

POLICE

SPRING 2020

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**PTSD IS AN OCCUPATIONAL INJURY
THAT WILL NOW BE TREATED LIKE
ANY OTHER WORKPLACE INJURY**

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COVER STORY

Page 31

COST FREE PTSD HELP

IT'S AN OBLIGATION AND THE RIGHT THING TO DO.

The QPU has successfully negotiated with the State Government to introduce presumptive legislation that validates Post Traumatic Stress Disorder (PTSD) as a workplace injury for Queensland Police.

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

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also in this issue...

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SUBMISSIONS: The Journal accepts letters and articles to be considered for inclusion.

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IAN LEAVERS

By now QPU Members should see a \$1,250 payment in their accounts from the State Government to acknowledge the extensive commitment from all levels of the Service to the ongoing COVID-19 response.

This payment and other significant benefits came about after months of careful and considered negotiations when a wage deferral was first indicated by the Premier for all Queensland Public Servants.

The QPU immediate priority was to seek protections for members who retired during the wage deferral period so they would not be disadvantaged in relation to their Defined Benefit Superannuation. The negotiating team secured a commitment that the payout rates, annual leave and long service leave balances will be assessed on the original Enterprise Bargaining rates.

Strong QPU advocacy during this period also secured other significant benefits for members including the introduction of Presumptive PTSD Legislation. Effectively this validates that PTSD is a recognised workplace injury for Police and will mean faster access to paid treatment for psychological injuries.

The Management Development Program (MDP) will be abolished and replaced with a program that places emphasis on operational and frontline leadership skills. The QPU will now work in collaboration with the QPS to redraft the program to produce candidates with better competencies recognising realistic skills acquired from frontline policing.

The COVID pandemic response has required a significant commitment from our members and there will be a point where you will need some downtime, so to ensure the option to rest is taken up the QPU secured two weeks additional leave to be classified

as COVID-19 leave that must be taken by June 30, 2022.

There will also be a permanent increase in the maximum annual leave balance to 304 hours. Western and Northern Queensland QPU Members will have a permanent maximum leave balance boosted to 342 hours to recognise their service working in rural and remote parts of Queensland where it is not often easy to travel for leave breaks.

Rest Day rostering on Public Holidays is also to change. This arrangement would allow for a Rest Day to be rostered on a Public Holiday and if that happens, the member will receive an additional day off that can be accrued and used within 12 months of the Public Holiday worked.

These outstanding benefits did not come about through the sprinkling of some fairy dust. Nothing like this has ever come about in an industrial setting before, you could say it was another COVID first.

The negotiations were extensive and at times very robust. Ultimately the Premier Annastacia Palaszczuk and Police Minister Mark Ryan acknowledged the brilliant work done by Police to maintain community compliance and keeping the public safe. Other QLD Unions have since tried to mimic the QPU work done in this deferral space.

Don't forget at the end of the deferral on July 1, 2021 the originally negotiated EB providing a 2.5% pay increase will be paid and a further 2.5% will be added again on January 1, 2022. Effectively two pay-rises in six months.

The QPU is always focussed on providing the best remuneration, resources and regulation possible for our members.

SERVICE ALIGNMENT PROGRAM

Members from around the State are now being impacted by many decisions that fall under the Service Alignment Programme banner. What is becoming much clearer to me is that many of the decisions have already been made prior to any consultation.

Despite assurances that THIS restructure would be a "bottom up" consultation, there does not appear to be much weight placed on the suggestions and submissions from QPUE members, with the "draft model" ultimately being the end result.

I can assure members that the QPUE is working hard to address these concerns and we are already assisting many members who have been or who will be negatively impacted by these decisions. We have already raised numerous issues including retention of entitlements (particularly OIC Allowances), relocation of members, TAC issues and many more.

I am not convinced that the Commissioner is fully aware of the manner in which her Alignment Programme is being implemented and I will be raising our concerns directly with her.

QUARANTINE SURVIVORS

I recently met with the staff at Blackwater Station, three of the young constables there became caught up in what was initially thought to be Queensland's first community transmission COVID-19 outbreak.

I was immediately impressed how the OIC Sergeant Matt Dox assembled his team and did everything possible to look after the welfare and future health of these members. From the time the spectre of COVID-19 was raised at the incident site Sgt Dox and his team delivered what can now be written up as a text book response.

During the time the Constables were restricted to barracks the entire Station rallied around their mates and kept their mental health in check. It's what we do best caring for each other and our community. I can tell you the three Constables are in good health and with an interesting tale to tell about living in a quarantine bubble.

have an extensive wish list for what should be included in the new aircraft based on their real time experience.

It was also an honour to be part of the presentation of uniform wings to three members of the POLAIR crew



The QPU acknowledged for initiating the establishment and next generation of POLAIR.



The staff of Blackwater Station relieved to get the COVID all clear.

who attained their Cert 4 in Aviation to graduate as fully qualified tactical air officers.

Congratulations S/C Logan De Costa, S/C Geoff Harris and S/C Nathan Chirio, its taken over 500 flight hours and at least 30 assessments to achieve this significant career milestone.

Ian LEAVERS

General President & CEO

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POLAIR

The State Government has committed to a new POLAIR contract that will keep airborne law enforcement in Queensland through to 2032.

Expressions of Interest will be sought from providers to supply two new POLAIR choppers to be based in Brisbane and on the Gold Coast delivering tactical aerial support to frontline Police across the State.

During the announcement seeking tenders the Police Minister Mark Ryan and Commissioner Katarina Carroll both acknowledged how critical the QPU had been in establishing POLAIR.

Technology has advanced significantly since the original POLAIR aircraft came into service and I'm confident the current staff who operate them will



Graduation Wings for S/C Logan de Costa, S/C Geoff Harris, S/C Nathan Chirio with QPU General President Ian Leavers.



MICK BARNES

THE GOOD, BAD, AND THE UGLY OF COVID-19

At the time of writing this column, COVID-19 had hit a second-wave in Victoria with increased travel restrictions between that State and the rest of Australia. Hot Spots had also been identified within the Sydney Region. Early July also saw the easing of several restrictions for travel and social activities within this great State of ours.

The speed of which changes were and still are being made in conjunction with the Chief Health Officer reflects the dynamic nature of Queensland's policing response.

The **GOOD** being the agility of our QPUE Members in responding to this pandemic not only with the added duties of Border Control but also the monitoring of those who have had to be quarantined both at home but also within accommodation centres like hotels.

We've learnt that leaving such an important task to private security, a form of Tier 2 policing, has not and will never succeed without the authority and legislative background that police bring with them.

Added to the Business As Usual (BAU) taskings have been the civil unrest surrounding community protests in America that spread around the World. The recognition that the Queensland Government has given our Members for their ongoing professionalism is good too.

The **BAD** during this health emergency is the unknown aspects of the virus itself and the potential for infection by our Members and their families.

This coupled with periods of self-isolation and home schooling has added personal burdens to our Members no differently to that of our communities that we serve to protect. In some cases anxieties will be identified amongst ourselves and our colleagues.

It is important to remember that the QPUE have a number of services available that we can refer Members to during scenarios of stress to either an individual or the household including financial, personal, and industrial counselling.

If you or anyone else may benefit from any professional services do not hesitate to reach out to any of us here at the QPUE.

Sadly many of our mates and colleagues have left the QPS during COVID-19 without the opportunity of an appropriate send-off to acknowledge their lifetime commitment to policing. Let's all remember to correct this once restrictions have been lifted.

The **UGLY** title during COVID-19 clearly belongs to those "clients" within our communities that show utter contempt for the efforts being made by everyone else to control the spread of the virus and who take some delight in wearing it as some badge of honour a belief that this is all some sort of conspiracy.

Congratulations to our Members who continue to protect these elements without favour or affection, malice or ill will. Sadly such mythomaniacs espouse their beliefs as keyboard warriors to their often ignorant audiences.

COVID-19 does not appear to be waning globally despite the advances made locally to contain its spread. Remain vigilant everyone and if you have any



General Secretary Mick Barnes meeting with Members and residents at Coolangatta Border Compliance Check Points.



concerns for your workplace, please do not hesitate to contact our team via email at covid19@qpu.asn.au

MANY THANKS – BRANCH OFFICIALS

Many thanks to the countless Branch Officials who have been assisting their colleagues within their respective workplaces throughout COVID-19. Training for our Branch Officials has had to take a back seat with the QPS' primary focus being BAU and COVID-19.

During one series of station visits we got the opportunity to thank Brad Stout and Dean Cavanagh from Charters Towers for their time as Branch Officials before they were both transferred to Townsville. We weren't able to catch up with Brad but grabbed Dean during a presentation at Townsville Station.

We also had the ability to catch up with some of the Kirwan members inspecting much needed renovations before a major upgrade to the station's



Sgt Mat Dixon along with Constables Chris Cohen and Connan Trotter welcomed NR Exec Peter Thomas and General Secretary Mick Barnes to the Upper Ross Facility.

air-conditioning system, a must in tropical North Queensland.

We also had the chance to inspect the new Upper Ross Policing Facility under the charge of Sergeant Mat Dixon. That new facility is housed in what was previously a display home within the estate.

CONFLICT RESOLUTION

Sometimes there's got to be a better way when conflict occurs within the workplace. We can assist in some circumstances following our Member v Member Policy was implemented by the QPUE Executive early in 2017.

The QPS also utilise services from the Public Safety Business Agency's office of Conflict Management Services. All services are confidential. If you need any advice, do not hesitate to reach out.

Stay Safe

Mick BARNES

General Secretary

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Former Charters Towers Branch Official Dean Cavanagh thanked for his services amongst his new colleagues as the OIC Townsville.



SHANE PRIOR

THE UNCERTAINTY IS KILLING US

The halls are alight, and speculation is rife at the Crime component (formerly State Crime Command) of the new Crime and Intelligence Command. The Service Alignment Program has certainly left its mark, described to me as “the uncertainty is killing us”, a cohort of committed men and women are concerned about their futures, giving rise to an apprehension and anxiety like nothing I have seen.

Those of us that are more cynical are shouting from the rooftops that the model was already decided, and “consultation” performed is merely window dressing to appease a clearly fatigued and fed-up membership.

Like it or not, this is what is actually happening in the Command and frankly whose fault it is, is not my concern. Like everyone else I have my views and its nothing I haven’t said before, but communication was indeterminate and vague.

It is my honest view that management have failed to comprehend the intention of the entire process, and that (in my interpretation) was for the first time in a long time to take a good hard look at ourselves and see what we can do better, and what we could possibly avoid doing in the future.

Either by choice or miscommunication, management have read the landscape as one of ‘slash and burn’, developing literal models of closing down whole units that perform a vital function to the Queensland community, and feeding that very message to the workers who don’t know if their jobs are going to be there in the not so distant future.

As you can imagine this has started to take its toll and peoples motivation is waning, with rumour of 5%, 10% and 20% reduction in staffing really developing a strangling grip on morale.

My job as your advocate is to ensure your interests are represented and that is exactly what I did. I went straight to

Deputy Gollschewski and spoke of your concerns who was almost immediately dismissive of the rumours, classifying them as exactly that, rumours.

Mr Gollschewski outlined his three priorities in delivering new initiatives for the Service Alignment Program and they are:

- Less to do;
- Better / more efficient ways to do our work; and
- More resources where they’re needed.

Assurances were given that any unreasonable proposals would certainly not be entertained let alone get through the SAP Board who needs to approve these changes.

I also had the opportunity to ask Assistant Commissioner Harsley and SAP architect Mr Neil Greenfield your questions, and put to them snippets of planned State Crime proposals. Signs of disapproval and disbelief is what I witnessed, with further assurances offered that if presented in the manner described, the proposal/s would likely be rejected.

What was positive out of this meeting is that commitments were given to the entire QPUE Executive that no member would be financially worse off as a result of the changes, and any member (IF ANY) is affected by the changes the service will closely work with the member to ensure that the disruption is as minimal as possible, with attrition being the preferred of renewal.

What is starkly apparent is that somewhere along the way communication has fallen over.

Dare I say it, but a deliberate strategy of vagueness to encourage an inward review (management to management) has resulted in members being unnecessarily inconvenienced by stress because of rumour and innuendo, where focus should have firmly been focused on looking forward and the delivery of policing services to the Queensland community.

COVID DUTIES

I wanted to acknowledge the stellar efforts of our members from Headquarters and Support Region, and all of our members throughout the state that have answered the call, stepped up and performed your duties surrounding COVID with vigour and professionalism.

We are going to be in this for the long haul and working together as a team is how we are going to make it through. Whether you are on the border, completing a shift at the airport or youth detention centre, or business as usual, you have all demonstrated why it is Police who are the lead agencies in all emergencies – We get the job done!!

Shane PRIOR

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MARTY BRISTOW

My roundup last month calling for 40 additional general duties staff in Cairns to cope with post COVID demand has attracted significant attention.

The media interest seemed to make it a red hot local topic of discussion and drew out some unlikely support across the community.

Cairns' Crime and Justice Action Group spokesman Aaron McLeod supported the call for extra officers, he said *"Property crime has been an upward trend in recent times. COVID has been a bit of a blip on the radar, but we expect property crime to increase substantially as JobKeeper and JobSeeker are wound down and more people are unemployed."*

Mr McLeod extended his support saying *"Policing is a very, very important function in managing the crime issue and there are definitely more police needed."*

Cairns is already experiencing an influx of tourists from across Australia as many people opt to holiday in the Far North. This means an increasing level of calls for service along with maintaining COVID compliance and business as usual requirements.

It's interesting how opening this discussion has prompted colleagues to speak up, CPIU claim there is an urgent need to assign 10 extra detectives as the rate of offences against children in the Cairns District is higher than offences in South East Queensland areas yet Cairns has half the number of staff to deal with these complaints.

Domestic Violence investigators should have an additional two officers and a similar number is required just to keep a regular track of registered sex offenders.

In addition to my call for 40 additional Police at Cairns station, the broader Cairns area stations urgently require another 20 General Duties Police to meet frontline demands and a further 15 sworn officers should be allocated to the Cape and Torres Straight areas.

It's obvious officers in the Far North believe they are being duded when it comes to additional Police numbers.

Senior Officers in District Headquarters have since told me they support my call and say the extra Police would make the entire Far North more efficient.

I know General President Ian Leavers has repeatedly said 100 new officers need to be assigned to the Cairns District along with additional civilian roles supplementing increases to watch house officer numbers along with PLO's and TIPSO's.

In an election year it would be timely for every local MP in the Far North to be listening to the advice of the QPU and pressuring Brisbane based politicians to provide the resources required.

COVID CONTINUES

While Queenslanders enjoy freedom from entire suburb COVID lockdowns like Victoria, most communities on Cape York decided to only remove their restriction zones in the first week of July however several communities delayed their re-opening until later in the month.

Wujal Wujal, on Eastern Cape York, remains closed to visitors, with vehicles being stopped north of Cape Tribulation.

Access to the tip of Cape York is also still restricted, with the Northern Peninsula Area Regional Council's continued lockdown.

This has meant extension of biosecurity check points by Police around the clock.



Biosecurity checkpoint Cape York.



Cape Tribulation Road closed at Emmagen Creek.

I'd like to thank all of the staff in the Far North District who have been working hard maintaining a presence at all of the checkpoints along with support personnel who have contributed in all sorts of ways to ensure our people on the frontline have what they need to get the job done.

It's also been a fantastic effort from the Police who came in from all across the State to assist at the biosecurity points and business as usual calls.

Many of the people in indigenous communities have been restricted to their homes since March. They're happy to be going back to normal and can travel wherever they want as long as they stay away from the hot spots.

However there won't be any time wasted re-establishing the control

zones if a case is detected that could threaten the lives of elders.

DON'T POKE

Finally remember that WE are all the Union. The QPU is not an entity that you can poke a stick at when things aren't going your way.

Be safe.

I'm available 24/7.

Marty BRISTOW

Regional Representative
Far Northern Region

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Yarrabah Range interception point.



Mt Carbine interception point.

Sometimes our protectors
need protecting...

