POLICE JOURNAL

SUMMER 2018

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION

MT ISA PLANS A ONE NIGHT STAND

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Constable Anthony Forman.
A festival that was still in the pipeline this time last year was 2017's One Night Stand, a free, all ages music event hosted by the ABC's triple j every year in a remote town somewhere in Australia.

COVER STORY **Page 24**

MT ISA PLANS A ONE NIGHT STAND

We have sweltered through another long, hot summer, with a couple of months of warm weather still ahead in many regions.

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

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IAN **LEAVERS**

NEW POLICE CAN'T COME SOON ENOUGH.

At the last election the government promised over 485 new additional police and they have been allocated right across Queensland.

At the Queensland Police Union request we asked that they be fully funded and come with additional accoutrements, vehicles etc and apparently this is now happening not like occurred under the previous government and the result was detrimental to the police budget as we all know.

All I can say now is let's get on with it.

Obviously new police take time to recruit and train and hopefully this process is now well under way by the QPS since the government has made the commitment and allocated the budget.

Let's hope those swearing ins are not too far around the corner and those 485 police will be on the streets so they can assist tackling crime.

"Throughout our Union's history we have initiated and developed concepts that have benefited our members and their families."

OUR PEOPLE MATTER

For over 100 years, the QPUE have been an advocate for our members and have always focused on the welfare of our members.

Throughout our Union's history we have initiated and developed concepts that have benefited our members and their families. Examples of this include the Qld Police Credit Union, the Qld Police Legacy Scheme and the National Police Remembrance Day.

We have carried on that tradition by working in partnership with the Service to bring our members workshops by Dr. Kevin Gilmartin and providing our members and their families the Equipt App that can help them to strengthen their physical, emotional and social wellbeing.

The QPUE Executive through Regional Representative Peter Thomas and QPUE staff commenced the Our People Matter journey with the QPS in late 2016 following discussions with Safety & Wellbeing about the creation of a whole-of-Service Strategy about employees and their families.

To develop this strategy, the QPUE strongly encouraged the Service to conduct a consultation process from the ground up and this occurred last year. The QPUE was represented at all 30 workshops held across the state.

Our members and Regional Representatives that participated in this consultation reported that there was clear, frank, open and honest feedback provided to the QPS that could be translated into tangible actions and outcomes.

The future direction of this Union is to ensure that the feedback from our members is carefully considered by the QPS and to support the Service in the delivery of new initiatives that will improve the wellbeing of our members and their families.

We appreciate that these initiatives will take time AND IT WILL TAKE MONEY but more importantly it requires each and every one of us; starting today, to take ownership and responsibility for bringing the change we want to see in the organisation.

"Every single one of us has responsibility for the implementation and execution of the Our People Matter Strategy."

Every single one of us has responsibility for the implementation and execution of the Our People Matter Strategy.

The QPUE will continue to advocate for our people and we are currently working on improving the complaint/incident investigation process that was identified during consultation as a contributing factor affecting their mental and physical health.

We have made massive inroads in the last year working with the CCC and the QPS in improving the discipline system which I am sure you will all agree is the source of much stress for police and we have commitments from government to continue working on this as well.

Additionally, we lobbied for and gained an election commitment for the process to begin with the Government to see development of presumptive legislation for our members in the area of PTSD. We have really focussed on this area of the job in recent years and while we cannot change the past we can continue to shape the future to ensure we can reduce the prevalence of this issue for police.

I personally know many members, friends and colleagues who have in their own policing careers been touched by PTSD both directly and indirectly and I will continue to make this a priority for our organisation.

The Police Minister informs us that he has personally started the ball rolling for presumptive legislation for police with PTSD and his letter to the QPUE appears in the journal.

The topic of the Our People Matter Strategy has been raised by my colleagues in other police unions and they are often surprised that we are working together. This partnership and the development of a member focused strategy is a first in the history of Australian Policing.

Here we are in 2018 and while NSW continues to have police pursuits, Queensland police continue to have the Police Commissioner's "No Pursuits Policy".

Time and time again over the last month and the holiday period offenders right across Queensland thumbed their nose at police, put their foot down and drove off into the distance with police left powerless to do anything other than watch on.

These latest incidents clearly show the current 'no pursuits policy' for police is a dismal failure and should be consigned to the wastepaper bin.

Offenders know police have their hands tied in most circumstances and cannot pursue them so not only do they not stop, they taunt police as well and these offenders are becoming more emboldened to flee from police at every opportunity.

Police on the frontline know the police department's 'no pursuits policy' is quite simply bad policy and the only people it aids are the offenders not police.

We trust police to carry firearms and use their discretion, it is high time we trusted police to use their discretion as well when it comes to whether or not they decide to pursue an offender.

The coroner made many findings which, while I mentioned a few last month, there were many more that make for interesting reading.

The link is here for those interested. http://www.courts.qld.gov.au/__data/assets/pdf_file/0005/540590/cif-recommendationspoliceshootings-20171020.pdf

Of more interest still is that to implement all the Coroner's recommendations it would cost in the vicinity of $200 million.

While this may seem high, when you see the toll that using a firearm can have on police, some of whom are the toughest people I have ever met in the job, I think this is an appropriate price to pay.

While some recommendations have already occurred, many more have yet to be even scoped. We will continue to keep you updated on where we go with these recommendations to ensure they do not end up gathering dust on a shelf in Police headquarters.

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"Police on the frontline know the police department's 'no pursuits policy' is quite simply bad policy and the only people it aids are the offenders not police."

The Service and the Union may not always see eye to eye but the only way to create meaningful, tangible and positive change for our members and their loved ones in this area of personal wellbeing is for the QPS and ourselves to work together.

WE NEED TO BE ABLE TO ENGAGE IN PURSUITS

It seems like I talk about it every month and there is a good reason for that, it's because it's important.

USE OF FIREARMS BY POLICE

In the last journal I spoke of the Coroner's findings into five situations of police using their firearms and the Coroner found in each and every instance the actions taken by police were justified.

COL **MULLER**

Welcome to the new year. I hope Christmas and New Year's was great for all members; I think we can thank the negotiators of the last EB for a better Christmas and new year.

This year will see changes to the discipline system and I must state that any improvement to the disgrace that we have will be welcomed. The many members and their families who are left stressed and have their careers in limbo awaiting the conclusion of discipline investigations and hearings is incredible. Some matters drag on for years.

I am not sure what reason there can be for some of the disgusting delays I have witnessed. One common excuse seems to be focusing on the transcript of interviews. I can guarantee this excuse would not suffice for officers preparing matters for court.

"I think we can thank the negotiators of the last EB for a better Christmas and new year."

These delays cause additional pressure for those approaching retirement and seeking promotion, and they also deny relief opportunities because of outstanding matters. This is clearly unacceptable.

THE PROMOTION SYSTEM AND RELIEF OPPORTUNITY AT HIGHER DUTIES

With the inherent issues and failures in the current system of promotion, we are seeing a continuing growth in the number of Senior Constables, Sergeants, and Senior Sergeants whose careers are stagnating.

This in itself creates an environment where the value of relief opportunities at higher duties cannot be understated. The experience and knowledge gained from these opportunities is invaluable in the resume and interview processes. Further to this, there is often considerable monetary gain from the higher duties as well.

"Often the demographics, buildings, and workload at police beats leave those undertaking single officer patrols in dangerous predicaments, and sometimes with poor radio reception and blackspots."

The current system needs to be improved for transparency and fairness, because there are many circumstances that render the system unfair. Some officers are readily supported for relief, whereas frontline officers are often restricted. Sometimes officers are unable to be supported due to staff shortages.

There are many issues that need consideration and whatever process is used (which differs from District to District), there needs to be a component of equity and transparency.

POLICE BEATS

When will the Senior Executive of the QPS make some sensible decisions in relation some of the Police Beats? There are many that need to be reviewed, with their costs evaluated.

Many appear to be left open for little more than political reasons. I know of residential beats that sit empty, others where the officers no longer or seldom work from the beat, and many have vehicles allocated while major stations close by struggle for a vehicle.

The maintenance of these residences and attached offices is often poor, and when vacant the yards are poorly maintained. Their appearance overall is generally shabby.

Some shopfronts have single officers attached where there is a workload supporting a number of officers. Often the demographics, buildings, and workload leave those undertaking single officer patrols in dangerous predicaments, and sometimes with poor radio reception and blackspots.

Vehicles attached to the shopfronts range from off-road four wheel buggies to motorcycles. Some shopfronts in older, established centres have become non-productive, while many newer and larger centres have no shopfronts.

Make no mistake: many of these beats are productive and performing great work, but there are also many that are not satisfactorily staffed or funded.

REMOTE AND COUNTRY POLICING

Around the Southern Region, and without doubt many other Regions, there are staff shortages in some remote and outback stations and centres. This impacts heavily on the

members that are stationed in these locations.

It is time for the QPS to go back to the drawing board to look for some long-term solutions to staffing in these areas. There is no doubt there are many people who love the challenges of country policing in general, and others cherish the times they spent in country areas.

The failure to relieve officers on leave and replace transferred officers in a timely fashion forces officers in neighbouring divisions to cover additional divisions and areas, including while on call, on rest days, and on continuation of rostered shifts, seldom for any monetary gain.

This places strain on these officers and their family members and increases their desire to return to the south-east corner.

While housing in some of these areas is reasonable, most are aged and many only moderately to poorly maintained. The good old timber three bedroom, one bathroom house is not the standing housing dream.

Officers in these areas often struggle when competing for positions due to lack of opportunities for courses and relief that are available to officers in larger metropolitan districts, forcing them to return to these areas to gain experience.

The cost of living versus the locality allowance is no longer attractive, and so the bright lights of the city, the noise of the surf, and lifestyle of the south-east is a strong drawcard for officers and their families, keeping the country and outback officers struggling.

Come on, QPS: it's time to put your hands in your pockets for rural Queensland and our members.

Make good choices and stay safe.

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SHANE **PRIOR**

A very happy new year to you all, and welcome to 2018. I hope the Christmas and new year holiday period was a safe and happy time for you all, and my thoughts go out to those who find this time of year difficult for a range of reasons.

OUR PEOPLE MATTER

At the end of last year I had the pleasure of meeting with Paul Casey, the Executive Director of Safety and Recruiting, to speak about Our People Matter. It was clear from the outset that Paul is a passionate advocate for the Our People Matter program and that his views mirror those of your Union in ensuring members' wellbeing.

A term that Paul used and that has stuck with me is 'discretionary effort'. The basic premise of discretionary effort is a member's or employee's willingness to go above and beyond and contribute more than the minimum requirement in the workplace if they feel happy, are treated well, and feel valued.

"The basic premise of discretionary effort is a member's or employee's willingness to go above and beyond and contribute more than the minimum requirement in the workplace if they feel happy, are treated well, and feel valued."

Last year, Union members and their families submitted thousands of ideas and suggestions to the draft Our People Matter strategy. The state-wide workshops and surveys conducted through May, June, and July drew out comments on a broad range of topics and issues under the key priority areas of the strategy.

Strong comments have come through in favour of fair and positive workplaces and in suggesting improvements to the rostering system such as greater flexibility and to help with work/life balance, and a reduction in quick shifts and consecutive night shifts.

In my interactions with members, greater flexibility in the form of flexible workplace arrangements are of a high importance. It is unfortunate that the message of flexible workplace arrangements does not seem to be being heard by all members of management.

It appears to me that certain members of management do not lead from the front on this issue, and rather resort to the old way of thinking: that 'one glove fits all' mentality, that concern that if one member is granted flexibility then all other members will be disgruntled, creating a plethora of management issues.

It seems to me that our way of thinking needs to change in this area.

"Every week, the Brisbane Communications Centre is responsible for taking over 5,500 Triple Zero calls from members of the public, and entering and dispatching over 7,000 QCAD jobs out to our first responders."

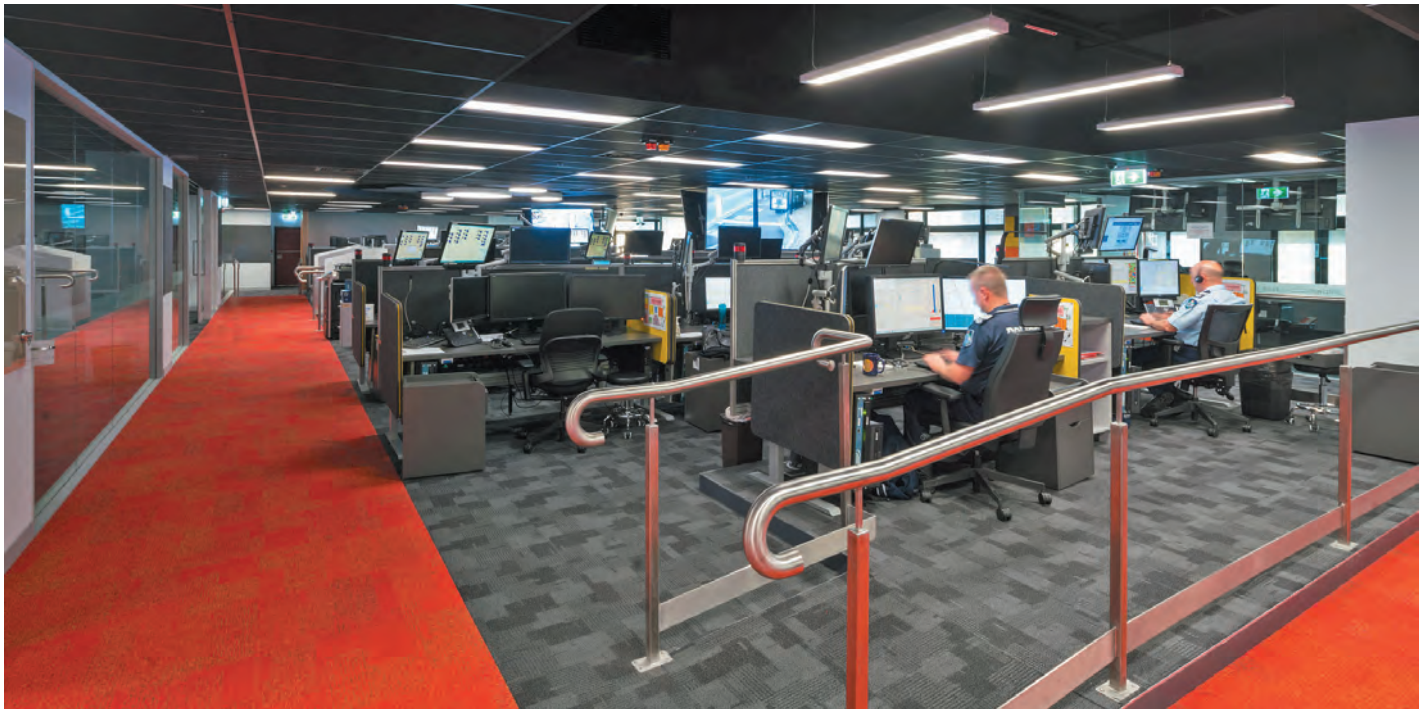
All managers should consider the discretionary effort factor in their workplace and the possibility that a flexible workplace arrangement may in fact result in an increase in productivity.

