

# POLICE

SUMMER 2021

JOURNAL

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**CHRISTMAS COVERED**  
**FROM COOLANGATTA TO THE CAPE**



**COVER STORY**

**Page 24**

**CHRISTMAS COVERED FROM COOLANGATTA TO THE CAPE**

Photograph courtesy of Kate D Photography.

Mounted officers Sergeant Michelle Blaney, Senior Constable Ayden Bain, Senior Constable Lauren Fitzjohn, and Senior Constable Flo Borgeaud.

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*also in this issue...*

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# QUEENSLAND POLICE UNION



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IAN LEAVERS

## PAYRISE FOR POLICE AND ENTERPRISE BARGAINING

**Our payrise of 2.5% that we receive on 1 January will be the last under our existing agreement and we are about to enter Enterprise Bargaining again. Make no mistake, this will be our toughest one yet.**

Our surveys are currently being distributed, so please return them to have your say.

### STAFFING

Apparently we have more police than ever before ... but where are they?

They're not on the frontline, that's for sure.

Rosters are full of holes.

Police are always happy to do what we need to do to keep the peace. We will always ensure the public are safe and we always make do, however the rubber band can be stretched only so far.

Our staffing is stretched so thin doing every other department's job.

Police are now more likely to be ramping in police cars at hospitals than out on the beat. How does that even make sense?

### DOMESTIC VIOLENCE REPORT

Former judge Margaret McMurdo released the latest in a conga line of reports into domestic violence, with more to come from her apparently.

Out of the 89 recommendations, some make a lot of sense, however where she blames police, her views are yet again more woke, out-of-touch 'police blaming' by a retired judge.

I am disappointed that our proposal to actually bring domestic violence out of the civil realm and into the criminal code with a new stand-alone offence of 'Commit Domestic Violence' was not a recommendation.

I am pleased to see the Commissioner of Police agrees with me and the Queensland Police Union and is joining with the QPU in standing up for all the overworked, under-resourced frontline police in utterly rejecting Margaret McMurdo's suggestion of a Commission of Inquiry into the Queensland Police Service.

**“We need to make domestic violence a crime. People like Margaret McMurdo pretend domestic violence is a crime, yet no crime of domestic violence exists.”**

It is ridiculous to suggest there are widespread cultural issues in the Queensland Police Service where police are dismissive of domestic violence victims. That is just an outrageous statement to make by retired judges who are woefully out of touch.

There's a reason many people say the judiciary is out of touch, and this report is a prime example.

I met with Margaret McMurdo and this was never even raised by her.

In fact, she was complimentary of the work police do.

It's disappointing Ms McMurdo hasn't adopted a single one of our suggestions to fix domestic violence laws.

It makes no sense at all when police can issue banning notices in nightclubs precincts and charge people with offences by giving them a Notice to Appear. That takes 30 minutes. Yet we cannot do the same for a domestic violence matter because of the convoluted and unworkable laws, and once instance can take over four hours.

We need to make domestic violence a crime. People like Margaret McMurdo pretend domestic violence is a crime, yet no crime of domestic violence exists.

The most bizarre part of this review is the suggestion by Margaret McMurdo that another Commission of Inquiry is convened to investigate how police handle domestic violence.

It's incredible that a retired judge who was employed by the government to find answers suggests that the best answer she can come up with is to propose that another retired judge is employed by the government to find answers.

Sounds like the retired judges' version of a Ponzi scheme to me. Is it any wonder people think judges are out of touch?

Domestic violence exists for one reason and that is because evil people commit domestic violence.

Rather than point out that the sole cause of domestic violence are the perpetrators of domestic violence themselves, Margaret McMurdo criticises the police, who being overworked and under-resourced, are

doing their best to tackle domestic violence.

It's like blaming firefighters, who try their best to put fires out, rather than the offenders who start the fires.

#### **QPU ACHIEVING FOR YOU**

Now for some good news.

The QPU works closely with Sciaccas lawyers and we currently have over 300 current matters we are fighting for police.

**“Over the last three years, the QPU and Sciaccas have been able to secure in excess of \$55 million in compensation for QPU members.”**

On top of this, in recent years the QPU and Sciaccas have helped prepare and lodge almost 1,000 WorkCover claims for police, and almost all are accepted.

The best part, however, is that over the last three years, the QPU and Sciaccas have been able to secure in excess of \$55 million in compensation for QPU members.

We offer the best service and we have achieved outstanding results for all

members and will continue to do so. If you intend to lodge a claim, give us a call before you lodge it.

#### **FAREWELL KERRIE HAINES**

Our Executive member Kerrie Haines retires at the end of this month, so we warmly thank her and wish her a fond farewell as she transitions into a civilian role.

We will have more to say in the next edition acknowledging her dedication to the QPU over the years.

Thanks again for your years of service Kerrie! We will miss you.

#### **HAVE A GREAT CHRISTMAS AND A SAFE NEW YEAR**

To all members, it has been a massive 2021, and there are no signs 2022 will be any different. Have a very happy Christmas and a safe New Year. If you are lucky enough to spend time with your loved ones, enjoy! If you are working, look after yourself and each other!

#### **Ian LEAVERS**

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

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



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SHANE PRIOR

**The results are in. The *Working for Queensland* survey of police officers for 2021 reveals one thing in particular that was common and consistent across the state: you're not happy with the QPS Executive Leadership Team (ELT).**

In Regions and Commands, results have been pondered, and in Crime Intelligence Command at least, meetings were conducted, analysis undertaken, and strategies discussed to address the areas of work reported by you negatively.

The standout universal view expressed in the survey from across police in this state was that the QPS ELT was out of touch, aloof, and ultimately failing. The criticism and lack of confidence you have so clearly conveyed to the leaders of this organisation has been disregarded as fake news.

Yes, that is right. Initially received as a shock, the poor results were quickly ignored as fake news. The posture of the ELT quickly changed to explanation: how do they explain the miserable survey verdict on their performance?

**“The leadership of the QPS has decided your feedback is not directed at them, which is an odd conclusion to come to given that the free narrative survey spaces specifically singled out the QPS leadership.”**

Options of explanation included the usual suspects of ‘tall poppy syndrome’, ‘a snapshot in time’, and ‘misunderstanding by officers’, but the QPS ELT finally settled on ‘a failure of middle management’.

The leadership of the QPS has decided your feedback is not directed at them, which is an odd conclusion to come

to given that the free narrative survey spaces specifically singled out the QPS leadership.

So again, this year your voice, sought out by the Government, will be ignored by the QPS ELT.

There will be no reflective introspection, no collective discussion, and no attempt to improve their performance. There will be no humility.

All of the fault lies with your NCOs and junior commissioned officers.

Ultimately there will be no attempt to understand, let alone do anything about, your grievances.

The irony of the ELT’s behaviour is that it actually goes to prove what you have all said about them.

This made me reflect on the year that was 2021, a year we sought out so badly

after the tumultuous year of 2020. A year that started out with a rogue Brisbane City Councillor being investigated for making accusations that a police shooting was racially motivated. This really did set the tone for a year that saw much upheaval and tension in the community, with lockdowns being imposed and uncertainty reigning.

Who can forget the debacle where over 70 of our members were in isolation after a hotel infection scare in January, with Queensland Health offering no real direction or idea? The efforts of our people in Taskforce Sierra Linnnet, who worked tirelessly to help resolve these issues, was outstanding. I fear they will need to continue with these efforts for some time yet.

**“The irony of the ELT’s behaviour is that it actually goes to prove what you have all said about them.”**

Then there was the GOMA anti-police propaganda helmet display. We as police often hear the old chestnut that displays such as this helmet that abuse police ‘provoke thought and conversation’.

The community rallied and rejected the display because it marginalised, demonised, and ostracised police, and as a result, Senior Sergeant Bradlyn Murphy was invited to attend the exhibition for a day with the Wall to Wall QPS motorcycle to engage the community and promote the Wall to Wall ride and road safety.

Youth crime became a real topic of contention, with the Union developing a five-point plan to tackle it. The Union also held the first conference of its kind, the National Symposium of Youth Crime, to discuss and develop policy platforms with national industry leaders to deal with this ongoing and complex issue.

The debacle of the Service Delivery Redesign Project sat front and centre this year, with issues in Moreton identified including a lack of staff, failure of genuine staff engagement, HR issues not being addressed, de-skilling of investigators, and problems with fatigue management and development. These issues were identified and acted upon by your Union.

We saw a 2.5% increase in our pay on 1 July as catch-up from the pay deferral commenced, and we also saw the creation of the Covert Services Branch within the HQ & Support Region.

The QPS merit-based selection process was brought into question when the female recruitment quota was criticised by the CCC. I spoke to many exceptional female members who were upset after the announcement, believing the decisions made by the former Commissioner had tainted their service.

the Union advocated for tough new laws to protect police dogs and horses, as well as a new meritorious service award for our four-legged colleagues.

The Union won a judicial review against the Commissioner for a promotion system that is broken, unworkable, and illegal, and also supported another Wall to Wall ride that was held in Queensland again due to Covid and border restrictions.

We saw many of our colleagues retire and move into the next phase of their lives, and we saw the Career Transition Committee set up to start dealing with the monstrous and complex issues of transition.

We saw massive community support (and outrage by a select few) over a picture of a fine officer holding an umbrella for the CHO at a Bunnings store, and we saw mandatory vaccinations for the entire Service.

## **“Next year is shaping up to be just as gruelling, with the rise of Covid transmissions and Covid duties now business as usual.”**

Your Union has been on the front foot this year in addressing ramping at hospitals and our frontline staff having to do the jobs of the QAS. This is a problem that continues to plague us today, and with Covid numbers rising I expect this will be an even bigger problem in the future.

This year's QPU conference was the first held since 2019, and we saw the QPU increase their support and sponsorship for Blue Hope with the donation of a vehicle capable of reaching all corners of the state.

Sadly, we lost one of our own this year with David Masters being killed when hit by a vehicle in Deception Bay. Our thoughts and prayers go out to Sharon and Jack this first Christmas without Dave.

HQ & Support Region held the very first 'Men's Health Brekky' which is being rolled out to other areas next year, and

All in all, it has been an exhausting year, but we have all stuck together as a team. Next year is shaping up to be just as gruelling, with the rise of Covid transmissions and Covid duties now business as usual.

Just know that the majority of the community respects your service and appreciates that you are out there doing your job and protecting them. Have a wonderful Christmas and New Year with your families, and see you all in 2022.

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GIL DYETT

## MERRY CHRISTMAS

**Merry Christmas to everyone and Happy New Year for 2022, whatever that means with Covid and some different-minded state governments. As for myself, I will be starting nightwork tomorrow night for seven nights. I, like an awful lot of others, will be working through a normal roster on OSA during the Christmas/new year period.**

Who knows what this lot of holidays will bring? Some thoughts and prayers go out to the people of Tasmania regarding the tragedy down there with the jumping castle incident. Those poor children and all of the families that are connected; I feel very sorry for them.

May I say, a special thank you to the men and women in blue and the other emergency services who had to deal with and process that scene.

I thought about the Tasmanian tragedy when we had our own incident in Moreton Bay, with the tragic local loss of life after the light aircraft incident. None of these jobs would have been easy for those involved, and at the worst time of the year for this type of thing to happen.

As far as locally goes, 2021 has been interesting in the far north. Obviously, I took on this role late in the year, so it is a little difficult to comment on everything.

Some interesting things that will affect us all:

### WHERE'S WALLY THE CONSTABLE?

Where have all the general duties, rotating shift worker, three-shift-per-day-roster-working police officers gone? No-one seems to be able to find any. Every single location, section, branch, squad, and crew are all short.

From Cardwell to the Torres Strait and everywhere in between, we are terribly short of staff. I hear this day in, day out from my dealings with members and their OICs, who are also members of our Union.

### ADEQUATE NUMBERS

I read an article recently. Where a police 'spokesperson' made a claim that police numbers in Cairns are adequate or reasonable. It made me wonder where this mysterious person is getting their information.

**"If you do not have the numbers, then it does not matter what roster you have."**

You only have to look at the list of inadequate staffing levels in the Cape, for example Coen, Lockhart River, and Thursday Island. The list is long and real.

### BODY WORN CAMERA REVIEWS

We are all being looked at with our BWCs. Whether it is reviewing what is or is not excessive force, or analysing a DV incident that is contested by someone who has a different view to the actual officer attending the incident.

From what I can gather, there is no rule book, statute of limitations, or anything else. If you're wearing body worn and going to a job, you are under scrutiny.

### ROSTERS

I suppose this goes hand-in-hand with staffing. If you do not have the numbers, then it does not matter what roster you have, whether it's a roster to work, roster to priorities, or roster to crime and reported crime.

Apparently, according to QPRIME, Cairns has a crime problem between 10pm and 2am. I wonder what ITAS says? So break and enters, stolen cars, or burglaries back in the olden days are important?

Then we get Safe Night Precinct and a myriad of other taskings, problems, operations, and everything else that society can blame police for. What about the legislation changes to the *Penalty and Sentences Act*, the *Youth Justice Act*, or sheer lack of it!

What about the *Justices Act* and the removal of the Warrants of Commitment (money or the body, for you young folk)? I am sick to death of hearing 'we don't own the legislation' in relation to domestic violence, and dare I say it, the processing of a domestic violence offender from go to whoa.

**"I am sick to death of hearing 'we don't own the legislation' in relation to domestic violence, and, dare I say it, the processing of a domestic violence offender from go to whoa."**

Start with a DV app and follow through to a breach with an objection, etc. I wonder if the Police Minister would sit through that process as opposed to a 'ride around' in the back seat of a Townsville van.

**HOUSING AND SUPPORTED SINGLE AND MULTI-USE**

But do not say the words ‘barracks accommodation’. What can I say here? I am not laying blame on any particular person, rank, or group; it is a shared problem, and budget has a big influence.

May I say in this article, as opposed to ‘ol’ mate police spokesperson’: this is an extremely difficult portfolio. Rome was not built in a day, and neither will this policy be fixed in a day. But after talking to a couple of ‘big bosses’, I am happy to write as the author of this article that the QPS and QPU are trying to work this out together, without an argument or a difference of opinion in the negative.

Yes, it is a massive drama, but we are working together and trying to fix it. Housing in the Cape and Torres is more complicated than anywhere else in Queensland.

I won’t write too much more. I reckon that might be it for a copper’s attention span (light hearted sarcasm for the woke, left wing brigade). Please stay safe, and look after yourself, your mate, your partner, your family, etc.

Enjoy your Christmas, whatever it is, and we can look forward to whatever 2022 brings. Let’s hope Covid and the strains start to wear out. I am not even discussing vaccinations!

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

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

**QUEENSLAND POLICE UNION OF EMPLOYEES**  
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PETER THOMAS

**As I sit and write this article, December is rapidly coming to an end and I reflect on the year that has just passed.**

To say that it has been demanding is an understatement, with many of our members having serious illnesses and work injuries, the loss of loved ones, multiple Covid lockdowns where family were unable to meet, significant work demands, and the uncertainty of where this dreaded virus is taking us into the future.

Sadly, one of the biggest concerns our members raise with me regularly is the ever-increasing work demand and the lack of frontline officers to respond.

My last Journal article highlighted significant issues with staffing for frontline first responders. I am aware that a regional newspaper questioned local QPS management about first response staffing numbers and was

seconded to prevention units and task squads.

Most of those I spoke with accepted the requirement for officers to respond to the Covid deployments, but had significant issue with officers being taken to form units that did not support frontline response.

I was provided details of one major 24-hour station in Townsville that has 15 true vacancies and is operating on less than 50% first response capability.

I spoke with officers from that station and was advised that on a previous nightwork there was more than 20 un-resourced tasks. The situation was so bad that the single shift Sergeant was responding to violent Code 2 jobs with the hope that backup crews may

have a concern. It is time that senior QPS management took off the rose-coloured glasses and took a 'deep dive' into what is happening within the Districts.

I am aware that my colleagues across the state are experiencing the same issues with the creation of units that continually deplete the frontline response.

I am positive that members of the public would be horrified if they knew the number of times that 'there are no available units to respond'.

I am also positive that when questioned by media, QPS management would respond with 'smoke and mirrors' and provide fanciful, unrealistic response numbers. Speak with frontline officers and OICs to get the real story.

Sadly, the people this is taking a toll on is our frontline officers. I received a response to my previous article that stated that right now is the worst this particular officer has seen the morale of our frontline in his 26 years of policing.

This was recently evidenced in the *Working for Queensland* survey. I note that this year the comments were removed and it only provided statistical responses to the questions that were reported.

We have more police now than ever and the question from Government and the public has to be what has the QPS senior management done with these people when there are 'no available units' to respond to calls for

**"I am positive that members of the public would be horrified if they knew the number of times that 'there are no available units to respond'."**

provided a fanciful response that included scenes of crime officers, forensic crash officers, and DV safety officers. I am fully aware that the 24-hour station in that large regional centre is running with less than 45% frontline general duties officers.

My last Journal article certainly generated multiple telephone calls, e-mails, and messages identifying the lack of frontline first responders across all areas, with OICs and roster clerks being the most vocal over their inability to adequately fill rosters due to 'real vacancies' and officers

possibly be coming and be available to provide support. I spoke with the communication room co-ordinator who confirmed this was the situation.

This situation has to stop. Officers' lives are at serious risk and it appears that no-one in management is prepared to address the practice of the creation of these small sections that are appearing.

If there were growth positions created for these areas and the officers were not being pulled from frontline first response positions, I would not

service (and I am not talking about minor matters).

I am sure senior management will again turn a blind eye to this issue, and our frontline officers will be in the same position this time next year.

**“Thank you to those who are keeping our communities safe over this festive period, and I hope you get some time with your families and loved ones.”**

On a happier note, I wish you and your families a very merry and safe Christmas and a Happy New Year. Thank you to those who are keeping our communities safe over this festive period, and I hope you get some time

with your families and loved ones. Thank you for your support this year and please look after yourselves and each other.

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# Without us, you're on your own

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



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**KEV GROTH**

**As we come to the end of another year I would like to start out by thanking the Central Region management. Assistant Commissioner Guteridge and Superintendents Pointing and Morris, thank you for your assistance throughout the past year. Your compassion and genuine care for your troops is a refreshing change and I look forward to continuing to work with you all to ensure all our members are looked after.**

The results of the *Working for Queensland* survey for the past two years are a clear indication that the Service is broken, yet those in the big seats in the ivory tower of Roma Street are oblivious to what is happening on the frontline.

The troops are doing an exceptional job under trying conditions, regardless of the fact that senior management are asleep at the wheel.

#### **SAFE NIGHT PRECINCTS**

The QPU has been successful in negotiating with the Government for \$2.5 million in funding for Safe Night Precincts. This is a result of the QPS failing to submit a compelling case for the funding during budgets, yet through the efforts of the QPU, we have negotiated with Treasury and funding has now been restored.

This is a great win for members on the frontline and will allow districts to safely staff the Safe Night Precincts, ensuring the safety of the public and our members.

#### **STAFFING**

While on the topic of staffing ... where are they all? We now have more staff on the books than ever before, yet it seems harder and harder to get frontline staff out on the road. On paper we are flush with staff, but look at bums on seats and there is a massive discrepancy.

With all the boutique sections that are popping up, and factoring in for deployments, long term sick leave, maternity leave, long service leave, relieving at small country stations, and

specialist sections, there is no-one left on the frontline.

Yet all we hear from senior executive and HR is that we have plenty of staff to make it work. Well I'm sorry, but this is not acceptable. The frontline is at breaking point and it is only due to the goodwill of our members that the whole show hasn't collapsed. Enough is enough.

**“We now have more staff on the books than ever before, yet it seems harder and harder to get frontline staff out on the road.”**

Maybe it's time for some senior management to get out from behind their desks in airconditioned offices, to spend a few shifts on the road with the frontline troops. They may just see how much the job has changed since they were last there, and last confronted an angry man.

I think a few would struggle dealing with some of our offenders these days, having to comply with all our policy and procedure, and ensuring that your body worn camera is running and you don't say or do anything that may end up being deemed a breach of the said offenders' human rights.

Times have changed and I think management are stuck back in the '80s, an era before most of our current members were even born.

Frontline sections are operating on under 50% across the state, yet HR and senior management seem oblivious. If these boutique sections (which have been around for years now) are required, then give them actual position numbers and stop robbing the frontline.

False staffing numbers have created a massive issue across the state, and it's time to put an end to juggling numbers. If this practice continues, and continues to put our members at risk, action will be taken to hold these clueless bean counters to account. If management continues to abuse staff in this manner, the QIRC could be very busy next year.

#### **SDRP**

SDRP/SDP or whatever they call it next has not worked. It's time to admit that and move on. Stop trying to flog a dead horse. No matter how you dress it up, it was, is, and will continue to be a failure. Moreton is still broken and yet instead of fixing that, the brains trust decided the best idea was to ignore that and move the rollout to Mackay.

Why start something somewhere else if you haven't or can't get it right in the first place? Why move and spread the problem elsewhere, unless it's a diversion to take the focus off the Moreton disaster?

#### **INTEGRATED LOAD BEARING VESTS**

Watch this space ... there are exciting times ahead and I look forward to being able to share some information shortly.

While on the topic of operational equipment, let's put together a Christmas wish list and see if Santa can find some goodies in his sack for the troops next year.

- 1) A decent holster that doesn't rattle and bounce, with real retention capabilities.
- 2) Bring back the felt bush hat (the old Akubra). The current hats are an abomination and they are an embarrassment to wear.

all our members for the hard work that you have done throughout the year. With all the extra duties being thrust upon police during the Covid pandemic, you have once again stood tall and gone above and beyond.

Police will always rise to the challenge; that is the nature of our job and what we do at our core. We are here to help those in need, protect the community, and make it a safer place for people to live. It has been increasingly

**“It’s time for a full uniform overhaul to modernise it for comfort, practicality, function, and performance.”**

- 3) Operational pants that fit and are functional.
- 4) An anti-wicking shirt to wear under the ILBV.
- 5) Boots that provide actual support (let's face it, we spend most of our time on our feet).

Basically, it's time for a full uniform overhaul to modernise it for comfort, practicality, function, and performance. Surely in this day and age we can get a uniform that is both functional and professional-looking.

**THANK YOU**

Finally, as we come into the Christmas period, I want to take the time to thank

difficult over the past two years and I thank you all for your dedication and commitment.

Until next year, stay safe, and look after yourselves, your colleagues, and most importantly your families, during this festive season.

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

**Kev GROTH**  
Regional Representative  
Central Region  
0401 672 997  
kgroth@qpu.asn.au



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

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

**QUEENSLAND POLICE UNION**

[www.qpu.asn.au](http://www.qpu.asn.au)



**GRANT WILCOX**

## **SDRP - THERE WAS NO SUGAR COATING THIS!**

**Here we are: it's the end of 2021 and we have highs and lows in abundance.**

Our members in the Moreton District were subjected to SDRP from 8 February this year. The high point was that by March/April, the QPS would have been aware that they had bitten off more than they could chew. This was no help to those who were mercilessly thrown under the bus in first response in the new Moreton District.

From a lack of staff, a lack of consultation, and a complete lack of concern for capacity and capability, it all began to crumble. But there were still those selecting and presenting only the good stats and showing a brave face, stating it was gold. The selective presentations of these individuals is now confirmed: SDRP didn't work. Where are the teams to fix it?

**“From a lack of staff, a lack of consultation, and a complete lack of concern for capacity and capability, SDRP began to crumble.”**

What's really disheartening is the continued lack of real concern for the safety and welfare of our members due to insufficient numbers on the frontline. The constant stories I was hearing over many months, and am still hearing today, was that each shift was concerning regarding getting back-up when it was really needed. We are not Willy Wonka. There is no sugar coating this. I'll put money on

increased sick leave and WorkCover outcomes as a direct result.

What I can say to members is that we really need to find a way forward. The QPS does not seem to want to adequately fix what was broken with true and significant consultation. So SDRP is finished in the Moreton District, but the questions remain for

the members as to whether their work situation has improved. I can't write down the responses I received, but you can guess what was said.

I couldn't believe the stupidity of the suggestion of maintaining the current process at Moreton to compare with Mackay when that has been engaged. That's at least another 12 months of a program that's not working. The QPS has lost all credibility by wanting to close the program without ensuring they had a working model, and now they want to do a comparison with a non-working model and another model in a different district, with differing benchmarks?

I'm sorry, but it all reminds me of a meme I recently read and now need to share: 'Light travels faster than sound. This is why some people appear bright until they speak.'