*for a fair and just outcome
become a member*



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PETER THOMAS

We have passed the midway mark for 2020 and without any doubt this has seen the QPS and our members stretched to their absolute limits.

Our members have previously demonstrated their ability to provide world class service delivery under the most trying of circumstances and this has been evidenced again with the response to COVID-19.

Over the past few months I have had the opportunity to see our people performing duty under the most trying circumstances and conditions with dedication and professionalism. You make us all proud to wear Blue.

WAGE DEFERRAL

Over the past month I have spoken with many of our members across the Northern Region personally, and in Branch meetings, and it was abundantly clear that the biggest majority understood and accepted the Government's position on the wage deferral.

Across North Queensland COVID-19 has had a massive impact upon many family businesses and small industry. At meetings it was regularly identified that most of our members had been heavily impacted by their immediate family members having lost employment or their businesses.

I understand the Government's reasoning behind the deferral but do not agree with the disregard for an Industrial Agreement (EB). The efforts of your Union through negotiations with the Government has seen the achievement of a multitude of no cost benefits for our members, whilst maintain the wage increases, albeit deferred, prior to the expiration of the EB Agreement.

Whilst negotiating in 'good faith' with the Government your Union was required to maintain confidentiality and

disclosure of the details would have placed significant risk upon achieving these outcomes.

I congratulate Ian Leavers, Mick Barnes and Senior Industrial Officer Steve Mahoney for the outcomes achieved in lieu of the wage freeze.

WISH LIST ACHIEVEMENTS

In the latter part of 2017 your Union called upon the QPS to re-create the boundaries for the Northern and Far Northern Police Regions. Along with this was a call for the creation of a dedicated Deputy Commissioner position that would focus on the welfare and support of our members in Regional Queensland.

A significant concern of your Union was that the South East of the State continually received staffing, equipment, vehicles, and infrastructure improvement whilst everywhere else across the State received the crumbs.

In my April / May 2019 Journal article I wrote:

NORTHERN REGION RESTRUCTURE REVIEW During March, Alan MacSporran, the Chair of the Crime and Corruption Commission, conducted meetings across the Northern Region reviewing the operability of the restructured Northern Region. The input from our members provided valuable insight into some of the difficulties that are experienced across a variety of areas. From the information supplied, it was clearly evident there are a number of areas that require urgent attention to ensure that senior managers have the ability to manage their areas without being hamstrung by external agency processes and policy.

As you are aware the QPS Service Alignment Program (SAP) is well underway and a major area of review is the re-creation of two distinct Regions – Northern and Far Northern Regions.

Consistent lobbying from the QPU has resulted in significant accomplishments.

ACHIEVEMENT 1

With the input of your Union, the position of Deputy Commissioner Regional Operations has been created by the QPS to ensure that the Regions, Districts, Divisions and Regional members across the State receive their fair share of the budget.

On the 12th February 2020 Commissioner Katarina Carroll and Police Minister Mark Ryan announced the QPS transition to a four Deputy Commissioner model with a new Deputy Commissioner Regional Queensland to be permanently based in Townsville.

ACHIEVEMENT 2

North Queensland will be split in to two police regions, one in Townsville and the other in Cairns.

An Assistant Commissioner will be based in both cities in another boost to police resourcing and community safety in the north of the state.

The placement of additional executive positions in these areas will support frontline police and support staff in the hard work they are doing to address policing challenges unique to that part of Queensland.

On the 9th of July 2020 the Office of the Deputy Commissioner (Regional Operations) was officially opened in Townsville City attended by The



Deputy Commissioner Paul Taylor, Commissioner Katarina Carroll, Police Minister Mark Ryan, QPU Northern Region Rep Peter Thomas.

Commissioner Katarina Carroll, Police Minister Mark Ryan and local politicians.

During his opening address Deputy Commissioner Taylor said "The establishment of the Office of the Deputy Commissioner Regional Queensland forms part of a holistic approach to address the future challenges of policing in Regional Queensland.

Having long been an advocate for members based in regional and remote communities throughout Queensland, I am grateful for this opportunity

to pursue greater connectivity and service-wide understanding of the complexities and challenges often associated with regional based service delivery."

Police Minister Mark Ryan highlighted the persuasive argument of the Union in establishing the new Regional model "I think it is important that the leadership of the QPS be as close to the frontline as possible and in a big State like Queensland, that means senior police positions need to be based in Regional Queensland.

I know that's something that the QPU also considers important. On this point, I acknowledge the strong advocacy of the QPU including General President Ian Leavers.

I'm pleased to join with the QPU in acknowledging the critical and historic decision of Commissioner Katarina

Carroll to split the Northern Region into two smaller policing Regions and to establish for the first time a Deputy Commissioner position in the Regions for the Regions. The Deputy Commissioner for Regional Operations, based in Townsville will ensure that Regional policing continues to have a strong voice in the leadership of the QPS."



QPU Northern Region Rep Peter Thomas, Member for Townsville Scott Stewart, Deputy Commissioner Paul Taylor, Member for Mundingburra Coralee O'Rourke, Minister for Police Mark Ryan.

Since the appointment of Deputy Commissioner Taylor to this position I have seen significant advantages for our members where timely decisions for the placement of staff, vehicle, stations and residential infrastructure have already been made.

ACHIEVEMENT 3 – a work in progress:

To achieve a 'Hat Trick' your Union is still lobbying for the return of HR Management to the Regions.

In my April / May 2019 article I wrote:

I am hopeful that HR management will be handed back to the QPS in the not too distant future, with the ability to manage vacancies, member movements, transfers, and to date, 2019 has shown all the hallmarks of being another exceptionally busy year, with so much happening in so many areas.

"There are a number of areas that require urgent attention to ensure

that senior managers have the ability to manage their areas without being hamstrung by external agency policy and processes," urgent placements in exceptional circumstance returned to senior QPS management.

I look forward to the day when management of our members is returned to the relevant Region where common sense placements and transfers can occur.

BOULIA

The start of each school term is the trigger for a unique program in Boulia created by Senior Constable Kelli Norris that is attracting attention for helping the community and establishing really strong bonds with the children from the local school.

S/C Norris was a qualified hairdresser before she joined the QPS, and now using those skills with a group of parents wash hair and give free haircuts for the towns 30 students. It's helped with truancy and the teachers report each class is attentive to lessons without the distraction of head lice.

A QPU video about the project on the Union's Facebook page has collected really positive comments, there's also a feature article in this edition of the Journal if you want to read more.

Congratulations Kelli on showing a side of policing where a practical initiative gets results working with the community in non-traditional ways.



Senior Constable Kelli Norris.

DAJARRA

The North West town of Dajarra has a very significant indigenous population and no formal COVID response protection zone so during a recent visit to the station with General President Ian Leavers it was interesting to talk with Acting Sergeant Phil Plant about how the community is reacting together to protect indigenous elders and the areas rich cultural heritage through the Diamantina River communities. At times of concern it reinforces how key local Police are.



Ian Leavers, Peter Thomas, A/Sgt Phil Plant.

YELLOWBELLY

Record prices for the prized yellowbelly golden perch has seen a significant increase in the number of illegal poachers raiding freshwater creeks,

rivers and billabongs for more than the allowable bag limits. Queensland Boating and Fisheries Patrol Officers and brothers Pete and James Dixon told myself and QPU General President

Ian Leavers during a stop over in Longreach how appreciative they are to receive QPS backup when they call for assistance during operations across the Desert Channels.

THANKYOU

July has been an extremely busy month and I sincerely thank our Branch Officials across Townsville and Mt Isa Districts for the tireless work that they do.

A special thank you to my Union Colleagues, Branch Officials Kay Osborn, Toni Brosnan, Hayley Garrod and Jake Lacy for their support and taking on the additional workload whilst I was on bereavement leave.

Until next month stay safe, take the time to attend your next Branch meeting, take time for yourselves and your loved ones; and don't forget:
no union rep = no interview.

Peter THOMAS

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Fisheries Officers Pete Dixon, James Dixon, Ian Leavers, Peter Thomas, Const Nathan Carrol, Sgt Miranda Broughton.



KEV GROTH

Over the past couple of months I have had the pleasure of travelling the Region catching up with members and seeing the hard work they are doing. Accompanying me on this trip was General President Ian Leavers and the New Central Region Assistant Commissioner Kev Guteridge.

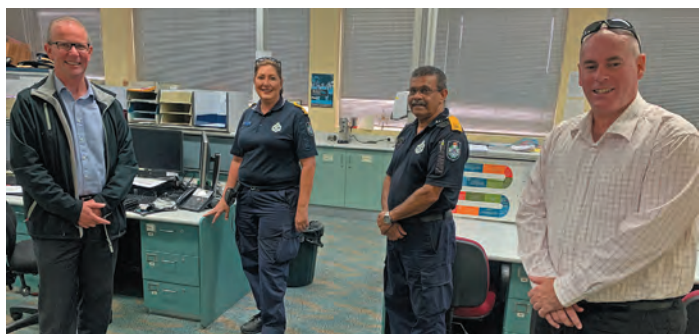
It was great for the members to catch up and be able to chat with both the GP and the AC in person to express their concerns regarding issues in their areas but also for Ian and Kev to meet the troops and see what an outstanding job you all do on a day to day basis. It was a significant experience for all involved and I know the AC is keen to get out more and explore the rest of the Region.



Catching up with the day shift at Longreach.



An informal update and briefing from General President Ian Leavers and AC Guteridge with members at Longreach.



QPU President Ian Leavers, PLO Tracey Alcorn, PLO Jeffrey Alberts, Central Region Rep Kev Groth shared ideas on developing further positive relationships with Rockhampton's indigenous community.



Rockhampton Radio Comms briefed QPU President Ian Leavers on the Western Channel radio coverage to the Northern Territory border.



Central Region Rep Kev Groth, QPU President Ian Leavers, S/C Tim Elliott, Sgt Paul Cognet at Anakie Station in the gemfields.



Introducing AC Guteridge to the staff manning the biosecurity checkpoint at Woorabinda.

NORM WATT 20TH ANNIVERSARY

This month also marked the 20th Anniversary of Norm Watt being murdered whilst performing his duty at Alton Downs on the 21st of July 2000. Being involved in the incident all those years ago it still feels like yesterday and hard to believe 20 years has passed.

The Rockhampton Dog Squad organised a memorial service to honour and remember Norm and similar services were held in Brisbane and Cairns. I had the pleasure of attending the Brisbane midnight memorial and it was great to see a big turnout and catchup with some old friends remembering Norm and reminiscing about the great guy that he was.



Cameron's Corner Police Memorial Rockhampton.



S/C Norm Watt and his Police Dog Zeus.



Dog Squad Teams from across QLD and former work-mates gather at the midnight memorial at Oxley.



The night Norm was murdered and the events around his death is still very vivid for me.

FATIGUE POLICY

The launch of the new Fatigue Management Policy was softer than a bag of marshmallows and has caused concern around the State. It is hard to believe that something of this magnitude could be overlooked with just one email sent out about its launch.

The 5Mile training videos were under-whelming at best and the Frequently Asked Questions left a lot to be desired and have been updated numerous times.

It has always been the Union's position that the QPS needed to do information sessions around the State in regards to this policy launch similar to the introduction of the Flexible Work



Woorabinda Biosecurity Checkpoint Operations.



Agreement policy. Unfortunately the service went with a town hall style meeting to address the issues. Time will tell if this was successful or if we will be scrambling around the state to address all the outstanding concerns.

COVID RESPONSE

As I write this article our COVID response is about to ramp up yet again with Victoria being in lockdown and NSW heading that way. It is only a matter of time until we head back to full border closures.

Of course this will mean extra work for our members, with little notice. Luckily the QPS members always rise to the challenge and I have no doubt that our members will once again go above and beyond what is expected whilst still maintaining BAU in our communities.

To all those deploying away from home to help keep Queensland safe during this unprecedented crisis, I THANK YOU.

I urge you all to stay safe and look after your mates. You will deal with plenty of idiots out there whilst doing your jobs, just remember you have the support of the silent majority and as always the full support of your Union.

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

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

Kev GROTH

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Hooroo and Cheers

SERGEANT CHRIS WILKIE

Central Highlands Scenes of Crime
33 years Service
Last Day 4.8.20



Chris spent 3 years in 'Qcars' after graduating before switching to SOCO's. During that time he's investigated 25 homicides, one at Kingaroy took 4 years to arrest the offenders and the breakthrough came from his directions at the crime scene. He was also commended for his SOCO work at the 1994 Boondall bus crash that claimed 12 lives. During his career Chris was a pioneer establishing SOCO sections at Kingaroy and Emerald. As a long term union rep he says "I think all police should be aware the QPU is not just legal defence. The brilliant pay and conditions we all enjoy are a result of the Union. I've been proud to stand up for Police when management thought they could treat fellow Police as if they had no rights."



GRANT WILCOX

WE (THE QPUE) ARE BACK!!

Well last Journal I was bleating about the exclusion of QPUE from AMC (Absence Management Committee) meetings and the fact that this was a poor decision for the QPS.

I am happy to say that the QPUE as far as the North Coast Region, is back. We have had QPS management change across the North Coast Region and I am happy to see that much of this change has generated a new-found commitment for inclusion regarding injury and our members.

For this I am grateful and will continue to assist members and the QPS with anything related to injury management.

2.5% PAY DEFERRAL

Extra money (\$1250), Extra Leave (COVID) and a commitment to review legislation to support PTSD as a recognised reason to support a Work Cover Claim amongst other things. Better than nothing and a fine reward for those in blue on the front line.

The QPUE never gave up on the Deferral and had been engaging QC's for Constitutional Law amongst other forms of review. The Government undertook the deferral and that was that under legislative review. It was a time where a lot of people have lost their jobs and other Unions did not enjoy the same level of success as the QPUE with this alternative financial reward for the front line.

For that I am grateful we were successful to ease some pain given the deferral that was engaged. Enough said, thanks to those whom made this happen for our members, well done.

COVID

Thank goodness we are not down South and suffering those people I have seen described on social media

as Covidiot. What a time to claim some type of sovereign citizenship in order to express the right "Not to wear a mask" in this COVID situation.

I like the Victorian Premiers supporting statement, "You don't have to wear one when your dead", Bugger. And the Covidiot who was refused entry to Bunnings. I've never heard of such ridiculous videoed crap. Its not discrimination because you're a woman.

As the owners have asked their staff on their behalf to decline entry to anybody not wearing a mask, that's every body's right as the owner of property. Much like the expected dress standard when entering certain dining areas or night clubs.

It's the owners right and any employee they direct to undertake the store standards. Covidiot. I'll be interested to see the future court outcome as threatened, lol.

MURGON

Happy retirement to one of our Burnett Region QPUE Delegates in Graham Raffin with his lovely better half Tania.



Thanks again to the Murgon Social Club for your invite and a great spread (great sandwiches Al). Thanks to all from the Murgon Station and surrounds that attended.

Thanks to Inspector Paine for his kind words for Graham and Tania and the more formal presentation of QPS documents. Happy retirement people from all of us here at the QPUE.

Grant WILCOX

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COL MULLER

COVID times has recently seen the relaxing of border restrictions and the return of some normality to work but it does not appear to have lasted long as a wave of COVID floats across Victoria and appears to be spreading and the COVID fight continues.

It is timely to reflect on the hard work by our regional staff in the Southern Region and the many Police and Administration Officers that are giving 110 percent each and every day to ensure that we have sufficient personal protection equipment in our stations and vehicles.

The support from senior management in this Region has been second to none, despite the enormous cost our people have been treated with value. With continuing consultation to ensure that we are looking after our people. On every visit I have made to our borders it was highlighted by the members how many of our senior management have visited.

Great work is occurring in the background by regional staff to source and supply warmer clothing to members at border crossings. Thanks to A/C Condon, Acting Inspector Serafim and Acting Senior Sergeant Jo Windsor for the great work in this area.

The Southern Region has our borders still manned at many locations. Our members have worked tirelessly to keep our borders safe. I am pleased to be part of the Union Executive that has helped deliver some extra leave to these officers.

I recently visited Hebel, Mungindi and St George Stations. Hebel proves to be a popular location and is spirited by officers cooking their own meals and swagging it in the Hebel Hall.