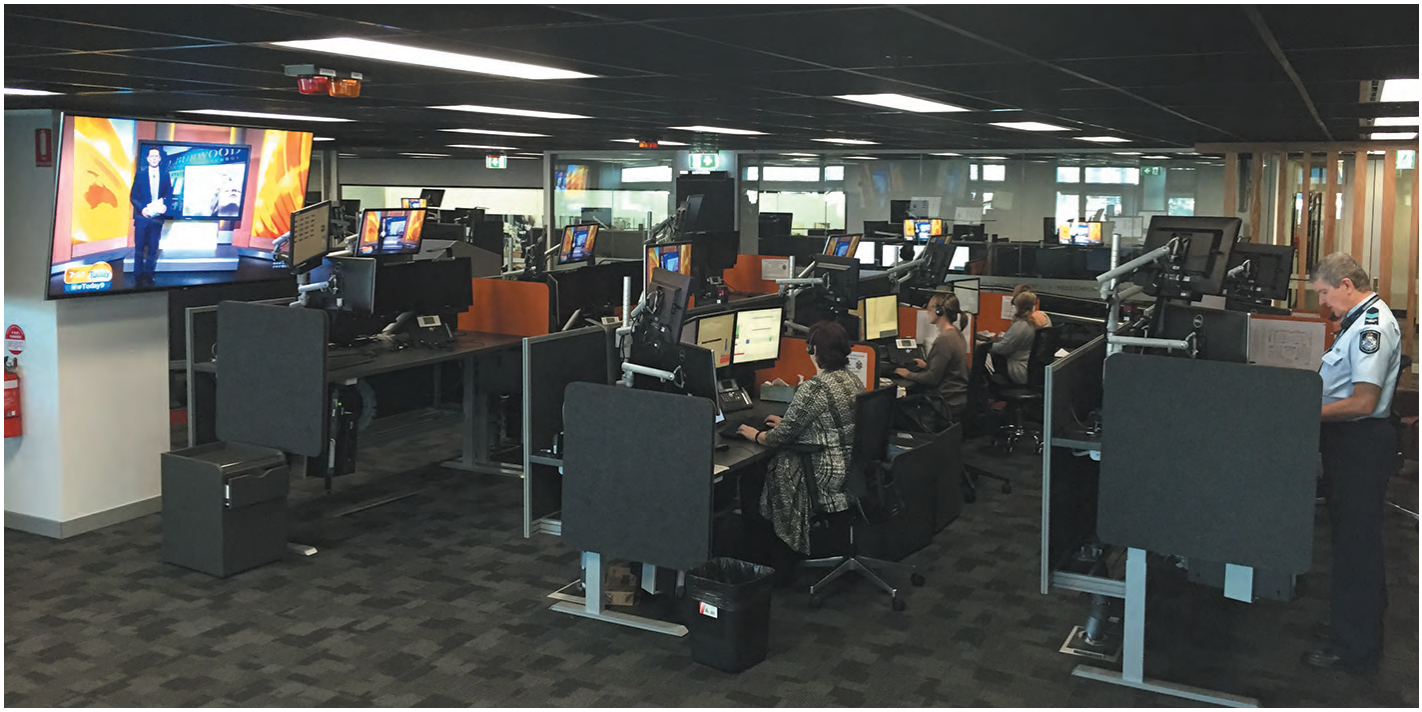
WORKPLACE VISITS

The Headquarters and Support Region is a diverse region with many different specialist work units. As your Regional Representative I recognise the importance of getting around to each of your units to get an understanding of what your workplace contributes and what issues (if any) you may have.

I have been fortunate enough to have the opportunity to meet the members of the Brisbane Communications Centre recently, to see firsthand the members at work and the remarkable facilities they work in.

What I found most impressive was the work output; every week the Brisbane Communications Centre is responsible for taking over 5,500 Triple Zero calls





Brisbane Communications Centre.

from members of the public and entering and dispatching over 7,000 QCAD jobs out to our first responders. One thing that stands out to me within the Brisbane Communications Centre is managements' pursuit in ensuring the welfare of their staff.

The positive work environment seems to have had a positive flow-on effect to staff members, and just maybe the contented members attached to the unit have resulted in the high work output. Maybe there is something with this discretionary effort concept.

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TONY **COLLINS**

CORONIAL INQUEST 2016 - 2017

You would have read General President Ian Leavers's article in the last Journal about the ESC aspects of the Coronial Inquest into police shootings. This is a quick coverall of the rest of the recommendations from that inquest.

In 2016 and through to early 2017, the Coroners Court of Queensland held an inquest into a number of police shootings.

Firstly, it should be recognised that the Coroner found all QPS officers acted appropriately in discharging their weapons. Recommendations were then handed down on 20 October last year. So how is the QPS going with these 19 recommendations to date?

1) That the QPS implement a model of incident command training for all operational police below the rank of Sergeant.
   - **Achieved partly.**

2) That the QPS review its OST training to incorporate training on appropriate radio communication and active listening techniques to ensure the effective transfer of information and to assist frontline officers to recognise critical information.
   - **Achieved.**

"To date, three lives have been saved by new QPS tactical first aid."

3) That the QPS revise its policy regarding first aid training for operational police so that it is consistent with the current guideline issued by the Australian Resuscitation Council.
   - **Achieved. (To date, three lives have been saved by new QPS tactical first aid.)**

4) That the QPS continue to review its method for reporting the use of force applied by operational police with a view to implementing a system that would provide the QPS with accurate data that can be used to better inform use of force policy reporting and training
   - **Achieved partly.**

5) That the QPS conduct a review with respect to how often and in what manner firearms skills should be refreshed in order to maintain effective performance under stress and that as part of that review the QPS consider whether OST firearms training should occur more often than once every calendar year.
   - **Don't hold your breath for firearms training more than once a year.**

6) That the QPS continue to explore ways in which use of force training in low light conditions can be effectively delivered, including through the use of purpose built and dedicated facilities to assist in the delivery and frequency of this training.
   - **Being actively worked on with new Academy Project.**

7) That OST training continue to incorporate lessons learned from previous shootings into scenario based training including anticipating the presence of weapons on arrival at the scene, tactical withdrawal, and managing bystanders during an incident.
   - **Work in progress.**

The rest of the recommendations were covered by General President Ian Leavers.

RIFLE CAPABILITY IN THE QPS

It is time to put rifles in all QPS police vehicles. I have written previously about being out-gunned in both criminal and terrorist situations. There are members of the senior Executive who are opposed to rifles and rifle training for no reason other than that it is their personal opinion. Get over it.

"The availability and use of a rifle in critical incidents does not equate to the militarisation of police."

Times are changing more quickly than they think. Training with rifles needs to be more comprehensive and more than just a marksman course; it needs to be built into recruit training. We have been armed police since the colonial days.

The majority of British police forces have always been unarmed, yet nowadays you cannot visit London without seeing an English Bobby with a rifle, due to our changing times. It is time to put personal misconceptions

and misunderstandings aside. The availability and use of a rifle in critical incidents does not equate to the militarisation of police.

In the long run, appropriate training and the deployment of rifles will be like the new first aid training. It will save lives, and that is our primary objective: 'the protection of life'. But the investment needs to be made now rather than after somebody dies.

STILL LOOKING FOR:

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

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PHIL **NOTARO**

WE NEED REAL CHANGE

So we start off on another year, with the same raft of issues that keep getting bounced around. What is clearly evident is that our society is getting more lawless every day of the week.

Our police work very hard and tirelessly, responding to calls for service, getting abused, and dealing with what appears to be ever increasing domestic violence, more and more mental health interactions, and locking up more and more crooks every day. Yet we don't ever seem to be making a dent.

We need to have some real change in the way we police this state, because clearly what we are doing is not working.

"We need to have some real change in the way we police this state, because clearly what we are doing is not working."

A few months back in a press conference (in relation to spiralling, out of control crime figures), the Commissioner made a comment that I wholeheartedly agree with.

Mr Stewart said, 'it's not the Police Service's fault; we are only one part of this'.

Absolutely we are only one part of this, and it's not the Police Service's fault (well not completely, anyway: the pursuit policy is, but I'll touch on that later).

The fault lies with all sides of politics, the judiciary, and the senior Executive of the QPS who command and manage the Police Service.

All Commissioners in my time as a police officer, since Terry Lewis, have not appeared to me to be sufficiently independent of the government for the office they hold. All I am saying is: should that be the way our system works? I think not.

Put simply, we urgently need more police, and 485 are on the way, fully funded with resources: cars, iPads, computers, police stations, tasers, portable radios, etc. We could always do with more, though: that's the only way you can have any effect on crime. Get more police out on the street. It's proven to work.

But this comes at a cost. And the purse strings are controlled by the Treasury.

We urgently need to review our policies, especially the pursuit policy and the unhealthy appetite the QPS has to eat our own at any opportunity (our over the top discipline system [which is on the mend] and the way we actively investigate and pull apart every critical incident).

We need to get police out from behind desks. I have seen no change to frontline numbers since 2014, when the Commissioner promised to unchain police from desks.

In fact, general duties police spend at least half of their eight hour shift at a computer putting on crime reports, DVs, and arrest matters. Six years on they still struggle every day with the infamous and unfriendly QPrime.

And there has to be a real change in the judiciary. The judiciary need to reflect community expectations, or better explain their decisions.

I'm not here to play politics. I am completely apolitical. While I acknowledge that the present government has done plenty to toughen up penalties, plenty more needs to be done to stem the flow. And the previous government were not any better.

Simply increasing the maximum sentence for a particular crime class does nothing. Magistrates and judges still sentence the same, based on precedents.

The only way to get tough on crime is to introduce minimum and/or mandatory sentencing. However, mandatory sentencing is not Labor policy, and the LNP have also been reluctant in the past.

It seems to me that all governments talk the talk about getting tough on crime, but they don't actually deliver.

Now I like the present Police Minister, Mark Ryan. I have had some great conversations with him in recent times. He genuinely likes police and is supportive, and loves having the police portfolio.

Recently I heard him talking about how full the prisons are and about how we (the police) are all doing such a good job. However, crime still appears to be on the rise and I believe there are hundreds walking amongst us in the community who should actually be in prison, whether that be sentenced or remanded in custody.

But prison is seen a last resort, and perhaps it shouldn't be. Perhaps we should be putting the community first. Perhaps we need laws which keep repeat, violent, and property offenders off our streets, particularly with the scourge of ice that we as police are currently battling.

Your Union is actively involved in pursing reforms to domestic violence laws to reduce the amount of paperwork for police and create an offence of commiting domestic violence, which will remove the need for standard orders.

If we are successful, this will mean police will be able to arrest DV offenders rather than spending hours typing out applications which result in just the standard conditions. It means police and courts will not be tied up with hearing and serving temporary and final orders; police would use their time protecting the community instead of typing.

There have been discussions by both sides of government about selecting members of the public and other qualified people to comprise a panel for appointing judicial officers.

This would allow for community input and representation on very important appointments. Perhaps the same approach should be taken to appointing the Commissioner and other Directors-General.

THE PURSUIT POLICY

Yes, I know I bore many of you with my continual reference to this policy. But to ignore it and say nothing will mean it will stay with us forever.

For the last two and a half years, I have been warning, in the pages of this Journal, that the current pursuit policy and the risk averse attitude that has developed in the QPS will eventually lead to anarchy on our streets.

As I write this article, I note many recent events which clearly show we are heading for anarchy and total lawlessness on our streets if we continue down this road of allowing criminals to do what they like on our roads.

Late last year we saw a police car rammed by a stolen car in Townsville. This has been happening in Victoria for some time.

We recently saw a stolen car speed through a busy intersection and take out six other cars in South Brisbane.

"We are heading for anarchy and total lawlessness on our streets if we continue down this road of allowing criminals to do what they like on our roads."

We saw a stolen car shadowed and observed, drive from North Brisbane to Hervy Bay, only for the offenders to car jack two other vehicles and drive back south again …all while the police did little to apprehend the offenders.

It is happening all too frequently, time and time again.

It was interesting to see ex Victorian Chief Commissioner Kel Glare come out in the press commenting that Victoria Police have become that risk averse that they are now ineffective. The same could be said about Queensland. Crime is totally out of control in Victoria, and we are fast following them down this road.

We need to do something, quickly. The time for action is now, rather than waiting for things to spiral even further out of control.

At the moment, I know the only thing anyone in the senior Executive or the Government cares about is the Commonwealth Games. Hopefully when they are over, this Government makes some tough decisions in relation to the leadership of the organisation. Nothing personal against the current Commissioner of Police, but we need a change.

Stay safe out there. Call me anytime, 24/7, for assistance.

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GRANT **WILCOX**

Welcome all to 2018. I hope your Christmas and new year was all you wished for and that the rest of 2018 evolves as expected.

BULLYING AND CRONYISM

I started last year's Journal articles talking about fairness for EOIs and other obvious nepotism, etc ... effectively, cronyism within the QPS.

Well, who knew how that would end up? I'm not sure I envisaged that any of our pipped hierarchy would be on the front page of the newspaper.

One thing's for sure: the North Coast Region certainly experienced a lot of interviews for bullying and cronyism in the end, so our words in the Journal do have credibility ... it's just that it took a while for that credibility to lead to results. To those who have spoken up and ensured fairness for others in the future: well done.

GRIEVANCE

At last year's Conference we were successful in having the QPU review the Stage 3 Grievance Process.

Throughout 2017, the QPS did not disappoint, and failed to fairly, effectively, and efficiently engage in every grievance undertaken.

I hope this year they begin to educate their hierarchy in regards to this policy and I hope to take away the alleged 'independent' investigator appointed by the Deputy for Stage 3.

It seems that if we cannot rely upon the QPS to apply their own policy to fairly engage this process, then they don't deserve the opportunity.

It may be that the only way forward for Stage 3 is to skip it and head to the Commission for any true independent review and fairness for our members.

"It may be that the only way forward for Stage 3 is to skip it and head to the Commission for any true independent review and fairness for our members."

URGENT DUTY DRIVING

It's as clear as mud: we have a new policy and no definitions for real consideration. We are asked to drive within our capability and within the capability of the vehicle to which we are assigned.

What this really means is not defined by the QPS, and so members under investigation are being subjectively penalised by the investigating officer, who undertakes their personal impression of a subjective evaluation.

As a general rule, if they consider the driving in question did not comply with their own skill level, then they are washing their hands of it; they are stating it was not driving with due care and therefore not complying with urgent duty driving.

So no matter how safe you felt at any speed over the limit, and no matter that you continually conducted risk assessments, or that your vehicle maintained great road traction, or any of the other many considerations ... if you fail to articulate or simply go too fast in a particular zone where there is potential for risk, even though none occurred, then you will be the next member penalised.

"Members under investigation are being subjectively penalised by the investigating officer, who undertakes their personal impression of a subjective evaluation."

So in the climate of risk-averse policing, instead of driving fast in a police car to catch the baddies, forget your oath and rely on the fact that someone else in NSW will catch them. No, sorry, that's wrong, right? Oh, that's right, we are able to catch them via other ways and then the courts will have 'em. Yet how many evades have ended with the baddie dodging any police action? Plenty.

I can recall that the Coroner set us up with this policy, given the high risk to the public. Yet I watch TV and POLAIR vision regularly and see these grubs driving badly without any police presence: they just don't care.

How embarrassing that these grubs can drive stolen vehicles dangerously

at high speed and car jack innocents, without any police intervention, even though we are aware they are doing it. How soon before the QPS is in litigation because their policy is incongruent with our Oath of Service? We are knowingly failing to protect the public.

As members of the public, we expect our safety is assured by government: that they are enacting legislation and advocating policies that protect us from being victimised by villains.

But no: the baddies know how to evade police and use our policy against us.

'WRITE SOMETHING GOOD'

I have been reminded to 'write something good' so I don't appear too sarcastic or negative in every article. Well, the Government has promised two extra rec days for police in recognition of their engagement at the upcoming Commonwealth Games.

Well done to the Government. Don't forget to take those days off within 12 months. Enjoy.

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

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KEV **GROTH**

OUR PEOPLE MATTER? WELL, DO THEY?

Though some management have jumped on board and are actively engaging with their staff to ensure they enjoy a good work/life balance, it is unfortunate to see some management still stuck back in the bad old days. And when I say management I'm not just talking about senior management, but all levels of management: right down to middle management and our own members.

This is distressing to see, and I'm starting to get sick of the throwaway line from some managers who say they are 'old school'. Well, guess what? Times have changed, people have changed, and community expectations have changed. It is not acceptable to behave in the same way as in the past.

