



SPRING 2025

POLICE **UNION** JOURNAL

REVVING UP ACCOUNTABILITY



QPS FLEET FAILING - FIRST RESPONDERS

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COVER STORY

FLEET FARCE

Recently, numerous complaints have been raised about QPS Fleet performance. With all aspects of policing under review, Fleet management should also come in for some scrutiny.

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**MEMBERS OF
THE QPU VOTED
IN SEPTEMBER
TO ACCEPT THE
ENTERPRISE
AGREEMENT OFFER
PUT FORWARD BY
THE QPS AND THE
STATE GOVERNMENT.**

I accept not all of our members were content with the result but know your concerns are valued and noted. However, it is important to remember that the majority of our members did vote to accept the deal signifying a collective democratic decision.

During the certification of EB #11 Industrial Commissioner Christopher Gazenbeek commented that “whenever we negotiate in any sphere no one is completely satisfied but the Agreement put forward has provided many benefits.” The Commissioner also noted that it had not gone unnoticed of the work done to deliver a hard-fought Agreement.

The initial offer based on the Government’s Wages Policy totalled \$377 million, our strategy and evidence based arguments increased that amount by a further \$163 million, settling on an offer worth \$540 million, the largest ever pay deal for Queensland Police.

Every Queensland Police Officer will receive a pay increase.

It is now the responsibility of the QPS to deliver the amended paypoint restructure and back pay from July 1, 2025. It is my desire for the increased pay rates and back pay to be in our members’ accounts well before Christmas.

100 DAY REVIEW

It is now about four months since the results of the Commissioner’s 100 Day Review (100DR) were released.

There were 65 recommendations in

the Actionable Plan, many of which if implemented will have direct and positive impacts on the working lives of QPU members.

Key changes to be implemented are:

Reduction of mission creep by:

- amending 2.3 of the PSAA to clearly delineate core policing functions;
- creating a service charter;
- developing a demand management framework; and
- establishing a Service Delivery Office and an Operations Command Centre (Q-Com) to better manage and balance service delivery demands across the state.

Prioritising and resourcing wellbeing by:

- developing a comprehensive fatigue risk management framework;
- creating a new ‘recruit to retire’ wellbeing strategy;
- implementing locally led and centrally supported wellbeing networks in each region; and
- delivering meaningful training and support resources.

Address attrition by:

- making workforce retention a strategic priority;
- expanding flexible work options;
- developing supplementary workforce models;
- enhancing leadership development, mentoring and career planning;

- implementing a simpler award nomination process; and
- improving the separations process.

Deliver organisational change by:

- focussing on Regional needs and stop being Brisbane-centric;
- transitioning corporate services to being locally led i.e. Central Oversight with Regional Execution;
- ensuring strategic alignment and governance with empowered Regions to deliver services more efficiently;
- increasing regional and operational representation on ELT;
- improving resource allocation to improve frontline service delivery and organisational efficiency;
- establishing a capability management team;
- refining delegations to empower frontline leaders;
- reviewing of spans of control; and
- developing a more balanced and regionally responsive leadership structure that supports operational efficiency and officer wellbeing.

To help prioritise which of the actions are most important to the workforce, a sample survey was conducted. The results identified the top five recommendations that received the highest number of “High Priority” responses. They were:

- Prioritise retention as a key workforce strategy
- Review and cease non-policing tasks (e.g. prisoner transport and custody management)
- Continue supporting DFV reforms, including changing laws and trialling rapid video response
- Strengthen partnerships with other agencies using the co-responder model
- Strengthen the fatigue management policy to better

support our people.

The QPU has been strongly advocating for these and many other reforms at the State and Federal levels as well as directly with the Commissioner for several months and supports the thrust of the 100DR reforms.

There are a number of other recommendations which have a high priority for the QPU. For example:

The QPU has been advocating for greater resourcing and support for officer safety and welfare and mental health services. There are several ‘Health and Well Being’ recommendations and the QPU supports the Commissioner’s stated emphasis on this issue. Supporting the physical and mental health of its employees is a fundamental responsibility of the QPS.

The QPS and our political leaders can no longer understate nor ignore the difficulties the dedicated men and women of the QPS face in terms of their health, safety and wellbeing. These same stressors impact recruitment into the QPS and the retention of police.

The QPU has also sought support from successive Federal Governments for FBT concessions for police, a ‘blue card’ to cover medical and allied health and early access to superannuation.

The QPU has proposed changes to s 2.3 of the PSAA, called for a name change (to the ‘Queensland Police’) and demanded other agencies step up and do the work they were established to do around prisoner transports, custody management, mental health interventions, co-responder, third party receipting and the like.

Continued DFV Reform is a priority and with the first round of reforms beginning early 2026 the QPS must show our colleagues in the sector and across other government agencies that reforms lead to

improved policing of DFV, improved responses, reduced fatigue and, most importantly, a more effective and efficient level of service to those impacted by the increasing scourge of DFV.

The QPS can use the 100DR and the success of the existing DFV reforms to advocate for greater trust in the police and to press for the reforms we have been seeking.

There are many recommendations around how the workforce can be changed and modernised to support frontline police. For example:

- Recommendation 28 Special Duties
- Recommendation 34 Expanding the role of PSOs and AWOs
- Recommendation 35 Casualisation of the workforce
- Recommendation 36 Expansion of Special Constables.

One of the key recommendations being addressed currently is Recommendation 56 which deals with a Rebalance of the Organisation.

Phase 1 will look at what vacant growth positions, current vacancies and surplus positions across all commands, divisions and Regions can be re-aligned to the frontline or to support the frontline. The QPS has given assurances there will be no forced redundancies nor ‘loss of people’ as a consequence of this exercise.

Recommendation 56 focuses on helping to achieve a ‘frontline first’ mindset within the QPS decision making process for the assignment of approved growth, use of vacant positions and movement of displaced members across the QPS.

While actions to improve frontline capacity and support attraction and retention are supported by the QPU they cannot occur if they impact hard won industrial benefits.

This means that we must be vigilant and review any proposed changes to

ensure they comply with industrial obligations.

The QPU has taken an active role in the 100DR implementation group as well as the Industrial Reference Group and some of the working groups. The key role of the QPU in this exercise is ensuring QPU members' interests are represented and protected on key recommendations.

In fact, the Industrial Reference Group has been established to ensure changes being implemented under the 100DR comply with industrial obligations.

The QPU will regularly inform members on the progress, issues identified and impacts in implementing the 100DR.

SOVEREIGN CITIZENS MOVEMENT

The QPU is deeply concerned about the growing threat posed by the so-called Sovereign Citizens movement.

Typically, Sovereign Citizens have an anti-government ideology rooted in pseudolaw—false and baseless legal theories and arguments that mimic the form and language of actual law but lack any legal substance; adherents believe individuals can opt out of laws they reject, based on misconstrued notions of legitimate authority.

Followers often employ strategies of 'paper terrorism' by bombarding courts with frivolous, pseudo-legal documents to hinder proceedings. The movement gained traction during and after COVID-19 lockdowns, accelerating anti-authority engagement.

The sovereign citizen movement in Australia—once fringe—is now a multifaceted challenge. While many focus on disrupting courts with pseudo-law, a growing subset poses genuine physical harm to law enforcement, particularly in isolated and rural contexts.

The tragic murders of our colleagues, Constables Matthew Arnold and

Rachel McCrow, at Wieambilla in December 2022, along with the recent, shocking killings of two police officers in Porepunkah, Victoria, serve as a brutal and constant reminder of the lethal threat posed by ideologically motivated extremists in our community.

At my invitation, Deputy Commissioner, Cheryl Scanlon kindly attended the September QPU Board meeting to brief members on the Sovereign Citizen movement. Based on the Deputy Commissioner's advice I am satisfied activity is occurring, both nationally and at the state level, to counter this threat and to protect the public and police.

Nevertheless, after the Deputy Commissioner's briefing I wrote to the Hon. Dan Purdie MP, Minister for Police requesting an urgent legislative amendment to boost information sharing and aid intelligence gathering by placing a positive obligation on designated government and local government entities to report specific, defined interactions to the QPS.

Separately, I also wrote to the Hon. Tony Burke MP, Federal Minister for Home Affairs and Chair of the Police Ministers Council (PMC) asking for the issue of the threat of the Sovereign Citizens movement to the safety and welfare of police and the community to be placed on the PMC agenda. I note from the official PMC Communique a threat briefing was provided by the Home Affairs Head of National Security. The QPU will continue to monitor the situation and advocate on behalf of members as necessary.

POLICE WELLBEING AND RETENTION

The QPU has been working closely with the Police Federation of Australia to highlight the national police recruitment and retention crisis.

There is a strong link between officer wellbeing and retention. The results

of our member health and wellbeing survey earlier this year, as well as Working for Queensland results for the QPS, prove this to be true.

This is why we continue to lobby for the introduction of a 'Blue Card' for police covering medical and allied health services. So far the focus has been on the Federal Government, who provide health cards to Australian Defence Force veterans.

Predictably, Federal politicians routinely abrogate any responsibility for law and order by telling us it's a State Government responsibility. Frankly, I don't care where the responsibility lies, I just want action!

That's why I am broadening our assault to include the Queensland Government – they talk big on law and order and backing 'our police' so I intend to see what is possible at both the state and federal levels.

Wellbeing prioritisation was a focus of the Commissioner's 100 Day Review of the QPS with the final review report making numerous recommendations aimed at improving officer wellness. Our view is attention to officer wellness from recruitment through to retirement and beyond has been under resourced to the detriment of members and further impacting officer retention.

The State Government's election commitment of \$13.5M to deliver a new mental health support framework for current and former police is also up for grabs in my view.

Ironically, the Government has already diverted \$800,000 of that election commitment to an organisation called '4 Aussie Heroes Foundation' to construct a facility operating in the Scenic Rim to boost veteran rehabilitation. The 'Triumph over Trauma' program to be delivered from this facility is apparently also available to 'first responders'.

You told us, through our member survey, QPU sponsored wellbeing

initiatives and programs would provide a needed alternative to existing support available through the QPS. That's why I'll be making a strong play to direct where and how the balance of the \$13.5M Government Election Commitment is allocated.

REGIONAL REP ELECTIONS

We have two newly elected Regional Reps joining the QPU Executive following elections that were concluded in October.

I know both Troy Hayward for Central Region and John Lewis for Metro North will come to the table with bold, fresh ideas and enthusiasm. I know they will be determined to advocate for the members in their Region and deliver their perspective on all decisions the Executive Board make.

I would also like to acknowledge the service provided by Richard Jackway and Cliff Baird. Both of them gave so much to the role and I truly relied on

their honest and forthright advice on a range of issues. The QPU is a stronger organisation as a result of their input.

Finally, the QPU was established in 1915 and it's foundation goal was to create an industrial organisation that would fight for the rights and conditions of police officers and in 2025 that hasn't changed. We are a democratic Union and every voice matters with an equal say. We must never lose focus of protecting conditions, safety and pay for our members. At times the pressures and grind of the job can make us unbalanced. I encourage you to look at the articles in this edition of the QPU Journal around Police Remembrance Day and the Wall to Wall Ride of Remembrance, honest hardworking community members made sure they acknowledged the job we do and wanted us to know they appreciate it.

I must say the conversations I've had with some members recently

have shown diverse perspectives and thought provoking feedback. I look forward to more meaningful discussions, innovative ideas and delivering decisive action that will further strengthen the QPU and deliver benefits for our members.



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ANDY WILLIAMS

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THE ENTERPRISE BARGAINING AGREEMENT #11 (EB11) VOTE HAS CONCLUDED, PASSING BY A NARROW MARGIN, IN WHAT HAS BEEN THE MOST HEAVILY PARTICIPATED VOTE IN OUR UNION'S HISTORY.

I understand that for many members, the result has been difficult to accept.

But let us be clear: the disappointment should not be directed at the Union Executive or our General President, Shane Prior, who negotiated with the Queensland Government to extract every possible concession. The reality is this: the Government drew a hard line, stating no further money was available.

Once negotiations reached that point, it was no longer a matter for the Executive to decide alone, it became a question for you, the membership.

It was your right to determine whether to accept the offer or escalate action: protest, picket, or pursue industrial options if permitted by the Supreme Court.

With that choice came serious implications:

- The possibility of no back pay
- A 12-month delay in receiving any pay increase
- The uncertainty of arbitration, which may not have yielded better results

We stand by the decision of the QPU Executive to put the offer to a member vote.

Union leadership should not impose consequences on the membership without their direction. That is unionism.

MISDIRECTED FRUSTRATION: DON'T AIM IN, AIM UP

It is disappointing to see our General President subjected to sustained

personal attacks online, especially when so few have questioned the real source of this deal was the Queensland Government and the Queensland Police Service.

After the offer was announced, some members rightly voiced frustration to the Premier and Police Minister which saw their social media posts hastily deleted. But a week later, it was back to business as usual: photo opportunities and public relations events involving members, helping promote the Government's agenda. Meanwhile, criticism fell squarely on Shane.

Unity is not just a slogan it is a commitment. When we fracture, the Service exploits it.

The current environment of internal division is being used to justify or accelerate:

- Organisational Suitability Assessment (OSA) reviews
- Aggressive medical retirement practices
- Changes to flexible work and rostering policies

In the face of all this, we must stand together, not apart.

VEHICLES

A police service rolls on its fleet, be it from code 3 job to code 3 job or to driving to that code 2 domestic. Our fleet needs to be fit for purpose, well maintained and replaced with an understanding that the vehicles we use, live a hard life.

Front line vehicles should never remain in the fleet with a quarter of a million kilometres on them (more than two and a half times their replacement schedule).

They simply are not designed to put up with that level of adversity. Older vehicles break down more often, and require longer, more complicated repairs. Broken vehicles mean less vehicles for members to do jobs, and more stress on those who need to organise repeated repairs.

Whilst there was a time that vehicles were unable to be purchased, that time has long past. I am advised that there are a large number of new(ish now) vehicles sitting waiting to be fitted out. They have been sitting there for a while, our new Camry was 12 months old when we got it. I hear stories of members taking vehicles for their complimentary service to have the dealers tell them that the warranty is void, as the vehicle hasn't been serviced within 12 months.

Vehicles in our Highway Patrol fleet should not be off road or basic SUV vehicles. They need to be able to repeatedly accelerate and brake as they attempt to intercept offenders. Since the demise of the Australian car industry, Queensland has used the Kia Stinger which is now defunct. Our interstate colleges (especially NSW who run an intensive evaluation of their potential Highway Patrol Fleet) have decided that BMW is the market leader for Highway Patrol Fleet.

Can someone point to me what we're missing? One would think they are the closest fit to the old Falcons and Commodores that used to dominate the high-performance fleet.

OPERATIONAL DEMAND

As we come into the silly season, the jobs are starting to pile up. DV reform in January will no doubt assist us to stem the tide, but it is only part of the fix.

I have just finished a shift where the Central Patrol Group had 60 plus jobs outstanding, an offender had to

be lodged at Beenleigh Watchhouse because Southport was full (even after opening Coolangatta). Logan is at least as bad.

Since the change in policy some time ago not to finalise a DV job until someone had been spoken to, we find ourselves in a flux, where jobs just stagnate on the system, with crews unable to locate the informant, aggrieved or respondent.

The answer to these jobs cannot be re-attend ten times in the hope some magic will occur, we need an official mechanism to finalise these jobs.

After all, if the calling cards, text messages, emails and repeated phone calls haven't worked, what will? Keeping the job in the system for two weeks does not make anyone safe. Often when making inquiries into these jobs, it becomes apparent that police have had contact with one or both parties and haven't known a job was in existence.

While we're at it, can we create a mechanism for the GPS bail breaches to be entered via PIR by the provider. Again, jobs sit on LCAD and police have had contact with the offender blissfully unaware of the fact that they have breached their bail. Hardly tough on crime.

Perhaps the lead agency for Domestic Violence could provide a service where they attend the address of aggrieved spouses, collect undisputed property and take it to a pick up centre. This would remove the trauma of an aggrieved person coming face to face with their abuser and remove a large number of time consuming jobs from police.

My final wish, is the old chestnut about charging for warrants of possession. Let's charge a fee for service and do them on overtime. I have never understood why Police are expected to subsidise what is a risk of investment.

HONOUR AND SACRIFICE

There have been a number of police tragedies already this year. In just

a few months we lost three brave, honourable interstate officers who were shot and killed by offenders. Each loss sent a ripple of emotion across the national police family.

It was my honour to attend each funeral to represent current serving and retired Queensland police and the entire membership of the QPU.



The funeral service for Constable Keith Smith who was shot and killed at North Motton, Tasmania on June 16, 2025.



There was a huge attendance at the funeral service for Senior Constable Vadim de Waart-Hottart at the Victorian Police Academy. The young Senior Constable was shot and killed at Porepunkah on August 26, 2025.



Police Unions & Associations from across Australia and the Pacific sent representatives to the funeral for Detective Leading Senior Constable Neal Thompson who was shot and killed at Porepunkah on August 26, 2025.

With Honour They Served.



JOHN SHILTON

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**EB#11 HAS
DOMINATED
WATER COOLER
CONVERSATION SINCE
ITS ANNOUNCEMENT
ON 29 JULY
THIS YEAR, SO I
THINK IT IS ONLY
APPROPRIATE TO
LEAD THIS JOURNAL
ARTICLE WITH EB#11.**

SPRING 2025

I think it is pointless for me to rehash the details of the Certified Agreement. Every member were sent emails from the QPU with the details of the widely publicised State Wages Policy of 3%, 2.5% and 2.5%, the increase to the pay scales, the General Duties payment, and a link to a calculator for members to see how their pay would increase over the term of the Agreement.

Our Union played a straight bat when delivering details of the Agreement. The General President Shane Prior acknowledged that if he had his time over, the delivery would have been done differently. Our Union acknowledged that mistakes were made, and that they would be learned from in the future.

I told the members from my Region that if they were happy with the deal then they should vote yes, and if the deal wasn't for them to vote no, but just to make sure that they voted.

I told them that I wasn't going to twist anyone's arm to make them vote yes, the decision was for them to make. I did my very best to explain to the members of my Region the potential outcomes of a no vote. Several people accused me of fear mongering and trying to scare members into voting yes. This was

never my intention. I just wanted the members of my Region to be fully informed before they made such an important decision.

To ensure that members were as informed as possible about all things EB 11, I arranged to have Senior Industrial Specialist, Steve Mahoney from the QPU to attend Police Headquarters to deliver a presentation to members.

Steve is a guru when it comes to EB, having been key in this and numerous previous EB negotiations. The first presentation on 11th August was also broadcast on Teams to enable members to tune in from their desk or away from the office. Likewise, the second presentation held a week later was offered in person and via Teams. The combined attendance for the two meetings was around 200 in person, and around 500 via Teams. Personally, I was thrilled by this attendance because I knew that Steve had done his best to explain everything to the membership, and I hoped that the members had walked away with all the information they need to make their decision once voting commenced. I also hoped that they would share that information with the colleagues when the topic of EB was next raised in their workplace.





It's no secret that those vehemently opposed to the Agreement (and there were many of them), were very vocal.

Police-related groups on social media were dominated by those decrying the deal. Members of the QPU Executive were accused of receiving kickbacks for accepting the deal from the Government. The General President received some of the vilest abuse that I have ever seen. Abuse from other coppers. From people that I thought were better than that. Absolutely disgraceful. I was so upset and offended by what I was reading online and hearing from people in the corridors of Police Headquarters, I felt that I had no option than to use the platform of the PHQ EB presentations to address this behaviour, and to try and prevent further attacks on Shane and my fellow members of the QPU Executive.

Below is the statement that I delivered to those who attended those presentations:

"I'd like to address you all about what I think is an important issue. This EB has been one of the most emotive EB's for members in recent history and I will once again acknowledge the anger and frustration among the members.

Since the EB was announced, around two weeks ago, I and all the other QPU Execs have received a lot of emails, messages and phone calls from unhappy members. We know the members are unhappy for a number of very valid reasons, however, as with previous EB's there are members who have unfortunately missed out. This EB unfortunately, was always going to

be a challenge to please 100% of the service.

What I am unhappy about is the public attacks and pile-ons of our General President. Members are allowed, of course, to dislike the EB deal, to dislike Shane or the QPU Exec for whatever reason. Members in political-type positions should expect a level of robust but fair criticism. However, engaging in anonymous personal attacks on social media is cowardly. It's not the work of a keyboard warrior, it's the work of a keyboard coward.

I want to clarify, this statement is not directed specifically at anyone within this room or within my Region, but it is directed at anyone who feels the need to make personal attacks on others under the anonymity of social media rather than approach someone directly. This is a forum where I have the chance to address this issue, as I'm sure what happens in this room this afternoon will spread beyond these walls.

I say this to you, as my colleagues and members today as the HQ & Support QPU Executive Rep, I'd rather be voted out of this position while treating people with respect, than remain in the role and accept the bad behaviour of a few people who have an agenda to push. The standard you walk past is the standard you accept.

If anyone ever wants to speak with me about a Union issue, I work in FCCG on Level 6 of PHQ. My picture, mobile number and email address is on flyers in Tank Street, parts of Makerston House and on every floor in PHQ. I would much rather have

the robust conversation with you the members either face to face or via email than address criticisms levelled anonymously on social media. I want you to voice your concerns with me in a way they can be addressed and answered instead of growing into something which is toxic and untrue.

This is a workplace. The QPU is a workplace and Steve Mahoney here is a QPU employee. The QPU has a code of conduct which includes treating people with respect. All I ask of you today is to treat Steve with respect whilst he delivers the presentation, and treat your colleagues with respect if they choose to ask a question."

Although a couple of months have passed since I first read it out, I still stand by my statement. Feel free to contact me if you'd like to discuss its contents any further.

REGIONAL REPRESENTATIVE ELECTIONS

On Thursday October 9, the results of the recent Regional Representative Elections were delivered by the Australian Electoral Commission.

Far Northern Region, Southern Region, Headquarters and Support Region, Metro North Region and Central Region Reps were up for election, but after the initial nomination period, Far Northern Region, Southern Region, and Headquarters and Support Region were not contested, leaving only Metro North Region and Central Region to go to the vote.

Incumbent Rep for Metro North Richard Jackway was defeated at the ballot, as was Central Region Rep Cliff Baird. Both Richard and Cliff

were dedicated reps, and provided countless hours of assistance and support to the members of their Regions.

I thank them both for the important work that they have done. John Lewis and Troy Hayward will take on the roles of Regional Reps for Metro North Region and Central Region respectively, and I look forward to working with them in the further service to our members.

Congratulations also to Bec Bradley from Far Northern Region and Jarrod Brown from Southern Region for being re-elected as the Reps for their Regions.

Finally, please let me take the time to acknowledge the incredible amount of trust that the members of Headquarters and Support Region have placed in me by electing me as their Regional Representative for the next four years. Having spent the past 12 months in a casual vacancy role after Shane Prior vacated the position to become General

President, I now have a far greater understanding of the importance of the Regional Representative roles and the “politics” that comes with it.

It has been a very steep learning curve, and I acknowledge that I have made a few mistakes along the way. It is a position where you never stop learning, and over the next four years, I’m sure there will still be questions that I can’t answer, but I am fortunate to have some very smart people working in the Union building that help me provide the answers to some of those questions.

As per the email that I sent out to all members of Headquarters and Support Region at the start of the nomination period for the Regional Representative elections, my priorities for the next four years are:

- Fight for every member of Headquarters & Support Region to retain their OSA.
- Expand and restore FWA’s across the Region to maintain the vital work/

life balance of our members.

- Push for specialist members to be able to return as Special Constables after 60. Your skills are too important to for us to lose when you retire.
- Support and empower my delegates to engage with the members of their branches. As the most diverse of all the Regions, I need my delegates to be the voice of the members in their specialist areas.
- Continue to advocate strongly for the members of Headquarters & Support Region

I am immensely proud to represent the members of the most diverse of all the Regions, and I look forward to advocating for you over the next four years.

As always, please don’t hesitate to contact me if you have any questions or require assistance. I’m always happy to help you however I can.



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

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

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



JOHN LEWIS

REGIONAL REPRESENTATIVE - METRO NORTH REGION

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**I AM HONoured TO
HAVE BEEN ELECTED
AS YOUR NEW METRO
NORTH REGIONAL
REPRESENTATIVE,
AND I WANT TO
SINCERELY THANK
ALL MEMBERS WHO
TOOK THE TIME TO
VOTE AND SHOW
THEIR SUPPORT
DURING THE RECENT
QPU ELECTION.**

I'd like to also acknowledge and thank the other candidates Richard and Matt who put their hands up for nomination, your willingness to serve the membership is greatly appreciated.

I want to extend my genuine thanks to Richard Jackway for his dedication, advocacy, and professionalism throughout his time as your Regional Representative. Richard has worked tirelessly to support members and strengthen the Union's transparency and accountability, and he leaves the role with the respect of many across the Region.

As I step into this position, my focus will be simple, to listen, represent, and act on behalf of members.

I will take your concerns to our senior leaders and will have robust, but always respectful discussion with them. I truly believe we have always had a strong senior management team in Metro North- North Brisbane District that are prepared to listen to our concerns. I will not always get the outcome we/you desire but I will always be open and honest with you about the outcome.

A BIT ABOUT MY SERVICE.

I am a father with two awesome children. My daughter Mia is in Year 9 and my son Harrison in Year 7. The best achievement of my life is having these two incredible children that I was fortunate to have. They make every day seem better than the day before.

I have been a serving member of the QPS for 30 years in various roles. I started as a uniform Constable at Fortitude Valley. I then went to

Brisbane City CIB where I stayed for the next 5 years and attained my Detectives appointment. I then transferred to Crime Ops and worked at Homicide. I was then promoted to Sergeant at Detective Training and then to Senior Sergeant also at Detective Training. I have spent a number of years as a DDO on both Northside and Southside and I'm currently DDO North Brisbane District.

CHALLENGES WE FACE IN NORTH BRISBANE DISTRICT AS POLICE OFFICERS.

I want to take a moment to acknowledge the dedication and professionalism each of you demonstrates every day. I understand the significant challenges we continue to face.

The continual calls for service, particularly in relation to domestic violence, mental health, repeat calls for service, staffing shortages, and the changes brought about by the move to demand-based rostering systems.

We are not a one stop shop for other agencies and need to get back to our core role of Policing and keeping the community safe including time for proactive policing not simply reactive.

These pressures are not unnoticed.

I want to assure you that I fully appreciate the hard work and commitment you bring to the role under these demanding circumstances.

I am here to support you, and we will continue to raise these matters respectfully with senior management, advocating for improved conditions and staffing models that better reflect the realities of our work.



RICHARD JACKWAY

FORMER REGIONAL REPRESENTATIVE - METRO NORTH REGION

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THIS WILL BE MY FINAL EXECUTIVE ROUNDUP, FOLLOWING THE METRO NORTH REGIONAL REP ELECTIONS.

It has been a privilege to help members, not just in the smaller things, but in the larger things.

I have taken particular pride in the discipline outcomes I've helped members with, and with reducing their stress during the process (which under WHS laws, is actually the QPS responsibility that they constantly fail at.)

My view is that Officer mental health (burnout, PTSD, etc) is the battle of the next decade. There are so many things that the QPS as a whole, is simply terrible at, and could make life so much better:

- Being open & accountable
- Being fair
- Have better recognition processes
- Giving officers a break from DV
- Training in psychological health / emotional burnout (which is different to stress burnout.)

Sadly, I can keep going with this list.

The point is, your Union is fighting to make things better, even if it is currently an uphill battle with the QPS.

CHANGE

Like many Officers, I suspect there is a disconnect between what our Commissioned Officers think they know, and reality...but this disconnect is caused simply by being human, and I have a story that I share to illustrate this.

I was elected two-thirds of the way through the SDRP implementation. At my first Branch Meeting at Petrie, in faces and through the words of the

Officers present, I experienced and realised just how badly brutalised their psychological health was. I tried to explain this to both the QPS and Union Executives....and received blank looks. It was clear to me that they didn't understand.

After speaking with then VP Shane Prior, both he and GP Leavers attended another Branch Meeting at Petrie Station.

Ian Leavers walked out of the meeting saying "This is F**ked!" (and implemented a project that led to the downfall of SDRP).

This taught me an incredibly important lesson. Some things cannot truly be explained, they have to be experienced for them to be truly understood.

I suspect this is what is currently happening in the QPS in the realm of burnout. Commissioned Officers can draw conclusions from the numbers, but without experiencing the issue, they don't truly understand just how bad the situation on the ground is. Quite naturally, they keep projecting what they experienced, how they handled it...but their experience is not what is actually happening.

I have found that change in this area can be difficult to achieve. But I take a longer term view of things.

To me, change is like trying to get a large object to start moving, inertia makes the initial push the hardest. But sometimes a series of smaller pushes will eventually start it moving..

WATCHHOUSE BODY SCANNERS

Why do watchhouses not have body scanners capable of internal scans?

A recent critical incident involving a prisoner arrested on a Return to Prison Warrant that led to a drug overdose death from internally secreted drugs, led me and many others to question why Watchhouses do not have such scanners.