Big thank you to the OIC St George Dan Gallagher for my tour and to South West Management for

addressing a few issues for the members.

I am a little jealous of some of the photo's and hope to have the time for a camp out at one of the border crossings in the near future.



Michelle Riethmuller of St George CIB cooking up a roast chicken camp oven style.





The meeting was also an opportunity to detail the recent Government deferral deal.

A big welcome to all the recent Union representative additions.



Visited Dalby Station at the invitation of South West Management, fingers crossed that one of the QPS projects in the near future will be a much needed upgrade of this aging facility.

Despite the crowded and cramped conditions, I always enjoy visiting Dalby because there is a great atmosphere and the OIC Terry McCullough cooks a mean BBQ steak.

Steve Ryan attended Dalby as well and we took the opportunity for a Union Meeting and a station BBQ.



NEW UNION REPS IN IPSWICH DISTRICT

Recently attended the Goodna Sub Branch Meeting where Greg Shaw was re-elected the President, Paul Andrews the Secretary and new elected to Vice President Adam Hillsly.

Attended the Ipswich Branch meeting and elections where Senior Constable Johnathan Jude was elected as the new President and Constable Natalie Du Toit was elected as the Vice President.

FAREWELL

Lowood Station, Ipswich District and Southern Region farewelled long serving officer and retiring Senior Sergeant Bruce Peel.

A farewell morning tea was held at Lowood Station on the 10th July and a Brisbane Valley Team Meeting on the 8th of July to celebrate 'Peelo's' pending retirement.

'Peelo' is the master of enthusiasm and one of the most down to earth and decent people about. The respect from his colleagues is clearly evident by the numbers of people that attended on each day. Great to



see former Police Commissioner Bob Atkinson attend. Best wishes to Bruce and Karen on retirement.



TOOWOOMBA

Visited the Toowoomba Station and Watchhouse with General President Ian Leavers. It was great to see the positivity of members toward their COVID leave and the extra conditions recently negotiated.

The visit also highlighted again the challenges of the watchhouse environment in Toowoomba with prisoners received for outer country locations.



PROMOTION AND TRANSFER VS TAC

I have had many discussions with members in recent times around the process of transfer and promotion.

Now more than ever the processes are brought into the spotlight as we see

a lack of opportunity for promotion with more eligible officers and fewer retirements with the upper ranks.

Generally, the process is fairly balanced with management and the Union both advocating for a one for one basis. This changes sometimes for urgent TAC matters and where there are vacancies with no TAC applications.

TAC transfers are important for the welfare of our members, TAC transfers have to meet certain criteria but they allow members to transfer when there is health and compassionate grounds. It also assists members to return from difficult and remote postings. It also gives options following the serious breakdown of workplace relationships.

Recent times have seen pending changes to the panel process and time frames, so hoping to see some positives roll on in this area.

With recent changes to CDP and MDP, I think that any constructive ideas should be forwarded to the Union as we negotiate what the future in these areas will look like.

POLICE HOUSING

The housing works around the Region continues. I am personally involved with a number of District Housing committees within the Region and always happy to speak with members with any ideas or complaints.

Divestment is seeing GEH housing disappear from some areas but in outer reaches of Southern Region we have good numbers of Police and GEH housing.

District Housing committees have an important role and it is not always easy to keep everyone happy while trying to balance the needs vs supplies. There are many share properties as well and areas where houses are supplied on the greater need of assistance to members.

Where pets are permitted please be respectful as this will ensure that pets may be allowed in the future.

Treat your property respectfully and enjoy the benefit and savings that occur. If you need repairs fill in the required reports and submit them, problems cannot be rectified if no-one knows about it.

UNLAWFUL ACCESS TO QPS INFORMATION

As a Union Representative I continually see members come to my attention when there are allegations of accessing information on QPS computers without a purpose related to your duties.

This is misconduct and could result in criminal charges. Members have and continue to be charged for this behaviour.

The Commissioner has warned about the misuse of information from the QPS computer system. This is serious and the bar has been raised on sanctions that will apply.

Curiosity or personal interest is not an acceptable reason to access QPS information. All computer access is logged and can be retrieved.

The below messages from the Commissioner contain full details of the position the QPS takes on employees misusing or unlawfully accessing information.

CoP email 30 March 2016 'Direction to all staff on access of information on QPS computer systems'

CoP email 31 December 2018 'Unlawful and inappropriate access to QPS information systems'

CoP email 06 November 2019 'Access to information on QPS systems/ Information Misuse'

Please **DON'T RISK IT.**

Col MULLER

Regional Representative
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KERRIE HAINES

No time frame has been set for changes to North Brisbane District in relation to Petrie and North Lakes/Mango Hill coming under a new District called Moreton. Ongoing consultation and discussion between the QPUE and the QPS, will possibly get underway as early as August 2020.

In addition, serious consideration is being given to the establishment of the 'City Precinct' that would incorporate Fortitude Valley, City, South Bank, West End and Indooroopilly Patrol Groups. I will keep you updated on all proposed changes, however please don't hesitate to contact me if you have any questions or concerns.

FIRST RESPONDERS

On QPS Workplace there's been a lot of conversation around changing the name of General Duties to First Response Officers.

Assistant Commissioner Harsley agrees and says 'having to attend jobs regardless always falls to our first response officers who are always in harm's way whether it's a traffic accident on a busy road or a violent domestic at 2 am. There's nothing general about what you do, the skill and knowledge needed to deal with whatever comes your way is exceptional.'

What is demoralising for the 'General Duties Officers' is a discipline outcome published in the May edition of the Police Journal: *'four months' work in general duties'* given to a traffic officer, a message many interpret as General Duties are undervalued.

POST COVID

Fortitude Valley is open for business again for evening trade following COVID shutdowns of entertainment venues. This picture was taken on Saturday 11 July 2020, there was some social distancing in venues but



the crowds out on the street were packed from the top of the Brunswick Street Mall. Hard work for the GD coppers working in the Valley!!

FATIGUE MANAGEMENT POLICY

The Fatigue Management Policy comes into effect on 15 August 2020, and on 30 July 2020, a Town Hall on Workplace was raised with a panel responding to questions. The panel included representatives from the QPUE and Employee Relations, also OIC and Roster Clerk representation.

FAQ's can be found on the Health & Safety SharePoint. If you have any concerns or questions; Email Fatigue.Management@police.qld.gov.au

DDO POSITIONS

DDO positions are rarely advertised and when the opportunity does arise it is difficult for Shift Supervisors to

be competitive. Recently there was one DDO position advertised and not one of the shift supervisors in NBD was short listed. I spoke to 2 very experienced applicants, frustrated at the process. Soon there will be more positions available in NBD and Management need to listen to the concerns of frontline staff.

Here's some of the reasons they're irritated by the current process;

Applicant One: Without a doubt, the main obstacle is I've chosen to remain an operational/frontline shift-supervisor. I've been on rank since Feb 2003 and about 90% of that time, I have put the hard yards in providing quality leadership/management - dealing with the "usual" first response jobs and at the same time managing the always present HR issues within the team.

I was told by a Commissioned Officer I could not compete with at Det Sgt for DDO positions as they have more skills. Granted, more investigatory skills, no doubt, but operational/ first response/ personnel skills? Absolutely not!

To be blunt, as much as the Service goes on about how valued "coal front" workers are, GD Shift Supervisors are not given the recognition we have earned, in most cases with blood, sweat and tears, and in fact are looked down upon, as we had audacity to not "aspire" to become a Detective, or some other "Specialist".

The Services on-going 'unofficial' policy of using DDO positions as the

dumping ground and the number of Sen Sgts who have been parachuted into DDO spots is extensive and shows how undervalued the role of a DDO is to certain members. What is most concerning, the potential risk to our members.

I could write an essay in relation to the contradictory feedback I've received over the years when I've applied for DDO positions.

I acknowledge some of the feedback has been constructive, however, I've received feedback based on the same resume with opposite views and opinions.

One panel convenor acknowledged I had operational skills and I could do the job, highlighted by my extensive history of relieving, 12 months in total and the issue was I needed more corporate experience such as OIC or Projects as I may be required to relieve as the Patrol Inspector sometime in the future.

I'm confident with non-operational positions within the QPS, the panel aren't considering applicants taking charge and managing a major incident like a siege, large protest, or violent domestic.

From the next panel convenor, I was advised that my first example was not an operational/DDO and I did not document results achieved while relieving as DDO.

Applicant two: My situation is not isolated, I personally know several very competent and highly experienced shift supervisors in Brisbane not been considered for DDO positions due to the current culture of short-listing less experienced and non-operational applicants for these important operational positions.

I have twenty-five years frontline operational service with the QPS including sixteen years as an Operational Sergeant Shift Supervisor.

I have extensive Senior Sergeant relieving spanning 16 years including over 150 weeks as Senior Sergeant District Duty Officer (DDO), 55 weeks Senior Sergeant Officer in Charge (OIC) large station, and 8 weeks as Senior Sergeant Performance Officer, Assistant Commissioners Office, Brisbane.

I've developed a strong professional working relationship with OIC's, DDO's, Patrol Inspectors and RDO's in the Brisbane Region and I'm confident any of these Senior Officers can attest to my character, integrity and abilities.

I've received positive feedback from numerous RDO's and OIC's including my standing as a legitimate candidate for promotion to a DDO position.

I have applied for fifteen Operational Senior Sergeant positions including fourteen DDO positions and one Sen Sgt Watch house position during the last 12 years.

I have been short-listed on five occasions and named as the reserve candidate twice. I've sought feedback, initially from the former Central Panels and subsequently from various panel convenors from numerous regions.

I have received words of encouragement and advice on how to restructure my 2000-word QPLF response which often contradicts the advice given by the previous panel.

I have scrutinised the applications of preferred applicants only to find that candidates with little operational experience and highly exaggerated and or fanciful claims in their applications are short listed and nominated as the preferred applicant.

In addition, there are many situations where substantive non operational senior sergeants have been laterally transferred into DDO positions with no considerations for their abilities to perform the duties of the operational position.

A recent soul-destroying experience has clearly demonstrated that the Standard Merit Selection Policy is applied questionably by some panels.

Whilst merit and the integrity of the preferred applicant are to be considered paramount, I was recently placed 2nd to an applicant, an issue of integrity was raised, was nominated as the preferred applicant and awarded the DDO position.

Upon submitting a notice of application for review (CPS01) I was quickly reminded by senior officers how that review may influence my future applications and career and I withdrew the notice, a decision which still haunts me today.

I feel I've been bullied out of a legitimate review, I have complied with all suggestions and advice from panels and respected senior officers that I have consulted to improve my resume and achieve promotion.

I have sought and completed periods of relieving in non-operational roles to appease the panels who believe this will make me a more attractive applicant for DDO positions.

Among all the indications of nepotism and cronyism, myself like other officers continue to watch as applicants with little operational on road supervisory experience are promoted.

I like others now wait with anticipation to see if the resurrection of Central Panels will improve the situation and plight for the many very competent, experienced operational Sergeants seeking promotion to DDO.

At present our worth, career and advancement depend on the interpretation of a 2- page QPLF. How is that a level playing field?

BRANCH RECOGNITION

On 25 June 2020, I attended the QPUE Branch meeting at Boondall Station. President Ian Leavers was there to present badges in recognition for years of service as Branch Officials.

Sergeant Mark Farnill was presented his 20-year badge and Sergeant Dave Wells his 15-year badge. Thank you for the long hours of dedicated and loyal service you've given to your members and the QPUE.



and friends enjoyed an afternoon tea and piped Kev out, signing off for the last time with VKR home patrol to enjoy his retirement on the Sunshine Coast.



Kerrie HAINES

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On Friday 3 June 2020, I attended Stafford Station to celebrate Senior Constable Kev CHICONI's retirement function. Kev's family, colleagues

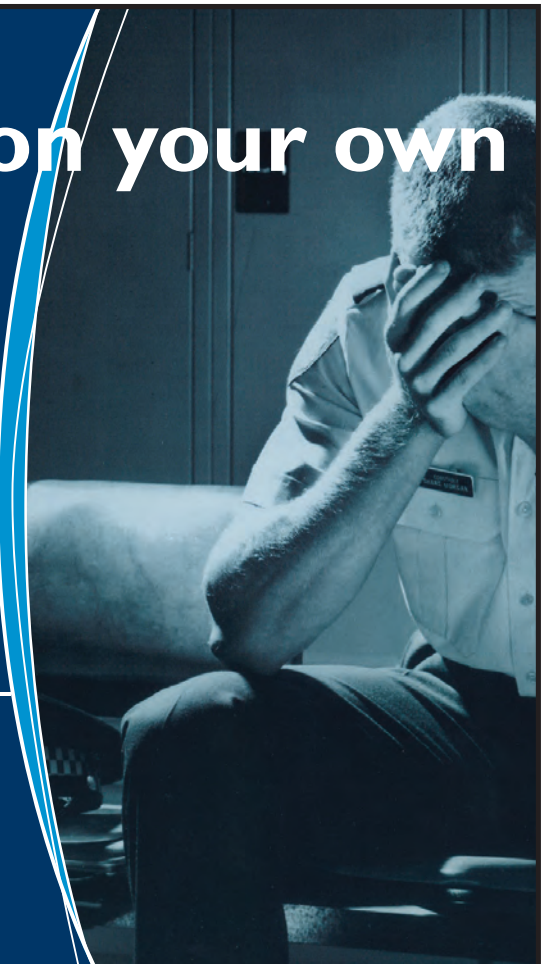
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help, advice or support
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QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950





SHAYNE TREASURE

FREEZES, DEFERRALS AND DELIBERATIONS

As we all know the Government after extensive negotiations with the QPUE paid police allowances due to the fact our members stepped up to the mark and effectively took the lead and continue to take it in managing the whole of Government response to the pandemic situation in this State.

These payments as well as increases in leave entitlements, leave banking, legislative changes and changes to MDP are all welcome.

With the position of the retiring members also secured we know the government has made the best of a bad situation that has been COVID.

I understand, as do all police, the Government's reasoning behind the deferral however I did not agree with the disregard of an Industrial instrument however through the strong negotiations of your union and the genuineness of the Government to "make the best" of the situation we all find ourselves in living with COVID we have seen some remarkable wins for members as well as our pay-rises all locked in and guaranteed albeit deferred.

It'll be a great 2021 when we get a 2.5% pay-rise on 1 July then another on 1 January 2022 then another on 1 July 2022, so I am looking forward to the three pay-rises in a twelve month period that are coming our way.

PROTESTS, POLITICS, POLICING AND COMPLAINTS

Abolish the Police, Defund the Police, End Prisons, End this Government, this is not the United States but some of the interesting side plots emerging from the Kangaroo Point immigration detention protests and blockades. To keep the Queens Peace a large amount of Police from the South East Queensland area have been involved in the matter.

Having worked at these protests and viewed footage of rallies at the location I can only praise the professional

response and posture maintained by our people from numerous commands in the face of barrages of personally directed abuse, the use of anti-police slogans chalked on roads and in personal social media attacks. It has been interesting to watch over time how this protest turned into one of being anti-police as much as anti-immigration detention and the vitriol that flows from it. Again because we deal with the



Chalk scrawls on the road at Kangaroo Point protest.

mess Federal Government departments leave for us the blame for everything lands at our feet. I would like to see BWC footage released to the public in counter to every allegation we get in these asinine times. The public should see warts and all what goes on. Not just a sculpted version from issue motivated groups.

MENTAL HEALTH REVIEW

I am pleased to see some activity around the field of Policing and mental health. Being a copper is a contact sport of the mind and body that leaves very few relatively unscathed and it's sad to see how we lose good people through mental health matters. I would hope proper support and detection systems are put in place and the stigma removed.

I would like to see the day you could discuss a visit to a mental health professional to decompress a trauma

matter in the same way you would talk about an ingrown toenail being removed. People might wince in sympathy but won't judge or isolate you for it. That's the space we need to arrive at organationally, it's an injury the same as any other you can get.

RECYCLING FOR DOGS

Brisbane Dog Squad is fundraising to purchase individual memorial stones for every dog that has served the QPS.