### **2.5% PAY RISE**

With the thought of writing something nice in addition to the usual, I thought I'd remind everyone that we are about

to get another 2.5% pay rise from 1 January next year. With that in mind, if you have any ideas for EB, which is due for 1 July next please, get them to your branch officials or send them to me. This is going to be a creative year and I would like to have more ideas to give a greater range of options for future benefit.

**“If the big fella in the red suit isn't too busy, some real extra numbers to first response police would certainly be appreciated.”**

### **MERRY CHRISTMAS AND HAPPY NEW YEAR**

It goes without saying that I wish you all a very merry Christmas and a safe and happy New Year.

If the big fella in the red suit isn't too busy, some real extra numbers to first response police would certainly be appreciated, and those that would surround themselves with empires, let's hope you don't create too many useless squads by taking away from first response numbers.

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

**Grant WILCOX**  
Regional Representative  
North Coast Region  
0411 359 555  
gwilcox@qpu.asn.au



COL MULLER

## ON CALL OR NO CALL

### On call allowance 2013/59 - Allowances and penalty payments

Policy states that this allowance is payable when an officer is rostered or directed by a commissioned officer to be available for a minimum of four hours to respond forthwith for duty outside of their ordinary working hours or shifts.

The reality is that one officer is paid the allowance, which equates to 7% of the hourly rate, and generally a second officer is required to be on call without being paid.

However, this is not a statewide issue because many stations actually have two people on call. This is the cost of doing business in 2021.

Commissioned officers performing on call duties have an entitlement to an extra rest day to support their work/life balance.

Where is the work/life balance for the Constable who sleeps on the edge, awaiting possible callout, yet receiving no remuneration?

Two officers should always be available on call. Policing in 2021 is no longer single-officer focused. Member safety and community expectation are far beyond this.

I intend to raise this as an issue within the Southern Region and statewide, both within the Rural and Remote Incentive Committee and with EB moving forward. I'm happy to communicate with any members or OICs who can assist or who have information around this issue.

### CRITICAL INCIDENTS, DEATHS, AND SERIOUS INJURIES IN POLICE OPERATIONS

Having been involved in numerous critical incidents and serious injuries in custody, I really want to impress on

members the need to seek advice and assistance from the Union at the earliest possible opportunity.

If you are involved in a death in custody, a shooting, or a serious incident arising from the pursuit of a vehicle, you need to seek council and support from the Union.

This is for your protection, and we will support our members through whatever process follows.

I am currently actively involved in a number of Coronial and other matters where legal support has been supplied to our members.

There are a number of different circumstances where members can expect to be witnesses in a Coronial Inquest. The most common is a sudden death in non-suspicious circumstances, where a medical certificate is not forthcoming. This includes matters like fatal traffic crashes, elderly persons who have not had regular contact with a doctor, death through misadventure such as a drowning, etc. In these instances, police involvement is usually in an investigative role, and your report will form part of the Coronial brief of evidence.

The Coroners have the power to deal with these matters 'on the papers', meaning no oral evidence is called, and the necessary findings are made from your reports.

On other occasions, these deaths may be the subject of an Inquest where witnesses are called. For example, a sudden death through misadventure may lead to an Inquest. This can often occur where there have been a series of similar deaths, because part of

the Coroners' functions is making recommendations which may help prevent future deaths.

Again, depending on the nature of the death, and the type of recommendations under consideration, you may be called as a witness. In some instances (such as an electrocution for example), the Coroner may instead rely upon either written or oral evidence from an appropriate expert in the field.

There are two other instances where police may be involved as witnesses. These are deaths in the course of police operations and deaths in custody. In both cases, an Inquest must be conducted by either the State Coroner or a Deputy State Coroner.

The definitions for both types of deaths are extremely wide. Basically, if a person with whom police have recently interacted (or have attempted to interact; for example, a missing person), dies, then that should really be treated as a death in the course of police operations until the Coroner says otherwise.

It is essential officers who find themselves involved in these later types of deaths contact the Union as a matter of urgency. The QPU will provide members with access to lawyers for immediate legal advice. Members should not provide any version of events unless directed to do so, and then only provide the version under protest and duress.

This applies even to matters such as briefing the DDO or Comco. The direction can be as simple as the DDO saying something like, 'I am directing you to tell me what happened', and you answering, 'I acknowledge your

direction and am only answering under protest and duress because it is a discipline offence for me to disobey you'. Similarly, the usual protest and duress spiel should be placed in front of any e-mail versions or any use of force record on any log. Members should ensure they are directed to complete those entries first.

In the event you find yourself as a witness in a Coronial Inquest, the QPU will assist you by providing you with legal advice from a lawyer, and if necessary, legal representation. Often times the next of kin will be represented and will understandably be upset at the loss of a loved one.

This can often lead to your actions being closely examined during the court process. In certain circumstances you may have a right to claim privilege against self-incrimination. In those cases, the Coroner can still direct that you answer questions because doing so is in the public interest, yet any answer you give cannot be used against you either directly or indirectly.

Coronial Inquests can be quite daunting for officers who need to give evidence, even in circumstances where there is no suggestion they have done anything below standard. This is because Inquests are emotionally charged, and an officer may need to give evidence in detail about the last moments of a person's life.

In all instances, the QPU will support members both through legal assistance and welfare support. If you think you may be involved in a death which may lead to an Inquest, you should seek urgent Union assistance.

With permission, I have decided to share the following comment:

*Col, please accept my personal thanks and pass my thanks onto Calvin and the QPU for the support I have received in relation to the incident at the Ipswich Railway Station.*

*This was a very stressful time for me and my family. The support has been amazing at every level from both a welfare and professional level and has inspired me to join the Union, recently being elected to support my members.*

*Jono Jude*

Your Regional Representatives will take calls 24/7 and will provide immediate assistance during situations as described above.

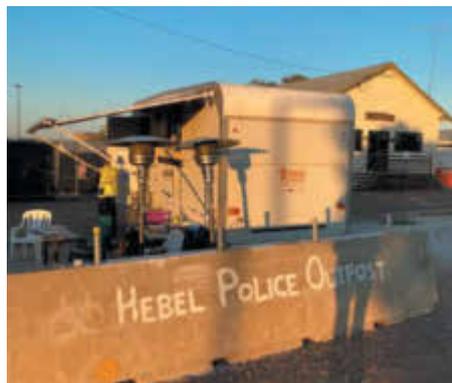
**The QPU Critical Incident Line - free call 1800 015 000**

### THE NEW FRONTIER OF BORDER POLICING IN 2021

Covid has changed the shape of policing in the Southern Region with huge officer hours committed to policing the borders. Many police have had a taste of outback policing they may not have otherwise encountered. They have experienced dust, flies, and floods and have met many interesting people.

Hebel has seen a police presence not felt since the station closed 50+ years ago.

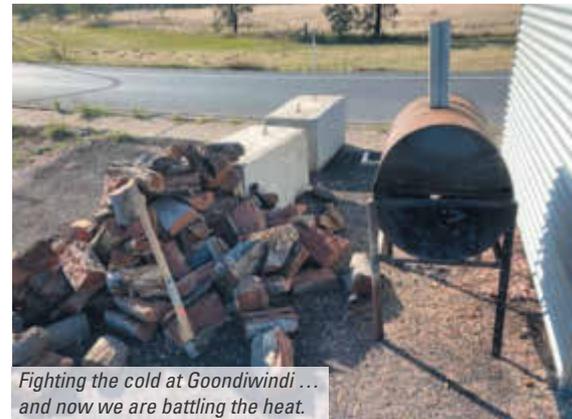
On the positive, I am sure many members saved a bit more for Christmas due to the border deployments.



Old Hebel watchhouse.



Border policing at Goondiwindi.



Fighting the cold at Goondiwindi ... and now we are battling the heat.

### MERRY CHRISTMAS

Many thanks to one and all for your support this year, and a merry Christmas to everyone.

### Col MULLER

Regional Representative  
Southern Region  
0407 177 207  
cmuller@qpu.asn.au

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

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



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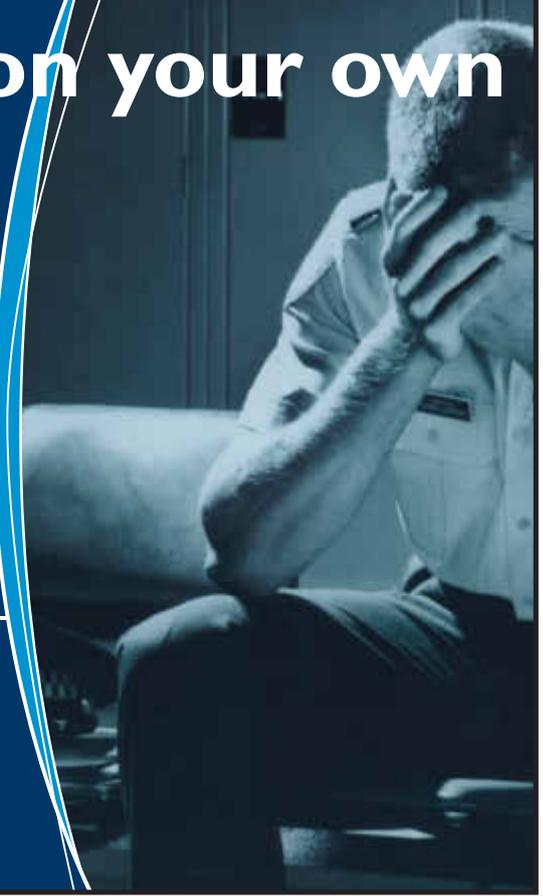
**Without us, you're on your own**

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



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SHAYNE TREASURE

### DV A PROBLEM WELL BEYOND OUR THIN BLUE LINE

**I was immensely disappointed in recent commentary made regarding the way police handle and respond to domestic violence. To be kind, the commentary showed a lack of operational reality and no grasp of the current impositions placed upon police via legislation, policy, and impractical, onerous, civil-based paperwork. DV is a social blight, but we are not in a position to deal with this alone, and never will be.**

The solution is intergenerational and will need a number of other government departments to do a hell of a lot of work towards effective change. There are a lot of stages in play and water under the bridge well before a GDs crew knock on the door to commence a 312 investigation.

I am now saddened to see another layer of divulged risk management from above put in place where we need to second guess not only the crew who attended but the NCO who originally approved the job code, by watching their BWC footage, comfortably after the fact, and having a critique.

**“There are a lot of stages in play and water under the bridge well before a GDs crew knock on the door to commence a 312 investigation.”**

My suggestion is to take your time in every aspect of DV and never be rushed. Articulate policy and act within its boundaries. The current policy system is about risk and who will bear the brunt if something goes astray in how we respond.

Take a chair when the music stops, because police are easy, low hanging fruit to blame, and the closer to the action you are, the easier the target. I say our police are empathetic, diligent, and professional in this field and do their utmost to protect the vulnerable. I reject the commentary made absolutely, and call upon our managers to step up and shout down this slander when it happens.

### ON AN ISLAND ON YOUR OWN

Recently we have seen issues in filling relieving secondments for the island stations within South Brisbane District. This has led to no backfilling of a two officer station and a reliance on mainland police to respond via Redland Bay Water Police.

This is really a far from satisfactory situation for public and police safety, especially considering the island group has a lot of people who do not wish to be policed and a history of violence towards police in recent years.

The risk is increased because there is a sequential interdependence in

response: Water Police usually require a callout to man the barge, then the travel time on the bay, on land, and then the drive to the officer in assistance. I was advised that officers did apply for the secondment, but could not be released.

Amazingly, this doesn't seem to matter for projects and alike, where people can be plucked and seconded for whatever is needed. Minimum staffing in SBD should start with the island stations immediately.

### FESTIVE DUTIES AND SO LONG 2021

As I write this we are within a week of Christmas Day and have started the 'silly season' in earnest. No matter

what this time of year means to you personally, we all know that we are the ones expected to clean up the crashes, the domestic disputes, the fights, the drunks, the overdoses, suicides, and dysfunctional behaviour.

It's these sections of the advent calendar of social tragedy that police have become accustomed to at this time of year, when other government departments run out the door with the abdication that the QPS will be all things to all people in their absence. I now classify myself as a 'social engineer' rather than a police officer.

I would ask all our members, from the newest recruit to the battle-scarred veteran police officer, to take a moment to think of colleagues who are no longer with us, and those officers battling with physical or mental illness or with loved ones who are gravely ill.

If you are off duty, spare a thought for our brothers and sisters toiling away for the often ungrateful masses during this time, and wish them safely through their shifts. We have had a lot of near misses operationally, and by good grace I hope we continue our run of luck in this Region in not losing one of our own in operations.

We have again faced and dealt with an unusual year of challenges in 2021, with 2022 possibly providing plenty more as we seek what is a new normal in society. From me, resolve all doubt and risk in your favour, adopt the CARE factor ('Cover Arse Remain Employed'), and be aware of your and your mates' mental health.

My Christmas wish is for an end to the mega department store crisis staffing model. We need to fully staff the pointy end of the job first, not the back of house.

**“My Christmas wish is for an end to the mega department store crisis staffing model. We need to fully staff the pointy end of the job first, not the back of house.”**

**TISM (THIS IS SERIOUS MANAGEMENT)**

- Minimum staffing levels
- Deidentified application processes for a true meritorious selection process

- Fulltime Polair coverage
- A workable Injury Management System
- An urgent overhaul of psychological services
- Regional parity for staff, vehicles, and training
- Growth of staff and resources in line with population growth
- Moving our first class people out of third class facilities at the Academy

Just a GDs Sergeant.

**Shayne TREASURE**  
 Regional Representative  
 Metropolitan South Region  
 0447 569 483  
 streasure@qpu.asn.au



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

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

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ANDY WILLIAMS

### 'IT'S THE 21ST OF DECEMBER'

**'It's the 21st of December, and they're ringing the last bell' ... for the Journal for 2021. If we sat back last year and thought we were turning the page for Covid, how mistaken we were. As I come back from yet another Covid test, it seems the end of last year was just the beginning of our battle. Hopefully we won't be saying the same thing on Gravy Day 2022.**

### WHERE THE BLOODY HELL ARE YOU?

The cry is the same on the frontline right across the state. Where are the troops?

If you walk into any OIC's office they will have a list of all the position numbers allocated to the section, and the person who occupies that position. You will very rarely see the word vacant against a position. The position numbers allocated to the Service have never been higher, and the same for membership of the Union.

What you will no doubt see is that there are multiple people away relieving and on secondments to other units. While these opportunities are great for the member concerned, they are taxing on the frontline. While most organisations realise that the frontline is the reason for business existence, the QPS takes a different approach.

There is no due diligence applied, and no assessment as to what the consequences will be. They take staff from the frontline to backfill any spot that needs to be filled, leaving station rosters on the edge.

Then we go and create sections and taskforces to address issues, but don't get the funding or the positions to staff them. The plan seems to be: create a section, prove the concept, and then ask for the positions.

Why buy the cow when you get the milk for free? DTACCs, co-responders, crime squads, expanded DV units (and taskforces) ... they're all great, but if the person working there does not have a position number next to their name,

they are staff stolen from the frontline. All of these positions may have worth, but I'm betting the OIC would get a better return from having a full roster to navigate the five-day Christmas public holiday period.

The thing that makes this so frustrating is trying to get actual figures to work out how bad the problem really is! Gold Coast DTAC, for example, has 15 members on its roster, but no position numbers to put them against. DV taskforces on the Gold Coast and in Logan have a handful of positions, yet have a bigger staffing contingent. I'm not saying these positions are not important; it's just that we can't repeatedly raid the frontline to fill them.

What's worse is we are in the middle of a pandemic, running hotels and borders, and we don't have the numbers to prop this up anymore. The only solution to this increasing mess is for the Commissioner to direct that all members (not on Covid deployments) return to their substantive positions immediately.

An offshoot of the unfunded positions is that officers who slide across need to be relieved. A Sergeant taken to an unfunded position causes relief of the 'real' Sergeant spot they left behind. This is obviously taken from the Senior Connies.

Looking up the tree, we have about 75 commissioned officer positions that are vacant, and up until recently unable to be filled due to the Judicial Review. We recently graduated 113; all bar 38 of these positions potentially backfill the commissioned officers who retired.



*Andy, Billy Kaz, Justin Percival and General Secretary Mick Barnes at a Gold Coast branch meeting.*

The Service needs to become more proactive in identifying who is going to retire, and recruit to ensure that a Constable position exists to replace them on the day they walk out. You can proactively advertise the positions once the member expresses an intention to retire, but it means very little when you haven't got the Constable to slide into the position that is created when promotion tetris ends.

Finally, policing is a contact sport, in both the body and mind, and our members deserve the best when they are seeking treatment. WorkCover is essentially an insurance scheme, and as a part of an accepted claim, WorkCover pays the wages of the member while they seek treatment. I have never understood why a member who has a long-term injury is not replaced on the roster while they seek treatment.

The Service is not paying their wages, so it would seem sensible that their position is given a 2 in 1 until the member recovers. This would of course require the Service to be over strength, to allow for these members to be replaced. There is no point having



November BBQ at Browns Plains.



Turning the sod for Pimpama station.

someone transfer in to one station to leave a spot vacant at another.

This could also be applied to other types of unpaid leave. In New South Wales they operate at 110% of their sworn strength for this reason. It would seem reasonable that we do something similar.

**BEAUDESERT AND PIMPAMA STATIONS**

As I write this, the Beaudesert crew have moved into their brand new and 100% asbestos-free police station. This state-of-the-art establishment sets up the Beaudesert area to be ahead of the influx of population that is expected in the area.

Pimpama station is also nearing completion, bringing with it 35 new positions to the booming Pimpama area (one Senior Sergeant, four Sergeants, and 30 Senior Constable and Constable positions).

None of this comes about without extensive lobbying, from General President Ian Leavers down to the local hardworking branch officials. I look forward to seeing both establishments officially opened in the new year.

**THANK YOU!**

Metro North Regional Rep Kerrie Haines age retires on 27 December and departs the Executive. She has been a great Rep for the North Brisbane members and her experience will be missed. Good luck Kerrie!

I have said since day one: it is a privilege to be your Regional Rep. It is something I never take for granted.



Andy with son Jobe at Beenleigh's Police Remembrance Day service.

I don't do this job alone, and with my final Journal article of the year, I would like to take the time to thank a few people. Firstly, thanks to my wife Amy, who manages to keep the eye rolls to a minimum when the phone is running hot.

Thanks also to my kids Taylor and Jobe, who sometimes miss out because Dad has an appointment. Thanks to my offsider Jimmy Walker, for picking up the slack when I need to run off. Thanks to the QPU Legal and Industrial teams, who work much harder than they are contractually obligated to, and really have the best interests of the members at heart.

To the hardworking branch officials, who are always available as the first point of call for members in need: a big thank you. And finally, thanks to you, the member. It is a choice you make to be a member of this Union, and I like to

think that should you ever need us, the service will be second to none. We have certainly had a few big wins this year, and I hope this will continue until 2022 ...

Until then eat, drink, and be merry!

**Andy WILLIAMS**  
Regional Representative  
South East Region  
0404 460 773  
awilliams@qpu.asn.au



# Don't break the safety chain

Report all health  
and safety hazards



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



**Safety & Wellbeing**



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



# QUEENSLAND POLICE UNION

## CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER: .....

TITLE: Mr/Mrs/Ms/Miss: .....

FULL NAME: .....

HOME ADDRESS: .....

POSTCODE: .....

POSTAL ADDRESS: .....

POSTCODE: .....

PHONE NUMBERS: [H] ..... [MB] .....

[W] ..... [F] .....

WORK EMAIL: .....

HOME EMAIL: .....

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STATION: .....

STATION ADDRESS: .....

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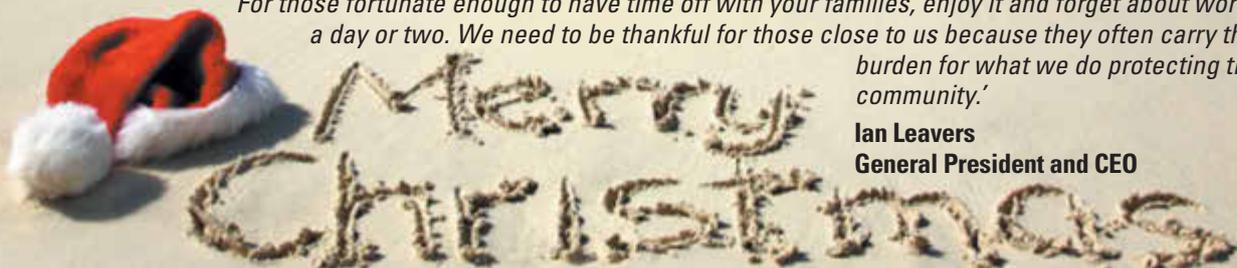
# Executive Christmas Wishes

The QPU Executive Team appreciate what a challenging year 2021 has been and wish all members a memorable and happy festive season.

*'In 2021 QPU members have shown their commitment to policing and confirmed why the community hold police in such high regard. Police have gone above and beyond in a very challenging environment that continues through the holiday season and does not look like disappearing soon.'*

*For those fortunate enough to have time off with your families, enjoy it and forget about work for a day or two. We need to be thankful for those close to us because they often carry the burden for what we do protecting the community.'*

**Ian Leavers**  
General President and CEO



*'What a couple of challenging years we've had both professionally and personally. As we approach Christmas I wish you and your family all the very best.'*

*I thank you for your support on returning me as your General Secretary and I intend to return that support to all of you.'*

*It's important we maintain focus on our own wellbeing because if we don't operate at 100%, our ability to help others is limited. Take care and I look forward to catching up in 2022.'*

**Mick Barnes**  
General Secretary



*'So many people from across the Region I represent have been dislodged from their comfort zone to take on some very demanding tasks to assist with the Covid response statewide. Thank you to those who just got on with the job without complaining, protesting, or whining. Take any opportunity you can to reconnect with your families during the festive season and celebrate precious moments together.'*

**Shane Prior**  
Vice President  
HQ & Support Rep



*'To all the QPU members across the Northern Region, I wish you a happy and safe Christmas, and thank you to all those who will be working. The flexibility and agility of our members in response to Covid has been impressive. Seeing police work on some of the most remote border locations and keeping our most vulnerable communities safe has been nothing short of inspirational. Thank you for your contribution, look after each other, and remember the QPU is available around the clock.'*

**Peter Thomas**  
Northern Region Rep



*'Merry Christmas. I'm sorry some of our members will have to work Christmas Day but that's the nature of what we do so the community can feel safe. It's been a challenging year, so for those who get time off, enjoy it with friends and family. For those who accepted the vaccine mandate I appreciate you dealing with it and moving on, but there's no doubt this issue has had an effect on all of us.'*

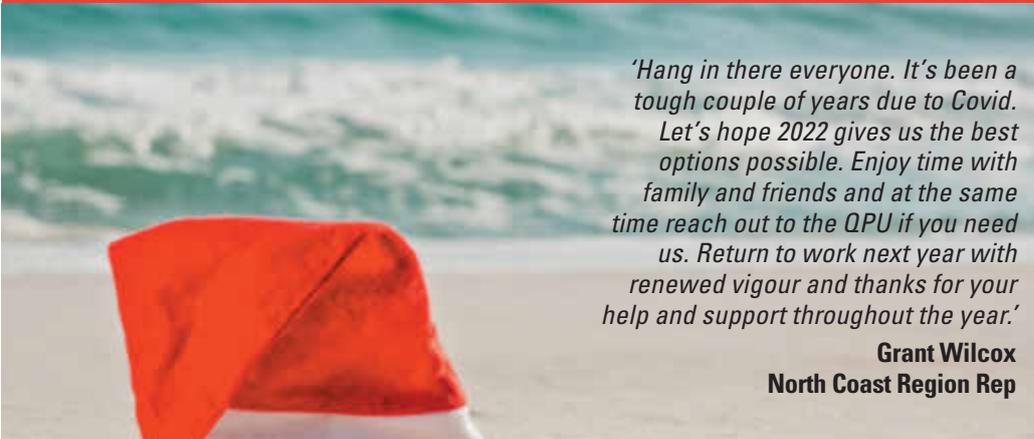
**Gil Dyett**  
Far North Region Rep





*'Stay safe, work hard if you are rostered on, and most importantly, look after each other. If you do have time off, enjoy it with your families.'*