Realistically, a machine powerful enough to do an internal scan would only ever be used on those on Return To Prison Warrants, where they have a motive to do such things.

If the technology exists, and would save lives, why do we not have them?

And why do watchhouses not have body scanners capable of doing external scans like the airports? These would remove the need for unclothed searches, which would restore prisoner's human rights to them.

NATIONAL POLICE REMEMBRANCE DAY

NPRD at the Brisbane Botanic Gardens was well attended by both dignitaries and families.



QPU Metro South Regional Rep Shayne Treasure, QPU General President Shane Prior and former QPU Metro North Regional Rep Richard Jackway at the State Police Memorial, Brisbane on National Police Remembrance Day.

This day always brings with it a sense both sadness and pride. Sadness for the lives lost in the line of duty, and pride in the fact that police turn up

to work each day knowing the risk to their lives, and we turn up anyway - because deep down, we know the value we bring to our community. We understand how essential policing is. We see what the consequences would be of an absence of police.

And we know why community is essential to us, because ultimately, we are a very thin, blue line.

THE EB VOTE

This year's EB vote was by far the largest voting turnout in EB history. By far the most people voted no, and by far the most people voted yes, resulting in the Yes vote just getting over the line.

My view is the level of emotion involved is reflective not just of the EB, but of the level of Officer burnout in the QPS, which has gone through the roof in the last four years.

We were all hoping for better – to reflect how our work has changed and the significantly negative impact it has had on us in the last few years.

I had been hoping for better. We didn't get what we were hoping for.

For the sake of transparency heres key points for my decision to agree in Principle were as follows:

- The negotiation milestones, issues and risks were explained to the Union Executive
- It was a 'take it or leave it' deal, a few days before the operative date expired, and we were told no consent would be given to retaining the operative date
- The potential loss of operative date could equal losses in the tens of thousands for defined benefit members who I represent, most with less than five years left. I personally think if at this point I denied those members a say in their own future (ie. If I said no to an agreement in principle, denying them the right to vote on it) that doing so would be not just unfair, but unjust to those members.

- 2.10 went from \$100k to \$110k base under the previous EB and this EB would take them from \$110k to \$120k.
- In relation to the \$8k component, GD's had voted EB after EB for around 15 allowances for other sections (some of those allowances are north of \$10k across the life of an EB, and continue EB after EB)
- I was pretty sure that the worst case scenario (which I have to consider) of 18 months to finalisation of arbitration would require a 5%, 5%, 5% result just to break even with the base. Later, on doing up a comparison table, 5-5-5 was correct.

My view was that the right thing to do was to put it to the membership to decide.

Oddly, many believed the information sessions talk regarding arbitration was a scare campaign, yet from my perspective, if the risks weren't explicitly spelled out to the membership, and that came to fruition, the Executive would rightfully be blamed for not explicitly spelling out the risks.

This doesn't & cannot cover every issue, it addresses some of the contentious elements.

Lastly, it has been a privilege working with many fine officers who genuinely have the welfare of the membership at heart.

Best wishes





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IN SEPTEMBER, MEMBERS OF THE QPU VOTED ON WHETHER TO ACCEPT THE PROPOSED IN PRINCIPLE ENTERPRISE BARGAINING AGREEMENT.

A large majority of the membership participated in the ballot with the results being narrow, with 51.6% in favour and 48.4% opposed.

I acknowledge the communication from the Region was not the greatest and a lot of misconceptions early on in the bargaining phase. This process was a valuable and eye-opening experience.

As my first involvement in the bargaining process, it provided a deeper understanding of the complexity and effort required to secure fair outcomes for members across all Regions. I can see opportunities to strengthen regional engagement in future negotiations.

Whether you voted for or against, an Agreement totaling \$540 million dollars is the biggest ever negotiated in Union history.

One very important factor is our optimum date has been maintained and in 2028 we will head into the next round of negotiations before the government election. With the Agreement now being certified, the QPS should start to process the back pay and superannuation. More information will be sent out in the near future. The QPU will now shift its focus with major work still being done in both the space of QPS Fleet management and watchhouse assessments. Send us photos, examples and documents relating to issues encountered with QPS Fleet to industrial@qpu.asn.au.

REGIONAL REPRESENTATIVES

In mid-2025 the QPU conducted some Regional Representative elections, a vital process that ensures every corner of the state has a direct voice in union affairs.

As the state enters a period of major change, driven by industrial bargaining, legislative reform campaigns and internal restructuring, the selection of Regional Representatives is more important than ever. Through these roles, Regional Reps help ensure that the union does not become overly centralised and that the diversity of policing environments, from city precincts to remote stations, is properly represented.

Elections were conducted in accordance with the QPU rules and the Fair Work Act. Voting was held by ballot, counted regionally and winners declared in line with QPU electoral rules. The vote saw a change in both Central and Metro North Regions by narrow margins. Troy Hayward is the new regional representative for Central Region and John Lewis is the new regional representative for Metro North.

Whilst I farewell Cliff Baird (Central) and Richard Jackway (Metro North), I welcome both Troy and John and look forward to working with them both.

The Regional Representatives are currently:-

Far Northern Region –
Rebecca Bradley

Northern Region –

Toni Brosnan

Central Region –

Troy Hayward

North Coast Region –

Jake Lacy

Metro North Region –

John Lewis

Metro South Region –

Shayne Treasure

HQ & Support Region –

John Shilton

Southern Region –

Jarrod Brown

South Eastern Region –

Andy Williams

100 DAY REVIEW

The 100-day review identified many corporate or support functions are very “Brisbane-centric” and disconnected from the regional needs.

It also highlighted officers are “stretched” suffering fatigue, psychologically stressed, diminished capacity due to workload, non-stop demands, burnout and misalignment between what is expected and resources/support available.

Part of these problems include having to take on “non-core” duties such as mental health calls, relentless calls for domestic and family violence related jobs, prisoner transports and hospital guards which reduce capacity for traditional policing functions. This is exaggerated in areas with geographical challenges, remoteness and lack of available services.

Referred to as “mission creep”, officers are often and increasingly doing work that should be handled by other agencies. The impact of mission creep is diverting resources from “frontline policing”, increasing the workload for others and contributing to overwork, reduced agility in responding to crime or emergencies and eroding morale. And whilst we are attending to non-core duties such as prisoner transports, what tasks are not being done?

Some of the recommendations include clearly defined policing duties, create a framework to better manage and triage what work the QPS must do, versus what can be done by other agencies, set clear expectations from both the community and within the QPS about what we will do, what we will not, and how resources are allocated.

Whilst the review has only recently been completed, and I am excited to see the implementation within the Region and the changes that need to be made, refocus on operational leadership and workers on the front line, draw legislative boundaries so that non-core functions can be reallocated to the responsible agencies.

NATIONAL POLICE REMEMBRANCE DAY

National Police Remembrance Day is held to honour Australian police officers who have died in the line of duty or as a consequence of their service.

This year, I had the privilege to attend the National service in Canberra representing both the QPU and the QPS.

The ceremony was a solemn, powerful reinforcement of the sacrifices made by law enforcement officers across Australia. Hundreds of police officers, dignitaries and families gathered to witness a formal march from the Australian Federal Police Headquarters to the Memorial, led by representatives from every Australian policing jurisdiction, and the service of laying wreaths, readings and a minute’s silence.



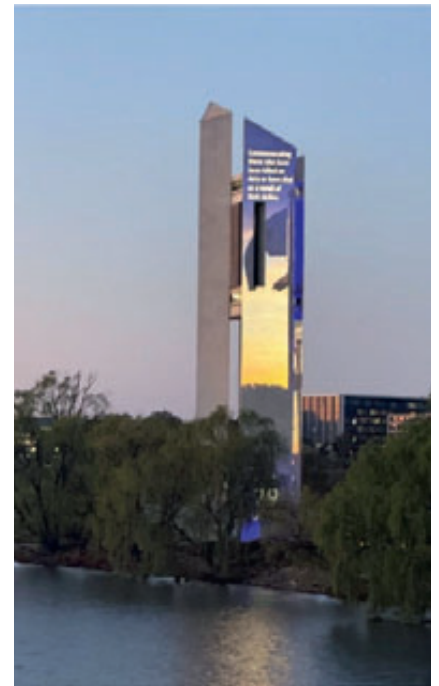
This year’s ceremony carried special poignancy following the recent

deaths in Tasmania and Victoria with those officers being recognised and added to the memorial wall.

Their inclusion brings the total number of names commemorated on the National Police Memorial Wall to 826.

Parallel services were held in every state and territory, with communities pausing to reflect on the courage, dedication, and ultimate sacrifice of those who served. The services are vital for ensuring that the fallen are remembered, their families supported and policing itself is held to its deepest responsibilities.

The day was both solemn and strengthening, a reminder of the risks inherent in policing, the mateship that binds the service, and the importance of ensuring every member returns home safely.





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WHETHER IT IS DURING STATION VISITS OR OVER THE PHONE WITH MEMBERS, I HEAR THE SAME COMMENTS EXPRESSED ON WHAT IS ALMOST A DAILY OCCURRENCE.

The words often come out strained from the member's voice, with a strong undertone of sarcasm lingering in the phrase 'Our People Matter' when they are conveying their treatment at the hands of the QPS or lack of investment in their colleagues wellbeing.

'Our People Matter' was a joint initiative developed between the QPS and the five employee Unions to jointly develop a Health, Safety and Wellbeing strategy together.

I have attended multiple 'Our People Matter' committee meetings where I have witnessed the committee use their steering powers to fill the depleted cup of the employees.

The OPM movement has traditionally been heavily aligned with the Police Service in an effort to improve the organisations perception from within by their own members. After all, the name speaks volumes and almost provides a guiding principle and direction for their outcomes.

At the conclusion of most meetings, I couldn't help but feel like I had attended the wrong conference room. There were multiple Commissioned Officers and administrative staff present amongst the appointed OPM delegates where the topics struggled to go further than providing funding for a local school fete cake stall.

To further add insult on the lack of investment in the members wellbeing, on multiple occasions the QPU was requested to provide funding for the QPS 'initiatives' that were so loosely aligned with

member welfare that any financial engagement by the QPU would have had to accrue 'loan shark' interest to avoid frivolous disposal of membership monies.

The current state of play regarding applications for funding through 'OPM' committees to better the Health, Safety and Wellbeing of members is for the QPS stakeholders to identify their deficiencies regarding employer obligations under the Workplace Health and Safety Act 2011 before requesting funding from the QPU to rectify the identified problem.

The QPS organisational mindset remains entrenched in its belief that the WHS Act 2011 only requires the employer to ensure the physical workplace is of a safe standard, continually overlooking the requirements of the employer to provide a workplace free of psycho-social hazards, requiring the QPU to abandon the OPM Committee to support its own members in driving local initiatives that will occasionally attract District level funding. Of course, QPS funding is all dependant on what fictitious police station in the State has been purchased/rented at the time and whether the District Officer has been allowed to access the purse.

The 'Our People Matter' strategy requires an overhaul, realignment and refocus on what they are trying to achieve in tangible outcomes for employees if the QPS wishes the movement to retain any credibility at all.

JUNIOR POLICE CONTINUE TO LEAD THE ORGANISATION

In previous articles I have written about the leadership vacuum within the QPS and how proud I am to be associated with the men and women in uniform for stepping up and taking on leadership roles, sometimes many ranks above their own.

These leadership roles were never applied for, never pushed onto the individuals and were never chased in order to receive recognition for their efforts.

I am not speaking about leadership roles that involve authorising overtime, stationery purchases or investigating discipline files from an office or location that implies the individual has leadership qualities. I am speaking about authentic leadership, leadership from the front line that looks to improve the lives and conditions of their colleagues.

This is where First Year Constable Rian Davies from the Springfield Police Station stood up and asked the question 'What can I do to improve Police Mental Health?'

With the support of his Police colleagues, Sergeants and Officer in Charge Luke Tulacz, Constable Davies secured multiple sponsors and the venue of Brighton Homes Arena for a weighted 24 hour ruck march, sharing the load of hardships and experiences with numerous Police from the SE corner.

I encourage everyone to take this example of what leadership can be and to strive for initiatives in your own area. To Constable Davies, I hope to see you influencing more officers in your travels, cementing your position as a future leader within this organisation.



Springfield Police - OIC SSgt Luke Tulacz (Left) with Constable Rian Davies (Right)



Fantastic support from the Springfield Police Station Sergeant team at the 24 Ruck

THE RELATIONSHIP BETWEEN FATIGUE AND YOUR CAREER

It would appear there is more individual interpretations than you might think.

"Fatigue is a serious psychosocial hazard that can affect both your physical and mental wellbeing. It reduces your ability to focus, impairs decision-making, and increases the risk of errors, injuries, and long-term health issues."

The above statement is the opening line from the QPS internal webpage on 'Managing Fatigue'.

I recently shared my views around fatigue with members of the Ethical Standards Command during a Critical Incident where there were two very distinct differing opinions on what considerations should be made for our members wellbeing during such events.

Currently, there are limitations on the amount of hours able to be worked within a 24hr period and requirements for 10 hour breaks between ordinary rostered shifts unless justifiable (emergency situations). The limitations are set in place specifically to address the risks associated with focus, impaired decision making and increasing errors (opening QPS Statement).

There are current studies in the United States of America that suggest individuals that have been subjected to 18-20 hour periods of sleep deprivation perform tasks, both physically and cognitively at the rate and proficiency of a person who has a Blood Alcohol Content of .08%.

It is reasonable that during critical incidents where the members are sufficiently rested, that they are to remain 'working' in order to expedite the investigative process required. There are however certain times that these critical incidents should be managed so that the member participating is not set up to fail. After all, being directed to participate in an internal investigation can have serious consequences for members' short and long term careers.

The principles of natural justice would suggest that the membership



should be provided an opportunity to put their best foot forward and not be subjected to processes that reduce their ability to fully cooperate at their full capacity.

There is potential for the introduction of a requirement for two elements to be considered in order to achieve the best possible results.

- 1 - What is the likely outcome and investigative requirement to have the matter expedited?
- 2 - What level of fatigue is the member currently under and how could this affect the member's ability to participate?

The first relates to the seriousness of the incident where the investigative requirements and outcomes can help navigate the ESC response. In the event that no immediate investigation is required, then the investigative process will follow any other internal investigation that is managed via desktop at a later date as there is no 'emergency circumstance' present.

The second requires an appraisal of the member's sleep pattern and actions prior to the incident, including their participation in night shift etc.

A recent example included a single vehicle traffic accident with critical injuries to a driver (POI) observed by attending police during a call for service, resulting in the Police Officers involved being awake for a total of 36 hours before

the interviews were finalised. Remembering the effects of fatigue, this would be the same as the officers downing a number of beers at the commencement and during the ESC scene walk through.

Now, I will confidently state that any member of ESC would not permit the affected officer to be sipping their favourite craft beer or brew during the internal interview due to the effect alcohol has on their ability to participate and the requirements under the PSAA, however why are members directed to participate when they are suffering from similar effects caused by fatigue?

In this scenario above, regardless of the QPU advice, there was no requirement to have both members forced to stay awake for 36 hours in order to finalise the investigation.

With the current levels of technology, investigators would be able to review BWC and Dash Camera footage whilst the involved officers were provided an 8 hour minimum break. This break would provide refreshed cognitive function, allowing the members to engage with their full ability.

The QPU remains available for further consultation with the QPS in order to achieve the best outcomes for all parties involved and request that future decisions will not adversely affect the member's wellbeing.

NATIONAL POLICE REMEMBRANCE DAY - IPSWICH

There was a generous turnout at

the Ipswich District National Police Remembrance Day, starting with the march from Brisbane Street to the St Mary's Church for the service and refreshments afterwards.

Thankyou to the St Mary's parish for the use of their facilities and to the families of Police and the community for their ongoing support.



The next generation has started to get involved, laying a wreath to support their mother and father, both employed by the QPS.



Const Ashleigh Pearson and Const Zoe Graham represented as the newest members of Karana Downs Station.



QPU Southern Region Rep Jarrod Brown with OIC Ipswich CPU D/SSGT Steve Williamson and Ipswich TCS Team Leader Sgt Simon Guildford.



Ipswich TCS OIC SSgt Michelle Blaney and OIC Ipswich Dog Squad Sgt Matt Grace showed their continued support for National Police Remembrance day.



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**THIS FIRST REGIONAL
ROUNDUP AS THE
CENTRAL REGION
QPU REP REFLECTS
ON MY 28-YEAR
CAREER WITHIN
THE QUEENSLAND
POLICE SERVICE,
COMMENCING IN
1997.**

I believe my career has been a profound personal and professional evolution forged across diverse regional locations, including Mount Isa, Doomadgee, Longreach, and Mackay.

The core of this reflection rests upon the unwavering conviction that policing is the best vocation ever, a belief sustained despite continuous exposure to the extremes of human behaviour, the worst and the best.

My career progression from General Duties in isolated communities to specialised roles, including as a Detective within the Mackay Criminal Investigation Branch (CIB) and Team Leader of the Mackay Tactical Crime Squad (TCS). Critically, this piece addresses the essential role of personal faith and family as anchors against the inherent anguish and pain encountered both on the street and, sometimes, from within the organisational structure itself.

True front-line resilience is a holistic balance of professional commitment, spiritual grounding, and uncompromising ethical clarity, further fuelled by the honour of serving as the Central Queensland QPU Region Representative.

THE ENDURING VOCATION

In 1997, I stepped onto the path of policing, a choice that was less a job application and more an acceptance of a vocation. Nearly three decades later, having traversed the vast, complex, and beautiful landscape of regional Queensland, that conviction remains absolute:

policing is, without reservation, the best vocation ever.

It offers a direct, daily immersion into the reality of the human condition, presenting unparalleled opportunities for service and justice.

My career has been defined by inherent contrasts, the isolation of the outback against the complexity of organised crime; the warmth of community support against the chill of human cruelty.

My journey through the Queensland Police Service has served as a continuous education in ethical decision-making and practical leadership, culminating in the honourable role as the QPU Central Region Representative.

From the dusty tracks of the Gulf Country to the busy streets of the coastal tropics, the mandate remained consistent: to maintain law and order, protect the vulnerable, and ensure the safety of the community. Yet, the how of that mission changed drastically depending on the cultural, geographical, and demographic context.

This reflection is an attempt to articulate the lessons learned from the front line, detailing the unique challenges faced in regional policing and exploring the bedrock of faith and family that provides the necessary strength to carry the burdens of the job.

It is a testament to the resilience required not only to face the worst in humanity but also to persevere

through the internal pressures and anguish that inevitably accompany a life dedicated to the uniform.

I. The Crucible of the Outback: From Mount Isa to Doomadgee and Longreach

The initial phase of my career was spent in the vast, unforgiving, yet captivating regions of the Queensland interior. This period was the true crucible of front-line experience. Locations like Mount Isa, Doomadgee, and Longreach demanded a level of self-reliance and multi-skilled ability that city policing often cannot replicate. In these areas, the police officer is frequently the sole emergency service and local government representative, requiring a broad competence that spans everything from complex investigations to community conflict resolution.

Working in these remote communities offered a privileged, unvarnished view of human existence. In places like Doomadgee, the policing required was less about reactive enforcement and more about deep cultural engagement and sensitivity. Here, the challenge was understanding the deep historical context influencing contemporary social issues, moving beyond simple application of the law to a search for sustainable, community-led solutions. It taught me the necessity of patience and the inadequacy of 'one-size-fits-all' policy, demanding that every interaction be conducted with the highest degree of procedural justice and respect for local custom.

The isolation of the outback, particularly in Longreach, amplified the intensity of critical incidents. When a major incident occurs, the responding officers are the entire resource base for hours, sometimes days. This environment accelerates professional maturity, teaching the essential lesson that responsibility cannot be delegated to distance. This regional service provided essential grounding, showing me

the best and the worst in people. I witnessed the depths of poverty and violence, alongside incredible acts of communal resilience and unconditional trust placed in the uniform. This duality of human experience formed the bedrock of my career philosophy: that even in the darkest corners of crime, there remains a spark of human dignity worth fighting for and protecting.

II. Progression and Specialisation: Investigative depth in Mackay

The transition to Mackay marked a shift from General Duties to specialised proactive and investigative work, bringing a new intensity and focus to my service. My tenure as a Detective in the Mackay Criminal Investigation Branch (CIB) required moving beyond the immediate response to a methodical, strategic dismantling of criminal enterprises. CIB work is often a battle of patience, persistence, and forensic detail, transforming chaotic street events into legally admissible evidence. The detective learns to read the silences, connect the dots, and manage high-stakes operations that rely on meticulous planning. The challenge here was intellectual, to master the complexities of fraud, property crime, and drug syndicates, which require entirely different skills than general patrol.

Following CIB, leading the Mackay Tactical Crime Squad (TCS) was a pivotal leadership role. TCS operates at the sharp end of proactive policing, often involving high-risk target apprehension, surveillance, and disrupting street-level criminal activity. As the Team Leader, the responsibility shifted from personal investigation to safeguarding and directing a specialised unit. This required a constant focus on risk management, ethical boundaries, and maintaining the highest standard of operational safety, particularly during dynamic entries and execution of search warrants. This role reinforced the belief that the success of any operation is directly

proportional to the trust and training invested in the team. Leading TCS was a testament to the profession's evolution, demanding tactical excellence while strictly adhering to transparency and accountability protocols, a direct line back to the need for procedural justice in every coercive action.

Professional service extended beyond operations into organisational advocacy. The pinnacle of this service is the QPU Central Region Representative role. This position is a source of immense honour and pride, enabling the collective voice of the front line to be heard, ensuring their welfare and operational needs inform policy at a strategic level.

III. The Inner Conflict: Faith, family, and the anguish of the uniform

A career spanning 28 years on the front line requires an unbreakable anchor. For me, that anchor has been my faith and my family. Policing requires the consistent compartmentalisation of trauma. The violence and despair witnessed at work, the broken bodies, the cold evil must be left at the station door. Without strong spiritual and emotional grounding, the cumulative toll of vicarious trauma becomes insurmountable. My personal faith provides the moral compass and ethical clarity to navigate grey areas, and my family offers the vital sanctuary and perspective necessary to remind me that the worst moments witnessed do not define the world.

However, the deepest wounds are not always inflicted by the subjects of investigations. This career has been marked by pain and anguish caused by people inside the job.

This speaks to the immense challenge of maintaining ethical integrity and cultural health within a high-stress, hierarchical institution. The emotional weight of confronting these internal failings from administrative exhaustion to the

occasional ethical compromise by colleagues was often profound.

It is precisely this firsthand understanding of front line challenges, and the necessity of advocating for those carrying the heaviest burden, that makes the role as the QPU Central Region Representative such an honour. This position provides a formal platform to channel that anguish into constructive change, working to ensure better organisational support and fairer treatment for those on the ground.

This internal struggle is where resilience truly takes hold. It is not just about physically surviving the shift, but about morally surviving the system.

The long-term dedication to this vocation, despite these internal pressures, is fuelled by a refusal to allow internal failings to diminish the commitment to the public oath. It is a silent battle fought to maintain one's own ethical high ground, ensuring

that the best vocation ever remains defined by its ideals, not its defects.

It demands a professional courage, the courage to speak truth to power, the courage to seek help, and the courage to look for the best in people even when betrayed by those in blue.

THE COMMITMENT TO A JUST FUTURE

The 28 years spent across the Queensland frontier, from the isolation of Doomadgee to the demanding roles in Mackay's CIB and TCS, have provided an unparalleled education in human nature and institutional operation. I have seen the darkest shadows of crime and the brightest lights of communal compassion. The experience confirms that the essence of effective policing is not technology or raw power, but trust, trust built on consistent fairness and ethical conduct.

My belief in policing as the ultimate vocation is rooted in the daily opportunity to make a tangible, positive difference.

The challenges facing the front line today, complex mental health issues, administrative burdens, and heightened scrutiny are immense, but are met by a dedicated generation. The future of policing rests on our ability to prioritise officer welfare, cultivate internal integrity, and ensure voices of experienced police pass on ethical lessons learned from decades on the street.

It is the honour of service that remains, an unwavering commitment to faith, family, and the profound journey of a life in blue.



Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

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JAKE LACY

REGIONAL REPRESENTATIVE - NORTH COAST REGION

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I WANT TO PICK OUT A FEW KEY ISSUES THAT I BELIEVE ARE IMPORTANT FOR MEMBERS ACROSS THE NORTH COAST REGION.

To keep things clear, I will move away from my usual *Good, Bad and Ugly* format and instead focus on two significant topics that directly affect our membership.

WHEN THE ORGANISATION BECOMES THE TRAUMA

For years, policing agencies have framed psychological injury almost exclusively around exposure to critical incidents. But the uncomfortable truth is that most officers can manage the trauma that comes from doing the job. It is the trauma that comes from within the job that breaks them.

Queensland police are so far attending 66,000 more jobs than in 2023, with that number projected to rise by over five per cent each year. The operational tempo shows no sign of slowing, yet officers are still expected to find time for “proactive duties” to satisfy performance targets that ultimately enhance a commissioned officer’s résumé.

The gap between what is expected and what is humanly sustainable has never been wider.

And that leads to the question I keep coming back to:

“How can the organisation that breaks you be the same organisation that expects to fix you?”

This is not rhetoric. It is reality for too many members across Queensland.

Associate Professor Dr Jacki Drew from Griffith University’s School

of Criminology and Criminal Justice has conducted extensive, internationally recognised research into organisational trauma and psychological wellbeing in policing.

Her study involving more than 3,600 police officers in the United States found that organisational and operational stress, rather than exposure to trauma, were the strongest predictors of burnout, psychological distress, and intentions to leave the profession.

Officers who reported low levels of organisational justice, meaning fairness, trust and transparent leadership, were far more likely to experience mental health decline and consider leaving policing altogether. This is consistent with Dr Drew’s research in the QPS. She found that for QPS officers, organisational and operational factors cause 2 to 3 times the psychological harm, compared to the impacts of trauma and critical incidents.

In the 2025 QPU Health and Welfare Survey, 1,427 officer responses were stark:

- **68.6%** said their service with the QPS had negatively affected their health.
- **75%** felt the support provided by the QPS did not help them deal with stress or health impacts.
- **76%** were concerned that raising personal health issues with management would harm their career.

- **92%** agreed there needs to be greater investment in evidence-based, independent wellbeing programs.
- **84%** said they would support the QPU taking a more active role in leading these initiatives.

These results mirror what Dr Drew's Australian research has shown repeatedly. When officers feel unsupported by their organisation, the resulting organisational betrayal and secondary workplace harm can compound psychological trauma far more than the job itself.

Over the past few months, I have been working closely with Dr Drew to explore practical, evidence-based support structures that the QPU can deliver to help officers manage organisational stress and trauma. Her National Study of Police Mental Health (USA) found that more than 70% of officers reported experiencing at least one significant mental health impact during their career, yet only a small fraction accessed internal services due to fear of stigma or reprisal.

These findings highlight why independent, trusted systems of support are critical if we are to see meaningful change in the wellbeing of police officers.

The Service has also recently implemented a new "improved" discipline system, effective from 1 October 2025. As sceptical as I am, I genuinely hope this model goes some way toward easing the burden on officers who act in good faith but make genuine mistakes. Whether it delivers real change will depend on how it is applied in practice, and whether compassion, education and fairness finally take priority over process.

Organisational stress does not begin and end with a single event or incident. It builds slowly through constant fatigue, limited recovery time, and the unrealistic expectation

that officers can perform at full capacity every day without pause. If we want to genuinely improve the wellbeing of police, we must start by improving the way we work.

The concept of work-life balance in policing is often spoken about but rarely achieved.

The reality is that psychosocial hazards, including relentless demand, fatigue, inconsistent leadership, lack of control, and emotional exhaustion, are now formally recognised as workplace risks under law. These are not abstract ideas; they are daily experiences for many officers.

The QPS workforce is now telling the Commissioner that the days of the traditional 8-hour shift as the standard model are over. Officers across Queensland have reached their limit. Long commutes, overtime, and constant job demand mean the average officer spends more time in uniform than with their family.

That is why the QPU has commenced a working group including officers from every Region to develop and advocate for the statewide introduction of 9-hour shifts as standard.

The North Coast Region has two representatives on this committee, and I am proud that our members are helping drive this important reform.

A 9-hour shift model is not about working harder. It is about working smarter. It allows officers to attend fewer but better-managed shifts, creating genuine opportunities for recovery. It also gives our frontline members an hour at the end of their shift to debrief, complete personal development, and lower their adrenalin before heading home.

These small but meaningful changes can have a huge impact on mental health, family connection, and long-term sustainability in this profession.

The QPU remains committed to advocating for systems and

structures that protect our people, not just from what they face on the road, but from the pressures that come from within the organisation itself.

THE ROLE OF THE QPU

There has been some confusion recently about the role and authority of the Queensland Police Union. It is important to remember that the QPS is the employer, while the QPU is the advocacy body that represents employees.

Our role is to push for better conditions, fair treatment, and accountability when the organisation steps outside established industrial legislation or misinterprets the intent of policy or law.

The QPU cannot unilaterally change QPS policy or direct the employer, but we can influence, negotiate, and challenge decisions that negatively impact our members. We do this through strong advocacy, industrial expertise, and collective unity. When members stand together, our voice carries real weight.