The stones will be placed at the QPS Dog Squad Remembrance Monument located at Brisbane Dog Squad Oxley. Each stone will have an individual police dog's name engraved on it.

By donating your empty cans and bottles you can assist us to fundraise.

You can either drop them off to Brisbane Dog Squad (or give me a call and I'll come and get them). Alternatively take the containers directly to a cash for change site and quote C10260492 and the funds will go directly to a QBank fundraising account.



Shayne TREASURE

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ANDY WILLIAMS

Time passes so quickly, this time last year I drafted my first article for this Journal. 12 months ago social distancing was something you did when someone broke wind in the dayroom, now the border is closed, people are being quarantined in hotels. You the members have excelled in every task.

Plenty has been achieved by your union in the last 12 months. We have gained commitments for a new police station at Pimpama, and Beaudesert will be knocked down and replaced with a new station. We obtained badly needed extra staff for Coomera, Nerang and Yarrabilba.

We have signed an EB, fought back and obtained compensation for the pay deferral. CDP is gone, MDP is going and we soon will have presumptive legislation for PTSD. All while consulting at a whirlwind pace with the Service about COVID. It has been a whirlwind 12 months, and the bar has been set very high for the next twelve.

PAY DEFERRAL

Like you, the Executive were disappointed when the Government announced the pay deferral. What I wasn't expecting was the attacks on Ian Leavers and our industrial and legal staff on social media. I understand on occasions as an organisation we fail to achieve the outcomes that you hope for, but that does not mean we're not out there trying.

If you stand with Ian Leavers for a few minutes you will see how his phone never stops. I know of few others who make themselves as available to the membership. Some of the things written about him on social media defies logic. Attacks on our industrial and legal staff are also unacceptable.

Again, they work far harder than they need to in an attempt to assist the membership. Despite this

unpleasantness, I believe we have achieved the best possible outcome for you, whilst the \$1250 and the extra leave will come and go.

MDP will just go, replaced with something more fit for purpose. The presumptive legislation for PTSD, will stop members who are broken from having to fight both the disease and Workcover, and allow them to focus on recovery, that for me is the biggest win.

COVID

Our battle to keep the state free of COVID continues. With ramped up borders and extra quarantine hotels drawing members away from frontline work. Victoria serves as evidence as to what happens if we do not protect our borders.

For nearly four months now, our members have been working hard to ensure that no one brings the disease here. The State has reaped the rewards, with the AFL and other sporting codes relocating to the Sunshine State. Our continued vigilance gives the state economy a chance of recovery, and a chance, for the first time ever outside Victoria, to host the AFL grand final.

With the ramping up of hotel work in Surfers, I too have been busy in the COVID war, so I thank Mick Barnes for dropping in on the border sites and discussing member issues for me.

We are aware that members who are deployed to the border full time lack the ability to complete their CAP points for pay points and continue to

ask the Service to show leniency on pay points for those members of the RPU, RAP, and Surfers bike team who have held the border and the airport so well. Fair is fair. .



S/C Peter Williams, S/C Shane Hunter man the Numinbah Border Crossing.



Border Checkpoint Miles Street Coolangatta.



Border Checkpoint Griffith Street Coolangatta.



Border Checkpoint Gold Coast Highway Tugun.



Quarantine Duty at Voco Hotel, Surfers Paradise.



Border Checkpoint duty in all weather.

LEGAL INSURANCE

Mrs Williams recently got a new car, and I was tasked to obtain quotes on insurance. One company refused to provide a quote, based on the fact that we have been unlucky enough to have been in 3 no fault accidents in as many years. Insurance companies are about making profits, not about providing services.

Ask a panel beater how scrutinised their quotes are. Now ask yourself, should you need legal defence, do you want a company who regards you as an expense and will be looking to end that expense as soon as possible. What if you hit a couple of quick hurdles in a row, how long before they show you the door?

If you are in a critical incident at 3 am will they be there to protect you before 8 am? There are plenty of bones in these policies for those who

don't read the fine print. Plead guilty to a criminal offence? You're on your own with discipline. While I would never dream to offer you tax advice, perhaps ask your advisor about the tax deductibility of the premiums. An insurance policy certainly won't help you with any of the significant achievements above. Unity is our strength, don't risk it.

TYRE DEFLATION DEVICE PROJECT

One of the best things about this job is seeing some of the excellent work carried out by our members. It was recognised that using TDD was very dangerous, and the attempted murder of Pete McAulay served as a reminder of how a split second decision by an offender can change lives forever.

Deploying TDD has always been done in the heat of battle, when radio resources are scarce and we get task orientated on catching the offender. In

this complex state it is very difficult to make good decisions on site selection, and communicate while the offender's movements are being called and other units are trying to do the same thing.

Senior Sergeants Grahame Pannowitz and Ben Reeve and their team have developed a world class system which has been in use in Logan for some time.

Deployment sites are peer reviewed for safety and I am confident that even if you were in your first day in the job, you could navigate to a site, know what was required and successfully and more importantly safely deploy TDD to end a dangerous pursuit.

As members have become accustomed to the tactics, the arrest rate has soared, but more importantly the safety of members has not been compromised. I am told that the program is set to roll out on the Gold Coast and other areas of the State.

An App is in development to allow trained officers to review, photograph



S/Sgt Ben Reeve demonstrates TDD.

and map potential sites, and allow for peer review and then uploading onto the Qlite. This is game changing technology and will revolutionise the way we do business when dealing with stolen vehicles.

ATV ACCIDENT

Two members were recently injured when an ATV suffered what appears to be a mechanical failure and flipped onto its side on a busy road not far from Coomera Police Station.

Please remember that these vehicles are not equipped with the safety equipment of road vehicles and have been designed for a different purpose.

Your Union and the QPS are investigating the cause of the incident, and will come up with a plan to minimise the risk associated with using the ATV's. Both members are recovering and have been offered full union support.

Andy WILLIAMS

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Crash Squad markings for ATV accident Coomera.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au

CTP Third Party Claims – Under Threat?

By Ryan Heath

Should a police officer be injured as a result of their involvement in a motor vehicle accident, they are able to seek compensation pursuant to the Compulsory Third Party (CTP) scheme that currently exists in Queensland.

Sciacca's Lawyers have acted on behalf of hundreds of police officers in seeking compensation for injuries suffered in motor vehicle accidents. Indeed, over the past three years we have recovered damages for police officers in excess of \$50,000,000.00 compensating them for their pain and suffering, loss of income and loss of superannuation entitlements.

The current CTP scheme that allows police to bring a common law claim seeking compensation for pain and suffering and economic loss is very important given the physical nature of first response policing. On occasions minor injuries can result in a police officer's inability to undertake their POST or firearms qualifications which may result in medical retirement.

What should be of concern to police, and the community in general, is that a number of CTP insurers, namely Suncorp and RACQ, are seeking to substantially change the CTP scheme to remove these common law rights.

The CTP insurers wish to change the scheme from an "at fault" scheme, to a "no fault" scheme. The only benefit of such change would be increased profits to the insurers.

The current Queensland CTP at fault scheme is the most affordable scheme on the Australian mainland. It provides financial protection for road

users and is economically strong, stable and well governed as well as being fair to people injured on the roads.

The recently launched "Save our CTP Coalition" has secured a commitment from the Palaszczuk Government that they will not seek to restrict legal rights for injured police officers. The LNP opposition has not yet provided such an assurance.

This should be of particular concern to police given the conduct of the previous Campbell Newman LNP Government and his actions in restricting access for police officers in common law claims pursuant to the WorkCover legislation.

In this regard, in October of 2013 the Newman LNP Government introduced legislation which significantly restricted access by police officers to common law claims.

The legislation specifically denied common law claims for injuries which resulted in a permanent impairment of no greater than 5%. This threshold effectively precluded at least 70% of police officers in Queensland from bringing a common law action.

The 5% threshold was very important as it in no way accurately reflected an officer's disability that may be suffered, or more importantly the effect that the injury may have on an

officer's capacity to continue to work as a first response officer.

Sciacca's Lawyers had on many occasions acted for officers where a 5% or less impairment had resulted in a loss of OSA or a medical retirement. With the legislation as amended, those officers no longer enjoyed unrestricted access to common law damages.

Thankfully, with the change of State government the incoming Labor Government removed the threshold and restored unrestricted access to injured police officers in Queensland to seek common law damages.

It is this past track record which should be of concern to police particularly given the LNP opposition has not yet indicated their policy position with respect to the CTP insurer's proposal for a no fault scheme in Queensland.

It is hoped that in the lead up to the State election the opposition will make its policy intentions clear.

A clear example of the benefit of the current CTP scheme in Queensland for police was demonstrated in the recent Court of Appeal decision in *Caffrey v AAI Limited*.

In this regard, Sciacca's Lawyers acted on behalf of Mr David Caffrey, a former police officer who suffered a serious psychological injury as a result of attending at a fatal motor vehicle

accident. We advised Mr Caffrey to bring a claim against the CTP insurer of the at fault vehicle.

That CTP insurer denied liability claiming that a first response police officer is not owed a duty of care by a negligent driver.

The matter proceeded to Trial before the Supreme Court of Queensland where the Court ruled it was reasonably foreseeable that a first responding police officer such as Mr Caffrey may have suffered a diagnosable psychiatric injury as a result of rendering assistance subsequent to the accident.

However, the CTP insurer was not satisfied with the result and appealed the decision to the Court of Appeal. The Court of Appeal found in Mr Caffrey's favour and given that his injury had resulted in his medical retirement he recovered damages

from the CTP insurer in excess of \$1,000,000.00.

In summary, the current CTP scheme in Queensland provides support to police officers and it is important that the current scheme be retained, protecting those common law rights to seek compensation.

Should any officers wish to discuss a potential CTP or common law claim they should not hesitate to call Mr Ryan Heath on (07) 3867 8839.

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COST FREE PTSD HELP

By Darren Curtis

IT'S AN OBLIGATION AND THE RIGHT THING TO DO.

The QPU has successfully negotiated with the State Government to introduce presumptive legislation that validates Post Traumatic Stress Disorder (PTSD) as a workplace injury for Queensland Police.

This reverses the evidentiary onus on the Queensland Police Service, it means police with PTSD do not have to prove their work is a significant cause for their PTSD condition.

QPU General President Ian Leavers said "In the past it has been a complicated process for police to obtain recognition of their PTSD, particularly at a time when they are compromised by a mental health condition.

They had to jump through so many hoops for WorkCover and this presumptive legislation clears that

away so they can access quickly the medical assistance they need to help restore their health and get them back to the job they are passionate about."

The presumptive legislation is designed so traumatised first responders can get immediate access to pay for their treatment, rather than as a path to compensation.

Special Counsel at Sciacca's Lawyers Ryan Heath says removing delays to treatment is significant "I think it's a game changer. It is a tremendous outcome for police. Under the current legislation having to negotiate the WorkCover process while suffering psychological symptoms can be a significant extra stressor.

In the past some police were discouraged from seeking treatment because of these obstacles. With

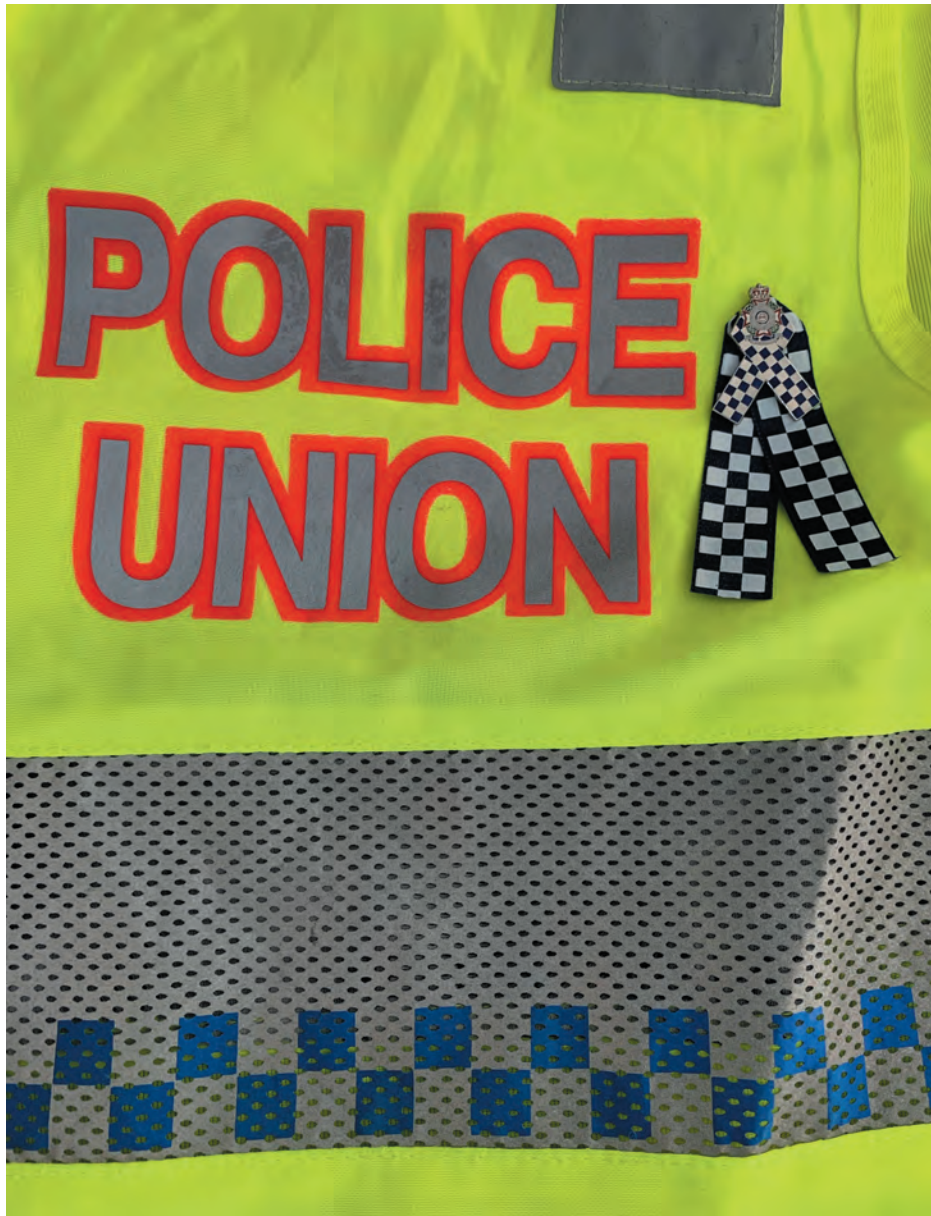


the introduction of the presumptive legislation it is hoped police will engage with medical practitioners sooner and receive the treatment they require allowing them to continue their careers.

"I'm aware QPU President Ian Leavers and the QPU Executive have been pushing for this presumptive legislation for a number of years. It's something Ian has continued to pursue and has continued to push for because he knows the real tangible benefit it's going to have for members in terms of their mental health and in continuing their careers."

Police witness horrific tragedies involving loss of life and serious injury throughout their careers. The presumptive legislation is not restrictive on whether the PTSD





diagnosis is the result of one single traumatic event or an accumulated effect of exposure.

Special Counsel Ryan Heath said "If a police officer attends an incident and it takes months or years for symptoms to manifest, they should still be covered by the legislation. As long as you are lodging the claim within six months of first seeing a psychiatrist and being diagnosed with PTSD your claim should be accepted.

Police Minister Mark Ryan said this presumptive legislation is simply the right thing to do and he is proud the Palacszuk Government is taking it to Parliament "This is all about recognising first responders and the hard work they do. It's about the

promise and commitment governments have to Police, that is if something happens to them we are going to look after them. This presumptive legislation is about fulfilling that promise, that commitment that we are going to look after you."

The Minister said he was confident the new legislation will not prompt an avalanche of claims or a significant budget blowout to pay for treatments "I think Police are very genuine and serious about these sorts of things. They know it is all about supporting people who are in need.

If you intervene early you actually save money by addressing people's needs earlier rather than allowing them to manifest and get worse. But

if it does cost more so be it. That's the cost of keeping our commitment to our Police that we will look after them if something goes wrong in their life."