"I'm starting to get sick of the throwaway line from some managers who say they are 'old school'."

We all have to evolve and adapt to the new and exciting challenges before us. Back at the introduction of QPRIME, experienced police (aka dinosaurs) were told to get with the program or get out.

A lot of experienced officers took the latter option. I now challenge senior management with the same: Our People Matter is here to stay, so get with the program or get out!

Negative workplace behaviour is a hot topic at the moment: not just in Central Region, but all around the state. In conversations with my colleagues and other staff around the state, it seems to be a common theme among troops on the frontline.

So what are negative workplace behaviours, some may ask? Here are a few clues as to what can be considered negative behaviours:

- Bullying
- Intimidation
- Isolating staff
- Excluding staff
- Favouritism towards certain staff
- Harassment
- Berating staff

Over the years no doubt almost everyone has been subject to or has witnessed one, if not more, of these behaviours directed towards themselves or other staff. Enough is enough! It's time for us all to change.

If you as a manger identify that you exhibit some of these traits, it's time for you to take stock and change. Being 'old school' is no longer an excuse. You wouldn't cop that from your staff and we won't tolerate it from you.

"There has been talk, rumour, and scuttlebutt surrounding panels for years, with tales of jobs given to locals over outsiders and vice versa, depending on where you are."

If you are subject to this sort of behaviour, speak to your local Union rep and seek help. If you are a witness to this sort of behaviour directed at another staff member, I implore you to act: don't sit back and do nothing.

We are only as strong as our weakest link, so it's time to stand up for ourselves and our colleagues and to put an end to this sort of behaviour once and for all.

We need our members to stand up and be heard. Morale is at a low point all across the state and that is why the Union is partnering with the QPS to roll out this strategy in the coming months.

If the Our People Matter program is going to work, we need all officers to engage, from Constables right through to the Commissioner. If certain officers opt out and do not engage, then the whole process is doomed for failure.

I'm asking all staff to engage with supervisors in relation to what's happening in your workplace. I'm asking supervisors to engage with your staff to understand what's happening out on the frontline. We need open and honest dialogue if this is going to work.

PANELS

In recent times we have seen issues with panels, and anomalies arising out of them. This is not an isolated occurrence; it has been happening for far too long.

It is time we went back to central panels!

This is what I'm hearing from troops all across the state. Why we didn't retain central panels when the restructure occurred is completely beyond me. There has been talk, rumour, and scuttlebutt surrounding panels for years, with tales of jobs given to locals over outsiders and vice versa, depending on where you are.

Now: resumes. Can anybody tell me that there is any consistency in how they are marked? Each Region, District, and convenor has a different idea of what is required.

Staff applying for jobs feel compelled to submit completely different resumes for the same job description depending on where it is and who the panel convenor is. It is ludicrous.

My advice to members is to stick with it, and hopefully we will see a change soon. If you believe there have been any anomalies in relation to a panel you have been subject to, speak to your Union rep for some advice.

If you are sitting on any panels, either as a member or a convenor, can I suggest that you do everything above board and by the book?

Panels seem to be the flavour of the month right now; I would hate to see any members subject to an investigation and possibly facing charges over something as stupid as a panel for a job. Ask yourself this: 'Is it worth my job to give somebody else one?' If the answer is no, then don't do it.

Well, that's my rant for the month.

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

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PETER **THOMAS**

THE GOOD

The year has started at a cracking pace. If the past four weeks is anything to go by, it is going to be one hell of a ride, and we are going to achieve some fantastic outcomes by this time next year.

With significant Union consultation, it is the goal of Regional and District senior management to provide a better working environment for members of this Region. That includes suitable buildings, decent residential and barrack accommodation, an appropriate vehicle fleet, and equipment crucial to the members of this Region.

The goose has not laid that golden egg, but realistic discussions are being held with management, member stakeholders, and external agencies to achieve outcomes from that limited bucket of money. The added bonus is that your Union is involved in all aspects of these proposals, with committee members in each of these areas.

SOME QUICK WINS IN THE FIRST MONTH OF 2018

1) The accommodation and rates debacle that has been created by PSBA in the Mt Isa District is being reviewed and by the time this article is printed the first review committee meeting will have been held. I sit on this committee and updates will be provided to affected members.
2) A vehicle fleet suitability committee is being formed following a recent trip to Mt Isa with AC Taylor. The suitability of the fleet has been discussed for years, but it has been just that: a talk fest. This committee will have the operators as the key members so that firsthand experiences can be used to determine the best fleet vehicle for the area. It is no use having a Camry in Mt Isa for GDs usage, or on the flip side a 4WD D-Max dual cab for CBD patrols by liaison officers. This is the first time I can recall that determination of the fleet will be needs based so that optimum fleet benefit can be gained by our members.
3) Townsville station redevelopment has been on our agenda for more than six years, with one particular organisational unit being crammed like sardines into a totally inadequate floor space. We have lobbied for this entire period with WHS inspections, Properties and Facilities inspections, senior management inspections, branch meetings, etc. The first redevelopment committee meeting will have been held prior to the printing of this Journal, with all affected stakeholders having input. Again, we have been given the opportunity to sit on this committee to ensure the best outcomes for our members.

Through articles, e-mails, and branch meetings, I will keep you updated on the progress of these committees.

Unfortunately, though, there is also the bad and the downright ugly …

THE BAD

Why is it that as an organisation we became so good at 'eating our own'? It has almost become an Olympic sport to see who can do the most damage to their colleagues, and unfortunately it is many of our own members who seem to go for gold on a daily basis.

I am not talking about reporting official misconduct or misconduct matters; I am talking about the minor, everyday things that could be easily addressed by discussion.

It is time for our organisation to grow up and embrace managerial guidance on the run. Allow our Sergeants to guide our junior staff without the need to report, and the fear of not reporting trivial matters.

"Allow our Sergeants to guide our junior staff without the need to report, and the fear of not reporting trivial matters."

It seems to me that the approach by some is that the big stick must be wielded in every instance. We have many good leaders who are embracing nurture rather than torture, but we also have managers who believe that public stonings, shaming, and humiliation should be reinstated.

It is getting to the point where I will have to remind a few of the old adage: 'People who live in glass houses shouldn't throw stones'. Some skeletons should be left well secured in their closets, and in most instances, the sins of the past are far more serious than the minor error of judgement a junior Constable may have made.

THE DOWNRIGHT UGLY

'VKR TV 295 urgent'

'TV 295 go ahead'

'TV 295 in pursuit, University Drive outbound, 155 and increasing …'

There are many who can recall these words rolling as freely off the tongue as those required for a breath test, or the

right to silence for an arrest. And there was no anxiousness or nervousness in doing a pursuit call. Many would have a pursuit cassette soundtrack that would be played, and if on a week of night work you did not get a pursuit, then you must have been on sick leave.

On one pursuit I can clearly recall calling '195km/h and increasing on University Drive' in the middle of a week day, and being asked of the road and traffic conditions, with one of the best QPS motorcycle riders alongside the police vehicle, coordinating via hand signal what our plan was to intercept the vehicle.

In hindsight: it is only by the grace of God that many of us are still here today.

At the time it was the most fun you could have with your clothes on: but again, in hindsight, the risk to the driver, passengers, public, myself, and my work colleagues was totally unacceptable. My heart races at the thought of what could have happened.

There are not too many with 15 years' or more service who do not have a story to tell, and not too many tell the story to glamorise pursuits. They are stories of survival.

But by last year, the pendulum had swung to the extreme.

covert units to box in and follow the stolen vehicle at a distance.

The vehicle comes to a set of lights where the officers effect an arrest as the youths jump from the stolen vehicle to attempt another carjacking. This becomes an investigation for breaching the policy.

Real life example: The deployment of a tyre deflation device (TDD) has been effective and the vehicle continues to travel on deflated tyres that are shredding. Dependant upon who is interpreting the current policy, it is a breach of the policy if the officers continue to follow the vehicle. The members can be investigated for breaching the policy.

The above example has been the subject of an e-mail discussion by some very senior officers in recent times. I stayed well clear of the discussion because I would have clearly shown my average level of intelligence.

Some of those in this group discussion have many, many years of supervisory on-road experience and could not come to a definitive answer, with a majority deciding it is a clear breach of the policy. Yet we expect our crews to make a determination in a split second. If you make the wrong decision, the feeding frenzy of the cannibals in our organisation begins in earnest.

"I am not lobbying for the carte blanche reinstatement of pursuits, because I believe they are inherently dangerous and expose too many people to too much risk … but the pendulum has swung too far."

The intricacies of the current restrictive pursuit policy have left us totally hamstrung as an organisation.

Technically, our specialist units can perform covert, protracted vehicle monitoring with the intention of intercept.

Real life example: a group of youths are responsible for a carjacking and plain clothes officers coordinate with other

I am not lobbying for the carte blanche reinstatement of pursuits, because I believe they are inherently dangerous and expose too many people to too much risk. But (I wish I could use a Facebook abbreviation here but will instead use 'FGS') … for goodness sake, Commissioner, CCC, ESC, policy writers and politicians: the pendulum has swung too far; and there is a necessity for our officers to pursue.

It is absolutely ludicrous where this policy leaves our people at this time. For example, another real-life instance: officers are being investigated about the length of time that they had activated their lights and sirens to manoeuvre through traffic to attempt an intercept of a stolen vehicle involved in a violent burglary.

It is time to give our members something workable that is not going to leave them exposed to disciplinary action.

Members, until such time as this occurs, my suggestion is that lights and sirens should only be used in a short five second burst and then stop your vehicle and have a chat. Then after a lengthy period (so it cannot be considered that you re-engaged), drive directly back to your station and enter an evade.

This will definitely be a discussion topic at our Conference in May.

THANK YOU

Without any doubt, you have some of the most committed and professional branch officials in the state who freely give up their time assisting your colleagues. They have attended hospital on Christmas Day supporting members, dropped off meals to others doing it tough, had late-night telephone calls in relation to discipline matters, and attended interviews on their days off.

I sincerely thank you for your ongoing commitment to our people. I also thank their partners who graciously support them in their roles.

Until next month, stay safe, look out for each other, take the time to attend your next branch meeting, and remember: no Union rep = no interview.

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MARTY **BRISTOW**

EXTRA OFFICERS FOR FAR NORTH

What will 2018 bring to the far north? Well, a big positive is that the new Labor Government has promised 45 extra police officers for the District! I think this is absolutely fantastic and a great move forward; I would like to take the time to thank Police Minister Mark Ryan for his commitment to the area.

These new officers will be well used if deployed within the Cairns general duties area, which will enable the void to be filled when rotations to Cape York stations come around, and when people take leave, be it recreational, maternity, long service, or other types of leave.

"The new Labor Government has promised 45 extra police officers for the District!"

More frontline police will also enable first responders to complete courses to provide better assistance to the public, better themselves, gain more policing knowledge, and a myriad of other positive reasons.

CRONYISM

Something I would like to see leave (and not just the far north, but the whole of the Service) is the hypocrisy, cronyism, and nepotism that exists within the shadows of the QPS. We all know it is there—we have all seen it—but most pretend it isn't there and move on.

Now is the time to stand up and address this: if we all do, then something will have to be done. Yes, it is difficult to report. Yes, you may be victimised. But the more who stand up, the more it will have to be shut down.

I understand this will take a significant amount of time to sort out, but hey, let's set down 2018 as the starting point. For those who say there are no issues, I say this: promotions and transfers ...

MANAGEMENT SUPPORT

While out and about talking to frontline police, I am continually informed they feel they have no support from management, and many do not even know who exists in Cairns District Office. Some may argue it is not their position as a frontline officer to know who is running the show.

However, that argument goes against virtually all good leadership and management practices. Then there is the segregation between different work units, stations, and other areas of policing in the far north, showing that morale is extremely low. Morale is a matter for upper management, not just middle management.

I am certain that morale around the Far Northern District would increase significantly if staff were to see managers actively leading and supporting them. This could be done simply by strapping on a gun belt and spending a Friday or Saturday afternoon or nightshift with a crew, to see what operational police officers are being subject to.

Unfortunately, it appears there is a brick wall between upper management and frontline policing.

REVERSE THE RESTRUCTURE

Reverse the wretched Restructure rubbish! The Restructure and the Keelty review and its recommendations created so many issues, instigated conflict between so many sections, and left many feeling abandoned because their supervisors and management are now 1,600 kilometres away.

This is not just in the far north—it's a state-wide issue—but we all know how that upper echelon flat-out refuse to admit their mistakes or the mistakes of others up the ladder (through fear of reprisal and 'No more moving up the food chain for you, Sunshine')!

Quite a few members have contacted me regarding feeling left out; they aren't really contacted by their Region, and the host Region doesn't really care about them. The section that comes to mind (because I am constantly advised of significant issues) is Cairns Prosecutions.

There has been talk of not enough prosecutors to attend Courts on some days because staffing numbers are depleted. I am advised the host Region does not want to assist in any way and keeps saying it's a problem for the Legal Division.

STREAMLINE CORRESPONDENCE

If I have said it once, I have said it a hundred times: let's streamline some of the correspondence first response police have to deal with: domestic violence, mental health patients, etc. Sitting in front of a computer

performing data entry does not protect the community.

JUDICIAL SYSTEM

This year would be a great time for a review of the judicial system: probably not just in Queensland but throughout the whole of Australia. At the very least, Queensland needs to look seriously at the *Penalties and Sentences Act*, and maybe go as far as repealing it.

I recall a very robust discussion I had with a member of the public some time ago about the punishment handed out to offenders. His views were maybe a little over the top, but one of his suggestions was something I agree should be considered.

He thought that the DPP should be appointed in a similar fashion as the District Attorneys in America: by public vote. I think that would be the best way for the sentencing of offenders to be in line with public expectation.

DOES THE OUR PEOPLE MATTER STRATEGY MATTER TO MANAGEMENT IN CAIRNS?

I attended the Our People Matter meetings in Cairns in August last year. I was disappointed to note the no-show of some managers who really need to acquire some knowledge from these workshops.

"It unfortunately appears that the QPS do not require people to have any management skills to be promoted into positions of management."

I honestly believe these workshops should be made compulsory for management to attend, and also included should be leadership skills, communication skills, conflict resolution, and other necessary management talents.

I say this because it unfortunately appears that the QPS do not require people to have any management skills to be promoted into positions of management, and by the time bad habits are identified it's pretty much too late: others have been impacted and have learnt the bad traits.

So there you have it: some recommendations for 2018. I am sure the Service and management will take notice, all the problems will be resolved, and by the end of the year we will all be sitting around in a circle singing Kumbaya ...

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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.
QUEENSLAND POLICE UNION
www.qpu.asn.au

QUEENSLAND POLICE UNION

CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER: .....

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

FULL NAME: .....

HOME ADDRESS: .....

..... **POSTCODE:** .....

POSTAL ADDRESS: .....

..... **POSTCODE:** .....

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

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

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

STATION ADDRESS: .....

.....

.....

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Phone (07) 3259 1900 • Fax (07) 3259 1950 • Email police@qpu.asn.au

QUEENSLAND POLICE LEGACY SCHEME
Suite 75, Level 11, Northpoint
231 North Quay, Brisbane, 4000
Telephone: (07) 3236 2276
Fax: (07) 3236 4219
Email: qplegacy@bigpond.com

AUTHORITY TO DEDUCT

Manager
Payroll Services
Partner One – QPS Payroll
Level 6, GPO Box 1395
BRISBANE 4001

I hereby authorise and direct you to deduct from my fortnightly pay,

the sum of **$**_____:_____

This authority replaces all previous authorities and shall remain valid until cancelled by me in writing to the Queensland Police Legacy Scheme.

FULL NAME:_____

RANK:_____**REG NO.**_____

REGION:_____**STATION:**_____

SIGNATURE:_____

Please forward this authority directly to the following address:

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

The Honourable Mark Ryan MP

Minister for Police and Minister for Corrective Services.