I acknowledge that communication during the recent EB process was not perfect, and lessons have been learned. However, providing choice to members was always the central goal.

The offer from the Government has now been accepted, and it is important that we move forward together and continue to focus our efforts on improving conditions for all officers.

When former QPU North Coast Regional Rep Grant Wilcox retired last year, I reached out to the QPU to ask about the process for filling the vacancy. After receiving advice, I submitted an expression of interest to the Executive and was fortunate to be elected to fill the casual vacancy by the Board.

I am genuinely grateful for the opportunity to represent the

members of the North Coast Region. While I believe the process could be refined in the future to give more members the chance to consider nominating, the reality is that branch engagement across the state remains a challenge.

Many branches struggle to attract more than a handful of members to meetings, which makes it difficult to find people willing and able to step into these demanding voluntary roles.

That is why I want to encourage members to become more involved in your local branch. If you want to see real and lasting change, consider nominating for a branch position or simply attending your local meetings.

If you do not know which branch you belong to, please reach out to me and I will happily provide the details. I especially encourage officers within the Northern Patrol Group of the Sunshine Coast to get involved,

as I have recently had this branch approved to be opened to increase representation and unionism within the Sunshine Coast District.

There are vacant positions available right now for members who want to have a voice and be heard.

My focus remains clear: to ensure QPU members in the North Coast Region are supported to do their job without fear of unfair discipline, and that their industrial rights are protected. I remain available 24/7 to support members whenever needed

Our members deserve to feel valued, supported, and heard. The QPU exists to make sure that happens. Whether it is through industrial advocacy, mental health reform, or structural change to improve work-life balance, my goal remains the same: to stand beside our members and fight for what is right.

If you ever need guidance, support, or just someone to listen, please

know that I am always available. I will continue to do everything I can to make sure the voices of our members are not only heard but acted upon.



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

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



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BEC BRADLEY

REGIONAL REPRESENTATIVE - FAR NORTHERN REGION

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**FOR THOSE
WHO HAVE BEEN
FOLLOWING THE
ENews UPDATES
FROM THE QPU,
YOU MAY BE AWARE
THAT THE ELECTION
FOR SEVERAL
QPU REGIONAL
REPRESENTATIVE
POSITIONS
HAS RECENTLY
CONCLUDED.**

I am pleased to have been elected unopposed, which was an unexpected but welcome outcome.

Over the past twelve months, while fulfilling the responsibilities of the casual vacancy for Far North Region, I have gained significant experience and I am sincerely grateful for the support I have received during this period. My commitment remains steadfast, I will continue to advocate for our Region and provide assistance to those in need to the best of my ability.

I have observed a marked increase in interest regarding QPU activities throughout the recent EB negotiations, and I am optimistic that this engagement will continue as we move forward under the new pay agreement. I am hopeful that we will have no problems filling the vacancies in our branches across the Region.

I would also like to extend my appreciation to Cliff Baird, who has diligently served the Central Region also in a casual vacancy over the past twelve months. Following the recent election, a new executive has been appointed for this area. Cliff's dedication, willingness to step up for his members, and tireless efforts, often going above and beyond expectations, have ensured exemplary union support across Central Region.

Additionally, I would like to acknowledge and thank Richard Jackway for his service on the executive representing Metro North Region. Richard's dedication to supporting his members and his calm, thoughtful contributions to executive

discussions have been greatly valued. We are grateful for his commitment and wish him all the best in his future endeavours.

EB #11

I want to briefly mention the EB negotiations and process we have just finalised. I want to say how disappointed I am with the occurrences that transpired as a result of the EB negotiations.

Whilst it wasn't what we had hoped for, we are in a strong position leading into our next EB negotiations in 2028 as the government will be reaching the end of its first term as we negotiate.

Conversely when the following EB occurs we will be on the cusp of the 2032 Olympics. It's important to align our EB negotiations with those key periods to secure the best deal.

What I saw on social media during the recent process was truly appalling. I observed threats directed toward members and the executive, as well as considerable inappropriate behaviour, which I found both unacceptable and concerning in relation to our societal standards.

We're supposed to be the good guys and some of the behaviour I saw more aligned with the behaviour of the grubs we chase. I really hope that in future, members will inform themselves more thoroughly on the process and buy into the process more than just voicing what they want in terms of the bottom line. Enough said. As an Executive we will be having a full debrief of all that occurred to hopefully go into the next negotiations on the front foot.

VACANCY RATES

I have not addressed the vacancy rates in the Far North Region for some time. Considering how we were looking twelve months ago, much has improved.

I have noticed that the priorities of the Far North District are always to ensure that the Cape and other nearby areas are full so they can be self-sufficient, but poor old Cairns Station is often overlooked. Current Constable and Senior Constable vacancies at Cairns Station is at 29 positions as I write this article. This is just under a 16% vacancy rate.

With this vacancy rate at a relentlessly busy station, it's unsurprising that many members feel burnt out and disappointed by the low retention of second years at Cairns Station. Cairns station continue to train some of the most competent and well-rounded Constables in the state, but the majority are sent elsewhere at their second year and Cairns General Duties starts again with fresh FYC's.

Cairns ETO have confirmed they have 36 additional FYC's factored in between now and the end of March 2026, 20 arriving before the end of the year. Considering the 50 FYC's we currently hold and the numbers of those who will reach their second year between now and the end of March, the incoming FYC's will most likely fill the current vacancies Cairns Station is showing.

By next year the numbers should be looking flush. I am reluctant to say this is 100% positive. It will be positive if we can have an increased retention of more second years at Cairns Station. Time will tell and all I can do is continue to advocate for this to occur. FTO balance will remain a challenge for some time to come, increased numbers of FYC's is certainly not a guarantee to get us more cars on the road each shift.

NPRD 2025

I am an avid supporter of the NPRD ceremonies and have rarely missed attending during my career.

I have been pleased to hear reports that they were well attended across the Far North District.



National Police Remembrance Day on Thursday Island.

For myself this year I was honoured to attend and lay the wreath on behalf of the QPU at the National Police Remembrance Day held in Canberra at the National Police Memorial.



This year, Tasmania Police member Constable Keith Anthony Smith who was fatally shot on duty was honoured with his touchstone added to the National Police Memorial. The service was very moving and impeccably organised.



QPU Far North Regional Rep Bec Bradley with QPU Northern Region Rep Toni Brosnan at the National Police Remembrance Day ceremony in Canberra.

FLEET - A TALE OF TWO LANDCRUISERS

I want to remind everyone that the QPU is identifying and discussing fleet issues with Senior Managers responsible for QPS Fleet operations and on many occasions the response has been that 'We are unaware of these issues'.

A recent example arising from Kowanyama Police Division highlights some of the barriers faced in the Far North. The division has an area of approximately 15000km², a wet season which sees flooding and roads that are inaccessible for 3-6 months each year, nearest neighbouring stations are Pormpuraaw (120km), Coen (400km) Normanton (300km) and Chillagoe (390km) all via dirt road when they are passable. The township itself has about 5kms of potholed bitumen as a road network.

Thankfully, QPS Fleet have allocated three vehicles to the community consisting of three Toyota LandCruiser 79 series dual cabs with a pod.

Wet season 2024/25 saw the station manage with two vehicles, one vehicle never made it back to community before the roads were impassable so spent the season in Aurukun leaving one LandCruiser and one Hilux.

Turns out the random Hilux is actually a loan vehicle in place of the LandCruiser that melted a pod and was written off in 2024. The Hilux is not fitted with a winch, or a sat PTT so is useless out of town and came with 150,000 km on the clock. Inquiries to QPS Fleet to replace this loan vehicle with an allocated LandCruiser remain unanswered.

Things were looking up during the 2025 dry season, it was time for the second LandCruiser to return home from Aurukun. It almost made it too. Unfortunately, three weeks prior to its return it was belted with rocks and other objects, smashing the windscreen, windows and causing panel damage. It has spent a number

of weeks away being repaired but recently made it home.

The Hilux which is still alive, is then put in for its first 2025 dry season service with 190,000km on the clock and was found to have a cracked rear chassis that, to the dismay and genuine frustration of the good people in Cairns workshop, Fleet told them to repair and return to operational service. This is a four-month turnaround and now racing against the rains to get it back to community in time (where is the actual LandCruiser and pod instead of this broken loan?).

The good news was that the 'good' LandCruiser with the Sat PTT was still going strong. Sadly, during a recent arrest, the crew got separated from their vehicle with an offender and found themselves in a precarious situation with an angry crowd.



They safely made it back to the station however the 'good' LandCruiser was destroyed by fire/arson. Unsurprisingly, the insurance claim has determined it's a total loss. Now down to the one LandCruiser returned from Aurukun with no Sat PTT, the need for two genuinely capable vehicles remains. A loan of one Cruiser from Coen's massive fleet of two was the quickest temporary fix in turn requiring a loan of a vehicle from Weipa for Coen.

It's just robbing Peter to pay Paul. There are no more suitable loans from QPS Fleet available. However, no need to worry as Fleet have given approval for a new LandCruiser to replace the destroyed one.....The build commences in August 2026!



If you have an issue with a vehicle, please let your OIC and industrial@qpu.asn.au know. A lot of the terrain in our Region can be particularly harsh on our vehicles and we need to ensure that the vehicles we are being provided with are safe, reliable and fit for purpose.

Until next time, please stay safe.



Insurance confirmed the Kowanyama LandCruiser was a write off but a replacement won't be built until August 2026.

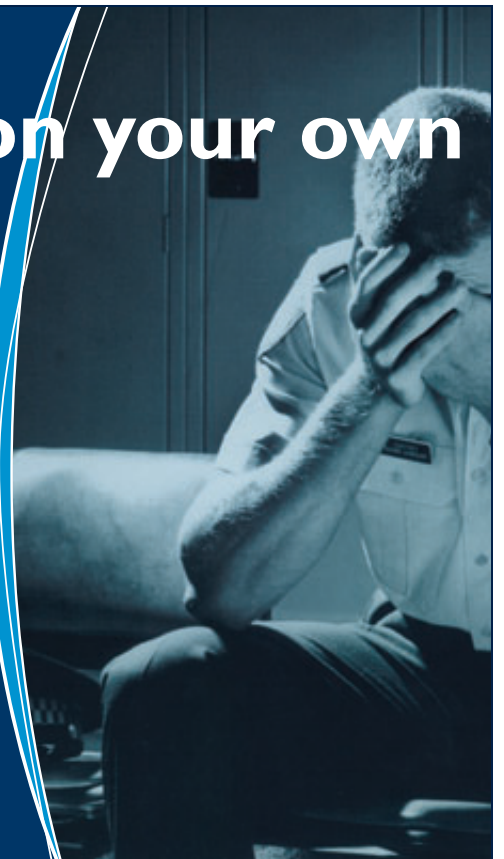
Without us, you're on your own

**When you need professional
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we're here for you.**



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QPU ELECTION RESULTS

ROUTINE ELECTIONS ARE HELD FOR THE REGIONAL REPRESENTATIVE POSITIONS TO FORM THE QPU EXECUTIVE BOARD.

The Board is determined by quadrennial elections, with the Regions split into alternating election cycles so the blend of experience and business continuity can continue.

In 2025 Regional Rep elections were conducted for Far North, Central, Metro North, Southern and Headquarters & Support Regions.

Elections for the remaining Regions, Northern, North Coast, Metro South and South Eastern will be held in 2027.

A stand-alone election will be scheduled for the position of QPU General President by the Australian Electoral Commission (AEC) with results confirmed in 2027.

Elections for QPU positions promote democratic control and ensure accountability to members

On October 9, 2025 the AEC determined the result of the two contested Regions:

METRO NORTH REGION:

John Lewis

CENTRAL REGION:

Troy Hayward

Representatives for three other Regions were elected unopposed:

FAR NORTH REGION:

Rebecca Bradley

SOUTHERN REGION:

Jarrold Brown

HQ & SUPPORT REGION:

John Shilton

The formal declaration provided by the AEC is included for QPU members to review.

Police Federation of Australia
Queensland Police Branch
DECLARATION OF RESULTS - E2025/38
Contested Offices

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

Central Region

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	1,044
Number of voters issued with voting material	1,044
Total number of voters issued with replacement voting material	7
Total number of voting material packs issued	1,051
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	328
Number of declaration envelopes rejected at preliminary scrutiny (minus)	3
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	325
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	28
Voting material packs not returned by voters by closing date of the ballot	695
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	31 %

Branch Regional Representative (1)

<u>Candidates</u>	<u>Final Votes</u>
GROTH, Kev	87
BAIRD, Cliff	108
HAYWARD, Troy	130

Total ballot papers admitted for this office	325
Formal Ballot papers	325
Informal Ballot papers	0

I declare the following elected:

- HAYWARD, Troy

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Queensland Police Branch
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Formal Ballot papers	325
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I declare the following elected:

- HAYWARD, Troy

QPS VACANCIES

**Sworn Police Officer Vacancies
August 2025**

7%

This is equal to an immediate shortfall of
956 first response officers

*(Vacancy is the gap between substantive headcount
and approved permanent positions)*



FLEET FARCE

POLICE VEHICLES MUST ALWAYS BE RELIABLE, SAFE, AND SUITABLE FOR SERVICE.

Recently, numerous complaints have been raised about QPS Fleet performance. With all aspects of policing under review, Fleet management should also come in for some scrutiny.

Management practices at Alderley Depot appear to be at the heart of the issues. In recent months, it was revealed various vehicle models have been warehoused for years, often these vehicles were eventually fitted out and delivered to stations with warranties already expired.

It's estimated there could be up to \$8Million worth of new vehicles sitting in QPS Fleet storage yards waiting to be delivered. There's also concern around the reduction of staff on site and replaced with contractors.



New vehicles have been sitting for so long in the QPS Fleet yard vegetation is growing in and around them.





Waiting for decals and radio's while the new car paintwork deteriorates.

A QPS spokesperson told car enthusiast website Drive.com.au in 2024 that the QPS on average replaces it's fleet vehicles every 3.8 years and "generally, passenger vehicles are replaced at four years/80,000 km and commercial vehicles are replaced at four years/100,000km. There are exceptions to this, as an example Police Beats have an expected life cycle of 10years/500,000km"

If this is the official view of the QPS why then are members constantly documenting first response vehicles that have odometer readings well into the 200,000 km range?

The Toyota Prado for Chinchilla station that was destroyed and written off from the Wieambilla shooting in 2022 was replaced with a recommissioned Landcruiser that arrived with over 200,000 km on the odometer. It still hasn't been replaced.



The recommissioned Landcruiser to replace the vehicle shot up at Wiemabilla in 2022 has over 265,000 km on it.

Both DMAX pod vehicles also assigned to Chinchilla have been off the road for five months due to serious mechanical and safety issues, including loose pod bolts and fractured mounts. These issues were raised in reports highlighting the DMAX's unsuitability for Chinchilla's rough roads, but no action has been taken.



One of the Chinchilla DMAX's that's been off the road for over five months with major repairs due to cracked chassis, severely damaged suspension, unbolted front driver seat, pod mounts broken and loose pod.

To cover for the DMAX problems at Chinchilla they were sent two loan vehicles. One of them came via Tara and previously Crestmead, it arrived without reflective markings across the front of the vehicle and 196,000km on the odometer.



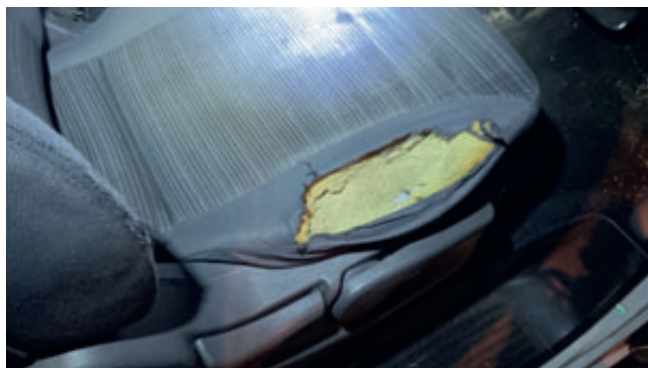
A loan pod unit sent to Chinchilla with incomplete reflective police markings and nearly 200,000 on the odometer.

The General Duties pod vehicle at Ingham station has recorded 308,000km and inquiries with QPS Fleet on the progress of a replacement have included generic replies and it is still unresolved.

Maleny have also submitted reports that their General Duties vehicle is not fit for purpose and overdue for replacement, it currently has an odometer with 190,000 plus kilometres but inquiries with QPS Fleet for a suitable replacement have been denied, allegedly citing their Fleet Management System is unsupported and shut down, making quotes and upgrades currently unavailable.

Karana Downs Station is operating a loan vehicle with nearly 300,000 km that runs almost continuously and has ongoing mechanical and electrical issues. The vehicle was provided after a new D-Max was returned due to faults. Despite raising concerns with QPS Fleet there's still no timeline for receiving a replacement vehicle.

A General Duties Hyundai iLoad in Toowoomba has over 211,000 km on it's odometer and despite the seats requiring a \$3,000 repair there's still no response from QPS Fleet on when a replacement will be sent.



Toowoomba's iLoad is showing the effects of its non stop use with General Duties work.

The unmarked Kia Sorrento assigned to Cairns Highway Patrol was written off due to flooding from Cyclone Jasper in December 2023, and a permanent replacement has not yet been provided by QPS Fleet.

At the Whitsundays their Hyundai iLoad is inoperable due to an engine fire and has been unused for over six months.

South Brisbane Highway Patrol have had two Kia Stingers damaged and written off in separate accidents responding to urgent duty calls in December 2024 and February 2025, neither vehicle has been replaced. For most of this year, there has been only one operational marked vehicle for staff to use, requiring three officers to travel together instead of as single officer units. The Mercedes speed camera vehicle requires an oil change every 30 days at Alderley, but service delays and staff issues have caused significant downtime. Unresolved issues include lack of vehicle replacements, fleet management non-responsiveness, ongoing vehicle maintenance problems.



The unmarked Rockhampton Highway Patrol Car damaged in April 2024 has still not been replaced.

Rockhampton Highway Patrol had an unmarked vehicle that was damaged so significantly by an offender in April 2024 it is being written off. The response from Fleet has been to supply a recommissioned Prado with 234,000 already on the odometer and still no replacement.



The recommissioned Prado sent to Rockhampton is 'tired & worn' with over 234,000km on the odometer.

Our members regularly advise they feel the attitude from QPS Fleet managers is 'you should be lucky to even have a vehicle!'

There have been instances with Scenes of Crime Officers and Plain Clothes sections having to hire vehicles from rental companies to be able to respond.

Ipswich District Domestic, Family Violence and Vulnerable Persons Unit (DFV&VPU) are often unable to access any QPS vehicle resulting in staff using personal vehicles and borrowing shared or unsuitable vehicles for operational duties, lacking radios, lights, or sirens. The unit's reliance on marked operational vehicles is problematic, as it can escalate situations or hinder engagement with vulnerable community members.

Then there's issues with vehicles that should have been detected before they were allowed to even leave the QPS Fleet garage. One officer recently reported to our WHS team that he went to collect a 'new' police car after swapping an old one only to find his brand new four year old vehicle didn't have a driver's side seatbelt and nobody in the process of getting that car ready noticed.

The Gympie Station DMAX vehicle has experienced ongoing key and transponder issues for 18 months, with multiple unsuccessful repair attempts. The key fob issue is linked to frequency interference from the police GWN radio, the solution offered....turn off the GWN radio while driving the vehicle and use handheld radios. This generates quite a concern for officer safety. Hazard reports were submitted in April and August and still no effective action taken by QPS Fleet.

Mackay Highway Patrol were issued with a Kia EV6 as a replacement for the Kia Stinger. Officers have reported incidents where depleted battery prevented them from responding to emergencies. There's also concern about the infrastructure required for a dedicated EV vehicle in regional areas. Charging stations are unavailable west of Mackay and the only station with a charger south is at Carmila (200km from Mackay) and it's been unoperational for months.

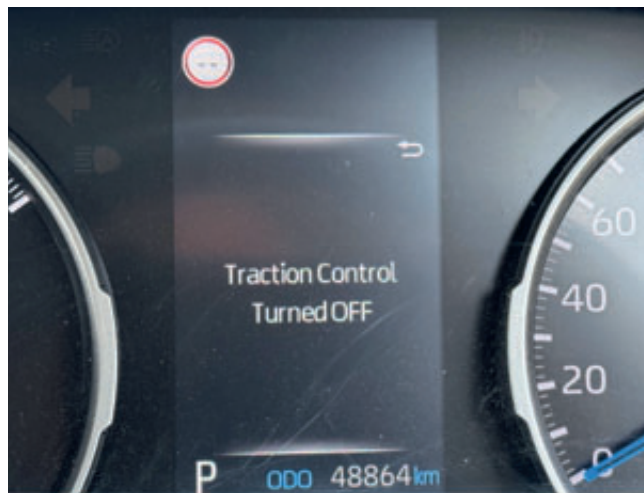
Then there's the 2024 RAV4 Hybrid.

The QPU has identified a number of issues of concern about the 2024 RAV4 Hybrid being suitable for first response urgent duty driving.



The 2024 Toyota RAV4 Hybrid vehicle for General Duties.

The RAV4 Hybrid's high-voltage battery compartment and inverter cooling system are prone to overheating during urgent duty driving, causing the vehicle to shut down critical safety features such as stabilization, collision control and traction control.



Safety features in the RAV4 Hybrid begin to shutdown after a few minutes of simulated urgent duty driving.

Overheating can occur within 6–10 minutes of urgent duty driving, even without additional operational weight. This has led to modifications in recruit training, requiring standby vehicles.



Battery overheating during urgent duty driver training on the 2024 RAV4 Hybrid at BAOC requires vehicles to be stopped to cool and training continue in a 'cold' vehicle.

Factors increasing overheating risk include prolonged urgent duty driving, high ambient and interior temperatures, and excess load in the vehicle.

The QPS failed to follow their own vehicle selection methodology which would have identified this issue, prior to the procurement decision. This failure raises serious concerns about the effectiveness of the evaluation process. External contractors were used for testing, instead of QPS Driver Training unit which is QPS protocol.

The RAV4 General Duties vehicles have been fitted with Driver Protection Screens (DPS) despite 2021 QPS research that recommended the removal of DPS units.



The DPS fitted to a RAV4 Hybrid.

Queensland remains the only Australian jurisdiction fitting DPS in General Duties vehicles; other states have discontinued their use.

The DPS reduces rear passenger space and introduces sharp edges within the cabin impacting the effectiveness of the crumple zone, increasing injury risk with a rigid structure inside the head strike danger area.

The current DPS units are mounted using steel bars and bolts, which may cause injuries to rear passengers during collisions or when managing non-compliant individuals.

Tek-screws used to attach the DPS to the vehicle's 'B' pillars compromise the structural integrity of these ultra-high-strength steel components, potentially affecting side-impact performance.

QPS claims they have undertaken testing in regards to DPS is misleading. The QPS has undertaken a singular inflation test however have not undertaken comprehensive crash testing required to ensure that the DPS has full deployment and effectiveness of curtain airbags. The QPU remains concerned the DPS impacts the curtain air bags through potentially deforming their shape which affects inflation and deflation rates.

The QPU has discussed these concerns with senior managers responsible for Fleet operations and on every occasion the response has been 'we are unaware of any of these issues'.



The QPU has been advised despite tow kits being added to the RAV4 Hybrid adding to the already delicate weight balance, it's been done to assist with re-sale returns once decommissioned.

During a robust discussion between QPU General President Shane Prior and Police Commissioner Gollschewski about safety issues identified by the Union with QPS Fleet the Commissioner gave a personal commitment to ensure appropriate testing will now occur and the results shared with the QPU about the RAV4 Hybrid.

The QPS, in what we suspect is an attempt to shift responsibility onto staff are expecting police to use a Vehicle Weight Calculator Guide before leaving the station with a RAV4 to ensure the vehicle is within accepted weight compliance.

Some OIC's have instructed staff not to use the 2024 RAV4 Hybrid for any first response duty and instead have recommended these vehicles are used for special duties, community engagement, travel to QPS training or correspondence transport.

This action is supported by the QPU Executive.

QPU Workplace Health and Safety Officers will hold the QPS to account and make the Service compliant in as many areas as possible.

QPU Industrial Manager Dion Readman says it is time to consider a national police vehicle standard or to contemplate purchasing 'police pack' vehicles similar to systems offered by vehicle manufacturers in the United States and Europe.

Chevrolet are currently offering the Blazer EV PPV. It's a dual motor AWD and achieves a range of 430 kilometres on a full charge. It can deliver 50 hours of idle time with emergency equipment continuously activated, a top speed of 209km/hr with 498 horsepower and an eight year powertrain warranty.



The Chevrolet Blazer EV PPV

In promotional videos Sterling Heights (Michigan) Highway Patrol Officer Bryan Kruger said “people are very surprised when all of a sudden you are right behind them. The seats are contoured for police equipment and I probably get 350 kilometres range off the charger but I complete around 160 kilometers over a 12 hour shift.”

The 2024 Blazer EV PPV sells for around \$92,000 (AUD) but Chevrolet claim mechanical repairs and maintenance are minimal over the life of the vehicle.

Ford developed their first purpose built police package in 1950.



2025 Ford Police Interceptor Utility Hybrid AWD

Ford is currently rolling out the 2025 Police Interceptor Utility Hybrid AWD. It comes standard with ABS, Roll Stability Control, full side curtain airbags, traction control powered by a 3.3 litre V6 able to produce 318 horsepower with a top speed of 220kph. Optional extras include ballistic door panels. The police price is not publicly listed but the starting cost is believed to be around \$70,000.

New South Wales have looked to BMW to provide their Highway Patrol Fleet utilising the 530d sedan and the X5 SUV. For General Duties they've rolled out Volkswagen

Landcruisers 300 series and Hyundai iLoads. New South Wales Police aim to replace their vehicles at 90,000km.



The NSW Volkswagen Passat General Duties sedan.

The Northern Territory program their General Duties pods for replacement every three years or at 80,000km and motorcycles at four years or 50,000km.

The Queensland Government has given the QPU and the community a commitment to provide police with the resources, tools and legislation we need to get our job done safely and efficiently, so it's important that such an essential tool as a vehicle is reliable, safe and fit for purpose.

If you have encountered issues with QPS Fleet send us photos, examples and details of any responses to industrial@qpu.asn.au



QPS DECISIONS THAT ARE UNHINGED, IRRATIONAL OR JUST PLAIN NUTTY.

**QPU INDUSTRIAL
MANAGER DION
READMAN LOOKS AT
SOME OF THE RECENT
DECISIONS BEING
HANDED DOWN BY
QPS MANAGEMENT
THAT COULD BE
CONSIDERED TO HAVE
BEEN MADE WITHOUT
SOUND, REASONABLE
JUDGEMENT.**



QPU Industrial Manager Dion Readman

Perhaps QPS HR, Managers and the ELT should print the statement made by Police Minister Dan Purdie in Parliament on February 20 this year and sticky tape it to their desk, noticeboard and computer screen “The Commissioner and I both agree with former Commissioner Bob Atkinson who used to say to his leadership team ‘If any decision you make is not benefiting your frontline officers, you should not be doing it.’

YOU CAN’T MAKE THIS S#@T UP

Welcome to the Queensland Police Service’s “2025 Theatre of the Absurd”, where operational logic is optional, and bureaucratic bean-counting is the main act—starring none other than Human Resources and Employee Relations, the departments whose very names promise support for those in blue, but whose actions often deliver the opposite.

ACT 1: OSA OR PENALTIES?

In a tale as old as payroll, one officer’s perfectly balanced OSA roster, ensuring a collaborative workplace in a busy station, unceremoniously dismantled by

bureaucrats wielding nothing but calculators and a deep admiration for the Dr No franchise.

This officer wasn't just working hard, they were working smart. A three-shift pattern, seven days a week, with nightwork every fifth week, all while maintaining equity with station counterparts. It was the kind of roster that made operational sense, supported the frontline and fostered teamwork.

BUT THEN CAME THE POLICY PROTECTORS.

Without warning, consultation, or even the courtesy of a passive-aggressive email, the officer was removed from the OSA roster and returned to penalty shifts.

The reason? Apparently, working together to achieve outcomes is ok but not when it involves OSA.

The decision, made by those whose operational experience is limited, flew in the face of local management's support.

But as it turns out, those who haven't and wouldn't, carry more weight than those who have and do in this tragic tale.

ACT 2: SIXTY HOUSES, ZERO COMPASSION

Next, meet the officer who, after 60 failed attempts to buy a house post-transfer, finally secured a home, only to have the QPS 'empire' torpedo the relocation reimbursement.

Never mind the exemption application was supported from every operational commander up to the Assistant Commissioner.

Those who know, channelled Lord Vader when wielding "Clause 78(7)" like a light sabre, denying the claim because the purchase settled just outside the sacred two-year window.

Rules are rules, empathy is optional, and the intent to "support

employees" is apparently lost in the fine print of the T&C's.

ACT 3: THE MYSTERY OF THE TSIPLA LOCALITY ALLOWANCE

Despite being enshrined in the 2019 Enterprise Bargaining Agreement, it took until this year, and only after QPU intervention, for these officers to finally receive their rightful entitlement.