"I know Police do a tough job, I know it's a real challenge day to day because they are dealing with some of the State's most difficult Queenslanders you will ever come across. During the time of the Palacszuk Government I hope Police will see we've always had their back."

It's expected the legislation will go before the Queensland Parliament during August.

General President Ian Leavers said the legislation clears the way for fast access to treatment that will lead to rapid treatment options at zero cost to the member "A complicated process in the past has lead some of our members to self medicate and I'm afraid self harm.

'There's been a fear of putting your hand up for help may make you seem weak and not able to cope with the job. PTSD is now being recognised as an occupational injury that should be treated as any other type of workplace injury."

The burden will now be on the QPS to prove the PTSD diagnosis is not the result of a members work.

Special Counsel Ryan Heath is hopeful the QPS will not be digging into the personal lives of staff to try and uncover evidence that the psychological condition is not the result of their employment, but perhaps arises from relationship breakdown or a bereavement.

"We would hope that the QPS would continue to support their staff given they know that police do a difficult job and that job can cause psychological symptoms. However, the QPS is certainly going to have the right, if they are aware of other issues, to raise those with WorkCover for a determination to be made."



The presumptive legislation is going to make it substantially easier so the advice is not to delay submitting a claim and seeking assistance.

Special Counsel Ryan Heath who has represented QPU members as the Police Union's legal partner of choice says the process to claim is not complicated "You will need to provide a WorkCover medical certificate completed by a psychiatrist diagnosing PTSD. You then simply follow up with the WorkCover case manager to explain the incident or incidents that have caused the symptoms.

'Certainly, if there is any confusion about the process, police are encouraged to contact Sciacca's Lawyers for a no obligation, no charge consultation to assist them in the process.'

Presumptive Legislation is a result of strong sustained advocacy by the Queensland Police Union. The opportunity to put the legislation

before parliament came during negotiations to acknowledge the commitment of QPU members during the COVID-19 pandemic.

Once passed this will become a landmark benefit across Australia and will assist generations of QPU members to get the treatment they deserve for their injury and hopefully ensure they can return to the profession of policing.



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A sacrifice not forgotten

By Darren Curtis

On the evening of July 21, 2020 we paused to remember and reflect on the life of Dog Squad Officer, Senior Constable Norm Watt murdered in the line of duty 20 years ago near Rockhampton.

Formal Commemoration

Services were held at the Police Memorial in Cameron's Corner Rockhampton, on the Avenue of Remembrance at the Police Academy Oxley and outside the Police Beat on the Cairns Esplanade.

Each were attended by fellow dog squad members, current and former police officers, colleagues of Norm Watt, QPU Representatives and Norm's brother Greg also laid a wreath during the service in Rockhampton.

Senior Constable Norm Watt died from a single gunshot wound just after midnight on July 21st 2000 while attending a domestic dispute at Alton Downs, 15 kilometres North West of Rockhampton.

Fellow officers were unable to safely approach their fallen colleague to render assistance unaware of the gunman's concealed location.

An armoured van from a nearby Correctional Facility was later used to help officers retrieve the body of S/C Watt.

His life was stolen from us and his death remains with us today one way or another. The service and sacrifice for the community of Senior Constable Norm Watt will never be forgotten.

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Intake 2/2020 formally graduated at the Queensland Police Academy at Oxley on Friday July 31, 2020.

The 81 recruits had an age range of 20 to 54 years old and was one of the most culturally diverse groups to pass the 23 weeks of training.

The class were told they have a great responsibility to carry on a legacy of honour and integrity that the people of Queensland expect from their Police Service in challenging times.



Constable Aaron McCosker with QPU President Ian Leavers. Constable McCosker was bestowed the Dux Award for the highest achievement in academic studies sponsored by the Queensland Police Union.





A Digital Passenger

By Darren Curtis

All frontline vehicles in Northern Region have been fitted with identical dashcams as part of an evaluation trial.

The move is to provide consistency in operating systems, setting clear policy guidelines about what data is recorded with the footage, when and who can have authority to download the video and how that material is then stored for evidentiary purposes.

QPU Northern Region Rep Peter Thomas has had a key role in the implementation of the dashcams, he said "the cameras activate when the ignition is switched on, GPS co-ordinates are burnt into the vision, along with the cars call sign.

The speed the police vehicle is travelling is also logged but the audio recording facility designed to capture in cabin conversations has been deactivated. I'm confident the dashcams will provide protection for our officers against false allegations and the incidents they capture will support their actions."

"Dashcams are not new but the use of them across the Region has been adhoc. The recording systems, picture quality, formats and how the material was held needed to be formalised. We know the advantages of having dashcams, I didn't have to push that but we now have a uniform approach, uniform policy and the units are properly resourced" he said.

The 150 dashcams were purchased through a Townsville supplier and the evaluation panel opted for the Navman Mivue 760 Ultra unit. The wide angle camera gives a view showing the bonnet and to both sides of the street

capturing 30 frames every second, it's also night vision rated. The SD card stores over 14 hours of continuous video, before it begins loop recording ensuring an entire car crew shift can be logged without having to download.

to finalise because of the supporting footage" he said.

"I see this as an extension of our body worn cameras, I've seen time and again the value of body worn footage being



The Navman Mivue 760 fitted to the front windscreen.

Initially all frontline marked and unmarked vehicles were fitted with the dashcams however other units including CIB, CPIU, TACrime and RAP all requested their vehicles also be included in the trial.

Assistant Commissioner Brett Schafferius supports the trial and is impressed so many sections want to opt into the process "during a recent critical incident investigation, the value of dashcam footage was clear. It supported the versions provided by our officers in the cars and made the investigation very transparent and easy

able to quash vexatious and malicious complaints against police because when we look at the footage it is clear to see the incident the person claimed happened didn't occur."

Assistant Commissioner Schafferius reinforced his comments saying "This footage provides a great deal of transparency with the community and provides great evidence of offending. It allows us as an organisation to stop rumours or untruths circulating in the broader community because the evidence is on camera."

Townsville Constable Luke Walsh says he's aware the actions of the car crews driver will be recorded but believes the positives are significant "The constant recording will help identify things you may not initially see at every angle particularly at night. It will assist in distinguishing vehicle registration numbers and people behind the wheel of offending cars and trucks. This will give us peace of mind, an extra layer of security with public interactions and really assist in our debrief after a job too."

The development of the dashcam policy for Northern Region has evolved with the co-operation of the QPU, ESC, Operational Capability Command, Fleet and District Office. There's clear guidelines on when the dashcam

"We're only in the initial stages of this trial but already I have no hesitation to see this expanded further. I think at the end of the trial it will catch on quite quickly and be implemented Statewide."

In every vehicle that has a dashcam fitted the QPU has applied a sticker that can be easily seen by the driver, as a reminder their actions and speed are being constantly recorded. QPU General President Ian Leavers said "I've been calling for dashcams for the past 15 years to be installed as a valuable tool in the collection of evidence but also it protects officers against those who do make malicious or vexatious complaints."

"Police are doing the right thing each and every day, sadly from time to time

by glancing at these stickers every now and then that their speed and what they see is being captured. The sticker simply says attention your time behind the wheel is being recorded and its important to let people know so they cannot say they were unaware" the President said.

The trial in Northern Region will run through until October 2020, apart from an assessment of the data collection all police who drove or travelled in one of the dashcam mounted vehicles will be asked for feedback on the devices. The QPU encourages frontline police to be involved so the system can have honest input to improve the policy and provide a workable system that will benefit daily operations.



Const Luke Walsh & S/Sgt Dean Cavanagh believe dashcams are a positive addition to General Duties vehicles.



The dashcam does not obscure the view of driver or passenger.

footage can be downloaded, it can be done at the direction of a Sergeant, Duty Officer or Commissioned Officer, following a pursuit and as a request of the car crew to retain as evidence in a matter.

Townsville OIC, Senior Sergeant Dean Cavanagh says he can only see positives from having the cameras constantly recording while his crews are answering calls for service, he said "I see it as an extension of the very successful body worn camera project. It provides evidence and can be used to counter any vexatious complaints. It's common now for most private cars to have dashcams fitted so we really are just extending what is common practice really in the community."

their integrity is brought into question. What these cameras do show is the integrity and professionalism of police across the State and protects them while they do their job."

"We know in this modern society we are constantly under the view of CCTV, private dashcams or mobile phone cameras. We just want to remind Police



The QPU has funded stickers for every dashcam fitted vehicles to remind drivers they are being constantly recorded.

Breaking the stigma of Domestic Violence

By Darren Curtis

A Senior Constable working in a small Queensland outback town has been recognised for creating a community wide attitude shift about domestic violence.

Senior

Constable Melissa Jenkins says it started with a young woman having a chat to her after a ladies only gym session in Winton “she came to me and said this behaviour is going on including harassing messages and stalking and she said I know police can’t do anything about it but I would like some advice on how to get my ex-partner to stop.”

“I explained domestic violence behaviour to her, how abusive and controlling relationships shouldn’t be tolerated and reassured her there were things we could do immediately. We took action and it started the ball rolling with many of the ladies in town prepared to discuss a taboo hush hush topic and realising the police can and will help.”

Through multiple discussions it became clear there was a generational issue in Winton. Whether it was physical assaults or psychological behaviour and stalking the attitude was ‘it was accepted as being in a relationship’ no one reported it, mothers endured it for years, saw their daughters affected by it and accepted it. No-one wanted to be the subject of town gossip for fear they would be isolated by the rest of the community.

“We followed up every complaint and took action. Some of the respondents left town after we intervened. Since then ladies are not only opening up



to me but also to the males at the station now because they are getting confidence back they can talk to any officer and get the same response they would from me” Senior Constable Jenkins said.

Senior Constable Jenkins was nominated for a Domestic and Family Violence Prevention Award by Winton OIC Sergeant Ben Lavington and it was immediately supported by Inspector Julia Cook who was impressed by the





areas rapid attitude change to DV since Melissa started in the town in October 2018.

The Police Service Award is now a proud addition to the Winton station, Senior Constable Jenkins says “This is such a small station in a small town, to be told the work we do here has been recognised as a standout across all Queensland is very rewarding. It’s probably one of my biggest achievements and proudest life accomplishments.”

Winton has a population of 900 but Senior Constable Jenkins is confident results for DV action can be enriched in any patrol “I look at dealing with DV as building relationships with both parties, especially rapport with the victims.

I regularly keep in touch with them and I know in the bigger stations that’s not always easy because you are hectic and busy but if you can take 5 minutes per shift and touch base with someone,



people will be more likely to report what’s going on in their lives.”

The Winton DV Project has been expanded with counselling available in town now for anger management and other issues. Emergency services and RoadTek crews volunteered to join a local social media campaign to acknowledge that domestic violence in their town is everybody’s issue.

The mayor and other community leaders also supported a temporary

ribbon statue in Winton’s main street where people could leave messages of support for those who have lost their lives or endured domestic violence across Queensland.

Senior Constable Jenkins said “Hopefully police who come to Winton long after I leave will continue the community’s good work. I just like the thought of everyone; men, women and children being safe in their own home.”

Locating desert trouble

By Darren Curtis

A project developed over a cup of tea in Birdsville Police station has helped rescue dozens of people injured or broken down in some of the most remote terrain in Queensland.

Birdsville OIC Senior

Constable Stephan Pursell together with Queensland Parks Ranger Don Rowlands decided they needed to come up with a system to rapidly locate people in need of assistance travelling on the well worn track linking Birdsville to Poeppel Corner where the Queensland, South Australia and Northern Territory borders meet in the Simpson Desert.

It followed an incident where a couple called for help when the wife became seriously ill and needed to be evacuated urgently and unfortunately they gave incorrect information on their location resulting in serious delays for medical teams to reach them. Senior Constable Pursell and Ranger Rowlands decided to install a recognised marker system called the Q call points.

Each one is numbered and recorded with GPS co-ordinates providing travellers and emergency crews a fast and reliable reference point.

23 markers now line the 165 kilometres from Birdsville to Poeppel's. Senior Constable Pursell says "Due to the sand dunes that can be up to 90 metres in height and wet clay pans it can take 7 hours to complete the journey if everything goes well. Break down here when the temperature is in the 40's and things can go wrong very quickly"

"We also get on average one accident a week, either a motorcyclist coming off and breaking a collarbone or serious four wheel drive mishaps. In peak season it can be up to 3 breakdowns a week



requiring recovery or salvage teams to attend. This system is a ready identifier giving us the ability to send the right resource without wasted time."

"We've found people will now call the markers on their UHF CB to alert others on the track where they are so there's no clumsy encounters cresting sand dunes. It's kept the useless chatter down on the radio and made it more efficient," he says.

"Don and I arranged for the stickers to be printed in Mt Isa, the \$250 cost was covered by National Parks and council donated the plastic road posts, so it's been a pretty efficient scheme that's generated enormous benefits"

The program is on the verge of opening a new phase with Senior Constable Pursell scouting for locations to establish helicopter landing zones that will be visible with reflectors at night and assessed to ensure they are clear of any

obstacles that could impact flight crews. If a call for assistance is made the rescue pilots can head straight for the GPS co-ordinates.

South Australian authorities are also looking at continuing the system across the border with a different set of letters that would designate their roads and GPS markers. Senior Constable Pursell says "this system is proven to work and can be adapted by police in any remote community to adopt."

The QPU is proud this innovation has come from a common sense initiative developed by one of our frontline police. Practicality and efficiency assisting the community.

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Having a snip at community engagement

By Darren Curtis

Walk down the main street of Boulia 300 kilometres South of Mt Isa with Senior Constable Kelli Norris and you don't get far before you hear shouts of "Hello Miss Kelli", "G'day Miss Kelli" mainly from dozens of children from the tiny outback town.

There's also lots of knowing nods from mothers and fathers as well who seem to have an unspoken connection with the Senior Constable.. it's like they share something the kids don't know. The secret is the parents are working with the local cops to keep the children safe and healthy.

It started with an initiative from Senior Constable Norris called pamper days.

A qualified hairdresser for a decade before joining the Police Service in 2012, Senior Constable Norris offered her hair and beauty skills to establish the pamper days at the local state school to coincide with the start of each term.

"Most of the children that live in the community have never been

to a hairdresser's before. Instantly attendance at school reached 100% on pamper days and it was able to assist parents with behavioural issues because no one wanted to miss out" said Senior Constable Norris.

Some of the most eager to get into the styling chair were the boys "for many of the boys they've only had a clipper cut in the past. They were looking up new styles and keeping up with trends wanting cuts similar to many of their sports heroes. The boys they love it."

Some of the parents assist with hair washing and a local community volunteer supplies the shampoos and head lice treatments for free.

The combined effort has also opened the door for conversations between the



parents and police "we can discuss with the families if the children are not doing well at school, if there's a problem not attending school but also a broad range of issues like safety including where the children ride motorbikes in the town and wearing helmets."





A lot of them are quite shy so I find just by interacting with them it makes them feel like they can speak out and they seem a little bit more open, it changes their whole demeanour."

Senior Constable Norris is also the first female officer to be assigned to Boulia since the original police station was established there in 1880.

Although it's a two officer station often after hours calls for service are undertaken solo and Senior Constable Norris says the bonds established through pamper days have paid dividends when situations are tense responding to incidents in town and neighbouring properties.

"Last night for instance I was called out to a job and you don't know what you are going to especially as a female. If I'm there by myself and the kids are there and they see me arrive and they go "Oh it's Miss Kelli" and that helps tone things down a little bit, because the parents don't want to play up in front of their children or do anything bad."

QPU General President Ian Leavers met with the Boulia team in June and spent a lot of time discussing the success of the pamper day project "Senior Constable Norris is embedding herself in the community and making a real difference. This is community policing at its best. It



may not be traditional policing if it was in the city but within this community it's making things better for everyone in the Boulia community," he said.

"Kelli and OIC Sergeant Michael Hobden tell me since this program started they've noticed a real change in the behaviour toward police which is a real positive thing and goes to show the great work police do within our communities."