Dear Members of the Queensland Police Union,

The health and well-being of our outstanding police officers has always been of the utmost importance to the Palaszczuk Government - a government for all of Queensland.

We recognise that Queenslanders are able to enjoy an enviable lifestyle largely due to your hard work and dedication as a member of the Queensland Police Service and the contribution that you make everyday to the safety of our community.

We are unceasingly grateful for the courage that you exhibit in your service to Queensland and we are acutely aware of the serious impact on the mental health of some of your members as a result of the situations they are involved in and the duties that they perform.

Because you provide Queenslanders with your very best, your government wants to ensure that you receive the very best support when you need it. At the recent election, the Palaszczuk Labor Government promised to work with your union to ensure that officers diagnosed with Post-Traumatic Stress Disorder from their duties get the support they need.

This work will involve reviewing the processes and data of your workers' compensation system (WorkCover).

We have introduced laws to provide for presumptive legislation for firefighters and will adopt a similar review process to ensure police officers are being fairly compensated for injuries at work. As your Minister I have already written to the Industrial Relations Minister (Hon. Grace Grace MP) requesting that this work be completed as soon as possible.

This commitment is in addition to our continued support for the combined work of your union, other unions and the Queensland Police Service in relation to the Our People Matter strategy.

This strategy has been underlined by our commitment to provide the resources and services that the Queensland Police Service needs to support officers experiencing mental health issues.

And while we are all thankful that this commitment has seen real results with the QPS reporting a year-on-year reduction in work-related psychological injuries from 0.72 in 2008-09 per 100 employees to a rate of 0.332 per 100 employees in 2015-16, there is still more work to be done.

As we approach the final straight for the 2018 Gold Coast Commonwealth Games, I'd like to once again thank you for your contribution to what everyone expects will be an awesome event for Queensland.

In recognition of the hard work that you have all been doing to support the Commonwealth Games and in acknowledgment of the leave embargoes over this period, I can confirm members will receive an extra two days' leave.

Enjoy the Games and I look forward to catching up with you in the near future.

Mark Ryan
Mark Ryan

Mt Isa plans a One Night Stand

By Andrea Appleton.

We have sweltered through another long, hot summer, with a couple of months of warm weather still ahead in many regions. The summer season is a traditionally challenging time for members, as officers face the state's Christmas, new year, and holiday celebrations, all of which have the potential for not-so-happy families and revellers to require police intervention. One aspect of the summer season is the proliferation of festivals, be they music, folk, multicultural, or noodle: you name it, there's a festival for it, and we attend most.

One such festival that was still in the pipeline this time last year was 2017's One Night Stand, a free, all ages music event hosted by the ABC's triple j every year in a remote town somewhere in Australia.

The idea of the One Night Stand is to take music to a location that generally misses out on gigs and live performances: the past three events have been held in Geraldton in Western Australia, Mildura in Victoria, and Dubbo in New South Wales.

As anticipation rose regarding the location of last year's festival, many music fans throughout Queensland believed it was our state's turn to host the gig, and hoped it would be close enough to their home to make the trip.

Meanwhile, in Mt Isa, a town known more for its smoke stacks than live music, Senior Sergeant Renee Hanrahan was settling into her new gig as Officer in Charge of Mt Isa station.

A keen music fan herself, she had only been in town three months when she found herself in discussion with the ABC, promoters, and the Mt Isa Council regarding the possibility of hosting the One Night Stand in town.

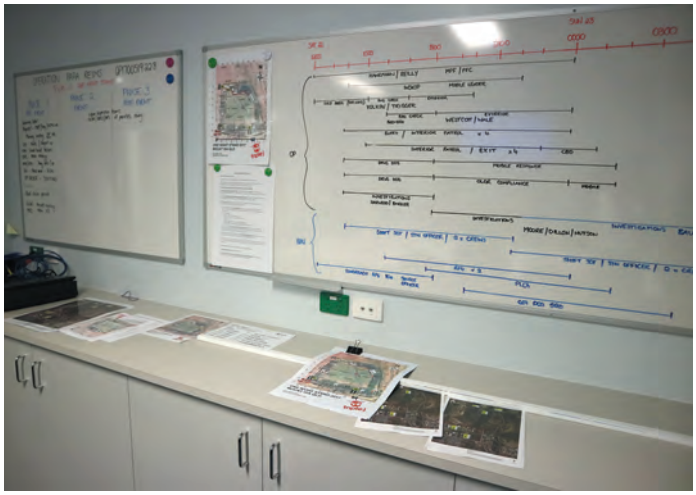
Senior Constable Cherie Banks talks to the Mt Isa officers.

"The reality and responsibility of ensuring the security and ultimate success of the One Night Stand presented a raft of unique challenges."

Sworn to secrecy, she met and liaised with the relevant stakeholders after they had viewed potential venues, and offered police support of the event. Six weeks later, in early March, she was one of the few alongside the Council and the owners of the venue who were informed Mt Isa had got the gig.

From this point on, the reality and responsibility of ensuring the security and ultimate success of an untried event presented a raft of unique challenges to Snr Sgt Hanrahan and her staff in Mt Isa. Firstly, the One Night Stand is an unticketed event,

Sergeant Emma Reilly, Constable Oliver Harrey-Walker, Constable Steph Palmer, and Detective Acting Sergeant Shane Wockner.



and so the number of attendees is extremely difficult to predict in the lead-up to the night.

The size of a gig of course directly influences how many officers may be needed to work, and so rostering considerations became a challenge, to ensure every contingency was catered for (this was especially difficult because rosters had already been completed for the weekend of the gig).

Another major factor was the confidentiality contracts put in place by triple j to ensure their announcement of the location was a surprise. The police team in Mt Isa may have known the One Night Stand was headed for their town, but they were unable to request support from other regions until the announcement had been made on national radio.

'We had seven weeks from being told the town had been successful in their bid for the event, but that was subject to strict confidentially agreements with triple j and the ABC until they announced it,' says Snr Const Hanrahan.

"The Mt Isa Rodeo was the most obvious blueprint for the One Night Stand: the difference was that the Rodeo is a tried and tested event."

'So we were able to plan and start making internal considerations, but we couldn't reach out to any of the external stakeholders or any other emergency services until such time as it had been officially announced. That happened at the four week mark, and that included reaching out to PSRT and the Dog Squad: those types of services.'

As was to be expected only four weeks out from the event, most officers from specialist squads already had commitments elsewhere. In a further hindrance to the request for reinforcement, many officers were at that time still involved in the response and recovery effort in the aftermath of Cyclone Debbie, which had made landfall at Airlie Beach only a few weeks prior.

'I put a fair few requests in for external assistance,' says Sergeant Emma Reilly, the forward commander of the operation. 'Because of Cyclone Debbie, we didn't get any external resources other than the two drug dogs that came, and a traffic officer from Longreach who was already up here and I asked him to stay for a few days.

'So it was a big logistical job in terms of staffing for us,' Sgt Reilly says. 'We didn't get the usual assistance that we get for events like the Rodeo: for it we get Northern Territory police coming across as well, so we have some really great support. But that was no-one's fault, it was just circumstance.'

The Mt Isa Rodeo was the most obvious blueprint for the One Night Stand: now in its 60th year, it attracts people from far and wide not only for the rodeo action, but also for music, entertainment, and general partying.

'The difference is that the Rodeo's a tried and tested event here,' Snr Sgt Hanrahan says. 'We've always had a response and there's a structure. It's like Indy, or Schoolies: you follow the same format year to year.

'Obviously that overlay and response gets tweaked each year with the changes in climate, be that the security climate or the structure of the event, but it essentially that stays the same.

'So this was something the likes of which Mt Isa had not seen or done before,' Snr Sgt Hanrahan says. 'We were certainly able to take our learnings from a big event like the Rodeo, and to look at what considerations we make there and either apply them or discount them as they fit.'

'Because it was a one-off it had a different kind of feel,' agrees Sgt Reilly. 'With those annual events, you're kind of half prepared, but for the One Night Stand it happened quite suddenly. Because we had such little preparation time, we had to jump in and get it done.'

The One Night Stand is also different to other music events because it is drug and alcohol free. Anyone who has applied for special services at a music event knows there is a schedule that dictates the application. If it's a music festival where alcohol will be served, you are required to have one police officer for every 750 patrons.

The Mt Isa crew were able to use these numbers as a guide, but because there was no alcohol being served, and because there was no way of knowing how many people would attend, it really was only a rough guide.

Senior Sergeant Renee Hanrahan and Sergeant Emma Reilly.

Constables Jonathon Watson, Sean Wale, Aric Simmonds, and Dan Westcott.

Snr Sgt Hanrahan and Sgt Reilly agree this was their main concern going into the event: not knowing how many people were going to roll into town, and whether their rostered officers would be able to cope with the attendance demand.

They set about ensuring they had as much information as possible during their forward planning in respect of making assessments of incoming flights and the vacancy rates of accommodation providers.

The day prior to the event, officers collated these numbers and started looking at traffic coming into town. They also scoped local pubs to get a feel for numbers, and noted that although there were obviously some extra people in town, it didn't feel unmanageable.

"We've been contacted by the fuzz!' Ben and Liam said on-air. 'They're excited!"

Spirits began to lift as it became clear their forward planning had properly anticipated the contingencies up to that point. Snr Sgt Hanrahan went so far as to text Ben and Liam, the triple j announcers who were to attend the event, to extend a welcome to triple j listeners.

'We've been contacted by the fuzz!' Ben and Liam said on-air. 'They're excited!'

Snr Sgt Hanrahan agreed there was general enthusiasm going into the event.

'We are pretty isolated, so these aren't events that we get to go to all the time, policing or socially,' she says. 'I guess if you're in the south east corner, every weekend there's a major football game on, and concerts are a regular occurrence. We don't

have as much exposure to those policing environments or those social opportunities, being as rural and remote as we are, so I think there was some enthusiasm around that.

'It was something different, and an opportunity to see specialist areas operating,' Snr Sgt Hanrahan says. 'We have a very junior staffing model up here, because we get officers sent from the Academy, or sent at the end of first year, and that generally sees a younger cohort. For a lot of our junior staff, seeing the drug dogs at work was the first time they've been involved in that sort of policing.'

Detective Sergeant Dave Hall and Senior Constable Joshua Bull.

Dog Squad officers Senior Constables Cherie Banks and Simon Carter travelled from Townsville and Brisbane respectively for the One Night Stand. Snr Const Banks spoke to the Mt Isa officers prior to the festival, knowing there would be some who hadn't worked with dogs before.

'You have to explain the dogs,' Snr Const Banks says. 'It does make a difference, because those who've done festivals before know how it operates and the best way to approach it.

'When we work, the people who don't want to get caught will try and avoid us,' she says. 'So a lot of officers who haven't seen the dogs work before

"You'll see people who will make a really massive, overt act to avoid us. It's not just like, 'Ooops, I went the wrong way'."

are fixated on the dog and not really looking at what's going on outside of that: and that's where a lot of your information will come from. You'll see people who will make a really massive, overt act to avoid us. It's not just like, "Ooops, I went the wrong

Senior Constable Simon Carter.

way", it's an overt act, and that's obviously a bit of a giveaway for your reasonable suspicion that they'll have something on them.

'It's only normally the silly ones or the cocky ones who will walk right past you and that the dogs will sit on,' she says. 'The other ones all do their best to conceal it, hide it, or not come near us.

'So when we do operations, we have to explain what our basic role is: to give you reasonable suspicion. If the dog does indicate on a person, that is then reasonable suspicion. Or if you've seen something because of an overt act that they've done, that's then reasonable suspicion, and you deal with that and it's got nothing to do with us. You don't want it to become an unlawful search.

'Festivals are so heavily logistical,' Snr Const Banks says. 'It's a bit of a logistical nightmare, and you need so many staff. With the drug dogs we need the bubble, the security bubble, so no one touches or assaults the dog, and we need staff to search the people that the dogs indicate on.

'Because you've got so many people coming to the festival, you're trying to get the dog access to as many people walking past you as you can, and the dog may sit on numerous people in a short period of time and then you end up running out of staff to search.

'You have to stop and start a bit, so it's not as fluent as doing a search warrant in a house where you just keep going until you've finished it; I think the dogs prefer that,' she says. 'So the more dogs the better for these sorts of festivals.

'Dogs can't talk: they can only show you by their actions when they've had enough, and depending on what they're exposed to, the type of dog,

the heat … it's basically on the day you'll find out how much you can get out of the dog.

'Some dogs you can get more out of than other dogs. Some dogs like that work environment, and other dogs don't, which means you won't get as much time with them doing that particular role. The handler knows when their dog's decided it's had enough.

'It's pretty obvious. Even a bystander would notice if you saw the dog work initially and then saw the dog work again: you'd notice the dog has slowed down or that it's not really interested anymore. It's had enough!'

Despite the difficulties of the evening—the crowds, the heat, the smell of delicious festival food—the dogs worked well, and all indications were positive sit responses: the people the dogs detected either had drugs on them or admitted to having had them prior to the One Night Stand. It was a good result for the Dog Squad

"Local families attended the event alongside die-hard music fans, some of whom had travelled from across the country."

officers, which mirrored the overall success of the entire event.

Due to the meticulous forward planning, the regular meetings with all players involved, the consistent drug- and alcohol-free marketing, and the hard work of the Mt Isa officers on the ground, the One Night Stand went off without a hitch.

Local families attended the event alongside die-hard music fans, some of whom had travelled from across the country. The final number of attendees was estimated as 8,000, which Snr Sgt Hanrahan knew the Mt Isa crew had catered for.

"Everyone was there for the right reason and they were just looking forward to enjoying themselves."

'We were able to make a fair assessment of crowd numbers, even though people were coming and going because of the structure of the event,' she says. 'We were happy we were able to cater for the numbers and we could judge the crowd demeanour. Everyone was there for the right reason and they were just looking forward to enjoying themselves, so that was encouraging.'

There was one arrest for obstruct police, which was a person who arrived intoxicated and was refused entry, and four charges for drug possession: and that was it. The crowd was well behaved after the event, as well, with venues noting more patrons than usual but no reportable incidents taking place.

'The feedback was really positive,' Snr Sgt Hanrahan says, 'We got feedback from patrons, other stakeholders who we worked with, local vendors who had an opportunity to do some fundraising during the event, the production team, and the ABC and triple j themselves … everyone was really excited that it went off so well.'

'We worked in partnership with the Mt Isa Council and all the other stakeholders we had to consider,' Sgt Reilly says. 'There was Queensland Rail because the train line was right nearby, and Mt Isa mines, our bus services, our liquor licensed premises ... so working in conjunction with them and everyone just doing the right thing really made the night, and made it a safe and fun environment for everyone to be in.'

The One Night Stand was great for the Mt Isa community, a community Snr Sgt Hanrahan believes is undersold.

'I love it professionally and personally,' she says. 'There's a really good community feel, and I've not gone without. I've been really impressed by what's out here: it's great for families, and it's a fantastic base to see some amazing parts of the country. I'm enjoying my role here professionally; there's an opportunity to put my own stamp on it, so it's been really great.'

Sgt Reilly, too, appreciated the opportunities open to her in Mt Isa.

Senior Sergeant Renee Hanrahan and the Thundamentals.

Constables Anthony Forman and Nikita Farmer.

Senior Sergeant Renee Hanrahan, Mila Hanrahan, and Eleanor Hall.

Sergeant Emma Reilly.

Constable Anthony Forman dancing up a storm.

'If I'd been in Brisbane I probably wouldn't have got as many opportunities as I got as a Sergeant,' she says. 'I got the opportunity to be the forward commander of the operation: seeing it through from the beginning to the end, and getting to work it as well. It's something I really appreciate getting the chance to do, so I'm lucky in that respect.'