**Key Groth**  
Central Region Rep



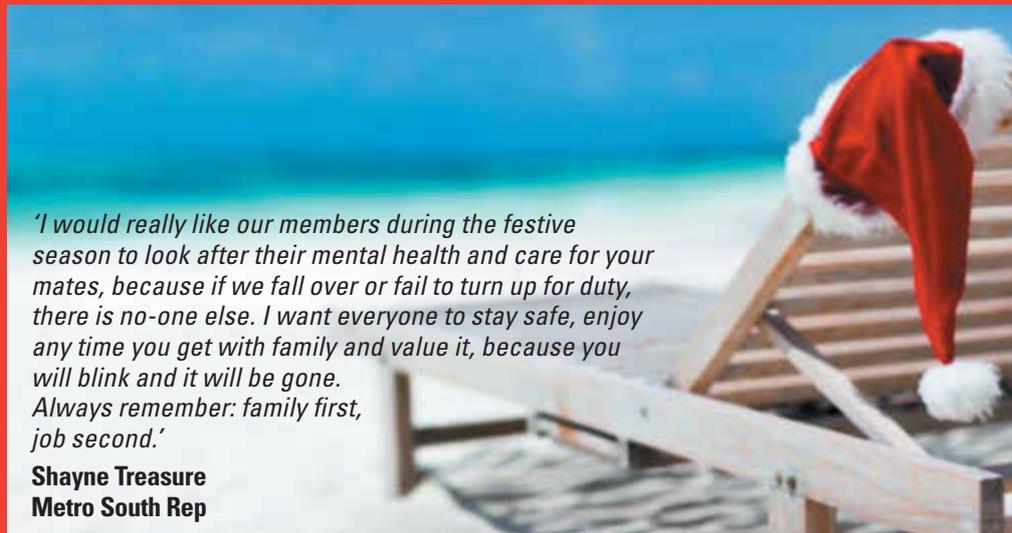
*'Hang in there everyone. It's been a tough couple of years due to Covid. Let's hope 2022 gives us the best options possible. Enjoy time with family and friends and at the same time reach out to the QPU if you need us. Return to work next year with renewed vigour and thanks for your help and support throughout the year.'*

**Grant Wilcox**  
North Coast Region Rep



*'If you do get time away from the job enjoy it with those you care about.'*

**Kerrie Haines**  
Metro North Rep



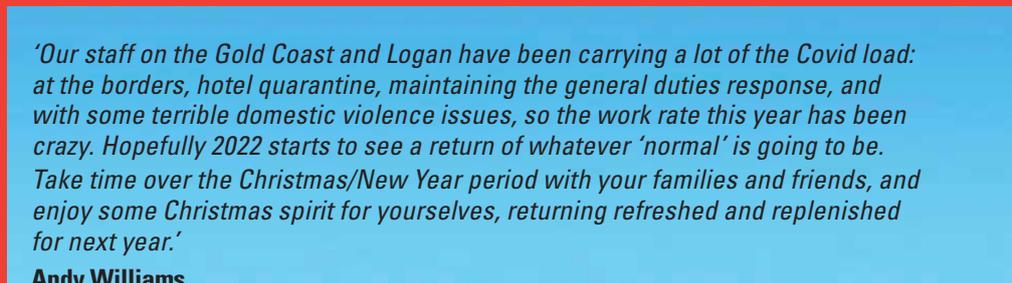
*'I would really like our members during the festive season to look after their mental health and care for your mates, because if we fall over or fail to turn up for duty, there is no-one else. I want everyone to stay safe, enjoy any time you get with family and value it, because you will blink and it will be gone. Always remember: family first, job second.'*

**Shayne Treasure**  
Metro South Rep



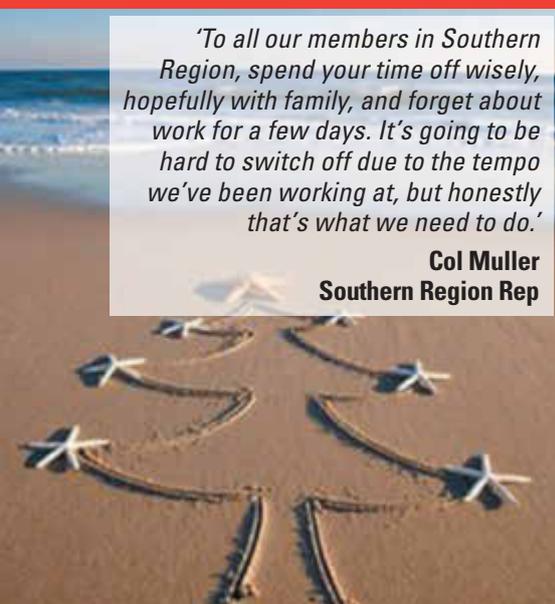
*'To all our members in Southern Region, spend your time off wisely, hopefully with family, and forget about work for a few days. It's going to be hard to switch off due to the tempo we've been working at, but honestly that's what we need to do.'*

**Col Muller**  
Southern Region Rep



*'Our staff on the Gold Coast and Logan have been carrying a lot of the Covid load: at the borders, hotel quarantine, maintaining the general duties response, and with some terrible domestic violence issues, so the work rate this year has been crazy. Hopefully 2022 starts to see a return of whatever 'normal' is going to be. Take time over the Christmas/New Year period with your families and friends, and enjoy some Christmas spirit for yourselves, returning refreshed and replenished for next year.'*

**Andy Williams**  
South East Region Rep



# Sandy Blessings



By Darren Curtis

*Sergeant Michelle Blaney, Senior Constable Ayden Bain, Senior Constable Lauren Fitzjohn, and Senior Constable Flo Borgeaud joined Santa for a memorable photo on Coolangatta beach.*

**It's not your usual Christmas photo taken in a shopping mall but one that will hang proudly on the walls of Coolangatta Surf Club for years.**

**For** the past few seasons, the volunteers at Coolangatta Surf Club have established a uniquely Queensland Santa photo opportunity. With their inflatable rescue boat and Santa on the sand dunes at the front of the clubhouse, families can record their own 'time capsule' moment of Christmas. It started as a bit of fun but has become an important annual fundraiser.

On Sunday 12 December, officers from the Mounted Unit were on duty to assist with a nearby protest and to provide support during Christmas carols in the park. Santa noticed them and beckoned them over for a photo.

**"We thought Santa was a kid magnet but those horses stole the show."**

Coolangatta Surf Club Vice President Stu Marshall said: 'We thought Santa was a kid magnet but those horses stole the show. Children came from everywhere and if people didn't know we were there before, they did once the Mounties showed up. It resulted in me sitting there for five hours in the Santa suit in the sun as families lined up to have their own photo shoot.'

The patrol moved off and returned to their task shortly after their photograph was taken, but their moment with Santa was the trigger for people to know what the club was doing. At \$35 a photo, it turned into an enormous money spinner for the club, which will allow them to invest in a variety of equipment to help keep people safe on the beach during the patrol season.

**"There's an open invitation for any officer who wants to be part of a surf club to join up with us."**

'We pride ourselves on being a family club with strong community ties,' Mr Marshall said. 'We have outstanding members like Danny Hoyland who are constantly encouraging the bonds between our movement and all emergency services, in particular the police. We have a number of local cops who have been part of the club off duty, and we love having them around as positive role models. There's an open invitation for any officer who wants to be part of a surf club to join up with us.'

Professional photographer Kate Dykstra captured the police horse moment and she believes there's scope to enlarge the photo to hang in the clubroom as a permanent feature.

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# Widows Unite

By Darren Curtis

## Proving they are a pretty enduring bunch of people, members of the Queensland Police Legacy Scheme Women's Auxiliary met for their annual Christmas celebration in November on a day of torrential morning storms and raging afternoon humidity.

**The** group reunited at the Pullman Hotel King George Square for lunch and it wasn't long before old friends were chatting like it was only days since they last saw each other.

The Women's Auxiliary was formed in 1979 to provide support and friendship for all police widows, including those ladies who didn't have dependent children.

Manager of the Queensland Policy Legacy Scheme Andrew Gough said the past two years have been quite difficult for the group due to Covid restrictions.

'This group of ladies are actually all good mates,' he said. 'They've mostly been together since the '70s and '80s and this is a big thing for them to stay connected to each other and Police Legacy.'

**"The Women's Auxiliary was formed in 1979 to provide support and friendship for all police widows."**

'They're pretty resilient and I guess that comes from a time when they had to often bring children up on their own following the death of their partner, who may have been a police officer, or perhaps they were in fact police officers themselves,' Mr Gough said.

Becoming a police legatee isn't always the result of a death on duty. Every year around 15 new families are added to the program following deaths through cancer, accidents, medical episodes, and other incidents.

Over the past decade many of the new families that benefit from the scheme have stayed in touch through

social media and remain in contact with Police Legacy through online platforms. The Women's Auxiliary prefer their connections to be face-to-face, and many of them are proud of their traditions.

Each year the Women's Auxiliary present a donation to Police Legacy from money collected through raffles, events, and donations. Mr Gough says

**"They've mostly been together since the '70s and '80s and this is a big thing for them to stay connected."**



it's really appreciated and means a great deal to the Police Legacy Board.

'It gives us significant joy to see these ladies, their carers, and families still so connected to Police Legacy,' he said.

'I really hope the Women's Auxiliary continues for many more years and it retains the values of friendship, companionship, and support for those who have joined after such a traumatic experience in losing a loved one.'



# First Year Schoolies

By Darren Curtis

## Newly graduated Constables from the Townsville Academy were deployed to the 2021 Schoolies Safety Operation on the Gold Coast.

**Just** days after their passing out parade in November, 43 First Year Constables were on the streets of Surfers Paradise watching over Queensland school leavers and thousands of other people mixing in the nightclub precinct. Gold Coast Major Events Co-Ordinator Senior Sergeant Des Hearn established teams comprising the FYCs and more experienced officers for the week.

‘Some of the First Years are only 19 years old so they are just 12 months older than some of the Schoolies, and they were probably here doing the same thing not that long ago,’ he said.

‘This program is not only good for the First Years but also their mentors who have been with them. I’ve found it’s really invigorated a lot of the more experienced coppers with street policing. It’s been a break for them from normal duties and they have the

chance to mould these new police a little before they go off with their long term Field Training Officer.’

Last year due to the extending border compliance operations, graduates from the Oxley Academy were sent to be part of the Schoolies operation for

**“Mentoring the First Years straight out of the Academy is a very important job. It can quite often set the tone for an officer’s career.”**

the first time. South East Regional Rep Andy Williams, together with the QPU Industrial team, campaigned for the temporary FTOs to receive the training allowance to acknowledge their mentoring duties with the new police.

The QPS agreed with the Union’s reasoning and paid the allowance some time later, however this year, due to the groundbreaking work by the QPU, the precedent was set and the allowance was paid automatically for those meeting the criteria.

‘Mentoring the First Years straight out of the Academy is a very important job,’ Andy Williams said. ‘It can quite often set the tone for an officer’s career. Not everything can be taught during the Academy training weeks, and the reality is every officer needs to be proficient in Qlite, street checks, radio operation, and officer safety.’

‘Through Schoolies operations they are completely immersed in police work, and having a senior hand close by really boosts their confidence that they will then take back to their stations. I’m very proud the Union was able to bring this valuable training to the attention of the QPS and ensure



New Constables were blended with experienced officers for eight days during the Schoolies Safe Precinct Operation.



Senior Constable Kane Kofoed, Constable Riley Wenman, Senior Sergeant Matt Pyke, Constable Ayla Jones, and Senior Constable Tammy Ward formed a team during Thursday night at Schoolies.

our members receive allowances recognising their efforts.'

QPU Industrial Officer Luke Hodge said the QPS did set some parameters for the allowance to be paid, including that the officers involved had to be FTO qualified, had to work with the FYC for the entire shift, and had to endorse the FYC's training records.

'If those basics were met, the FTO supervising an FYC would receive 15% of their base salary for the shift,' he said. 'For a Senior Constable that's around \$365 in additional allowance payments for seven shifts depending on their pay point, and for a Sergeant about \$430 extra for the week.'



*Training included dealing with heavily intoxicated juveniles.*



*Senior Constable Kofoed and Senior Constable Ward run through team tactics they will employ before heading out for Schoolies patrols with FYCs Riley Wenman and Ayla Jones.*



*Constables had to quell arguments and take details from juveniles involved in assaults.*

Although the 43 recruits trained in Townsville, it's not the first time they've met the Gold Coast Major Events Team. After the 2020 Schoolies recruit experiment, Des Hearn and his colleagues developed a training package specifically for First Years heading to Surfers Paradise for Schoolies.

A team of five delivered the course over two days covering team tactics, how to operate in the Schoolies environment, dealing with multiple offenders, people attempting to interfere in police operations, officer safety, and what happens when multiple police converge on the same incident.



*Constables Samara Maloney and Sam Harper discovered many of the Schoolies weren't shy and regularly wanted to interact with officers.*



Police confiscated and tipped out large quantities of beer and spirits in the possession of juveniles and over 18s in the precinct.



Senior Constable Veit Vossage and Constable Mitchell Connor communicated with a variety of community members who were interested in the police operation.



FYC Ayla Jones found a big difference between Academy scenario training and unpredictable interactions with people on the street.

'All the training was about ensuring the police on scene were safe,' Des Hearn said. 'Really, it's important for working anywhere in Queensland because if two crew cars or more arrive at the same job, you've instantly got to employ team tactics. I believe this should be an essential component of training and it wouldn't hurt to do refresher courses to upskill all of us on the latest techniques.'

First Year Constable Ayla Jones said patrolling the Schoolies precinct with experienced FTOs has only reinforced to her the value of on-the-job learning.

'We spend a lot of time at the Academy on legislation and we really need that to know the reason behind everything we do on the job, but in practice there's so many more things we need to know,' she said.

'Out here you don't know what to expect. I'm learning lots about officer safety, and the Schoolies kids have been pretty good to deal with, but every night has been full on. Learning how to talk to people while in uniform is a skill, and using Qlites and getting all the basics down before I head to my station in Townsville has been brilliant.'

One of Ayla's mentors was Senior Constable Kane Kofoed from the Brisbane Rail Squad. He said it's obvious the First Years have been equipped with a lot of knowledge and they are enthusiastic to apply it.

'Their policing skills over the week have skyrocketed,' he said. 'They're all like sponges, listening intently and happy to learn.'

Senior Constable Tammy Ward, also from the Rail Squad, said the First Years didn't show any signs of being daunted by the prospect of walking long laps of Surfers Paradise and encountering some intense people.

'They've shown a lot of confidence and willingness to learn,' she said. 'I think coming here two days out of the Academy, dealing with large numbers of people, feisty teenagers, and others obviously affected by alcohol and drugs, they've done really well.'

'From their time here, I'd like them to remember the communication skills we've shared dealing with intoxicated people and juveniles. Plus I hope they remind themselves to look up from their Qlite and maintain contact with the person they are talking to, rather than becoming single focused.'



*Learning to input data on Qlites and link occurrences with body worn camera clips on the street was a steep learning curve for the new Constables.*

**“During each night of the Schoolies operation, the teams recorded over 100 wandings searching for hidden bladed weapons and other objects that could be used to harm others.”**

During each night of the Schoolies operation, the teams recorded over 100 wandings searching for hidden bladed weapons and other objects that could be used to harm others. The First Years performed the bulk of these

interactions and in some cases are now technically more proficient with the device than their senior officers.

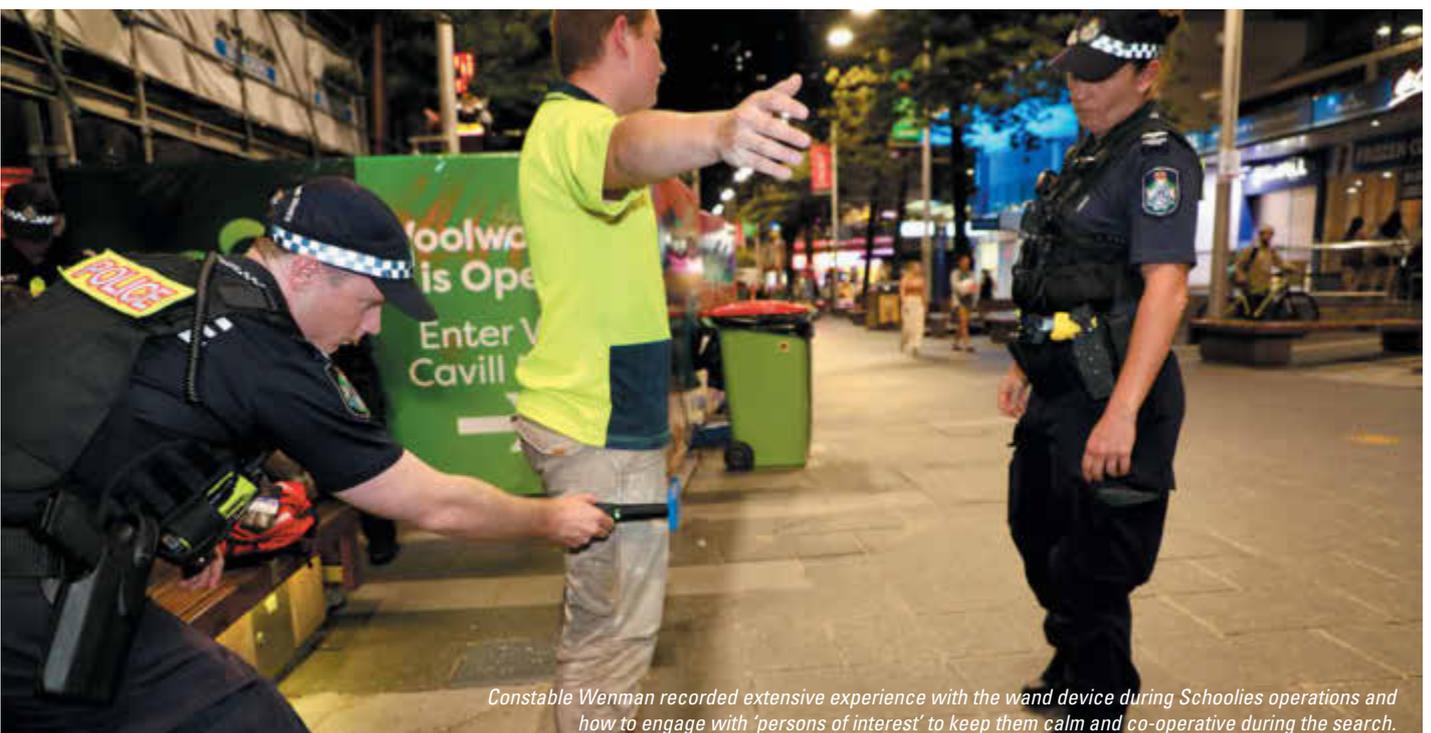
First Year Constable Riley Wenman was eager to become adept at the

wanding technique and delivering the statements that need to be read to each person before a search can begin.

‘The Schoolies pre-deployment package turned out to be very realistic,’ she said. ‘Things we were taught have happened, and it’s been really valuable. I’ve learnt now that nothing is scripted and you can never really predict how every interaction is going to go.’

‘Situational awareness, picking up on cues from offenders, lots of people surrounding us and trying to interfere, and dealing with that has been the biggest learning curve.’

The Gold Coast Major Events team have indicated they would like to see the First Year Graduate Schoolies experience continue each year.



*Constable Wenman recorded extensive experience with the wand device during Schoolies operations and how to engage with ‘persons of interest’ to keep them calm and co-operative during the search.*

# Hitting the Apex

By Darren Curtis

**Covid deployment demands and rescheduling has allowed only one motorcycle rider qualification course to be held this year at the training facility at Wacol, ensuring this year's graduates are a true rare breed.**

**Course** facilitator Sergeant Steve Fisher said the training cell had planned a pretty busy schedule of courses during the year, but training had to be adapted to accommodate demands.

'We've had a few false starts and courses had to be postponed or cancelled because the instructors here had to complete Covid border security deployments and assist the Townsville Academy staff with the recruit course requirements,' he said. 'But that has meant we have a super eager group of candidates for the November training program. You could feel the enthusiasm radiating off them from the moment they arrived at Wacol and threw the leg over their assigned bike.'



*During the course, riders spend hours repeating and perfecting specially designed techniques.*

**"Candidates can be eliminated in the first week if they don't reach the slow manoeuvre standards, or be slapped with an F right up to the last day."**

The course runs for three weeks and there's no guarantee of being certified; it's a definite pass or fail process. Candidates can be eliminated in the first week if they don't reach the slow manoeuvre standards, or be slapped with an F right up to the last day. Subjects include formation riding, distance road riding, urban response, officer safety, and engaging with motorists.

All of the tasks are assessed no matter what weather conditions prevail during

the course. This year the course was conducted in high humidity, searing sunny days, and torrential rain.



*Not every manoeuvre goes to plan during the course.*



*Candidates are tested with a series of challenging obstacles and mazes to negotiate.*



*Learning to counter balance at slow speed is a key manoeuvre to be mastered.*

Steve Fisher says the 2021 course candidates have been lucky to experience such weather extremes.

‘They could be tasked with a job on the road and need to be proficient to ride in the wet, so this clears any mental block that they are fair weather pretenders,’ he said. ‘In bad conditions, they can feel the differences in the bike during slow speed manoeuvres and plan for it.’

‘The techniques we are teaching work in all conditions: it’s obvious at higher speeds you lose load and grip, and they need to be able to feel it. In summer the asphalt here can hit temps of 75 degrees, and that’s another concept to deal with all together.’



*Sergeant Steve Fisher said sometimes a few moments of one-on-one instruction can see techniques click for some candidates.*

If precision is the goal, then it appears perfection comes through repetition. For hours candidates go through advanced drills and spacing exercises with complicated twists and turns through a series of marker cone mazes and obstacles. During the testing phase, touching a marker is a point deduction, an ill-timed foot placement is trouble, and not working the brakes, speed, and gears correctly can lead to an assessment that recommends failure.

Training candidate Senior Constable Anthony Tragis said the course has been challenging from the moment it started.

‘It’s tough: there’s no doubt about it,’ he said. ‘It’s hard on the body and I’ve had to relearn the way I ride. The big difference to riding as an enthusiast to



*Striking a marker during the exam phase can prove costly at assessment time.*

**“It’s a 317 kilogram bike, so you have to ensure what you are doing is accurate or done with precision or you can really hurt yourself.”**

this style is learning to counter balance for slow speed manoeuvres. Speed and positioning is critical. It’s a 317 kilogram bike, so you have to ensure what you are doing is accurate or done with precision or you can really hurt yourself.’



*Senior Constable Alan Ward said it’s been a boyhood dream to be able to ride a police motorcycle.*

Fellow course participant Senior Constable Alan Ward agrees the struggle to get everything right every time is real.

‘I was told this is one of the toughest courses you can do in the QPS,’ he said. ‘And they weren’t wrong. It’s hard, but the instructors are great. Still, I’m going home every day of the course shattered physically and needing a few Panadol!’

After 18 years in the police and six years at road policing, Alan says passing the course would be a lifetime highlight.

‘Being an old bloke, I will get a few laughs from mates about the fact we used to watch the USTV series CHIPS,’ he said. ‘Riding a police motorcycle looked to be the pinnacle of policing. To pass this course will be a dream come true. I’ve always wanted to ride a QPS bike and I feel being part of RPU it is the next natural step for me.’

Anthony Tragis believes receiving certification to ride a police motorcycle every shift is a career gift.

‘I like riding motorbikes and I love traffic work, so this is the perfect combination,’ he said. ‘It’s very competitive to get on this course, and even harder to complete it. Only work areas that have been identified as needing a new motorcyclist in the near future get first option to nominate candidates for the



Senior Constable Anthony Tragus believes adopting every tip the instructors provide on the course is the key to achieving the results required to pass.

course, and a very select few get here on their first attempt. It will be a massive sense of achievement to graduate.'



Candidates are taught about visual awareness strategies.



Riders are taught to adapt to move between vehicles, on different surfaces and at varying speeds.

Although the facilitators are relaxed and generous with their time providing guidance with the candidates, it can still be a high-pressure environment and the QPU is always available to assist. Steve Fisher says he values the benefits that come from paying his Union fees.

'All of the QPU reps are available whenever we need them,' he said. 'They are always happy to answer questions and the industrial team will always give accurate, honest, and timely advice when needed. Whenever there's been a need for an interview, the QPU has always been there for us.'



Encouraging words from the instructors can help to break lifelong riding habits.

The biggest challenge for facilitators is trying to help course candidates adapt to ride with discipline, to keep them and their \$36,000 motorcycle safe.

Steve Fisher is a 30-year veteran. He's been riding police motorcycles for over 20 years and has been an instructor for the past nine years, and he does not believe every police officer is cut out to be a police motorcyclist.