The project has also been commended for advancing the Our People Matter Strategy promoting healthy practices, persuasive community leadership role models and producing a reduced stress environment for officers to work.



'Roo better watch out

By Darren Curtis

Police are being warned to expect a rise in calls to assist at crashes where vehicles have collided with animals across Queensland.

A study by insurance company AAMI reported an anticipated 15% increase in animal strikes through winter and into August this year as wildlife continue to search for water in drought affected areas and cattle remain along roadsides following damage to fence lines.

With police responding to incidents day and night they are also at potential risk. So far this year 89 significant impacts with animals have been recorded by QPS fleet. The highest numbers have been in Southern Region with 40 smashes, Central Region with 25, and Northern Region reporting 16.

Police in the South East have also had encounters in suburban areas mostly with wallabies, the Brisbane Region logging 3 incidents over the past six months and 1 in Logan.



AAMI's Head of Motor Claims Anna Cartwright said "Now is the time for drivers to keep their eyes open for wildlife crossing roads, and be extra vigilant especially at dawn and dusk when visibility can be difficult and nocturnal animals are more active"

The insurance company's assessment of 21,000 animal collisions over eleven months confirmed Friday is the most dangerous day of the week to strike an animal on the road.



Last year within a few weeks of each other there were 3 serious crashes where private vehicles struck cattle on cool nights at Eidsvold, Kilkivan and Monto. Each required emergency services to respond unsure if more livestock were still in the area.

Queensland is regarded as a highrisk State with expectations motorists could encounter kangaroos, deer, cattle, wombats and camels not only on major highways but just about any designated road.



The QPU is working in conjunction with Fleet Services at the Public Safety Business Agency to continue to source fit for purpose vehicles for police across the State.

Recently 53 Toyota Prado's were distributed to rural and remote postings, another 9 will be allocated over the current financial year. A program to replace some Toyota Troop Carriers that are no longer fit for purpose with Toyota Land Cruiser 79 series dual cabs is also underway.





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Police Recipes

As we start to return to some areas of social normality through COVID restrictions many police are resuming post shift get togethers and weekend BBQ's and the cob loaf dip is bound to be an easy to make favourite.

You can dip not only the toasted bread chunks in to retrieve the cob loaf goodness but use a jatz cracker, or even a piece of sliced vegetable like a carrot or celery stick.

Tear apart the cob as you make your way through it and it helps solve another problem... no washing up. You can work up your own varieties but this one is simple and easy.

What you will need

- Two handfuls of shredded bbq chicken
- 1 large grated onion
- 4 finely sliced shallots
- 1 packet of spring vegetable soup mix
- 250g grated cheese
- 600g sour cream

What to do

Mix all the ingredients in a bowl, microwave for two minutes and stir, microwave for a further two minutes and stir.

Pour warm mixture into hollowed out cob loaf

Place in oven at 150 degrees for approx. 40mins to brown the top and crisp up the loaf and bread chunks.

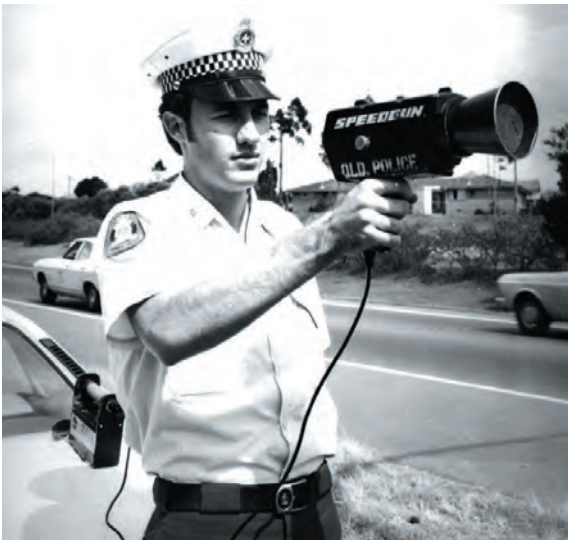
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From the Archives

SPEED DETECTION



Queensland Police first started using portable speed detection devices in 1962. The original PETA device was set up roadside on a foldable table powered by an external 12 volt battery requiring vehicles to drive through a beam across the traffic lanes to produce a reading.

Before the introduction of the device, speed offences were determined

by timing a police car over a distance at the posted speed limit and comparing it to vehicles on the same stretch of road. District Traffic Superintendent Inspector C. E. Risch said at the time "radar has considerably improved our methods of speed detection. It is a highly developed scientific instrument with an infinitesimal margin of error."

Speed detection became even more portable in 1976 with the issuing of the handheld 'SpeedGun One'. An American made detection device with a revolutionary design using an internal battery and microprocessor.

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.

Drugs Guns & Lies

By Darren Curtis

Author Keith Banks was a decorated Queensland Police Officer receiving commendations for his undercover work across the State during the 80's that resulted in many drug dealers and suppliers being incarcerated.

Drugs, Guns & Lies 'My life as an undercover cop' was released in June 2020 and there was a significant pre release waiting list.

The life story of 'Banksy' doesn't just tentatively push open the door on this seedy underworld he puts a boot to the handle and slams it backwards for the glare to shine in.

Quickly we see how poor the preparation was for undercover work, it was almost learn as you go, use your own car, entertain dealers in your own house, and by the way there's little back up, surveillance or even a secure place to initially store the drugs purchased in the investigation. (weed, powders, LSD, Thai sticks and heroin was hidden in drawers at home or a hotel room)

To add a further layer of stress, there were corrupt police crossing his path some intending to intimidate him during investigations others attempting to compromising him and colleagues into selling drugs. The worst was realising drug seizures were being resold to dealers and users by corrupt detectives.

Keith reveals to the reader the stress of living the lie as an undercover, the constant fear of not only being discovered but mixing with people who used violence as a tool of the trade. The bluff to talk his way out of situations became an unexpected artform, yet he reveals how when the adrenaline subsided he was sometimes left trembling and rattled.

It's little surprise he developed a liking for marijuana and a beer. Such a dramatic change for an outback Queensland bloke who joined the Academy a non drinker, smoker and drug user.

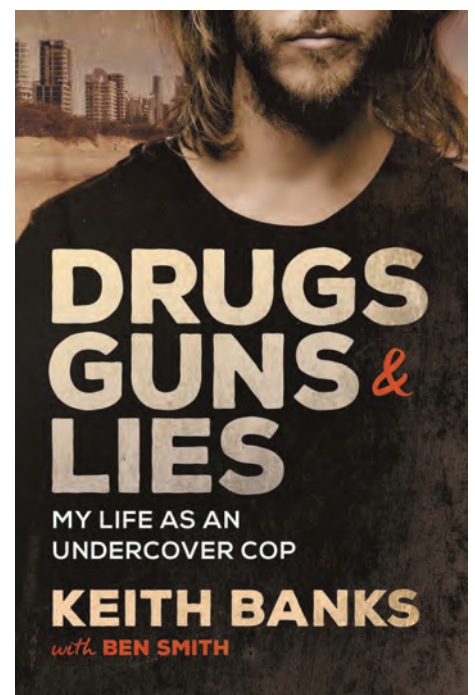
When some of his cases went to court you can share the burn of rage he must have felt when some of the offenders openly lied about their activities and tried to discredit Keith.

Attempts to infiltrate Brisbane's gay nightclub scene in a bid to identify drug dealers are bordering on comedic and could've been scripted for modern 'Starsky & Hutch' Hollywood parodies.

Many serving and retired Queensland police will also enjoy this book as the ultimate mind riddle, a truthful collection of plots and intrigue. Trying to work out who the bent cops were and what context incidents they attended perhaps fit into this 'behind the curtain' expose.

The chapters are short and don't dwell on a point too long. In fact its often like Keith is sitting on a bar stool revealing his tales to a close circle of mates. The delivery sometimes gives the impression as if he is high, talking rapidly and revealing names of people we perhaps should know but don't.

There's little doubt Keith Banks and his undercover colleagues became casualties of their work in that era. The authors own words are raw at the end of the book "Not many cops choose to work undercover, but those who do can



never be the same people they were before."

Drugs, Guns & Lies is published by Allen&Unwin it's recommended selling price is \$29.99, the first edition sold out and a second print run is now going into stores across Australia.



Author Keith Banks with another former QLD undercover officer at a recent National Police Wall to Wall Remembrance ride.

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Police Living

By Darren Curtis

LANGUAGE TRANSLATOR

It's the electronic shortcut that can help you have a conversation in just about any language. The Muama Enence Instant Translator is the size of an MP3 player and once connected to your smartphone through an app it's able to listen and convert your question in English to one of 40 languages you nominate. It then listens to the response from the person you are talking to and converts it to English. Real time two way communication.

The app can also convert written foreign language text and tell you what it says in English.

The device has a four day battery life and can easily fit into a pocket on your load bearing vest. It recharges using a micro usb connection. The 40 languages include Arabic, Chinese, German, French, Japanese, Korean, Russian and Vietnamese. The Muama Enence has a 96% satisfaction rate in its reviews, however the manufacturers have a disclaimer "it is not to be used for life or death situations".

The Muama Enence Translator can be purchased online from an Australian distributor for \$178 and there's currently a deal available selling them for \$89.



Got a picture of you and your police mates catching up now that ISO restrictions have relaxed somewhat? We have a BCF voucher up for grabs for our favourite 'been looking forward to this!' shot, so send them through to us at ***journal@qpu.asn.au***, and you might just see yourself in the next Journal.

Doing something special for mates in blue

By Darren Curtis

Over the past few weeks Police across Queensland have been generous in doing whatever they can to raise money for brother and sister colleagues and their families doing it tough.

Selflessly sometimes losing their locks, changing their appearance or hosting a fundraiser to creatively draw in some cash that may just make it a bit easier for someone.

Officers at Hervey Bay shaved their heads to collect sponsorships to benefit PCYC Sergeant Kelly Chamberlain who has been diagnosed with a rare form of breast cancer.

About a dozen officers including OIC, Senior Sergeant Brooke Flood and Sergeant Maree Wooley endured the clippers for their friend, the money raised will go to assisting Sgt Chamberlain and the National Breast Cancer Foundation.

Headquarters Detective Senior Sergeant Sasha Finney may have been nearly 300 kilometres away from Hervey Bay but she also lost her hair to fundraise for PCYC Sergeant Kelly Chamberlain in her fight against breast cancer.

DSS Finney took her campaign to QPU head office and managed to secure personal donations from QPU President Ian Leavers and Headquarters and Support Region Rep Shane Prior.





Red Apple Day is an annual fundraiser for Bowel Cancer and at Logan there was a bit of hair clipping to raise money for a police family who have unfortunately encountered this disease. Former Police Officer now an AO Bek Smith has undergone treatment, both she and her husband Constable Chris Smith are strong campaigners for colleagues over 50 to undergo bowel screening.

Pictured at the fundraiser from the left Senior Sergeant Peter Waugh, Constable Chris Smith, AO Bek Smith, Detective Sergeant Jo McConnell, Senior Constable Deanne Abbott and South East Region Rep Andy Williams.

Officers and their families from Logan Central got together to operate one of the first Bunnings sausage stands after the COVID restrictions at Underwood to support Senior Constable Justin Darney who has been diagnosed with pancreatic cancer. The demand for sausage was high, they sold 35kg of snags in just a few hours, the money raised will assist S/C Darney and his family.



Look at those two guys, they're #\$\$@&%*!

By Ben Bjarnesen- QPU Inclusion & Diversity Committee

As those words came out of the Inspectors mouth while out on patrol, I wanted to sink into the ground, disappear and pretend that I wasn't gay, but as he continued to talk more about how we had to "stop looking after these #\$\$@&%* minority groups" I realised how much more work there actually was to be done.

Comments such as these no doubt contribute to the statistics recorded in 2018 research by the Diversity Council of Australia, which found that only about 1 in 3 LGBTI+ employees are "out" in their workplace.

Further to this, research also found that LGBTI+ people who were not out in their workplace were twice as likely to feel downhearted as employees who were, and 45 per cent less likely to be satisfied with their job.



Drag Queen Vellie LaVont & Acting Sgt Ben Bjarnesen at a LGBTI Consultative Group Meeting.

It is reported that approximately 1 in 10 people identify as LGBT, 1 in 60 people have an intersex variation (which is the same percentage as people with red hair), and a further 1 in 5 people have a direct family member who identifies as LGBTI.

With approximately 15,000 Police officers and staff within the QPS that would mean that nearly 5000 people or one third of our workforce either identifies as LGBTI or has a direct family member who does.

Research conducted of over 1000 Queenslanders' found that victimisation is still worryingly prevalent during an LGBTI person's lifetime. The study identified that:

- Almost 80% of the respondents had been verbally abused
- 50 % had been harassed
- 45 % had been threatened with physical violence
- 43% had experienced physical abuse (compared to 7.6% of the broader Queensland population).

When it comes to reporting crimes and domestic violence, many LGBTI victims may feel uncomfortable with, or even scared of contacting Police.



Acting Sgt Ben Bjarnesen & Channel Ten's Pat Abboud during filming for a story on DV for 'The Project'.

They can fear that by speaking to Police, their sexuality or gender identity may be exposed to their friends, family or workplace or their fear may stem from a belief of interpersonal or institutionalised homophobia within the Police and a belief that they will be treated inappropriately.

The history of police and LGBTI communities has not always been a positive one. Policing is unique when compared to other organisations as historically we actively discriminated against members of LGBTI communities based on the laws of the day and the belief of the World Health Organisation until 1992 that homosexuality was a mental disorder.

Still to this day I continue to witness homophobic and transphobic behaviour and language in the workplace, directed at fellow officers and members or the public or just in general.



Acting Sgt Ben Bjarnesen participating in community liaison activities during a recent Pride March.

They say the behaviour you walk past is the behaviour that you accept, so I encourage you to call out bad behaviour when you see it.

Next time you hear someone throwing around the term **that's so gay** or using terms such as **dykes**, **faggots**, **poofers** or **trannies** or making other inappropriate remarks, remember that there is a 1 in 3 chance that a person in that room is either LGBTI themselves or they could have a son, a daughter, a brother, a sister, a mother or a father who is LGBTI.

For you, and your work unit to be inclusive of LGBTI people and demonstrate acceptance can assist in LGBTI people feeling more accepted, supported, less isolated, have more positive mental health outcomes and will also allow them to feel safer in seeking out support if they need it.

****Editor's Note:***

The QPUE would have replaced the words above, marked with an asterisk, with symbols however Acting Sgt Ben Bjarnesen, as the author of this article specifically requested the words above to remain in print as examples of inappropriate words to use in the modern QPS workplace.



Acting Sgt Ben Bjarnesen at the 2018 Brisbane Pride Festival.



Acting Sgt Ben Bjarnesen encourages victims of DV in the LGBTI community to speak up and seek Police assistance.

Brewing up a Thin Blue Line

By Darren Curtis

Coffee for many police is an important part of their daily routine and they'll let colleagues know pretty quickly if they get served up an ordinary tasting cup.

There's now a way for cops to enjoy a brew and help other police and their families doing it tough.

An Australian company set up by military veterans and a mate from the security industry has developed a product designed for first responders. It's called LEAF Coffee (Law Enforcement, Ambulance, Fire Brigade) and uses the familiar logo of an Australian flag with the centre featured thin blue line.

Striker Coffee partner Ian Norrington said "this is organic coffee in it's purest form. There's lots of cops taking pre-work out drinks that contain all sorts of unknown substances, well this coffee is guaranteed to be the best

drink before a session in the gym and perfect for night shift."

"I personally supply the Massachusetts State Police Counter Terror Unit with LEAF Coffee. I met the Commander of the CT unit a few years ago, when I told him about this coffee it's now the only coffee his team will drink when they're on duty."

The QPU dropped into Surfers Paradise Station recently on a night when the flow of calls for service was unpredictable. The crew of Surfers Paradise Team One were offered a taste test of LEAF ground coffee brewed in a plunger and nearly all of them drank it black as a straight pour.

Sergeant Peter Knight said "It filled the room with a great aroma, I really like it, it's smooth with a relatively strong kick and no bitter after taste."