Sgt Reilly's experience in helping to organise the One Night Stand and Mt Isa Rodeos certainly stood her in good stead for promotion: she is now the OIC at Mornington Island. While still at Mt Isa, she also appreciated the camaraderie of the officers in town.

"Out here we all stick together and just get the job done."

'Everyone takes things in their stride,' she says, 'and because we're out here we all work together, pretty closely, when big events are on. Out here we all stick together and just get the job done, which is what I like about it.

'That's why I like being a police officer,' Sgt Reilly says. 'We get to be involved in all these sorts of things, and if you don't enjoy it as well, you're missing out. The job is serious, of course, but you try not to take it too seriously.'

"The job is serious, of course, but you try not to take it too seriously."

Constable Anthony Forman, for one, seems to have taken her advice. Yes, that's right: that's him dancing at the One Night Stand on the front of the Journal.

Police Recipes

PAD THAI

Serves 4

It's a staple: when you're at the counter of your local Thai takeaway and you can't decide what to order, Pad Thai is a delicious, dependable choice. This recipe is a little healthier than others, so it's a quick, easy, relatively-guilt-free way to up your Thai game at home!

What do I need?

Noodles:

- 200g Pad Thai rice noodles
- 1 tablespoon sesame oil
- 1 tablespoon soy sauce
- 2 cloves garlic, crushed
- 1 red capsicum, thinly sliced
- 2 spring onions, thinly sliced
- 300g peeled prawns
- 3 tablespoons cashews
- 2 eggs, whisked
- one big handful of bean sprouts
- lime wedges and coriander sprigs to serve

Satay sauce:

- 2 tablespoons soy sauce or tamari
- 1 teaspoon chilli flakes
- a good pinch of ground ginger
- 2 tablespoons sesame oil
- 2 tablespoons peanut butter
- 1 tablespoon honey

What do I do?

1). Place rice noodles in a pot of boiling water and cook for 6-8 minutes until they soften, and then drain.

2). Add garlic and sesame oil to a large frying pan or wok over medium-low heat.

3). Add capsicum and spring onions and cook for 5 minutes or until tender. Add soy sauce.

4). Meanwhile, combine all sauce ingredients in a bowl and whisk until well combined.

5). Add prawns and sauce and continue to cook for another 3 minutes, stirring until prawns are cooked through.

6). Add in whisked egg and mix through with rest of ingredients.

7). Lastly, add rice noodles to pan and toss through.

8). Scatter cashews and bean sprouts on top and serve with lime and coriander.

Recipe source: Jessica Sepel

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

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Ph 3259 1900 (24 hours)

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QUEENSLAND POLICE UNION

www.qpu.asn.au

From the Archives

THE MT ISA RODEO, 1999

A few happy snaps from the 41st annual Mt Isa Rodeo in 1999.

Photo source: The Queensland Police Museum.

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.

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Got a picture of you and your police mates that you think would look great on the big screen? (Or at least one you think deserves a showing in the Journal?) We have a $50 BCF voucher up for grabs for our favourite, so send your pictures to us at ***journal@qpu.asn.au***, and you might just get that showing!

2017: The year in review

By Sarah Ford, Solicitor, Gilshenan & Luton Legal Practice

2017 was a year of legislative action. Various Acts relevant to police and prosecutions were passed, many of which have now come into effect, and which have widespread application.

Some of the most important include:

CRIMINAL LAW AMENDMENT ACT 2017

While this Act brought about a number of amendments to key pieces of legislation, the legislation which benefited most (and which is of key significance to prosecutors) is the *Justices Act 1886*. This is so because of the following long-awaited changes to Magistrates Court practice and procedure:

"The joinder of complaints against multiple defendants in Magistrates Court proceedings has been a longstanding point of contention throughout the legal profession."

Section 43A *Justices Act 1886*: Joinder of complaints

The joinder of complaints against multiple defendants in Magistrates Court proceedings has been a longstanding point of contention throughout the legal profession. Until 31 March 2017, the *Justices Act 1886* was silent on the issue.

The insertion of s43A into the *Justices Act 1886* rectified that by largely mirroring s568 (12) of the *Criminal Code*. The new section provides that two or more complaints against different defendants can be heard together *'…if the matters of complaint in the complaints are founded on –*

(a) substantially the same facts; or

(b) facts so closely related that a substantial part of the facts is relevant to all matters of complaint.'

Importantly, s43A applies to complaints filed both before and after 31 March 2017, because the provision applies retrospectively.

Section 145 *Justices Act 1886*: Bulk pleas

New subsections were added to s145 which now allow for a defendant to enter a single plea to multiple complaints at the same time. Previously, defendants were required to enter separate pleas to every charge, even when facing dozens of offences.

To enter a plea using the new provisions, the defendant has to:

1. Be legally represented[1]
2. Have obtained legal advice[2]
3. Be aware of the substance of each of the complaints.[3]

Section 148A *Justices Act 1886*: Admissions of fact

In respect of simple offences or breaches of duty, at the hearing of a complaint, pursuant to the new s148A, a defendant may now admit any fact alleged against them,[4] and a complainant may admit any fact relevant to the hearing (if the defendant consents to the admission being made).[5]

An admission of fact made in such circumstances is sufficient proof of the fact without other evidence,[6] and s148A applies to complaints regardless of whether they were made before or after the commencement of the *Criminal Law Amendment Act 2017*.

Prior to the Act, although some practitioners and Magistrates adopted a practice based on s644 of the *Criminal Code Act 1899* in summary proceedings, there were no express provisions in the *Justices Act 1886* which allowed for this process to occur.

Section 150A *Justices Act 1886*: Cash bail

For many years there has been a lack of clarity about the possible consequences of a defendant failing to appear in court after being granted cash bail by police. While the normal practice was for the bail amount to be forfeited and the matter resolved, there were no express provisions in the *Justices Act 1886* about the formal conclusion of proceedings.

The insertion of s150A remedied this by providing that if a defendant is granted bail pursuant to s14 of the *Bail Act 1980*,[7] and the defendant fails to appear in court, the forfeiture of the money deposit in connection with the bail may be ordered, and the Magistrate may order that the complaint is 'ended' (and that no further action be taken).

The same result can occur should the defendant appear in accordance with their bail undertaking,[8] or if the defendant's lawyer appears on behalf of the defendant (and applies for an adjournment).[9]

THE CRIMINAL PRACTICE (FEES) AND OTHER LEGISLATION AMENDMENT REGULATION 2017

As of 13 April 2017, allowances payable to prosecution witnesses who attend criminal proceedings to give evidence are now governed by the *Criminal Practice (Fees) Regulation 2010*.

Previously, there were no legislative guidelines or rates with respect to the payment of witness allowances in criminal proceedings.

Amendments to the *Criminal Practice (Fees) Regulation 2010*, however, have resulted in the insertion of a schedule which sets out the allowances that prosecution witnesses are entitled to be paid in criminal proceedings (see Schedule 2 – 'Amounts of prosecution witness allowances'). That schedule provides amounts for:

1. Travelling allowances
2. Meal allowances
3. Accommodation allowances, and
4. Loss of earnings allowances.

These new allowances apply to witnesses who have not yet attended court for proceedings which are currently on foot, and also witnesses who have attended court to give evidence, but who have not yet been paid their entitlements.

WORK HEALTH AND SAFETY AND OTHER LEGISLATION AMENDMENT ACT 2017

This Act introduced a new offence of industrial manslaughter which commenced on 23 October 2017 and has been inserted into each of the *Work Health and Safety Act 2011*, the *Electrical Safety Act 2002*, and the *Safety in Recreational Water Activities Act 2011*.

The offence carries maximum penalties of 20 years imprisonment or 100,000 penalty units for companies.

VICTIMS OF CRIME ASSISTANCE AND OTHER LEGISLATION AMENDMENT ACT 2017

There are two features of this Act which are worth highlighting here.

The first is that the Act amends the *Penalties and Sentences Act* to clarify the rights of victims during sentencing proceedings. It also introduces a charter of victim's rights which outlines rights in respect of the treatment of victims by both government and non-government entities.

Predominantly, it focuses on keeping victims informed about:

- The progress and outcome of investigations and proceedings
- Major decisions about prosecutions
- Details of the offender, and
- Relevant processes.

Another crucial feature is the introduction of *'sexual assault counselling privilege'* which has the effect of essentially ending the long-standing practice of defence lawyers subpoenaing the counselling records of complainants in sexual cases, and thereafter cross-examining complainants in respect of their contents.

Under the new provisions,[10] a *'protected counselling communication'* will be unable to be compelled or produced to a court (whether by subpoena or otherwise) at a committal or bail proceeding. For all other proceedings, the specific leave of the court is required.

In deciding whether to grant leave, the court cannot do so unless satisfied (note the onus on the defence) that the protected communication will have *'substantial probative value'*, and the public interest in admitting the communication *'substantially outweighs'* the public interest in preserving confidentiality and protecting the counselled person from harm.

The amending Act also excuses the prosecution from its disclosure obligations in respect of protected counselling communications.

"2017 was marked by its substantial and at times controversial legislative amendments."

CONCLUSION

2017 was marked by its substantial and at times controversial legislative amendments. The introduction of most of the legislative provisions referred to in this article has patched a number of procedural gaps that have been left unattended for years, and has provided clarity in areas of the law which were previously ambiguous.

Undoubtedly, these amendments will have widespread ramifications for legal practitioners and police alike.

1 Section 145(2).
2 Section 145(2)(a).
3 Section 145(2)(b).
4 Section 148A(2)(a).
5 Section 148A(2)(b).
6 Section 148A(3).
7 Which allows for police to grant bail to a person and release the person from custody upon the making of a deposit of money (as security for the person's appearance before a court).
8 Section 150A(1)(b)(ii).
9 Section 150A(1)(b)(iii).

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Letters to the Editor

Letters to the Editor should be no longer than 400 words if possible and sent to: (Letters may be edited for length and clarity.)
PO Box 13008 George Street, Brisbane Qld 4003 Fax: 07 3259 1996 or Email: journal@qpu.asn.au

Tama Hodgson says 'thank you QPU'!

Hi my name is Tama Hodgson and my dad Roger works in the Gladstone Criminal Investigation Branch. My dad has been with the Queensland Police since 1993 and has always been a Union member. I love playing sports and last year I set a goal of making the Queensland School Boys under 12 touch football team. I worked throughout the year to be named in the team and I was also given the duties of Vice Captain. The team went to the Pacific School Games in Adelaide and played 12 games throughout the carnival and won the Gold Medal. Prior to going away, I made an application to the Queensland Police Union of Employees for a Sporting Scholarship which I received. I want to say a big thank you to the QPU and all the members who helped me realise my sporting goals. I really appreciate it.

Tama Hodgson

Dear Editor

Friday 19 January 2018 was my final day as a police officer and as such a member of the Queensland Police Union of Employees. For over 38 years I have served one Queen and the community of Queensland from Burketown to Birdsville, Mount Isa to Brisbane, from Chinchilla to Logan, and so many places in between.

I have watched people die and watched people born. I have met the worst scum in this world and I have seen the best in humanity. I have buried mates and I have watched mates become husbands, wives, fathers, mothers, and champions. I have escorted mates to prison and I have celebrated when others have been acquitted. I have watched my Union put everything on the line to defend the right for police to serve united and with honour.

This is the greatest job in the world. It has given me a family, a home, and a life well lived. It has taken me around the state, the country, and overseas. I owe the job more than it will ever owe me. I am satisfied from all my experiences, the good has far outweighed the bad.

In 2001 I made the tough decision to stay in Logan and never promote. I focussed on my family and community and of course the greatest policing team in Australia, 'Logan Central First Response'. I remain in awe of the professionalism, pride, integrity, and guts of these men and women with whom I had the pleasure to work with. Upon reflection, it was the best decision of my career and never regretted. Success should be measured in the support of good family, good community, and good mates. I had this in spades.

I wish to thank you, Ian, past Union Exec members, and our legal teams and industrial staff for all those years of battle that led to me having a decent wage and always improving working conditions.

Please accept my resignation by virtue of my separation from the Queensland Police Service.

Mike Pearson
Former Senior Sergeant
4004214

Please be aware that we are legally unable to publish letters if we do not know the verified author. The Editor may withhold names at her discretion.

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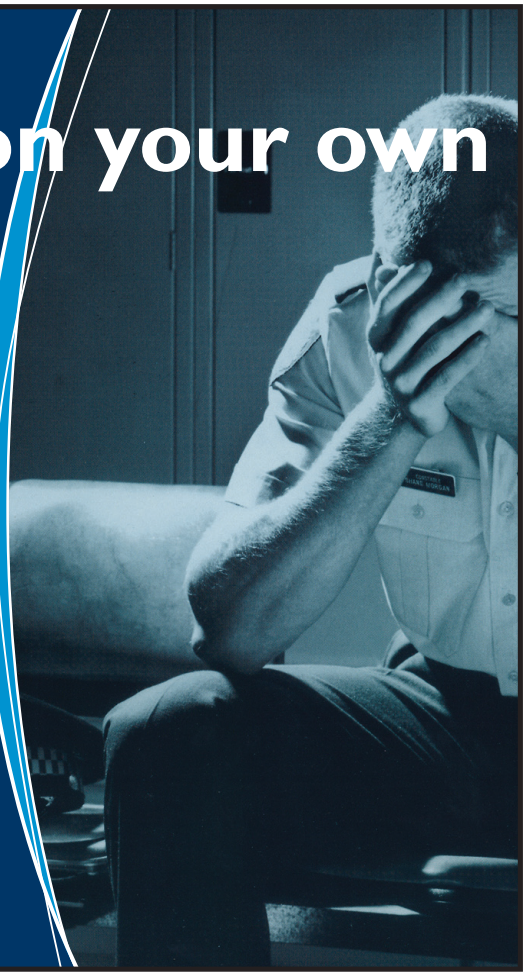

QUEENSLAND POLICE UNION OF EMPLOYEES
Telephone: 07 3259 1900 • Fax: 07 3259 1950

NOTICE TO MEMBERS

The Queensland Police Branch of the Police Federation of Australia ('the Branch') will be holding an election for offices that correspond with offices of the Queensland Police Union of Employees ('the QPU').

The Branch is the federal counterpart body of the QPU.

To avoid holding two elections for a corresponding office, the QPU will make an application for exemption from holding an election under section 802 of the *Industrial Relations Act 2016* (Qld).

The QPU is making this application so that the member who fills an office in the Branch will fill the corresponding office in the QPU.

The members of the QPU will not be detrimentally affected as members have already voted, or been given the opportunity to vote, in the election held for the federal counterpart body of the QPU.

This notice will apply to any vacant offices in the QPU until the expiry of the term which commences in 2018, where the office in which the vacancy occurs (in the QPU) corresponds with an office in the Branch, and where the Branch has held an election for its vacant office.

If you have any questions please contact the QPU.

Ian Leavers
GENERAL PRESIDENT
QUEENSLAND POLICE UNION OF EMPLOYEES

Police Federation of Australia
Queensland Police Branch
Scheduled Election E2017/272

Election Notice

Fair Work (Registered Organisations) Act 2009

Nominations are called for:

- Conference Delegate (45 positions) *(see attached listing for Region, Clusters and Districts)*

NOTE:

1. Nominations must be
   a) In writing,
   b) Signed by the nominee,
   c) Seconded by 3 members,
   In accordance with the Election Procedure Rule 42

2. Only Members, financial as at the date of the calling of nominations, may nominate for, second any nomination for or vote in an election for any office in the Branch or a Sub-Branch. Please refer to Election Procedure Rule 42, calling for Nominations Rule 47 and Nomination Procedure Rule 48.

3. Nominations open at 12:00 Noon Monday 19th February 2018 AEST and must reach the Returning Officer at the office or postal address below not later than 12:00 Noon Tuesday 20th March 2018 AEST.

