).

**“What seems to get lost within all these figures is that for every complaint there is a subject member living with a cloud over their head.”**

What seems to get lost within all these figures is that for every complaint there is a subject member living with a cloud over their head.

How many of these subject members are either re-deployed, stood down, or suspended? What's the cost in relation to the mental health of those subject members? How many members will the system damage beyond repair? How many will end up walking away, or return as only a shadow of their former selves?

Though that's how the QPS appear to like to operate: 'If we can't beat 'em, we'll break 'em'.

I've had a gutful. The Police Service cannot go on treating our members with such disdain.

And to make matters worse, it was reported that the Police Service could not explain why these cases remain open without spending 100 hours reviewing the cases, which would be an unjustifiable use of police resources. Really? Now there's a figure pulled out of someone's proverbial. It'd take 20 minutes to explain why the QPS is sitting on each outstanding complaint.

Opposition Leader Deb Frecklington was reported to say, 'This is not only unfair but it undermines public confidence in the system'.

'Unfair' is an understatement. It is a miscarriage of justice. Not only does it undermine public confidence; it undermines everything the QPS is saying it's trying to achieve. It undermines the Commissioner of Police, it undermines the Our People Matter philosophy, and it undermines confidence in the new discipline system. It's wonderful that we have all come together and agreed on this new discipline system. It gives you a wonderful warm and fuzzy feeling. But no one wants to mention the elephant in the room.

As usual, the silence from the QPS is deafening. Those on the 7th floor are like a mob of ostriches with their heads well and truly buried in the sand (I would like to use different terminology but will show more respect to the senior executive than they show to our members).

I call on the Commissioner of Police to deal with this matter urgently. I want to know what the plan of attack is to deal with this backlog and to ensure these subject members return to some sort of normality.

Our People Matter to me,  
Commissioner.

### 50:50 – NOT FOR THE FIRE SERVICE

A couple of Journals ago I wrote about the ridiculous 50:50 recruitment policy that this Police Service is still persisting with.

The amount of support I have received in relation to those words has been heartening, and in particular, the support from our woman officers. As I wrote, they simply want to be treated the same as the men. They don't want a leg up. They don't want an unfair advantage. And by and large, they all agreed that the policy puts all woman officers (unfairly) under a cloud.

Put simply, the policy is indefensible. It is unfair, it's discriminatory, and it puts male applicants at an unfair advantage. Plus it has to lead to a drop in standards, to keep up with the 50:50 quota: otherwise it cannot be achieved. When your application ratio is 70:30 in favour of men, then the Service must be dropping the standards for woman applicants (compared to men) to achieve 50:50.

Consequently, it was quite uplifting to read *The Courier Mail* on 14 July, where ex Police Assistant Commissioner and current Fire Service Commissioner Katarina Carroll was quoted to say there *will not* be any gender targets introduced into the Fire Service.

In fact, Commissioner Carroll said exactly what I said in my recent article. The goal should be to attract more women into the applicant pool. As I stated, if we can move to achieving close to 50:50 applications, then all things being even, the rest will take care of itself.

'Attract more women into the pool; when you do that you can do it authentically, it's very credible,' Commissioner Carroll said.

When asked about dropping the standards to achieve a higher ratio of women in the Fire Service, Commissioner Carroll replied, 'That's never going to be the case'.

Commissioner Stewart, take note: you could learn a lot from Commissioner Carroll.

What is good news is that Commissioner Carroll was reported as not ruling out applying for the Police Commissioner's job when it next comes available. We could certainly do with a change of direction.

### PRISONERS IN WATCHHOUSES

The matter of Corrective Services prisoners in police watchhouses still continues to be an issue for our members. And still the Commissioner does nothing about it.

I have previously reported in this Journal that every night there are up to 150 prisoners (or more) held in police watchhouses in breach of Section 6 of the *Corrective Services Act*. The QPU has obtained legal advice and that advice has been previously reported in this Journal. A sentenced or remanded prisoner must be held in a Corrective Services facility (unless the period is 21 days or less).

If more than 21 days, a prisoner can only be held in a police watchhouse until they can be conveniently taken to a Corrective Services facility. The legal advice is that it is the convenience of the taker (the Police Service), not the receiver. It has nothing to do with the receiver (in this case Corrective Services). Yet they simply refuse to receive them, and dictate terms to the Police Service as to when they will.

Section 6 is clearly designed for remote locations (like Mt Isa) where there is no nearby Corrective Services facility, and where it may take several days to arrange a transport.

In the south east corner of the state, there is simply no excuse. Prisoners can and should be taken to a prison on a daily basis. Simple as that.

They should not be left to languish for days and weeks in a police watchhouse. We continually see operational crews redeployed to offload these prisoners to larger watchhouses when we hit maximum capacity.

It should not be up to operational police crews to guard these sentenced or remanded prisoners at a hospital

**“Logan District had a prisoner in hospital for eight days, being guarded 24/7. This is a total of 24 operational crews unable to attend to calls for service in an already under-resourced city.”**

if they are ill, which is a regular occurrence. It is a Corrective Services responsibility. Recently, Logan District had a prisoner in hospital for eight days, being guarded 24/7. This is a total of 24 operational crews unable to attend to calls for service in an already under-resourced city.

It's not good enough. And yet again, the Commissioner of Police does nothing about it. Perhaps someone should put the question to the Minister for Police and Corrective Services: see if Mark Ryan can get Commissioner Peter Martin to play ball and meet his responsibilities.

In the meantime, stay safe out there.

Although I have been of ill health lately, I am still available 24/7 for members.

'Our People Matter ... to me.'

### Phil NOTARO

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# QUEENSLAND POLICE UNION

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

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

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

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

# Our New Discipline System

**The Queensland Police Service (QPS) now has a new discipline system in place, as of 1 July. This new system has come about after years of lobbying by the Union, and an eventual 18 month working group process attended by representatives of the Union, the QPS, the Crime and Corruption Commission (CCC), and the Commissioned Officers' Union (COU).**

**Much** *has been written in this Journal about the stages of progress in our quest for a better discipline system, and once agreement in principle had been reached between the parties, we joined representatives from the QPS in a road trip around the state to explain the new system.*

*For those who were unable to attend one of the sessions, and in an effort to ensure everyone is aware of the changes, we below provide an overview of the new system that we hope will lead to a quicker and fairer system for all.*

**“The QPU took the position that any new system must first be designed to rehabilitate officers, rather than adopting a punitive, punishment-based approach.”**

From the outset, the QPU took the position that any new system must first be designed to rehabilitate officers, and bring them back ‘up to speed’, rather than adopting a punitive, punishment-based approach.

Secondly, the QPU wanted to ensure legislative timelines were imposed to overcome the current system where discipline regularly drags on for years.

Finally, the QPU sought to abolish pay points as an available sanction.

**“The QPU wanted to ensure legislative timelines were imposed to overcome the current system where discipline regularly drags on for years.”**

Pay points can impact on an officer’s superannuation, and in the case of Constables, can operate as a deferral of

promotion by delaying their progression to Senior Constable rank. There were a number of other changes the QPU sought as well, which were mainly administrative in nature, and which will be discussed below.

The negotiation process with the QPS, the CCC, and the COU was not easy in that the current legislation gives both the CCC and the QPS particular



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powers and responsibilities. It was necessary to argue strenuously on behalf of members, and for all parties to the negotiation to make concessions in order to reach agreement. To a large extent, the three main priorities of the QPU have been achieved.

The negotiations took almost 18 months, and the parties reached agreement on how the system should operate, including agreeing on a draft set of legislative changes and high level policy changes. There has been ongoing discussions as the legislation is drafted and further policy changes are made.



**WHAT WILL CHANGE?**

**Timelines**

In most cases, the QPS/CCC will only have 12 months from the date of the alleged misconduct to bring a disciplinary hearing, or six months from the date the alleged misconduct is first reported (lodgement of a 466 or CCC equivalent).

There are additional exceptions where criminal charges are pursued or where the misconduct is detected during a CCC or QPS covert type operation or investigation. In these later two cases, the 12 month period commences at the end of the criminal trial or conclusion of the operation.

The timelines do not apply to a prosecution for corrupt conduct. Such prosecutions are brought directly by the CCC in QCAT (the Tribunal which determines police discipline). These prosecutions are conducted similarly to a trial, where oral evidence on oath can be given, and witnesses cross examined. Since QCAT's inception in 2009, there has only been one such prosecution.

**Management Actions**

The new process will concentrate on empowering supervisors and Officers in

Charge (OICs) to manage their own staff, and involve them in the development of staff. It is proposed management strategies such as mentoring, re-training, short term secondments, and extra supervision will be the primary response for low level misconduct.

The ability to transfer to different positions (within the same locality) and to order community service, external courses (at QPS expense) and counselling (psych/alcohol/etc) will also exist. It is envisioned QPS policy will require OICs and supervisors, as well as subject officers, to consult and devise an appropriate management strategy in each instance which is directly applicable to the alleged misconduct.

**Paypoints**

These have been removed and replaced by an ability to impose a fine of up to 50 penalty units (effectively 2 pay points). Any fine can only be deducted at a rate of no more than two penalty units per fortnight (unless the officer agrees to a higher amount).

By moving to a fine system rather than pay points, Constables will no longer have their progression delayed, and retiring officers will no longer need to worry about the impact on their superannuation.

**Suspended Dismissals**

Under the new system, it will no longer be possible to suspend a dismissal. This was a matter the CCC was particularly passionate about. Instead, a new sanction of disciplinary probation will be introduced, which will only be capable of being imposed by the Deputies or QCAT.

For all intents and purposes, this sanction will operate in the same manner as a suspended dismissal currently does.

The officer will be sent a notice advising they are on probation for a period and any further misconduct during that period, or a failure (without reasonable excuse) to comply with any conditions such as community service, counselling, training, or supervision, will result in the officer being asked to show cause why they should not be immediately dismissed.

**Other Suspended Sanctions**

The current approach to suspended sanction imposed by officers other than the Deputies is that the legislation removes those sanctions once the operational period has been successfully completed. This in effect wipes the record clean of the sanction.

**“The QPU believes the use of community service is a very appropriate order because it allows an officer to ‘pay back’ the community and the QPS for any wrongdoing.”**

Unfortunately, this legislative provision has resulted in very few sanctions being suspended, and those that are, are often subject to a CCC appeal.

Under the new system, sanctions will be able to be suspended for a stated period. However, at the conclusion of



the operational period, the sanction will remain on the officer's discipline record. Under the current system, the QPS approach is that while the sanction is removed, the discipline charge and 'outcome' remains.

As such, the QPU sees this change as making little difference to the discipline record, but it may lead to an increased use of suspended sanctions in appropriate cases.

### Community Service

Community service will be an outright sanction in and of itself. It will be able to be used both as a discipline sanction and as a management strategy. The QPU believes the use of community service is a very appropriate order because it allows an officer to 'pay back' the community and the QPS for any wrongdoing.

It is the QPU's experience that an order for community service can often be used to offset what might otherwise result in a demotion or hefty sanction. It also recognises that some officers are struggling with financial issues in our present environment, and allows them to be sanctioned in a manner that does not lower the living standards of their families.

**“Under the new system, investigators will often be told they need to look at certain specified points, rather than conduct comprehensive investigations.”**

### Policy Changes

There will be significant policy changes. One of the proposed changes is the manner in which discipline investigations are handled and reported upon.

At present, an officer assigned a discipline investigation must electronically record and interview everyone involved. This can often be extremely difficult, especially in the Regions, where shifts need to align and other duties need to take precedence.

Under the new system, investigators will often be told they need to look at certain specified points, rather than conduct comprehensive investigations. For example, it may be possible to obtain body worn camera (BWC) footage and CCTV footage of an incident, which then removes the need to interview witnesses in some cases.

Interviews will also be largely removed and replaced with an e-mail-type system where officers are asked to provide a dot point version of what occurred, together with any notes or BWC footage.

The investigation reports will be significantly shorter, with the ability to cut and paste the dot point versions into the reports. The policy will make it clear that investigators will not be criticised for conducting an investigation which covers only the relevant issues, rather than raking through every conceivable possibility.

### Abbreviated Processes

In order to speed the system up further, a new form of ACDP will be introduced. This will be legislated, and require the QPS and CCC to agree up front as to the proposed sanctioning range. Once it is offered, an officer may accept the proposed sanction without fear of a CCC appeal being brought later on.

This new system will allow an officer to identify early on that misconduct has been committed, and seek to have the entire discipline process resolved quickly by admitting that conduct. For example, the QPU finds that often officers who have used excessive force will identify that fact in what is currently their discipline interview.



They are then forced to wait months while the investigation is wrapped up and other witnesses are interviewed etc, knowing all that time that they will be disciplined. In some cases, those same officers are also stood down from duty.