Even post HR's absurd acknowledgment, with the magical renaming in 2020, which suddenly rendered the same officers doing the same work eligible for the allowance, payments were not made until this year.

Intermission: Paul Kelly's "From Little Things Big Things Grow": in honour of the TSIPLOs, who waited years for what the rest of the workforce were receiving.

ACT 4: EXPERIENCE LOTTO – THE \$20,000 RECRUIT INCENTIVE BUT DON'T HAVE QLD EXPERIENCE

A seasoned officer returns from overseas, lured by a \$20,000 incentive for experienced recruits.

The rules seem clear, the nod is given, and the officer starts training, only for ER to declare, "Sorry, you're too experienced for this incentive. Next time, try not to have worked in Qld before."

A policy to attract experienced officers, with an absurd caveat, who'd figure.

Just as the maze seemed endless, an Assistant Commissioner, who has worked the frontline, steps in and overrules.

Sanity prevailed, with experience recognised as an asset, not a liability.

So, if you're thinking of returning, remember: experience is great, unless you've already worn the shirt.

In that case, please queue at the "Thanks, but no thanks" desk.

ACT 5: BORN TOO SOON: THE LEAVE LOTTERY

The closing act befitting this tragedy, a new parent in blue to miss out on spousal leave because their child arrived on the 365th day of the magical 12-month mark.

HR and ER, ever faithful to the calendar, declared, "Sorry, you're short, your child needed to arrive after midnight, no leave for you!"

In a world, where policy trumps people, the only thing more rigid than the rules is the logic behind them.

But just as hope fades, an Operational Commander who understands humanity, overrules.

Reviews: So when you're filling out your Working For Queensland survey, remember: it's not just the blue shirt managers who deserve your feedback.

Be sure to save a little extra for the unsung heroes, whose job titles promise support, but whose decisions often leave you wondering.

Time to take a bow

You truly can't make this s#@t up.

Please send me any other logic defying decisions via email at industrial@qpu.asn.au



CERTIFICATION OF EB#11

**ON MONDAY
13 OCTOBER 2025,
COMMISSIONER
GAZENBEEK FROM
THE QUEENSLAND
INDUSTRIAL RELATIONS
COMMISSION (QIRC)
FORMALLY CERTIFIED
THE QPS CERTIFIED
AGREEMENT 2025
(EB#11).**

This agreement will operate from the day of certification – 13 October 2025 - and have a nominal expiry date of 31 June 2028. Wage Increases and equivalent increases to existing allowances will be backdated to 1 July 2025, and new provisions will apply from Date of Certification.

BACKPAY

QPS has advised backpay will be processed in three separate fortnightly pays.

- The first lot of back pay will be for wages, calculated on the new Base Rates (Wages Policy plus Restructure) from 1 July 2025;
- The second lot will be for all existing allowances – including OSA based on the new base rate plus the increases to NOSA and Late NOSA from 1 July 2025. All other existing allowances (OIC, Area, Detective, One and Two Officer, SARCIS etc will also be calculated on the new base rates from 1 July).
- The third lot will be overtime, with overtime worked between 1 July 2025 and date of certification recalculated on the new Base rates. Please note the new provision of “All Overtime at Double Time” will commence from the date of certification.

SUPERANNUATION

For members in the Accumulation Account, your 18% superannuation will be calculated on the new base rate and applicable allowances, with backpay going into your relevant account. Significantly, for members in the Defined Benefit account, the pay rise on 1 July will now be considered as part of your final salary for calculation purposes.

GENERAL DUTIES PAYMENT

The first half of the \$8000 General Duties payment of \$4000 will be assessed as those officers in General Duties (as defined) on 31/1/26, with payment by end of February 2026.

*QPU General President
Shane Prior,
Commissioned Officer's Union President
Kerry Johnson,
Industrial Commissioner
Christopher Gazenbeek
and Luke Hodge representing the QPS
at the official certification of the
EB#11 Agreement.*



QPS RESIGNATIONS

Unplanned attrition is currently 3%

This includes resignations, personal circumstance separations along with voluntary retirements and equates to approximately 379 officers

(QPS data to June 2025)

**Total Attrition
5.6%**

(between May 2024- May 2025)



SENTENCING APPEAL

THE QPU IS ADVOCATING FOR LEGISLATIVE REFORM TO INTRODUCE MINIMUM CUSTODIAL SENTENCES FOR OFFENDERS WHO ASSAULT POLICE.

Currently across Queensland, around twelve Officers a week are seriously assaulted by offenders and although the maximum penalty is fourteen years in custody, the majority are sentenced to wholly suspended sentences, asked to pay small fines or bizarrely no conviction is even recorded. Police are not punching bags for anyone with a nasty violent streak, or substance abusers.

QPU President Shane Prior said “I want every one of our members to not only be treated with respect and

dignity while they are working but also complete their shift without injury. The evidence is nearly always recorded on BWC or CCTV yet the judiciary are simply failing to use the maximum penalties available so I’m asking for legislation to introduce minimum custodial sentences for anyone who assaults police. That will send a strong message to anyone who spits or lashes out. The penalties already exist, but it’s obvious the judiciary need clear direction on using them effectively.”

The QPU has included correspondence sent in August 2025 to the current Attorney General and Minister for Justice Deb Frecklington.

The QPU will keep members updated if there is a meaningful response.



Queensland Police Union of Employees

217 North Quay, Brisbane, Qld 4000. Telephone (07) 3259 1900

ABN 75 781 631 327



Email: president@qpu.asn.au

29 August 2025

The Honourable Deb Frecklington MP
Attorney-General and Minister for Justice and
Minister for Energy
attorney.general@ministerial.qld.gov.au

Dear Attorney-General

Minimum Custodial Sentencing for Assaults on Police Officers.

Thank you for informing me of your intention to appeal the sentence handed down in the Roma District Court against Floyd DANIEL who, among other charges, was convicted of seriously assaulting Constable Jamie Humphrey in September 2024.

You are right to assert the sentence handed down to DANIEL is manifestly inadequate and your decision to appeal the sentence has the full support of the Queensland Police Union (QPU). Thank you!

These types of assaults on police are occurring all too frequently and are a worrying reflection of the dangers QPU members face daily.

Today I have also written to the Acting Police Commissioner about the serious assault of Plain Clothes Constable (PCC) Kirsty Kemp who was viciously attacked this week while attempting to execute a Coronial Search Warrant. On this occasion the defendant grabbed PCC Kemp's hair and ripped a sizeable chunk of it from her skull.

As a consequence of the execution of the warrant, the defendant was charged with a number of serious offences, including serious assault on police causing Assault Occasioning Bodily Harm, obstructing police and drug-related offences. The defendant was refused watchhouse bail and bail was opposed in court.

However, despite being in a show cause situation, on 26 August 2025, the defendant was granted bail by the Brisbane Magistrates Courts. The QPU has urged the Acting Commissioner to seek a review of the Magistrate's decision to grant bail pursuant to s 19B of the *Bail Act 1980*.

In August 2020, the Queensland Sentencing Advisory Council (QSAC) published its Final Report on Penalties for Assaults on Public Officers. The report confirmed assaults on police were widespread, harmful, and inadequately deterred sentencing practices.

Shane Prior, General President, QPUE, PO Box 13008, George Street Brisbane Qld 4003

Key findings at the time included:

- Police officers are the most common victims of serious assault, comprising 65.4% of all section 340, Criminal Code cases.
- From 2009–2019, over 10,000 serious assault cases were sentenced in Queensland courts, most involving police.
- Despite a maximum penalty of 14 years' imprisonment, many offenders receive non-custodial penalties such as fines, probation, or wholly suspended sentences.
- Recidivism is high: around 1 in 5 offenders reoffend against police or corrective services officers within two years.

Case examples in the QSAC report illustrated the issue, for example:

- An offender who spat blood and saliva in an officer's face received a wholly suspended sentence.
- An offender who punched a police officer during an arrest was sentenced to community service only.
- An offender who bit an officer, breaking the skin, was placed on 12 months' probation.

These outcomes undermine officer safety and community confidence in the justice system.

This is why the QPU is now calling on you to legislate minimum custodial sentencing for offenders convicted, under s340 of the Criminal Code, of seriously assaulting police officers. Minimum custodial sentencing for seriously assaulting police would:

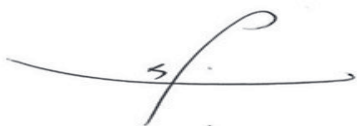
1. Ensure uniform custodial consequences;
2. Strengthen deterrence and respect for law enforcement; and
3. Restore public confidence that courts are protecting those who protect us.

Ideally, any legislative amendment should coincide with the proposed '*No Excuse for Abuse*' media campaign currently in development by the Queensland Police Service. The media campaign fulfills a government election commitment to the QPU.

I respectfully urge you to introduce minimum custodial penalties for all serious assaults on police officers. This reform would align sentencing with community expectations and reinforce Queensland's commitment to frontline officer safety.

Please do not hesitate to contact me should you wish to discuss this matter further.

Yours sincerely



Shane Prior
General President
QUEENSLAND POLICE UNION

Cc: The Hon. Dan Purdie MP, Minister for Police and Emergency Service.
Acting Commissioner Shane Chelepy, Queensland Police Service.

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GRADUATION DAY SEPTEMBER 11

**ONE HUNDRED AND TEN
NEW POLICE OFFICERS
GRADUATED AT THE
OXLEY ACADEMY ON
THURSDAY SEPTEMBER
11, 2025 ON A DATE
THAT HAS ENORMOUS
MEANING FOR LAW
ENFORCEMENT WORLD
WIDE.**



The new Constables arrived at the Academy following a range of careers and a variety of life experiences.

Acting Police Commissioner, Shane Chelepy welcomed the new Constables and said “our new officers come from a wide range of backgrounds, and each brings unique experiences that will strengthen our Service and enhance the way we support the community. Starting a policing career can be both

challenging and rewarding, and I know our new constables will quickly discover the positive impact they can have in people's lives. Building trust and working closely with communities is at the heart of policing, and I look forward to seeing these officers grow in their careers."

QPU President Shane Prior presented the Dux Award to Constable Kellie Moore.



Shane Prior presents the QPU Sponsored Dux Award to Const Kellie Moore.

Mr Prior said "Kellie has shown great tenacity to get through the training and has impressed not only her peers but the training staff here at Oxley and I know she is going to be a true asset in first response policing. Frontline police never know what's in store for them on any job they attend. On this date, September 11 I can imagine the 71 police officers who died in New York City that day all believed they would be going home at the end of their shift. The bravery of frontline emergency services and what they are prepared to do to protect people in their community never diminishes."

In September there were 670 recruits in training at QPS Academies in Brisbane and Townsville and more than 1,540 applicants in the pipeline.

The new Constables will begin their careers at a variety of stations across the state, South East will receive 21 (13 to Logan District), Northern Region 19 (18 to Townsville District), Far North 16, Southern 13, Metro North 12, Central 10, Metro South 8 and North Coast 7.







***Photos courtesy of QLD Police Media*

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THANKS FOR THE MEMORIES

By Darren Curtis

**SENIOR CONSTABLE
CHRIS LEONARD
BELIEVES HIS SMASH
WHILE ON DUTY HAD HIM
STANDING IN FRONT OF
HEAVEN'S GATES BUT HE
SURVIVED AND WITH THE
SUPPORT OF THE QPU
ARRANGED A THANK
YOU BBQ FOR THOSE
WHO HELPED KEEP HIM
ALIVE IN THE FIRST
CRITICAL MINUTES.**

The experienced highway patrol officer was attempting a vehicle intercept on the Cunningham Highway at Warrill View in January 2025 when his patrol vehicle rolled multiple times and he was trapped in the wreckage.

Chris said "I was knocking on heaven's door and I've come back. I know how close I was to losing my life and I'm so glad I'm able to be here to see my workmates and emergency service colleagues. I don't remember what happened but I know there were lots of people at the scene helping me. I know this from looking at the media coverage of my incident and I saw people who were there and what they did for me. Some of those people are here today and it's important to say thank you."

The crash impacts took a significant toll on Chris's body, one of his legs was broken in multiple places, his arm broken, punctured lungs and a head injury. He still wears a medical sleeve to assist with the limb swelling. He will require significant ongoing medical assistance.

Although Chris cannot remember the incident or the following days in hospital he did share how he woke from his coma. His oldest son Martin came to see him in hospital and was advised by the medical staff not to make any loud noises, upon seeing his dad covered in cables, tubes and bandages he

SPRING 2025



delivered his usual greeting “hey big nuts, how are you going?” a split second later Chris’s eyes opened and his stare followed Martin around the room. After days of no reactions to any stimulus, his response delighted the treating staff and his wife Sarah. Chris said “Martin knows I really don’t like him saying that but it obviously was a catalyst that activated my brain.”



Chris Leonard is making a significant recovery from his injuries

Senior Constable Leonard, a father of three boys said “I recently was cleared to get my full drivers licence back and I want to come back to work, I’ve told my doctors that but their advice is I need time to deal with things. It will be a long recovery.”

QPU Southern Region Rep Jarrod Brown has been a key link for the family and co-ordinating support. Mr Brown said “Chris has such a fighting spirit and his colleagues have really rallied around him and his family through every step of his recovery, that’s why nearly all of the Ipswich TCS is here, the entire Ipswich District Highway patrol, Yamanto General Duties plus firies, ambos and the aero crew who got Chris to the ER. Over the past five months I’ve been stopped by people in the Ipswich community who ask about Chris and his health since the smash. His recovery is not going to be quick, but it’s hard to believe almost five months to the day since his accident Chris is here laughing with us and so positive in

his outlook. The QPU will be there for Chris and his family through his recuperation.”



Chris Leonard and QPU Southern Region Rep Jarrod Brown

The group enjoyed a hearty bbq at the Yamanto Police Station and it concluded with an emotional speech from Chris “It’s a relief to say thank you. I’ve been feeling all sorts of emotions during my recovery but to say thanks face to face is much better than doing it over the phone. I appreciate what you all did for me on the day and it feels good to say thank you from the bottom of my heart.”



Chris Leonard with son Cameron, wife Sarah and mother in law Joan Martin





COVERT IMPERATIVE

By Calvin Gnech, Legal Practice Director, Gnech and Associates Lawyers



GNECH AND ASSOCIATES
LAWYERS

The use of covert recordings in the workplace, and particularly within the Queensland Police Service (QPS), presents significant legal, industrial, and ethical challenges.

Recent incidents involving the surreptitious recording of workplace conversations and interactions have brought this issue into sharp focus.

It is regrettable that this practice is more widespread than is commonly acknowledged, and notably, the QPS remains one of the few employers that does not expressly and unequivocally prohibit such conduct.

Of particular concern is the QPS's approach to the use of covert recordings: rather than denouncing the practice, the Service relies upon such recordings when it suits its purposes, including for evidence gathering in disciplinary investigations. From an industrial and human resource law perspective, this is an extraordinary and troubling position.

The authorities are clear that covert recordings in the workplace are fundamentally incompatible with the trust and confidence essential to the employment relationship, and their use in disciplinary proceedings is widely condemned by industrial tribunals and courts alike.



This article examines the relevant legal authorities, industrial principles, and the imperative for the QPS to adopt a clear and decisive stance against the use of covert recordings in the workplace. It is essential that the QPS aligns its practices with established legal and industrial standards to ensure the integrity of its processes and the maintenance of trust within its workforce.

THE LEGAL AND INDUSTRIAL FRAMEWORK

The law is unequivocal: covert recordings in the workplace are fundamentally incompatible with the trust and confidence essential to the employment relationship. The Fair Work Commission ('FWC') has consistently held that the covert recording of conversations in the workplace is "inappropriate and damaging of a relationship of trust and confidence with the employer."

In *Angele Chandler v Bed Bath N' Table Pty Ltd* FWCFB 306, the FWC found that "the covert recording of the conversations with [employer and employee] is a valid reason for dismissal."

In *Thomas v Newland Food Company*, Deputy President Sams stated:

"There could hardly be an act which strikes at the heart of the employment relationship, such as to shatter any chance of re-establishing the trust and confidence necessary to maintain that relationship, than the secret recording by an employee of conversations he or she has with management."

Secret recordings have been described by industrial tribunals as "sneaky," "abhorrent to ordinary persons," "deceptive," and "purposely misleading".

The authorities are clear: such actions are serious misconduct, routinely warranting dismissal. The FWC and other tribunals have repeatedly found that covert recordings cause a material breakdown in the employer-employee relationship, and more often than not, the employee who has engaged in the covert recording is dismissed.

In the context of the Queensland Police Service, the use of covert recordings may also constitute “misconduct” or “corrupt conduct” under the Police Service Administration Act 1990 (Qld) and the Crime and Corruption Act 2001 (Qld). The Invasion of Privacy Act 1971 (Qld) (IP Act) prohibits the making and dissemination of private recordings without consent. Breaches of the IP Act are criminal offences punishable by up to two years’ imprisonment.

It is important to note that, under Queensland law, it remains strictly lawful for a recording to be made as long as one person in the conversation has knowledge of the recording. However, this is not the central issue from an employment perspective. The critical consideration is that, regardless of strict lawfulness, the act of covertly recording workplace conversations is fundamentally at odds with the trust and confidence required in the employment relationship and is condemned by industrial authorities and best practice.

APPLICATION BY THE QPS

Recent incidents involving the covert recording of workplace conversations within the QPS exemplify the gravity of such misconduct. The authorities leave no room for doubt: this conduct is of such seriousness that it would ordinarily warrant dismissal.

The use of covert recordings in any proceedings, particularly disciplinary or employment proceedings, is entirely improper and sets a dangerous precedent for the QPS. This is reflected in recent disciplinary matters, where covert recordings made by QPS officers without the knowledge of the other party have been relied upon in disciplinary proceedings, prompting objections and legal submissions regarding their admissibility and propriety.

The legal and industrial principles regarding covert recordings in the workplace apply equally to all individuals, including workplace investigators or those acting on behalf of the employer. Attempts by workplace investigators to capture evidence against an employee through secret recordings are subject to the same legal and industrial scrutiny as any other covert recording.

The authorities do not carve out an exception for investigators or for the purpose of evidence gathering in disciplinary matters. The use of such recordings, regardless of the party responsible, is routinely condemned and may result in findings of misconduct

or corrupt conduct, as well as potential breaches of the Invasion of Privacy Act 1971 (Qld), which carries criminal penalties for unauthorised recordings and dissemination.

Accordingly, the use of covert recordings by workplace investigators is not only improper but also exposes the employer to significant legal and industrial risk.

The integrity of the disciplinary process is compromised when evidence is obtained in a manner that is inconsistent with established legal and industrial standards. The authorities are clear: there is no distinction—covert recordings are incompatible with the trust and confidence essential to the employment relationship, regardless of who makes the recording or for what purpose.



If the QPS were to continue to use and rely on recordings of this nature without taking affirmative action against the conduct, it would continue to sanction a practice universally condemned in employment law and industrial relations. Such a stance undermines the integrity of the QPS and erodes the trust and confidence in its discipline system essential to its proper functioning.

DETERRENCE AND ORGANISATIONAL INTEGRITY

There is a pressing need for the QPS to demonstrate strength and resolve in deterring this practice, both specifically in relation to the individual incidents and more broadly to ensure general deterrence.

The continued acceptance of covert recordings within the QPS is incompatible with the standards expected of a modern employer. The Police Service Administration Act imposes a duty on the Commissioner and the QPS to ensure the efficient and proper administration and functioning of the Service. To allow this practice to continue is to fail in that responsibility.

It is regrettable that employment and human resource matters within the QPS continue to be viewed through the lens of criminal investigation, rather than as employment matters governed by industrial law, human resource law and best practice. This approach must be abandoned for the good of the Service.

CONCLUSION

It is important to emphasise the issue of covert recordings in the workplace is not about the strict lawfulness of the recording under Queensland legislation. Rather, the central concern is the employment practices and

industrial authorities which make clear that such conduct is fundamentally incompatible with the trust and confidence required in the employment relationship.

The Fair Work Commission and other industrial tribunals have consistently found that the act of covertly recording workplace conversations, regardless of its technical legality, constitutes serious misconduct and is routinely grounds for dismissal. This is because such conduct irreparably damages the trust essential to the employment relationship and undermines the integrity of the workplace environment.

The QPS must act decisively to uphold the standards of integrity and trust expected of its officers. The use of covert recordings in the workplace must be condemned and not condoned.

Failure to do so risks undermining the very foundation of the employment relationship within the QPS, particularly at a time when the relationship between the QPS and its officers is already under significant strain. The QPS has a responsibility to ensure that its practices align with established legal and industrial standards, and to take affirmative action to prevent the normalisation of conduct that is universally condemned in employment law and industrial relations.



*Calvin Gnech is the Legal Practice Director of Gnech and Associates
Lawyers a preferred legal firm of the QPU.*

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

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



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

A close-up photograph of a young child with blonde hair and large eyes, looking over the shoulder of a Queensland Police officer. The officer's light blue uniform sleeve and a dark police patch with the Queensland Police crest are visible. The background is a dark blue gradient with the word 'protection' in large, semi-transparent white letters.

QPS RECRUITS

733

Recruits in training at Police Academies
in Oxley and Townsville October 2025

1,413 recruit applications in process



HAZARD REPORTING

By QPU Senior Workplace Health & Safety Officer Michelle Brinkhoff

SPOT IT. REPORT IT. PREVENT IT.

**A LOOSE CABLE,
A FAULTY VEST,
A SLIPPERY FLOOR.
ON THEIR OWN, THESE
HAZARDS MAY
LOOK MINOR.
LEFT UNREPORTED,
THEY CAN CAUSE
INJURIES, DISRUPT
OPERATIONS, OR PUT
COLLEAGUES AND THE
COMMUNITY AT RISK.**

That's why timely hazard reporting is the first and most powerful line of defence. No issue is too small to raise. Reporting hazards immediately does more than protect individuals—it safeguards the whole workplace.

It also ensures the QPS is held to legal and ethical account under Workplace Health and Safety (WHS) laws.

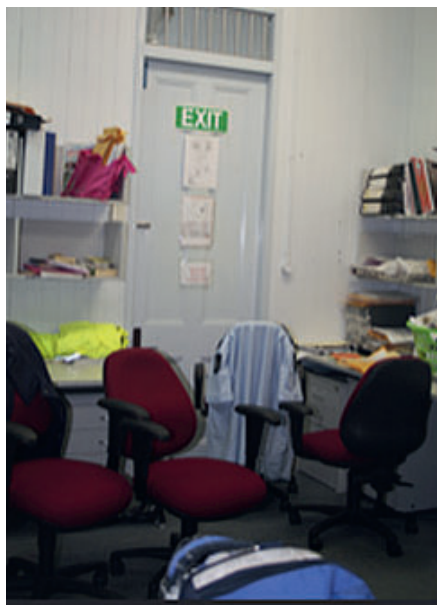
Most importantly, it builds a culture where members feel confident to speak up and trust that issues will be addressed.

Need help reporting a hazard?

The QPU WHS team can guide you every step of the way.

WHY INSPECTIONS MATTER

Individual reporting is vital, but it doesn't stand alone. Workplace Health and Safety inspections provide a system-wide check that keeps safety on track. Done well, reports highlight gaps before they become incidents, making inspections one of the most effective tools for protecting people.



Blocked fire exit presents a critical safety hazard and may delay evacuation in an emergency.

The annual QPS Health and Safety inspection should be more than a compliance requirement—it is a proactive review of how risks are being managed across each workplace. It's about asking:

- Are hazards being managed properly?
- Are controls still working as intended?
- Where are the gaps that could put members at risk?

QPU Industrial Manager Dion Readman said “Annual inspections help us stay ahead of potential issues and if you do notice something is broken or a potential risk do not hesitate to report it. Your quick action can prevent accidents and protect your colleagues. Creating a record through reports ensures that if an incident does occur, we can hold the QPS entirely liable for any inaction. Your vigilance and commitment to safety make our workplace a safer place for everyone.”



Weapons clearing station not positioned or secured in accordance with QPS specifications, creating a risk of injury.

BEYOND TICK-AND-FLICK

Inspections cover everything: equipment, PPE, facilities, work environments, and day-to-day practices. But the real value comes afterwards. Findings must be shared with management, WHS representatives, and workers. Follow-up actions should be monitored through WHS committees to ensure improvements don't stall. Transparency, consultation, and accountability are what make inspections meaningful not just paperwork.



Failure to remove or dispose of damaged equipment due to poor housekeeping creates a potential injury hazard.

EVERYONE HAS A ROLE

Even the most thorough inspection can miss something without input from the people on the ground. Members are often the first to notice risks, whether it's ill-fitting PPE, a faulty uniform, or an unsafe practice. These reports give inspections real-world accuracy and ensure nothing slips through the cracks.

Reporting hazards early does two things:

1. Protects colleagues, operations, and the community.
2. Strengthens a culture where safety is shared, not left to chance.

THE BOTTOM LINE

Hazard reporting and inspections work hand in hand. Reporting tackles issues in real time. Inspections provide a broader check to make sure systems are working. Together, they keep the QPS workplaces safe.

**THE MESSAGE IS SIMPLE:
IF YOU SEE SOMETHING, SAY SOMETHING.**

GRADUATION DAY PACE SEPTEMBER

By Darren Curtis

**FIFTY NINE CONSTABLES
GRADUATED THE POLICE
ABRIDGED COMPETENCY
PROGRAM (PACE) ON
THURSDAY SEPTEMBER
25, 2025 AT THE OXLEY
ACADEMY.**

Intake 1 of 2025 began their training in May 2025 and completed their twenty week training after being assessed psychologically, for fitness levels, medical requirements and integrity vetting. They came from a variety of countries including China, Columbia, England, Fiji, France, India, Ireland, Korea, New Zealand, Samoa, the USA and the Virgin Islands.

It was the first graduation for Police Commissioner Steve Gollschewski after returning from extended sick leave that included innovative genetic cancer treatment. Mr Gollschewski greeted the new Constables with humility “You have no idea how pleased I am to be here. You all bring extensive skill sets and extraordinary knowledge and there’s no doubt this new role will be challenging and you will continue to learn every day, it’s the same for me after forty five years. If you are not sure what to do engage with your colleagues and your superiors The Queensland community is counting on you to make them feel safe.”



*Police Commissioner Gollschewski
was presented with the music for a specially
written piece created in his honour by the
QLD Police Pipes & Drums.*

Twenty eight year old Constable Max Reid arrived after four years service with Somerset Police in Bath, Bristol and Somerset. He's relocated from South West England on his own for a career challenge and an opportunity to escape working in snow "when I arrived here in May, the Queensland winter was hotter than an English summer. I'm heading to Rockhampton and everyone tells me to expect to live with humidity now. My Sergeant in England had thirty years experience on the job and he recommended I make the move while I can, he wished he had done it. I was ready for a change and this was a way to get a ticket to Australia and work in Queensland, in the sun with plenty of financial incentives and an opportunity for such a variety in policing compared to home. The advert for police recruiting tweaked my interest and here I am. So far, the police work is very similar, we even had the QPrime system so I'm comfortable with that. I've not had a taser or firearm before and I've enjoyed the training with these but it's similar here using your voice to achieve results."



Const Max Reid joined the QPS after police and military service in the United Kingdom.

At the completion of the graduation ceremony some of the biggest smiles came from the Wooley family after dad Ian was confirmed as a Queensland Police Constable.

The family immigrated from Liverpool, England and have embraced their new life in the Brisbane suburbs. Constable Wooley said "I cannot believe how happy people are here in Queensland. It's probably the weather, back home in Liverpool we only hit a high temp of 22 for about three weeks a year, the rest of the time it's raining. We had a nice life back in England but that's all it was..nice. We've already got a better quality of life, our daughters have met new friends and they will be going into high school soon. The financial bonuses weren't the incentive for me, they were exactly as described...a

bonus. I did 18 years policing in England at Cheshire and Merseyside and now I've been posted to the South Brisbane District. I'm keen to finish my FYC commitments and then chase promotion."



Constable Ian Wooley, and his family are embracing the opportunity of living and working in Queensland.

QPU General President Shane Prior encouraged the new Constables to not only explore their new communities but take the opportunity to share their work experience with their new colleagues. Mr Prior said "our first response police have been under pressure taking on every other government department's role on the frontline. I'm working on trying to ease that demand so you have time for discretionary policing, patrolling suburbs and neighbourhoods to disrupt anti-social behaviour and crime. I know the police at every station you are going to will be kind in imparting local knowledge but also enthusiastic to show you how Aussies relax when off duty as well."

The QPS released a statement confirming the fifty nine Constables would be assigned between Cairns and the Gold Coast.













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MEASURABLE IMPACT FOR WOMEN LEADERS

Graduates of WLA's leadership programs consistently report powerful and lasting outcomes:

- 9 in 10 graduates gained the confidence to pursue more senior leadership roles.
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- Nearly 8 in 10 experienced career progression following program completion.

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APPLICATIONS NOW OPEN

Partial scholarships ranging from \$700 to \$3,000 are currently available, with funding offered on a rolling basis until allocated. Applications close Friday 24 October 2025, unless places are filled earlier.