Constable Alex Hommemma was back for a second cup after downing the first pretty rapidly "I was feeling that flat spot in the shift and probably would have gone for an energy drink like a redbull but this has given me a really quick pick up, without an after taste from black coffee" he said.

Colleague Constable Philipe Jeremiah said it will probably become a Team One favourite "It's smooth, if I was drinking lots of LEAF I reckon I could stomach it pretty easily plus the aroma is really enticing."

Ian Norrington said the feedback is typical of the response they've had since launching "the single origin bean has a soft after taste and its creamy. I wanted a single bean to represent the single cause of police keeping the community safe".

The company is now negotiating with Police Legacy and other police charities to provide regular donations, Mr Norrington said "I'd like to do what we do for the military families and every year for one month all the profits from online sales will go to the charities.

We're not a charity but what we do is try and help people. Our company goal is to have direct contact with



LEAF Coffee developed for law enforcement.



Const Philipe Jeremiah, Sgt Peter Knight, Const Alex Hommemma, Const Luke Ryan sampled the coffee during night shift.



Const Philipe Jeremiah enjoyed the taste and company pledge to help police charities.



Sgt Peter Knight was impressed by the aroma from LEAF Coffee swirling around the office.

someone doing it tough, who has ended up in that predicament because of the service they've given protecting our community."

LEAF Coffee can be purchased online at strikercoffee.co all QPU Members will receive a 12.5% discount on all products by including the code

SCC0(zero) profits will later be directed to nominated police charities in Queensland.

Police Health



THE PATH TO HERE

By Scott Williams, CEO Police Health & Emergency Services Health

Police and emergency services personnel have always rallied together in the hardest of circumstances.

Pandemics, bushfires, floods, accidents... Sometimes we share wins. All too often we share in grief. Regardless the call, it gets answered.

So when our colleagues working in fire, medical and rescue began crying out for access to health cover that understood the mental and physical health implications of the job... Police Health took action.

With the advantage of a blank canvas, we copied the best of Police Health – the values, the team, the unique cover and service – to create our sister health fund Emergency Services Health.

Along with a commitment to quality service and cover, both Police Health and Emergency Services Health share a focus on continually shaping and enhancing the benefits we offer based on member feedback and needs. And so it's thanks to you, our members, that we are what we are.

By sharing your thoughts and feedback, by contacting us with questions or concerns, by completing surveys and polls – you are shaping us for the better of everyone in the community, and we are extremely grateful.

One of our most recent, and certainly most in-depth, pieces of member research was conducted through IPSOS's long standing 'Healthcare and Insurance Australia Report'. Though it was our first time involved, IPSOS's research has been around since 1987 and carries a lot of weight in the health industry.

Out of the **29** health funds who took part (big and little players alike), the remarkable feedback from our members placed us as follows in these key areas:

'VERY TRUSTWORTHY'

1st Place: Police Health (Score 8.1)
2nd Place: Emergency Services Health (Score 8.0)
3rd Place Score: 7.6
Average Score: 6.2

'REBATES ON SERVICES'

1st Place (Equal top): Police Health (Score 8.1) & Emergency Services Health (Score 8.1)
3rd Place Score: 7.1
Average Score: 5.8

'MAKES PRIVATE HEALTH INSURANCE EASY TO UNDERSTAND'

1st Place: Emergency Services Health (Score 7.4)
2nd Place: Police Health (7.0)
3rd Place Score: 6.6
Average Score: 5.6

'CUSTOMER SERVICE'

1st Place: Emergency Services Health (Score 8.2)
2nd Place: Police Health (Score 8.0)
3rd Place Score: 7.9
Average Score: 6.6

'HELPFUL ADVICE'

1st Place: Emergency Services Health (Score 7.7)
2nd Place: Police Health (Score 7.6)
3rd Place Score: 7.4
Average Score: 6.1

'VALUE FOR MONEY'

1st Place: Emergency Services Health (Score 7.7)
2nd Place: Police Health (Score 7.5)
3rd Place Score: 7.0
Average Score: 6.0

'NET PROMOTER SCORE'

1st Place: Police Health (Score 75%)
2nd Place: Emergency Services Health (Score 74%)
3rd Place Score: 71%
Average Score: 30%

'STRONGLY RECOMMEND RATING'

1st Place: Emergency Services Health (Score 8.1)
2nd Place: Police Health (Score 7.9)
3rd Place Score: 7.3
Average Score: 5.8

These results are testament to the strong support of our members, whom we are proud to serve and protect through the provision of quality cover.

We also owe a debt of gratitude to the Police and Emergency Services departments, unions, associations, organisations and charities around the country who, through the relationships we foster, play a significant role in ensuring we are delivering the most relevant, genuine and quality health cover specific to the needs of our first responder community.

But we are not the type to rest on our laurels.

We can see, and the oscillation between 1st and 2nd place in these IPSOS results confirm, that across the two funds Police Health performs better in some areas and Emergency Services Health performs better in others.

In an ideal state, all our members should have access to the best of both worlds, and so, driven by our vision to be a 'world class fund of the future', we've sought, and have now received, approval from APRA to amalgamate the two funds into one.

Through amalgamation, we'll be able to deliver the absolute best of breed health cover in the most efficient way

to all those who protect our community on the front line. And importantly, to all their families too.

From 20 June 2020, Emergency Services Health will amalgamate into our Police Health Limited health fund, meaning from that point forward all Emergency Services Health insurance policies will be issued by Police Health Limited.

Rest assured however, the distinct identities of both Police Health and Emergency Services Health will be retained – after all, for all the similarities between Police and the many sectors within emergency services, we fully recognise that each are still unique. In short, by amalgamating, we will move from being two funds with two brands, to one fund with two brands.

We will also retain our not-for-profit and our restricted access status, but as part of the amalgamation process Police Health will enjoy a long petitioned extension in eligibility criteria, which for the first time will allow, for example, the parents and siblings of Police officers to join.

State-based joining restrictions on retired Police and their families will also be lifted, making our cover more accessible than ever to the police community across the country.

Looking longer term, the operational efficiencies gained from amalgamating will help us further increase member

value and keep downward pressure on member premiums. While increased growth possibility and buying power will help strengthen us further into the future.

Our success, however, will continue to boil down to our members. Keeping you, our first responder community, engaged and happy with the cover we offer is not only our key to success, it's the reason our staff are proud to work for you every day.

You deserve the best when it comes to your health - that's why we're here.

References: IPSOS Healthcare and Insurance Report Australia 2019



About Scott Williams, CEO Police Health & Emergency Services Health

As the son of a Cop, a Registered Nurse by background, and 30 years of experience overseeing the clinical and managerial administration of public and private hospitals both in Australia and abroad (including 4 years as the CEO of the North Eastern Community Hospital in Adelaide) – Scott is an ideal fit to lead Australia's only private health fund devoted to the Police and Emergency Services community.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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



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NOTICE TO MEMBERS

The Queensland Police Branch of the Police Federation of Australia ('the Branch') have held elections, and will conduct further elections, for offices that correspond with offices of the Queensland Police Union of Employees ('the QPU').

The Branch is the federal counterpart body of the QPU. To avoid holding two (2) elections for corresponding offices, the QPU will make an application for exemption from holding an election under section 802 of the *Industrial Relations Act 2016* (Qld).

The application is being made so that the member who fills an office in the Branch will fill the corresponding office in the QPU. The members of the QPU will not be detrimentally affected as members have already voted, or been given the opportunity to vote, in the election held for the federal counterpart body.

This notice will apply to any vacant offices in the QPU until the expiry of the term which commences in 2020 or 2021, where the office in which the vacancy occurs (in the QPU) corresponds with an office in the Branch, and where the Branch has held an election for its vacant office.

If you have any questions please contact the QPU.

ELECTIONS

The Australian Electoral Commission are facilitating ongoing elections for the Queensland Police Union of Employees ('the QPU'). The Australian Electoral Commission have notified that, as a result of impacts of COVID-19 on its election services, the Commission has had to put elections on hold until at least 30 September 2020.

Members will be kept updated throughout the process and will not be affected as they will still be given the opportunity to nominate and vote for the elections once the Australian Electoral Commission recommences its' election services.



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Spring 2020

State President:

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

State Secretary:

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

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com

Courtesy of QPS, confidential psychological support service available to retired Queensland Police Officers – 24/7 – 1800277478.



IF YOU KNOW SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THE ABOVE FREE SERVICE OR TALK TO YOU OR SOMEONE.

MESSAGE FROM GREG EARLY, STATE PRESIDENT

GETTING GOING AGAIN

With advice from the Office of Fair Trading, the Branches were advised

they could suspend their annual general meetings until they could hold them face to face or conduct their meetings via teleconference, email and/or post as appropriate to their own circumstances; also, until such time as they could elect a new executive, their executives could continue to function as such.

A few of the Branches have met in recent days or plan to meet in the near future.

In regard to the State Management Committee's monthly meetings, these have been held from February onwards by electronic means or at Police Headquarters. The first general meeting of the Association will be held on 3 August 2020 at Police Headquarters.

WELFARE

The Welfare Officers have continued to contact our members and be available for any assistance required from our members.

AN OPPORTUNITY TO STAY IN TOUCH WITH MEMBERS

QRPA members are using the new website to stay in touch. This opportunity was introduced at the commencement of the COVID-19 isolation period. Each QRPA Branch has been taking turns in creating a topic on the Member Forum, to which members are able to add their comments/discuss a topic. All members are able to create a topic for discussion that is of interest to them (eg: hobby/sport, something they collect, place they have visited etc.). To Create your topic: Log into QRPA website Members Area - Locate Community tab (6th) across the top. Then Member Forum (under Community) - When new page opens, Click CREATE TOPIC button - Complete Subject

and Body (Topic, provide a statement for discussion or ask a question) - Click the CREATE button at the bottom of the page. - DONE.

FUTURE DINNER

23 November 2020 – Rockhampton – Frenchville Club – Dennis Smith 49283245 (note new date)

CANCELLATION OF THE STATE ANNUAL LUNCHEON

This luncheon was to be held at the Geebung RSL Club on 14 September 2020. At the State Management Committee meeting held on 6 July 2020 it was resolved not to hold a state luncheon this year.

CANCELLATION OF THE ANNUAL BOWLS DAY IN AID OF POLICE LEGACY

This day was to be held at the Northern Suburbs Bowls Club (formerly Wavell Heights) on 3 July 2020 but, due to most if not all of our sponsors/donors having been affected by the current crisis, it has been decided not to hold the day this year.

NEW MEMBERS

Former Sergeant Rodney Derrick Tibbey, Townsville

Former Sergeant Dennis Wayne Cross, Far North Queensland

Former Inspector Brian Kirkwood Ledger, State

Former Inspector Brian John Cannon, Southern Downs and Granite Belt

Former Senior Sergeant Richard James O'Dell, Southern Downs and Granite Belt

ASSOCIATE MEMBERS

Gail Roslyn O'Dell, spouse of new member Richard O'Dell, Southern Downs and Granite Belt

Jillian May Cannon, spouse of new member Brian Cannon, Southern Downs and Granite Belt

QRPA Certificates

Veteran Members (>75yrs & 10yrs)

- Robert Leslie Faulkner, Gold Coast
- Barry Donald Krosch, State
- Matthew Thomas Dale, Ipswich
- Graham Leslie Newman, Hervey Bay
- John Mervyn O'Brien, Logan-Beenleigh
- Lionel Rodney Bloss, Logan-Beenleigh
- Barry Joseph Vincent Downes, Mackay-Whitsunday
- Brian John Knapp, Darling Downs
- Vernon William Walker, State
- Arch John McDonald, Bundaberg
- George Henry Stolz, Near North Coast

Senior Members

(>65yrs & 10yrs continuous financial membership)

- Arthur John Law, Near North Coast
- Alan Thomas Heidke, Rockhampton
- Philip Roy Hocken, State
- Lance Patrick David Castle, State
- Shaun Terence Molloy, Near North Coast
- John White, State
- William Thomas Henderson, State
- Gary Ian Cotterill, Gympie
- John Flanagan, State
- Denis Roger Houston, State
- John Ernest Lone, Townsville
- Garry Allan Binding, Gold Coast
- Susan Ann Burgess, Southern Downs and Granite Belt
- William Francis Gittoes, Sunshine Coast
- Karl Lloyd Nystrom, State

Veteran Associate Members

(>75yrs & 10yrs continuous financial membership)

- Patricia Rose GRAY, Mackay-Whitsunday
- Norah Gwenllian SPREADBOROUGH, Mackay-Whitsunday
- Vivolene FAULKNER, Logan-Beenleigh
- Ruby Ann WITHAM, State
- Helen Gertrude VALE, Gladstone

Senior Associate Member

(>65yrs & 10yrs continuous financial membership)

Marene Phyllis SOLOGINKIN, Mackay-Whitsunday

90 and over

- Vince BEUTEL, Ipswich, 96 on 05.04.2020
- Alma Cecilia EDWARDS, Redlands, 98 on 14.04.2020
- Leslie Lloyd SCHULTZ, State, 91 on 14.04.2020
- Jean Goldstraw, Townsville, 95 on 6 May 2020
- Stanley Albert Hanke, State, 94 on 2 May 2020
- Eric Millman Hopper, Southern Downs and Granite Belt, 91 on 12 May 2020
- Arthur James Jamieson, Gympie, 96 on 17 May 2020
- Beryl Pocock, Far North Queensland, 90 on 14 May 2020
- Rex Albert ALLISON, Gympie, 96 years on 18 July 2020
- Marion Dorothy BARRINGTON, 91 years on 16 July 2020

OBITUARIES - May they Rest in Peace

Members

Veteran Associate Member Catherine Mary Finter, 25.12.2019, Aged 83 years

Veteran Associate Member Theresa Maureen Bickhoff, 10.12.2019, Aged 83 years

Veteran Member and former Inspector Henry James (Jim) Collins, 08.03.2020, Aged 89 years

Member and former Senior Constable Patrick John Bocking, 13.03.2020, Aged 68 years

Veteran Member and former Detective Inspector Ross Malin Beer, 19.03.2020, Aged 76 years

Veteran Member and former Superintendent Dudley John Lidster Orchard 30.03.2020, Aged 80 years

Veteran Member and former Senior Sergeant Colin Christian Grieshaber, 1 April 2020, 91 years

Member and former Senior Sergeant John Andrew McCrae, 09.05.2020, aged 69 years

Veteran Member and former Commander AFP Robert Henry (Doc) Gillespie, 23 06 202 87 years

Non-members

Former QPS officer Lester Henry Noble, 29.02.2020

Former Police Tracker, Barry Port, 04.03.2020, aged 74 years

Former Senior Sergeant Robert James (Bobbo) Lewis, 25.03.2020, aged 63 years

Former Sergeant James Franklin (Jim) Murphy 24.03.2020

Former QPS Officer Michael Boudin, 26.03.2020, aged 63 years

Former Sergeant 1st Class Gilbert Thomas (Gil) Cullen 01.04.2020, aged 91 years

Former Sergeant Gordon James Zeidler, 11.04.2020, aged 78 years

Former Detective Earle Charles (Cubby) Culverhouse, 13.04.2020

Former Senior Constable Darryl Robert Smith, 07.04.2020, aged 63 years

Former Senior Constable Madonna Mary Ryan, 07.04.2020, aged 63 years

Former PW78 Judith Lesley Jackson, 07 05 2020

Former QPS Officer Steven Joseph McMeniman, 29 05 2020, aged 39 years

Former Constable Tony Seaton, 13 06 2020

Former Senior Constable Daryl Willis Bowes, service 15 July 2020

Former QPS Officer Herbert Brian Weeden, 77 years, 5 July 2020

Family

Margaret Horgan widow of former Qld Police Officer, Cornelius William (Con) Horgan, 07.03.2020

Pam Braithwaite, wife of veteran member Don Braithwaite, 28.03.2020

Enid Atwood, wife of the late Inspector Frank Atwood and founder of Qld Police Legacy, 22.12.2019, aged 101 years

AROUND THE BRANCHES

BUNDABERG

The Branch met at the Bundaberg RSL Club on 26 June 2020. President Grannie Pearce suspended standing orders for the introduction of Inspector Ann Vogler of Bundaberg Station who gave a short talk on her career and her vision for the future. The talk was received with acclamation. Following Inspector Vogler's talk, President Grannie requested members to stand and introduce themselves to the Inspector and give a brief history of their career. This produced some hilarity to the meeting. Welfare: Mary Waugh advised that she has contacted several members by telephone due the COVID-19 restrictions and most of them are doing as well as can be expected. Bob Hayes has been having on-going treatment for his health. Karl Osterlund is still having health issues. Keith Lipp is still having difficulty with mobility. John Read still has hip problems, restricting his activities. Ian Hargrave had a melanoma removed from his nose. The first skin graft didn't take so a second one was required. Grannie mentioned that the Police Legacy Bowls Day

at Bargara Club is a no-go still as material for the construction is on site but problems have occurred installing the footings for the construction of the roof. Due to the Coronavirus situation, it was necessary to postpone or cancel visits to other Branches and local get-togethers until further notice. Bill Larkman was once again congratulated on his presentation of the newsletter by President Grannie. Members have been asked to contribute with articles and photos. Next meetings: General and annual on 31 July 2020.