The new system will allow the officer to seek a sanction very early on in the process, and if offered will mean the investigation will stop. It will be similar to pleading guilty on the basis of a QP9, rather than having to wait for a full brief to be completed.

**“The new system does not contemplate a Commissioner's confidence power or anything similar.”**

### Dismissals

The police discipline system is also designed to allow for the dismissal of officers who engage in corruption or dishonesty of a level which is inconsistent with their oath of office and continued appointment as police officers.

The QPU recognises this fact. No genuine police officer wants to work beside a child molester, drug addict, or thief. The new system will still allow for officers who engage in this type of serious misconduct to be dismissed.

The new system does not contemplate a Commissioner's confidence power or anything similar. The power to dismiss



**“The QPU believes it will take some time for a cultural shift to occur within the QPS, where officers in management positions come to accept discipline is designed to correct, guide, and improve conduct, rather than to punish.”**

will only be available following a proper discipline hearing where the onus of proof lies on the QPS or CCC to prove the alleged misconduct. This is the same as what presently occurs.

#### CONCLUSION

There is still some work to do in terms of finalising legislative and policy changes. Many of the policy changes have already occurred, and have allowed a transition to the new system. As further policy changes come online, the working group will continue to assess the situation to determine if further changes or improvements are required.

The QPU accepts not all officers will be happy with the extent of the changes, and some will believe the changes do not go far enough. However, the QPU

believes these are a significant step in the right direction.

In particular, the QPU believes it will take some time for a cultural shift to occur within the QPS, where officers in management positions come to accept discipline (with the exception of corruption and integrity matters) is designed to correct, guide, and improve conduct, rather than to punish.

The Cabinet Submission in relation to the new discipline system has been submitted and approved. The working group is currently drafting the new legislation, and hopes to have it before Parliament by the end of the year. Further information will be released and summaries of the expected changes announced as the matter progresses.

Ultimately the changes to the discipline system will have no impact on the vast majority of officers who presently go about their duties in a professional manner. For those officers, the new

**“The new system should allow most complaints to be quickly overviewed and finalised without the need for a discipline interview or other disruption to normal duties.”**

system should allow most complaints to be quickly overviewed and finalised without the need for a discipline interview or other disruption to their normal duties.

For the officers who do unfortunately fall foul of discipline, the system should be a lot quicker, fairer, and more inclusive. It should allow most officers to quickly improve their professionalism and move on successfully with their careers, rather than having to wait in limbo for months or years for an outcome.

#### For more information

- Visit the ESC website’s ‘New Discipline System’ Information Page
- View the ‘New Discipline System’ 5Mile product
- View a recorded New Discipline System information session
- Contact your local Professional Practices Manager (PPM)
- E-mail the ESC Project Team at ESC Complaints Reform Project

# 31 July Memorials

**On Tuesday 31 July, two ceremonies took place to honour and remember members of the Queensland Police Service who have made the ultimate sacrifice.**

## CHINCHILLA POLICE STATION

At Chinchilla police station, officers, colleagues, and family members gathered for the unveiling of the new Police Remembrance Memorial. Southern Regional Representative Col Muller and Assistant General Secretary Shayne Maxwell were also in attendance.

OIC of Chinchilla station, Sergeant Andrew Irvine, welcomed those in attendance, and AO Lyn Wunsch, who was dedicated to the memorial project, spoke about the journey that led to the unveiling.

'Approximately nine years ago, when retired Senior Sergeant Barry Winter was OIC of Chinchilla station, a single piece of local petrified wood was cemented into the ground, with the intention of mounting plaques for our fallen local colleagues,' Lyn said.

'Chinchilla station became busier and busier and the petrified wood was temporarily forgotten ... until it was suggested in May this year that we apply for funding from our Police Union to construct a permanent Police Remembrance Memorial,' she said.

'Quotes and plans were submitted through our Southern Regional Representative Col Muller and we were successful in receiving full funding. We are very thankful to the Union for their assistance. The entire project was produced locally, with



both the designers and tradesmen coming from Chinchilla and Warra.'

The memorial honours three fallen officers who have a connection to Chinchilla: Norman Watt, Perry Irwin, and Brett Forte.

'The objective of the ceremony was to honour the fallen and to ensure it was as uplifting as it could be for their families and colleagues,' Lyn said. 'It was a real honour to have Normie's mother and wife in attendance, as well



respects and to remember these two dedicated gentlemen from long ago. A brief ceremony acknowledged their service and honoured their sacrifice, and all attendees were gratified to see the restoration that had occurred to their largely forgotten graves. This restoration and their stories being told will ensure they are never again forgotten.

**Constable Benjamin Ebbitt**

**Rank:** Constable (504)

**Born:** 28 September 1869, County Cavan, Ireland

**Died:** 10 May 1894, South Brisbane  
**Died of injuries sustained from being assaulted on duty on 9 November 1890.**

*No photos can be found of the late Constable Ebbitt.*

The late Constable Benjamin Ebbitt was born on 28 September 1869 and was the son of Joseph Ebbitt and Matilda Ebbitt (nee Mullins) from Country Cavan, Ireland.

Research has not identified when Benjamin Ebbitt immigrated to Australia, however it is noted Benjamin Ebbitt's oldest brother, Francis Ebbitt, immigrated to Australia and arrived in Queensland in December 1887 aboard the Duke



as Perry's brother-in-law, and a team from TCS who worked with Brett.

'The ceremony was lovely and colleagues and loved ones of the fallen officers had an emotional moment,' Lyn said. 'The weather behaved as well and it turned into a perfect day.'

**TOOWONG CEMETERY**

At Toowong cemetery in Brisbane, a different ceremony was also taking place. The Friends of the Queensland Police Museum invited members of the police family to a grave dedication ceremony to mark the restoration of the graves of two QPS Honour Roll personnel who were cousins and who are buried in neighbouring graves: Constable Benjamin Ebbitt and Sergeant Thomas James Heaney.

Police officers, representatives from police groups, and also family members gathered to pay their





of Buccleuch with Thomas James Heaney and Maggie Heaney.

Due to being unable to find any records of a Francis Ebbitt in Queensland, it is possible Benjamin may have travelled under his brother's name. From available records, it appears Ebbitt did not marry and did not have any children.

Ebbitt was sworn in as a Queensland police officer at 19 years of age on 24 October 1888 and was initially stationed at Roma Street police station. In November 1888 he was transferred to Croydon in north-west Queensland.

At 12:30am on 9 November 1890, while on duty in Croydon, Ebbitt was called to Circum Street in Croydon to arrest Hugh Stack in relation to the assault

of Patrick Brennan. Upon arrival at the scene, Ebbitt found Brennan lying on the ground and bleeding from cuts to his head. Hugh Stack was standing nearby. Ebbitt attempted to arrest Hugh Stack, who resisted and seriously assaulted Ebbitt, threatening to murder him.

Ebbitt received severe kicks about his body while on the ground and was struck in the left eye and left ribs by stones (described as road metal) thrown by Hugh Stack's brother, Tom.

Ebbitt was taken to the Croydon Police Barracks and was immediately attended to by Dr Flood. His wounds were dressed but the damage inflicted to his eye was so severe he had to be sent to Brisbane for further medical treatment.

Ebbitt lost the use of his left eye and an abscess formed in his head which resulted in perforations to both ears, deafness, and the gradual decline in his overall health.

Ebbitt convalesced and later died in 1894 in Sergeant Thomas Heaney's home in South Brisbane.

A search of his personnel file reveals several telegrams and reports dated between 1890 and 1894 relating to his assault, injury, decline of health, and death linked to his assault.

On 10 May 1894, a report was provided to Commissioner David Seymour informing of the passing of Benjamin Ebbitt. Notices were posted in the local newspapers advising of Ebbitt's death and funeral. Ebbitt's death certificate reports he died of



Bright's disease and phthisis (believe to be phthisis).

Bright's disease is an old medical term relating to inflammation of the kidneys as a result of blood and proteins leaking in urine.

Ebbitt was granted a police funeral and was buried at the Toowong Cemetery in 1894. Ebbitt was the first to be buried in this grave and his name is the only name featured on a headstone, which had fallen over and broken in two pieces.

Later buried in this same plot were members of Thomas Heaney's family, including his two young children Henry and Mabel, his sister Anna Marie, and her husband Benjamin Heaslip, who both raised Heaney's four surviving children, along with two of their own young children.

Further research about Heaney and Ebbitt's connection revealed they both came from County Cavan in Ireland. Heaney and Ebbitt's mother's maternal surnames are recorded on their respective son's Queensland death certificates as being similar (Mullin/Mullins) and both womens' fathers' names are recorded as John Mullin from Cavan. So, it is believed they are sisters and Heaney and Ebbitt are cousins.

### CONSTABLE EBBITT'S GRAVE

Constable Ebbitt's broken headstone was located at Toowong Cemetery during research conducted in relation to Heaney's neighbouring unmarked grave. This led to the chance discovery that Ebbitt had died 12 years prior to Heaney, also due to being assaulted while on duty.



Constable Ebbitt's grave when located in 2015.



After 2018 grave restoration.



### Sergeant Thomas Heaney

**Rank:** Sergeant (555, 262)

**Born:** Between 1862 -1868, County Cavan, Ireland

**Died:** 27 September 1906, South Brisbane

**Died of assault injuries on duty 7 June 1905**

*Photo appeared in the Queensland Figaro, 4 October 1906, page 13.*

Sergeant Thomas James Heaney was born 1862-1868 and was the son of George Heaney and Mary Anne Heaney (nee Mullins), who were farmers from Country Cavan, Ireland. Immigration records indicate he immigrated to Brisbane, arriving on 6 December 1887 aboard the 'Duke of Buccleuch' with his sister Maggie (Margaret Heaney) and Francis Ebbitt, who is believed to be his cousin.

Many of Heaney's siblings also immigrated to Brisbane, including his younger brother Samuel George Heaney who also joined the Queensland Police in 1891.

On 17 February 1891, Heaney married Mary Elizabeth Rogers and together they had a family of six children, two of whom died as young children (Henry and Mabel). Heaney's wife passed away on 21 August 1902, four years before his death.

When he died in 1906, their four surviving children became orphans: Eva Jane (14 years), George William (13 years), Eleanor May (9 years) and Florence Lillian (8 years). The four children were raised by his sister, Anna Marie Heaslip (nee Heaney) and her husband Benjamin Heaslip.

Heaney was sworn in as a Queensland police officer on 18 December 1888 and initially served at Roma Street station before being transferred to Woolloongabba police station in 1894. In May 1904 he was promoted to the rank of Constable First Class.

At approximately 2:00am on 7 June 1905 while on patrol, Heaney witnessed a male person exiting a window of the Norman Hotel on the corner of Ipswich Road and Qualtrough Street, Woolloongabba. Heaney followed and attempted to arrest the male offender (Henry Smith) and a struggle ensued.

He was then struck from behind by an accomplice (Lawrence Blake) multiple times with a heavy metal bar, rendering him unconscious and with severe head injuries. He sustained severe fractures to his head and jaw, visible protrusion of his brain, and bleeding.

A local grocer (August Maurer) awoke to noises and saw two men in the street near the hotel. He later heard screams and ran along Ipswich Road to the nearby Woolloongabba police station, returning with Constables O'Rourke and Maher. They found Heaney lying unconscious in the gutter with severe injuries. Heaney was taken by ambulance to hospital for treatment.

Immediate investigations commenced and the offenders, Lawrence Blake and Henry Smith, were located and arrested with grievous bodily harm and burglary offences. Heaney gave evidence in court, speaking with difficulty, suffering from paralysis to the left side of his body and wearing a skull cap. For their crimes, Blake was imprisoned for 10 years and Smith for 4 years.

On 22 November 1905, then Commissioner Cahill promoted Heaney to the rank of Sergeant, backdating his promotion to be effective as of the date he was assaulted.

Due to the severity of his injuries, Heaney was not able to return to service and was medically retired on 1 January 1906 with a pension. On 27 September 1906, Heaney succumbed to his severe injuries and died at his residence in South Brisbane.

Ongoing medical examinations and his death certificate left no doubt he died from injuries sustained as a result of being assaulted 15 months earlier. He had served as a police officer for 16 years and 11 months, and was described as being popular, brave, respected by his superiors, and beloved by his comrades.

Heaney's death was widely reported in newspaper articles, including a story about his police funeral, fundraising events for his orphaned children, and being posthumously awarded the Queensland Police Medal for Merit. Heaney was the first Queensland police officer approved to be awarded this medal and was the only officer to be posthumously awarded this medal.



NEWSPAPER IMAGE  
Shown to the Late Sergeant THOMAS J. HEANEY, who however, died before it could be presented.