Women working in Police, Defence and Emergency Services are encouraged to seize this opportunity to invest in their professional growth and future leadership success.

Learn more and apply by
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CHARTER OF VICTIMS' RIGHTS

By Paul Friedman, QPU Policy & Legislation

THE OFFICE OF THE VICTIMS' COMMISSIONER IS REVIEWING QUEENSLAND'S CHARTER OF VICTIMS' RIGHTS FOR THE FIRST TIME SINCE 2017.

The Victims' Commissioner is seeking input from anyone who has been or works with victims so that the Charter delivers the respect, protection and support victims deserve.

Stage 1 of the review considers whether the Charter's current protections are effective and whether they should be expanded. The second stage will focus on awareness and understanding of the Charter, complaints processes and enforcement of the Charter. This process will take place between January 28, 2025 to March 18, 2026.

This is your opportunity to share your experiences and ideas to help create a Charter that truly meets victims' needs.

The QPU has made a submission suggesting that the Charter should

- re-enforce the rights of victims over perpetrators
- confirm a victim's right to seek compensation or restitution
- ensure the rights of victims aren't prejudiced by court processes and
- expand the Charter's protections to include all victims of crime not just victims of violent crime.

President of the QPU, Shane Prior, commented, "The QPU supports the Charter Review. This is a very important step in the process of ensuring victims are treated appropriately and in a timely manner, that their rights are paramount within the criminal justice system and that they have an easy and non-threatening complaint process. The Victims' Commissioner and that office are to be commended for such an open and comprehensive review process".

Members of the QPU can contribute by making a submission or telling a story which illustrates where the Charter's current protections are effective, or not effective, and whether they should be expanded or changed. Submissions can be made in various formats including a survey.

Visit victimscommissioner.engagementhub.com.au to learn more and have your say.





GRADUATION DAY JULY

By Darren Curtis

SPRING 2025

**125 NEW CONSTABLES
FROM INTAKE 9/2024
WERE SWORN IN AT THE
OXLEY ACADEMY
ON THURSDAY
JULY 24, 2025**

The class consisted of squads 306 to 311 with a significant number of the cohort born in 11 different countries including South Africa, the United States of America, Samoa, New Zealand, China, India and Ireland. Six First Nations officers were also among the group.

Acting Police Commissioner Shane Chelepy said “tonight’s graduates have shown the strength of character, dedication and capability I expect from any Queensland police officer. As they step into their new roles, they carry not only their training but also the trust of the Queensland community.”

The new Constables have been deployed to sixty different police stations across the state.

QPU Legal Manager Col Muller presented the Dux Award to Constable Jason Bennett who previously worked as a train controller. The 33 year old has been posted to Metro North Region. Mr Muller said “it’s fantastic to see 125 new police joining the QPS, there’s no doubt your presence will be welcomed at every station but I want each of you to know that you’re not just joining a job but a family. The QPU and your new colleagues are here to support you every day. Together we will ensure your safety, well-being and entitlements are protected as you progress through your career.”



**AT THE CONCLUSION OF
THE CEREMONY FAMILY
AND FRIENDS OF THE
NEW CONSTABLES WERE
ENCOURAGED TO CELEBRATE
ON THE TOM MOLLOY
PARADE GROUND**

QPU Legal Manager Col Muller presents the Dux Award to Constable Jason Bennett.



Acting Police Commissioner Shane Chelepy presents the Commissioner's Award to Constable Andrew Winkler.





Constable Kurt Palmer was presented with the Operational Skills Award



Acting Police Commissioner Shane Chelepy presented Rod Barwise with the Blue Heart Medal in honour of his brother S/C Christopher Barwise who died from injuries after crashing his police motorcycle in 2005.





Constable Michael Blaczun was presented with the Sondra Lena Memorial Physical Skills Award.





Paula Hayes from QBank presented the Achievement Award to Constable Shardae Grieve





Constable Corey Davis-Hopkins was presented with the Dan Stiller memorial Traffic Award by sponsor Vanessa Fabre from RACQ





Constable David Atkins was presented with the Domestic & Family Violence Training Award.





Scott Muller presented the PCYC sponsored Community Service Award to Constable Alannah Calabro.



QLD Police Commissioned Officers' Union President Kerry Johnson presented the Leadership Award to Constable Jacob Cowling.



QPS RETIREMENT

The equivalent of 329 Officers

Age or medically retired from the QPS between May 2025 to June 30, 2025 with a rate of 2.6%

QPU General President Shane Prior and the QPU Executive thank those who have retired for your service to the people of Queensland and your loyalty to the QPU.

May you enjoy good health, happiness and the relief of passing the responsibility of policing issues to the current first responders.





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RIDE FOR REMEMBRANCE WALL TO WALL 2025

By Darren Curtis

SPRING 2025

THE 2025 WALL TO WALL RIDE FOR REMEMBRANCE WAS HELD JUST TWO WEEKS AFTER TWO VICTORIAN POLICE OFFICERS WERE SHOT AND KILLED AT POREPUNKAH. THEIR LOSS BROUGHT CLARITY FOR MANY OF THE QUEENSLAND PARTICIPANTS ABOUT THE PURPOSE AND MEANING OF WHY THEY WERE RIDING TO CANBERRA THIS YEAR.

The similarity in the deaths of the Victorian officers brought back many painful memories QPS members felt after the murder of two young Queensland police at Wieambilla in 2022.

There were two designated starting points for Queensland riders this year, departing from Miles Police Station at the memorial for Constable Matthew Arnold and Constable Rachel McCrow and from the State Police Memorial in the Brisbane Botanic Gardens.



Wall to Wall riders set out from the memorial for Const Arnold & Const McCrow at Miles Police Station.

QPU General President Shane Prior said “every year we stand here in Brisbane to remember the fallen and this ride is dear to everyone’s heart in the QPS. QPU elder statesman John ‘bluey’ O’Gorman is the one who started this and it’s purpose was to acknowledge our fallen and the hard work our people do in this state every single day. To the riders setting out 300 kilometres away in Miles we appreciate the special link you are adding to this event. It doesn’t matter where police lost their lives in Queensland we are keeping their honour and memory alive by these acts of remembrance.”





The ceremony in Brisbane included Acting Police Commissioner Shayne Chelepy handing over the QPS remembrance baton to be carried by the official QPS motorcade to Canberra for the National Memorial Service. This year the baton did not include the names of any Queensland police who died on duty.

Acting Commissioner Chelepy said “Wall to Wall is more than a journey, it’s about remembrance, solidarity and respect. It reminds us all to ride safely, continue to honour those who we’ve lost and to remember the work our current and former members have done. The ride does promote safe, responsible motorcycle riding but it’s other vital purpose is fundraising for our Australian Police Legacy organisations, together we’ve raised over \$1 million and that’s something to be proud of.”



During the 2024 event, Gold Coast Senior Sergeant and QPU Branch Rep Brendan Wiblen died following a crash near Glen Innes on the first day of the ride. His two sons, Liam and Kane opted to ride this year's event in his honour.

The day before leaving for Canberra, the Wiblen family met on the Gold Coast for a special ceremony to name the District Tasking & Co-Ordination centre (DTAC) in his honour. A tribute for an officer who took great pride in mentoring police with less experience and would openly deliver his view on processes whether senior management wanted to hear the truth or not.



The Wiblen family unveil the plaque naming the GoldCoast DTAC in honour of Snr Sgt Brendan Wiblen.



Kane said "I'm very proud for this facility to honour dad, I think it's going to have a positive impact for all police who work on the Gold Coast. I believe he would be looking down on this ceremony having the biggest smile you could ever imagine, it demonstrates the hardwork and commitment he put into the development of the DTAC."

Brendan's mother Averill revealed she and her son only a short time before his death had discussed his work and why he was passionate about being involved with the Union "he wanted to look after the young ones to ensure they got a good deal and weren't harmed by management. He knew what he liked and was very outspoken about what he thought was right and should be done. He was always passionate about this job and the people."



Kane & Liam Wiblen believe their father would be proud to know his contribution to the QPS is honoured.

The Wiblen boys had both ridden the Wall to Wall with their dad. Kane once and Liam several times, both boys share a passion for motorcycles inspired by their father. “Dad had two great passions, his job and riding motorbikes and he did both very well. He never missed a Wall to Wall ride. We will be carrying dad’s ashes with us on this year’s Wall to Wall, we know he would’ve loved that. I’m not sure many people knew dad finished high school in the United States and came home to study engineering but while he was studying a couple of police were shot and that was the catalyst for him to join the police. He started out in South Australia, later became a detective before moving to the QPS. In the end, being a police officer was the only job he ever did.”

A memorial service was held for Brendan Wiblen in Glen Innes and the break in the course was welcomed by riders as the weather turned foul. With temperatures dropping to around ten degrees and constant rain.

The free food and hot coffee supplied by the Rapid Relief Team (RRT) was the boost riders needed as they battled the poor road conditions. RRT Facilitator Peter Sergeant said “our team heard about the Wall to Wall and we knew immediately that we wanted to be involved, we are a charity organisation as an arm of the Plymouth Brethren Christian Church and we assist emergency services and communities at times of crisis. We know police are doing this ride to recognise fallen officers, so this is something in some small way we can do to assist this important cause. We’re also providing a lot of empathy and compassion for those who continue to ride in this weather.”



RRT Facilitator Peter Sergeant organised a group of volunteers to deliver catering and friendly banter for riders when they stopped at Glen Innes.





The first official social event for the ride was held at the Armidale Bowls Club where riders who started in Miles or Brisbane combined. QPU North Coast Regional Rep Jake Lacy distributed event t-shirts and spoke about the pride the Union has in continuing it's significant support for Wall to Wall.

Mr Lacy said "this is my first Wall to Wall participation and I've found it to be such an amazing event. I can see already how strong bonds are formed just by committing to the ride. You are all here doing this event because you are in the job, were in the job or you respect people in the job. Everyone here probably knows someone who has gone through some rough times because of their police work, there's too many who walk that dark path. We remember them as well. The QPU initiated this event through 'bluey' O'Gorman and the Union maintains the tradition of honouring the memory of those who gave everything for our state and paid the ultimate price."





The unique nature of the event draws not only current serving and retired police but members of the community who feel strongly about showing support for police.

Graham Dunster and his wife Leanne contribute every year and hope more community members become involved. Mr Dunster said "we've been doing this for eleven years and I'm now 64. I will do maybe one last year on the bike and then transition into a car to continue. The community need to show our appreciation for what police do, no officer should go to work and not come home, it's a hard job they do. I'm obviously not a former cop but I also think more junior police should get involved and participate. If they love motorcycles this is a great way to meet others and share that common passion."



Leanne and Graham Dunster want to see more police and community members participate in the ride to Canberra.

The motorcade drew attention at every small town and location where they stopped. The 2025 QPU commemorative stickers became an identifier fellow riders looked for as they saw any bike on the highway or a rest stop.

Heads turned as the QPS honour guard led by Acting Inspector Bradyn Murphy cruised through small country towns, during any refuelling break the Queensland bikes always drew attention and became a conversation starter around motorcycle safety and police remembrance.





The official QPS honour guard included Acting Inspector Bradyn Murphy, Sergeant Jay Jordan from Upper Mt Gravatt Highway Patrol, Sergeant Steve Young from Gold Coast Highway Patrol, Sergeant Simon Hunter from Ipswich Highway Patrol, Senior Constable Bill Mitchell from Emerald Highway Patrol, and Senior Constable Steve Henderson from Sunshine Coast Highway Patrol.



The QPS Honour Guard for 2025 Ride of Remembrance.

Following a memorial service in the Sydney Domain parkland, Queensland held a prominent position in the procession from Sydney to Canberra. Crossing the Harbour Bridge and following the city's ring road to link onto the Hume Highway to Canberra.

Senior Constable Steve Henderson said "you cannot believe how good this ride is until you do it. The Harbour Bridge crossing was amazing and an unforgettable experience. Don't put this off, a lot of coppers talk about doing this at the end of their career as a bucket list achievement but you've got to remember we are here because of people who never made it to the end of their career."



S/C Steve Henderson encouraged police to nominate for the QPS Honour Guard.

Senior Constable Bill Mitchell said "this ride of remembrance is very close to my heart due to my connection with the terrible tragedies that claimed the lives of Brett Forte, Matt Arnold and Rachel McCrow. There's plenty of time to think while you are riding in formation and then when we are at a service and the bagpipes play it can hit you hard as the memories of lost friends floods in. I've got three years left in the job, so for me this is very special. I know I will never have another chance to ride with guys like Bradyn. I should have done this ten years ago, when I think about those we've lost you just never know in this job if you go to work and don't make it home."



S/C Billy Mitchell was honouring lost friends participating in the QPS Honour Guard.

Sergeant Simon Hunter said "this really is my swansong. I retire four weeks after we get back from this ride. I've done 35 years and worked from Horne Island to the South East corner and everywhere in between. This is definitely a highlight as an opportunity for some of the older coppers to mix with the younger ones and share our stories. It's genuine unity and they didn't have anything like this until 'bluey' O'Gorman came along and set it up, it's a really good thing."



Sgt Simon Hunter participated in the QPS Honour Guard as a career bucket list event.

Sergeant Jay Jordan said the ride has helped him recalibrate a bit “meeting up with the all the other state police has been a real enjoyment, this is a reminder there are a lot of the public who really do support what we do and understand the dangers. It’s good to see because as highway patrol we can lose perspective sometimes on what the public think. There’s been hundreds of people here that are pro police. They see value and purpose in what we do. Seeing the spouses and families of police that have been lost, watching them lay wreaths is a really strong reminder of the dangers the job can give you.”



Sgt Jay Jordan found the pro police sentiment helped him regain perspective that the community do appreciate the work police do.

Motivated by the strong community sentiment QPU North Coast Regional Rep Jake Lacy made a commitment to take his participation in the Wall to Wall ride in 2026 to another level.

He made a pact with a riding group who call themselves the ‘mayhem crew’. The team consists of Sergeant Stuart Greenwell, Senior Constable Ethan Bailey, Senior Constable Matt Barrett and former firefighter Jade McGuinness. In 2023 the ‘mayhem crew’ used Honda Grom 125cc bikes for the trip from Brisbane to Canberra. Their commitment was punishing but raised thousands of dollars for Queensland Police Legacy.



QPU North Coast Region Rep Jake Lacy committed to join Team Mayhem for the 2026 ride.

Mr Lacy pledged he would do the entire route on a reconditioned postie bike “I’m up for it. I will even do it in costume for the right donation to police legacy. Each day could be a new theme as long as the dollars keep coming. When I locked it in with the boys it didn’t take long for pranksters like Sergeant Jodi Randall to suggest I wear a clown suit, ballerina outfit or cowboy chaps. I’ve already been online looking to buy a reliable postie bike.”



Stu Greenwell shares his insight with QPU North Coast Region Rep Jake Lacy on the ride and potential to source donations for QLD Police Legacy.

Stuart Greenwell welcomed the challenge “we raised over \$8,000 for Police Legacy and that was on 125cc bikes, a postie bike is only 110cc but we’re telling Jake it will be a much more comfortable ride. We may even raffle some of the bikes off at the end, whatever we can do to raise money for Police Legacy. Jake says he’s determined to do the whole 1,500 kilometres and I think that’s a very strong commitment from the QPU. Lacy is a big unit but I think he will do alright.”





The final leg of the 2025 ride through Canberra's city streets could be heard for kilometres as riders converged on the National Police Memorial on the shores of Lake Burley Griffin.

In unseasonal warm sunshine the motorcade rolled past iconic landmarks, their thundering presence a tribute to the courage and sacrifice of those who carry the badge.

For more than 45 minutes Kings avenue was a continuous line of motorbikes as far as the eye could see, blazing headlights and the distinctive smell of hot brakes and petrol fumes sent a clear message that this was a very special occasion.





Representatives from each state placed their respective batons on the memorial.

In a touching tribute, the sons of Senior Sergeant Brendan Wiblen laid the QPS memorial baton carrying the ashes of their father with them.



Kane & Liam Wiblen place the QPS honour baton on the National Police Memorial in honour of their father Snr Sgt Brendan Wiblen.

The grounds around the memorial filled with an estimated three thousand people. At times the silence was only broken by the whip of each states flag along the top of the remembrance wall.

A solemn and dignified conclusion to honour 832 police lost in the line of duty. Next year the two Victorian officers killed in August 2025 will be added to the memorial.







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REMEMBRANCE VIGIL

By Darren Curtis

**THE OFFICIAL STATE
CANDLELIGHT VIGIL
ESTABLISHED FOR
NATIONAL POLICE
REMEMBRANCE DAY
ADOPTED A NEW FORMAT
IN 2025 AT THE OXLEY
ACADEMY.**

Family members of fallen officers met in the Academy carpark and were escorted along the Avenue of Remembrance by officers from the mounted unit, including a riderless horse and a single drummer from the QLD Police Pipes and Drums.

As the procession wound its way along the Avenue, family members and friends in their own time were able to lay wreaths, flowers or personal tributes. The commemoration was designed to be 'family centric' enabling those with a connection to a fallen officer to feel part of a broader police family and realise the loss of their loved one is important and still profound.







The candlelight ceremony would traditionally be held on the eve of National Police Remembrance Day at the State Police Memorial in the Brisbane City Botanic Gardens but organisers opted for a twilight event on Thursday September 25 at the Academy following the induction of intake 1/2025.

Another ceremony was also held on the same evening at Toowoomba where a memorial plaque was unveiled in honour of Constable Matthew Arnold and Constable Rachel McCrow who were murdered in December 2022 at Wieambilla. Their names were added to the 21 other police officers who have died on duty across the Southern Region.



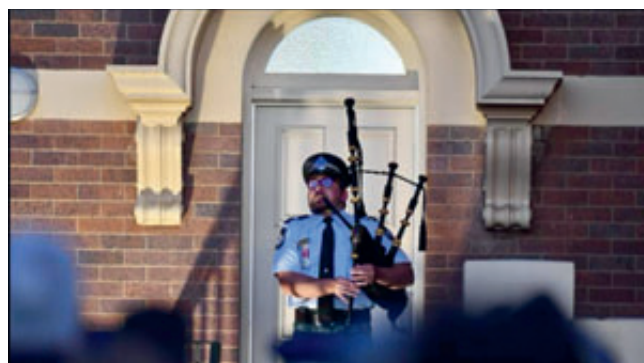
The Arnold family unveiled the plaque in memory of their son Const Matthew Arnold.



Police Chaplain Jeff Baills led the service and said police also deserve to be kept safe the same way they protect the community.



The McCrow family unveiled the plaque in memory of Const Rachel McCrow.



***Photos courtesy of the Toowoomba Chronicle*

*All across the State,
candlelight vigils were well attended
by not only serving police and their families
but also community members
who support the work police do.*

*This public display of unity is a clear signal
that police are valued and they are deeply
respected in the towns, neighbourhoods
and suburbs where they work.*

MACKAY



ROCKHAMPTON



MT ISA



During the ceremony on the sacred acre at the Oxley Academy, all 150 names of those police who have died on duty in Queensland were read aloud as a solemn tribute for their sacrifice.

Police Commissioner Steve Gollschewski said “to the people attending similar candlelight services we stand with you in solidarity and the same shared purpose. It is my greatest wish that no more names are ever added to our memorial lists. I’m honoured that we are at the police service academy because this venue not only symbolises the beginning of an officer’s journey but it is also a place of pride, hope and dedication.”

During the ceremony family members came forward to lay roses as the name of their loved one was read out, among them were the Fenwick family. Kerry Fenwick, her son Adam Fenwick and his daughter Ally were there to pay their respects to Kerry’s father Senior Constable Cecil Bagley.

On valentine’s day in 1963, Senior Constable Bagley a member of the CIB in Brisbane was at home at Mt Gravatt when he heard a loud explosion and a scream. He recalled himself to duty and went to assist a neighbour who had been electrocuted, unfortunately Cecil also came into contact with the power source as he attempted the rescue. Both men died at the scene.



Adam, Ally and Kerry Fenwick laid roses to honour S/C Cecil Bagley.



S/C Cecil Bagley was electrocuted attempting to rescue a man at Mt Gravatt in 1963

Mrs Fenwick said “the candlelight service gets very emotional for me. I lost dad when I was six and my brother was nine and to have him remembered all these years on is really important to me. I don’t have a lot of memories of dad unfortunately because I was so young but it’s lovely to pay this respect to him and let his name live on through generations. Adapting this service to include the walk along the Avenue of Remembrance is lovely. I know people cope with grief differently but for those families who haven’t attended this candlelight ceremony it’s very rewarding to see the respect that is still held for those brave men and women who have lost their lives. Not just my dad, but everyone of them. If you can attend one of these events it gives you a sense of peace and I’m proud of my dad and what he did.”

Corrections Officer Adam Fenwick has only heard the stories about the grandfather he never met, but he admits it’s still tough seeing his name on the memorial roll “I think his sacrifice has had such a big impact on myself and my family. It’s definitely responsible for me getting into law enforcement. I think it’s important to pass down this responsibility through generations, my mum and daughter are here to keep Cecil’s memory alive.”



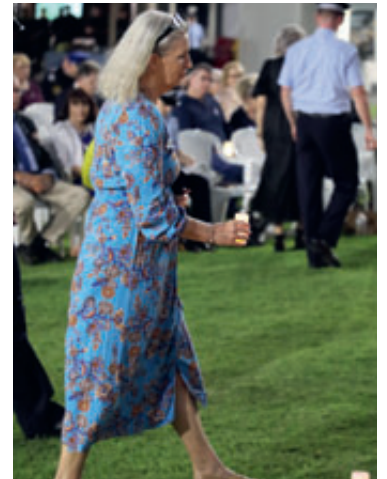
Kerry Fenick, granddaughter Ally and son Adam attended the candlelight ceremony to maintain the family tradition of honouring S/C Cecil Bagley.

At the conclusion of the ceremony, the upper levels of the parade ground were lined with recruits as the Police Ode was recited by former QPU President John ‘Bluey’ O’Gorman. The sound of the Police Requiescant bounced off the walls of the Academy adding to the sombre atmosphere. The following minute of sacred silence was shattered by the sounding of historic police whistles blown in a random pattern from the verandahs.

The ceremony concluded offering all in attendance a moment to reflect on the enduring legacy of those who have served and sacrificed. The annual vigil serves as a poignant reminder that the service and dedication of fallen officers will always be remembered, and their contributions honoured by generations to come.

With honour they served.









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NATIONAL POLICE REMEMBRANCE DAY BRISBANE

By Darren Curtis

SPRING 2025

THE SOUNDS OF THE QUEENSLAND POLICE PIPES AND DRUMS WARMING UP IN REDDACLIFF PLACE ROLLED DOWN THE QUEEN STREET MALL DRAWING THE ATTENTION OF EARLY MORNING SHOPPERS, TOURISTS AND OFFICE WORKERS THAT AN EVENT OF SIGNIFICANCE WAS ABOUT TO BEGIN.

The George Street march for National Police Remembrance Day on September 29 has become a hub for State commemorations to honour police who have died on duty.

Hundreds of people lined the footpath clapping and cheering as police officers moved in unison towards the State Police Memorial in the City Botanic Gardens. Many were hoping to catch a glimpse of a family member in the procession. Among them Marie and Steve Olsen, their son Sam is currently a recruit at the Oxley Academy. Marie said “this march is great and there should be more opportunities like this to recognise police. Our son is just starting out and I know this day is to remember fallen officers because there are things that happen that are sad but we are not worried about him. You never want to deter people from joining the police, it’s a wonderful job and today there’s an amazing community aspect to this event.”



Steve and Marie Olsen were impressed so many people came to clap and cheer for police like their son.

Standing on his own William Camenzuli was proud to pin a remembrance ribbon on. He travelled into the city with a determination to follow the police procession the entire length. Mr Camenzuli said “I wanted to be here to pay my respects. My dad’s best mate is a detective and I admire all police for what they do and I will always respect them.”



William Camenzuli was proud to wear a ribbon of remembrance.

Sandra and Sam Batis are avid Bronco’s fans from New South Wales, they stayed over in the city after Sunday’s preliminary final and were drawn to George Street by the bagpipes, police horses and dogs. Sandra said “we

didn’t know this was on, so when we found out we wanted to show our respect for everything the police do in our community. We’re from Sydney but police everywhere are worth their weight in gold. It doesn’t matter the state they are from or the uniform they wear.”



Sandra and Sam Batis believe police no matter where they serve deserve respect.

This year police from different jurisdictions and pacific nations also joined the march.

The event is also an opportunity to reunite with colleagues that are now working at different stations or have taken a different career path. Sometimes during the catch up there’s discussion about the friends they’ve lost or even the dark humour that comes recalling an incident that was bizarre and you had to be there to believe it happened.





SPRING 2025



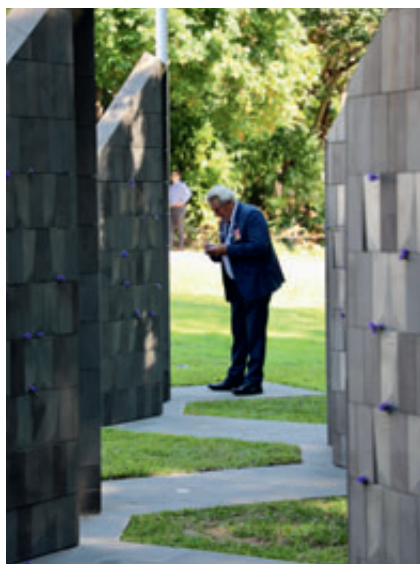




The ceremony around the memorial was held under a cloudless sky. Police Chaplain Peter Devenish-Mearns led the service ensuring the tone matched the reverence and dignity of the occasion. “we gather to remember officers who fell in the line of duty. Their absence is deeply felt, not only in the QPS but in our community, in our families and in our own daily service of others. We honour and commemorate each name etched in this sacred memorial. They are the names of a friend, a

family member, a neighbour, a colleague who once stood shoulder to shoulder with others in the call to protect and serve Queensland. Their sacrifice reminds us that service is costly beyond words and they will never, ever be forgotten.”

While dignitaries laid wreaths, the emotional moments came when the families of fallen police came forward to place bunches of red roses or floral tributes.













QPU President Shane Prior offered comfort to the families “we have a profession that is dangerous, we know that’s what we signed up for but behind the badge is a beating heart like everyone else, police have families that are waiting for them at the end of their shift- interested to share the good things they did while at work, and when they don’t make it home safely those homes forever are emptier and quieter. That’s why recognition of police who gave everything is special. The Queensland Police Union will always honour their sacrifice and ensure their names are never forgotten”

Police Commissioner Steve Gollschewski acknowledged the deaths of three interstate police who were shot and

killed by offenders in 2025. Commissioner Gollschewski said “this years commemorations are a stark reminder of the bravery and sacrifice that comes with being a police officer. We know the individual milestones that come with the loss of an officer can bring a lot of emotions for their families, but it’s important you feel comfort and support from the entire blue family, you will forever be part of our family and we will never forget them.”

At the conclusion of the ceremony families and supporters were encouraged to walk around the memorial and feel the touchstones of the fallen.

In a poignant moment, four year old Oliver wearing a junior police officer shirt reached forward from his mothers arms to touch the engraved letters for Constable Rachel McCrow. Without prompting he leaned in to gently kiss the stone. It was an act of love that spoke volumes for the affection and bond he shared with his ‘aunty Rach’. His mum Melissa worked with Rachel, shared a house and just about every day he hears of the pride and admiration his parents have for Rachel. It was confirmation that Rachel’s compassion and love lives on in spirit in the hearts of those who loved her.



QPU General President Shane Prior laid a wreath on behalf of all current serving and retired police.



4 year old Oliver with his mum S/C Melissa Gibson.

Earlier in the day residents at Parkinson joined the family of Constable Matthew Arnold for a memorial service in the park named in his honour.

Each year more local residents attend the ceremony to pay their respects to not only Matthew but all police who have died on duty.

Sam Albert said he has only recently moved into the area but his neighbour told him about the memorial “I

never knew Matt but I do know about that awful day at Wieambilla. For years I didn’t really know how I could show my respects or whether that was even appropriate but standing here today I couldn’t help but watch his family, particularly when the bugle was played and feel their heartbreak. I wouldn’t know what to say to them but I hope by all of us being here they can feel our respect and know Matt will not be forgotten.”



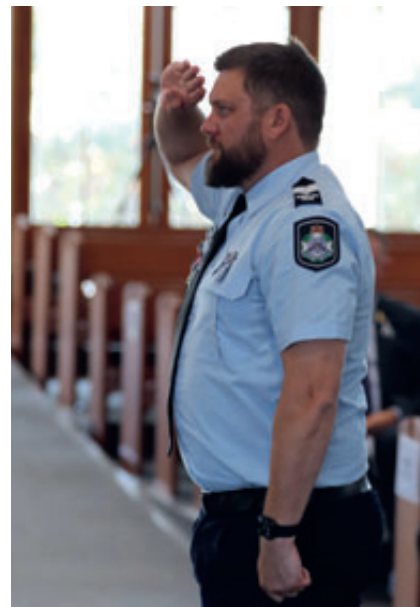


A traditional afternoon service was held at Kippa-Ring for the Redcliffe community to commemorate National Police Remembrance Day.