GOLD COAST

It has been over three months since the Covid-19 restrictions were first implemented. However it is great to see the easing of restrictions over the past few weeks which has allowed us all to get out and about. It seemed strange visiting my local bowls club for my first draft beer in 12 weeks but I enjoyed it not to mention the company of others. Hopefully restrictions will continue to ease over the next few months so we can not only hold our regular monthly meetings but also our social meetings. I am sure that our social calendar will be discussed at our 4 August meeting which is also our AGM. Vale Robert Henry GILLESPIE, OAM, QPM. Bob, commonly known as "Doc" sadly passed away on 23 June 2020 aged 87. Doc joined the QRPA in 1989 and was a Veteran Member of the Gold Coast Branch. He joined the QPF in 1952 and after a short time at the Valley he was transferred to Townsville. In 1964 he was selected for the 1st Australian Police Contingent attached to the U.N. in Cyprus for a year. Then came the formation of the Australian Federal Police in 1979. In 1983, he was promoted to Det. Chief Supt. in Sydney and O/C, NSW Region to 1986. When the AFP formed the Northern Region, Doc was promoted to Det. Commander as O/C. until he retired in December 1989. Doc and Doreen retired to Palm Beach. They have one daughter Grail. Doc was on the Board of the Currumbin-Palm Beach RSL, oldest member of the U.N. & Police Overseas Service Association, and Past Chairman of Probus South Pacific. Next meeting and AGM: Currumbin RSL Club on 4 August 2020. (*David McNamara, Secretary*)

GYMPIE

Meeting held at the Country Club, Tin Can Bay, on 17 June 2020. President Laurie Pointing's report: Covid-19 has certainly changed many things in our society. I was appalled at the demonstrations in recent times. Like all of us, we operated under a system where we investigated, compiled a brief of evidence which eventually went to the Crown Law Office, gave evidence and accepted the verdict which the jury handed down – guilty or not guilty. That does not seem to be the case in our current times. The media has a lot to answer for. Showing that footage of the police officer with his knee on the defendant's neck over and over again only incites violence. On 26 May 20 our former veteran member and friend to many Gary Errol Lyons passed to eternal rest at the Cairns Base Hospital. Gary has been suffering from memory loss and prostate and spinal cancer. I am indebted to Ian Swan, President of the Far North Queensland Branch, who kept in touch with Gary and his daughter Linda over the past couple of years. Ian was invited and attended Gary's funeral service and spoke about his time with the Gympie Branch. Gary's wish is to have his ashes

scattered at the Brisbane Water Police where he served for some years. (Information on this event will be provided when known). I saw where our associate member Wayne Sachs was awarded an Ambulance Service Medal (ASM) in the Australia Day Awards, 2020. Congratulations Wayne. Welfare: John Gordon, who recently had an operation, was able to attend the meeting. Veronica Kane has come up with 11 September 2020 as the date for the trip on the Gympie Rattler. The general and annual general meeting will be held on 29 July 2020 with retired Police Chaplain Kevin Lewis being the guest speaker.

LOGAN-BEENLEIGH

With the current Coronavirus pandemic, which is impacting how we go about our daily lives, our Branch cancelled monthly meetings from March until our July 16 scheduled meeting. It was pleasing and surprising the number of members attending with twenty-eight in total. Our guest speaker for the day, Bob Burns, gave an excellent talk on the restoration of police graves and has now joined our Branch as a member so I guess his foot is in the door with help from our members with his quest. Two other new members are Kevin Francis and Carolyn Martin. We welcome all three to the Branch and hope to see all at future meetings and gatherings. The following members: John O'Brien, Rod Bloss and Ross Melville have all been presented with Veteran Member Certificates and Viv Faulkner an Associate Veteran Certificate. Keep well and remember *With Honour We Served.* (*Terry Ahearn, Secretary*)

SUNSHINE COAST

While the State Management Committee indicated to Branches that they could hold their 2020 AGMs via teleconference, email and/or post as appropriate to their own circumstances, this Branch will hold its AGM at the Headland Golf Club in a face to face situation on 28 July 2020.

SOUTHERN DOWNS AND GRANITE BELT

The 1 May 2020 meeting which was to be held at Hidden Creek Winery, Ballandean, was cancelled and the Branch has not met since. However, they are going to hold their annual general meeting in the function room of Café Jackie's at Warwick on 21 August 2020 where an attendance of twenty will apply. New members of the Branch are: former Inspector Brian Cannon and his spouse Jill and former Senior Sergeant Richard O'Dell and his spouse Gail.

ROCKHAMPTON

There is good news as we will be having a meeting at the Frenchville Club on 5 August. It will include a general meeting to adopt the interim finance reports forwarded to the SMC since lockdown. An AGM will also be held on that day. Welfare officers have received no reports of any problems caused by the lockdown as far as members are concerned. Rockhampton (the CQ Health District) has recorded very few infections regarding the Covid virus. Some members are enjoying the lifting of some of the restrictions imposed on licensed premises. President Barry Self has advised that there has been a double booking problem with the venue for our annual dinner. The dinner is usually held on the third Monday of November (the 16th) but will now be held on the 23rd November at the Frenchville Club. There was a

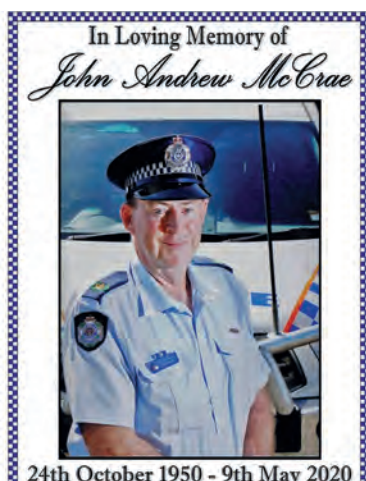
memorial service on 20 July to remember the untimely death of Senior Constable Norm Watt of the Rockhampton Dog Squad, 20 years ago. Norm was murdered by an offender during an operation to resolve a siege situation. Next meeting and AGM: 5 August 2020. (Dennis Smith, Secretary)

MACKAY-WHITSUNDAY

The general and annual general meetings were held at Suburban Bowls Club on 18 July 2020. President Bob Maher outlined the highlights of the previous year, namely the 10th Anniversary Dinner, the dedication at the Acting Sergeant David Johnston Grave in conjunction with the Candle Light Vigil, the National Police Remembrance Day march and service and the Christmas luncheon. Bob indicated *it is great to be with you all here today; sometimes you do not appreciate the simple things in life until they are taken away from you and I am looking forward to the next 12 months where we all have good health and no COVID-19.* The election of officers resulted as follows: President – Bob Maher, Vice President – Stu Halls, Secretary – Dennis Hansen, Treasurer/Newsletter Editor – Bev Houley, Welfare Officer – Barry Downs and Raffles Co-ordinator – Lorraine Hansen. Welfare: Barry Downs advised he had regular contact with Col and Lorraine Duncan and Ray and Dawn Hodgson and that he had resumed visits to Tony Wynne, such visits having been suspended due to the Corona Virus. He mentioned having shown appreciation to the Townsville Welfare Officers – Gordon Thomas and Ian Palin - for visiting Ray Hodgson during his stays in Townsville. Visitor and former QPS member, Brian Cumming, was welcomed to the meeting and his application to join was recommended for approval. Stu Halls is having a firepit made and will donate it to the Branch as a major raffle prize; also he is donating a Joy Flight on one of Mackay's Tiger Moth Vintage Aircraft as another prize. Next meeting: Brisk Bay on 15 August 2020.

IPSWICH

Welfare report by John Hawkins and Len Yarrow. Matt Dale was hospitalised after having had a major back operation. Elaine Dale was involved in a traffic incident on 2 June 2020 when she was struck by a car at Rosewood. She was a patient in St Andrew's Hospital, Ipswich, with two small fractures to the pelvis and a skinned elbow. She too is at home recuperating. Dan Brown is at home recuperating after a knee operation in Wesley Hospital. Next meeting: 13 August 2020.



Tribute to former Ipswich Chairman, John Andrew McCrae

From Ken Morris, President: John McCrae, what a great human being, man, friend, husband, father and law enforcement officer. He was a man of great courage during his illness and found the courage to attend our retired police meetings during his severe illness.

John was also a very good police officer, both in uniform and as a Detective. John's wife, Di, was a tremendous support for him during his illness. John rest in peace. You will be forever in our thoughts and especially at our retired police meetings.

TOWNSVILLE

The Branch will have its first meeting for several months on 12 August 2020. The annual general meeting will be held as well. There has been little activity by members but Welfare Officers Gordon Thomas and Ian Palin have been kept busy visiting and contacting members as well as Ray Hodgson of the Mackay-Whitsunday Branch. Next meeting: 2 September 2020.

GLADSTONE

Having not met since 4 March 2020, the Branch met on 22 July 2020 at the Queens Hotel in Gladstone for a general meeting as well as the annual general meeting. The annual luncheon which was to be held on 25 July 2020 was cancelled and the major event of the year will be the Christmas meeting on 9 December 2020 at Calliope Central Bowls Club. Welfare Officer Keith McCann advised as follows: There is no change in Val Caterson's condition, Michelle Caterson has received the all clear for her cancer, Graham Cousins has retired from his business, Capricorn Trophies, and is still having knee problems and making a very slow recovery, Graham's partner, Dena, spent some time in Wesley Hospital in Brisbane recently and is recovering in Brisbane with her daughter, Glen Josefski is doing well apart from back and shoulder pain and Chris Coleborn's shoulder is much better. Election of officers at the AGM: There was no nomination for President so this will be held over to the meeting on 5 August 2020 in anticipation of a larger attendance and a member willing to accept the position. Other positions: Senior Vice President - Denis Connolly, Junior Vice President - Neil Coleborn and Secretary Darryl Saw. There were no nominations for the positions of Treasurer and Welfare Officer and these positions will also be held over to the 5 August 2020 meeting. In the interim, past Treasurer and Welfare Officer Keith McCann will continue giving attention to these roles. Next meeting: Harvey Road Tavern on 4 August 2020.



Bob Boddington receiving the National Police Service Medal from President John Sullivan

DARLING DOWNS

The Branch held its annual general meeting on 12 July 2020 by email. All of the usual documentation was circulated to members prior to the meeting. The result of the election of officers follows: President – John Sullivan, Senior Vice

President – Alan Lane, Junior Vice President – John MacKay, Secretary – Mike Jordan and Treasurer – David Lynch. Meeting held at the Stock Exchange Hotel on 16 July 2020: Welfare: Col Watson stated that his wife had broken her ankle and would be recovering in hospital for some time. Bob Scarff stated that Graham Hohenhaus' condition had declined further. Dave Lynch reported on his hair loss and the condition that he was suffering from had been identified. The suitability of the current meeting venue is under consideration. The annual luncheon was cancelled. The Memorial Wall Rededication was deferred. John MacKay and Ray and Colleen Laidlaw were thanked for their assistance with the recent Police Station BBQ. President John Sullivan made a presentation of a National Police Service Medal to Bob Boddington. Next meeting: 13 August 2020.



Members enjoying a BBQ following the July 20, 2020 meeting.

NEAR NORTH COAST

The Branch held its AGM and monthly meeting on 20 July in the park at Woody Point. Twenty members attended the meeting during which Don Green, who has transferred from the Van Diemen's Land Branch, was welcomed. Allan Hawkins chaired the election of officers which resulted in the existing officials being re-elected, namely President – John O'Gorman, Vice-President – Allan Hawkins, Junior Vice president – Des Kelly, Secretary – Merv Melling and Treasurer – Paddy Higgins. Applications for membership by Ian Donald Whyte and Allan Dale Morrish were considered and recommended for acceptance. Both former members gave a brief presentation of their service. Dennis Rayner was presented with his Veteran Member Certificate by President John. Discussion was had regarding Club polo shirts and name badges. A barbeque, prepared by the ladies, was partaken of with much fellowship.

REDLANDS

Our next meeting is on 28 July 2020 which will be the first since January as we had our luncheon in February. We were lucky to get our annual luncheon in before the COVID-19 restrictions came into force which prevented other Branches from having luncheons as in past years. Bernie Coleman has had his shoulder surgery and is recovering well although he is still a bit slow and sore. Alan Nicol has had his final treatment of radiation and hopefully will now be able to recover fully from his cancer. Barry Ingham had a fall and broke a bone in his neck and is still in the PA Hospital where he may be for a while yet as his recovery is expected to take some time. This year the Redlands National Police Remembrance Day service will be held at the Uniting Church, Passage Street, Cleveland,

starting at 2.00 pm. Of course the actual service will depend on what COVID-19 restrictions may be in place on 29 September but if required we will be able to live stream the service into the church hall which will allow a greater number of people to be at the service. Our AGM is being put back by one month and will be held on 25 August 2020. Nominations have already been received for all positions on the Executive. *(Eddie Gallo, Secretary)*

FAR NORTH QUEENSLAND

Our Branch had its last meeting in February 2020 due to the Covid 19 virus. However, we are back in business as far as gatherings are concerned. Our next luncheon will be held at the Mountain View Hotel on Friday 24 July 2020. The Branch never closed shop as we published several newsletters to keep the members informed. Our Welfare Officers also did a wonderful job staying connected with our members especially our police widows and members who were undergoing family traumas or medical issues. Congratulations go to our welfare officers Brigitte Mc Kaskill and Allan Dredge. At our 24 July 2020 luncheon we will be holding our annual general meeting. In regard to the election of new officer bearers for the 2020/2021 year, myself, Ian Swan (President), Joe Jackson (Secretary) and Ross Whitmee (Treasurer) will be standing down, all due to other commitments which will make us unavailable for most of next year. It also will give the Branch an opportunity to implement fresh ideas. We have received nominations for these crucial positions and I can assure the membership we will have quality people filling the vacancies. *(Ian Swan, President)*

HERVEY BAY

The annual general meeting will be held on 4 August 2020 at the Hervey Bay RSL Club. This will be the Branch's first meeting since March 2020. Welfare. Bevan Bradshaw is walking with his new hip and eating real food again. He is scheduled for further cancer treatment in the near future. Next meeting: 15 September 2020.

VAN DIEMEN'S LAND

The first meeting of the year was held on 22 March 2020 at Bracknell, near Launceston. Members met at the Bracknell Reserve where Brad and Cheryl Hafner provided a fabulous morning tea. After the meeting they went to the Bracknell Hotel for a great lunch, just beating the closure of hotels. Members will meet again on 25 July 2020 at Tamar Valley Resort for the annual general meeting and dinner. Late mail from President/Secretary Andy Beasant: Dave Palmer is recovering from a broken ankle and will be attending the AGM/dinner on crutches.

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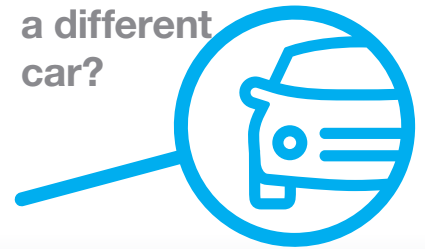
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