Newspaper Image



Actual Medal

A story about Heaney's medal featured in the *Brisbane Courier* on 5 December 1906, followed by a photo of the medal being published on 8 December 1906. This medal was received by the trustee and guardian of Heaney's children, Mr JSP Bourne, with reference that the eldest child (Eva) would be given the

medal when she became of age. His medal was located within the Heaney family and has been kindly donated to the Queensland Police Museum.

**SERGEANT HEANEY'S GRAVE**



Sergeant Heaney's grave when located in 2015.



After 2018 grave restoration.



Sergeant Heaney was buried with his wife Mary.

**Information prepared by Friends of the Queensland Police Museum.**

# NAIDOC Week A celebration for all persons

By Far Northern Regional Rep Marty Bristow

**NAIDOC week celebrations are held across Australia each July to celebrate the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life.**

**NAIDOC** week this year was from 8 - 15 July, with the theme of 'Because of her we can'.

Queensland Police has a strong relationship with indigenous persons, with connections such as the first indigenous member sworn to any Police Force in Australia (Inspector Col Dillon, retired).

Further, Inspector Maxine Renouf was the first indigenous woman to be sworn in as a Queensland Police Constable on 30 April 1976, Queensland State of Origin immortal Mal Meninga was an officer from 1980 to 1985, and the man who mentored Greg Inglis is with the QPS: former Police Liaison Officer (PLO) Adrian Coolwell (now at Police Recruiting).

**“Having worked with many of the PLOs in the Cairns area, I can say they are pivotal in assisting police with community relationships and in understanding indigenous culture.”**

Then we have our many past and present members who are in significant positions, such as Officers in Charge, PLOs, Torres Strait Island Police Support Officers (TSIPSOs), and many others.



Cairns PLOs were actively involved in this year's NAIDOC celebrations at Fogarty Park in Cairns. Activities included the Cairns NAIDOC march under the banner 'Be loud, be proud', a family day in the park, the Cairns Cross Cultural Liaison Unit singing, a Cairns fun run, and an elders luncheon. Cairns PLOs were involved in many of these.

Also a big hit during NAIDOC week was the QPS 'Look to the Stars' vehicle that has been sent to Aurukun police station in Cape York. Having worked with many of the PLOs in the Cairns area, I can say they are pivotal in assisting police with community relationships and in understanding indigenous culture.

#### ANTARCTICA CONNECTION

Just to show how far and wide the good work of our PLOs reaches ...

How about the connection between Casey Station in the Windmill Islands outside the Antarctic Circle, and Cairns in Far North Queensland? The Australian Antarctic Division is a part of the Australian Government's Department of the Environment and Energy.

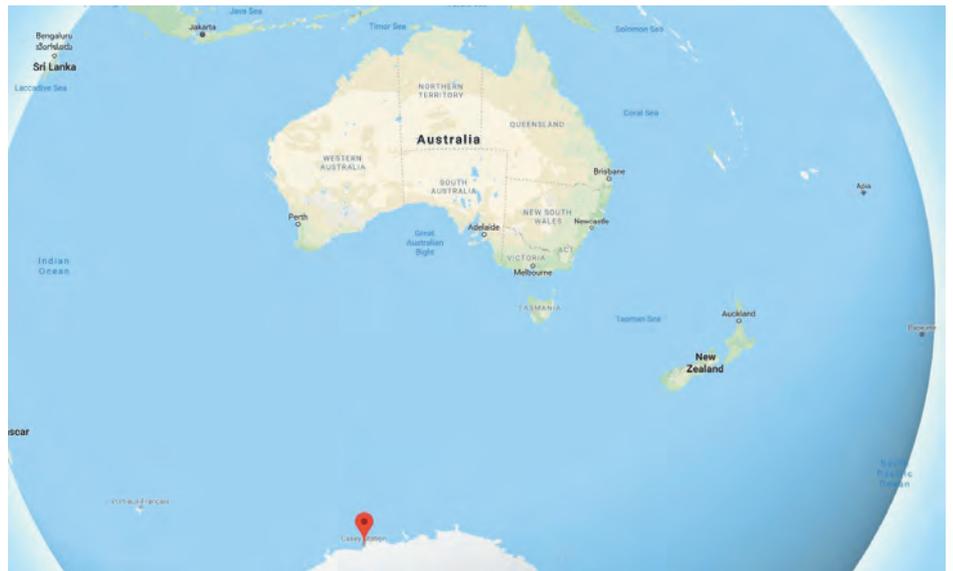
The link between the PLO family and workers at Casey Station is through family and local Cairns connections. Current and past Defence Force officers also make up the expeditioner crew at Casey.

Expeditioners who live and work at Casey Station (3,880km south of Perth) observe important Australian days and fly the flags no matter what the weather is like.

Thank you to the staff of Casey Station for promoting NAIDOC Week so far away from home. The Aboriginal flag, the Torres Strait Islander flag, and the Australian flag were flown in very windy and blizzardy conditions, which is all the more reason to acknowledge the determination to mark an important national day and its meaning for Aboriginal and Torres



**“The Aboriginal flag, the Torres Strait Islander flag, and the Australian flag and were flown in very windy and blizzardy conditions at Casey Station outside the Antarctic Circle.”**



Strait Islander cultures, people, and achievements, and for wider Australia.

Thank you to Casey Station Commander Rebecca Jeffcoat (Royal Australian Navy), rigger Allan Rose, and significant others for their championing of NAIDOC 2018. An e-mail from a PLO when he found out about NAIDOC being observed in Antarctica: 'This is awesome. Feeling so proud right now. Big Esso'.

#### YARRIE YARNS

The OIC of Laura Station, Senior Constable Adam Frew, has been

working on a project by the name of Yarrie Yarns for approximately three years.

**“The Yarrie Yarn's motto of 'Post Positive' aims to curb online bullying and abuse, and show the positive side of using social media.”**

It was first started in Yarrabah, an indigenous community approximately 45 minutes' drive from Cairns (or five

minutes east as the crow flies). Frewy has worked in several indigenous communities during his QPS career and is well respected by staff and community members.

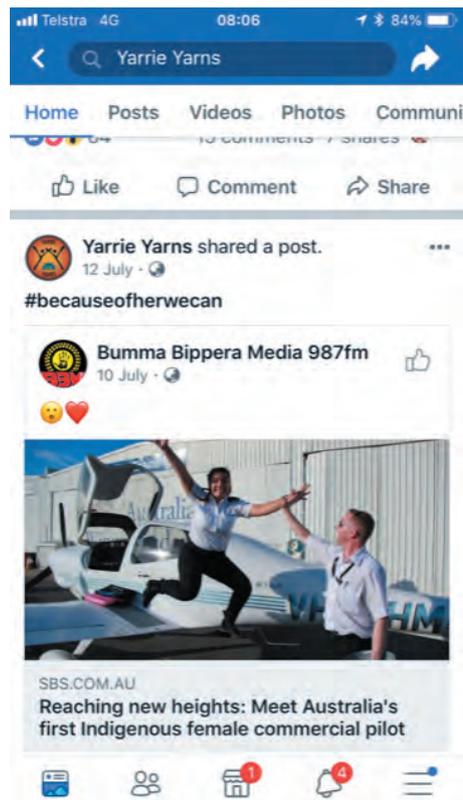
Yarrie Yarns is a great project that focuses on social media posts. Its motto of 'Post Positive' aims to curb online bullying and abuse, and show

the positive side of using social media. It is very enlightening to see social media being used to spread positive good news stories rather than some of the rants we normally see.

Yarrie Yarns posts have focused on people and events in the community of Yarrabah but has now expanded to

many indigenous communities within Queensland.

Well done, Frewy, for all the time and effort you put into this project, a lot of it being your own time!



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# Reducing the stigma of mental ill health

By Brad Greenland

**On Monday 18 June, Cathy O'Toole MP co-hosted a Parliamentary Friends of Mental Illness (PFMI) dinner with Andrew Wallace MP in Parliament House in Canberra. The PFMI is a voluntary collective of around 50 politicians from all political parties with a common purpose to improve current systems in addressing mental health issues.**

**The** focus of the evening was on the importance of reducing the stigma associated with mental ill health. The event gave members the opportunity to hear from guest speakers and then discuss ways to move forward with changes to the current system.

I had the rare privilege of being invited by Ms O'Toole to share some personal insight into the stigma surrounding mental health issues, and I was supported by Townsville District Officer Chief Superintendent Guteridge. I discussed my work-related PTSD, major depressive disorder, and chronic insomnia, all of which I was diagnosed with in 1997.

**"I am hoping that if a health professional makes a diagnosis of any stress related mental illness for a first responder, then it be accepted as being directly related to their profession."**

Prior to joining the job in 1988, I served in our Defence Force for nine years. I am now in my 30th year of police service and retirement isn't far away. I shared

several personal experiences that contributed to my PTSD and ways I've managed it over the past 21 years.

I then asked the politicians to consider legislating to make first response jobs a 'presumptive indicator' for diagnosis of mental health injuries, either at a federal or state level.

That is, I am hoping that if a health professional makes a diagnosis of any stress related mental illness for a first responder, then it be accepted as being directly related to their profession. I asked for the onus to be reversed: for insurance companies to have to prove the mental illness *wasn't* caused by the job.

One of the most frustrating and difficult tasks for me post diagnosis was dealing with WorkCover. As it stands, the member (who is already under extreme stress) is expected to prove their injury was caused by the job.

A reverse onus on insurance companies across Australia would take pressure off the injured member. I also spoke about the QPU bringing Dr Gilmartin to Australia to address Queensland police and families on PTSD and stress-related issues, and the positive feedback received. On behalf of the QPU, I donated one of Dr Gilmartin's books to the Parliamentary library.

Joining me on the panel at the PFMI dinner were two other exceptional, passionate people with lived experiences: Dr Richard Schweizer who suffers with schizophrenia, and Ms Millie Thomas who has been challenged by anorexia nervosa. Both have suffered lifelong stigma-related issues linked to their respective mental health illnesses and are passionate about speaking out in an effort to be heard across the country.

In spite of his illness, Richard has managed to obtain degrees in Arts and Law, a Masters in Journalism, and a PHD in the sociology of schizophrenia. Millie has been successful in her recovery from anorexia after having been told by her doctors, 'You have two weeks to live; decide whether you live or die'.

She now mentors around 20 young women with eating disorders aged between 10 and 40 years of age on the Sunshine Coast.

In addition to our three personal perspectives, Dr Michelle Blanchard from SANE also spoke at the dinner about the ongoing challenges related to the stigma attached to mental health sufferers, and results from various studies into the staggering statistics in Australia.



Ms. Cathy O'Toole MP.



Brad Greenland and Cathy after the dinner.



Looking out from head table at Parliamentary Friends Of Mental Health guests.



Looking back at head table with guest panel speakers.



Brad Greenland speaking during dinner.

It was a very informative night, and important in developing steps to reduce stigma Australia-wide. All too often we lose good people who choose to take their own lives rather than live with the

**“All too often we lose good people who choose to take their own lives rather than live with the stigma and related challenges of mental ill health.”**

stigma and related challenges of mental ill health.

Hopefully our shared, lived experiences have given the PFMI members something to go forward with in order to make positive change in addressing the stigma, and in improving available resources for sufferers of mental health issues.

Special thanks to Ms Rohani Mitchell from the Mental Illness Fellowship of Australia (MIFA), who funded my attendance at the event. MIFA is a not

for profit organisation that lobbies politicians to take an interest in mental health issues. Thanks also to the sponsors MIFA, SANE, and Lunbeck & Janssen.

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# First the good news, then the bad

By Senior Sergeant Dan O’Conner

**Firstly, Brisbane City police recently participated in the 2018 Big Issue Corporate Street Soccer Tournament at New Farm Park. Each team includes a Big Issue player. The Brisbane City Police Team were fortunate to secure the services of Dominic, an active street soccer player.**

**And** now to the bad news: even though the Brisbane City Street Soccer Team displayed superior street soccer skills to win two of its preliminary three games, unfortunately they were unable to proceed further in the competition. Thanks to the Queensland Police Union who provided T-shirts and caps for the team, so we looked the part.

aimed at members of the community who have experienced disadvantage in their lives. It is an exciting and innovative way to bring social change and improvement to hundreds of young Australian lives.

The Brisbane City Police Team have already commenced training for the 2019 Corporate Street Soccer

**“Even though the Brisbane City Street Soccer Team displayed superior street soccer skills to win two of its preliminary three games, they were unable to proceed further in the competition.”**

LawRight, a non-profit, community-based legal service, were the organisers of the event, and Michaela Transton from LawRight advised the event was a huge success. She said the teams displayed a great sense of social inclusion

**“The enthusiasm the Brisbane City Police Team brought to the tournament was really appreciated.”**

and that they have received a lot of positive feedback! The enthusiasm the Brisbane City Police Team brought to the tournament was really appreciated.