4. Candidates may submit a statement to be included with ballot material. Only statements which comply with the Organisation's rules and are received by the Returning Officer by **12:00 noon** on 20th March 2018 AEST will be published.

5. Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

6. Nominations cannot be withdrawn after 5:00pm Tuesday 27th March 2018 AEST.

7. As a candidate you will be sent an acknowledgment.

8. It is your responsibility to ensure that your nomination is received by the Returning Officer **before** nominations close.

HOW TO LODGE NOMINATIONS

By post: GPO Box 1060, BRISBANE QLD 4001

By fax: (02) 6293 7631

By hand: Level 7, 488 Queen St, BRISBANE QLD 4000

By email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to brisbanemetrosouth@aec.gov.au

The ballot, if required, will open 12:00 Noon Wednesday 4th April 2018 AEST and close at 12:00 Noon Wednesday 2nd May 2018 AEST. Only a person who was a Member 30 days before the opening time for nominations may vote in the election. The ballot will be decided by a first-past-the-post system of voting.

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

Chris McCormack
Returning Officer
07 3834 3449

AEC Australian Electoral Commission

12 February 2018

One Branch Conference Delegate from each of the following clusters (48):

	FAR NORTHERN REGION
Clusters	Districts
1	Aurukun, Bamaga, Cairns, Coen, Cooktown, Edmonton, Gordonvale, Kowanyama, Laura, Lockhart River, Mossman, Pormpuraaw, Port Douglas, Smithfield, Thursday Island, Weipa, Yarrabah, Horn Island, Far Northern Regional H.Q.
2	Babinda, Cardwell, El Arish, Innisfail, Mission Beach, Mourilyan, Silkwood, South Johnstone, Tully
3	Atherton, Chillagoe, Croydon, Dimbulah, Einasleigh, Forsayth, Georgetown, Herberton, Kuranda, Malanda, Mareeba, Millaa Millaa, Mount Garnet, Mount Molloy, Mount Surprise, Ravenshoe, Yungaburra
	NORTHERN REGION
Clusters	Districts
4	Bedourie, Birdsville, Boulia, Burketown, Camooweal, Cloncurry, Dajarra, Doomadgee, Julie Creek, Karumba, Kynuna, McKinlay, Mornington Island, Mount Isa, Normanton
5	Magnetic Island, Townsville, North Queensland Police Academy
6	Deeragun, Kirwan, Mundingburra, Stuart, Townsville Traffic, Townsville Regional Office and Townsville District Office
7	Ayr, Charters Towers, Clare, Giru, Home Hill, Hughenden, Pentland, Prarie, Richmond, Ingham, Halifax, Palm Island, Rollingstone, Greenvale, Ravenswood
	CENTRAL REGION
Clusters	Districts
8	Agnes Waters, Baralaba, Biloela, Calliope, Gladstone, Goovigen, Many Peaks, Miriam Vale, Mount Larcom, Moura, Rosedale, Tannum Sands, Theodore, Wowan
9	Alpha, Aramac, Barcaldine, Blackall, Ilfracombe, Isisford, Jericho, Jundah, Longreach, Muttaburra, Windorah, Winton, Yaraka, Emerald, Capella
10	Calen, Carmila, Clermont, Dysart, Eton, Farleigh, Finch Hatton, Glenden, Mackay, Marian, Middlemount, Mirani, Moranbah, Nebo, Proserpine, Sarina, St. Lawrence, Walkerston, Whitsunday, Mackay Northern Beaches, Collinsville, Bowen
11	Anakie, Blackwater, Duaringa, Emu Park, Gracemere, Lakes Creek, Marlborough, Marmor, Mount Morgan, North Rockhampton, Rockhampton, Rolleston, Springsure, Tieri, Westwood, Woorabinda, Yeppoon, Central Regional H.Q.
	NORTH COAST REGION
Clusters	Districts
12	Bundaberg, Bargara, Childers, Gin Gin, South Kolan
13	Kingaroy, Blackbutt, Cherbourg, Kumbia, Murgon, Nanango, Proston, Wondai, Eidsvold, Monto, Mt. Perry, Mundubbera, Gayndah
15	Maryborough, Tiaro, Howard, Hervey Bay, Biggenden, Fraser Island
16	Bribie Island, Caboolture, Deception Bay, Kilcoy, Moore, Woodford, Redcliffe
17	Caloundra, Coolum, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional Headquarters, Beerwah
	SOUTHERN REGION
Clusters	Districts
18	Adavale, Augathella, Charleville, Cunnamulla, Eromanga, Eulo, Hungerford, Morven, Quilpie, Tambo, Thargomindah, Wyandra
20	Boonah, Booval, Esk, Goodna, Harrisville, Ipswich, Kalbar, Karana Downs, Lowood, Marburg, Rosewood, Toogoolawah, Yamanto, Springfield

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21	Bollon, Dirranbandi, Dulacca, Injune, Miles, Mitchell, Mungallala, Mungindi, Roma, St. George, Surat, Taroom, Thallon, Wallumbilla, Wandoan, Yuleba
22	Cambooya, Crows Nest, Drayton, Forest Hill, Gatton, Goombungee, Helidon, Jondaryan, Laidley, Oakey, Pittsworth, Toowoomba, Southern Regional H.Q.
23	Allora, Clifton, Goondiwindi, Inglewood, Killarney, Leyburn, Stanthorpe, Talwood, Texas, Wallangarra, Warwick, Yangan, Yelarbon
	SOUTH EAST REGION
Clusters	Districts
24	Broadbeach, Burleigh Heads, Palm Beach, Coolangatta, Robina
25	Southport, Runaway Bay, Water Police
26	Surfers Paradise, SER HQ
27	Coomera, Mudgeeraba, Nerang
28	Logan Central, Browns Plains, District HQ, Crestmead
29	Beenleigh, Loganholme, Springwood
30	Jimboomba, Beaudesert, Canungra, North Tamborine, Rathdowney
	METROPOLITAN NORTH REGION
Clusters	Districts
31	Ferny Grove, Indooroopilly, The Gap
32	Boondall, Clayfield, Hendra, State Traffic (Boondall)
33	Brisbane Watchhouse
34	Albany Creek, Petrie, Sandgate, Dayboro
35	Brisbane City, Metropolitan North Regional H.Q.
36	Fortitude Valley, Stafford
	METROPOLITAN SOUTH REGION
Clusters	Districts
37	Academy, Driver Training
38	Moorooka, Oxley, Sherwood, Mt Ommaney, Acacia Ridge, Inala, Calamvale
39	Carina, Coorparoo, Holland Park, Upper Mt Gravatt, Metropolitan South Regional H.Q
40	Annerley, Dutton Park, Morningside, Southbank, West End
41	Capalaba, Cleveland, Dunwich, Redland Bay, Wynnum, Water Police, Russell Island, Macleay Island
42	Specialist Services
	HEADQUARTERS AND SUPPORT REGION
Clusters	Districts
43	Forensic Services Branch
44	S.C.O.C. Branch
45	Railway Squad and Alderley Branch
46	Crime and Misconduct Commission Branch
48	Brisbane Prosecutions

AEC Australian Electoral Commission

Nomination Form

Police Federation of Australia – Queensland Police Branch Election - E2017/272

Conference Delegate (45)

Candidate: *Full name (block letters)*	We, the undersigned members of the Queensland Branch, nominate:
For the office of:	**Conference Delegate**
Location: *(Region/Cluster/District)*	

Nominators (at least three required):

Full name (block letters)	Signature	Date
		/ /
		/ /
		/ /

Candidate's consent: *(Print your name as you wish it to appear on the ballot paper)*	I, Consent to nomination for the above office for which I am eligible under the rules.
Salutation:	Mr, Mrs, Miss, Ms
Postal address:	Postcode:
Contact details:	Email: (This is the preferred method of contact with candidates. Please print clearly)
	Work: Home:
	Mobile: Fax:
Signature and date:	Signed: Date: / /

NOTE:

- As a candidate you will be sent an acknowledgment by return mail or email.
- It is your responsibility to ensure that your nomination is received by the Returning Officer BEFORE nominations close.

How to lodge nominations

By post: GPO Box 1060, BRISBANE QLD 4001

By fax: (02) 6293 7631

By hand: Level 7, 488 Queen St BRISBANE QLD 4000

By email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to brisbanemetrosouth@aec.gov.au *Senders of emails to the AEC email mailbox be aware that incoming emails that appear to be spam emails may be blocked. Emails larger than 6MB in size also may not be accepted by the AEC's firewall. It is the responsibility of the sender to ensure that their email reaches the AEC email mailbox before the deadline. Please be aware that email is not a guaranteed delivery system. If you do not receive a receipt confirmation Email within 30 minutes of sending please contact the AEC.*

Chris McCormack, Returning Officer
(07) 3834 3449

AEC Australian Electoral Commission

Notice of Election – Assistant General Secretary

The Queensland Police Union of Employees ('**QPUE**') has determined in accordance with the rules of the QPUE to call nominations for the position of **Assistant General Secretary**.

The persons eligible to nominate are:

- all financial members of the QPU;
- a current officer of the QPU; or
- a person appointed as an assistant to the Secretaries under QPU rule 19.1.6.

Nominations open on **30 January 2018** and close on **28 February 2018**.

A nomination form is set out below or may be obtained from Mr Don Brown (QIRC Cmr ret) Returning Officer and are also available at www.qpu.asn.au .

For a nomination to be accepted it must be fully completed and signed by the:

- candidate; and
- at least three (3) financial members (other than the candidate),
- delivered to the Returning Officer, by no later than 5:00 PM on 28 February 2018 and by one (1) of the following means, by:

    - PDF to **donbrownreturningofficer@hallpayne.com.au**;
    - post to **Locked Bag 2013, South Brisbane QLD 4101**; or
    - delivery to **c/o Hall Payne Lawyers, Ground Floor, 27 Peel Street South Brisbane**.

If there is more than one (1) eligible nomination an election will be conducted by way of a ballot of the Executive at its April 2018 meeting.

The term of the position of the person elected is four (4) years and will commence on 1 July 2018.

Returning Officer
Don Brown
donbrownreturningofficer@hallpayne.com.au
0418 754 158

Nomination Form

Form of Nomination for Assistant General Secretary

We, the three (3) undersigned financial members of the Queensland Police Union of Employees, desire to nominate Mr/Mrs/Miss/Ms ..... as a candidate for the position of Assistant General Secretary:

	Name(Please Print)	Signature	Reg. No.	Station	Date
1					
2					
3					

I accept nomination and I am prepared fully to comply with the aims, objects and rules of the Queensland Police Union of Employees and otherwise faithfully serve the best interest of my members if elected to represent them.

Name (please print).....
Signature.....
Reg. No. .....
Station .....
Residential Address.....
Date.....

Ups and downs are for your working week, not your super.

In the world of law enforcement, you never know what the day will throw at you. That's why it's good to know while you get on with your job, we're striving to deliver strong returns with less risk.

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Police Health

NEW TO THE POLICING FAMILY: PARTNER TIPS

Policing is unique in the way it shapes the individuals who do the job: from safety to friendships to hypervigilance. Taking a proactive approach to these challenges is a vital part of staying mentally well on the frontline.

People who are attracted to policing as a career are generally community-minded, action-oriented, and love the challenge that comes with the unpredictability of each day.

Over the course of their careers, police members form strong bonds of friendship, solidarity, and trust, leading to a sense of belonging to a 'police family', particularly in regards to protecting each other and staying safe on the beat.

Partners feel this too, reporting that with a partner as a police officer, they not only join the member's family, but the extended family of the Police Service, which can be a protective factor during times of stress or crisis.

The job of a police officer exposes them to a different view of the world, which can lead to members becoming cynical and somewhat hardened. To be a good police officer, members are taught to always remain in control of their emotions, and this can potentially be interpreted as a lack of empathy within relationships.

These are personality traits that are often referred to as 'work mode', and the research indicates members often have trouble switching between their work and home modes after a shift.

Ultimately, personal relationships of any dynamic require communication and cooperation to function effectively. It is essential that police find ways to balance these work and home modes to ensure effective communication and support in their relationships. The challenge is shifting the mindset from one to the other at the end of a shift.

There are several key coping skills that can assist members and their families in achieving a work/life balance, from physical exercise through to social and practical support, including with friends and family outside the Service, and focusing on the positive aspects of the job such as work camaraderie and pride.

Graduating from the Police Academy is the culmination of months of hard work, training, and fitness and getting out onto the streets for the first time as a police officer is powerful, exciting, and above all, real.

While those first days on the beat may be exciting for members, it can be quite daunting. For some, this is their first exposure to shift work and overtime, and members are often simultaneously adjusting and settling into a new location.

Members and their families report this time can be a baptism of fire, full of changes and the new experiences that can happen in a frontline relationship.

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QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Summer 2018

State President:
Greg Early-early.gregory1@gmail.com 0407 960 588
State Secretary:
Jillian Steinkamp-qldretiredpolice@gmail.com 0411 401 596
QRPA website: www.qrpa.asn.au
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MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

I still hear of applications being made for this medal and particularly by some older retired officers who are hearing about its availability by word of mouth or via our communications. At the Sunshine Coast meeting on 24 October, Gordon Cogill was presented with his medal by Vice President John Lewis, and at the Christmas Luncheon on 28 November I presented Bruce Shillington with his medal. At Police Headquarters on 21 November, Commissioner Ian Stewart presented Pattie Neideck-Collins with the National and Queensland Police Service Medals posthumously in honour of her late husband John who was killed on duty. Chief Superintendent Brett Schafferius presented Bob Adamson and Frank Wagner with their medals at the Christmas Luncheon of Far North Queensland branch held at the Red Beret Hotel, Redlynch, on 1 December. At our meeting at Police Headquarters on 4 December, Commissioner Ian Stewart presented Life Member Doug Levingstone, 92 years, with the Queensland Police Service Medal and the National Police Service Medal. If you know of someone who has not applied for the medal, it is never too late for them to apply.

Doug Levingstone being presented with the National Police Service Medal and the Queensland Police Service Medal by Commissioner Ian Stewart.

Members attending the state meeting at Police Headquarters on 4 December.

LUNCHEONS ATTENDED RECENTLY

I attended the Darling Downs Luncheon at the Toowoomba TAFE College on 18 October, Mackay-Whitsunday at Souths Suburban Bowls Club on 20 October, Logan-Beenleigh at Club Beenleigh on 24 October, Rockhampton's Dinner on 20 November at the Frenchville Club, Bundaberg on 6 December at the RSL Club, and Ipswich on 14 December at Brothers Leagues Club. While some of the Luncheons were down in numbers, they were all most enjoyable.

UPCOMING LUNCHEON

27 February – Redlands – Redlands Sporting Club – Sue Luskie 3207 1560

NEW MEMBERS

- Former Lieutenant Commander RAN (Navy Police) Stephen David Cleary, Logan-Beenleigh
- Former Senior Constable Clive Arthur Cust, Southern Downs and Granite Belt
- Former Senior Sergeant Peter Raymond Flexman, Redlands
- Former Sergeant Andrew Watt, Logan-Beenleigh
- Former Superintendent Robert Waugh, Brisbane
- Former Detective Sergeant Martin James Arrowsmith, Townsville
- Former Sergeant David Robert Finlay, Townsville
- Former Constable Christine Ann Morris, Gold Coast

NEW ASSOCIATE MEMBER

- Joy Elizabeth Raatz, spouse of member John Raatz, Ipswich

OBITUARIES - MAY THEY REST IN PEACE

Member: Associate Member June Esme Fillingham, 7 September, 79 years and veteran member and former Senior Sergeant Raymond Joseph Vagg, 14 November, 85 years.

Non-Members: Former Queensland police officer Graham William Baildon, 3 June; former Inspector John William James Gray, 21 September, 91 years; former QPS officer Harold John Wheate, 4 October, 82 years; former Sergeant Colin Noel Afflick, 13 October, 89 years; former Senior

Sergeant Roland Dawson Summerfield, 17 October, 87 years; former police officer Francis John Watts, 6 November, 82 years; former police officer Brian Fitzsimon, 10 November, 88 years; and former police officer Clive Dewey, 20 November, 76 years.