**"The biggest challenge for facilitators is trying to help course candidates adapt to ride with discipline, to keep them and their \$36,000 motorcycle safe."**

'Over time as a society, people have become risk averse,' he said. 'Current generations now like to do lots of indoor things with air conditioning. Riding a bike is outdoors in the cold, rain, and heat, with high risks. This course has been really challenging. We have candidates of varying ages, and some of the older riders have ingrained habits.'

'It's difficult to totally change their ways when they've never done this style of riding before. We find when under stress, people fall back to their dominant



Everyone shares in the success of watching candidates pass the testing regime.

habits and forget their fine motor skills. We try to eliminate that as much as possible.'

On the road ride sections of the course, the riders prove to be a real head turner. Eight candidates and three instructors makes for a serious line of bikes in formation. There's little doubt the bikes are still a significant positive public relations vehicle; when they're on the road, motorists naturally assume the officer is looking constantly for traffic offences and won't hesitate to pull a vehicle over.

There's also the impact the bikes have as a public face of discipline for the QPS. Most people agree it takes a special skill to do this duty, and the way the officers conduct themselves is always on display.

'I can speak for the other two facilitators here: we get a real kick out of watching people pass, especially if it has been hard for them to get through and succeeded,' Steve said, with a broad



Motorcycle Rider Course 1/2021.

**“Current generations now like to do lots of indoor things with air conditioning. Riding a bike is outdoors in the cold, rain, and heat, with high risks.”**



Police motorcycles in formation gather lots of attention from the public.

grin. 'They can come in here with really poor skills and leave here with very high skills.'

The Motorcycle Rider Course Class 1/2021 had eight participants from Brisbane metro stations, Toowoomba, StateTraffic, Childers, Maryborough, Rockhampton, and Townsville, all keen to pull on the helmet and return to their areas to begin a new career phase.

# Swamp Rat Camp Out

By Darren Curtis

**Police from Deception Bay headed to Somerset Dam for a retreat in November and an opportunity for their family members to meet following the traumatic passing of colleague Senior Constable Dave Masters in June.**

**Deception** Bay staff refer to themselves proudly as the 'swamp rats' and realised after the death of Dave Masters that most of them enjoy camping. So the idea of a two-day bush escape was developed by Constable Peter Chang-Chien to allow families to get away from the emotional pressure cooker they felt they were all enduring.

'Dave died at work but some of the biggest impacts were felt outside

of our workplace with our families,' Peter said. 'The common discussion was that our families need to know each other and understand why we trust each other so much while we are working.'

'It also helps them understand why we do the very best we can for another cop's family if something goes wrong. Our families now can put faces to the names and "nicknames" of the people we work with, and that's important.'



*Christmas party fun for the D'Bay crew and their families.*



**"Our families need to know each other and understand why we trust each other so much while we are working."**



*The 'swamp rats' enjoy the camaraderie of working together at Deception Bay.*



Lake Somerset Park became their playground for two days. Families enjoyed sports challenges, nerf target ranges, watersports, movie nights, and the annual social club Christmas party including witty awards.



Officers shared their own paddleboards, canoes, jetskis, and a speedboat for a big afternoon of watersports.

**“I couldn’t think of a more intense and emotional few months in the job, but this has really helped us all to stabilise, recalibrate, and celebrate our families’ love and support.”**

There were 50 adults and 25 children at the camp and Peter said the event was a real stress circuit breaker for everybody.

‘We really appreciated how relaxing and calm it was to sit down for a while, talk, laugh, cry and joke with each other,’ he said. ‘It gave us time to reflect on our families and what we do outside of work. This really reinforced our bonds as a work group.’

Our People Matter provided funding to cover the campsite fees and the

Deception Bay police station social club looked after the food costs. Local businesses offered assistance, including Meatland at Northlakes and Bazza’s Bakery at Kallangur, ensuring the catering was top quality and plentiful. The Queensland Police Union also donated thin blue line t-shirts for the Deception Bay officers.

Dave Masters’s wife Sharon and their son Jack spent time with the group, sharing some stories about Dave’s love for the outdoors and his adventures with wildlife and brumbies.

The camp out was such a success that organiser Peter Chang-Chien believes it will become an annual event.

‘We all take great pride in assisting the community of Deception Bay, but we also need to set aside a bit of time for ourselves away from work,’ he said. ‘I couldn’t think of a more intense and emotional few months in the job, but this has really helped us all to stabilise, recalibrate, and celebrate our families’ love and support.’

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# Touring the Dark Web

By Darren Curtis

**A workplace inspection convened by the QPU for the QPS Commissioner to visit the Australian Centre to Counter Child Exploitation has led to a commitment for QPS staff to receive compassionate understanding when they decide to move on from the highly emotional and psychologically taxing assignment.**

**The** ACCCE is a national resource headed up by the Australian Federal Police based in Brisbane's Fortitude Valley.

Established in 2020, the centre is a centralised hub specialising in the disruption of online sexual exploitation of children. In 12 months, ACCCE has collected over 75 million images and videos of child exploitation material and created the largest data bases of victims and offender profiles in the Southern Hemisphere.

breakthroughs they come up with each day protecting children, not only in Queensland and across the nation, but around the world as well.

'It's no cliché to say that Argos, Victim Identification Group, and the investigators are world-leading. That is why they are part of this partnership with the AFP. I wanted our Commissioner to see what our people are doing in this world-leading centre.'

During the visit, the Commissioner was given access to the secure area where staff triage the images detected



saved and perpetrators brought to justice across the world ... it is simply outstanding.'

The ACCCE has been purpose-built by converting a disused Telstra office that was vacant for many years. The layout provides not only high-level security and intense online data protection, but there's been a lot of design attention to the amenities.

Part of the lower floor is a large communal kitchen, eating area, and lounge, alongside meeting rooms and places for non-government agencies to operate. The rooftop has also been converted to a makeshift open-air gym and eating area.

The Commissioner agrees some frontline police may be envious when they compare it to their own workspaces, but there's good reason the AFP and Home Affairs invested heavily in the facility.

**"In 12 months, ACCCE has collected over 75 million images and videos of child exploitation material and created the largest data bases of victims and offender profiles in the Southern Hemisphere."**

QPU Headquarters and Support Region Rep Shane Prior said:

'I'm extremely committed to all of the investigators who work in Argos and ACCCE. They operate in an area that is horrific and we need good people, committed detectives and intel analysts, to continue this important work.

'I extended an invitation for Commissioner Carroll to visit the centre and meet with the QPS staff here to get a true appreciation of the

and data harvested from the computer equipment of offenders. Last year they handled over 22,600 reports. Six staff members triaged the entire catalogue and wrote up reports that were forwarded to law enforcement teams around the country to take action.

'A small cell but a massive output,' Commissioner Carroll said. 'From my discussions with the staff here, it's obvious the work is tough, but through that commitment, kids have been

‘This building is tremendous; the thought that has gone into it is second to none,’ she said. ‘With such tough work going on here, it’s incredibly important to care for the mental and psychological wellbeing of the people here.

‘There has to be a place to release the mental pressure so they continue to enjoy the work and not dread coming to their office. What I am intensely proud to see is the working relationships between the QPS, AFP, and NGOs: it’s very solid, and proof they are doing internationally recognised work.’

Detective Senior Sergeant Scott Ballantyne has been at ACCCE since the facility opened in 2020, and he appreciated the Union’s co-ordination of the Commissioner’s visit.

‘I believe the Commissioner now really appreciates the work volume that ACCCE and Argos produce is quite staggering,’ he said.

‘This collegiate approach is a step in the right direction. By working with the other law enforcement agencies in partnership with others, it avoids data silos around the country and nobody sharing intel. The people of Queensland can be confident this office is protecting children from a dangerous online environment.’

**“We are never going to be short of work here at ACCCE, and that’s terrible, but on the other hand it’s great we have a dedicated team working tirelessly to stop this activity and help the victims.”**

The visit occurred just a few days after the discovery and rescue of a four-year-old child in Western Australia who had disappeared for 18 days and was found in the home of a man who has since been charged with forcibly taking a child and other offences. The ACCCE team were buoyed with the knowledge their expertise was called on, and the



**“In our recent work, we identified 100 child victims. That’s 100 victims that some police officer in a part of the world was able to go out and save.”**

case brings the seriousness of their work into focus.

‘The abduction of this girl is another example of how every state and territory needs to work collaboratively with this sort of crime,’ Detective Sergeant Ballantyne said. ‘It was great the police in WA recognised the capability ACCCE could bring to the table.’

on what we could do to the local investigators,’ she said. ‘I told Commissioner Carroll that in our recent work, we identified 100 child victims. That’s 100 victims that some police officer in a part of the world was able to go out and save.

‘We are never going to be short of work here at ACCCE, and that’s terrible, but on the other hand it’s great we have a dedicated team working

AFP Commander Hilda Sirec confirmed the Western Australian police didn’t hesitate to ask for some data reviews and the ability of ACCCE to scour the dark web for potential clues in the case.

“Our intel cell and analysts scraped the internet to help out and passed





because this work is relentless and it can impact you in so many ways throughout your career.

'The support has to go on after you leave this environment as well,' she continued. 'For a healthy QPS, we should be supporting our people now, but also if you choose to go elsewhere.'

'Our strategy into the future is also to support QPS people once they've left the job, because they may have been with us a long time, often their entire working life, so we have a responsibility.'

The Australian Centre to Counter Child Exploitation has been operating for just over 12 months in Brisbane.

tirelessly to stop this activity and help the victims. Our covert online engagement is best practice and it's been good for Commissioner Carroll to see the capabilities and notice that it's changed over time. We've been flexible to keep one step ahead of these criminals.'

Eight QPS staff are embedded with the ACCCE: four covert operatives, three officers specialising in victim identification, and an intel officer. Detective Inspector Jon Rouse has also been seconded to the AFP as the Operations Manager and Trainer at ACCCE until the end of the year.

Although the work is satisfying through the results achieved, there is the potential for the unpleasantness of the task to take a significant toll on the mental wellbeing of the staff.

'The workplace may look plush but the people working here are dealing with some of the most horrific crime this country and world might experience,' Union Vice President Shane Prior said.

'We have people looking at horrific imagery day in and day out. It's not a job that can be pushed to a computer. The Commissioner spoke of transitioning our people out of

this workplace that can eventually be very demanding on a person's mental health. That's encouraging to hear.'

Commissioner Carroll thanked the QPU for bringing the issue to her attention.

'I thank Shane Prior and the Union for arranging this opportunity,' she said. 'I believe it's extremely important we do come to these things together, because we both want the best for our people. I think the QPS staff here and at Argos do deserve special attention

The Federal Government has committed \$68.6 million to keep it operational in its initial four-year phase.



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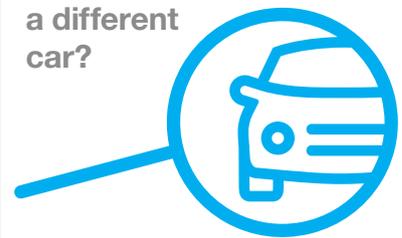
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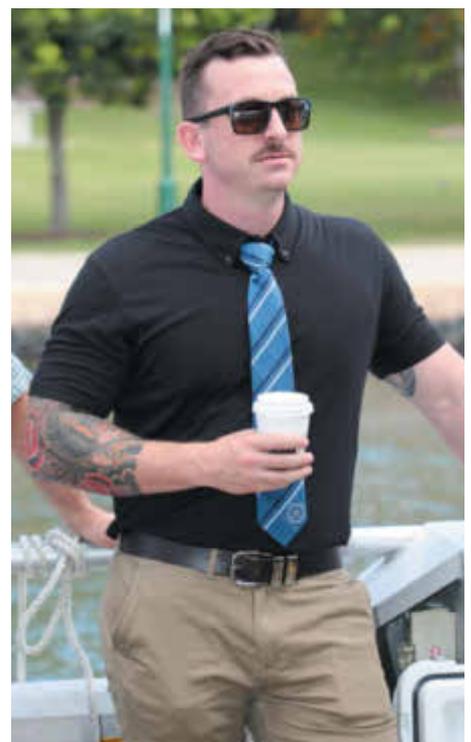
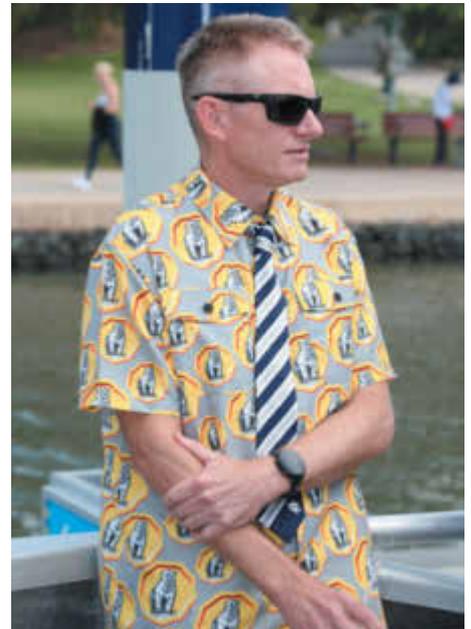
# Sipowicz clue to men's health

By Darren Curtis

**It was like a scene from a casting call for a TV series, with dozens of hopefuls converging on a police boat on the Brisbane River keen to win the roll as Detective Andy Sipowicz. However, there was no crime to solve: just a chance to divulge some secrets on men's health.**

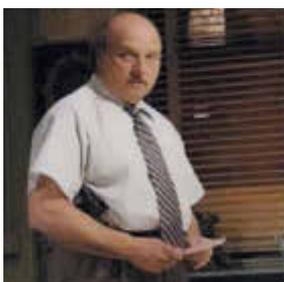


A formidable team ready to support their colleagues discussing men's health.



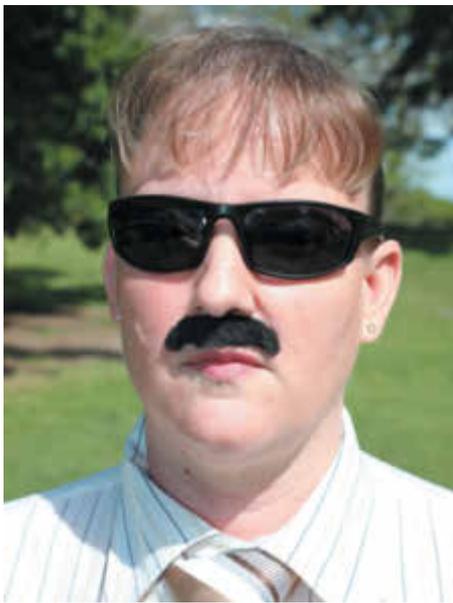
**QPU** State Crime Command Branch President Detective Senior Constable John Shilton wanted to embrace the issue of men's health and start a conversation that all his colleagues could join. The theme encouraged staff to dress as TV character Andy Sipowicz from the US series *NYPD Blue*, complete with a moustache during Movember, to break the mould of boring discussions around prostate checks and bowel screening.

'A lot of blokes will laugh about the prostate check,' John said. 'But most of the staff at CIC are guys in their late 30s or older, and as much as we joke with each other, it's important we have a serious discussion about our health and hopefully inspire or challenge each other to have some important medical checks.'



Actor Dennis Franz in his popular role as Detective Andy Sipowicz.





*PV Stewart Kerlin 2 was the venue for the Sipowicz gathering.*

The event started with a BBQ breakfast cooked in New Farm Park and served on the PV Stewart Kerlin 2 moored at a neighbouring jetty. The Queensland Police Union sourced coffee for all attendees from the Mary Mae café at the Brisbane Powerhouse, and funding was provided by Our People Matter to cover the food costs.



*John Shilton co-ordinated the event and was the chief bacon flipper.*



*The moustache tribute painted on the bridge of the PV Stewart Kerlin 2 was the appropriate backdrop for the Movember events.*

'Brisbane has perfect weather in November,' John said. 'We thought it would be great for CIC to mix with some other sections, so we reached out to the Water Police and they brought the PV Stewart Kerlin 2 to the event.'

'The vessel is named after Detective Sergeant Stewart Kerlin, who was a member of Taskforce Argos. He died in a traffic accident in November 2006. He was known for his handlebar moustache and there's a big mo painted on the barge in his honour, so it was a perfect fit all round for Movember.'

The net was cast wide for people to attend with all CIC members from across the state invited via e-mail, including sworn staff and intel officers. Anyone who came along was asked for a \$5 donation for Movember.

'There's a lot of CIC staff on Covid deployments and involved in some really serious investigations at the moment,' John said. 'So we only had around 60 people on the day.'

sleeve shirts and terrible coloured wide ties, some with authentic, original stains.

'The ladies from our office really embraced the day as well,' she said. 'There's always a focus on issues like breast cancer, so it's good to prompt the blokes to open up a bit. I know it gets busy with family, children, all sorts of

**"Get check-ups, eat right, do some physical activity ... but most importantly, do it for the ones you love."**

things combined with work, and Covid deployments, however we want the boys to look after themselves, and go to the doctor if they don't feel right. Don't believe you'll be fine and it will pass. Get check-ups, eat right, do some physical activity ... but most importantly, do it for

great police officer.

'Traditionally, police are terrible at those tough talks on health or even recognising there may be an issue,' he said. 'We seem to prioritise the job, but this work does take a lot out of us. So I think we need to pause, reflect, recharge, and reassess a few things, because really the most important task we have is to be good husbands, fathers, sons, and partners.'

'It's incumbent on us to grip this up, because it's not only our families relying on us. Our work colleagues also want to see us make it to a healthy and happy retirement.'

The Sipowicz theme did make for some extensive laughter. From the overheard conversation, a lot of CIC members have been cultivating the top lip growth for a while, and on the boat there were a fair few reviews of grooming products exchanged.

The representative from Movember, Keiran Ryan, was correct in that the talk did evolve to discuss health challenges of colleagues and a discussion of how many health tests are actually pain-free and nothing to be afraid of.

**"We need to pause, reflect, recharge, and reassess a few things because really the most important task we have is to be good husbands, fathers, sons, and partners."**

Keiran revealed why he became involved in the men's health project.

'I had two of my closest mates take their lives and they were in their twenties,' he said. 'That was the first time I'd experienced death outside my family, and of somebody the same age. Much like what I imagine the police culture



Movember representative Keiran Ryan spoke about opening up about personal battles and challenges, regardless of the uniform you wear.

OPM Workplace Champion in CIC, Detective Sergeant Janelle Walsh, said the Sipowicz theme was very popular and there had been a lot of competition to find the best outfit including short

the ones you love.'

QPU Vice President Shane Prior supported the event and endorsed the sentiment that good health makes for a

to be, we didn't talk about suicide. Everything was all very masculine. Depression wasn't spoken about, and anxiety was never discussed. When my friends took their lives due to these topics we'd never talked about, a lightbulb clicked for me that we need to start talking about these things.

'This is changing the way we talk now, and how we deal with issues. Honestly, with medicine now, many illnesses can be treatable if detected early. Why kick yourself later on when you're really crook for not doing some simple tests or talking to a mate.'



*Sipowicz winners Dario Goriup and Jill McCarthy.*

Judging was pretty spirited, but the awards for best Sipowicz went to Detective Senior Sergeant Jill McCarthy from the Drug Squad and Detective Sergeant Dario Goriup. This is a title they can boast about for the next 12 months.



*HQ & Support Regional Rep Shane Prior, event organiser John Shilton, and Movember representative and presenter Keiran Ryan combined to deliver some strong health messages.*

**"It would be great next November if detective squads around the state held their own Sipowicz day at the same time."**

John Shilton finished up the day with a pretty simple goal.

'We've had some bloody good laughs at each other's expense, but if it turns out that as a result of Movember and being here today, one of the participants gets a check and is able to nip testicular cancer in the bud, or prostate issues, heart attack, or depression: well, that's bloody brilliant. It would be great next November if detective squads around the state held their own Sipowicz day at

the same time. Imagine the good that could do in so many ways.'

Queensland Police Charity **Blue Hope** is always available to provide assistance for QPU members around the clock by calling **1300 00 2583**.

The **Movember Foundation** is running a series of projects providing social connection, prostate cancer medication development, and mental health support. To find out more, call **1300 476 966**.

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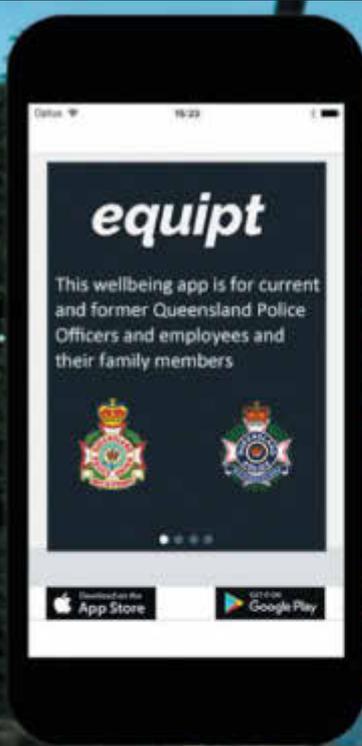
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# COVID-19 No Ordinary Virus

By Sergeant Lenny Kerr, Police Association of New South Wales member. Thanks to the PANSW for permission to reprint.

## Our QPU members have spent almost two years working on the frontline with the community of Queensland as Covid has swept through our state and nation.

**We** have policed Covid hotels, undertaken border duties, been tasked at airports, completed compliance checks, enforced health orders, and dealt with an increasingly frustrated community.

Although we have all experienced great upheaval and have had our ordinary day-to-day lives impacted and inconvenienced, we have many times spared a thought for our colleagues down south who have really been doing it tough.

Covid has been much more prevalent in New South Wales and Victoria, and we have commiserated with our interstate colleagues because although we have undertaken many proactive and preventative measures here in Queensland that have interrupted our lives, Covid has remained largely a threat. Down south, however, it has actually taken hold in a number of communities.

As the Queensland borders open to the rest of the country, our state braces for an inevitable increase in Covid cases. Our members, too, brace for an inevitable increase in callouts as businesses anticipate a backlash from unvaccinated members of the public attempting to enter their premises to access services.

In the midst of a review of response preparations, it is almost unbelievable to consider that the first of our members have only just succumbed

to Covid in December. It is undeniable that due to our interactions with the public, our members are at great risk, and an increasing number will contract the virus in the coming months.

**“It is undeniable that due to our interactions with the public, our members are at great risk.”**

We have recently read of the experience of New South Wales officer Sergeant Lenny Kerr, who contracted Covid earlier this year. His story brings home the devastating impact Covid can have, and reminds us all to take as many precautions as we can as we head into the new year.



### LENNY'S COVID ACCOUNT

In July 2021, I returned a positive Covid-19 test. I have not been the same since.

I graduated with class 234 in 1988 and have been a NSW police officer for 33 years. I was frontline operational for about 16 years and have been a prosecutor ever since.

Like most of us, I first became aware of Covid-19 through the media and the unfolding events overseas. I watched as the Australian media picked up the story. I recall having a bad feeling about it.

### KEEPING AN OPEN MIND

Prior to catching Covid, I considered myself to be physically healthy and fit with no underlying health issues.

I know people, both professionally and socially, who have talked about Covid being non-existent or being nothing more than a virus.

I also know people who were anti-vaccination and pro vaccination.

It has been a political and divisive issue.

I kept an open mind and respected people's rights to a view. For myself, I had made the decision to get the vaccine and was due to get the jab.

### SYMPTOMS THAT KEPT GETTING WORSE

In July 2021, I came home from work and was feeling tired after a long week.

In the following days, I developed a headache, sore throat, and a runny nose. This developed into a fever, shivering cold, and aching joints and muscles.

This was like nothing I had previously experienced.

During this time I had undergone Covid testing at the local Covid clinic and contacted work advising I was ill and would not be able to come in pending the results of the Covid test.

I was subsequently notified by the Department of Health that I was positive for Covid-19.

This also had implications for my household. My symptoms continued to worsen. Headache, shaking, fever, and muscle and joint pain continued and there was no relief, no sleep: it was relentless. A bad cough and severe sore throat had developed and I was continuously shaking and shivering.

I was contacted by various Superintendents in relation to contact tracing and my thoughts and concerns turned to colleagues and their families being infected and the possible consequences.

Owing to the concerns of infecting others in the household, we went to the Covid hotel at Mascot. Oxygen levels and heart rates were monitored throughout the day. You were not allowed to exit the motel room and any contact was at a distance with nurses wearing special clothing.

#### ...AND WORSE

I was incredibly fatigued, bed ridden, and my terrible headache had not subsided. The sounds of trucks and trailers hitting pot holes outside my hotel room window were piercing with the continuous migraine.