The Big Issue currently run three weekly Street Soccer programs in Queensland

Tournament and anticipate securing Dominic in the team again. With his help, the team may finally see a win over the solicitors, mental health and community stakeholders, and other organisations that take part in the annual corporate day.



(Back) Naomi Baxter, Michael Gillespie, Ian Andrews, Dan O’Connor, Jason Barrowcliffe. (Front) Bianca Fuerst, Andrew Hill, George Loukaras, Simon Tayler, David Middleton.



Kosta Hnoudis (Big Issue Street Soccer).



Brisbane City Police at the Big Issue Corporate Street Soccer briefing.



After the games with Kosta Hnoudis, the support team, and Inspector Glenn Morris, City Central Patrol Group.

# Book Review Boy Swallows Universe

By Andrea Appleton

**It's 1985 and 12-year-old Eli Bell is living in a Housing Commission house in the south western suburbs of Brisbane with his mute brother August, his drug addicted mother Frankie, and his mid-tier heroin-dealing stepfather Lyle. When Frankie and Lyle go to 'work', Eli and August are babysat by Arthur 'Slim' Halliday, aka 'The Houdini of Boggo Road', aka 'The Taxi Driver Killer'.**

**Eli** regularly writes to his penpal Alex Bermudez in Boggo Road (the former Sergeant-at-Arms of the Rebels), and his other best pal, Darren, has a penchant for machetes and once attempted to separate Eli's finger from his hand with said weapon. In short, Eli is not exactly living the dream.

Yet Eli lives in a dreamlike state, trying to negotiate what life has handed him as best he can, and trying to figure out what it is to be a good man. Eli adores his brother August, who writes in the air rather than speaking, and who regularly floods the road outside their home to create a reflection pool for the moon.

These moon pools seem somehow poignant: as poignant as August's predictions for the future, and as the red telephone the boys find underneath their house in one of Lyle's dugouts. It immediately rings upon their arrival. But who is on the other end of the phone? Why does the moon pool appear in Eli's dreams? Does it all have something to do with their father?

Eli has never met his father, and instead he meets the legendary Brisbane drug dealer Tytus Broz, who sends shivers down his spine ... and that's before he disappears Eli's stepfather, sends Eli's mother packing for Boggo Road, and

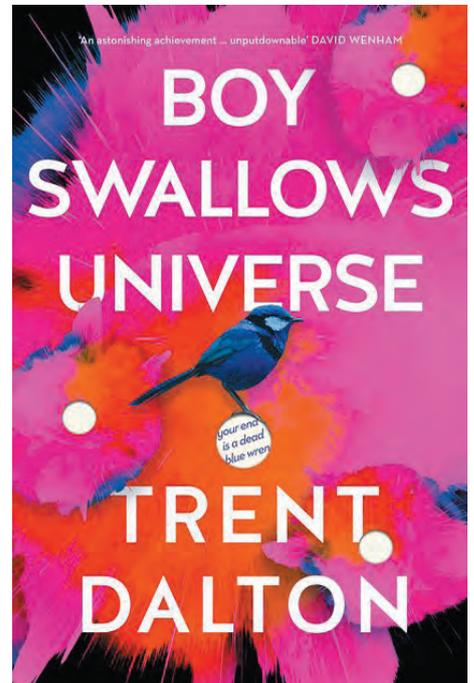
finally actually orchestrates Eli's finger being separated from his hand.

Eli (minus a finger) and August are packed off to live with their elusive father, who doesn't really appreciate the interruption in his drinking regime. With the help of Slim, his old babysitter, Eli arranges to break *into* Boggo Road on Christmas Day to see his mother, and by the time she is finally released two years later, his father is on the road to recovery.

Meanwhile, Eli has met the girl of his dreams, who somehow fits into August's future predictions, and who also works on the crime desk at *The Courier Mail*. Eli, too, has a job at the paper, and is tasked with researching the recipients of the upcoming Queensland Day awards. One of the recipients just happens to be the shadowy crime boss from Eli's past, Tytus Broz.

Cue, of course, a trip to Tytus's place with the girl of Eli's dreams, to investigate that long-held shiver down his spine. There's surely something to be found in the concrete bunker down the back of Tytus's place, and a showdown likely to take place at the Queensland Day awards.

There's a rescue, a chase, a severed head at the awards, and an agonising



Trent Dalton  
HarperCollins  
Sydney, 2018  
RRP: \$32.99

stumble up the Brisbane City Hall clock tower with one of Tytus's men in pursuit.

*Boy Swallows Universe* is a swashbuckling saunter through the 1980s, with enough references to Twisties, Ataris, and Dunlop KT26s to be authentic. It's a coming of age story of finding love and joy in the most unlikely of places: the south western suburbs of Brisbane.

# Police Recipes

## PROSCIUTTO-WRAPPED CHICKEN

This chicken dish looks quite fancy when served up for your friends ... and they don't need to know it's so easy to make that you whip it up for yourself all the time!

A delicious mix of flavours, this chicken matches perfectly with many different vegetable and salad options, so pair it with a few of your go-to sides to find your favourite combination!

### What do I need?

- 4 chicken breasts
- 8 slices prosciutto
- 100g baby spinach leaves
- 200g feta, crumbled
- 50g pine nuts
- 50g sundried tomatoes, drained and chopped
- salt and pepper

### What do I do?

- 1). Preheat oven to 180 degrees, and line a baking tray with baking paper.
- 2). Fry pine nuts in a pan on high heat. *TIP: Keep an eye on them: they burn easily!*
- 3). Place spinach in a heatproof bowl and pour over boiling water to cover leaves.
- 4). Set aside for 30 seconds, and then drain, rinse under cold water, and use hands to squeeze excess moisture from leaves. Chop roughly.



- 5). Combine spinach, pine nuts, feta, and sundried tomatoes. Season with salt and pepper.
- 6). Using a sharp knife, butterfly chicken. *TIP: Slice breast crossways, being careful not to cut the whole way through, and open out flat.*
- 7). Spoon spinach mixture onto one side of each breast, and fold over to enclose.
- 8). Tightly wrap two slices of prosciutto around each breast to secure closed.
- 9). Place on prepared tray and season with salt and pepper.



- 10). Bake for 30 – 40 minutes or until prosciutto is crisp and chicken cooked through.
- 11). Serve with your favourite vegetables or with a salad in summer.
- 12). *TIP: There will be some juice left on baking tray after cooking. Pour over chicken, vegetables, or salad, to add some extra flavour.*

*Recipe source: Adapted from taste.com.au*

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

# From the Archives

JOURNAL BACK COVER, NOVEMBER 1992

**NOBODY KNOWS  
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& REAL LIFE**

PATTS BT 136

An advertising blast from the past on the back of the Journal in November 1992.

*Frank Warrick, Kay McGrath, and Stan Grant.*

**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

## BODUM TRAVEL COFFEE PRESS

If you, like us, are on an eternal search for the best way to transport your caffeine supply, you might want to consider the Bodum Travel Coffee Press. It will allow you to brew and consume a single serve of French Press coffee (or loose leaf tea) on the go from one container!

To use, simply add everything to the mug: 3-4 teaspoons of coarse ground coffee, your preferred milk and sweetener, and hot water. Stir the contents, replace the lid with the plunger up, and get yourself out of the house and on your way. After four minutes, press down the plunger and your coffee is ready, just the way you like it. The mug will retain heat for a couple of hours yet is cool to touch, so if you are distracted within that four minute brewing period, it will still be ready when you are.



### FEATURES

- Silicone and mesh filter reduces sediment
- Brew and drink or use instead of a traditional coffee press
- Double wall design with vacuum seal maintains heat for hours but is cool to touch
- Non-skid rubber base
- Comfortable ergonomic grip with silicone band
- Dishwasher safe for easy cleaning

Got a photo of you and your police mates out and about somewhere? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au), and you might see yourself in the next Journal.

# Disclosure Obligations

**As members of the Queensland Police Service are acutely aware, prosecutors have a duty of disclosure. However, considerations arising from this obligation should not only be reserved for prosecutors. Arresting officers must be aware of these responsibilities too.**

Any prosecution agency (including police) has a broad, fundamental, and ongoing obligation to disclose all things in the possession of the prosecution which they will rely on at trial or which would tend to help the case for the accused.<sup>1</sup> Some of this material may be in the possession of an arresting officer and not yet in the hands of the prosecutor.

The duty reflects the central role of a prosecutor: that is, to ensure proceedings are conducted fairly and properly, and with a single aim of determining and establishing the truth.<sup>2</sup>

**“The central role of a prosecutor is to ensure proceedings are conducted fairly and properly, and with a single aim of determining and establishing the truth.”**

Importantly, disclosure must be made full and early.

The Court of Appeal’s recent judgment in the matter of *R v Colagrande*<sup>3</sup> emphasises the importance of appropriate and timely disclosure by prosecutors, and the consequences that can result from inadequate disclosure.

In *Colagrande*, the appellant was a doctor charged with the sexual assault

of a patient. There were no other witnesses to the alleged offence. A central issue in the trial was therefore the credit of the complainant and the accused.

In particular, the complainant’s motivation for complaining was in issue; the defendant’s case was that she had attempted to obtain a refund or free further surgery from him, and had only complained after those attempts were rebuffed.

Prior to trial, the complainant had formally withdrawn her complaint, and had provided the prosecution with a written statement to that effect.

However, that statement was only disclosed to the defence at the end of the trial.

In considering the matter, the Court of Appeal reviewed past authorities dealing with prosecution disclosure, and the principles emerging from those cases, namely:

- Where a document potentially relevant to the credit of a prosecution witness has not



been disclosed, the strength of the prosecution case was irrelevant to the issues raised by the non-disclosure, because the appellant had been deprived ‘of a full opportunity to discredit’ the witness<sup>4</sup>

- Where there has been a departure from the requirements of a properly conducted trial, it cannot be said that there has been no substantial miscarriage of justice if the applicant has thereby lost ‘a chance which was fairly open to him of being acquitted’ (or ‘a real chance of acquittal’)<sup>5</sup>
- Unless it can be said that there had been no blemish in the trial, an appropriately instructed jury, acting reasonably on the evidence properly before them and applying the correct onus and standard of proof, would inevitably have convicted the accused, the conviction must be set aside<sup>6</sup>, and
- Where documents are not disclosed in breach of the prosecution’s obligation, the court cannot ignore ‘even a relatively slim possibility that the

defence has been forensically disadvantaged'.<sup>7</sup>

Considering these principles, the court in *Colegrande* noted that 'the hurdle for the defence raised by non-disclosure is, therefore, a low one.'<sup>8</sup> The appeal was allowed and a retrial ordered.

This disclosure should include all material discovered by police investigators, whether included in witness statements or not, that is of benefit to the prosecution or defence. Investigators should be mindful that disclosure made by witnesses, even if unhelpful to the prosecution, must be disclosed; it is a matter of fairness.

reaching and potentially problematic for not only the accused but also for the prosecutor and/or police officer involved.

<sup>1</sup> S590AB *Criminal Code Qld*

<sup>2</sup> OPM 3.14.1

<sup>3</sup> [2018] QCA 108, delivered 5 June 2018.

<sup>4</sup> *Grey v The Queen* (2001) 75 ALJR 1708.

<sup>5</sup> *Wilde v The Queen* (1988) 164 CLR 365 at 371-2.

<sup>6</sup> *Ibid.*

<sup>7</sup> *R v HAU* [2009] QCA 165.

<sup>8</sup> At [22].

**“Investigators should be mindful that disclosure made by witnesses, even if unhelpful to the prosecution, must be disclosed; it is a matter of fairness.”**

The case highlights the importance of complete and timely prosecution disclosure, and the care needed in responding not only to defence requests for disclosure, but in proactively disclosing relevant documents to the defence that may be otherwise unknown to them.

Prosecutors, and arresting officers, should be alive to the requirements of the ongoing duty of disclosure to ensure the fair and proper conduct of matters before the court is maintained.