Family: Pauline Mary Ring, wife of life member Mick Ring, 15 August, 87 years; Moreen Denney, widow of former Senior Sergeant Reg Denney, 15 September, 85 years; Delphine Merle Boyd, widow of Herbert Boyd, 17 September, 97 years; Barbara Ann MacMillan, wife of veteran member Dugald MacMillan, 18 October, 82 years; Lorraine Margaret Zerner, widow of Bob Zerner, 20 October, 81 years; Mary-Louise Houston, wife of member Denis Houston, 25 October, 67 years; Mary Margaret Patricia Otago, widow of Ted Otago, service 30 October, 87 years; and Denise Elizabeth O'Brien, widow of former Senior Sergeant Kevin Richard O'Brien, 22 September, 88 years.

QRPA CERTIFICATES:

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

- David Andrew Stannard, Redlands
- John Edward Dunn, Sunshine Coast

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

- Ronald Gregory Thompson, Redlands
- Bruce Douglas Jensen, Bundaberg
- Noel Edward Stone, Darling Downs
- Ian Harold Kidman, Bundaberg
- Graham Arnold McIntosh, Redlands
- Graeme Alan George Millard, Gold Coast
- Leonard Edwin Reynolds, Gold Coast
- Ross David Skyring, Hervey Bay
- Graham James Williams, Redlands
- Keith Woodbridge, Gold Coast

90 and over:

- Hurtle Roy Shepherd, 96 years on 1 November, Brisbane
- Mervyn Thomas Hanlon, 91 years on 19 November, Brisbane
- Harold Francis McCosker, 95 years on 30 November, Brisbane
- Margaret Gloria Jeppesen, 92 years on 29 December, Townsville

AROUND THE BRANCHES

BUNDABERG

Geoffrey Hosking was presented with his Veteran Certificate at the 27 October meeting. From President Rowan Bond: I trust you had a great day on Police Remembrance Day. It was busy with firstly the service and then straight to our meeting. A good roll-up at both events was great to see. Our new flag bearer, Bruce Jensen, did a great job and would have made Doug Hoare proud. Members also ensured that Moreen Denney's funeral was well attended as a tribute to both the late Reg and Moreen herself. We had some pretty severe weather and it was heartening to hear that members called on or called other members and widows to make sure that they were okay after the huge rain event. Many thanks to Welfare Officers Mary Waugh and Ian Hargrave and all the others who made the time to make sure everyone was okay. The 24 November meeting was held at the Bundaberg RSL Club.Welfare: Bob Hayes is going along okay but has a few medical issues causing him some concern. He was able to attend the Luncheon on 6 December. Gordon Storer is now in high care at Riverleigh Nursing Home. Mary has contacted Elwyn Jones who had some small cancers removed from his nose area. She has also been in touch with John Read. Russell Crook travelled to Tasmania and on 26 November he and Mary attended the meeting of Van Diemen's Land branch. Russell is hanging in there and was able to attend the Annual Luncheon. Ken Strohfeldt is still undergoing treatment. On the bowls front: the Retired Police team was in action on 22 October at East Bundaberg Bowls Club. The team was skipped by Greg Elsworthy, with Jack Field, Tom Carroll, and Alan Edgerton. They came away with a good win 23-10 over an Easts Club team but unfortunately their number did not come out for the winning rink. The team also played at ICM on 27 November and again came up winners. The team, skipped by Jack Field, with Karl Osterlund, Alan Edgerton, and Tony Olsen, had a good win but again no winning marble. Grannie Pearce played at ICM also but with the Bargara Bowls Team. The Annual Luncheon held on 6 December was, as usual, successful. Some 84 members and guests attended. Other branches represented were Gympie, Rockhampton, Gladstone, Near North Coast, Redlands, Hervey Bay, and Brisbane, as well as three representatives from QBank. There were 58 raffle prizes including three Christmas hampers. The Bundaberg RSL Club is an excellent venue and the staff always go out of their way to please the Luncheon participants.

GOLD COAST

The 6 November meeting was held at the Southport RSL Club. Vice President Colin Sullivan chaired the meeting and welcomed all present. The application for associate membership by Christine Morris, wife of Ian, was recommended for acceptance. Another meeting was held at the Currumbin RSL Club on 5 December. A final reminder was given for the Christmas Luncheon to be held at the Lonestar Tavern on 8 December. Fifty-eight tickets had been sold prior to the meeting. A membership application was received from Stuart Eric Barlow and an associate member application from Shelagh Barlow, both from the UK. Both applications were recommended for approval. The branch meeting and social calendar for 2018 has been completed and distributed to members. The March 2018 BBQ will be hosted by Denis and Jan Chalker. The newly elected MP for Broadwater, David Crisafulli, has agreed to print the branch's newsletters (as his predecessor did). Welfare: Colin Sullivan recently caught up with Boyd and Betty Barrett, Graeme and Elaine Jefferies, and also Pat O'Brien, who were all in good spirits. Don Braithwaite and Bob Gillespie visited Ross Beer and John Meskell, who are both well. Guest speaker: David Wyatt, a StrokeSafe Ambassador, who talked about stroke awareness and prevention.

GYMPIE

I was extremely disappointed to miss our meeting on 4 October but unfortunately I was hospitalised at the Kawana Private Hospital with chest problems. It was the first meeting I have missed since becoming President. Seven of our members attended the National Police Remembrance Day service at St Patrick's Church. Police Chaplain Bruce Dorman is thanked for all of the hard work he puts in to make the service a success. I carried the QRPA flag and Treasurer Glen Durre placed the branch's wreath. Our member, Mick Venardos, is the grandson of the late Sergeant Theodore Reinholt Herman, who in 1950 was the Officer in Charge of the Blackall police division. On 3 December 1950 Sergeant Herman had walked two prisoners from the Blackall township to the police station and while opening the cell door he collapsed and died. For many years, deceased police officers who were killed in the line of duty had their names placed on the Honour Roll at Police Headquarters. If they died on duty they were excluded. Mick and his family tried for years to have this situation rectified but without success. Eventually, research showed that over the years there had been a couple of exceptions to the rule. Eventually, the Venardos family was successful and on 29 September this year Mick and three generations of his family attended a Remembrance Day service in Canberra to honour police officers who died in the line of duty – including Mick's grandfather. It may have taken 67 years, but eventually the situation was rectified. The motto of course is never give up. *(Laurie Pointing)* Our guest speaker at our next meeting was Senior Sergeant Kevin Thomson, from Hervey Bay station, who spoke about an incident that occurred at Ravenshoe in 1995. An offender unexpectedly produced a concealed pistol and shot him. He struggled with the offender. It quickly became a desperate fight for life, with the offender narrowly missing him with a second shot before the Sergeant was finally able to draw his revolver and shoot the offender dead. Kevin gave a harrowing account that received the admiration and acclaim of all present. The Retired Police Wives combined with QRPA members for a Christmas Luncheon at Gunabul Restaurant on 5 December. *(Norm Breen, Secretary)*

Vice President Chris Sang presenting guest speaker Senior Sergeant Kevin Thomson with a certificate of appreciation.

LOGAN-BEENLEIGH

Well, it's been a busy time for the branch with the National Police Remembrance Day service on 29 September, with a big turnout of members at the Logan Service at St George's Anglican Church, Beenleigh. It was great to see our branch asked to be involved by Chief Superintendent Mickelson, and big thanks go to Marty and his staff. Our October meeting was held on 19 October with a large attendance where guest speaker Senior Sergeant Batterham spoke on the police planning for the upcoming Commonwealth Games. Welfare: Bob Sawford advised that Ray Brand continues to have ongoing problems and recently attended the Remembrance Day Service. Our Annual Luncheon was held on 24 October, with 55 attending, which was up on last year. Special guests were Acting Chief Superintendent Ben Marcus, State President Greg Early, Ian Leavers, and Thuy Garraway from QBank. It was pleasing to see members from Darling Downs and Gold Coast also attending. Club Beenleigh put on a great meal as always and door and raffle prizes were well received by winners. All in all a great day was had by all. The lucky door prize—a combination TV/DVD player donated by the branch—was won by Margaret Kussrow. A special thanks again to Greg Spies and John Lyttle who did the hard yards for our Luncheon raffle prizes. A big welcome is extended to new members joining our ranks, Andy Tragis and Andy Watt, both retired QPS officers, and Stephen Cleary, a retired Australian navy police officer, as well as a transferee Bruce McKinlay, also retired QPS. Welcome all and hope to see you at future meetings and gatherings. Another meeting was held on 16 November; it was a quiet month with our meeting numbers down and no guest speaker. Treasurer John Enright and I have been busy behind the scenes putting together our branch's financial reporting procedure to comply with the requirements of the State Management Committee. Welfare: Phil Clohesy has returned fit and well. John O'Brien had returned home after surgery at Greenslopes and is doing well. Don McDonald was seen at local shops at Underwood in high spirits. Ray Brand was unable to attend the meeting due to doctors' appointments. *(Terry Ahearn, Secretary)*

SUNSHINE COAST

The Headland Golf Club was the venue for the 24 October meeting. Vice President John Lewis welcomed all members to the meeting in the absence of President John Walker who was attending a Cyprus reunion in Tasmania. Gordon Cogill was presented with his National Police Service Medal by Vice President John Lewis. Guest speaker: Denis Taylor gave an interesting talk about the local Meals on Wheels. The branch held its annual Christmas Luncheon at Headland Golf Club on Tuesday 28 November, with 80 people in attendance. Among the VIPs in attendance were Acting Assistant Commissioner Central Region, Darryl Johnson, QRPA President and Sunshine Coast branch member Greg Early, and Regional Police Chaplain Matt Govan, as well as visitors John Sullivan from Darling Downs branch, Bob and Cherrol Hayes, Bundaberg, Lawrie and Ruby Witham from Esk, and Police Chaplain Michael Cody. Special guests in attendance and duly acknowledged were major sponsor QBANK representatives Thuy Garroway, Business Development Manager, and Director Andy Henderson and his wife Lyn (Andy is also a member of the Sunshine Coast branch of QRPA); 'Cop This' advertisers Royce and Sue Gregson, Gregson and Weight; Funeral Directors, Vicki Stewart, Licensee and Director of Stewart Property Real Estate, Mooloolaba, Kym Presgrave,

Queensland Medals and More, Alexandra Headland (Kym is a former South Australian police officer) and Heather Pollard, Wisteriablue Florists, Kawana, and Feel Good Flowers at Birtinya, with apologies from other advertisers who were unable to attend. A number of apologies were read out including the Sunshine Coast branch Secretary David Betts, who was in hospital after undergoing surgery, the results of which were positive news for David and his wife Lyn. I mentioned how pleasing it was to see Rod Taylor, Trevor Chalk, and Gordon Cogill in attendance with their wives because the three branch members had suffered major health problems during the year but were enjoying much better health. During the Luncheon, the National Police Service Medal was presented to branch member Bruce Shillington by State President Greg Early. Speakers: Greg Early, Andy Henderson, Thuy Garroway, and Darryl Johnson spoke about their particular areas of responsibility. Through the efforts of a number of Sunshine Coast branch members, in particular Treasurer Roly Dargusch, the day was voted a great success. Quite a number of raffle prizes were on display, especially the ever-popular Christmas cakes prepared by the Christmas Cake Legends Charmain Blissner and Lyn Betts, while a few lucky winners went home with more than a prize or two. *(John (Whiskey) Walker, President)*

Bruce Shillington receiving the National Police Service Medal from State President Greg Early.

Attendees at the Luncheon: Ruby Witham, Jeanette Browning, Greg Early, Bob Hagan, Roly Dargusch, Max Hagan, Ken Scanlan, Pam Scanlan, Cherrol Hayes, Bob Hayes, and Wayne Browning.

SOUTHERN DOWNS AND GRANITE BELT

The National Police Remembrance Day service was held at St Marks Church, Warwick, under the direction of local clergy and Inspector Brian Cannon. The service was well attended by serving police officers, branch members and partners, local dignitaries, representatives from other services, and community representatives. Member Wayne Smith placed a wreath on behalf of the branch. Compliments were extended to the Warwick police for organising this inclusive service. Thanks also went to Inspector Brian Cannon for extending a written invitation to all SDGB branch members to the service. The Christmas meeting and function was held at the Tenterfield Bowls Club on 3 November. Inspector Cannon and his wife Jill attended. Welfare: An update was given on the health of Col Elsden. Member Susan Burgess sustained a fall resulting in multiple fractures. Checks will be made on Hugh Middleton, a foundation member of the branch, who has not been contactable. An application to join by Clive Arthur Cust was recommended for acceptance. Inspector Cannon has advised there is a good display on the history of the Australian Federal Police at the Warwick Art Gallery.

ROCKHAMPTON

At the 4 October meeting, member Terry Hanley gave a very humorous and informative review of his and his wife's recent extensive tour of England, Ireland, Scotland, the United States, and Canada, with a few of his best jokes thrown in, as only Terry can tell them. Twenty-two members enjoyed the BBQ at the beach on 17 September. Nine members attended the Emotional Survival workshop conducted by Dr Kevin Gilmartin at the Rockhampton Leagues Club. He gave a very enlightening lecture on the after effect of emotional stress, which was appreciated by all. Twelve members and partners attended the National Police Remembrance Day service at the Rockhampton Presbyterian Church following a march from the police station to the entrance, where Acting Commissioner Steven Gollschewski took the salute on arrival. Six members marched accompanied by Police Chaplain Rev Lindsay Howie, Dean of St. Pauls Anglican Cathedral, who led the service together with Rev Michael O'Connor. Eleven children's books were laid in lieu of wreaths for the Rockhampton Children's Ward of the Base Hospital. The 1 November meeting was held at the Frenchville Sports Club. Police Chaplain and Honorary Member Glenn Louttit spoke briefly on the significance of 6 November 1867. This 6 November marks the 150th anniversary of the murder of Constables Cahill and Power by the Gold Commissioner, John Thomas Griffin, at the MacKenzie River Crossing. Reverend Glenn mentioned there was to be a commemorative service at the site on 6 November. Seven members attended the medals parade at the Leichhardt Hotel on 23 November. Secretary Dennis Smith gave a short rundown on how the Townsville branch conducts its meetings, having attended one recently. Welfare: Cavill Heywood advised he has had melanoma problems necessitating an excision on his right cheek which required further attention, while Gloria Heywood is to undergo a knee reconstruction operation. The Annual Dinner was held on 20 November at the Frenchville Sports Club. Branches represented were Bundaberg and Gladstone. The CEO of QBank, Mike Currie, and Director Dan Keating attended. Other guests included Councillor Rose and Graham Swadling, Inspector Dave Peff representing the Commissioner and District Officer, and State President Greg Early. During the

dinner Treasurer Carolyn Uhr was presented with a certificate of appreciation by Greg Early on behalf of the branch. This certificate recognised all of the hard work Carolyn puts into the activities of the branch. Entertainment by poems and stories was provided by Terry Hanley and June Young. Another meeting was held on 13 December. A donation of $700 will be made to the Queensland Police Legacy Scheme as a result of funds raised at the Annual Dinner and a generous donation made by the Rockhampton Regional Council through Councillor Rose Swadling. Members were advised that the National Police Service Medal has been awarded posthumously to relatives of the late Shelly Jaques and Norm Watts. Eight members attended the QPS medals parade at the Leichhardt Hotel on 23 November.