All 150 officers who have died on duty were acknowledged along with police dogs that have passed away since National Police Remembrance Day in 2023. Moreton

District Dog Squad Officer Senior Constable Tim Leyburn requested one minute silence to remember the PD's who have died.

There was also an honourable mention of Queensland Police staff members who died over the past twelve months.









President of the Queensland Retired Police Association Greg Early spoke on behalf of the officers who have left the QPS and are proud of their service. Mr Early said “their valuable contribution over many years of dedicated service has provided safety and justice for the Queensland community.”

Special acknowledgment was made of Redcliffe OIC Senior Sergeant Richard Downie who passed away just weeks after age retiring in August 2025.



QPU North Coast Regional Rep Jake Lacy laid a wreath on behalf of all serving police “It doesn’t matter the year they died or how long they’ve been gone, we should never forget they died protecting people, keeping communities safe or upholding the law.

***POLICE DIDN'T JOIN THIS JOB
TO BE ENTREPRENEURS OR CELEBRITIES.
THEY SWORE AN OATH BECAUSE THEY HAVE
A DESIRE TO PROTECT THE COMMUNITY AND
MAKE A DIFFERENCE.”***



ROCKHAMPTON



CAIRNS



GOLD COAST / LOGAN



MACKAY



BILOELA



GLADSTONE



TOWNSVILLE



CENTRAL HIGHLANDS



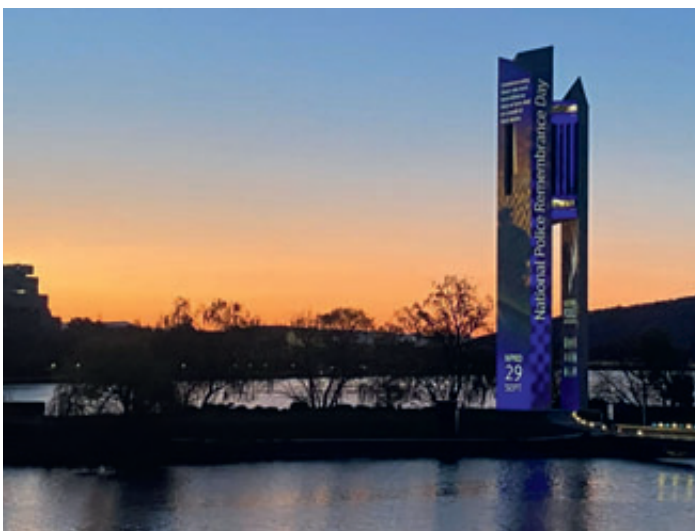
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'LIGHT ON THE HILL'

By Police Chaplain Reverend Peter Devenish-Meares

**EACH YEAR WE GATHER
ON NATIONAL POLICE
REMEMBRANCE DAY
WITH SOLEMN HEARTS
TO REMEMBER THOSE
OFFICERS WHO HAVE
FALLEN IN THE LINE
OF DUTY.**

Their absence is felt not only in police ranks but in our communities, in our families, and in our own daily service. Each name etched into the state police memorial in the Brisbane Botanic Gardens is so much more than a name; it is the life of a colleague, a friend, a neighbour, a son or daughter who once stood shoulder to shoulder with colleagues in the call to protect and serve.

To commemorate them is not simply to recall their deaths but to honour the fullness of their lives.

They wore the badge not for personal gain but for the greater good, standing in the gap when others could not or would not. Their sacrifices remind us that service is costly, and that courage often comes clothed in a blue uniform.



Terry & Sue Arnold light a remembrance candle for their son Constable Matthew Arnold.

As a chaplain, I find strength in the words of Jesus in Matthew's Gospel:

"You are the light of the world. A city built on a hill cannot be hidden... let your light shine before others..."
(Matt. 5:14-16).

These words are not merely ancient poetry; they are a living call. Our fallen colleagues allowed their light to shine in the most difficult, dangerous, and unseen places. Even when the darkness of violence, crime, and tragedy loomed, their light was not extinguished. Will never be extinguished.

The light of their service continues to shine as a beacon. It shines when you step forward with integrity, when you uphold justice with compassion, and when you protect the vulnerable. It shines when you remain faithful to your oath even when no one is watching. Their light, reflected now in our actions, becomes a guiding torch for every officer still carrying the burden and privilege of the badge. *Thank you for all you do: seen and unseen in the service of others.*

But let us be clear: to honour their memory is not simply to speak well of them today. It is to let their example shape how we live and serve tomorrow.

The light they carried cannot be hidden; it calls us to renew our own commitment to be men and women of courage, humility, and service. It asks us to be resilient in the face of adversity, to show kindness even when tested, and to walk faithfully in the knowledge that we do not serve alone.

For some of us, the grief is still fresh; for others, the names may stretch back many years. Yet time does not diminish the power of their example. Their stories are now part of our story. The best tribute we can offer is not only a wreath, a salute, or a moment's silence - it is a lifetime of service lived with the same devotion that they showed.

So as we leave our places of remembrance and carry their memories in our hearts, let's carry the light entrusted to us. Let us be, as Scripture says, a "light on a hill," a force for good that cannot be hidden. May the light of those we remember today and always continue to shine in us, through us, and beyond us, calling us always to serve as best we can, in their memory.

With honour they served.

Blessings,



Police Chaplain Reverend Dr Peter Devenish-Meares

WAITING UNTIL IT'S BROKEN ISN'T A STRATEGY. THE QPS SHIFT TO A PREVENTATIVE MODEL

**POLICE WORK
IS DEMANDING,
EXPOSING MEMBERS
TO HIGH WORKLOADS,
ORGANISATIONAL
CHANGE, AND
POTENTIALLY
TRAUMATIC EVENTS.**

These combined challenges place Officers at risk not only physically, but psychologically.

Historically, QPS health responses have tended to focus on treatment rather than prevention, overlooking the biopsychosocial-spiritual dimensions of wellbeing.

Recognising the need for a proactive approach, QPS Health and Wellbeing Division has introduced the Integrated Wellbeing Model, designed to support members before issues arise rather than reacting after they occur.

THE QPS INTEGRATED WELLBEING MODEL

The QPS Integrated Wellbeing model is founded on three key principles:

- Biopsychosocial-spiritual framework: Recognises the interconnected biological, psychological, social and spiritual factors that shape health.
- Person-centred care: Places individuals at the centre of their wellbeing decisions, extending beyond symptom treatment.
- Primary prevention: Emphasises reducing risk factors and building personal resilience that aim to prevent the development of injury/or illness before it occurs.

At the centre of the Integrated Wellbeing Model is a diverse team, including psychologists, social workers, exercise scientists, exercise physiologists, strength and conditioning coaches, dietitians, wellbeing services, chaplains and peer support officers. While no single service provides a “cure-all,” together they form an integrated system that supports individual members, work units, and the organisation as a whole.



TRAINING AND IMPLEMENTATION

The QPS Integrated Wellbeing Online Learning Program (OLP) provides an overview of support options available to members. It features presentations from the Health and Wellbeing Division (HWD) as well as contributions from the Pride Network and First Nations Network.

Complementing this, the Integrated Wellbeing Training practical workshop draws on behaviour change principles to help participants understand and adjust lifestyle habits for improved health. Facilitated sessions by Health Start, Employee Wellbeing, Chaplaincy and the State Peer Support Coordination Unit, provide practical strategies that participants can actively try during the workshop.

Since its launch in 2024, nearly 1,100 QPS members have participated in Integrated Wellbeing training. Integrated Wellbeing training is designed to be supportive and positive. The workshops are informal and do not involve sensitive or

distressing content, nor do they require participants to share personal mental health information.

Training is accessible through Ignite, and completion of both components is now mandatory for Peer Support Officer (PSO) applicants, aligning the role with the new wellbeing framework. Further information about the PSO role and application process is available on the Health and Wellbeing Division Intranet page.

QPU Industrial Manager Dion Readman said “while this is not a program designed by the QPU we welcome initiatives that assist the wellbeing and prioritises the health of our members. We want police to be healthy and supported throughout their careers until retirement. Police are the backbone of community safety so it’s important they are as healthy as possible to continue their essential work.”

HEALTH AND WELLBEING MONTH

In October 2025, the QPS will host Health and Wellbeing Month, a statewide initiative with weekly

themes covering biological, psychological, social and spiritual wellbeing. Events are designed to promote engagement with support services and a culture of proactive health. A calendar of activities will be shared internally by the QPS Health and Wellbeing Division.



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SUPPORTING THOSE WHO SUPPORT US

By Dan Mahon, President Community Supporting Police

**COMMUNITY
SUPPORTING POLICE
INC. (CSP) HAS BEEN
SUPPORTING MEMBERS
OF THE QUEENSLAND
POLICE SERVICE (QPS)
FOR 34 YEARS.**

Today, there are nine emergency welfare properties situated across the State, five in the Brisbane metropolitan area near hospitals and the remainder of the properties are in Cairns, Townsville, Rockhampton and Toowoomba.

Demand to use the properties during the 2024-2025 period was high with an average occupancy rate of 65%. The use of the properties is co-ordinated through the QPS Chaplaincy Unit. Please contact your local QPS Chaplain to book into the Emergency Welfare Accommodation.

SUPPORT OF THE QPU

On April 17, 2025 CSP President Dan Mahon met with QPU General President Shane Prior for a discussion about QPU involvement with CSP to assist the QPS to provide Emergency Welfare Accommodation.

During the last 18 months new electrical equipment, furniture and other upgrades have occurred to make the accommodation as comfortable and presentable as possible. Mr Prior has very generously agreed to provide \$5,000 a year to CSP to assist in maintaining the accommodation.

2024-2025 PRIORITIES AND PROGRESS

Among the goals set, the review and update of the CSP Constitution marked a significant achievement, culminating in membership approval at the April 2025 General Meeting. The revised constitution ensures clearer governance and aligns CSP's operations with contemporary standards, with support from Craig Ray & Associates, Solicitors. Concurrently, the CSP Business Plan is under review, with a member discussion slated for October 8, 2025, and Branch Rules have been streamlined for clarity.

In addition, CSP has endeavoured to broaden its reach: a letter circulated to Queensland based businesses to foster relationships with the QPS and explore sponsorship and merchandise partnerships. This initiative is currently underway, promising further engagement opportunities.



The organisation also succeeded in distributing the CSP Newsletter to a wider audience, including the QPU, Queensland Commissioned Officers Union, Valley Chamber of Commerce, and Queensland Retired Police Association.

Volunteer recruitment remains a focus, with some progress made, though further work continues. As CSP grows its presence, enlisting dedicated volunteers in Brisbane and surrounding areas will enhance our capacity to support policing efforts and community events.

CALLING FOR VOLUNTEERS

As CSP's event calendar expands, so does the need for volunteers. If you, a family member, or a friend can spare a few hours once or twice annually, your contribution can ease the workload for those involved. Renewal of positions on the CSP Management Committee is a healthy initiative and I encourage family and friends to consider shadowing our current Management Committee and consider applying for positions in the future.

Interested volunteers are encouraged to contact the CSP Secretary at secretary@csp.asn.au.

Your support ensures that CSP continues to serve Queensland policing and communities effectively.

ANNUAL GENERAL MEETING 2025

The CSP Annual General Meeting (AGM) was held on September 10, 2025, at the QPS Headquarters, Roma Street, Brisbane. The meeting included the election of the 2025-2026 management committee and is an excellent opportunity for members to participate in shaping the organization's future.

Election of Officer Bearers:

In accordance with the CSP Constitution all executive positions were declared vacant and the following Management Committee Executive positions were appointed.

President Mr Dan Mahon APM

Vice President Mr Bryan Brown AM

Treasurer Mr Victor Serchen

Secretary & Branch Liaison Mrs Cecelia Serchen

Notification of Appointees:

In accordance with the CSP Constitution the following appointees have been appointed to their respective roles within the Community Supporting Police Inc Management Committee.

Police Liaison Officer Superintendent Brett Jackson APM

Police Chaplaincy Representative Reverend Matthew Govan

Helping Hand Treasurer and HH Representative Ms Nadene Sander

Notification of Portfolio Holders:

In accordance with the CSP Constitution the following nominations for Community Supporting Police Inc Management Committee portfolios.

Blue Ribbon Committee Representative Mr Colin Diachkoff

Event Coordinator Mrs Cecelia Serchen

Facilities Manager Mr Bryan Brown AM

Marketing & Promotions Coordinator Ms Debbie Nicholson APM

Members Registrar Ms Debbie Nicholson APM

Merchandise Officer and Police Beat Liaison Ms Rachel Ezzy

Web Liaison Mr Victor Serchen

2025 BIENNIAL CONFERENCE HIGHLIGHTS

The July 19 conference in Brisbane provided a vital platform for discussing current issues and planning future strategies. Attendees from various CSP branches, Helping Hand, and community partners participated in fruitful discussions. Renowned strategist Michael Hellyer facilitated a survey aimed at optimizing CSP's operations well into the future, supporting our goal of sustained service to the QPS and Queensland community for the next 30 years.

Key presentations included insights from regional representatives, Emergency Welfare Accommodation providers, and the Crime Stoppers Queensland CEO, Mr. David Hansen, along with Relationships Manager Mr. Grant Spomer. Deputy Commissioner Cameron Harsley APM acknowledged CSP's efforts, presenting a Certificate of Appreciation signed by the Acting Commissioner Shane Chelepy and the Deputy Commissioners an affirmation of the QPS's recognition of our ongoing partnership.



HELPING HAND

CSP officially launched a Sub-Committee CSP Helping Hand Fund (CSPHH) in 2005. The purpose of this fund is to provide financial assistance for members of the QPS family who find themselves in necessitous circumstances financially as a result of trauma or crisis. The CSP Helping Hand Fund is registered with the Australian Tax Office as a Gift Deductible Recipient and as such donations to CSPHH are tax deductible.

Both CSP and the CSP Helping Hand Fund, fundraise in a number of ways to support: the emergency accommodation and financial assistance which is made available to members of the QPS family. Pay roll deductions for both CSP and Helping Hand are possible through the QPS payroll scheme. Fundraising is also undertaken through various events, promotions and merchandise sales, as well as through generous donations from QPS members, private organisations and other groups

Thank you for your ongoing support for CSP and Helping Hand. We are here to assist you and to continue to do that I encourage members to talk with family and friends on how they can assist us to continue our ongoing work.



COMMUNITY SUPPORTING POLICE INC. REFLECTIONS ON 2024-2025 ACHIEVEMENTS AND FUTURE GOALS

The CSP newsletter reveals CSP continues to strengthen its partnership with the QPS and the wider community through strategic initiatives and ongoing commitment. Since taking on the role of President in September 2024, I outlined four key priorities to guide CSP's efforts over the 2024-2025 period, focusing on governance, engagement, outreach, and volunteer development.

You can read the latest edition of the CSP newsletter online at:

<https://www.csp.asn.au/wp-content/uploads/2025/09/Spring-Edition-2025.pdf>

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FIND OUT IF POLICE'S HEALTH NEEDS HAVE CHANGED IN 2025

THROUGHOUT THE 2024-2025 FINANCIAL YEAR, POLICE HEALTH LIMITED CONTINUED TO MEET THE GROWING HEALTH NEEDS OF ITS MEMBERS AND PAID JUST OVER \$245 MILLION IN HEALTH BENEFITS TO ITS MEMBERS.



The three most expensive hospital episodes were;

- Digestive System episode and treatment, \$235,777 benefit
- Brain and Nervous System episode and treatment, \$124,228 benefit
- Chemotherapy, radiotherapy and immunotherapy for cancer, \$115,620 benefit

It's a strong reminder of the benefits of private health cover—peace of mind, faster access to treatment compared to the public system, and the reassurance that when you do need to claim, your cover helps reduce the financial burden.

This is especially relevant for police and emergency service workers, whose demanding roles and added workplace pressures can increase the risk of chronic mental and physical health challenges.



HOSPITAL COVER CONTINUES TO SUPPORT

Within Police Health Limited, the most common hospital procedures and treatments in the 2024-2025 financial year were:

Procedure or treatment	Average benefit paid
Heart and Vascular System (e.g. heart surgery)	\$7,509
Joint replacements (e.g. hip replacement)	\$17,393
Digestive System	\$4,763
Gastrointestinal Endoscopy	\$1,474
Hospital Psychiatric Services	\$3,283

CHANGES FROM 2023-2024

Despite growing to 100,000 members across Police Health and Emergency Services Health, there were only minor changes to the most common hospital procedures and treatments;

- Heart and vascular system and joint replacements swapped places
- Digestive System and Gastrointestinal Endoscopy also swapped places

It's not a surprise that Hospital Psychiatric Services remained the 5th most common hospital procedure or treatment.

Recent research by The University of Western Australia, which surveyed 14,868 Australian ambulance, fire and rescue, police, and state emergency service employees, found these groups face extra risks.

It found that, of emergency services personnel overall;

- 30% had low wellbeing
- 21% had high and 9% had very high psychological distress
- 10% had probable PTSD

If you or someone you know needs support, these mental health services can help;

- Lifeline | 13 11 14
- Beyond Blue | 1300 22 4636
- Kid Helpline | 1800 55 1800

Extras health insurance delivers

The most common extras benefits used across Police Health Limited appear to resemble the most commonly known extras.

Extras category (eg dental, optical etc)	Average benefit paid	Total benefits paid
Dental	\$328	\$45,331,088
Optical	\$336	\$14,188,362
Physiotherapy	\$77	\$11,582,430
Chiropractic	\$59	\$5,594,741
Podiatry	\$112	\$4,179,578

This order is a repeat of the 2023-2024 financial year, and reiterates the extra stresses that police and emergency services face.

That includes National Library of Medicine (US) that found shift work, a commonplace in police and emergency services, can lead to changes in saliva pH.

This then creates an acidic environment in the mouth that promotes harmful bacteria, and may cause dental cavities.

In addition, there's growing evidence that police and emergency services workers face extra strain on their eyes.

One example is Natural Hazards Research Australia's survey of 337 firefighters across NSW, Victoria and South Australia.

They found that 90% experienced eye irritation during work and 70% continued to experience symptoms afterwards.

For more information or to join Police Health, call 1800 603 603





QUEENSLAND RETIRED POLICE ASSOCIATION

NEWS



MESSAGE FROM GREG EARLY, STATE PRESIDENT

2025 QRPA-QPLS CHARITY BOWLS DAY: This was held at Northern Suburbs Bowls Club at Wavell Heights on 4 July 2025. Twenty eight teams of four played. This event began in 2007. As a result of sponsorships and donations of raffle prizes, a cheque for \$14,419.00 was presented to Superintendent Michael Ede, Assistant Treasurer of the Queensland Police Legacy Scheme by myself. Michael also represented the Commissioner on the day. This donation makes \$145,190.35 which has been given to the Scheme since 2007 to continue its good work. Currently the QPS Legacy Scheme supports 56 police families and the educational expenses of 86 legatee children from childcare to University/TAFE.

Addendum: Wayne Bennett, former QPS member and current Rabbitohs Coach, has been a donor of football merchandise since the inception of these days in 2007. He was to send me two t-shirts and six caps but they did not arrive until after 4 July 2025. There was a mix up in posting and I finished up with two packages. As a result of putting out their availability via our website, \$630.45 was raised. This makes the day's handover to Legacy of \$14,649.45 and a total since 2007 of \$145,820.80.



State President Greg Early, Superintendent Michael Ede and Derek Matthews, Chairman of the Board of Northern Suburbs Bowls Club with the cheque for \$14,419.00



State President Greg Early presenting Dave Walsh with his Veteran Member Certificate

VALE LAWRIE WITHAM

(By former Senior Sergeant Bruce Raymond and Welfare Officer, QRPA Ipswich Branch)

The funeral of former Assistant Commissioner, and QRPA Veteran Member, Lawrence (Lawrie) Noel Witham, was held at the St Andrews Anglican Church, Toogoolawah, on Friday 8th August, with full Service Honours. Following the family eulogy, Words of Remembrance were given by Don Braithwaite, then David Jefferies read out Lawrie's service history, (as requested by Lawrie himself). The Police Ode was read by former Senior Sergeant Lance Guteridge.

In his homily, Father Ian Bailey posed the rhetorical question why men and women would want to enter into a police career. His single word answer was "character", on which he elaborated; firstly, character is necessary to answer the calling into a police career, then character is further required to meet its challenges. The high standards of Laurie's good character came through repeatedly during the service from various speakers, including members of Lawrie's own family.

The cortege was led by the traditional "riderless horse". This practice goes back to the days of Genghis Khan when the deceased soldier's horse was butchered at the graveside and mourners feasted on the roasted horse flesh. Today, the tradition is a little more civilized – fortunately for the horse. The empty boots set in the stirrups, and facing the wrong direction, represent

the fallen soldier's final farewell to the troops. Full acknowledgement must be given to members of the Police Pipes and Drums and the Mounted Police Unit who prepared and processioned in the pouring rain.



Boots reversed on the saddle as part of the cortege at Lawrie Witham's funeral service



Queensland Police Service Pipes and Drums as part of the cortege at Lawrie Witham's funeral service.

Annual General Meeting of QRPA held at Police Headquarters, Brisbane.

Guest Speaker – Assistant Commissioner, Ethical Standards Command, Chris Jory, gave an extensive insight on where the QPS is now, an indication of what will happen following the 100 Day Review and the return to duty on 15 September 2025 of Commissioner Steve Gollschewski.

Result of the election of officers on the State Management Committee:

The following nominations were received and resulted in the election of the following members:

State President – Gregory Lance Early, Senior State Vice President – Robert Matthew Pease, State Treasurer – Jillian Steinkamp, State Secretary – Christopher Sang, State Vice Presidents – Robert Atkinson, Alex Granlund and Peter Garnett Gleeson, and Assistant State Secretary – Patrick John Philp.

Result of the election of Welfare Officers:

The following nominations were received and resulted in the election of the following members as Welfare Officers: David Walsh, Bob McCall, Sue Dawson and Lesley Trost.

Life Member Nominations put forward by relevant Branches, recommended by the State Management Committee to the AGM and which were approved unanimously:

Senior Associate Member Geraldine Mary Byrne, Van Dieman's Land Branch, Veteran Associate Member Jennifer Ann Johnston, Van Dieman's Land Branch, Veteran Member Robert John Mackay, Darling Downs Branch, Geradus Stevens, Logan Beenleigh Branch, Veteran Associate Member Denise Ann Sullivan, Gold Coast Branch, Veteran Associate Member Patricia Ethel Priddle, Redlands Branch and Veteran Member Leigh Trevor Gorrie, Redlands Branch.

New members: Former Detective Senior Sergeant Margaret Maureen Cassidy, Sunshine Coast, former Senior Sergeant Denise Mehmed, Sunshine Coast, former Detective Sergeant (NSW Police) Derick Roy Pyrah, Hervey Bay, former Inspector David John Nevin, Redlands, former Senior Sergeant John Hodge, State, former Constable Patricia Mary Henigan, Logan Beenleigh, former Senior Constable (ACT Police) Peter James Polkinghorne, Darling Downs, former Senior Constable Thomas Richard McKaskill, Van Diemen's Land, former Sergeant Graham Peter Burrridge, Van Diemen's Land, former Inspector David Gordon Robertson, Sunshine Coast, former Superintendent Stephen Dominic Munro, Sunshine Coast, former Detective Senior Constable Robert Stanley Leadbeatter, Hervey Bay, former Sergeant Conrad Martens, Gold Coast, former James Barry Randall, Bundaberg, former Senior Sergeant Ian James Gall, Far North Queensland, former Detective Senior Sergeant (Tasmania Police) Adam John Stanwix, Rockhampton, former Constable (Bolton, England Police) Philip Harrison, Rockhampton and former Senior Constable Alwyn John Servin, Darling Downs.

New Associate Members: Robyn Lynette Alcock, fit and proper person, Hervey Bay, Peter Anthony Widt, fit and proper person, Hervey Bay, Melissa Leigh Lovejoy, spouse of new member Graham Peter Burrridge, Vicki Maria Leadbeatter, spouse of new member Bob Leadbeatter, Hervey Bay, Patricia Rodwell, fit and proper person, Far North Queensland and Watthana Murdoch, spouse of member Danny Murdoch, Ipswich.

QRPA CERTIFICATES

Veteran Member (75 years & 10 years continuous financial membership. Kevin Francis Burger, Mackay Whitsunday, John Patrick Burns, State, Anthony Leo Sheil, State, David John Walsh, State, Kevin Lance Edward, Redlands, Robert Patrick Joseph Good, Darling Downs, Trevor John Spencer, Logan Beenleigh and Rodney Bruce Strong, Bundaberg.

Veteran Associate Member (75 years & 10 years continuous financial membership) Dawn Trace, Ipswich and Anne Henrietta Baldock, Van Diemen's Land.

Senior Member (65 years & 10 years continuous financial membership) – Allan Dale, State, Kenneth Malcolm Hubbard, Near North Coast, James Martin Ryan, Redlands, Leith Reid Lindsay, Hervey Bay, Richard Wayne Mills, Far North Queensland and Keith Charles Schultz, Near North Coast.

Senior Associate Member (65 years & 10 years continuous financial membership) - Jessica Margaret Frater, Mackay Whitsunday, Angela Kim Hodgson, Far North Queensland and Robyn Elizabeth Selwood, Near North Coast.

90 and Over: Ronald William Ehlers, Redlands, 92 on 21 July 2025, Sonya Diane Fels, State, 91 on 29 July 2025, Caroline Louise Hartwig, Near North Coast, 92 on 25 July 2025, Ramsay (Ron) Hastie, Logan Beenleigh, 97 on 22 July 1928, Graham Frederick Kassulke, Sunshine Coast, 90 on 5 July 2025, Roger Paul Barlow, Hervey Bay, 93 on 4 August 2025, Donald John Braithwaite, State, 94 on 22 August 2025, Vincent Joseph Bye, Townsville, 99 on 8 August 2025, Ailsa Joy Collins, Hervey Bay, 95 on 30 August 2025, Ronald William Lewis, Redlands, 91 on 25 August 2025, Thomas Joseph Mahon, Near North Coast, 91 on 8 August 2025, Neville Leslie Graham Taylor, State, 94 on 24 August 2025, Thomas Richard Young, Rockhampton, 97 on 31 August 2025, Marion Lillian Allison, Gympie, 93 on 13 September 2025, Eric Roy Cargill, Darling Downs, 94 on 24 September 2025, Margaret Joan Dwyer, Gympie, 93 on 28 September 2025, Samuel Lewis Hopper, Near North Coast, 91 on 21 September 2025, Walter George Lane, State, 93 on 12 September 2025 and Douglas George McKinnon, Redlands, 91 on 13 September 2025.

100 and Over: Nil.

OBITUARIES – MAY THEY REST IN PEACE MEMBERS.

Veteran Member and former Constable First Class Tasmania Police Adrianus Hans Vervaart passed 29-05-2025 aged 85 years, Veteran Member, former Detective Senior Sergeant Rowland Graham Leadbetter passed 23-05-2025 aged 82 years, former Sergeant 2nd Class William Robert Lane passed 03-07-2025 aged 88 years, Veteran Associate Member Norah Gwenllian Spreadborough passed 04-07-2025 aged 93 years, Veteran Member and former Inspector Ian Ross Townsley passed 10-06-2025 aged 78 years, Life Member, former Superintendent Brian Douglas Bensley passed on 15-06-2025 aged 88 years, Veteran Member and former Inspector John Randal Wilde passed 09-06-2024 aged 84 years, Veteran Member and former Assistant Commissioner Lawrence Noel Witham passed 28 July 2025 aged 89 years, Veteran Member and former Deputy Commissioner Robert Colin Kirkpatrick passed 7 July 2025 aged 89 years, Veteran Member, former Detective Senior Constable John William Bryce Hawkins passed 9 July 2025 aged 84 years, Member and former Superintendent Harry Anthony Rand passed 5 August 2025 aged 72 years, Member and former Inspector

Graham Duncan Smith passed 11 August 2025 aged 78 years and Life Member and former Sergeant Second Class Vincent Joseph Bye passed 20 August 2025 aged 99 years.

Non Members: Former Chief Superintendent Francis Cecil Wagner passed on 13-03-2025 aged 84 years, former Senior Sergeant Janet Loch Makepeace passed on 01-03-2025, former QPS Officer Douglas John Tronc passed on 31-03-2025 aged 83 years, former QPS Officer Keith Hambleton passed on 21-03-2025, former QPS member Barry Easy, passed 22 April 2025 aged 88 years, former QPS member Anthony Martin (Tony) Coates, passed 7 May 2025 aged 72 years, former QPS member Vivian Walter Partridge, passed 6 May 2025 aged 72 years, former QPS Sergeant Francis Falappi, passed 9 May 2025, former QPS Officer Lecia Ann Brown passed on 17-05-2025, former Queensland Police Officer Cedrick L Nash, passing date unknown and former QPS Detective Sergeant Gregory Thomas Carr passed 18 August 2025 aged 73 years.

Family: Judith Lorna Jones passed 20 May 2024, widow of deceased QRPA member Elwyn George Jones.