**“My entry to the ambulance and the hospital, and my movement through the hospital, was like a parting of the Red Sea.”**

I could not get any relief from it at all. My oxygen levels had declined and I developed a delirium where I perceived that I had to do the perfect ‘COPS’ event each night or I would suffer worsening of Covid in the form of severe reflux and other continuing symptoms in the

morning. There was no relief, no sleep, nothing to get back some strength.

My oxygen levels were reduced to the point that I was taken by ambulance to St Vincent’s Hospital.

My entry to the ambulance and the hospital, and my movement through the hospital, was like a parting of the Red Sea. Corridors were closed down and people moved away. I was assessed and put into a Covid isolation ward. The room had positive air pressure with an air lock and was known as the ‘bubble room’.

I did not fully comprehend what was going on and was in what I can only described as a fog. I was afraid of the great unknown and having to be placed on oxygen which may lead to a downward spiral. It was during this

One man who had a family rapidly declined and coded. He was rushed to intensive care. I did not see him again. Another man replaced him who had been in the ICU for 26 days after going to a butcher shop to buy meat and returning home with Covid.

Another patient regularly had reduced oxygen levels which constantly triggered alarms on the oxygen monitor and the immediate response of nurses

**“One man who had a family rapidly declined and coded. He was rushed to intensive care. I did not see him again.”**



*The Bubble Room.*

time I contacted my solicitor to get my affairs and contact lists in order as a precaution. Such was my fear.

#### THE BUBBLE ROOM

There were three of us in the bubble room, from different walks of life, ages, cultures, occupations, and backgrounds.

The room was silent but for the sounds of the machines and the checks being conducted by nurses and doctors doing rounds. It was not possible to discern one from another with the protective clothing and face shields, other than by way of shoes.

and doctors. I was on oxygen and a drip and monitored throughout the day with various medications. The nursing staff had to enter the room via a positive airlock and were only able to stay with us for a limited time to minimise exposure.

I was afraid of my oxygen levels dropping any further. I saw others having to wear the full face masks and being rolled over onto their stomachs to assist with air flow. This was not a good sign for them. I feared this would happen to me.

## THE COVID HOTEL BACK AND FORTH

Although I regularly Facetime my young daughter, I put that aside during this time because I did not want to scare her given my appearance and the monitors and oxygen tubes.

After five days in the Covid ward my oxygen had reached levels where I could return to the Covid hotel, which I did.

We remained at the Covid hotel, recovering and excitedly anticipating our imminent release. A care package, together with some Uber Eats meals, provided a distraction, and an external visit—albeit from the road outside via mobile phone—was a welcome relief.

While in the Covid hotel, I unfortunately developed an issue with the circulation in my left leg. This reached a point whereby I indicated to medical staff that if they did not get me an ambulance, I would not make it through the night.

I was taken via ambulance (with one of the paramedics being ex job) to Prince of Wales Hospital and was treated as a Covid positive patient. Again I was isolated and I was given strong pain killers. Immediate scans of my left leg revealed a 30cm blood clot had developed from my knee to my stomach. I was told this clot was directly linked to Covid.

## FACING A WORST CASE SCENARIO

There were discussions among my medical team about the worst case treatment scenario which included my leg being amputated. Again, I was in contact with family, friends, PANSW, and my solicitor.

In coming days I underwent a number of surgeries involving both vascular and respiratory teams. Doctors tried to clear the clot through blood thinners, balloons, and wires.

A cage was inserted into my main artery to catch any pieces of clot that may break free. The cage would prevent any fragments of the clot going to my lungs or heart which could potentially be fatal. A stent was also inserted into my stomach.

While in hospital, it was not possible to have any visitors. I am grateful to a friend who dropped off things I needed to get through, and communications from colleagues. It meant a lot.

During the time in hospital I again refrained from much communication as I did not wish to frighten or upset loved ones with my appearance and the monitors, lines, and bruising.

The blood thinners I was on meant that I bruised easily. Each time they removed the drip I bled profusely.

## 26 DAYS LATER

I had reached a point where I could be released, however, before I could be released I had to learn to walk again, because the amount of time I had spent in the hospital and the surgeries I had undergone had caused such damage to my leg. This simple act was deeply emotional and physically challenging for me.

Some 26 days after testing positive, and after ticking all the boxes for release from hospital, I was still dressed in a hospital gown while waiting, until the nurse indicated I should get changed, lest someone think I was a hospital escapee: sound advice.

I was wheeled out of hospital into the daylight, and was picked up by staff from Campbelltown City PAC. I am deeply grateful to them for that.

## STARTING ON THE ROCKY RECOVERY ROAD

I returned home, where I took stock and started my recovery process. The simple act of a shower with sutures and removing the various Elastoplast and hospital tags was a major effort.

I had multiple further medical appointments with various doctors and further blood tests and scans.

One of the challenges was that as the LGAs went into lockdown, my ability to access medical professionals and hospitals was severely compromised. There were requirements for a clear Covid test and this was problematic.

Two weeks later, I returned to Sydney to Prince of Wales Hospital to have the

cage removed from my artery and for a clot that had developed around the stent to also be removed.

The process involved entry through my neck and legs. I was discharged and again went through the process of healing and recovery.

A week later, I went back to my GP and was advised to have a Covid test, which I underwent without being immediately notified of the results.

Two days later, I attended hospital as a result of a further issue with circulation and numbness in my left foot.

I was admitted as a fresh 'Covid positive' patient on the basis that the Covid test days before had been positive. I was placed on oxygen monitoring and had catheters inserted.

I was informed I had contracted Covid for a second time and again placed into isolation for many hours and had further scans for the new clot.

The Department of Health advised that I should not have undergone the Covid test because those who have contracted Covid will test positive for up to six months afterwards, although not infectious. Again, the conversation turned to the potential of having to amputate my foot.

**“I have long term effects and on a few occasions felt that I wouldn't make it through the night.”**

## COVID IS REAL!

Before this all happened to me, I didn't know anyone who had suffered from Covid. I remain open minded but I can tell you that Covid is real. I have long term effects and on a few occasions felt that I wouldn't make it through the night.

Some four months later, I am undergoing physio. I have an ongoing dry cough and still get out of breath easily. I have lost mobility and have put on a significant amount of weight. I continue to suffer intermittent pain to



Lenny on the (rocky) road to recovery.

my muscles and joints and will remain on blood thinners long term.

Some days are good and some are bad, but I am fortunate. I received numerous texts while in hospital which were in support. This really helped me and it reminded me of the camaraderie we experience as police and members of the PANSW.

#### PEACE OF MIND WITH PANSW

Being a member of the PANSW gave me peace of mind because I knew I could reach out for assistance and support.

My organiser Ben Lee and my industrial officer Gabe Doyle supported me with my p902, questions that I had about my insurance cover and hospital stays, my entitlements, and even just for a chat. That was really important to me.

I remember when I was initially told about the 30cm clot, I sent Ben my solicitor's details because I wanted him to have that contact in the event I didn't make it through. That's how bad this experience was, and I think that really reflects where I was at that point.

#### THE IMPORTANCE OF FIRSTHAND ACCOUNTS

In hindsight, I wish that firsthand accounts of people who have suffered from Covid had been used as part of the information and education process. The social media platforms promote information and disinformation. You need to speak with someone or see it first hand to get an appreciation of what it is capable of.

The issue of Covid and getting vaccinated has been a divisive issue for some. I understand that and acknowledge other's rights and freedoms.

I also understand frontline policing. It needs to be remembered that policing is a frontline contact sport.

Every day, police face dangers. You go to a job, and you don't know if there is a weapon.

In the pandemic context, you now go to a job and you don't know if there is Covid. You can't see it, hear it, or smell it, and you worry about contracting it or bringing it home.

It's been a long road, and Covid fatigue frustrates people.

Covid did not give an inch and was relentless.

If someone told me that Covid is not a real thing, I would shake my head and walk off.

**“Covid-19 is real and I am ‘lucky’ enough to say that I am living proof.”**

If someone told me they were not getting vaccinated, I would say to them that they can make their own decision, but if they are exposed to Covid, they are playing Russian Roulette with their health.

Covid-19 is real and I am 'lucky' enough to say that I am living proof.

In closing I would like to thank the PANSW for their support.

I would like to thank Amanda and John Clarke, family, and friends for their support and help during this difficult time.

I'd also like to thank the vascular team at Prince of Wales Hospital and my friend and colleague solicitor Patrick Duffy, Madelaine, Darren, and Hoota.

The stoic and tireless work of the nurses and doctors at St Vincent's Hospital and Prince of Wales Hospital on the frontline dealing with Covid through all of this was humbling.

I also wish to thank the New South Wales Police Force for their support during this difficult period. Thanks to all those who reached out to me during this journey.

To those who have Covid, my thoughts and prayers are with you. Stay safe.

# Red and Blue Lights

By Darren Curtis

**Christmas lights strung around a police station can prompt some very unusual responses. Recently, an officer handed out a substantial ticket to a driver for speeding, and his response was, 'Okay, I'll cop that, and thanks for the Christmas lights at the station.'**

**Not** exactly the reaction Senior Constable Josh Donaldson was expecting from the driver he'd just issued a \$400 speeding ticket to near Muttaborra in early December.

**"An officer handed out a substantial ticket to a driver for speeding, and his response was, 'Okay, I'll cop that, and thanks for the Christmas lights.'"**

and Josh has set a new standard with his display at the one-man station.

'At Christmas time I found a lot of people don't have any extended family around and the lights have injected



**"Word about the Muttaborra police light show has travelled on the bush telegraph."**

wanted to do lights for them like my Dad did back in Brisbane. There's not a lot for local kids in the central west to be excited about, so this is good both for them and their parents.'

Word about the Muttaborra police light show has travelled on the bush telegraph and families from Longreach and Aramac have driven over



*Josh has blended lights his father gave him along with some new inflatables and designs.*



*The Muttaborra police station glowing blue.*

'He said, "By the way, great Christmas lights; thanks for doing that for the town",' Josh laughed.

There's only around 100 people in the town 1,200km north west of Brisbane,



some spirit into the place,' he said. 'I have two kids of my own, a two-year-old and a four-month-old, and I always

100 kilometres to drop in to see the nighttime show.

'The feedback is great when we deal with people at the moment,' Josh said. 'It's a hell of a lot easier to open the conversation around the Christmas lights and then move onto other more serious issues. It breaks down any tension.'

Josh says he's lucky he inherited a lot of the displays from his Dad, but he's invested another \$1,500 to improve the array, which will move with him wherever he's next posted.

police action. They are known as my icebreaker lights: get them talking about that and they will open up about anything. The older people in the town love just pulling up out the front of the station and watching everyone, or talking to other residents. The kids

**"They are known as my icebreaker lights: get them talking about that and they will open up about anything."**

'I reckon by the time I get everything linked up, the power station will see a spike every night at 6.30 when I switch it on,' he said.



*The Millmerran display set up was hampered by rain, hail, and flooding. Waterproofing everything has been a challenge compared to dust and drought.*

Millmerran OIC Sergeant Mick Hobden knows all about relocating Christmas lights. His display on the station at Boulia became legendary last year and attracted a lot of attention across the Diamantina. It was one of the first things he packed heading to his new post south of Toowoomba.

'I have added some new elements since Boulia including inflatables, stars, LED flashing lights, and archways,' Mick said. 'I've probably spent about \$2,000.'

However, he believes the cost comes back in better community engagement.

'Every night we have people doing multiple laps around the station,' he said. 'Everyone you encounter talks about the lights, and after that we can discuss any issue that's going on in their lives or may need some



*What started out as a single string of lights has motivated the entire town to join in with their own home light shows.*

think it's brilliant, and of course they come along with their parents.'

It took Mick five days to set up the display around the Millmerran police yard and there's something a bit frightening when he says there's more to be added. A whole lot of new pieces were ordered from China but have been deferred to next year due to worldwide shipping container delays.



At Mount Larcom, north west of Gladstone, Senior Constable Luke Young has started a community trend.

After establishing a light display around Jericho station, when he moved to Mount Larcom this year, he thought it would be only natural to do the same at his new single officer station. However, when he switched his lights on, he discovered they were the only ones in the entire town.

‘I thought it was strange that no-one else was lighting up, but it didn’t take long for others to get into the spirit,’ he said. ‘Now half the town has lights up. I think the work I’ve done with my wife Tami on the lights has started something. It really does make people in town happy to see the lights, and shows police, like everyone else, enjoy a bit of festive spirit.’



**“The reaction of the local kids has been bloody worth it.”**



*Senior Constable Collins says the lights have had a great community impact, but his son loves it and ultimately that’s why he and his wife do it.*

canes,’ he said. ‘I reckon it’s come up alright. I always do it at our house for our eight-year-old son, and now that we are living here I thought we’d do it again. The reaction of the local kids has been bloody worth it.’

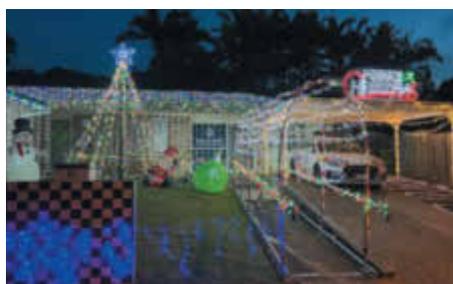


*The Police Beat at Edens Landing is a blend of handmade and off-the-shelf displays.*

The Mount Larcom police station lights were added to the ‘must see’ Christmas displays on a Gladstone Facebook page and now the Mt Larcom streets are busy at night with people touring to see the display. It’s inspired Luke and Tami to consider expanding their effort next year.

‘I would really like to have them all computer-controlled and all lights linked to music,’ he said. ‘So far we’ve spent about \$200 snapping up lights on special, but I think we will put in a bit of effort next year to try and rival Millmerran and Muttaborra.’

At the Police Beat at Edens Landing in Logan, Senior Constable Mitch



Collins has had the Christmas lights switched on since 1 November. Only a few months into living at the police house, Mitch decided to use the lights as a way to meet people in the neighbourhood.

‘I built a Christmas tree out the front using PVC pipe and rope, and lined the walkway with fairy lights and candy



*Constable Hanna Andersen brought her pony in to play the role of ‘reindeer’ for the small children on the Gatton station front lawn.*

The lights have gained notoriety on local Facebook pages and proved so popular bus drivers are making unscheduled stops. One of the local drivers approached Mitch, telling him he had to pulled up outside the beat one night just to admire the lights for a while and then continue on his route. The postie has also commented.

‘The lights show you are just like the rest of us and enjoy this time of year,’ the postie said. ‘The kids at the local school have also been talking about how brilliant they are.’

The staff at Gatton police station held a ‘Christmas evening with the local cops’ in December and dozens



Children were able to participate in colouring, hoola hoops, and hopscotch at the police station.



Sergeant Scott Petrie was very popular in his role as 'Police Santa'.



OIC Senior Sergeant Dan Curtin was known for at least one day as 'Sergeant Dan the Ice Man'.

of families dropped in to the station to spend some time with the local officers on the front lawn.

Police formed an impromptu choir, but the big attractions were a miniature horse camouflaged as a reindeer and

the red and blue snow cones handed out by OIC Dan Curtin.

'We had people here until nine o'clock at night,' Dan said. 'Besides the kids laughing and enjoying themselves, we achieved a couple of great results.'

'For example, there was a young bloke there who up until now has had an irrational fear of police, and by the time he left he was talking to each of us and felt comfortable to be around us. That will probably really pay dividends down the track. It was so positive I think we will do it again next year.'

Constable Kimberly Allen helped arrange the event and said:

'Some of the crews from Laidley and Helidon came in as well, so it brought us all together, along with the Crimestoppers team. I'm not sure if it was the snow cones or Sergeant Petrie as Santa that drew the crowds, but I know everyone who stopped by left with a smile.'



General President Ian Leavers congratulated all police who made an effort with Christmas lights this year.

'This is not traditional policing but it proves the police are often the heart and foundation of their communities,' he said. 'It's pleasing to see that a well-planned display can be a catalyst for such impressive engagement with people happy to talk about a variety of issues with their local cops.'



Constable Kimberly Allen enjoyed the Christmas fun with dozens of Gatton families.



*Millmerran station takes the (Christmas) cake.*

'I know Christmas lights are not an option for every station, but there does appear to be real value in these displays, confirming that police, like everybody else, enjoy a bit of Christmas cheer and want everyone to stay safe during the festive season.'



*The candy cane lane at Millmerran station.*



# Graduation Day Brisbane

**Intake 4/2021 made up of Squads 191, 192, 193, 194, and 195 graduated on a hot and humid morning at the Queensland Police Academy at Oxley on Thursday 16 December.**

**Braving** sweltering conditions, 110 recruits and two new police dogs and their handlers marched through the old Petrie Terrace police depot gates onto the sacred acre in front of family and friends.

General President Ian Leavers was in attendance to congratulate all graduating recruits, and especially so recruit Brandon Little, the recipient of the Union-sponsored Dux award. Brandon joins the Queensland Police Service after previously working as a sales consultant, and he will complete his first year as an officer in Brisbane.

Police Minister Mark Ryan also congratulated the recruits, promising a Christmas miracle in keeping his address short due to the heat of the parade ground. He mentioned that the recruits' new police ID badges are a symbol of the community's trust in them, and that it is important what's behind the badges: the recruits themselves. He said it is not the badge that gives the holder authority, but rather the recruits' strength of character.

Commissioner Katarina Carroll welcomed the recruits, who had just become Queensland's newest Constables, into a great organisation and a great team. She challenged them to become confident, effective, and skilled officers, promising them both a very demanding and a very rewarding career. She noted the diverse backgrounds and the broad range of experience and life skills the new Constables bring with them into the



Queensland Police Service, and asked them to apply their life experiences in their new roles in the community.

The backgrounds of the recruits include many born throughout Australia, and also others from New Zealand, Vietnam, the UK, Brazil, Italy, Iraq, and Russia. Their previous careers include a veterinary surgeon, a nurse, a number of soldiers, a few carpenters, a stunt performer, and a baker.

Many family members attended the parade and ceremony, including some who are already members of the police family. Senior Constable Steve Hargreaves was proud to see his son Jack graduate. Jack's grandfather is also a retired New South Wales officer, making him a third-generation police officer.



As families and friends flooded the sacred acre following the ceremony, there were hugs and backslaps all around. The celebratory mood was contagious as the new Constables reflected on the completion of their training, the upcoming Christmas celebrations with their loved ones, and the exciting new chapter of their working lives about to begin.





**Intake 45 of the Townsville Academy graduated on 17 November after successfully completing their full schedule of training modules over 24 weeks.**



*The smiles of recruit intake 145 were full of relief to have finished and passed all the required testing to be sworn in as First Year Constables.*



*General Secretary Mick Barnes with Dux Recipient Adam Threlfall.*

**The** 43 recruits were sworn in at the Townsville basketball stadium in front of Deputy Commissioners Paul Taylor and Steve Gollschewski who both told the new officers to embed themselves into the communities they have been assigned, and to expect to have an impact on the lives of the people they will assist in the areas they live and work.

Recruit Adam Threlfall was the recipient of the Queensland Police Union sponsored Dux Award for the intake and was congratulated by General President Ian Leavers, General Secretary Mick Barnes, and Northern Region Rep Peter Thomas.

Adam was a standout after joining the QPS from a career in Corrections and

the Australian Army. His first year will be completed in the North Coast region.

The FirstYear Constables' first assignment was a deployment to the Gold Coast to assist with the 2021 Schoolies event. The entire squad was given the opportunity to rapidly develop their skills with equipment and communication in a loud, sustained, intense environment.

Post Schoolies, the Constables will take up positions mainly across Central and Northern Regions. Twenty-one will begin service in the Townsville District and another 10 in the Far North District, with five officers heading for Cairns station, four to Mackay, three to Mt Isa and Capricornia Districts, and single officers to Wide Bay and North Brisbane.



# 2021 Wall to Wall Cheque for Queensland Police Legacy

**In early December, Wall to Wall Ride for Remembrance National Vice Chairman Senior Sergeant Bradyn Murphy met with General President Ian Leavers and Queensland Police Legacy board members Vice President Shane Prior and Assistant General Secretary Shayne Maxwell.**

**Snr** Sgt Murphy presented a cheque for \$26,051 for Queensland Police Legacy, which was raised during this year's Queensland satellite ride from Caboolture to the Bedford Weir near Blackwater, and then onto Emerald.

Two hundred and ninety riders and pillion passengers signed up for the ride, which was originally a route to Canberra to attend the service at the National Police Memorial.

The alternative Queensland route was later devised due to Covid border restrictions, with participants still keen to take part to remember those police officers who have made the ultimate sacrifice and to raise funds for Queensland Police Legacy.

During the 11 years of the Wall to Wall Ride for Remembrance, over \$1 million has now been raised to benefit police legacies throughout the country.



*Assistant General Secretary Shayne Maxwell, Vice President Shane Prior, Senior Sergeant Bradyn Murphy, and General President Ian Leavers.*





General Secretary Mick Barnes about to embark on this year's Wall to Wall ride.



Senior Sergeant Bradyn Murphy, Police Minister Mark Ryan, General President Ian Leavers, and Deputy Commissioner Paul Taylor after the Wall to Wall baton ceremony at the State Police Memorial in the Brisbane Botanic Gardens.



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# Safe Night Extension

By Darren Curtis

## The QPU has stepped up to correct poor planning by the QPS to ensure Safe Night Precincts in Queensland are appropriately funded to continue operation.

**General** President Ian Leavers reached out directly to the Treasurer Cameron Dick to seek urgent budgetary support to keep the 15 SNPs operating when the QPS failed to make the case for the continuation of the SNP 'overtime' program with the current staffing model.

The QPU-initiated talks resulted in the Palaszczuk Government agreeing to find the money required.



Police Minister Mark Ryan, Treasurer Cameron Dick, and General President Ian Leavers brokered the \$2.5M deal through lengthy negotiations.

General President Ian Leavers and Treasurer Cameron Dick, together with Police Minister Mark Ryan, worked for six months on sourcing \$2.5 million to keep the SNPs operating with their current staffing model. The \$2.5 million will cover from New Year's Eve 2021 to 30 June 2022.

The Police Minister and the Treasurer complimented the QPU for again showing a willingness to work with the Palaszczuk Government to ensure community safety would continue

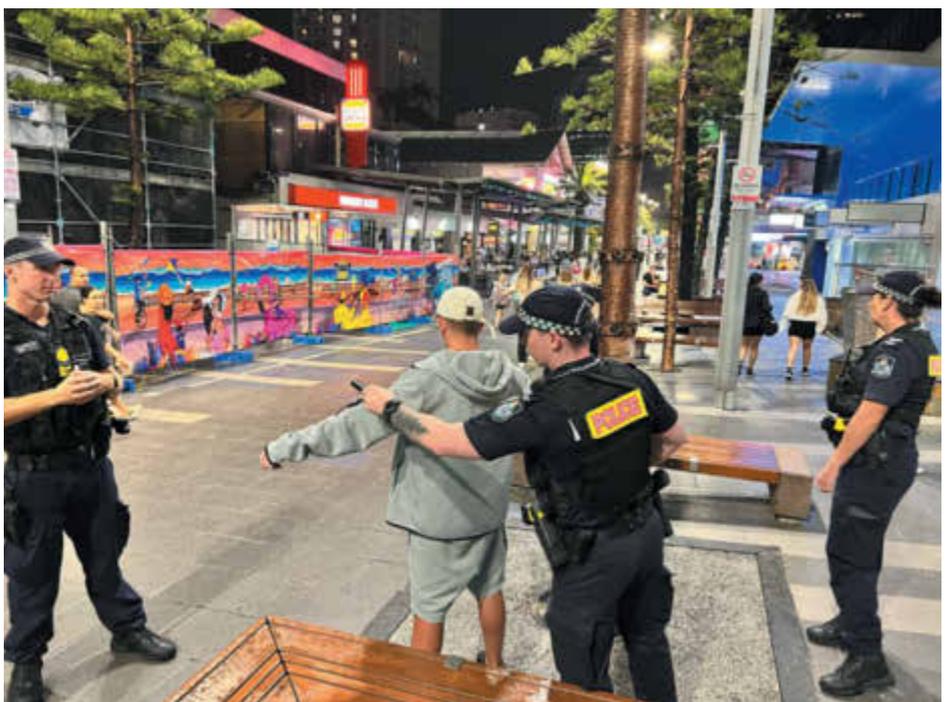
in the SNPs and that police could be assured their entitlements would be protected by the Government.

'The discussions with Government went smoothly when the Union explained the implications from a police officer's point of view if the SNPs were not funded,' General President Leavers said.

'It's just disappointing the QPS again dropped the ball on proper forward planning for such an important issue.