The implication of a failure to comply with the duty of disclosure is far

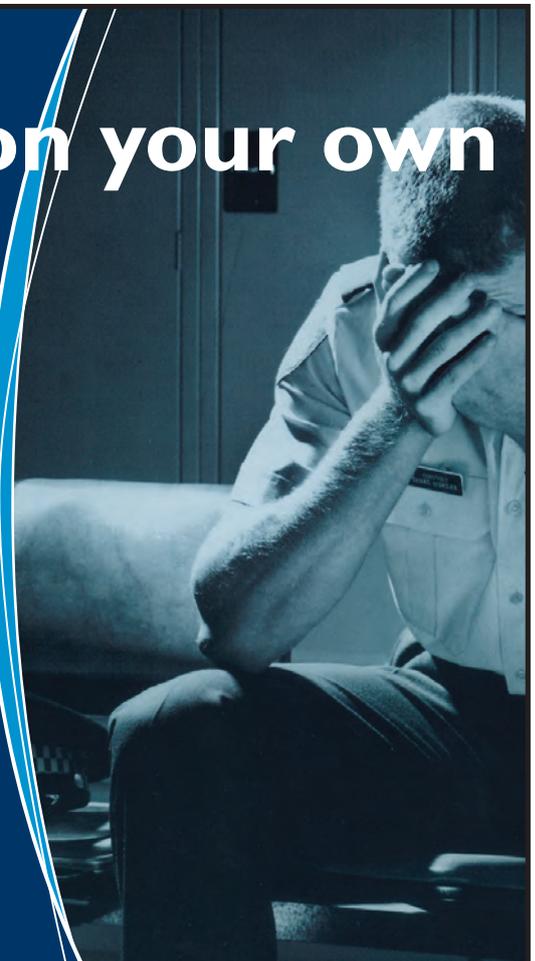
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# Legal Services Offered to Police Officers

By Ryan Heath and Lilia Fermor

**Sciaccas Lawyers have been offering legal services to members of the Queensland Police Union of Employees (QPU) for approximately 10 years. The focus of the advices we have provided relate to the WorkCover processes and common law claims for damages arising out of injuries suffered in the course of employment and/or as a result of motor vehicle accidents.**

**Through** our association with the QPU we provide a number of services free of charge and/or on a no win no fee basis, depending on the nature of the claim and the prospects of success.

The first step in the process of any claim is having a WorkCover statutory claim lodged and accepted. The legislation that governs the WorkCover process in Queensland is the *Workers Compensation and Rehabilitation Act 2003*.

A WorkCover claim will be accepted if the injured worker is able to establish that:

- (a) *They are a worker*
- (a) *They have suffered a personal injury, and*
- (a) *For **physical** injuries, their work is a significant contributing factor to that injury, or*
- (a) *For **psychological** injuries, their work was 'the major significant contributing factor' to that injury.*

In claims for pure psychological injuries it is further necessary to establish that the injury has not arisen because of reasonable management action taken in a reasonable way.

Generally speaking, claims for physical injuries are rarely controversial and often accepted by WorkCover without complication. However, it is claims for pure psychological injuries that prove more problematic.

Very often when officers are lodging a claim for a psychological injury, it is difficult for them to articulate the precise causes of the injury. Further, they are often encouraged by WorkCover claims officers to list numerous factors.

If the injured officer then goes on to detail issues arising from management action, it allows WorkCover to use the exception relating to 'reasonable management action' to reject the claim. Accordingly, Sciaccas have been advising officers to contact our offices prior to lodging any WorkCover claim to obtain advice to give themselves the best chances of having the claim accepted.

Injured officers should not list issues relating to management issues if they are not causative of their injury.

By obtaining early legal advices, the injured officer gives themselves the best chance of having the claim accepted. Sciaccas continues to provide this advice to officers at no charge and with no ongoing obligation.

If a WorkCover claim is rejected by WorkCover, the injured officer has



**“In claims for pure psychological injuries it is necessary to establish that the injury has not arisen because of reasonable management action taken in a reasonable way.”**

only three months to lodge a review of that decision with the Workers' Compensation Regulator. Sciaccas offers a further service of obtaining and examining the WorkCover file and decision and advising the officer of their prospects of success in successfully overturning that decision. That advice is provided at no cost and with no obligation.

In circumstances where Sciaccas considers there are strong prospects of success on the review and that there may be a further common law claim,

they will conduct the review similarly on a no win no fee basis.

In circumstances where the prospects of success on the review are not as strong, the injured officer has the option of engaging Sciaccas to conduct the review at discounted rates for professional costs.

**“Sciaccas has provided and continues to provide extensive legal services to QPU members at no charge or on a no win no fee basis.”**

Once a WorkCover claim is accepted, the injured officer is entitled to receive payments for time off work and for medical expenses until such time as the injury is determined to be stable and stationary.

At that time the injured officer will receive a Notice of Assessment from WorkCover containing an offer of lump sum compensation based upon their degree of permanent impairment (DPI).

Should the injured officer be assessed with a DPI of 20% or less they are required to make an irrevocable choice as to whether they wish to accept the amount of lump sum compensation or commence a claim for common law damages.

At the stage of receiving the Notice of Assessment, Sciaccas further provides a service whereby they will assess the WorkCover file and provide advices, at no charge, as to whether they have reasonable prospects of success on a common law action. Should Sciaccas consider there are reasonable prospects, Sciaccas will act for the injured officer on a no win no fee basis.

Sciaccas continue to provide a no win no fee service for personal injuries arising from injuries suffered in motor vehicle accidents and a free will service for all QPU members.

Sciaccas also provide a no win no fee service for total and permanent

disablement (TPD) claims arising from medical retirement. Often the medical retirement arises from injuries sustained in the course of duty. This may be injuries of a physical or psychological nature. However, injuries or illnesses suffered independent of work will also result in an entitlement to a TPD payment.

In summary, Sciaccas has provided and continues to provide extensive legal services to QPU members at no charge or on a no win no fee basis in the following circumstances:

- (a) Free initial advice regarding framing of the WorkCover application to give the injured officer the best chance of having the claim accepted.
- (b) Upon receipt of a rejected or ceased WorkCover claim, Sciaccas will obtain the WorkCover claim file on behalf of the injured officer, review it, and provide advice on prospects of success of lodging a review with the WorkCover Regulator. Should the injured officer wish to proceed with a review at that stage, Sciaccas will provide information regarding the costs of the review.
- (c) Upon a WorkCover claim being finalised with receipt of a Notice of Assessment, Sciaccas will provide free legal advice regarding the injured officer’s prospects of success in a common law action. This will entail a detailed review of the WorkCover file and the medical evidence, and Sciaccas will also obtain the injured officer’s instructions regarding the circumstances in which the injury was suffered.
- (d) Should the injured officer wish to proceed with a WorkCover claim, Sciaccas will act for the injured

officer on a no win no fee basis. That is, if the officer is unsuccessful in obtaining any compensation, there will be no professional costs payable by the injured officer to Sciaccas.

- (e) In circumstances where an officer is medically retired through injury or illness and is unable to exercise any alternate earning capacity, Sciaccas will act on behalf of the injured officer on a no win no fee basis in any claim for a total and permanent disablement application pursuant to the relevant QSuper policy.
- (f) In circumstances where an injured officer has suffered injuries arising from a motor vehicle accident either in the course of their employment or otherwise, Sciaccas will act on behalf of the injured officer in a claim against the at fault compulsory third party insurer on a no win no fee basis.
- (g) Sciaccas continues to provide a free will service for any member of the QPU.

Sciaccas remain committed to providing professional legal services to all members of the QPU and their families. Should any officers have any queries regarding the services we provide, they should not hesitate to contact Ryan Heath on **3867 8839**.

# Our People Matter Health Expos

To launch the Our People Matter strategy at a local level, the QPS has partnered with Corporate Bodies International to provide 16 Health Expos throughout the state for QPS employees, family members, and other emergency service personnel.

**Coordinated** by District Workplace Champions, the Expos feature a range of free activities including health checks, cooking demonstrations, grip strength tests, smoothie making, stretch classes, and much more.

The Expos also feature stalls and displays from local businesses and various groups within the QPS promoting the health and wellbeing services and products available to QPS employees and their families.

Overall, the Expos have provided an excellent opportunity for employees and their families to learn more about the strategy and connect with local businesses and providers of health and wellbeing services.

## CAPRICORNIA DISTRICT



## DARLING DOWNS DISTRICT



## FAR NORTH DISTRICT



### FAR NORTH DISTRICT CONT'



### MACKAY DISTRICT CONT'



### LOGAN DISTRICT



### MACKAY DISTRICT



## MORETON DISTRICT



## MT ISA DISTRICT



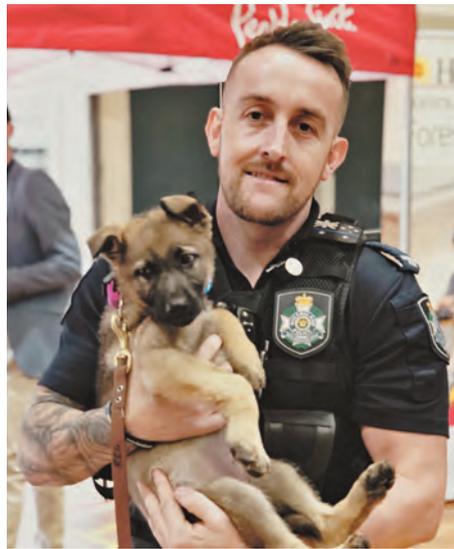
## NORTH BRISBANE DISTRICT



## SOUTH BRISBANE DISTRICT



## SOUTH BRISBANE DISTRICT CONT'



## TOWNSVILLE DISTRICT



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# Our People Matter Calendar

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

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

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

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

## EVENT DESCRIPTIONS

### Our People Matter District / Command Visits

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

### Prostate Cancer Information Seminars

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

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

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

### Health Expos

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

### Life Beyond the Service Seminars

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

Two seminars will be delivered in each Region from August – October. The seminar will include presentations from a range of internal and external groups on superannuation, managing your finances, keeping well in retirement, employment options post separation, and much more.

### Flexible working arrangements workshops

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

Flexible Working Arrangements is an umbrella term referring to a change in

## OUR PEOPLE MATTER

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

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

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

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

| August  |   |   |  |   |          |                          |
|---|---|---|--|---|----------|--------------------------|
| Monday  | Tuesday   | Wednesday   | Thursday   | Friday                                    | Saturday | Sunday                   |
|   |   | 1   | 2  | 3   | 4        | 5                        |
| 6<br>OPM Visit<br>(North Brisbane)<br>9am – 1pm | 7<br>OPM Visit<br>(Gold Coast)<br>9.30am – 1.30pm<br>Health Expo<br>Hills District PCYC<br>10am – 2pm | 8<br>Health Expo<br>Sandgate PCYC<br>10am – 2pm   | 9<br>Health Expo<br>10am – 2pm<br>Maroochy Surf Club                 | 10<br>OPM Visit (SCC)<br>8.30am – 12.30pm | 11       | 12                       |
| 13  | 14<br>OPM Visit (PCAP)<br>8.30am – 12.30pm  | 15<br><b>EKKA PUBLIC<br/>HOLIDAY</b>  | 16<br>Health Expo<br>Logan<br>10am – 2pm                             | 17<br>OPM Visit (SCTC)<br>9am – 12noon    | 18       | 19                       |
| 20  | 21<br>Life Beyond the<br>Service<br>Kedron-Wavell<br>Services Club<br>7:30am – 3:30pm                 | 22  | 23<br>Life Beyond the<br>Service<br>Southport RSL<br>7:30am – 3:30pm | 24  | 25       | 26<br>Bridge to Brisbane |
| 27  | 28  | 29<br>Life Beyond the<br>Service<br>Brother's Leagues<br>Club (Cairns)<br>7:30am – 3:30pm | 30   | 31  |          |                          |

| September |  |  |  |        |          |        |
|-----------|--|--|--|--------|----------|--------|
| Monday    | Tuesday  | Wednesday  | Thursday   | Friday | Saturday | Sunday |
|           |  |  |  |        | 1        | 2      |
| 3         | 4<br>Prostate Cancer<br>Seminar<br>Mt Gravatt Bowls<br>Club<br>10am – 12pm | 5<br>Life Beyond the<br>Service<br>USQ Campus<br>(Toowoomba)<br>7:30am – 3:30pm  | 6<br>Health Expo<br>1pm – 5pm<br>Bundaberg PCYC                | 7      | 8        | 9      |
| 10        | 11   | 12<br>Life Beyond the<br>Service<br>Gladstone Events<br>Centre<br>7:30am – 3:30pm                                      | 13<br>OPM Visit (ICSC)<br>9am – 12noon                         | 14     | 15       | 16     |
| 17        | 18<br>Prostate Cancer<br>Seminar<br>PHQ<br>10am – 12pm                     | 19<br>Life Beyond the<br>Service<br>Caboolture Hub<br>7:30am – 3:30pm<br><br>Health Expo<br>10am – 2pm<br>Ipswich PCYC | 20   | 21     | 22       | 23     |
| 24        | 25   | 26   | 27<br>Prostate Cancer<br>Seminar<br>QPSA, Oxley<br>10am – 12pm | 28     | 29       | 30     |

# 2018

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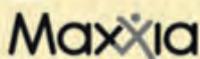
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## Australasian Police Basketball Championships 7-12 October 2018



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



The championships are an annual tournament open to both males and females of all skill levels, from beginners to NBL or WNBL players. Police employees both sworn and civilian and their families are all invited.

It is a great week playing basketball and building relationships with fellow officers from around Australia and New Zealand.