AROUND THE BRANCHES:

BUNDABERG

Meeting held on 27 June 2025. Welfare: Margaret Francis was hospitalised after a fall where she received broken ribs. She was in The Friendlies Hospital. Chris Sidey is doing Ok – has good and bad days. Adrian Mergard is going OK. Robyn Bond was having day surgery and couldn't attend the meeting. The annual Christmas luncheon will return to the RSL Club on 3 December 2025. The White China Restaurant was very generous in sponsorship of the Bowls Day this year so members are going to attend the White China for Lunch on 4 July to thank them for their donations and present a certificate of appreciation to the management. John Lewis indicated he was going to meet with the Sandhills Bowls Club manager tomorrow to lock in the date for the 2026 Charity Bowls Day. Mick Harvey gave a very entertaining presentation regarding his trip to Italy and the cruise on the Mediterranean Sea. Monthly meeting held on 25th July 2025. Welfare: Rowan Bond reported that Robyn Bond was in Brisbane attending a specialist appointment and had surgery on 11th August at the Wesley Hospital. Mick Harvey reported that he had been told by the Events Manager of the Club that the \$500 booking fee would be returned if the were left undamaged etc. Steve Allen has formulated a Facebook Page. Steve will be the administrator. It is a public page while everyone joins and then it will be made a private page. The page can be found at Bundaberg QPRA for those interested. Alan Edgerton reported that the Bundaberg Branch team won the recent Bowls day they competed in. Bob Materna reported that he won the C Grade Championship at the Gin Gin Golf Day. Annual general meeting held on 25 July 2025. The election of officers resulted as follows: President – John Lewis, Vice President – Mick Harvey, Secretary – Rowan Bond, Treasurer – Julie

Sharpe, Assistant Secretary – Rod Dunham, Newsletter Editor – John Lewis, Welfare Officer – Mary Waugh, Bowls Co-ordinator Alan Edgerton and Golf Co-ordinator – Bob Materna. Meeting held on 29 August 2025. An application to join the QRPA by James Barry Randall was recommended for approval. Welfare: It was reported that Robyn Bond was recovering from recent surgery. Alen Edgerton has been in contact with Jack Field who has been in good spirits. John Lewis reported he had been speaking with Rod Strong who is also on the mend. President John Lewis is working Certificates of Appreciation to be presented to supporters and sponsors of the Grannie Pearce Memorial Bowls Day. Next meeting 26 September 2025.

(Secretary – Rowan Bond – 0408 28483)

GOLD COAST

Meeting held on 3 June 2025. Garry Binding had a brief hospital visit in late May for a minor medical procedure (all good now). Applications to join the QRPA by retired Inspectors Graeme Smith and Bruce Kuhn were recommended for approval. Guest Speaker was Social Secretary Denise Sullivan who provided an outline of life as a policeman's wife (husband – Veteran member Colin) in the small community of Cardwell, North Queensland. Denise then went onto provide life as a publican with Denise and Colin running Hotels throughout Queensland after Colin left the QPS. Update on Michael Sparke as at 21 06 25. Mike underwent another operation on Wednesday at John Flynn Hospital, this time to insert a pacemaker. There were no issues with the operation and he was returned to the ICU to recover. **Meeting held on 1 July 2025.** Welfare: Michael Sparke had a hip replacement in mid-May and was progressing very well. However, in early June he had a fall resulting in a serious break to his right leg. This required another operation to reset the leg. According to the surgeon, the operation was very difficult and as a result Michael was admitted to the Intensive Care Unit of John Flynn Hospital in an induced coma. He eventually awoke a few days later and was operated on again, this time to insert a pacemaker. He was later released from the ICU and transferred to the Orthopaedic Ward. On Monday of this week (30 June 2025), Michael was transferred to the rehabilitation ward where he will be undergoing rehabilitation for several weeks, if not months. **David Manfield** was recovering back in Sydney after his heart valve operation in mid-May. His surgeon is happy with the results of the operation and David sounds a lot better than he was a couple of months ago and he advises he feels like a different person. Des Sorensen advised Pat Crotty was at that time in hospital. Guest Speaker: Senior Sergeant Brad Rix who spoke on 'Jack's Law' which provides the power for police to use an electronic wand to search individuals for knives and edged weapons in certain public places. There was an initial trial in respect of the law in entertainment precincts like Surfers Paradise. The law has now been expanded to other places throughout the state.

Luncheon held at Twin Towns on 15 July 2025: Forty one members/guests had paid to attend the luncheon but on the day five could not attend. Special guests were two Directors from Twin Towns RSL Club – Brian Brown and Sharon Styman, Acting Assistant Commissioner Mellisa Adams, QBank Director Paul Wilson and Grant Spooner, QBank, Tanya Del-Amico and Julie Pritchard from White Lady Funerals and Leah Kahika, QPS Chaplain. They had nine lucky door prizes and thirty three raffle prizes.

Annual and general meetings held on 5 August 2025: Welfare Officer Murray Underwood chaired the election of officers with the following result: President – Gerry McKendry, Senior Vice President – Murray Underwood, Junior Vice President – Russell Robertson, Secretary – Doug Lawlor, Assistant Secretary/Treasurer – position not filled, Treasurer – Doug Lawlor, Social Secretary – Denise Sullivan and Welfare Officers – Col Sullivan, Russell Robertson, Murray Underwood and Christine Dewey. **General meeting:** 5 August 2025. President Gerry McKendry presented Wally Siganto with his Veteran Member Certificate and Graeme Millard accepted Beverly's Veteran Associate Member Certificate on her behalf. Welfare: Helen Joachim recently underwent surgery for a serious issue. Kev Sauer recently had a serious heart attack, spent some time in hospital and was then recovering at home. Michael Sparke had been released from hospital and returned home (end of July). His recovery is progressing. Michael's partner, Dale Bentley had knee surgery on 01/08/2025. Dale has since returned home to recover along with Michael. David Manfield advises he has made a remarkable progress since his heart valve operation. He returned to the Gold Coast for Vietnam Veterans Day on 18 August 2025. Due to the postponement of the original guest speakers, Russell Robertson kindly stepped in and provided an informative presentation on the Marine Rescue Service NSW. Russell has been a volunteer of this organisation for 13-14 years. **Meeting held on 2 September 2025.** The 2025 NPRD service will be held at the Highway Church, 351 Creek Street, Ormeau. Guest Speaker was Patrick Medway AM who spoke about Policing the Cyprus Conflict. Patrick is a former member of the NSW Police Force and currently a member of the NSW RPA. He was among the first Australian police deployments to Cyprus in 1964. This was in response to a request to the Federal Government from the Secretary General of the United Nations Organisation to provide a Contingent of 40 Australian Police personnel to the United Nations Forces in Cyprus (UNFICYP) Mission where a civil war had broken out between the Greeks and Turkish Cypriots. This contingent also comprised of several officers from Queensland as well as other Australian Police Services. A very interesting presentation and well received by all members present. At the conclusion of the presentation, he was presented with the new QRPA Challenge Coin by way of appreciation for his presentation. Next meeting: 7 October 2025.
(Secretary-Treasurer Doug Lawlor 0414 351 257)

GYMPIE:

After much discussion it was decided to hold the annual luncheon at the Southside Bowls Club on 27 August 2025. Secretary Wayne McDonald presented Rod Frain with his Senior Member Certificate. Minutes of the AGM and General Meeting held at the Victory Hotel on 30 July 2025. The result of the election of officers: President – Keith Bunkum, Vice President – Mark Butler, Treasurer – Kevin Lewis explained that he would be standing down from this position due to many other commitments. No one attending put their name forward. Kevin Lewis told the members he would continue as caretaker Treasurer until another is appointed. Secretary - Wayne McDonald. Welfare Officers - Annabel Andrews, Norm Breen and Tony Barton. **General meeting:** Welfare: Glen Teske talked of his wife Tammy having chemo treatment which will continue for most of this year. Aub Nieborg advised those present that it would be his final meeting as he was moving over to Western Australia to be with family.

Meeting held at the Tin Can Bay Sports Club on 3 September 2025. Welfare: Keith Bunkum mentioned that Glenn Teske has Dialysis several times a week and has his good and bad days. General Business: Secretary Wayne McDonald mentioned that Treasurer Kevin Lewis, as was mentioned at the AGM, had stood down due to other commitments. Despite pleas for someone to take on this role, the position remains unfilled. The Annual Luncheon on 27 August 2025 was a great day with 22 attending including State Secretary Chris Sang and wife Tina. Jason Goodwin, Vice President of Police Legacy and Paul Wilson from QBANK attended and all three gave great speeches and good advice. Also in attendance was Michelle Perrett wife of Hon Anthony (Tony) Perrett MP for Gympie.

Next Meeting 5 November 2025.

(Secretary – Wayne McDonald, 0406 728 070).



QBank Director Paul Wilson, State Secretary Chris Sang, Michelle Perrett, President Keith Bunkum and Legacy Vice President Jason Goodwin.



State Secretary Chris Sang speaking at the Gympie annual luncheon.



Rod Frain receiving his Senior Member Certificate from Secretary Wayne McDonald.



Aub Nieborg attending his last meeting at Gympie.

LOGAN-BEENLEIGH:

Meeting held on **25th June 2025**. Sergeant Mick Gardiner, EORT, was invited back to give another presentation. He spoke about the early days from 1971 when the Australian Army ran the first police training course and two Queensland officers were trained. Mick gave the meeting a run through a number of bomb and explosive related incidents from 1876 at Charters Towers when 5,000 railway detonation caps were accidentally tipped into a fire during a fist fight, causing a massive fatal explosion, through to 2022 when a male person opened a bucket which had been left in his garage and it exploded. The bucket contained explosives and a large number of nails. Mick has written a book called Blast from the Past and all profits go to Qld Police Legacy. Bare Foot Bowls. All in all, it was a thoroughly enjoyable morning with everyone enjoying themselves. There were awards presented: Best female was Chris Francis, best male was John Ellsworth, most gutter balls female was Noreen Wheatley and most gutter balls male was Kevin Francis. President Col Thorne indicated he had met with Chief Superintendent Mel Adams and had discussed the Branch being advised of who is retiring. Welfare: Wayne Coyne was resting at home. Kylie Thomas – Logan Police Chaplain – has had heart issues and was recovering. Des Libke was slowly recovering from his issues. Noreen Wheatley had a broken wrist after a fall. Andy Watt was on the improve. **Monthly and annual general meeting held**

on 23rd July 2025. Special guests: Paul Wilson – Q Bank Director, Grant Spooner Q Bank Relationship manager and Acting Detective Superintendent Scott Knowles, Regional Crime Coordinator, South Eastern Region. Vice President Kay Halford conducted the election of the President which resulted in Colin Thorne being re-elected. Colin then conducted the remainder of the election of officers with the following result: Vice President – Kay Halford, Secretary – Wayne Barnes, Treasurer – Lee Thorne and Welfare Officer – Greg Davidson. **Monthly**

meeting: Possible new member: Tony Hartman formerly at Bundaberg has moved to Logan area and is interested in joining Logan Beenleigh Branch. Q Bank guests, Paul Wilson and Grant Spooner spoke briefly about the history of Q Bank and the services it provides to members. QR code scams are on the rise with fraudsters now sticking malicious QR codes over the codes in restaurants etc.

When people go to use the QR code on the table to order their meals and drinks, the money is paid into a criminal account and not the business that you are attending. **Meeting held on 27 August 2025.** President Col welcomed Jasmine Higgett and Natalie Hardy from St Johns Ambulance; also Tony Hart who has transferred from Bundaberg to Logan Beenleigh. An Honorary Member Certificate for Padre Pete was received and will be presented to him at the next opportunity. Guest speakers: St Johns Ambulance managers Jasmine Higgett and Natalie Hardy. Jasmine advised that St Johns was a Not-for-Profit organisation and spoke about its history. It has been operating for 140 years but has been traced

back to the Crusades where several Knights formed a group that provided support for crusaders. St Johns operate the ambulance services in several Australian states and in New Zealand. Jasmine also spoke about the programs operated by St Johns included youth and community support. These programs are mainly staffed by volunteers. The community support programs include community callers who ring daily and check that everything is alright. There have been occasions where the person hasn't answered which resulted in welfare checks being made to the address. Natalie spoke about the courses that St Johns operates and recommended that everyone should have first aid knowledge even if it is just basic. Natalie also spoke about the operation and importance of a portable defibrillator. Later it was resolved to donate \$300 to St Johns Ambulance. Bob Burns has raised an idea of having a NPRD at the Tamrookum Anglican Cemetery which is the burial place of Constable Doyle who was killed on duty in 1902. This suggestion was met with interest. Suggestion that members could travel to the church by bus, Padre Pete could conduct a service at the site and then members could lunch at Club Beaudesert. This matter to be further discussed. A bus trip has been arranged for 16 October 2025. Welfare Report by Greg Davidson: Teg Roberts wife has had a fall and is quite unwell. Terry Ahern's myeloma is in remission. Joy Maloney, Max's wife, has been unwell as we know and her condition remains unchanged. Andy Watt is looking a lot better. Noreen's broken wrist has required resetting. Jimmy Wagner missed Wednesday's meeting after a big day Tuesday with Lola's doctor's appointment and visiting family in the evening. John Enright is currently confined to bed and is being cared for by Anne. He has blue care visiting daily. It was great to see Eileen, Noreen and Greg Spies at the meeting after their orthopaedic procedures. No further General Business. Next meeting: 24 September 2025.

(Secretary Kevin Francis 0401 668 760)

SUNSHINE COAST:

Meeting held on 24 June 2025. Guest Speaker: Sunshine Coast District Duty Officer and Training Officer Senior Sergeant Michael Froggett. Domestic Violence calls for service dominate police time today with minimum time for staff to attend to other calls for assistance. PolAir is now in service on the Sunshine Coast between Wide Bay and Moreton areas. Air support is now vital to the dictates of daily policing. Suffice to say, daily duties Policing today shares very little with how our membership remembers those same duties. Welfare report: Richard Turpin - The welfare Officer, presented his report. Dick keeps personal records over a number of members who continue to experience ongoing medical issues which prevent meeting attendance in the main. **The monthly and annual general meetings were held on 22 July 2025.** President and Welfare Officer Dick Turpin indicated he had contacted several Branch members who are in ill health. He also expressed appreciation for all Committee

members for their assistance during the year; also Narelle Walker for compiling and editing the monthly newsletter Cop This as well as the ladies who contribute to every meeting and event without request. Applications to join the QRPA by Stephen Munro and David Robertson were recommended for approval. Both former members gave a brief outline of their service in the QPS. The election of officers was conducted by State President Greg Early with the following result: President – Dick Turpin, Vice President – Howard Glass, Treasurer Steve Maney, Secretary – Joanne Pitt and Welfare Officer – Dick Turpin. **Meeting held on 26 August 2025.** Meeting held on 26 August 2025. President and Welfare Officer Dick Turpin mentioned several members whom he had contacted, some of whom continue to experience various degrees of poor health. Bomb Technician Sergeant Mick Gardiner, whose previous appearance was delayed somewhat due to his health, spoke to a powerpoint presentation which was enlightening in every respect. Mick has now sold 500 copies of his book entitled **Blast from the Past** with \$5,000.00 going to the Queensland Police Legacy Scheme. He has now presented at the following QRPA Branches: Ipswich, Gold Coast, Logan-Beenleigh, Redlands, Brisbane and Gladstone.

(Secretary – Joanne Pitt – 0421 190 879)



Guest Speaker Sergeant Mick Gardiner, Bomb Technician, with President Dick Turpin and newly elected Vice President Howard Glass.

ROCKHAMPTON:

Meeting held on 2 July 2025. Visitors: Adam Stanwix retired TASPOL; Philip Harrison retired UK Police. A minute's silence was held in remembrance of Senior Constable Keith Smith, Tasmania Police, who was murdered on 16 June. **Annual General Meeting:** QPS Chaplain Adrian Tabone acted as the returning officer with the following result: President: Barry Self, Vice President: No nominations – position to remain vacant for the time being. Secretary Treasurer - Dennis Smith, Assistant Secretary/Treasurer: No nominations received. Position Vacant. Welfare Officers: Barry Self and Terry Connolly. **Meeting held on 6 August 2025.** President Barry Self welcomed members and the following to the meeting: QPS Chaplain Rev A Tabone, Constable Leighton Johannesen and John Dallow, prospective member. The next BBQ at Cockscumb will be held on 21 September 2025. The Gladstone luncheon was

attended by six members. A minute's silence was held in remembrance of former Assistant Commissioner Lawrie Witham. (Lawrie was once in charge of the Central Region based on Rockhampton). Applications to join the QRPA by Adam John Stanwix and Phillip Harrison were recommended for approval. An Honorary Member Certificate was presented to fairly new QPS Chaplain for Central Region Adrian Tabone in the presence of former QPS Chaplain for Central Region and now Constable Leighton Johannesen. Leighton is now stationed at Rockhampton Station. Meeting held on **3 September 2025**: A minute's silence was held in memory of the two murdered Vic Pol members and best wishes made for the swift recovery of the wounded officer. Members were urged to advise the Secretary of their attendance at the Cockscomb BBQ on 21 September 2025 for catering purposes. It was recommended Social events: Cockscomb BBQ -21 September – members urged to advise the secretary of their attendance for catering purposes. It was recommended that the social events at the Cockscomb Retreat be rescheduled so they don't fall during school holidays. Member Stan Stanwix advised he will be participating in the Wall-to-Wall ride to Canberra commencing on 13 September. Stan also indicated his wife Rachel (ex-NT Police) could be a prospective new member. The annual dinner will be held at Bartlets Tavern on 17 November 2025. Next meeting: 8 October 2025.

(Secretary/Treasurer: Dennis Smith – 0408 321 416)



President Barry Self presenting QPS Chaplain Adrian Tabone with his Honorary Member Certificate.



President Barry Self with QPS Chaplain Adrian Tabone and former Chaplain and now Constable Leighton Johannesen.

SOUTHERN DOWNS AND GRANITE BELT:

The annual general meeting was held on **12 July 2024** at the Condamine Sports Club, Warwick. Tina Bowen, Secretary of Redlands Branch, conducted the election of officers with the following result: President – Laurie Bell, Vice President – Brett Barney, Secretary – Brian Cannon, Assistant Secretary – Monica O'Mara, Treasurer – Monica O'Mara, Welfare Officers – Tenterfield – Laurie Bell and Brian and Jill Cannon: Warwick – Monica O'Mara, Brian Cannon and Laurie Bell. The AGM was followed by a luncheon This was followed by a luncheon with guests from near and far. Words by Secretary Brian Cannon follow. Once again Michelle 'I'm never

doing this again' Barney kept the pace in good order as Mistress of Ceremonies. Members and guest totalled 42, with contingents from Redlands and Darling Downs Branches. State Management was represented by the familiar jovial presence of Alex Granlund. The QPS was represented by A/Asst Commissioner Kerry Johnson & A/Sen Sergt Shane Reid. QBank director Dan Keating again made a return to his ancestral home, having strong family connections to Warwick and the Condamine's preceding entity, Langham's Hotel. Police Legacy, a constant invitee to the luncheon, was represented Jason Goodwin, accompanied by his wife Tracey. Also providing a familiar ecclesiastical spectre was the region's police chaplain Jeff Baills, with a much-needed blessing and homily. As the meal progressed, various speakers provided the meeting with interesting glimpses across a spectrum of activities. A special guest, introduced by member Wayne Smith, was Bob Burns, accompanied by his lovely wife Raylee. Bob has a very strong connection with the Friends of the Queensland Police Museum and is currently that organisation's President. Bob kindly provided a presentation highlighting holdings at the museum situated within Police Headquarters. He also gave some insights as to acquisitions of the Museum and some surprising locations of some of the artefacts. Few knew a QPS ceremonial sword has a vice-regal home, on display at Government House, available to the incumbent to ward off unwanted interlopers! The highlight of Bob's presentation was a pictorial expose of various police graves throughout the State and even overseas. Each obviously has its own story and provided some members with memories of colleagues and friends of old, now residing in the beat in the sky. The work of the Friends in providing safe haven for the relics of the organisation and their location and restoration of sites and graves of significance, acknowledging and celebrating the history of policing in Queensland is constant and noteworthy. Jason Goodwin provided the meeting with some startling statistics regarding the number of families who are assisted by Police Legacy. The scheme still maintains outstanding support to families of passed and seriously ill retired officers. The last financial year the number was 56, with 86 young people from 4 to 25 years of age having their educational expenses met. When you consider that the Scheme was established in 1971, with over nearly 60% of its current income coming from serving QPS members, coupled with a board comprising of serving and retired members, many of long standing, it truly embodies the strength of the 'Police Family'. Fr Jeff Baills, introduced by member Heather Whiting, provided the gathering with an exaltation to be mindful of each other, to reach out and support those in the 'family' in need of kind words, understanding and encouragement. Throughout the luncheon, the conversations among all attendees provided scope for memories to be recalled, life after policing to be emphasised and friendships, old and new, evident. The venue and meals are superb and we are forever grateful of the largesse and support of Functions

Manager Rachel, and the whole team at the Condi. The branch remains strong and, while the travel is at times limiting, the constancy of support among the membership remains a constant. **Meeting held on 5 September 2025:** Fourteen members and friends met at the Stanthorpe RSL Club. A special welcome was given to Andy and Leanne Williams. Due to work commitments at the winery (Hidden Creek) this was the first meeting they were able to attend in such a long while. All stayed to enjoy lunch and a good chat in the down stairs function room. Due to a number members travelling at present, attendance has been down. The NPRD service will be held at the Uniting Church in Warwick.

(Brian Cannon – Secretary – 0476 156 968)

MACKAY-WHITSUNDAY.

Meeting held on 21 June 2025. As a result of an invitation being received received from Superintendent Dean Cavanagh, District Officer, Mackay, to attend a Police Award Ceremony at Harrup Park Country Club on Monday 7 July 2025, several members attended; further advice from the Superintendent to host a meeting at the Mackay Police Station, a tour of the building and a BBQ lunch at his expense. **(The latter will take place on 20 September 2025)** Welfare: Dennis Hansen and Graham Drury had spoken to Barry Downs who at that time was not feeling or coping very well. Secretary Andre had spoken to Dave Gray on the morning of the meeting and he was again experiencing dizzy spells. Andre also spoke to Terry Spreadborough (grandson) enquiring about Norah and at that time she was managing well. It was seen on Facebook that John Costello recently had knee surgery. Social Report- Dianne: On 3 June seventeen members and guests had a lovely get together of members for dinner at Wests Leagues Club. It was lovely to catch up with and chat to everyone. **Meetings held on 19 July 2025.** Vice President Doug Sologinkin conducted the election of officers with the following result: President – Bob Maher, Vice President – Doug Sologinkin, Secretary – Andre Wijtenburg, Treasurer – Dianne Day, Welfare Officer – Brian Cumming, Newsletter Editor – Bev Houley, Social Co-ordinator – Dianne Day and Raffles Co-ordinator – Lorraine Hansen. President Bob Maher welcomed Dianne Day as Treasurer and Brian Cumming as Welfare Officer. He also complimented Bev Houley, Barry Downs and Peter Howard for their several years of passionate, positive and dependable attitude to their respective positions, which remarks were applauded with acclamation by those present. **Monthly meeting:** Welfare by Welfare Officer Peter Howard: He spoke of the tragic passing of the wife of member Craig Joy. Peter also mentioned that Barry Downs was managing and travelling okay, although dealing with a few medical issues, and also that Bev Houley was herself also dealing with a couple of medical issues. Peter also mentioned that our member Graham Drury, although a very private person, was also still going through his recovery process regarding a medical issue. One of the original foundation

members of the Branch – Bob Faulkner - made contact recently advising he had just turned 80 and that he had undergone brain surgery. He is currently living in Yamba. Margie Kussrow, another foundation member, recently made contact regarding the passing of John Lovi. She is doing okay – still having difficulties and problems with her eyesight - and now lives in a nursing village in Woodford. Michelle Sheehan was on the mend from a bout of Covid; also that Sam was travelling okay at this stage with his condition. With regards to the MWS QRPA flyer we made up in an effort to encourage membership, although we had delivered a copy to all local Police Stations around Mackay, and attached to Notice boards, Andre spoke with Mackay DO Dean Cavanagh and requested him to send a copy of the QRPA flyer to all OICs in the Mackay District and asking for it to be placed on Notice boards at all Police Stations. Dean also advised he would take copies with him on his trip visiting all Police Station in the District including those in the mining towns and ensure a copy is placed on the notice boards. Several members attended the Medals and Awards Presentations on 7 July 2025 as well as the funeral services of Veteran Associate Member Norah Spreadborough on 17 July 2025 and Senior Associate member John Lovi on 18 July 2025. **Meeting held on 16 August 2025 at Whitsunday Police Station at Cannonvale.** The OIC of the station, Senior Sergeant Anthony Moynihan, hosted the meeting and gave an excellent and very interesting talk to the group. His talk covered his Service History as well as comments about policing generally and particularly in the Whitsunday Division. Welfare by Brian Cumming: Tony Wakefield is suffering from Parkinsons Disease. Tony had also advised that his wife is currently in Homefield. He is visiting regularly and managing for the moment. While Graham Drury believes he is for the moment, cancer free, he is having a lot of trouble with his lungs. Andre spoke with Barry Downs. He is not doing real good. He is struggling terribly with his lungs and cannot do anything for more than ten minutes. Michelle Sheehan also addressed the meeting giving a sad and detailed account of her husband Sam's terrible experience suffering with prostate cancer. The candlelight vigil will be held at Old Town Hall Park, Mackay, and the NPRD service will be held at St Patricks Catholic Church. Next meeting: At the new QPS facility at 110 Wood Street, Mackay, on 20 September 2025. (Secretary A. Wijtenburg 0427 230 840)



President Bob Maher presenting Maren Sologinkin with her Veteran Associate Member Certificate.

IPSWICH:

Meeting held on 12 June 2025. Welfare Report by Bruce Raymond and Margie Kussrow: Bruce reported he had been in contact with Paul Gardiner who is unable to attend on a Thursday as he is undertaking music lessons. Doug and Dawn Trace are well but have mobility issues and are unable to attend. He has been in contact with Barry Walden who was to attend the meeting but had a major dental issue. Margie advised Reen McIntyre was in hospital suffering with pneumonia Iceland Experience: At very short notice Wendy O'Neill described in detail her recent trip to Iceland and other northern hemisphere destinations. This came in handy as Bob and Jenny Bairstow are travelling to Iceland next year. Magic Millions: Trevor Albury, master horse breeder, again at short notice spoke about a recent sale from his stud at Purga. The sale was to Gai Waterhouse with the filly to never race in Australia but is destined to race at Royal Ascot. Hospital Gymnasium: Greg Polzin spoke on the advantages of a gymnasium at the Ipswich General Hospital. A referral from your GP is required. Guest Speaker: Deanne Geddes is a registered nurse and educator of over ten years and the project coordinator for the Older Persons Care Collaborative, a project within the University of Queensland. The aim of the Collaborative is to bring together organizations, professionals and community to find and solve complex and unique problems in the care and lives of older people in the West Moreton Region. Deanne provided an exceptionally well presented outline of the EMI (Emergency Medical Information) Book. The booklet, magnetized to be attached to the 'fridge, contains information that would prove vital to emergency responders in the event of a serious health issue. The book is designed to have your prior medical issues and current medications listed. It appears QAS and Police have been informed of this process and will go to the 'fridge looking for the booklet. For those wishing to obtain a booklet please contact the Secretary – 0407 345 500 or kenmartin1@bigpond.com. **Christmas in July 2025 held on 10 July 2025.** Former Commissioner Bob Atkinson provided an insight into some of his previous police experiences. State President Greg Early presented Barry Cannon with his Veteran Certificate and spoke about Barry's career as 'Beppo the Clown'. (A remarkable story of entertainment through the PCYC and other venues). Nicki Steel again provided an afternoon of wonderful entertainment. Her rendition of Amazing Grace brought tears to many an eye. There were numerous raffle winners. **Meeting held on 14 August 2025. Annual general meeting:** Bruce Raymond chaired the election with the following result: Chairman – Ken Morris, Deputy Chairman – Dan Murdoch, Secretary-Treasurer – Ken Martin, Welfare Officer – Bruce Raymond, Assistant Welfare Officer – Margie Kussrow, Police Widow's Co-ordinator – Di McCrae, Raffle Co-ordinator – Di McCrae and

Newsletter Editors – Maxine and Mal Renouf. **Monthly meeting:** Welfare Report: Denise King was to have a knee replacement. Margie Kussrow had been in touch with Greg Daniels, Alison Yarrow, Bill Wilkinson, Dianne Hart and Beth Suhr. Welfare officers have been unable to contact Ross Kreuger. Ross and Linda Gorrie, Bruce Raymond and Ken Martin attended the funeral of the late Laurie Witham in Toogoolawah. Bob Latter spoke on the celebration of life service held for the late John Hawkins. Police Widow's Coordinator Di thanked members for supporting the police widows through the Christmas in July luncheon. Guest Speaker: Karlie Fleming worked for 15 years as a civilian in the Queensland Police Service. During this time Karlie worked as an Operational Intelligence Analyst and a Tactical Intelligence Analyst in several specialised units. She now runs her own business, Wolf Wellbeing, where she primarily works with first responders, educating them on the chronic impact of stress on the nervous system and teaching practical, science-backed breastwork tools to support their overall health and wellbeing. Karlie has a bachelor degree in Criminology and Criminal Justice and a bachelor degree in Human Services. She has an Advanced Diploma of Public Safety (Police Intelligence Operations), a level 1 Certificate in Breathwork Facilitator Training, a Nervous System Informed Certificate, a Trauma Informed Certificate and she is currently studying for a Diploma in Clinical Hypnotherapy and Strategic Psychotherapy. Karlie, the niece of members Ted and Catherine Roberts, gave an in-depth insight into stress and the nervous system and in ways to overcome the slide into depression and other health issues impacting upon first responders. A very well received presentation. **Meeting held on 11 September 2025.** Welfare Report by Bruce Raymond: Margie Kussrow attended the P.A. Hospital in order to have her pacemaker checked. Greg and Marilou Polzin called on Matt and Elaine Dale. Matt is suffering from a bad back and has restricted movement while Elaine is still having a leg problem. Bruce Raymond informed the meeting that retired police have been invited to lead this year's NPRD march. Guest Speaker: Natalie Bennett, a dedicated Queensland police detective with an impressive 38-year career spanning two states in Australia. She comes from a police family of fifteen members serving in various states. She has a deep connection to law enforcement and throughout her career she has travelled widely, meeting people from diverse backgrounds, and this has fostered her strong commitment to diversity and inclusivity both within the police service and her community. Natalie plans to reflect on her long career and share insights about growing up in a police family. She credits her upbringing for shaping her into the person she is today, offering a unique perspective on the intersection of family, law enforcement and personal growth. Next meeting: 9 October 2025. (Ken Martin Secretary/Treasurer 0407 345 500)



*Plain Clothes
Constable
Bob Atkinson.*



*Guest Speaker former Commissioner
Bob Atkinson.*



*Niki Steele –
Entertainer
Extraordinaire*



*State President Greg Early presenting
Barry Cannon with his Veteran Member
Certificate (see words within about
Barry's career as Bepo the Clown*

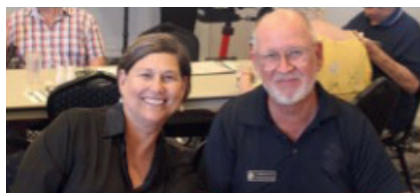
TOWNSVILLE.