'However, I was not going to allow our members to be out of pocket, or watch the good work they have done in establishing proper staffing levels in the Safe Night Precincts disappear. Now it's up to the QPS to actually

**"The discussions with Government went smoothly when the Union explained the implications from a police officer's point of view if the SNPs were not funded."**



Money has been confirmed to continue overtime entitlements for Safe Night Precinct operations until mid 2022.

undertake advance planning and getting submissions processed in a timely matter for appropriate staffing levels in SNPs going forward.'

The commitment from the Palaszczuk Government will ensure SNPs at Airlie Beach, Brisbane CBD, Broadbeach CBD, Bundaberg CBD, Cairns CBD, Fortitude Valley, Gladstone CBD, Caxton Street Brisbane, Ipswich CBD, Mackay CBD, Rockhampton CBD, Surfers Paradise, Sunshine Coast, Toowoomba CBD, and Townsville CBD will continue to operate with appropriate staffing levels through 2022.

While many other Unions look towards winding down for the end of the year, strong, effective, and results-focused advocacy from the Queensland Police Union has guaranteed extra funding for the continuation of the overtime required to get the job done effectively.



*The good work of reducing late night violence in entertainment precincts will continue due to timely negotiations brought on by the Police Union.*

protection

Sometimes our protectors need protecting...

*for a fair and just outcome  
become a member*

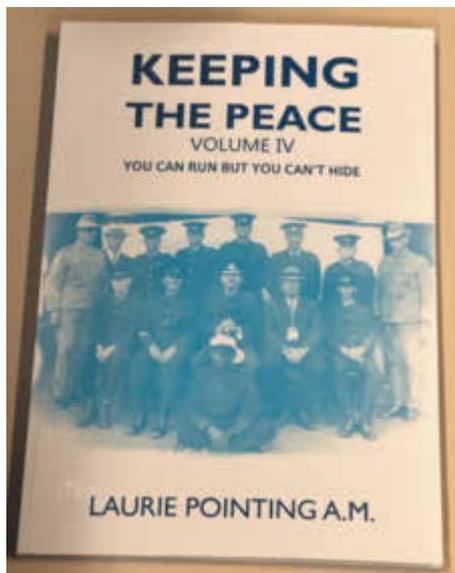
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# Book Review Keeping the Peace

By Darren Curtis

**Police are all fascinated to hear a good story. It's even more absorbing when it's based in solid truth, and that's the heart of the historical series in *Keeping the Peace* written by retired Assistant Commissioner Laurie Pointing.**



The Police Museum was overflowing with people attending the book launch who were keen to buy the 4 volumes of *Keeping the Peace*.

In November, Mr Pointing released the fourth edition of the *Keeping the Peace* books, documenting the history of the Queensland Police and the people who have served throughout its 157-year history. The book launch was appropriately held in the lecture room at the Police Museum in Roma Street Police Headquarters.

Attendees included many current serving police, along with a gathering of the 'old and bold', who some would say are bordering on legend status among the ranks of retired police. The event also drew together politicians from all sides of politics in a tribute to the status and longevity of Mr Pointing's career.

Former Shadow Minister for Police and Corrections Vaughan Johnson was full of praise for Mr Pointing's

ability to seek out stories of frontline policing that would otherwise never be recorded.

'Laurie brings the history of the Queensland Police Force into reality, letting the broader public know what police in the past endured, particularly in regional Queensland, and how they adapted to get the job done,' Mr Johnson said. 'Having an academic write these stories, you would never

get the detail or the complexities of what life was like for a copper in those early days.'

Volume Four highlights the careers of indigenous police trackers and in particular the life of Tracker Barry Port, who retired from duty in 2004 at the age of 71 after 35 years of service with the Queensland Police. Another incredible career is documented through the experiences of Tracker



Police Minister Mark Ryan, Vaughan Johnson, Laurie Pointing, and General President Ian Leavers at the launch of Volume 4.

George Musgrave, who started service in 1972 and for his efforts and knowledge was awarded an honorary doctorate in 2005 to become Dr George Musgrave.

‘This book highlights to me how the Police Service and individual police have always had a good working relationship with indigenous people,’ Police Minister Mark Ryan said.

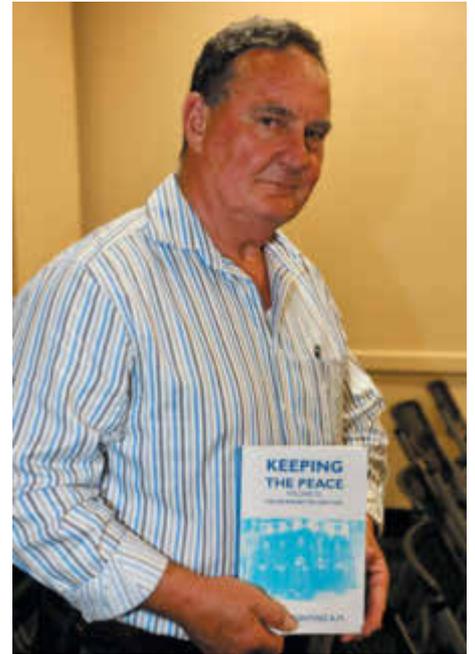
‘Their common goal was to work together to better support the broader Queensland community. By telling these stories, the wider community that doesn’t have a great awareness of this strong relationship can learn and understand how progressive Queensland was in its relationships between police and regional indigenous communities.’

voice to correct or colourfully instruct a recruit.

‘Laurie gives us an insight into Tom Molloy we probably never dared to even consider,’ Former Assistant Police Commissioner Paul Wilson said during the book launch.

‘He could instil great fear and many recruits regretted attempting to fool him. Laurie brings all of these great stories together and we need to retain them to acknowledge our history. Every volume of *Keeping the Peace* should be required reading for current police, and it is with great pleasure and privilege that I have written the foreword for this fourth edition.’

The Queensland Police Union are one of the major sponsors of the *Keeping*



Retired Assistant Commissioner Paul Wilson served with the author in 1990 and has commended Mr Pointing for a body of work that will be available for generations to come.

and communication skills is valuable, because it’s something only a police officer would really know. I’m really passionate about remembering the contribution of police to the people of Queensland.

‘Laurie also writes for the police who are no longer here, and importantly this gives their families recognition for their loved one’s service. That is something that doesn’t happen in



The book launch hosted by General President Ian Leavers drew bi-partisan political support from current and former MPs.

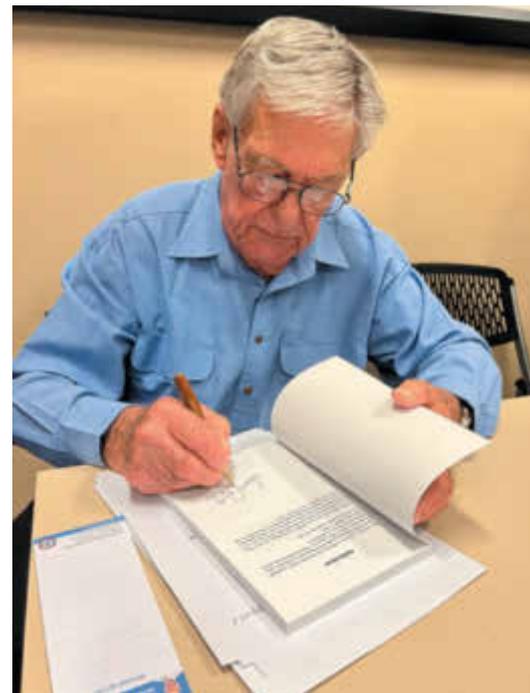
The book also pays credit to some pretty notable figures in Queensland policing, including Senior Technical Officer Patrick O’Brien, who became one of the country’s leading fingerprint experts. He is credited with developing the ‘super-glue’ technique that became revolutionary in revealing clear prints that would otherwise go undetected, along with his advances in footprints as evidence.

Another personality is Sergeant Tom Molloy who would be familiar to every recruit who passed through the Brisbane Police Depot from 1948 to 1980. The Irish-born officer never lost his accent and would use his booming

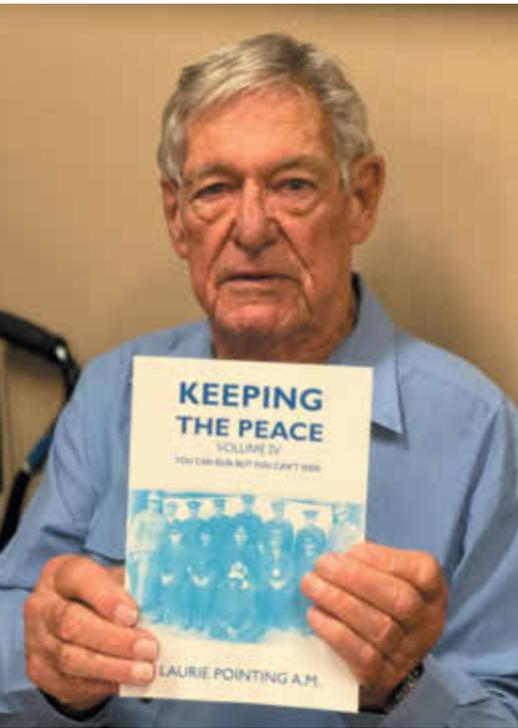
*the Peace* series and General President Ian Leavers officially launched Volume 4 to signify the release’s opening to public sales.

‘Laurie loves history: it’s important to remember what has happened in the past and to recognise those people who have helped shape the QPS,’ Mr Leavers said. ‘Without people like Laurie, it simply wouldn’t happen. Sometimes you have to read between the lines to get the full story, and Laurie leads us there to see things not captured in a bland police report.

‘The stories of how police adapted to situations and used their ingenuity



*Keeping the Peace* Volume 4 proved so popular it was launched initially in Brisbane and a second event was held in Townsville a few weeks later.



Laurie is preparing to compile Volume 5 of *Keeping the Peace* and is keen to hear from retired police with a few cracking yarns about life as an officer, and some of the more unusual elements of serving in Queensland.

any other forum. If Laurie is up for it, I think we would gladly assist in sponsoring volume five of *Keeping the Peace*.'

The author believes each edition of *Keeping the Peace* feeds a certain need in police; every fact demands evidence, and these volumes provide the truth of what it was like to serve as a police officer in Queensland.

'I'm quite flattered that there has been such interest in these books and the stories of the police who have served their communities and state proudly,' Mr Pointing said.

'Doing the research for these books has been wonderful, enlightening, and

pretty revealing about the contrasts in policing. I would really like to thank Ian Leavers because without the support of the QPU, so much of the history of Queensland Police would remain untold and never be documented.'

---

**Keeping the Peace Volume 4 is available to order online at:**  
[publish@boolarongpress.com.au](mailto:publish@boolarongpress.com.au)

*The price is \$30 and all proceeds are donated to Queensland Police Legacy.*

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A large advertisement with a dark blue background. On the right, there is a close-up photograph of a young child with light hair looking towards the camera, with a Queensland Police shoulder patch visible on a uniform. The text is overlaid on the left side of the image.

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need protecting...

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# Police Recipes

## GINGERBREAD MEN

Fancy a little mid-morning treat to tide you over until lunch? Or are the kids driving you crazy over the hols and you need to come up with something to keep them entertained? Either way, you can't go wrong with a quick gingerbread man session in the kitchen!

These biscuits truly are simple to make, and there's 30 minutes of down time in the middle to regain your strength between mixing and baking (hey, if the dough's got to rest, you surely do too).

Then there's the icing at the end, where you can really let your creativity shine through ... and if an eye's a little skewwhiff, or a bow tie is smudged, just blame the kids.

### What do I need?

- Butter, to grease trays
- 125g butter, at room temperature
- 100g (½ cup, firmly packed) brown sugar
- 125ml (½ cup) golden syrup
- 1 egg, separated
- 375g (2½ cups) plain flour
- 1 tablespoon ground ginger
- 1 teaspoon mixed spice
- 1 teaspoon bicarbonate soda
- Plain flour, to dust bench
- 150g (1 cup) pure icing sugar, sifted

### What do I do?

- 1). Preheat oven to 180°C. Brush baking trays with butter.
- 2). Use an electric beater to beat butter and sugar in a bowl until pale and creamy.
- 3). Add golden syrup and egg yolk and beat until combined.
- 4). Stir in flour, ginger, mixed spice, and bicarb soda.



- 5). Turn onto a lightly floured surface and knead until smooth.
- 6). Press dough into a disc and cover with plastic wrap.
- 7). Place in fridge for 30 minutes to rest.
- 8). Meanwhile, make icing. Place egg white in a clean, dry bowl.
- 9). Use an electric beater to beat until soft peaks form.
- 10). Gradually add icing sugar and beat until stiff peaks form.
- 11). Cover with plastic wrap and place in the fridge. *TIP: Can separate icing into different bowls and add different food colourings if you want to get ultra-creative with decorating.*

- 12). After 30 minutes, place dough between 2 sheets of baking paper and roll out until about 4mm thick.
- 13). Use a gingerbread man cutter to cut out shapes and place on trays about 3cm apart.
- 14). Repeat steps 12 and 13 with any excess dough until all used up.
- 15). Bake in oven for 10 minutes or until brown (or a little less if you like chewy biscuits). Remove from oven and transfer to a rack to cool.
- 16). Place prepared icing in a small plastic bag (or a number of small bags if you've prepared different colours). Cut a tiny hole in a corner of the bag. Pipe icing over gingerbread men to decorate.

Recipe source: Adapted from [taste.com.au](http://taste.com.au)

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

# Police Living

## QUICK CHARGE DUAL USB CAR CHARGER

There's a real frustration when you discover your phone hasn't charged properly as you head off to work, or when the iPad/QLite is running low on power during the shift. Powertech Plus has released a 5.4amp quick charger that has a 3amp port for super quick charge. The manufacturers claim it is up to 75% faster getting a device back to full charge than others on the market.

Besides the quick charge slot that is designated by the green tab inside the port, there's also a standard 2.4amp charging port as well. It fits into a standard cigarette lighter socket in a vehicle or boat. It works with both Apple and Samsung phones and tablet products, plus it includes short circuit and overload protection. There's a small built-in blue LED pin light between the two charging ports that illuminates to confirm charge is going through the device.

Keith from Jaycar is a fan of the charger:

*'This Qualcomm Quick Charger is really light weight, it looks like a plastic bullet, it doesn't break easily, and it fits easily into a pocket if you are moving between vehicles regularly,' he said. 'The good part is this charger doesn't heat up while it's being used. I've bought two of these to use in my car and my partner's RAM. I prefer to use the green tip port for my iPad and the second port for my phone, unless it's really rundown.'*

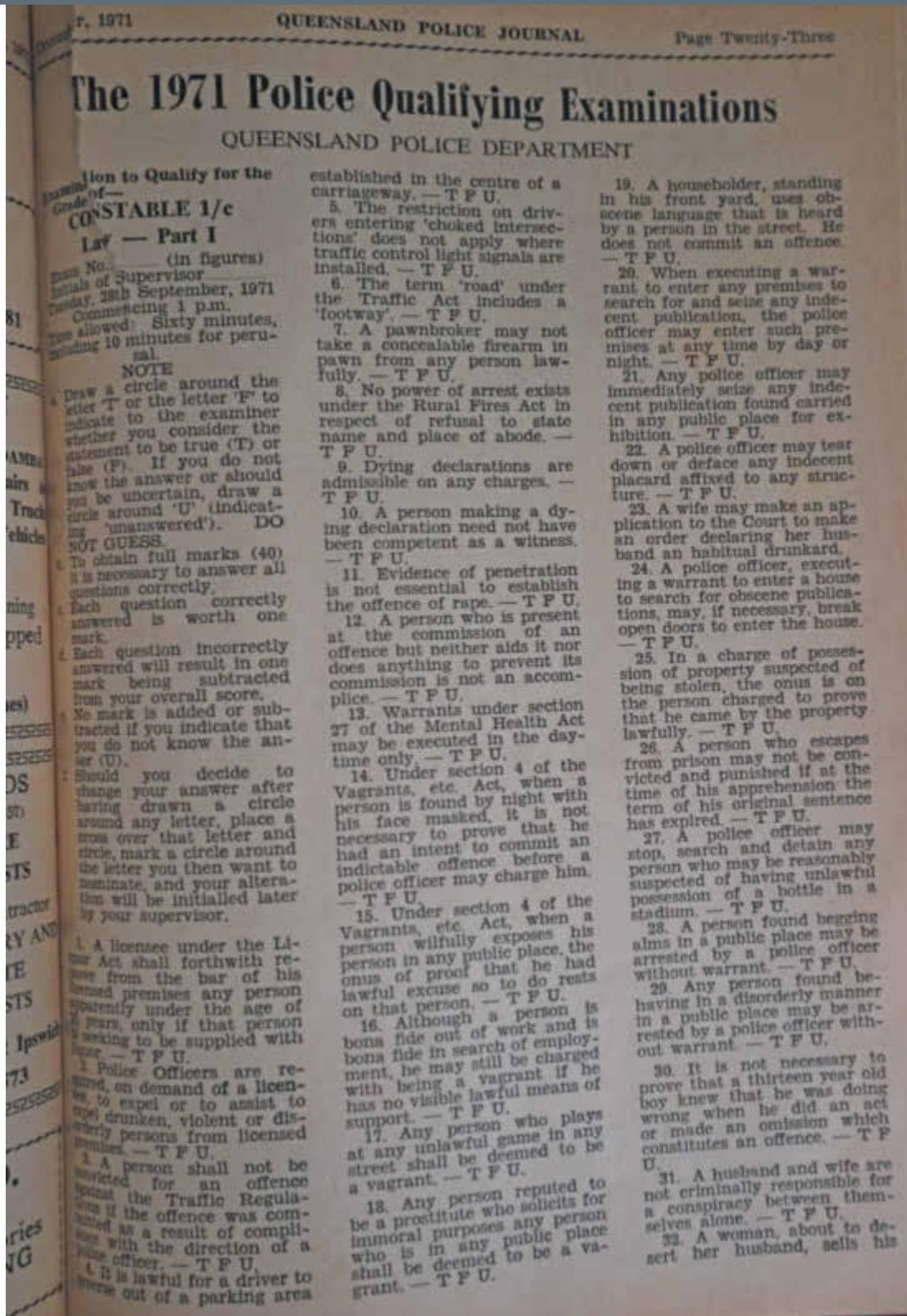
The Powertech Quick Charge Dual USB car charger can be purchased through any Jaycar store or online for \$29.95.

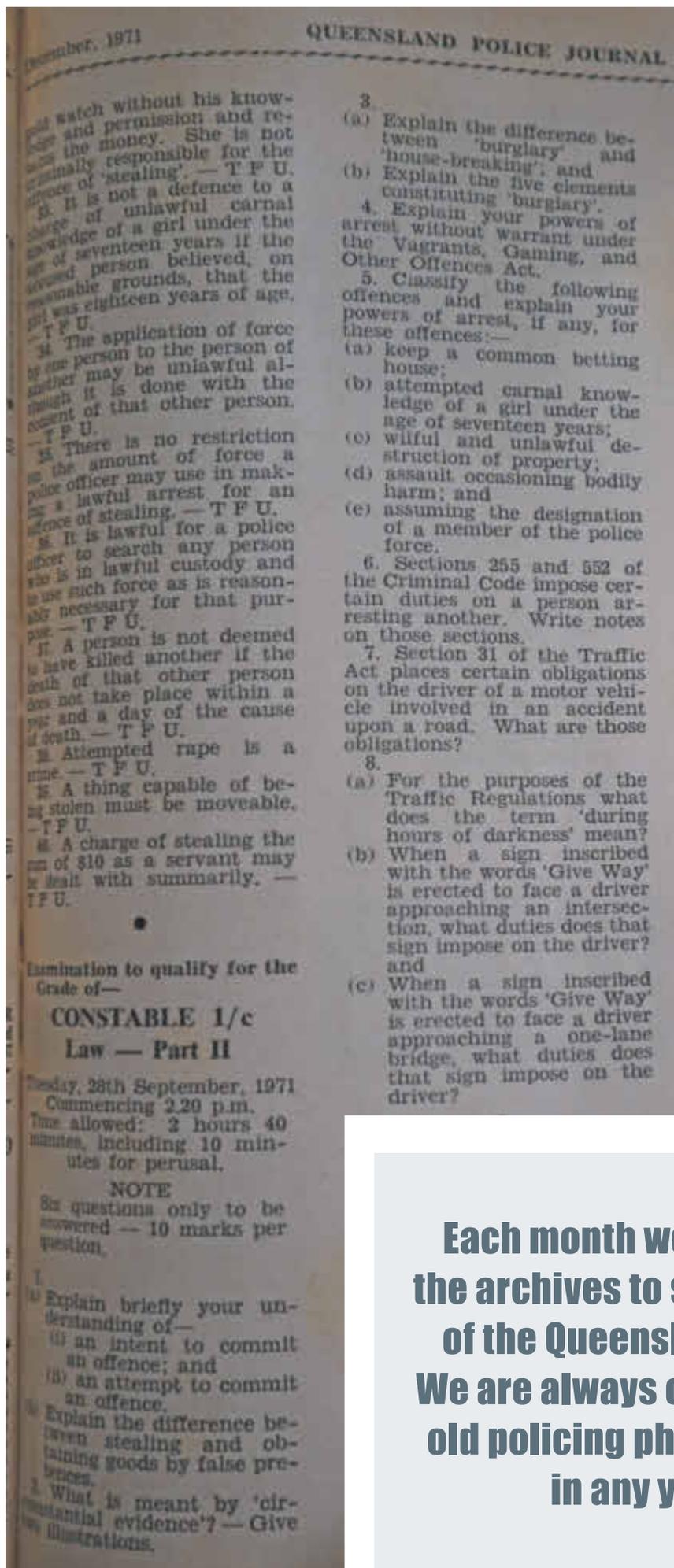


Got a photo of yourself amid some great scenery during recent travels? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au), and you might see yourself in the next Journal.

# From the Archives

## THE 1971 POLICE QUALIFYING EXAMINATIONS





**Examinations to qualify for the grade of Constable 1/c 50 years ago.**

Two exams, Law Part I and Law Part II, were held on Tuesday 28 September 1971.

The time allowed for Part I was 60 minutes, with 10 minutes perusal. Participants were to circle True, False, or Unanswered, and were advised: 'DO NOT GUESS'.

The time allowed for Part 2 was 2 hours and 40 minutes, including 10 minutes perusal. Six of the eight questions were to be answered.

*Published in the December 1971 Union Journal.*

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

# 2021 floods at Inglewood and surrounds

By Sergeant Chris Reeves

**The 2021 Inglewood floods will be marked down in close comparison to the likes of the '76 and '56 flood events which devastated much of greater south east Queensland and are a memory etched in the minds of the older generation. Some 45 years after the 1976 flood event, the 2021 event has been the first flood since then to break into the confines of town and be cause for the mass evacuation of the 850 people within the Inglewood community.**

**Inglewood**, which forms part of the Goondiwindi regional council, is nestled downstream of local tourist attraction Coolmunda Dam, which is home to water sports and fishing and had been near full capacity after the break in recent drought in early 2020. The Macintyre brook is the river system which flows

Inglewood/Coolmunda catchment as part of widespread rain which fell across much of the south east corner. Flood analysis still had not captured the magnitude of the water which was yet to be identified as entering the river system. Fast forward to 9:30pm and flood analysis was beginning to obtain and capture water height readings,

Police and other emergency services had the tall order of evacuating 850 people to evacuation points, with the water expected to inundate within three hours and reach a peak height within six hours of the evacuation order being given. At 12:51am, police abandoned the police forward command post which had been the local police station. Officer in Charge Sergeant Chris Reeves recalls the rate at which the water began to inundate the township.

**“Police and other emergency services had the tall order of evacuating 850 people to evacuation points, with the water expected to inundate within three hours and reach a peak height within six hours of the evacuation order being given.”**

from the dam and onward southwest through Inglewood, Goondiwindi, and eventually forms part of the greater Murray-Darling Basin.

The Macintyre brook system is renowned for its ability to capture large amounts of water and Inglewood residents who lived through '76 would attest to the speed at which fallen rain entered catchments through Coolmunda and then downstream towards Inglewood, causing major damage and evacuation at the time.

At about 4pm on 31 November, some 100+ mls had fallen within the

which painted a bleak outlook for downstream township Inglewood.

The official evacuation order was issued at 10:05pm with an expected river height of 11.7 metres forecasted within town. For those who know Inglewood or who have driven through the town, you will know that the town bridge as you enter from the east is the only way in and out of town.

This bridge marks a river height of 10 metres, and so the expected height would not only cover the bridge but inundate about 90% of the town.