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

*Gillian Brown – QPBA President, Beenleigh CIB*

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

*Shannon Midgley – QPBA Secretary, Morningside CPIU*



## QPU Scholarship Program 2018

- *Does your daughter love swimming and is she competing at the Nationals?*
- *Is your son a computer genius who has been invited to participate in a special event?*
- *Does your daughter love singing and has she been accepted into a state or national choir?*
- *Is your son playing rugby at State Championship level?*

The Queensland Police Union invites members with children who are achieving excellence to participate in the QPU Scholarship Program.

Your child must be participating in a sporting, arts/cultural, or academic event that occurs during the 2018 calendar year (1 January to 31 December 2018) and is at a state, national, or international level.

Demonstrating excellence in their chosen field is the key criteria, and financial need is not a consideration.

**Applications close on Friday 28 September 2018** and all 2018 applications will be presented to the Scholarship Committee for their review and recommendation to the QPU Executive. Applications are reviewed only once a year.

Application forms are available at the QPU office:  
217 North Quay, Brisbane.

Applications are to be returned via e-mail to [scholarship@qpu.asn.au](mailto:scholarship@qpu.asn.au)

*For any assistance, please contact Rosemary Featherstone on  
3259 1900 or [rfeatherstone@qpu.asn.au](mailto:rfeatherstone@qpu.asn.au)*

# Police Health



## HEALTH INSURANCE

Does it sometimes feel like your living costs list is too long? Whether your situation has changed or you're simply trying to tighten your pockets, you look at your expenses critically.

You pull out a big red pen, and begin culling. 'What do I need? What can go?' And then you get to 'health insurance'. Now, any type of insurance is kind of a just-in-case purchase. This is, in part, the problem.

When you don't see immediate return for something you pay for, it's hard to value it. Think about it: how often have you (even in the past) fully leveraged your health insurance?

According to a Guardian article, most Australians think their private health insurance is expensive, and more than five million review their policy each year. The findings illustrate that the majority of the population believe Australia has one of the best and most affordable health systems in the world.

A thousand people aged between 18 and 64 were interviewed and 87% responded that their current policy was expensive. Of this figure, nearly half (45%) said it was very expensive.

Another interesting fact is that many people don't know what they are getting in their policy. And here lies the problem. How can people be expected to value something if they don't know what that something is?

This is a sign of a disconnection between providers and their members.

### TAKE YOUR HEALTH INTO YOUR OWN HANDS

When it comes to your health, it's important to take a proactive approach. Know your body and what it needs. Do you have any pre-existing conditions



that can be managed through services covered by health insurance?

What about in the future? Do you plan to have kids or get surgery? Also, think about your wider family group including siblings, parents, grandparents, aunts, and uncles. Have any of them ever had diabetes, heart disease, cancer, osteoporosis, or vision impairment issues? These are hereditary conditions and genetic disorders that you should keep in mind and take necessary precautions to prevent.

### WHAT EXTRAS DO YOU WANT?

A lot of people don't know how to use extras to their advantage. Extras can cover you for those expensive out-of-pocket services that you might otherwise avoid. But with so many young people not being familiar with their policies, they're not using these support services.

The great thing about getting your health insurance through us is our cover is designed for you, police officers. Our coverage matches your needs, so you're not wasting money paying for services that aren't relevant.

From counselling and dietary support to acupuncture and health appliances, you're covered for treatment that appeals to managing life as an officer.

### EDUCATE YOURSELF. COVER YOURSELF. USE YOUR POLICY.

Once you know about your health needs and what your cover offers, **actually use it**. Make the most of the services and start to value it.

Don't scratch health insurance off your expenses list. You'll end up in public hospitals on long waiting lists, unable to choose your own doctor, and most likely, paying more for treatments.

For more information about your Police Health policy, get in touch. We're happy to walk you through how to best use your cover to stay healthy. If you're going through a new situation or health issue, our team can advise you on options to help you.

Health comes in many forms, not just the physical body. Invest in all parts: mind, body, and soul.

[policehealth.com.au](http://policehealth.com.au)

1800 603 603



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – September 2018

### State President:

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

### State Secretary:

Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com

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



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### THE NATIONAL POLICE SERVICE MEDAL

There are still a few applications in the system and the latest presentations I know of were Jim Dowden receiving the medal at the Sunshine Coast branch meeting on 26 June from President

John Walker and Trevor Hardie receiving the medal from Deputy Commissioner Bob Gee at the AGM and Luncheon of the Southern Downs and Granite Belt branch held at Warwick on 1 August.

### QRPA-QPLS BOWLS DAY HELD ON 6 JULY

The 12th bowls day in aid of the Queensland Police Legacy Scheme was held at North Brisbane Bowls Club, Wavell Heights, on 6 July. One hundred and four bowlers participated in another great day. We had many sponsors and donors of raffle prizes with the result that at the end of the day our patron, Commissioner Ian Stewart, was able to present a cheque for \$9,298.70 to former Senior Sergeant Shane Maxwell, a Legacy Director. This takes the amount given to Legacy over the past twelve years to \$76,157.70.



Commissioner Ian Stewart presenting a cheque for \$9298.70 to Legacy Director Shane Maxwell.

### RECENT LUNCHEONS ATTENDED

I was able to attend the Luncheon of the Sunshine Coast branch held at Headland Golf Club on 22 May and the Hervey Bay

Luncheon at the Hervey Bay RSL Club on 19 June. Courtesy of the Bluey O'Gorman Coach Service, I was also able to attend the Gold Coast Luncheon at Twin Towns Services Club on 10 July. Senior State Vice President Bob Pease attended the Gladstone Luncheon held at the Dragon Garden Restaurant on 21 July and on 27 July I attended the Luncheon of the Far North Queensland branch, which was held at the Pearl Garden Restaurant. Again, courtesy of the Bluey O'Gorman Coach Service, I was able to attend the Annual Luncheon of the Southern Downs and Granite Belt branch which was held at the South West Region Tafe in Warwick on 1 August. All Luncheons were well attended and were very successful from every aspect.

### FUTURE LUNCHEONS/DINNER

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

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

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

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

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

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

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

**5 December – Townsville** – Townsville RSL Club – John Urquhart 4773 4497

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

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

### NEW MEMBERS

- Former Sergeant Trevor William Hardie, Southern Downs and Granite Belt
- Former Sergeant Gregory Milton Hasenkam, Gympie
- Former Detective Sergeant 1/c Gregory Bruce Hay, Southern Downs and Granite Belt
- Former Sergeant 2/c Ronald Howden, Brisbane
- Former Senior Sergeant Trevor Crawford, Far North Queensland
- Former Detective Sergeant Diane Topping, Ipswich
- Former Sergeant Daniel Brown, Brisbane

- Former Detective Senior Constable Gregory Charles Bullen, Sunshine Coast
- Former Detective Sergeant Andre Jeane Wijtenburg, Mackay-Whitsunday
- Former Chief Superintendent Daniel James Black, Gold Coast
- Former QPS Public Servant Robyn Elizabeth Mackenzie, Brisbane
- Former Sergeant Michael William Curran, Gympie
- Former QPS and NT Police Officer Roderick Powell MacKenzie, Brisbane
- Former Detective Sergeant 2/c Rodney Moore, Gold Coast
- Former Sergeant Darren Scott Prickett, Van Diemen's Land

### NEW ASSOCIATE MEMBERS

- Lesleigh Faye Kenward, former QPS public servant, Ipswich
- Kerri Anne Green, partner of member Peter Gibson, Near North Coast
- Paula Black, wife of new member Daniel Black, Gold Coast
- Diana Joan Collins, wife of member Roger Collins, Gold Coast
- Esmae Ann Haupt, widow of former member Noel Haupt, Gold Coast
- Pamela Faye Metcalfe, wife of member Richard Metcalfe, Gold Coast
- Mary Elizabeth Raymond, wife of Honorary Member/ Chaplain Bruce Raymond, Ipswich
- Christine Townsley, wife of member Ian Townsley, Brisbane
- Lorraine Maree Wilson, wife of member John Wilson, Gold Coast

### OBITUARIES — MAY THEY REST IN PEACE

#### Members

Life member and former Sergeant 2/C Arthur Leslie Edwards, 14 June, 92 years; veteran member and former Senior Sergeant Joseph George Hatchman, 4 July, 87 years; veteran member and former Superintendent George Ernest Seib, 17 July, 83 years; life member and former Sergeant 1/C Hugh Templeton Middleton, 20 July, 94 years; veteran member and former Senior Sergeant Desmond Thomas Carmody, 22 July, 83 years; and former Sergeant 2/C Gordon Allen Joseph Jones, 25 July, 76 years.

#### Non-members

Former Senior Sergeant Darryl Arthur Melling, 14 June, 65 years; former police officer Barry Rooskov, 18 June; former police officer Graham Charles Rhead, 19 June, 69 years; former police officer Keith Neville Barnes, service 26 June, 88 years; former Sergeant Duncan Gillespie, service 26 June; former police officer George Edwin Small, June, 100 years; former Senior Constable Bruce Frederick Cooper, 21 April, 59 years; former Senior Sergeant Leonard Thomas Bales, 29 June, 87 years; former police officer Paul McArthur, 10 July, 83 years; former Inspector Robert George Hall, 23 July, 87 years; former

Inspector Robert Francis Harvey, 27 July, 86 years; former Senior Sergeant George Sancoff, 2 August.

### Family

Thelma Eileen Pichugov, wife of Paul Pichugov, 13 June, 76 years; Dale Healy, son of Neil and Dorrell Healy, 54 years; Valmai Margaret Willemse, widow of Anton (Tony) Willemse, 28 July, 86 years; and Moira Sara Cremin, widow of late life member Gerry Cremin, 29 July, 91 years.

### QRPA Certificates

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

- Thomas Graham Burgess, Brisbane
- Tegwyn Roberts, Logan-Beenleigh
- Margaret Ellen Williams, Sunshine Coast
- David Jefferies, Redlands
- Ian Robert Hegarty, Darling Downs
- Keith Woodbridge, Gold Coast

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

- Bernard William Purvey, Brisbane
- Neville Raymond Cooper, Redlands
- Terry Ernest Brooks, Bundaberg

### 90 & over

- Gordon Raymond Close, 91 years on 2 July, Hervey Bay
- Joseph Ignatius Mackel, 97 years on 5 July, Gold Coast
- John Richard Keats, 93 years on 15 July, Sunshine Coast
- Rex Albert Allison, 94 years on 18 July, Gympie
- Ramsay (Ron) Hastie, 90 years on 27 July, Logan-Beenleigh
- John Barrie Tiernan, 97 years on 4 August, Brisbane
- Kevin William Monaghan, 96 years on 6 August, Brisbane
- Vincent Joseph Bye, 92 years on 8 August, Townsville
- William McGrath, 91 years on 28 August, Brisbane
- Lucille Kane, 91 years on 28 August, Near North Coast
- Thomas Richard Young, 90 years on 31 August, Near North Coast

### AROUND THE BRANCHES

#### BUNDABERG

A meeting was held on 29 June at the Bundaberg Services Club. The transfer of John Lewis from Sunshine Coast branch to Bundaberg branch was noted. Treasurer John Francis pointed out that Bundaberg branch has raised in excess of \$31,191 for Police Legacy as the result of the Bowls Days which have been held each year for 31 years. On the Bowls Front: A team was fielded on 8 July at President's Day at the ATW Bowls Club. The team, skipped by Jack Field and comprising Alan Edgerton, Karl Osterlund, and Tom Carroll, played a team from ATW and came in second place. Grannie Pearce chaired both the Annual and General Meetings held on 29 July. He welcomed all to the meetings, and particularly Senior Sergeant Michael McGarry. Welfare: Mary Waugh has been in touch with Bob Hayes on several occasions. Bob had a medical procedure

on 26 July and could not make the meeting. Cec Austen has had major surgery and is now out of hospital. Hiliary Austen was in the Friendlies Hospital, having had surgery to remove a melanoma from her back. Margaret Francis has had the plaster cast taken off her foot and is going along okay. Joyce Bauer had a fall and broke her leg a few weeks ago. Ken Strohfeltd had a fall and injured his back. He is at home and going okay. Ian Hargrave had been to see Gordon Storer at Riverlea. Senior Sergeant Michael McGarry addressed members. He gave a very interesting insight into his goals while Officer in Charge of Bundaberg station. He is anxious to develop closer liaison with the retired police in Bundaberg. The result of the election at the AGM: President – Rowan Bond, Vice President – Bob Materna, Treasurer – Chris Sidey, Secretary/Newsletter Editor – Jack Field, Assistant Secretary – Mary Waugh, Welfare Officers – Ian Hargrave and Mary Waugh, and Bowls Co-ordinator – Jack Field.