The monthly and annual general meetings were held on **2 July 2025**. Result of the election of officers: President – Merv Johnston, Vice President – Brenden White, Secretary – John Urquhart, Treasurer – John Can, Welfare Officers – Peter Hardy and Ian Thomson and Roger Bow (Ingham) and Raffle Co-ordinators – Terry Lewthwaite and Linda Janetzki. **Monthly meeting:** In the absence of the Welfare Officers, John Urquhart reported that Tony Goddard had been in Hospital and had part of one of his lungs removed; he is recovering quite well. Merv Johnston had his gall bladder removed on the previous Saturday and while doing the operation the Doctor found he also had a hernia. Apparently, there was no charge for the extra operation. Service History of Superintendent Brian Douglas Bensley, registered number 1253, as was read by Chief Inspector Roger Whyte at his funeral service: It is with immense pride and respect that I stand here today, representing the Queensland Police Service, to present the Statement of Service for our former colleague Superintendent Brian Douglas Bensley – who served the community of Queensland and our organisation with integrity, courage, professionalism and pride. We gather here today to honour and celebrate the life of a remarkable man — Brian Douglas Bensley. A man whose name, for many, is synonymous with integrity, service, and unwavering dedication. His journey through life was not just marked by the passage of time, but by the impact he made on countless lives and communities across Queensland. Brian began his career in the Queensland Police Service on the 1st of October 1962, as a Probationary Constable at the Depot. From that very first day, he wore his uniform not just as a job, but as a calling — a commitment to justice, to community, and to compassion. His early days took him to Roma Street and

the Traffic Branch in Brisbane, where he quickly earned a reputation for diligence and fairness. But it was in the Juvenile Aid Bureau, starting in 1969, where Brian's true character shone. He believed in second chances. He believed that young people, even those who had lost their way, deserved guidance, not judgment. And he gave them that — with patience, empathy, and strength. Over the years, Brian rose through the ranks — from Constable to Senior Constable, then Sergeant, Senior Sergeant, Inspector, and finally, Superintendent. Each promotion was not just a recognition of his skill, but of his leadership, his wisdom, and his ability to inspire those around him. He served in Brisbane, Bowen, Townsville, and the Gold Coast, always bringing with him a sense of calm, a sharp mind, and a deep sense of duty. Whether he was working in the Crime Investigation Branch or leading Special Projects in the Northern Region, Brian never lost sight of the people behind the cases — the families, the victims, the communities. He retired in July 1993, after more than 30 years of service. But his legacy didn't retire with him. It lives on in the officers he mentored, the youth he guided, and the communities he helped protect. To his family — thank you for sharing Brian with us. His service came with sacrifice, and we are forever grateful. To his colleagues and friends — we remember not just the officer, but the man. The one who led with strength, and who always stood up for what was right. Brian Douglas Bensley was more than a police officer. He was a protector, a mentor, a leader, and a friend. And though he may have laid down his badge, his spirit of service will never fade. May he rest in peace, knowing he made a difference. **Meeting held on 6 August 2025.** Visitors: Lorraine Finlay and Trevor Hunter. Guests: Janelle Poole and Candice Payne. A special welcome was given by President Merv Johnston to former Senior Sergeant Janelle Poole APM MP Member for Mundingburra, Assistant Minister for Community Safety, Defence Industry, Veterans and North Queensland. Also, and to members who had not been able to attend for some time, Warren and Margaret Butterworth and Stan and Rose Goffin; also to visitors Trevor Hunter and Lorraine Finlay. Welfare: Gordon Thomas had several falls at home and was admitted to the Townsville university hospital. Apparently, he had a urinary tract infection. He was contacted on the morning of the meeting and had returned home. Tony Goddard had been re-admitted to hospital in Ayr. His kidney functions packed it in over the previous few days. A special "Good-o.n.y.a" (Over ninety years award) card was presented to Rose Goffin by President Merv to celebrate her 90th birthday. Townsville Branch member Wayne Lord was recognized with his service medal for 50 years as a member of the Queensland Police Service. He retired as a Sergeant in 2017 and has since then taken up duty in the Communications Centre in Townsville. For advice on keeping your caravan from rolling downhill, don't ask Merv Johnston unless you want to end up in a moonboot for months. Everyone has a friend that enjoys tricking them or scaring them and thinks it's funny. Everyone in

the Townsville Branch knows such a woman. This is one back on her. An anonymous woman (let's call her Jill) and her husband Peter left a store and headed to their 4x4. They split up in the parking lot. She went left and he went right. Jill mistakenly got into a similar vehicle, noticed the dirty floor and planned to ask Peter to clean it. When an unfamiliar male voice told her she was in the wrong car, she looked over her shoulder and she quickly realized her mistake, got out and found a laughing Peter standing by their actual vehicle. Guest speaker MP Janelle Poole gave a very interesting talk on what she had done while a Queensland Police Officer and since becoming a member of the Queensland Government. She answered questions mainly about the problems being experienced with juveniles. **Next meeting: 1 October 2025.**

(Secretary – John Urquhart 0407 734 497)



Janelle Poole MP
with Police Chaplain
Glenn Louttit.



John Cran when sworn in
in the drab olive uniform.



John Cran in 2025



The late
Vince Bye in front –
Merv Johnston,
John Urquhart,
John Cran and
Ray Smith.



Wayne Lord with
his 50 year QPS
service medal.



Rose Goffin receiving her
"Good-o.n.y.a" award from
President Merv Johnston on
her 90th birthday.

GLADSTONE:

The annual and general meetings were held on 2 July 2025. Welfare Report on behalf of Welfare Officer Mary McKenzie presented by Darryl Saw. Glen Josefski, is still doing as well as can be expected. Mike and Irene Ball, Mike, gave an apology and advised that his brother in-law Richard Bartley aged 80 years passed away on 8.6.2025 after battling with health issues. Richard was attached to Brisbane water police station when he retired. John Joannidis, Mary reached out to John who advised he is hoping to attend this meeting. Mary McKenzie, My Daughter Kylie wanted me to pass on her appreciation for the card and kind words. Unfortunately, Kylie now has Influenza A and hospitalised again. We are hoping for a quick recovery so that her treatments can continue. For myself - Unfortunately, I have a bug and was hoping to attend the meeting but am still not feeling well and would not like to cause anyone else to be unwell. Heather Jones, Widow of the late Member Gordon Jones, from son Darren Jones - Mum is good and still relaxed in her nursing home. To Mary's knowledge, all other Members are doing well according to their individual circumstances. Keith McCann advised that retired Inspector Tony Wood's eldest daughter had sadly passed away. Gail McCann's mother sadly passed away, aged 96 years. President Glenn advised that Members of Gladstone Thistle Pipe Band had visited Edenvale Nursing Home and he had seen Associate Member Peter Vale who is a resident there. Neil Coleborn advised that his wife Chris volunteered with other Members of Gladstone Midday Rotary Club on the gate at the recent Mount Larcom Show. Neil also attended wearing his QRPA Inc Gladstone Branch shirt to "Fly the Flag on behalf of the Association." Allan Bassett and Marysha Pilkington advised Members that they would be solemnising their marriage at the forthcoming Annual Luncheon, amongst their QRPA friends. **Birthdays:** Birthdays: For July are Helen Vale 4th, Leanne Richter 18th, Gail McCann 23rd, Jim Winn 26th and Glenn Churchill 31st. Early August Brad Reynolds 1st, David Thomas 6th. Guest Speaker was Det Senr Sergt Brett Richard, O/c Gladstone C.I.B. addressed Members on current criminal policing operations of the branch. The Branch AGM followed, President Glenn presented his

annual report and Treasurer David Thomas presented the annual financial statement. Election of office bearers resulted in: President Glenn Churchill re-elected, Senior Vice President Neil Coleborn, Junior Vice President Denis Connolly, Secretary Darryl Saw, Treasurer David Thomas, Welfare Officer Mary McKenzie. The annual luncheon was held at the Chinatown Chinese Restaurant, Gladstone on 26.7.2025. A total of 36 people including Members, official guests and visitors attended. A very special event occurred at the luncheon – a wedding ceremony. Attendees witnessed the joyful occasion of the solemnisation of the marriage of two Gladstone Branch QRPA Members, Allan Bassett and partner Marysha Pilkington, by Marriage Celebrant Sharron Ridgway. Allan and Marysha had chosen to be joined in matrimony among their friends of the Gladstone Branch and visitors and the Branch's annual luncheon. Piper Ben Behrendt, of Gladstone Thistle Pipe Band, piped the wedding couple in for the ceremony. Attendees stood for the couple's entry and march to the Celebrant. SMC Senior State Vice President Bob Pease advised that he had researched the Association's records since its formation and there was no record of such a special event taking place at any function of the Association - a first for the Association and for Gladstone Branch. QBANK was represented Director Andy Henderson, who spoke to attendees and Inspector Darren Somerville of Gladstone Patrol Group also addressed attendees. Sponsors of the five Lucky Door Prizes and several prizes in the multi-draw raffle recognized were, QBANK, Bunnings Warehouse, Gladstone Branch, The Feed Barn (Denis Connolly) Josie Rouen, Jope Fox, Chinatown Restaurant, the Saw Family and various Members. Attendees enjoyed a sumptuous Chinese cuisine buffet meal and a drinks happy hour. A substantial donation was made to Qld Police Legacy Scheme from the luncheon proceeds. **The annual meeting at the Gladstone Police Station on 6 August 2025.** Acting Senior Sergeant Tina Edward addressed members present on current policing issues within Gladstone Patrol Group. Welfare report; John Caterson 'Cato', who is terminally ill with a brain tumour, is home now and has commenced his Chemo regime. He is remaining positive. He and Val are very thankful to everyone for the ongoing support. However, for the time being, Cato and Val are still not up to regular visitors. Leon has been delivering home cooked meals and making each drop off a quick visit.. The Branch will support Cato and family. A State Welfare Officer is also in touch and visited him when he was in Brisbane. Glen Josefski. Darryl regularly catches up with Glen and advises he is doing as well as can be expected. Member Paul Ruge presented a Badge Collection Display, sourced and made by Paul "150 Years Badges of the Queensland Police" to Gladstone Police Station, which was accepted by Acting Senior Sergeant Tina. Allan Bassett and Marysha Pilkington thanked Members for the privilege of their wedding ceremony at the annual luncheon. Members enjoyed a sausage sizzle lunch, compliments

of the Gladstone Police Social Club. **Meeting held on 3 September 2025.** Welfare report by Welfare Officer Mary McKenzie and others. John (Cato) Caterson will continue his Chemo regime over the next couple of months. Cato, Val and the family are remaining positive and thankful for all the support and well wishes from fellow members. Liz Cunningham is back in action after her recent medical procedure. She performed Chaplaincy duties at the Gladstone RSL Vietnam Veterans Day service on 18 August. Mary will be in Brisbane soon for her first post-op review. Darryl regularly catches up with Glen Josefski who is doing as well as can be expected. Darryl is slowly recovering from a severe bout of sciatica, which is still painful. Mike Ball has had further medical consultation and new medication. John Joannidis is having more medical problems associated with his illness. Chris and Debbie Lette were thanked for carrying out maintenance to Sergeant Dan Stiller's roadside memorial near Farmer Creek, Mount Larcom.

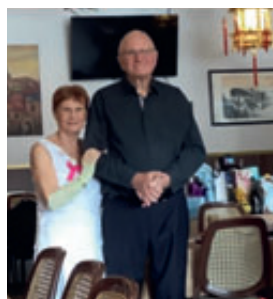
(Secretary Darryl Saw 0447 417 746)



President Glenn Churchill, Treasurer David Thomas, Detective Senior Sergeant Brett Richard, Secretary Darryl Saw and Senior Vice President Neil Coleborn.



Marysha Pilkington and Allan Bassett taking their vows with Marriage Celebrant Sharron Ridgway.



Marysha Pilkington and Allan Bassett on their wedding day at the Gladstone annual luncheon.



Sergeant Dan Stiller's Roadside Memorial Cross near Farmer Creek, Mount Larcom.

DARLING DOWNS:

The annual and general meetings were held on 10 July 2025.

Result of election: President – John MacKay, Senior Vice President – Viv Nolan, Junior Vice President – Richard Creagh, Secretary – Mike Jordan and Treasurer – David Lynch. **Monthly meeting:** Richard Creagh stated that he was still negotiating with Hip Pocket Workwear regarding Sponsorship. Welfare: John MacKay welcomed Rod Millward, Bob Lehfeltdt and Ray Briesse back to the meetings after their respective illnesses. Mike Jordan advised that Roger Deshon had made mention of the treatment that he was getting for his heart complaint. Bob Boddington had stated that his son was receiving treatment for brain cancer. John MacKay urged those who required the services of any of the welfare officers to make their situation known. Richard Creagh spoke of a Council grant of \$200 which could be used to purchase plants for the surrounds of the Memorial Wall. **Meeting held on 14 August 2025.** Welfare: Viv Nolan reported that Roger Deshon was currently recovering from open heart surgery. Boyd Wilson was still undergoing treatment. John Cooper remained in care. John MacKay's daughter was suffering a serious illness. Bob Lehfeltdt was sick and Malcolm Twine had a back injury. Ray Briesse reported that John Sullivan had undergone a cataract operation. Viv Nolan advised that 43 had attended the Memorial Wall Rededication despite the atrocious weather. Discussion took place regarding changing the date to September and it was resolved to change the date to the first week in September. The central plaque on the Memorial Wall is showing signs of wear and Mayor Geoff McDonald and Trevor Watts MP had opted to share the cost of replacing the plaque. A new lectern had been built for the Branch by Richard Creagh. The Honour Board is out of date for four years and Viv Nolan will negotiate with the new owner of Linear Graphics to arrange for it to be updated. An application to join the QRPA by Al Servin was recommended for approval. **Meeting held on 11 September 2025.** Welfare: Boyd Wilson was still in hospital and John and Kathy MacKAY were caring for their seriously ill daughter. Rodger Deshon was at home recovering from heart surgery, Ray Briesse had been ill but was now on the mend, John 'Sully' Sullivan had cataract surgery (he has advised he can now see) and that Rodger Malcolm had been gardening after which he had found that he had three ticks on him. A new memorial wall plaque has been ordered for the Memorial Wall and Vice President Viv Nolan expressed appreciation to MP Trevor Watts and the Mayor of Toowoomba Geoff McDonald for their generous support in obtaining the new plaque. A cross member will be added to the spar of the flagpole at the Memorial Wall so that three flags can be flown at the rededication. (Courtesy of the Toowoomba Regional Council via Mayor Geoff McDonald). The annual luncheon will be held at Futures Restaurant at Toowoomba TAFE on 15 October 2025. The honour board is in the process of being updated. The annual candlelight vigil will be held at the

Regional Headquarters Memorial on 25 September and on this occasion plaques honouring Constable Matthew Arnold and Rachel McCrow will be unveiled. The NPRD service will be held at St Patrick's Cathedral on 29 September 2025. Next meeting 9 October 2025. (Secretary, Mike Jordan, 0438 111 423)



Mayor Geoff McDonald addressing attendees at the rededication of the Memorial Wall.



Superintendent David Campbell, Mayor Geoff McDonald, Branch President John MacKay and Member for Toowoomba North Trevor Watts at the rededication of the Memorial Wall.

NEAR NORTH COAST:

Their social gathering for the month of June was a train trip to Landsborough on 16 June 2025 (well it was for most. One member got caught up in traffic, missed the train and had to drive up). They had lunch at the Landsborough Hotel and everyone enjoyed the meal and company. Fourteen attended: Helen Guy, Noel and Sandra Fortescue, Lou Hartwig, Merv and Carol Melling, Allan and Sandra Hawkins, Carol Flanagan, Mandy Anderson, Keith and Bev Schultz, Neil Campbell and Mick Gordon. **Meeting held on 21 July 2025.** The guest Speaker was Ian Leavers, former President of the Queensland Police Union and now Cross Border Commissioner for Queensland. AGM: The result of the election of officers for the ensuing year follows: President – Mandy Anderson, Vice President – Allan Hawkins, Secretary – Bill Feldman, Treasurer – Keith Schultz and Welfare Officers – Allan Hawkins and Ray Hoelscher. A vote of thanks to the outgoing committee and congratulations to incoming committee: This was made by new President Mandy Anderson and carried by acclamation. Mandy gave special thanks to outgoing President Carol Flanagan who continued her duties despite her adverse circumstances and situation over the past year. **General meeting:** Welfare: Allan Hawkins (Welfare Officer) reported that he had been in contact with member Des Kelly, Earl Sanders and Mike Gordon. Discussion ensued around attraction of more members. President Mandy Anderson discussed contacting all members of Branch by phone and contacting widows and former police women known in area re contemplating

membership and attendance. Merv Melling also spoke about New South Wales RPA and spoke of their name change. Former NSW Police Officers as some felt that the original name restricted their attendance to retired only and membership as some were former officers who did not age retire but left medically unfit, or left and went to other jobs or other Government Departments, or in the case of females Officers left early to pursue a family or moved from Policing to other Government Departments that offered part time solutions. Following the discussions the following motion was raised: That the State Management Committee consider a name change to The Queensland Retired and Former Police Officers Association in order to attract members especially women who may feel that they did not fit the criteria of retired. Merv Melling and Bill Feldman are going to attend the State meeting of the Association and bring the matter up as a matter of open discussion. The annual luncheon will be held at the Central Sports Club (old Caboolture RSL Club) on 20 October 2025. Next meeting: Caboolture Sports Club on 15 September 2025.
(Secretary – Bill Feldman 0419 659 105)



Members having lunch at the Landsborough Hotel.

Cross Border
Commissioner Ian Leavers
addressing members at the
21 July 2025 meeting.



2025-6 Executive – Secretary
Bill Feldman, President Mandy
Anderson and Treasurer Keith
Schultz.

REDLANDS:

The annual general meeting was held on 22 July 2025. Steve Monteath conducted the election of officers with the following result: President - Mark Stiles, Vice President - Mark Stewart, Secretary - Tina Bowen, Treasurer - Ann

Maree Stiles, Welfare Officer - Chris Gibney and Raffles Co-ordinator - Patricia (Pat) Priddle. General business: National Police Remembrance Day Service. The location at Victoria Point is promising and functional. The catering will be taken care of by the church. Meeting held on 26 August 2025. A welfare update on members was given by Welfare Officer Chris Gibney. Hogans Hotel at Wellington Point has been booked for the Branch Christmas function on 9 December 2025. The Wynnum RSL Club will be the location for the 2026 annual luncheon. The QPS has been active in the arrangements for this year's NPRD service. Inspector Scott Prestidge is in charge of arrangements. Elton Mitchelson shared a story from his Service falling through a back verandah on a job. The Branch is going to work out a suitable time to remember and celebrate the life of Tony Rand. Guest speaker: Bob Burns, Friends of the Police Museum, who gave a lecture on what the group has done and continues to do in regard to the graves of deceased Queensland Police Officers. Next social event: Elysium Bar, Victoria Point on 12 September 2025 and next meeting: **23 September 2025** at the Redlands RSL Club.

(Secretary – Tina Bowen – 0408 199 085)

FAR NORTH QUEENSLAND:

By Brigitte McKaskill, Secretary/Welfare Officer. Meeting held at Innisfail on **27 June 2025**. Inspector Nathan Blain, Cassowary Coast Patrol Group, and his lovely wife Traci as well as Police Chaplain Damon Ormsby attended. It was good to see Mick and Lesley Harris, Peter Williamson and to have Reg and Jacqueline Perkins home for a while. Welfare: We had a lovely chat to Arthur Lynch who said he was doing well and they have bought a house in Ceduna. His wife Beryl isn't doing as well but settling in OK. Beryl Pocock had her 94th birthday in May. Inspector Nathan provided an update on what has changed at all the stations within the Cassowary Coast Patrol Group. Members of the Group along with members from outside the Region were heavily involved in the flooding event in February when QPS was the lead in the recovery space. Chaplain Damon Ormsby said he arrived in FNQ in December from Ipswich and originally he worked in New Zealand and the QPS. Damon says it is not just a job – it is a career looking after staff from the AOs to the AC; also it is an interesting and amazing journey so far. He also said the last few months had been quite hectic with responsibility from Cardwell to Thursday Island. **AGM and luncheon held at the Bungalow Hotel, Cairns, on 25 July 2025.** Ian Swan ran the election for us and everyone was re-elected unopposed. (President – Mal McKaskill, Vice President – John Hartwell, Secretary and Welfare Officer – Brigitte McKaskill and Treasurer – Allan Dredge). Assistant Commissioner Brett Schafferius gave an update on the Far North Region and QBank Director Paul Wilson spoke about the positive position the bank is in and also about scams and QR codes. Members were told how easily they can be taken in with QR Codes displayed everywhere they go particularly in cafes and restaurants.

Welfare report: Veteran Associate Member Diane Moran has moved into Regis at Whitfield where she has settled in nicely, joining the daily walking group and participating in some gardening which she loves. Veteran Member Joe Moran is still in hospital where he is attending rehab every day to strengthen his legs. Veteran Associate Members, Beryl Pocock and Gloria Coogan, are both doing well. A number of other members have had major operations and are all recovering well. Information has been circulated regarding the Cairns NPRD service (2.00pm) and the Tablelands NPRD service (10am) both being held on Monday 29th September, 2025. (Secretary Brigitte McKaskill 0408 281 979).



Camelina Zappala receiving her Covid Support Medal from Assistant Commissioner Brett Schafferius.



Angela Hodgson receiving her Covid Support Medal from Assistant Commissioner Brett Schafferius.



At the 2025 AGM: Allan Dredge – Treasurer, John Hartwell – Vice President, Brigitte McKaskill – Secretary/Welfare Officer, Mal McKaskill – President, Assistant Commissioner Brett Schafferius and QBank Director Paul Wilson.

HERVEY BAY:

The Club's annual luncheon was held at the Pialba Bowls Club on 18 June 2025. Thirty three guests attended including twenty-five members and guests from Hervey Bay, six guests from Redland Bay, State President of QRPA Greg Early and Director of QBank, Dan Keating. State member for Hervey Bay David Lee also attended for a short time but had to leave early due to other commitments. President Ian Anderson welcomed the attendees and called for a moment's reflection on the loss of Senior Constable Keith Smith in Tasmania. State President Greg Early then spoke on the organisation's status and lamented somewhat on reducing numbers at a number of meetings/luncheons around the state. A two course alternate lunch, which was prepared by lady

Bowlers from the Club, was enjoyed by all present. QBank Director Dan Keating touched on some of the fraudulent activity that can impact on account owners and the means by which to combat the same. The lucky door prize of a bottle of QRPA ninety year commemorative wine was drawn and won by Dell Skyring. The raffle of fifteen prizes was then conducted with most tables winning a couple of prizes **Meetings held on 15 July 2025.** Result of election of officers at the AGM: President – Ian Anderson, Vice President – Derek Mayne, Secretary – Nick Paton, Treasurer – Roz Jamieson and Welfare Officers – Ian and Sandra West-McInnes. At the general meeting new members Bob and Vicki Leadbeater were introduced to the group.

(Secretary – Nick Paton 0428 839 552)



State President Greg Early, Garry Jamieson, Secretary Nick Paton and David Lee MP at the luncheon held on 18 June 2025.



QBank Director Dan Keating speaking at the luncheon held on 18 June 2025.



Ian and Sandy West-McInnes, Welfare Officers, at the 18 June 2025 luncheon



Members attending the 15 July 2025 meetings.

VAN DIEMEN'S LAND.

The annual general meeting and dinner were held at Tamar Valley Resort, Grindelwald, on 28 June 2025. Nineteen members and guests attended. Special guests were Michael Barber, Curator of the Tasmania Police Museum, and State President Greg Early. The Ode to a Police Officer was read by Vice President Ian Johnston and a minute's silence was observed in memory of Tasmania Police Officer, Constable Keith Anthony Smith, who was killed while on duty on 16 June 2025. The election of officers was conducted by State President Greg Early with the following result: President – Bob Fitzsimmons, Vice President – Ian Johnston, Treasurer – Jim Byrne and Secretary – Jennifer Johnston. General meeting: Applications to join the QRPA by the following were recommended for approval: Thomas McKaskill, Graham Burrridge and Melissa Lovejoy (Associate).

Grave Restoration Project: President Bob advised that he had received an email from Andrea from the Graves Restoration Project informing him that she has no further information regarding the location of the graves of Randall, Bennett and Baker, early Tasmanian police officers killed on duty. This matter has now been adjourned indefinitely. President Bob indicated he is still a few short of the required number to be able to place an order with the supplier for a VDL Branch polo shirt. It was resolved that the 7 September 2025 meeting will be held at the Hobart Workers Club. Michael Barber, Curator of the Tasmania Police Museum, who gave a demonstration of previous badges used by the several police forces in Tasmania, indicated he could conduct a tour of the Museum on the day of the meeting. Member Ian Tinker spoke about the upcoming National Bowls Championship

that will be held at Devonport in November. Ian will be competing and is also heavily involved in preparations for this event and would like to hear from anyone interested in volunteering their time to help out during the competition. Any assistance would be greatly appreciated. Ian advised that it's likely that there may be serving or retired police from the mainland travelling to Tassie to take part and this could be a great opportunity for our members to network and socialise. Latest news from President Bob Fitzsimmons: Congratulations to Jennifer Johnston and Geraldine Byrne for being made Life Members of the QRPA for their long, distinguished and meritorious service to the Association. Karen Beasant has sold her property in Bothwell and moved back to Brisbane to be with family. The VDL Branch members wish her all the very best for the future. Our next meeting and luncheon will be Sunday 21st September at Hobart Workers Club, followed by a tour of the Tasmania Police Museum.

(Secretary, Jennifer Johnston 0413 143 305)



Attendees at the 2025 AGM and Dinner - Van Diemen's Land Branch.

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Greg Early – early.gregory1@gmail.com
3863 1180 / 0407 960 588

STATE SECRETARY:

Chris Sang – admin@qrpa.asn.au
0497 104 061

QRPA WEBSITE: www.qrpa.asn.au

EMAIL: qldretiredpolice@gmail.com

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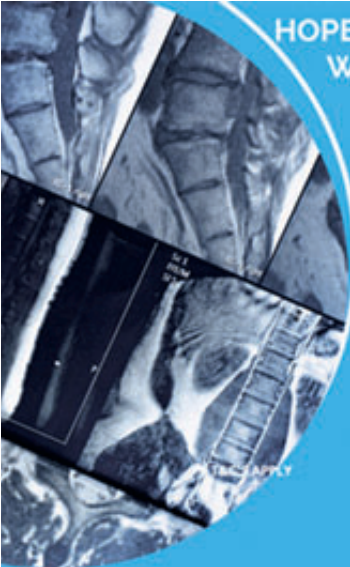
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