‘We had been receiving updates on flood heights and encroaching waters throughout the evacuation,’ he said. ‘It wasn’t until I made a phone call from the front steps of the station that I realised the extent and speed of the inundation. From the steps of the station I could see an almost steady increase of water, and some minutes later we had abandoned the station.’

During the flood evacuation, police and swift water rescue were involved in some five swift water rescues of stranded motorists or residents throughout the township. At 5am the flood waters had officially peaked at a height of 11.4 metres, with 20 dwellings being majorly affected and some 80 more being moderately affected by

the flood waters. By 3pm the following day, 1 December, the flood waters had subsided to a point that the town was no longer water locked and emergency supplies and relief officers from all emergency services could assist in providing relief.

Floods are unlike other natural disasters: the clean-up of silt-filled muddy waters and debris is onerous, dirty, and time consuming. Sergeant Reeves recalls starting work the following morning after the floods to see a convoy of trucks, cars, and people throughout the Main Street beginning the clean-up.

‘It was quite remarkable to see people that we know had had their homes inundated forgoing cleaning their own homes to help clean and get local businesses up and running,’ he said.

The beauty of small town country policing is often best observed after such events, when all people band together as a community and support one another.

With any natural disaster, a loss of life is often the largest and hardest sacrifice a community can endure. As police and QFES conducted the safe return of all evacuees back to their homes, they were pleased to advise there were no missing persons and no persons unaccounted for.

‘2021’ has been etched and scribed on many homes, pub walls, and landmarks throughout the township and will no doubt provide the next generation of post ‘76ers with a realisation of how destructive and quick flood waters can inundate the Inglewood community.



*Inglewood police station.*

**“The beauty of small town country policing is often best observed after such events, when all people band together as a community and support one another.”**

For reference sake, the ‘76 flood waters recorded about another foot in peak height to that of ‘21, and had the expected height of 11.7 metres been reached, it would have been an almost identical flood event.



*Town of Inglewood.*



# Leave Entitlements

By Luke Hodge, QPU Industrial Officer.

## The QPUE Executive and Industrial Team have been fielding numerous rostering and leave enquiries leading up to the Christmas and New Year public holidays.

**Many** Government departments and businesses are looking forward to mandatory close downs and time with family, but for our members work will continue with the added responsibility of a continuing COVID-19 Operation and Strategic Realignment Project in full swing.

### **PUBLIC HOLIDAYS AND NIGHTWORK (Z/LAY DAY PROVISIONS) –**

*ER Bulletin 08/2020 and 11/2020 have been revised*

Many of you will be aware that due to the Wage deferral and your continued efforts during the COVID-19 pandemic the QPUE were able to negotiate additional entitlements to the benefit of our membership.

These new entitlements included a change to the previous provision of “no Rest Days (RDs) or PDOs on public holidays.” Whilst the intention and benefit remain the same, the new provisions allow for additional flexibility when required.

Members not on leave should either be rostered a work shift; or if not required to work a Rostered Public Holiday Off (RPHO) or a RD. If rostered a RD on the public holiday the member then accrues an “additional day off” to be taken within 12 months by negotiation between the member and their OIC (similar to accrued PDOs).

The following extracts from the ER Bulletins address some common

questions relating to this new provision:

#### Additional day off where a rest day falls on a public holiday

- *Xmas Eve – where a rest day falls on 24 December, an additional day off is only given to a non-commissioned officer where that officer performs ordinary hours past 6 pm on 23 December. If there is a clear 24 hours free of rostered ordinary hours prior to 6 pm 24 December, no additional day off is given.*
- *Other public holidays (excludes Xmas Eve) – normal rules apply where if a rest day is rostered on the public holiday, non-commissioned officers receive an additional day off.*

#### Z Day arrangements where series of night shifts commence or finish on a public holiday

- *Where the first night shift in the Z day arrangement commences on a public holiday, that day being a public holiday is recorded as a rest day, and the non-commissioned officer receives an additional off. The shift commencing on the public holiday is a public holiday shift and for OSA workers, is a public holiday shift worked for equity purposes;*
- *Where the first night shift in the Z day arrangement commences on 24 December, that day is recorded as a rest day, however an additional day off is only given where that officer performs ordinary hours*

*past 6 pm on 23 December. If there is a clear 24 hours free of rostered ordinary hours prior to 6 pm 24 December, no additional day off is given. The shift commencing on Xmas Eve at or after 6 pm is a public holiday shift and for OSA workers, is a public holiday shift worked for equity purposes;*

- *Where the last night shift in a series of night shifts under the Z day arrangement ends on a public holiday, that day being the public holiday is recorded as a Lay Day, and does not attract any additional day off.*

*For part-time officers:*

- *For a part-time non-commissioned officer where that officer is not rostered to work a shift on a public holiday, that day is not deemed a rest day for purposes of public holidays. Such officers receive no benefit when a public holiday falls on a non-working day;*
- *For a part-time non-commissioned officer where that officer is rostered to work a shift on a public holiday, the OIC will make a decision whether the part-time non-commissioned officer attends work on that day and receives appropriate penalty rates or gives the part-time non-commissioned officer a paid public holiday off. This decision should be reasonable and based on the operational load of the roster concerned.*

**COVID LEAVE**

*ER Bulletin 09/2020 has been revised by QPS Employee Relations*

Many members have already accessed some or all of their two (2) weeks COVID-19 Special Leave. For those who haven't or have planned to take some leave over the Christmas/ New Year period the following may assist in your decisions of when and how to take it.

The QPS have affirmed that all conditions that apply to Special Leave Full Pay apply equally to COVID-19 additional leave.

In addition, officers receiving Area Allowance as per clause 26 of the *QPS Certified Agreement 2019* will be entitled to receive payment of the allowance when accessing COVID-19 additional leave, including when not remaining in the community during the leave period.

Unlike Recreation Leave, public holidays that fall during Special COVID leave do not need to be taken as leave and an OIC may grant a member a RPHO. If the public holiday would have been a work day, a member may be debited leave for this day. If an OIC grants a RPHO during a period of COVID leave it is important to be aware:

Rostered Public Holidays Off (RPHO) once posted on a roster can be treated just as you would treat a Rest Day (RD). There is no requirement for you to hold yourself ready for duty or behave as if you are on-call. As sworn police you are always able to be recalled to duty by the Commissioner of Police and rosters can be changed through consultation with 24 hours notice or less if justifiable.<sup>1</sup> The notional shift attached to a

RPHO will influence how you are remunerated if you are re-called.

As always if you have any concerns or feel you are not being heard when you identify an issue locally please contact your Regional Representative or the QPUE Industrial Team in our Brisbane Office on 3259 1900.

<sup>1</sup> *Queensland Police Service Certified Agreement 2019* clause **10(27) Unless Justifiable** – shall mean a provision is to apply unless there is a justifiable reason for not doing so. A “justifiable reason” means an occurrence which is unable to be foreseen or planned for. The onus of proof falls on the Service to demonstrate and establish there was a justifiable need to adopt the particular practice if challenged. Each Award clause in which “where practicable” appears is varied to the extent of inserting the words “unless justifiable” in lieu thereof.

**Without us, you're on your own**

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950



# Gill v The Commissioner of Police

By Madelyn Rologas and Joshua Liddle, Gilshenan & Luton Legal Practice.

## Failure to tell accused why he was under arrest leads to acquittal for obstructing and assaulting police officer.

A man charged with assaulting and obstructing police has been acquitted on appeal in the District Court after the judge found that police failed in their duty to tell him why he was under arrest.

### FACTS

In the early hours of 10 April last year, police attended a residence in New Farm in response to a noise complaint and possible breach of Covid restrictions. Police managed to call out to the occupants from the street and the music was turned down. However, while at the scene, police discovered an outstanding search warrant for one of the occupants, Gill.

Police entered the unit and found Gill sitting on the couch holding a beer bottle. The arresting officer immediately told him that he was under arrest and directed him to put down the bottle and raise his hands.

Gill asked why he was under arrest but police restrained him without answering his question. The arresting officer eventually told Gill he was being arrested under a warrant.

Gill asked what the warrant was for and was told, 'We don't need to tell you what for right now. You've been told that you are under arrest'. After being arrested, Gill asked three more times what the warrant was for before he was eventually told that it was for failing to appear at court.

Gill was charged with obstructing and assaulting police in the course of

the arrest and was convicted after a summary trial in the Magistrates Court.

Police at trial said they did not look at Gill's history or the charge giving rise to the warrant. It turned out that Gill had earlier been charged with drink driving (0.051) and had entered an online plea of guilty, but did not realise he needed to appear at court.

### THE APPEAL

Gill appealed the decision and submitted that police failed to inform him of the reason for his arrest and the arrest was unlawful.

The offences of obstructing and assaulting a police officer (section 790 *Police Powers and Responsibilities Act 2000*) (the PPRA) require proof that the police officer involved was acting in the course of duties at the time.

**"The legislative requirement to inform a person of the reason for an arrest as soon as is reasonably practicable, if not followed, undermines a police officer's assertion of acting in the performance of duties."**

The appeal judge (Judge Rosengren DCJ) considered the terms of section 391 of the PPRA, which states that a police officer must, as soon as is reasonably practical after the arrest, inform the arrested person of the nature of the offence or warrant for which they are being arrested.



Judge Rosengren found that there were reasonable opportunities both before and after the arrest to inform Gill of the warrant and the nature of it, and that to do so, 'would have put the appellant on notice that to obstruct would be an offence'. Her Honour further stated that:

*'the legislative requirement to inform a person of the reason for an arrest as soon as is reasonably practicable, if not followed, undermines a police officer's assertion of acting in the performance of duties.'*<sup>1</sup>

This led her Honour to find that the arrest became unlawful at the point Gill had been denied information about

the reason for the arrest. The arresting officer was therefore no longer acting in the performance of police duties in arresting Gill and the PPRA offences no longer applied.

For those reasons, her Honour allowed Gill's appeal. He was acquitted of

both offences and his convictions and compensation order were set aside.

**CONCLUSION**

This decision highlights the need for police to comply with procedures and regulations when arresting a person.

suspect before advising the reason for arrest.

The arresting officer here tried to rely on the fact that Gill held a beer bottle to say that Gill posed a threat. However, after watching the body worn

**“The arresting officer’s mistake was to restrain Gill physically before telling him why he was under arrest.”**

Here, the arresting officer’s mistake was to restrain Gill physically before telling him why he was under arrest. Gill would not have had a defence if police had told him, before physically arresting him, that he was being arrested under a warrant for failing to appear at court.

There will undoubtedly be times when threats to an officer’s safety will require an officer to physically restrain the

camera footage, the judge rejected this argument and thought it was unreasonable not to explain to Gill why he was being arrested.

*Madelyn Rologas is a law graduate and paralegal with Gilshenan & Luton Legal Practice.*

*Joshua Liddle is an associate with Gilshenan & Luton Legal Practice.*

<sup>1</sup> At [42].

**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

# Police Health



**"My family's history in the police community dates to the early 1900s. My great grandfather, 'Willie' Hubert King, trained cadets for the Mounted Police force. My grandfather, Ken, and father, Chris, followed in his footsteps. While I didn't join the Force, they imparted one important lesson: never leave Police Health. You'll regret it if you do."**

**- Russell King, son of a third-generation police officer.**

'At 34 years old, just three months after we had our second daughter, my wife was diagnosed with Stage 4 breast cancer.

'She found a lump that didn't clear up, so went in for a check-up. That same afternoon, she had an ultrasound and biopsy, with a diagnosis the following day. By that Friday, she had a CT and bone scans, an MRI, a biopsy, and a double mastectomy.

'She got everything she needed done within a matter of a few days. Being



Stage 4, every minute mattered, and I doubt she'd still be here today if we had to wait around for two months.

**'Police Health covered everything. There were no out-of-pocket costs for my wife's treatment. There are no words to express how much we appreciate it.'**

Russell and his family have received more than \$150k in benefits from their Police Health policy.

'Because we were young, we had an air of confidence that we wouldn't need Police Health. The thought had even crossed my mind that we might be able to find coverage that's half the price, because we were fit and healthy.

**"Russell and his family have received more than \$150k in benefits from their Police Health policy."**

'Essentially, I became the sole carer for our three-month-old overnight. I was also taking care of our older daughter and being there for my wife as she faced a Stage 4 prognosis. We both weren't working, and I had no extra willpower to handle the financial side. I don't know how people without top-level health insurance handle that.

'Nearly six years on, my wife continues to get chemo-based infusions every three weeks, as her body's response to the drugs and chemo plateaued. A recent tumour grew on a nerve and affected her vocal cords. Because she's a lecturer, she can now only work one or two days a week.

**'Thanks to Police Health, we're not having to manage a second crisis – a financial one.'**

'This gives us the peace of mind to focus on my wife, as well as the kids. She's able to build a trusting relationship with the oncologist of her choice, who she sees regularly, and I can take the kids to the dentist and visit the physio without compromising or putting up with pain.

**'There's a big difference between 40 and 25 years old. If you're unsure about the value of being with Police Health or, like me, haven't served in the Force, take it from me – you'll be glad you stayed.'**

'I wasn't thinking about major health issues when I was 25. I was saving for a house and travelling the world. But this was the smartest decision I made for my family's health and finances.

'Everything has been so easy with Police Health. There are no hour-long wait times to speak with a representative. Everyone is responsive and truly cares. It feels like a small family practice, not a big corporate fund.

'While I didn't choose to become an officer, I have been looked after as if I had. My family went through the photo albums recently and found this.

'That's my grandfather, Ken King (far left), doing a caper. I doubt Workplace



Ken King (far left), doing a caper.

Health & Safety would let you do this today!

'Our family found a condolence letter from the Commissioner granting my grandfather access to sick leave pay during his own cancer battle. I resonate with what my grandmother went through.

**'To anyone who's going through this, just get through one day at a time. There's no point worrying what if the worst-case happens. Please don't suffer twice. Get up, live your life, and do everything you can to stay grounded in the day. You'll realise that the things that used to occupy your mind don't matter. Happiness lives in the small things.'**

'It's a sentiment for life that we can all benefit from.'



To join more than 65,000 other members of Australia's police community already enjoying peace-of-mind from Police Health's gold-tier insurance, call **1800 603 603** or visit **policehealth.com.au**



**Police Federation of Australia**  
**Queensland Police Branch**  
**ELECTION NOTICE - E2021/48**

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**Scheduled Election**

*Fair Work (Registered Organisations) Act 2009*

Nominations are called for:

**Central Region**

- Regional Representative (1)

**Far Northern Region**

- Regional Representative (1)

**Headquarters and Support Region**

- Regional Representative (1)

**Metropolitan North Region**

- Regional Representative (1)

**Southern Region**

- Regional Representative (1)

**Nominations**, which must be in writing and comply with the registered rules of the Organisation, may be made at any time from 12:00pm Australian Eastern Standard Time (AEST) 07/01/2022.

Additional forms are available from the Returning Officer.

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

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **not later than** 12:00pm Australian Eastern Standard Time (AEST) **on** 04/02/2022.

**How to Lodge Nominations**

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

**By Email:** A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to [IEBnominations@aec.gov.au](mailto:IEBnominations@aec.gov.au)

**PLEASE NOTE:**

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call to enquire about the status of your nomination.
4. The subject line of the email should include the reference: **'E2021/48 – PFA QLD Nomination – your name and region'**

**Withdrawing Nominations**

Nominations cannot be withdrawn after 12:00pm Australian Eastern Standard Time (AEST) on 11/02/2022.

### **Candidate Statements**

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00pm (Australian Eastern Standard Time (AEST)) on 04/02/2022 can be accepted.

Each candidate may submit a supporting statement for their candidature which:

- (i) is to be submitted with their nomination;
- (ii) is on a single (one sided) A4 sheet;
- (iii) may include statements, photographs and/or images
- (iv) submitted as a word document

### **Voting Period**

The ballot, if required, will open on 04/03/2022 and close at 10:00am Australian Eastern Standard Time (AEST) on 15/04/2022.

### **Scrutineers**

A form is available from the Returning Officer for the purposes of appointing Scrutineers. Each candidate may have only one (1) scrutineer.

### **Other Information**

Changed Address? Advise the Organisation now.

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

Eric Tran  
Returning Officer  
Telephone: 02 9375 6375  
Email: IEBevents@aec.gov.au  
07/01/2022



# Nomination Form



## Police Federation of Australia - PFA - Queensland Police Branch Scheduled Election E2021/48

**CANDIDATE:**

Full Name (Print clearly)

**Membership Number:**

(Print clearly)

**For the office of:**

**Regional Representative**

**Location:**

(Branch/State/Region)

**Name for ballot paper:**

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

**Nominator/s (at least three (3) members from the same region)**

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

<b>NOMINATORS</b> Full Name (Print clearly)	<b>Membership Number</b>	<b>SIGNATURE</b>	<b>DATE</b> ____ / ____ / ____
			____ / ____ / ____
			____ / ____ / ____
			____ / ____ / ____
			____ / ____ / ____

**CANDIDATE'S CONSENT**

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

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

Personal email: \_\_\_\_\_  
(AECs' preferred method of communication)

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Signed: \_\_\_\_\_ / \_\_\_\_ / \_\_\_\_

Please see instructions on the next page

## **Lodging Nominations**

Nominations open on 07/01/2022 and must reach the Returning Officer, Eric Tran not later than 12:00pm Australian Eastern Standard Time (AEST) on 04/02/2022.

Nominations cannot be withdrawn after 12:00pm Australian Eastern Standard Time (AEST) on 11/02/2022.

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

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

**By Email:** A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to [IEBnominations@aec.gov.au](mailto:IEBnominations@aec.gov.au)

### **PLEASE NOTE:**

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call to enquire about the status of your nomination.
4. The subject line of the email should include the reference: **'E2021/48 – PFA QLD Nomination – your name and region'**

## **Acknowledgment**

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

## **Candidate Statements**

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00pm (Australian Eastern Standard Time (AEST)) on 04/02/2022 can be accepted.

Each candidate may submit a supporting statement for their candidature which:

- (i) is to be submitted with their nomination;
- (ii) is on a single (one sided) A4 sheet;
- (iii) may include statements, photographs and/or images
- (iv) submitted as a word document

## **Scrutineer Appointment**

A Scrutineer Appointment form is available from the Returning Officer. Each candidate may have only one (1) scrutineer.

Eric Tran  
Returning Officer  
Telephone: 02 9375 6375  
Email: [IEBEvents@aec.gov.au](mailto:IEBEvents@aec.gov.au)

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



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Summer 2021



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### GETTING GOING AGAIN

All branches have survived the pandemic very well and are coping with requirements, some of which may stay in place indefinitely. Recent luncheons were held as follows:

Near North Coast on 13 October (I was able to attend); Mackay Whitsunday was held on 15 October (I was able to attend); State Secretary Patricia Holden and State Treasurer Jillian Steinkamp were able to attend the Logan-Beenleigh luncheon on 21 October; Senior State Vice President Bob Pease and I attended the luncheon of Darling Downs branch on 28 October; Rockhampton's dinner on 15 November was attended by State Secretary Patricia Holden and Past State President Mick O'Brien; on 24 November I was able to attend the Sunshine Coast luncheon; on 1 December State Secretary Patricia Holden attended Townsville's luncheon; and on the same day I attended the one held by Bundaberg branch. On 9 December I attended the luncheon held by Ipswich branch.

#### DETECTIVE APPOINTMENT CERTIFICATES

The State Secretary has put together a list of 114 requests from members to be issued with a Detective Appointment Certificate by the Queensland Police Service. Hopefully these will be issued in due course.



*Col Sullivan receiving his Life Membership Plaque from State President Greg Early at the Darling Downs Luncheon on 28 October 2021.*

#### NEW MEMBERS

Former Acting Inspector Martin Schofield Turpin, State; former Senior Sergeant (Victoria Police) Kevin James Hine, Far North Queensland; former Constable 1/c Leslie Ian Korner, Logan-Beenleigh; and former Detective Senior Sergeant (ACT Police) Peter Alfred Cole, Darling Downs.

#### NEW ASSOCIATE MEMBERS

Diane Crawford, spouse of member Trevor Crawford, Far North Queensland; Rosemary Ann Hine, spouse of new member Kenneth James Hine; and Desley Margaret Matthews, spouse of member Bob Matthews, Gympie.

#### QRPA CERTIFICATES

##### Veteran Member

(over 75 years and 10 years continuous financial membership) Gary Ian Cotterill, Gympie; Stanley Bevin Kruger, Sunshine Coast; Donald Alfred Charles McLeod, Redlands; Ronald James O'Brien, Darling Downs; Gregory Edward Rainbow, Sunshine Coast; Raymond Henry Clarke, State; and Arthur John Law, Near North Coast.

##### Veteran Associate Member

(over 75 years and 10 years continuous financial membership) Lola Doris Wagner, Logan-Beenleigh; Thelma Downs, Mackay-Whitsunday; Norma Jessie Palin, Townsville; and Noelene Mary Ladlay, Ipswich.

##### Senior Member

(over 65 years and 10 years continuous financial membership) Ian William Ferguson, Logan-Beenleigh and Paul Anthony O'Dea, State.

##### 90 And Over

Clyde Wilkie Dixon, 92 years on 30 October, State; Joan Ehlers, 91 years on 29 October, Redlands; Bernard Barry Ingham, 91 years on 15 October, Redlands; James Rodney Lamont, 90 years on 2 October; Horace Connor Robertson, 92 years on 23 October; Evelyn Maude Staib, 90 years on 25 October; William George Anderson, 92 years on 11 October; Esmae Ann Haupt, 92 years on 24 November; William Stanley McDonald, 91 years on 15 November; Constance Caroline Schultz, 92 years on 27 November; and Hurtle Roy Shepherd, 100 years on 1 November.

#### OBITUARIES - May they Rest in Peace

##### Members

Veteran Member and former Sergeant Colin David Bruce Duncan, 16 September, aged 77 years; Veteran Member and former Senior Sergeant Rodney Neil Hunkin, 16 September, aged 77 years; Member and former Detective Sergeant 1/c John Eric Soppa, 1 October, aged 76 years; Veteran member and former Secretary of the QPF Brian John Gallagher, 27 October, aged 89 years; and Veteran Associate Member James Rodney Lamont, 29 October, aged 90 years.

##### Non-members

Former QPS officer Stephen Murray Howlett, 5 September, aged 52 years; former Detective Sergeant Dennis James O'Donnell, 20 September, aged 71 years; former Senior

Sergeant Edward Arthur Ledbury, 31 October; former QPS officer Christopher John Peters, 30 October; former Queensland police officer Arland Raymond (Ray) Morrison, aged 84 years; retired Inspector Kevin Henry Tronc on 31 October, aged 81 years; former Snr Sgt Edward Arthur (Terry) Ledbury on 31 October, aged 71 years; former QPS officer Christopher John Peters on 30 October; and former Queensland Police Inspector John August Schultz on 27 October.

### Serving Member

QPS public servant Donna Farkas, 10 October.

## AROUND THE BRANCHES

### BUNDABERG

Meeting held on 24 September. Several members attended the funeral of John Hooper on 6 September. Welfare: Bob Hayes and Keith Lipp are going okay. John Read is recovering well from hip surgery, as is Lou Pukallus from shoulder surgery. Cec Austen is going okay and his wife Hilary recently underwent day surgery. Stephen Allen was presented with his Senior Member's Certificate by President Grannie Pearce. Twenty members indicated they would be attending the NPRD service at the Uniting Church. Stephen Allen was to be the flag bearer. Appreciation was shown to Robyn and Rowan Bond for hosting a BBQ at their residence on Fathers' Day. Congratulations were extended to John Lewis for his efforts on the branch newsletter. Rod Strong is now the branch's official photographer. Meeting held on 29 October. Welfare: Bob Hayes is going as well as can be expected. John Read is recovering well from hip surgery. Ken Strohfeldt is going okay and is now in touch with the Toowoomba branch. Planning is well in hand for the 1 December annual luncheon.