### GOLD COAST

A meeting was held on 3 July at the Southport RSL Club. President Russell Robertson welcomed two members who have transferred to the branch: Trevor Hart from Brisbane and Patti Niedeck-Collins from the Sunshine Coast. The next social BBQ will be held on 30 August at the residence of Beverley and Russell Robertson. Welfare: Don Braithwaite was recently discharged from hospital and is recovering from a leg infection and fluid on the lungs. Guest speaker: Andy Von Zepplin, Managing Director of Zepplin Travel, who spoke about the benefits of group tours. The 39th Annual Luncheon was held on 10 July at Mantra Twin Towns Resort's Signatures Restaurant which is part of the Twin Towns Services Club. Chief organiser Treasurer and Social Secretary Neil Raward advised that 100 guests attended, which was 30 up on last year's Luncheon. (This is the 14th Luncheon Neil has organised.) Attendees included representatives of the Near North Coast, Ipswich, Darling Downs, Logan-Beenleigh, and Brisbane branches.

### GYMPIE

The Victory Hotel was the venue for the Annual and general meetings held on 25 July. Outgoing Secretary Norm Breen chaired the election of officers with the following result: President – Laurie Pointing, Vice President – George Moczynski, Secretary – Chris Sang, Treasurer – Glen Durre, and Welfare Officers – Annabell Andrews (Cooloola Coast Region) and Helene Milner (Gympie Region). General meeting welfare report: Chris Sang has contacted Peter Eiby and Shane Moss because neither have been well. Police Chaplain Bruce Dorman has completed his radiation treatment and signs are optimistic at this stage. President Laurie Pointing is currently on a trip through the Northern Territory with friends and will not be returning until the middle of August. Mick Curran's application to join was recommended for approval. Planning is well in hand for the Annual Luncheon on 22 August when the guest speaker will be Racing Integrity Commissioner Ross Barnett.

### LOGAN-BEENLEIGH

Things have been quite around the ridges with little to talk about other than our 21 June meeting which was held as usual at Club Beenleigh. After the usual meeting matters, our guest

speaker Reverend Peter Palmer from Beenleigh St George's Anglican Church took over and gave us a lively talk on his life and work history. Members have commented that his talk was one of the best to date. After Rev. Peter finished he offered his services to our branch as a resident Chaplain and we made an application to the State Management Committee to have him made an honorary member of the Association. (The application was approved at the SMC meeting on 2 July.) It was resolved to donate \$1,000 to the Queensland Police Legacy Scheme. The result of election of officers held on 19 July: President – Max Moloney, Secretary – Terry Ahearn, Treasurer – John Enright, Vice President – Brian Button, Welfare Officer – Bob Sawford, and Raffle Co-ordinator – Annette Ahearn. Sadly, we lost George Ernest Seib who passed away on 17 August, aged 83 years. There was strong support from retired and serving members at George's funeral which was much appreciated by the family. Another couple of members have left us with the transfer of Phil and Adrienna Clohesy, who have transferred to the Gold Coast branch. Welfare: Don McDonald has moved into a nursing home with full care. Keep well and remember: With Honour We Served. *(Terry Ahearn, Secretary)*

### SUNSHINE COAST

The 26 June meeting was held at Headland Golf Club. Guest Speaker: Olwyn Kerr from Guide Dogs Queensland and PR dog 'Champ' gave a wonderful presentation on the role of guide dogs. It is a not for profit organisation and receives no Government assistance. The branch received an e-mail from Olwyn thanking the members for their hospitality. She raised enough money on the day to feed a litter for six days. At this meeting, Jim Dowden was presented with the National Police Service Medal by President John Walker. The Annual and General Meetings were held on 24 July. Don Teague conducted the election of officers with the following result: President – John Walker, Vice President – John Bosel, Secretary – David Betts, Treasurer – Roly Dargusch, and Welfare Officer – Margaret Williams. During the general meeting, State President Greg Early presented Margaret Williams with her Veteran Certificate; Margaret is the first female member of the QRPA to receive such a certificate.



*Jim Dowden receiving the National Police Service Medal from President John Walker.*



Welfare Officer Margaret Williams receiving her Veteran Certificate from State President Greg Early; she is the first female member to receive such a certificate. (Photo by Kevin Darch.)

## SOUTHERN DOWNS AND GRANITE BELT

The branch held its Annual General Meeting and Annual Luncheon on 1 August at the South West Region Tafe at Warwick. The AGM was held prior to the commencement of the Luncheon. Evan Morgan chaired the election of officers with the following result: President – Laurie Bell, Vice President – Tim Battle, Secretary – Monica O'Mara, Assistant Secretary – Kristine Grayson, Treasurer – Kristine Grayson, Assistant Treasurer – Monica O'Mara, Welfare Officers – Warwick: Yvonne Reid and Monica O'Mara, Stanthorpe: Tim Battle, and Tenterfield: Laurie Bell, and Newsletter Editor – John Maher. Some 64 members and guests attended the Luncheon and enjoyed an excellent three course meal prepared by the students. Guest speakers were Deputy Commissioner Bob Gee, who presented Trevor Hardie with the Queensland Police Service Medal and the National Police Service Medal; Inspector Brian Cannon, who is based at Warwick and who is a great supporter of the branch; Andrew Gough, Secretary/Manager of the Queensland Police Legacy Scheme, who acknowledged a donation of \$500 from the branch to the Scheme; Dan Keating, Director of QBank; and State President Greg Early. Sadly, mention was made of the recent passing of Hugh Middleton, a foundation member of the branch, and Treasurer Kaye Cliffe. The branch expressed appreciation to John O'Gorman for transporting nine members of other branches to the Luncheon.



Deputy Commissioner Bob Gee presenting Trevor Hardie with the Queensland Police Service Medal and the National Police Service Medal.



President Laurie Bell presenting Andrew Gough, Queensland Police Legacy Scheme Secretary/Manager, with a cheque for \$500.

## ROCKHAMPTON

The Annual and General Meetings were held on 4 July at the Frenchville Sports Club. President Barry Self gave his annual report, having served 24 years as President. Bob Moore acted as returning officer for the election of officers which had the following result: President – Barry Self, Vice President – Bob Moore, 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. General meeting: Guest Speaker: Terry Hanly gave a thumbnail sketch of his recent trip down south with wife Robyn, including his visit to Canberra where he met with Senator Barry O'Sullivan (ex-QPol), visited Parliament House, the War Memorial and other places including the impressive Commercial Club at Albury-Wodonga. Associate member Gloria Meyer was presented with her OBE award. Barry Self and Gloria Meyer are having regular treatment by ophthalmologists in Brisbane. The next meeting was held on 1 August at the Frenchville Sports Club. Vice President Bob Moore chaired the meeting in the absence of several members, including President Barry Self and Ernie Benson (both ex-nashos), who were on an outing organised by the Rockhampton National Servicemen's Association. Bob briefed the meeting on the attendance of nine members at the Gladstone Luncheon held on 21 July. The next BBQ at the beach will be on 16 September.



Gloria Meyer receiving her Over Bloody Eighty Award.

## MACKAY-WHITSUNDAY

The Annual General and monthly meetings were held at the Souths Suburban Bowls Club on 21 July. Doug Sologinkin conducted the election of officers with the following result: President – Bob Maher, Vice President – Stuart Halls, Secretary – Dennis Hansen, Treasurer/Newsletter Editor – Bev Houley, Welfare Officer – Barry Downs, and Raffles Co-ordinator – Lorraine Hansen. Welfare: Barry Downs reported that during the past month he had been in contact with Bob Maher, Col Duncan, Ray Hodgson, Les Campbell, Ernie Hocking, and Tony Wynne. Thirteen members along with visitors—John and Fay Lone, Gordon Duncan, John Dickinson (recently retired Sergeant from Whitsunday PCYC) and Dennis O'Keefe—attended the last meeting in the Whitsundays. Acting Superintendent Steve O'Connell also attended. Once again Nathan Blain, his wife, and members of Whitsunday QPS enjoyed a social BBQ afterwards. The highlight of the visit was an inspection of Whitsunday Water Police launch Damien Leeding. Appreciation was shown to Sergeant Pettigrew and his crew for giving up their time to

show off the vessel. The Tail Twister raised \$9 from members due to their transgressions.

## IPSWICH

The Annual and monthly meetings were held on 12 July. Result of the election of officers conducted by State President Greg Early: President – Ken Morris, Vice President – Fred Maynard, Secretary-Treasurer – Ken Martin, Welfare Officer – John Hawkins, Newsletter Editors – Maxine and Mal Renouf, and Raffle Co-ordinators – Matt and Elaine Dale. Monthly meeting: Secretary-Treasurer Ken Martin spoke on the arrangements for the next meeting on 9 August which has the theme Recognising Policing – Then and Now. He mentioned the exceptional behind the scenes work being undertaken by Sergeant Nadine Webster. Bob Latter updated the meeting on arrangements being made for the National Police Remembrance Day service and particularly the recognition of 125 years since the tragic death of Constable James Sangster. Welfare: John Hawkins advised that outgoing President John McCrae was unable to attend due to hospital commitments. John advised he had visited Vince and Ailsa Buetel and spoke on their passion for gardening. He had also visited Ken Farquharson. Ken Morris, Fred Maynard, Keith Gilbert, Mick Rockett, and Ken Martin attended the Gold Coast Luncheon. Bob Atkinson, Greg Early, Ken Martin, Fred Maynard, and John Fox were among the large group attending the book launch of 'The Missing Man' by Peter Rees held at the Len Waters park, Inala, on 11 July. The book tells Len's story as the only Aboriginal pilot to serve in the RAAF during World War II. Len was the father of member and former Inspector Maxine Renouf and husband of Associate Member Gladys Waters. It was a very moving and memorable tribute to Len and his family. Matt and Elaine Dale were congratulated on achieving their 60th wedding anniversary. State President Greg Early presented the latest information from state office and thanked the branch for their progressive approach to the values of the organisation.

## TOWNSVILLE

The Annual General Meeting was held on 4 July. The names of police widows supported by the branch were read: Michelle Bagent, Joyce Braunberger, Gwen Cislowski, Jean Goldstraw, Dulcie Green, Marj Jeppesen, Eileen Kassulke, Joan Maynard, Yvonne McRae, Elspeth Sanderson, Barbara Smith, Jenny Titmarsh, Vicky Van Ruth, Carmel Walker, and Barbara Zupp. Members present acknowledged their and their spouses' contribution to the Queensland Police Force/Service. During the year the branch donated \$250 to Police Legacy, as well as \$163.20, the proceeds of the special Christmas raffle. Tony Goddard conducted the election of officers with the following result: President – Merv Johnstone, Vice President – Trevor Errington, Secretary – John Urquhart, Treasurer – John Cran, Providore – Stan Goffin, Welfare Officers – Gordon Thomas and Ian Palin, and Raffle Co-ordinator – Wendy Thomas. Incoming President Merv Johnstone thanked Trevor Errington for the effort he had put into the position of President since July 2012. Monthly meeting: the President welcomed Vera Kay (the sister of Gordon Thomas), Christine Dewey (a former police officer and wife of the late Clive Dewey), Pat Bocking, Marion Goddard,

and Jim Lamont, all of whom had not attended for some time. Welfare Officer Gordon Thomas informed the meeting that Peter Armati was back in hospital and was to be released on the day of the meeting. Don Barter was going into hospital on the day of the meeting to have a cataract removed and Pam is still not very well. Laural Angus has to have a special shoe made to assist her with her walking. Brian Bensley has had a pacemaker fitted and was having a few problems. As usual, a 'Good Onya' (Over Ninety Year Old) card was made and signed by all in attendance for Coral Chandler, the wife of retired Sergeant 1/c Keith Chandler, but unfortunately she was not in attendance. Meeting on 1 August: President Merv Johnston gave a special welcome to Christine Dewey, Mark Mulligan, and Allan and Rosie Nicol. Welfare: Gordon Thomas informed the meeting he and Ian had visited the Hoopers but Brian is still having problems with mobility. Ian Palin was a week and a half away from ending his radium treatment and was feeling well. Elspeth Sanderson is moving into accommodation with her daughter. President Merv presented the Immediate Past President, Trevor Errington, with a Certificate of Appreciation on behalf of the Townsville branch members. This year's Police Remembrance Day service will be held on 28 September at St James Anglican Cathedral in Cleveland Terrace. Applications to join the QRPA were received from retired officers Sergeant Mark James Mulligan and Christine Hazel Dewey and were recommended for approval.