*President Grannie Pearce presenting Vice President Steve Allan with his Senior Member Certificate.*

### GOLD COAST

Meeting held at the Currumbin RSL Club on 5 October. Vice President Col Sullivan welcomed all to the meeting and said a few words about the passing of member John Soppa. Col later dedicated the reading of the Ode to John. Darren Soppa, John's son, later thanked members for the friendship shown to his father. A great afternoon was enjoyed by those who attended the social get together at the Lonestar Tavern on 30 September. A social get together was held at the Paradise Point Bowls Club on 28 October. Welfare: Neil Raward is currently receiving palliative care at his home and is spending some time documenting his stories on Facebook. Ron McDonald has had a cancer removed from his scalp,

Associate Member Raelene Williams (White Lady Funerals) is recovering from a torn hamstring, and Beverley Robertson is experiencing severe lupus issues. Guest speaker: Andrew Csabi, a Bali bombing survivor. Meeting held on 1 November at the Southport RSL Club. President Russell Robertson welcomed all to the meeting with a special welcome being given to Neil and Carol Raward. Russell congratulated Vice President Col Sullivan on being presented with his Life Membership plaque recently. Fourteen branch members enjoyed the October social get together held at Paradise Point Bowls Club. The last get together will be held at the Southport Sharks on 25 November. The Christmas luncheon will be held on 10 December at the Lone Star Tavern, Mermaid Waters Hotel. The 2022 meeting and social calendar is being prepared. Welfare: Beverley Robertson is experiencing severe lupus issues and Welfare Officer Col Sullivan visited Roy Graves.

### GYMPIE

Meeting held at the Tin Can Bay Country Club on 6 October. President Keith Bunkham. Landis Crosby was able to attend the meeting. President Keith Bunkham mentioned a visit to Landis at Standown Park which was originally set up for the benefit of Vietnam veterans but has since become a regular caravan park. On 22 September some 14 members visited the Park and had a fantastic morning tea, which was supplied by Gympie branch ladies. Landis gave a history of his service with the United States Army and his time in the QPF. On NPRD, 12 members and associates attended the service at the Anglican Church in Lady Mary Terrace. Secretary Veronica Kane carried the QRPA flag for the service. Welfare: John Gordon has taken over the role of Tin Can Bay Welfare Officer from Annabell Andrews. George Moczynski is recovering slowly but well from open heart surgery. Kevin Lewis is on the mend after having a fall and fracturing his pelvis. Frank Davey was recovering from surgery on his lung. Peter Eiby is not at all well and now cannot attend meetings. Bill Sprenger has settled into the nursing home at Cooroy.



*Members and associates who attended the Gympie NPRD service.*

### LOGAN-BEENLEIGH

Meeting held on 21 October. President Gerry Stevens welcomed back Bob McLagan from the Sunshine Coast branch, and also new member Leslie Korner. State Secretary Patricia Holden presented John Enright with his life member plaque and gold badge. Lola Wagner was presented with her Veteran Associate Certificate by President Gerry.

Branch Chaplain Reverend Peter Palmer was thanked for hosting this year's National Police Remembrance Day service at St Georges Anglican Church at Beenleigh. The service was attended by several branch members. Welfare by Eileen Riley: David James has had another short stint in hospital but was on holiday relaxing. Nev Hunsley was settling in at Logan Reserve Arcare at Halcyon Way, Logan Reserve. Tom Van Zyl was at the meeting and it was for him to be seen up and about after his surgeries. Guest speaker: Assistant Commissioner Brian Codd who provided some very disturbing statistics relating to reported domestic violence in Queensland. He further advised that policing is shifting from incident response, away from enforcement and towards assessing the respondent in the incident and different ways to resolve issues other than in the justice system. He firmly believes that the QPS has the support of the Queensland public. Twenty-two persons went on the bus trip on 23 September which saw them visiting the Queensland Police Museum, having lunch, and wandering around the QPS Remembrance Walls in the Botanic Gardens. Meeting held on 18 November. President Gerry Stevens welcomed all to the meeting. President Gerry presented Leslie Korner with the following Medals: National Police Service Medal, National Medal, and the Queensland Police Service Medal with 15-year clasp. Guest speaker: Branch Secretary Kevin Francis who is employed part time as a Community Board Member with Parole Board Queensland. Kevin provided information concerning the Board and how it works now in comparison to how the Board operated prior to the Queensland Parole System Review Report 2017. Welfare: Eileen Riley advised many members have had bouts in hospital and procedures and tests this year. Thankfully most are now back to full health or on the road to recovery. Rosemary advised that Nev Hunsley is frustrated at his inability to walk or converse but he seems to be slowly settling into his new environment.

### SUNSHINE COAST

Meeting held on 26 October. A special welcome was given by President Dick Turpin to Mark Dargusch, son of Branch Treasurer Roly Dargusch, who attended despite having some health issues in recent times. Welfare Officer Dick Turpin advised the meeting of the welfare of the following: Denis Arndt, John Bosel, Allan Dean, Trevor Chalk, Jack Dunn, Basil and Alma Glover, Roly Dargusch, Barrie Johnson, Horrie Robertson, Bruce Shillington, Wayne Woods, Geoff Smith, Tom Strain, and Ian McIntosh. The 2021 annual luncheon was held at Headlands Golf Club on 24 May. Sixty-one members and guests attended. Sponsors who attended were Vicki Stewart of McGrath Realty, Luke Gregson of Gregson and Weight Funeral Directors, and Kym Presgrave, Queensland Medals and More (Mark Newton of KAM Automotive sent his apology because of work commitments). Special guest: Superintendent Craig Hawkins, Sunshine Coast District Officer. He later addressed the gathering on important aspects of policing on the Sunshine Coast. Vice President John (Whiskey) Walker excelled as MC, with quite a deal of

improvement in his jokes. It was great to have Betty Taylor, Muriel Johnson, and Basil and Alma Glover at the luncheon along with travellers Lawrie and Ruby Witham and Wayne and Janette Browning. The only downer on the day was the absence of Roly Dargusch, much valued Treasurer, who because of ill health was unable to attend. However, as he has done for many years in regard to the luncheons, Roly was responsible for a great deal of the organising for which everyone present showed their appreciation. Roly's son Mark attended and welcomed members and guests as Roly has done for many years.

### SOUTHERN DOWNS AND GRANITE BELT

Meeting held on 5 November at the Warwick Golf Club. Due to travel restrictions, President Laurie Bell was unable to attend the meeting. Vice President Tim Battle chaired the meeting. Five members attended the Darling Downs branch's luncheon. Welfare: Maureen Love has undergone planned surgery at St Vincent's Hospital in Toowoomba and is now resting at home. New members Ian and Teena Fox were welcomed by the Vice President. Ian provided a rundown on his career as a police officer, which was expansive and very interesting. His experiences while a member of the AFP involved several high-profile investigations in various parts of Australia.

### ROCKHAMPTON

Meeting held on 6 October. President Barry Self advised the meeting of the passing of Veteran Member Col Duncan and a minute's silence was observed in Col's memory. Barry gave feedback on the BBQ at Cockscomb Retreat, the Prayer Vigil, and the National Police Remembrance Day march and service. A social evening was held at Cockscombe Retreat on 30 October. Meeting held on 3 November. President Barry Self advised the meeting of the passing of Iris Kelly, widow of the late Senior Sergeant Jack Kelly, former officer in charge of North Rockhampton station. Sixty-two members and guests attended the branch's 39th annual dinner held at the Frenchville Sports Club on 15 November. Special guests included QBank Director Dan Keating, past State President Mick O'Brien, State Secretary Patricia Holden and husband Darryl, QPS Inspector Mark Burgess, new Associate Members Graham and Rose Swadling, Police Chaplain Glenn Louttit and wife Collette, Mick Harvey (Bundaberg branch), Dennis and Denise Hansen (Mackay branch), Darryl Saw, Dennis Connolly, and Keith and Gail McCann (Gladstone branch) and Nick Quigly, Secretary of the Cockscombe Veterans Bush Retreat. A multi-draw raffle was conducted and an early count suggests it raised \$700 which will be donated to the Queensland Police Legacy Scheme. Some 60 prizes were donated for the raffle. A special thank you was extended to Terry and Robin Hanly for the donation of the lucky door prizes, two sapphires. Sergeant Jon Cookson, Rockhampton District Office, gave a rendition on his bagpipes (he officiates on NPRD for the branch).



*Rockhampton 2021 NPRD service: Flag Bearer Adrian Martion, Granddaughter Lacey and President Barry Self.*



*Rockhampton members leading the 2021 NPRD march.*

## MACKAY

Luncheon held on 15 October. Thirty-four members and guests attended. Special guests included Rev Glenn Louttit and his wife Collette, Acting Superintendent Glen Haughton, Detective Inspector Tim Armitt, Acting Inspector Mick Searles, Director of QBank Paul Wilson, and sponsor Tina Burger. Barry Downs was presented with his Life Member plaque and gold badge by State President Greg Early. Also present for this presentation were Senior Magistrate Damien Dwyer, barrister Paddy Cullinane, and two probation and parole officers from the Court House where Barry worked on security for many years. Arthur Brookes was the winner of the major raffle, a QPS badge which was kindly donated by Dave and Pat Gray. Nineteen smaller raffles were drawn with the assistance of Bev and Donna Houley. Meeting held on 20 November. Welfare by Barry Downs: Since the last meeting I have had contact with Bob Maher, Craig Joy, Ray Hodgson, Bev Houley, Arthur Brooks, Merv Fisher, and Lorraine Duncan. Ray Hodgson has authorised me to let everyone know that as a result of his last battery of tests, his specialist has advised that at this time Ray is cancer free. (When this news was received it resulted in a hearty round of applause.) Secretary Dennis Hansen advised that former member Nev Ingram, now a member of Townsville branch, is not in good health and was at the time of the meeting in hospital in Townsville. The funeral service for foundation member, Former Welfare

Officer and Vice President Col Duncan, was well supported by branch members and members of the QPS. Police Chaplain Glenn Louttit was praised for his presence from Rockhampton prior to the service and for conducting the service with assistance from celebrant Doug Austin. The candlelight vigil on 28 September and the NPRD march and service on 29 September were well supported by branch members and associates.



*At the luncheon: Secretary Dennis Hansen, State President Greg Early, Life Member recipient Barry Downs and QBank Director Paul Wilson.*

## IPSWICH

Meeting held on 14 October. Welfare by Bruce Raymond and John Hawkins. Barry Cannon spent seven days in the Mater Hospital with fluid on his lungs. Bruce visited Jim Curley, Greg and Mary-Lou Polzin, and Diane Bird. At the time of the meeting, Diane was a patient at Ipswich General Hospital after suffering a broken wrist. John had been in touch with Vince Buetel and Cec Horne and intended to visit Ken Farquharson following the meeting. Di's report: Di was arranging a coffee/chat with some of the police widows. Guest Speaker: Ipswich Mayor Teresa Harding, who provided an overview of her role as the first female mayor in the history of Ipswich City Council, as well as future programs her Council is developing. Superintendent Geoff Sheldon, Gold Coast District, provided some very interesting and humorous facts surrounding theories of crime and the full moon. Geoff has apparently spent considerable time and money in pursuing and analysing data with the lunar theory versus crime rate. Police Legacy morning tea on 11 November. Member Bruce Raymond acted as MC for the function. He and President Ken Morris welcomed all to the gathering with a special welcome being given to NRL super coach Wayne Bennett, who thrilled the audience with his address. He said he set three goals for himself while a youth: become a police officer, play rugby league for Australia, and not drink alcohol, and with a lot of hard work in gaining the first two goals, he achieved all three. He also said that team work learned while a police cadet and officer had fashioned a disciplined and dedicated team player: an essential part of his coaching career. Director of QBank Paul Wilson spoke on the success of the bank and on legacies we leave behind. Inspector Michael Ede, as Chairman of the Queensland Police Legacy Board, spoke about its 50th year of operation and the progress made over all of those years. He was supported by Acting Senior Sergeant Renae Tulacz,

a legatee, who is now stationed at Yamanto police station. With the aid of a Power Point presentation, she indicated how Police Legacy had supported her and her mother, who was a surprise guest, from when she was a baby and onwards. She gave an inspiring and touching story of her life, which was aided enormously by Police Legacy. Vice President Dan Murdoch and Renae oversaw the drawing of prize packages for donors of \$100 or more. Prizes were an accommodation package from Star Treasury Casino, three hampers from MPs Jim Madden and Jennifer Howard, two \$100 vouchers from the PA Hotel, and a \$25 voucher from Dan Murphy. The raffle was perhaps the largest ever assembled at our functions and was well controlled by Matt and Elaine Dale with the support of John Hawkins and Gareth James. Dan Murdoch auctioned an Australian touring team cricket bat donated by Grant Hackett and raised \$500 for his effort. The total amount raised will be announced when all invoices are in and a cheque will be presented to Secretary/Manager of Police Legacy Andrew Gough at the Christmas luncheon.

### TOWNSVILLE

Meeting held on 6 October. Welfare: Gordon Thomas advised that at the time of the meeting Jim Lamont was quite ill in hospital. He and Ian Palin were unable to visit him. A GOOD ONYA (Over Ninety Years Award) was left for Jim at the hospital. An OBE (Over Bloody Eighty) card was made for Pam. Fred Angus had been having trouble with his back but was slowly improving, while Laural was still having trouble with her feet. Horst Sauer said that although he had retired as a full time Police Chaplain, Father Dave Lancini was still visiting the local hospitals. The annual luncheon was held at the Rising Sun Hotel on 1 December. Meeting held on 3 November. A special welcome was given by President Merv Johnston to Fred and Laural Angus from Ingham. This was the last meeting to be held at Carlyle Gardens Restaurant. Welfare: Ian Palin has been keeping in touch with Brian and Margaret Hooper. At the time of the meeting Gordon Thomas was in the Townsville University Hospital after suffering a stroke. He managed to get out of the hospital for a short time to help Wendy celebrate her 80th birthday. Jim Lamont's funeral had been held as a private family affair and the family invited members to a wake which was held on 28 November. John Urquhart will be representing the branch at the next police induction parade. Guest speaker for the day was Tony Goddard who indicated how he participated in the 2021 Wall to Wall Ride. Veteran member and former Superintendent Fred Angus has gifted to Senior Sergeant Geoff Bormann, OIC Ingham Station, a valuable sketch of Ingham police station which was built in 1884 and replaced by the current station, construction of which commenced in 2004. The sketch is by Forrest Beach artist Barbara Horsely who paints under the name of Barbara Saxton and was given to Fred on his retirement in 1994. Fred served as Senior Sergeant at Ingham in the mid 198's and retired as Superintendent in charge of Cairns police in 1994.



*Wendy and Gordon Thomas on the occasion of Wendy's 80th birthday.*



*Senior Sergeant Geoff Bormann receiving a print of the former Ingham Police Station from Fred Angus.*

### GLADSTONE

Meeting held on 6 October at Main Gazebo, Millenium Esplanade, Tannum Sands. Visiting Gympie branch member Tonya Carew is now residing in the Biloela area and her transfer to Gladstone branch was noted. Welfare Officer John Sayre reported that he had spoken with Graham Cousins at Awoonga Dam. Graham advised that he was going okay but still having knee problems which he can't do anything about. Wayne Lamb had advised that all was good and he was doing okay. Mike and Irene Ball were present, are going okay, and Mike is still receiving treatment. John and Val Catterson and Glen Josefski are all going okay. Meeting held at Tannum Sands Hotel on 3 November. Visitor Sergeant Vicki Dredge recited the Ode and one minute's silence was observed. John Sayre gave the welfare report: John and Val Catterson are going well. They have settled into their new home. Val's ailments are ongoing but under control. Dave Thomas has had tests for his medical condition and is still waiting results. Ann Vidler is doing okay and hopes to get out for Christmas. Ross and her daughter are doing well. Jim Winn reported all good and advised that people will have to call him Star Trek from now on because after his ear operation he has two points on top of it. Apart from that he is happy with his lot. Keith McCann advised that he took Graham Cousins to Keppel Sands to visit a friend they were sworn in with and had a good day. Graham has lost some weight and his leg seems to be coming good. Keith saw Peter and Helen Vale and they are going okay. Darryl Saw reported

that Glen Josefski is still going okay. Sergeant Vicki Dredge, Domestic Violence Co-ordinator, addressed members on domestic violence matters and the local support group and handed out information packages. The branch will donate \$100 to the local support group to assist with support of victims. Several members attend the Rockhampton branch annual dinner on 15 November and Bundaberg branch annual luncheon on 1 December.

### DARLING DOWNS

Meeting held on 14 October. President John Sullivan welcomed Peter Cole to the meeting. John Lear is going to attempt to design a suitable logo to celebrate the QRPA's 90th anniversary. Welfare: Ray Briese was hospitalised prior to the meeting but had returned home and all was well. John MacKay was presented with his Veteran Member Certificate by President John Sullivan. Visitor Peter Cole gave a rundown of his service with the ACT police and soon afterwards his application to join the QRPA was recommended for approval. The annual luncheon was held on 28 October at the Toowoomba TAFE College. Fifty-one members and guests attended. Special guests were Director of QBank Paul Wilson, Acting Inspector Fiona Hinselwood, representing the District Officer of Toowoomba District, State President Greg Early, and Senior State Vice President Bob Pease. Mention was made of the poor health of Faye Hohenhaus, widow of former Life Member and Superintendent Graham Hohenhaus, and also of Graham's extensive involvement in all of the branch's activities and particularly the Memorial Wall. State President Greg Early produced and read a large poster about the Wall which was displayed at the Police Expo held in 2015 to Celebrate 150 years of policing in Queensland. The wording on the poster was prepared by Graham. Appreciation was shown for Graham's dedication to the branch by acclamation. As usual, an excellent buffet was served to those present by students under the supervision of instructors. Meeting held on 18 November. Welfare: John Sullivan reported that Ray Briese was recovering from his recent operation. Bob Scarff said that Faye Hohenhaus had recently undergone chemotherapy treatment and her two daughters were looking after her. The branch's Christmas function was held at Club Toowoomba on 9 December.



President John Sullivan presenting John MacKay with his Veteran Member Certificate.

### NEAR NORTH COAST

The annual luncheon was held on 13 October at the Caboolture Central Sports Club. While the attendance was down a little from previous years, a good time was had by all. The ladies responsible for the raffles (Helen Guy, Sandy Fortescue, Fay Bishop, and Lou Hartwig) again created a wide variety of prizes, and with the able help of Noel Fortescue and Carol Melling, winners were drawn and prizes distributed. Guests included Officer in Charge of Moreton Police District Superintendent John Hallam, Federal MP and Member for Longman Terry Young, Director of QBank Dan Keating, General Secretary of the QPU Mick Barnes, State President of QRPA Greg Early, and Police Chaplain for the Moreton Region Ian Todd. Visitors from the QRPA Redlands branch (Secretary Eddie Gallo and his wife Sharon) and six members of the New South Wales retired police, together with other invited friends of members attended. The gathering was chaired by NNC Treasurer Paddy Higgins who did an excellent job and kept the guests amused with some good Irish jokes and tales of members present. Meeting held on 15 November at Woody Point. Acting President Allan Hawkins welcomed all to the meeting and gave a special welcome to Graham Rutter, President of the New South Wales Retired Police Association. A Christmas luncheon for members will be held on 20 December at the Burpengary Community Centre. Welfare Officer Ray Hoelscher reported on the health of members he had contacted. He also proposed that the RPA adopt the creation of a personal card to be used when members are not well or during special occasions. Members partook of a BBQ lunch prepared by the ladies. Remembrance Day 2021 was held at St Eugenes College at Burpengary. The branch was represented by Paddy Higgins (who laid the wreath), Allan Hawkins, Des Kelly, Carol Flanagan, Dennis Rayner, Merv Melling, and Jack Gibbison. It was an excellent ceremony and well presented under the stewardship of QPS Chaplain Ian Todd.

### REDLANDS

Meeting held on 26 October. Special guests were Senior State Vice President Bob Pease and Lauren Folster. Welfare by Secretary Eddie Gallo: Mike Mills is generally doing okay although a bit tougher at times. Pam James is going okay and it was good to see her at the meeting. June Armstrong is not all that well and has to rely on her daughter a lot nowadays. Pat Priddle is not the best but hopes to be back on board for future meetings. Gary Phillips is recovering well at home after a short hospital stay. Adrian Hall has not been 100% but is also recovering well. Senior State Vice President Bob Pease addressed the meeting and congratulated Redlands branch for the organisation of the NPRD service in the Redlands. Bob spoke of the importance of NPRD and how it was good to see it now moving towards informing and educating our next generation. Bob presented Lauren Folster with a gift card on behalf of the branch. The card was in appreciation of her willingness to play the Police Requiescant at NPRD services in the Redlands. Bob then presented Secretary Eddie Gallo with a Certificate of Appreciation on behalf of the State Management Committee for his efforts in

arranging NPRD services in the Redlands. President Paul (Marty) Fitzpatrick then presented Secretary Eddie Gallo with a plaque on behalf of the Redland's branch of QRPA to show their appreciation for arranging NPRD services in the Redlands. An urgent plea was made for someone to step up and become the Welfare Officer due to Ken Luskie leaving the area. Meeting held on 23 November. Welfare: Eddie Gallo met up with Mike Mills who is doing reasonably well but still thinks it isn't time to attend meetings yet. Gary Phillips is recovering from a medical procedure and is doing okay but needs to take things easy. The branch donated \$250 towards a fundraising appeal for serving police officer Senior Constable Brendon Winslow who currently is only able to work a minimal number of shifts because he needs to look after his wife who is suffering from a terminal illness. Brendon has been a long supporter of the branch. The 2022 annual luncheon will be held on 22 February 2022.

### FAR NORTH QUEENSLAND

Meeting held on 22 October at the Top Rail Tavern, Malanda. A special welcome was given to Inspector Russell Rhodes, Acting Inspector Rob Campbell, and Chaplain Doug Foster. Welfare by Brigitte McKaskill: Graham Jonsen has had surgery on his ear and is doing well. A few of our members are having various treatments at the moment and we wish them well. Acting Inspector Rob Campbell provided an update for members: Operationally, 22% of work undertaken by staff is around domestic violence incidents taking up 44% of staff's time. However, it provides an excellent opportunity to do good work and there are initiatives in place for the crews to provide some goodwill so that there is no need to go back to the same situation. Mental health issues and drug and alcohol related incidents also take up a lot of time. Trev's Trivia was held for the first time. It was hotly contested, and members were very competitive and had fun. The winner was Russell Rhodes, whose send-off was held at the Mareeba Turf Club on 27 November.

### HERVEY BAY

Meeting held on 16 November. President Ian Anderson thanked those members who attended the National Police Remembrance Day service and the Gympie luncheon. Guest speaker: Acting Senior Sergeant Nev Zarkovich (usually OIC of Howard station but relieving as OIC of Hervey Bay station). Nev gave the members an overview of what is happening with crime in the local area. The branch donated \$500 to the Queensland Police Legacy Scheme and Treasurer Roz Jamieson advised members how legacy funds are used. Welfare officer Ian West McInnes reported that Shane Moss has had a cochlea implant, that he is doing well, and expects to be at the January meeting. He reports that he can hear things he never thought existed. The branch welcomed Bundaberg member Martyn George who will be transferring to the branch. A Christmas BBQ will be held in Quota Park on 15 December.

### VAN DIEMEN'S LAND

Meeting held on 10 October at the Gretna Green Hotel. Extract from the minutes: President/Secretary Andy Beasant addressed the meeting. The branch was formed at the Gretna Green and we have had fantastic support from Phil and Colleen Sharpe over not only 12 plus years as a branch but there were BBQs with the Tasmania Retired Police for some four years before the branch was formed. They have now sold the hotel and are looking forward to some more relaxing times. Andy then made a presentation to Phil and Colleen of an engraved plaque for their outstanding support of the branch. Andy advised the meeting that Bob Fitzsimmons was moving from Thursday Island to Latrobe. Meeting held on 21 November at Bothwell. President/Secretary Andy Beasant welcomed members to the meeting with a special welcome being given to guests Bernadette Davies, Debbie Kent, Graeme (Rocky) Burnett, and Kelvin and Judy Grant. Restoration of the grave of Chief District Constable W Bennett, who was one of the first Tasmanian police officers killed in the execution of his duty near Oatlands on 24 October 1827, is still an ongoing matter. The transfer of Bob Fitzsimons from Far North Queensland branch to the branch was noted. The following applications have been recommended for approval: Associate members - Deb Kent, Bob's partner, and Mary Gutteridge, wife of Graeme (Rocky) Burnett, former Tasmanian police officer, an applicant for membership. If looking for good accommodation in Tasmania, please give our members a call:

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

Touchwood – 31 Church Street,  
Stanley Chris and Gretta Blom 03 6458 1348  
enquiries@touchwoodstanley.com.au.



*Phil and Colleen Sharpe being presented with an etched plaque by President/Secretary Andy Beasant at the 10 October 2021 meeting.*

#### State President:

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

#### State Secretary:

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

**QRPA Website:** [www.qrpa.asn.au](http://www.qrpa.asn.au)

**Email:** [qldretiredpolice@gmail.com](mailto:qldretiredpolice@gmail.com)

**Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers – 24/7 – 1800 277 478. If you know someone doing it tough, please urge them to use the free service or talk to you or someone.**