*Honorary Member Father Dave Lancini being presented with a 20 Year Police Service Certificate by Chief Superintendent Kevin Guteridge in the presence of Superintendent Steve Munro and Deputy Commissioner Bob Gee.*

## GLADSTONE

The Queens Hotel in Gladstone was the venue for the Annual and monthly meetings held on 4 July. President Darryl Saw gave a special welcome to Christina Hayes, Gladstone Region Manager of the Public Trustee, Queensland Office, and Ken O'Dowd MP, Federal Member for Flynn. Senior Vice President Denis Connolly chaired the election of officers with the following result: President – Darryl Saw, Senior Vice President – Denis Connolly, Junior Vice President – Neil Coleborn, Secretary – Debra Fletcher, and Treasurer and Welfare Officer – Keith McCann. Guest speaker: Christina Hayes spoke on aspects of estate and future welfare needs – wills, powers of attorney, and advanced health directives. She gave an interesting address and answered many questions. General meeting: Welfare Officer Keith McCann reported that Val Caterson's condition is unchanged. Graham Cousins is back in Australia and was expected to be discharged from Gladstone Base Hospital on the day of the meeting. Ann Vidler's leg,

where skin grafting was done, is healing but is slow and painful. Max Mienert reported on his recent hospitalisation and is doing quite well. Zoe Mortimer is doing well, with her leg healing slowly. Glenn Josefski was present at the meeting and advised he is doing well. The next meeting was held at the Gladstone police station on 1 August. Senior Constable Shane Hilton recited the Ode, followed by one minute's silence for the recently departed. Specially mentioned and remembered was Gladstone branch foundation member and former branch Treasurer Gordon Jones who passed away on 25 July. The late Sergeant Owen Harms of Miriam Vale who passed away on 1 August last year was also remembered and the memorial inserted in the *Gladstone Observer* by the Gladstone Patrol Group was acknowledged. Welfare Officer Keith McCann reported that there is no change with Val Caterson. Graham Cousins attended the Annual Luncheon using a walking aid because his mobility is not the best. He expects a long recovery before he is recovered sufficiently to get around comfortably. Ann Vidler was in respite care at Bindaree and returned home on 31 July. Ann's daughter Lisa is taking care of her together with Blue Care and she is doing well. Zoe Mortimer is back home and moving a lot more freely now. Glenn Josefski is still doing well and was attending a doctor's appointment on the day of the meeting. Thirty-four members, widows, visitors, and guests attended the Annual Luncheon on 21 July. Thanks to the raffle, \$600 will be donated to the Queensland Police Legacy Scheme. Guest speaker: Senior Constable Shane Hilton addressed members on State Intelligence Capricornia, a Unit which gathers and disseminates intelligence. Shane answered several questions from members and it was noted that intelligence gathering and dissemination has improved greatly since many members retired from the Service. A vote of thanks was carried for Shane, Senior Sergeant Jamie Goodwin, and Inspector Darren Somerville for the address and privilege of having the meeting at the station. A vote of thanks was also carried for the Gladstone police social club for the provision of a delicious BBQ lunch which members enjoyed.

### **DARLING DOWNS**

The Annual and monthly meetings were held on 12 July at the West Toowoomba Bowls Club. Bob Scarff conducted the election of officers with the following result: President – Boyd Wilson, Senior Vice President – Alan Lane, Junior Vice President – John Sullivan, Secretary – Mike Jordan, and Treasurer – David Lynch. Welfare; Bob Leheldt advised on the health of John Cooper and Bob Scarff updated those present on the health of Len Penrose. Ian Hegarty, using his own personal experiences, spoke on the need for vigilance with regard to skin cancers and the importance of regular full body skin checks. President Boyd Wilson advised of an approach by West Toowoomba Bowls Club regarding an observation that some members are having difficulty negotiating the steps to the venue used by the branch. It was agreed to accept the offer to use the ground level facility which is well suited for the Club's activities.

### **NEAR NORTH COAST**

The Caboolture Sports Club was the venue for the 18 June meeting. Welfare: Des Carmody is still receiving treatment

for his melanoma at home with some nursing assistance (unfortunately Des passed away on 22 July). Norm Wesener was receiving treatment. It was resolved to donate \$50 towards the luncheon on 30 October for original policewomen who had a PW number. From 13 – 15 July, associate member Carol Melling undertook a 100km walk to raise funds for the Diabetes Association. The walk was on the Brisbane Valley Rail Trail from Moore to Pine Mountain. It was resolved to donate \$50 to this worthy cause. Some discussion ensued about the possibility of making it easier for members residing around the Woodford/Kilcoy area to attend meetings or maybe just a lunch at a venue in that area. The Annual and monthly meetings were held at the Bribie Island RSL Club on 16 July. The election of officers was conducted by Des Kelly with the following result: President – John O'Gorman, Vice President – Allan Hawkins, Secretary – Merv Melling, and Treasurer Rick Losberg. Monthly meeting: Welfare: Bob Osborne was having problems with his knees after an operation. President John O'Gorman spoke of the branch's initiative to transport members by bus to Luncheons in the south east of the state. They have travelled to the Luncheons of Sunshine Coast, Gold Coast, and Southern Downs and Granite Belt in Warwick. Other Luncheons to be attended: Darling Downs Luncheon in Toowoomba, Gympie, and Ipswich. This is a great initiative which allows members to catch up with members they have not seen for some time, or even meet other members for the first time.

### **REDLANDS**

A meeting was held on 26 June at Redlands Sporting Club. President Marty Fitzpatrick, Paul Fletcher, and Leigh and Kay Gorrie attended the 19 June Luncheon at Hervey Bay. The Gorries were accompanied by Mitch Youngberry. Welfare: Leigh Gorrie is still suffering from back problems as a result of a fall, although he is improving. On 29 June an 'End of Financial Year Extravaganza BBQ' was held at the Redland Bay police station. Some words by President Marty Fitzpatrick: The lunch was well attended by branch members. Also present were Chief Superintendent Mick Niland (South Brisbane District), Superintendent Virginia Nelson (South Brisbane District), Inspector Tony Ridge (Patrol Services, Bayside Patrol Group), Detective Inspector Owen Elloy (Wynnum CIB), Senior Sergeant Graham Staib (Officer in Charge – Redland Bay Police Station), Sergeant Brendan Winslow, and Constable Stephanie Randolph (Bayside Patrol District Crime Prevention Coordinator), members of Bayside Patrol Group, Volunteers in Policing, and some officers from Redland Bay police. All who attended enjoyed the opportunity to meet and speak with both current and retired members of the Queensland Police Service, to exchange old and new experiences from policing careers, as well as discussing the 'joys' of retirement. There was an assortment and abundance of food for all. Chief Superintendent Mick Niland gave an informal speech and thanked the Redlands QRPA for the invitation. Inspector Tony Ridge presented Heather Lockheed with the Service History of her late husband Ronald Francis Lockheed to complement his NPSM. Special thanks were extended to member Dave Leet who slaved over a hot BBQ on the day (but it did keep him warm). The Annual and general meetings were held on 24 July.

The result of the election of officers conducted by Ken Luskie follows: President – Marty Fitzpatrick, Vice President – Dave Stannard, Secretary – Eddie Gallo, Treasurer – Bernie Coleman, Welfare Officer – Ken Luskie, Social Convenor – Rosie Nicol, and Raffle Co-ordinator – Doug McKinnon. General meeting: Welfare: Jeff Collins has undergone surgery for a hernia. Ron Ehlers recently had a fall but is recovering well while Gary Phillips has undergone surgery. Dudley Orchard had a stint in hospital recently, but is back at Nandeebie, and is on the mend. Bernie Coleman also had a recent short stay in hospital and is on the mend. Congratulations to Ron and Joan Ehlers celebrating 65 years of wedded bliss. The National Police Remembrance Day service will be held at St Georges Anglican Church at Thorne Road, Birkdale. It was resolved to donate \$100 to the forthcoming luncheon for former female police officers with a PW registered number.



Inspector Tony Ridge presenting Heather Lougheed with the National Police Service Medal awarded posthumously to her late husband Ronald in the presence of President Marty Fitzpatrick.



Inspector Tony Ridge presenting Heather Lougheed with a framed copy of the service history of her late husband Ronald.

### FAR NORTH QUEENSLAND

A meeting was held on 22 June at the Gateway Hotel in Mareeba. Vice President John Hartwell chaired the meeting and gave a special welcome to Associate Member Cath Finter and Police Chaplain Doug Foster. Welfare: Jock Macdonald advised that Joe and Danuta Jackson were still in Brisbane and Danuta was receiving more chemotherapy. The Annual General Meeting and Luncheon was held on 27 July at the Pearl Gardens Chinese Restaurant in Cairns. Forty members and guests attended. The existing executive was re-elected as follows: President – Ian Swan, Vice President – John Hartwell, Secretary/Treasurer – Joe Jackson, and Welfare Officer – Jock MacDonald. The financial report was given by the Acting Treasurer, Associate Member Ross Whitmee. Special guests were the newly appointed Assistant Commissioner Brett

Schafferius, Superintendent Geoff Sheldon, Inspector Rolf Straatemeir, Inspector Rhys Newton, Director of QBank Andy Henderson, and State President Greg Early. President Ian updated those present on the year's activities and made special mention of the assistance given by Ross Whitmee during the absence of Joe Jackson, and also the great work being done by Jock MacDonald in regard to the welfare of members. Andy (who was once the Assistant Commissioner in charge of the former Far North Queensland Region) spoke about the continuing success of QBank and its sponsorship of QRPA Luncheons, while State President Greg gave an update from a State Management Committee perspective. Two applications to join the Association were received from Bill Jefferies and Graham Vickers. As usual, the food was excellent and all round it was a very successful day.



Attendees at the 2018 Luncheon: Acting Treasurer Ross Whitmee, President Ian Swan, State President Greg Early, QBank Director Andy Henderson, and Assistant Commissioner Brett Schafferius.

### HERVEY BAY

The Annual General Meeting was held on 17 July at the Hervey Bay RSL Club. Russ Smith conducted the election of officers with the following result: President – Grahame Gronow, Vice President – Ros Jamieson, Secretary – Lyle Gronow, Treasurer – Ian Anderson, Welfare Officers – Bevan and Margaret Bradshaw, and Social Secretaries – Gordon and June Close. General meeting: President Grahame asked members to keep Neil and Dorrell Healey in their thoughts after the death of their son Dale. He also thanked those who attended the Annual Luncheon and to all who contributed to making it a success. Cynthia Guteridge is visiting family in north west Queensland. Welfare: Bill Johnston is resting at home after surgery. Joy Newman was to have surgery on her spine at the Wesley Hospital on 2 August. Grahame noted that Gympie's Annual Luncheon is on 22 August and in previous years Hervey Bay branch has made this event their August entertainment.

### VAN DIEMEN'S LAND

Hello to everyone from us all here in Tasmania. We have just had our 9th Annual General Meeting which we held at Tamar Valley Resort at Grindelwald near Launceston. Though the meeting was being held on Saturday 23 June, some of us gathered for lunch the day before. A few played a round of golf in the afternoon while others relaxed and then we all met for dinner that evening. After a decent buffet breakfast on the Saturday morning, some of us played golf again, while others went to the shops or just took it easy. Most of the other members arrived at around lunchtime and then we all had a game on the 18 hole putting course and a couple read their

books in the sun. Two members somehow managed to lose their golf ball, a near impossibility on a putting course. After a lot of fun and laughter, members gathered in the bar until the last of our members arrived. We then got down to the formalities of having our meeting. The main decision from the AGM was that all of the office bearers were re-elected as follows: President and Secretary – Andy Beasant, Vice President – Ian Johnston, Treasurer – Jim Byrne, and Committee – Phil Sharpe, Jenny Johnston (Editor), Colleen Sharpe, and Craig Robertson. We then had a short general meeting to talk about a few things. So note, we did have a meeting. It was not just an excuse for a get together. We ran our usual raffle, which consisted of about 15 prizes. We were very grateful to QBank for the donation of a 'chocolate box' as a raffle prize. This was won by Helen Robertson. It was noted that she did not open said box but went home with it sealed. All members then went to dinner and by the amount of laughter during the evening it seems everyone had a great time. Members even managed to get to bed at a reasonable hour. We all met for another great buffet breakfast on the Sunday morning before heading to our homes. Tamar Valley Resort has always looked after us and we can recommend it to anyone travelling down this way.



*Meeting attendees: Min and Harriet Brouwer, Jim and Geraldine Byrne, Lindsay and Anne Baldock, Chris Blom, Jenny and Ian Johnston, Karen Beasant, Helen and Craig Robertson, Debbie and Brian Cook, Andy Beasant, Dave Palmer.*

Our next meeting will be on Sunday 23 September at the Gretna Green Hotel. Remember, if travelling down this way, please let us know if we can help in any way.

Until next time, all the best from Tasmania.

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

Gretna Green Hotel – Lyall Highway, Gretna.  
Phil & Colleen Sharpe  
03 6286 1332 – sharpet401@bigpond.com

Wilderness Hotel - Lyall Highway, Derwent Bridge  
Dave & Carol Fitzgibbon  
03 6289 1144 – derwentbridgewildernesshotel@bigpond.com

Stone Cottage – Main Road, Ross  
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