MACKAY-WHITSUNDAY

The 18 November meeting was held at the Souths Suburban Bowls Club. President Bob Maher presented his report in which he referred to the branch attendance at the National Police Remembrance Day service, the vigil and QPS medals presentation. He also referred to the fact that several local serving officers are near retiring age and that the branch should make every effort to contact them with a view to them joining the QRPA. There was discussion on an Honour Roll for members of the branch who have passed away and it was resolved that the Secretary should look into some permanent record of these passings. Applications to join the Association were received from Arthur Brookes and Ann Imhoff and were recommended for approval. Welfare: Col Duncan reported he had made several visits to Ray Hodgson while Ray was undergoing a knee operation at the Mater Hospital. Secretary Dennis Hansen reported on yet another successful Annual Luncheon. Guests included Inspector Ian Haughton from Mackay District, QRPA State President Greg Early, and Paul Wilson, Director of QBank. Members were brought up-to-date with the latest business from the State Management Committee by Greg. Several members caught up with Paul, having served with him when he was in Proserpine and Mackay. Members were entertained by Col Duncan and Bob Faulkner (visiting from Gold Coast branch) with music, songs, and poems. Discussion ensued on the proposal to display the flag indicating the names of Australian police officers who have died in the execution of their duty at Mackay station. Dave Gray has volunteered to construct a suitable frame with non reflective glass for the flag. The President is yet to obtain final permission of the Mackay District Officer although first contact was reassuring.

IPSWICH

The 12 October meeting was held at the residence of Matt and Elaine Dale at Rosewood. Welfare: Patricia Priddle is recovering from a knee replacement. Ken Morris was in the wars again after a trailer ran over him, damaging both legs. John Behm was sporting many stitches in the legs following ongoing sun cancer treatment. Welfare Officer John Hawkins reported that Life Member Vince Beutel and Ken Farquharson were unable to attend the meeting. Thirteen members attended the Ipswich National Police Remembrance Day service. Joe and Carolyn Moskwa have moved to the Sunshine Coast. Bob Latter and Ken Martin attended Dr Gilmartin's Emotional Survival workshop. The branch donated $300 to the Build a Bike Campaign being run for the Act for Kids Charity. President John McCrae presented Len Yarrow with his Veteran Member Certificate. The meeting closed and was followed by an enormous lunch prepared by Matt and Elaine Dale. King prawns were again the favourite item on the menu. The 9 November meeting was held at Brothers Leagues Club. Welfare: Len Yarrow was recovering at home after knee surgery. Doreen Edwards was in Wesley Hospital for treatment. Merle Wallace was contacted by Bob and Beverley Latter; she is having good and bad days. An application for associate membership by Joy Raatz was recommended for acceptance. Guest speaker: Senior Sergeant Ian Bauer from Special Emergency Response Team. Ian, an original member of SERT when it was established in 1992, provided an informative overview of SERT's structure, operations, and technical support now available to the unit, which is to the forefront of all such units operating in Australia and overseas. The audience was able to view some of the highlights of operations undertaken by SERT in recent times. The annual Christmas luncheon was held on 14 December at Brothers Leagues Club. Seventy members, associates, and guests attended. Special guests were Terry and Helen Price, Inspector Mick Trezise representing Superintendent Brian Huxley, State President QRPA Greg Early, representatives of QBank Paul Wilson (Director) and Thuy Garroway, and Reverend Bruce Raymond (member and former QPS member). Branches represented: Bundaberg, Brisbane, Gold Coast and Sunshine Coast. Guest speaker: Terry Price PSM, Regional Commander Queensland, Strategic Border Command. The numerous raffle draws were organised as usual by Matt and Elaine Dale. President John McCrae thanked the organisers, particularly Secretary-Treasurer Ken Martin, the sponsors (Qbank, Star Hotel and Casino, Brothers Leagues Club and raffle donors), and all who had made it a most memorable and successful luncheon.

President John McCrae presenting Len Yarrow with his Veteran Member Certificate.

Ipswich members who attended the 2017 NPRD service: Robert Latter, Cliff Dieckmann, Len Yarrow, Russell Ladlay, John Behm, Terry Bohn, John McCrae, Ron Lobwein, Ken Morris, Mick Rockett, Jack Paff, Ken Martin, and Mark Ballin.

Ipswich Luncheon.

TOWNSVILLE

The branch met on 1 November. Welfare: Gordon Thomas and Ian Palin had visited Bill and Dulcie Green in their aged care village and they had also visited Brian and Margaret Hooper. Ian phoned Pam Barter after her operation and she is recuperating well. Margaret Butterworth is having problems with her thyroid. The Castle Hill PCYC requires volunteer drivers on Monday and Wednesday mornings from 7.45 am to 9.30 am. The Upper Ross and Aitkenvale PCYC also require drivers. If you can help please contact Sergeant Dave Goode at the Castle Hill PCYC. Applications for membership were received from Martin Arrowsmith, a retired Detective Sergeant, and from David Robert Finlay, a retired Sergeant. Both applications were unanimously supported by all the members present. The Annual Luncheon was held on 6 December at the Townsville RSL Club. Some 40 people attended. Special guests were Chief Superintendent Kevin Guteridge (Townsville police), Inspector Russell Rhodes and Acting Senior Sergeant Brian Knight (Townsville Police Academy), Kala Malouf (RSL Manager), Ian Leavers (Police Union and QBank), and Mick O'Brien (QRPA Past State President). A special welcome was given to the newest member, Dave Finlay, and his wife Lorraine, and Associate Member Tess Robson. Jenny and John Urquhart will celebrate their 50th wedding anniversary on 6 January. (John is Secretary of the branch and co-editor with John Cran of the branch newsletter).

At Townsville Luncheon: Tess Robson, Graham Robson, Chief Superintendent Kevin Guteridge, and Ian Leavers.

At Townsville luncheon: Karla Malouf and Mick O'Brien

At Townsville luncheon: John and Jenny Urquhart

GLADSTONE

Fifteen members and associates attended the 4 October meeting held at the Tannum Sands Hotel. Members discussed a proposed function to get in touch with former serving and retired police which may attract more membership. Several members and family attended the Gladstone National Police Remembrance Day service at St Saviours Anglican Church, where Gordon Jones laid the branch wreath. Six members (Neil Coleborn, Doug Jones, Gordon Jones, Denis Connolly, Simon Young, and Darryl Saw) plus one retired non member, Paul Foley, marched in the parade from the police station to the church prior to the service. Four members (Keith McCann, Denis Connolly, Neil Coleborn, and Darryl Saw) and one non member, Paul Foley, attended the candlelight vigil at the Gladstone police station on 28 September and all participated in laying a wreath at the memorial. Welfare Officer Keith McCann reported that Gail McCann had a knee replacement operation at the Mater Hospital on 11 September and Gail advised she does have some pain but all is going well. Jim Winn is back home again and Keith has visited him. Max Mienert has moved to Unit 26 at Eureka Care Village. Jim Winn, Zoe Mortimer, and Max now live at Eureka and

are happy with their accommodation. Another meeting was held on 1 November at Yaralla Club. Welfare Officer Keith McCann advised he and Gail had recently visited John and Val Caterson. Val's condition was unchanged from the last visit and Val thanked Keith for a get well card sent to her. Keith received a letter from Zoe Mortimer thanking Gladstone branch for keeping her updated with events. Jim Winn is doing well and sends his regards. Sharon and John Noy are away with their daughter who is expecting a baby soon. Glen Josefski was having his fortnightly immuno therapy treatment on the day of the meeting and Judith Saw was supporting him. Chris Lette and Stan Janas are doing maintenance of Sergeant Dan Stiller's memorial cross site, Gladstone Police Comunications Centre, and a memorial for Sergeant Owen Harms at Miriam Vale. The Christmas meeting was held on 13 December at the Calliope Central Bowls Club. President Darryl Saw welcomed 25 members and associates and three visitors to the meeting. He mentioned that five members had attended the Rockhampton Annual Dinner and the Bundaberg Luncheon. Welfare Officer Keith McCann reported Keith Allan is going pretty well and that his partner Marjorie has some health problems, and that Mike Ball is going quite well and has completed rehab for a cardiovascular ailment. Val Caterson was disappointed she could not attend the meeting, but she is keeping a cheery outlook. Jim Winn has finished rehab for his fractured pelvis and has been deemed back to normal. Gail McCann is recovering quickly from a knee replacement operation. Doug Jones is all set for his hip replacement surgery at Sunshine Coast Private Hospital on 11 January. Glenn Josefski was having his fortnightly immuno therapy treatment on the day of the meeting and Judith Saw was supporting him. Max Mienert is going to look into the possibility of having a meeting at Eureka Care Facility. Stan Janas reported that he and Chris Lette had recently carried out maintenance to Sergeant Dan Stiller's Memorial Cross near Farmer Creek, Bruce Highway, Mount Larcom. The raffle of the Annual Luncheon lucky door prize of return air flights to Brisbane for two plus two nights' accommodation, which was sponsored by DeparturePoint Travel and donated back to the branch by State President Greg Early, was won by Neil Coleborn. Second prize was won by Gail McCann: a Feed Barn voucher sponsored by Denis Connolly and also donated back to the branch by Greg. The branch enjoyed an excellent Christmas Luncheon and afterwards some played barefoot bowls or trivia.

DARLING DOWNS

The 12 October meeting was held at the West Toowoomba Bowls Club. Discussion ensued regarding the retention of information on the plaques at the Memorial Wall. It was resolved that a photo be taken of each plaque and the photos be retained in a data base for future reference. Welfare: Bob Scarff advised that Col Watson was still experiencing health problems. The Annual Luncheon was held on 18 October at Futures Restaurant at the Toowoomba TAFE College. Some 60 members and guests attended. Special guests included Director of QBank Paul Wilson and State President Greg Early. Branches represented were from the Gold Coast, Ipswich, Brisbane, and Near North Coast. It was an excellent function and thoroughly enjoyed by all who attended. The 9 November meeting was held at the West Toowoomba Bowls Club. President Boyd Wilson presented Roger Deshon with his senior member certificate. Secretary Mike Jordan reported photos had been taken of the plaques on the Memorial Wall and stored. He also stated that despite numerous phone calls to insurers and insurance brokers, he was unable to identify any company interested in insuring the plaques. Roger Deshon asked about the corrupted external hard drive and suggested a program called Recuva might be used to recover the files. Welfare: Bob Scarff stated that Graham Hohenhaus was not travelling well and Tom Tilbrook was still in constant pain. It was resolved that the branch would pay for meals at the Christmas function and also at meetings held at the Stock Exchange Hotel. The Christmas Luncheon was held in conjunction with the 14 December meeting

The Police Memorial Wall at the Toowoomba-Drayton Cemetery and the recently placed plaque in honour of Senior Constable Brett Forte.

NEAR NORTH COAST

The 20 November meeting was held at Woody Point. President John O'Gorman welcomed all to the meeting and gave a special welcome to new members Russell and Vicki Miller. The branch had a social lunch on 6 December at Centenary Lakes Sports Club. Discussion ensued about venues and dates for next year's meetings, with the result that the meetings and BBQs at Woody Point will be restricted to three for the year, and other meetings will be held at Bribie Island, Redcliffe, and Caboolture, to cater for members in different locations.

REDLANDS

The 24 October meeting was held at the Wellington Point Reserve and was thoroughly enjoyed by all who attended. Once again, Rosie Nicol organised a scrumptious BBQ lunch and it was a nice change to hold our meeting in the fresh air and beside the beautiful Moreton Bay. We also took this opportunity to help Dudley Orchard celebrate his birthday and thanks go to his lovely wife, Cathy, for bringing along a cake to share with us all. Welfare calls made to various members: Dave Leet's health is improving. Eddie Gallo recently suffered an injury to his eye and may well lose sight in the affected eye. Lourdes Collins was going into hospital and the branch extended their well wishes for her speedy recovery to good health. A total of $427.25 was collected at the National Police Remembrance Day service and has been donated to the Queensland Police Legacy Scheme. The Service was well attended and well received by community members. Coverage was given in the local Redlands City Bulletin. Judy Wittleton, mother of former Senior Constable Tobie Danielle Judith Wittleton, was in attendance. Tobie served in Far North Queensland and sadly passed away from skin cancer earlier this year aged only 35 years. The annual Christmas party was held on 14 December at The Steakhouse, Redlands Sporting Club. Laraine Coleman has kindly accepted the challenge of producing the branch's newsletter. A vote of thanks was recorded for Secretary Sue Luskie's great efforts in again organising the NPRD service. The branch's 2018 Luncheon will be held on 27 February. More details will be forthcoming early in the new year.

FAR NORTH QUEENSLAND

The 27 October meeting was held at Edge Hill Bowls Club. Welfare: Jock Macdonald continued his visitations. He reported that everyone was well with a few still suffering ongoing medical problems. Police Chaplain Doug Foster and Inspector Rolf Straatemeier visited Brian Norris in Mossman and had a laugh while storytelling. The branch held a Christmas lunch and meeting at the Red Beret Hotel on 1 December. Special guests were long term supporters of the branch Chief Superintendent Brett Schafferius and Inspector Rolf Straatemeier. Chief Superintendent Schafferius gave a short commentary as to current news in the policing environment of the Far Northern District and presented Bob Adamson with the National Police Service Medal. Inspector Straatemeier presented Frank Wagner with the National Police Service Medal. The meetings in 2018 will be held on the fourth Friday of the month with no meetings being held in December and January.

Bob Adamson and Frank Wagner – recipients of the National Police Service Medal.

HERVEY BAY

The Branch met at the Hervey Bay RSL Club on 21 November. President Grahame Gronow welcomed all to the meeting with a special welcome being given to guest speaker Carla Thomas of B Mee Movement with a Purpose. He also thanked those members who attended the National Police Remembrance Day service at Maryborough. Travellers: Ian and Pauline Anderson are back from the US. Grahame gave an address on the new financial requirements of branches in relation to assets and reporting and the branch resolved to adopt the four resolutions made by the State Management Committee at a special meeting held on 30 October. Welfare: Dot Barlow has been having heart issues and Marge Freze is recovering from a stroke. Guest speaker: Carla Thomas gave a very interesting talk on the topic of maintaining flexibility and movement as we age. It was interesting to watch some of the members doing the suggested gentle exercises but they all found some small ways that will help them. Grahame thanked her for the presentation and presented her with a Certificate of Appreciation. Grahame presented Dennis Rayner with his Senior Member Certificate.

President Grahame Gronow presenting Dennis Rayner with his Senior Member Certificate.

VAN DIEMEN'S LAND

Hello again from Tasmania. After some unexpected hot weather and some great summer days in spring, it turned to rain in time for our last meeting of the year on Sunday 26 November. We met in Bothwell and had a good turn out, including guests Russell and Mary Crook from Bundaberg. They were travelling in Tasmania and arranged their trip to coincide with our meeting. It is always great to catch up with blokes you worked with so many years ago. We all met from

about 11am and managed to get the meeting started by 11.45 am. The main topic of conversation was whether we should mark another old police gravesite. This time it is near Oatlands, which is in the Southern Midlands of Tasmania. With help from the Oatlands Historical Society, we are researching the death of an early Tasmanian officer who was killed on duty by aborigines. It seems all previous gravesite markings have disappeared and no doubt we will have to do some detective work. When we have all the details we will invite the Tasmania Police, Police Association, and Retired Police to join us in the project to mark an interesting piece of Tasmania police history. We will then arrange a suitable time to have a service to officially mark the gravesite. After the required meeting, the BBQ was started and the social activities commenced. The sun came out for a while and we had a great afternoon. I think the last went home about 5pm. Our next meeting will be in late February or early March. We have not yet visited the east coast for a meeting and this is our intention. I expect it will be in or near Bicheno. We have also set the date for our annual general meeting for next year: it has been decided to return to the Tamar Valley Resort on the weekend of 23-24 June. It really is a top place for a weekend gathering. With a bit of early notice, who knows? Some people from the big island to our north may join us? Another year is coming up and we would like to wish you all a great new year from all of us in the Van Diemen's Land branch. Remember, if travelling down this way please let us know if we can help. Until next time, all the best from Tasmania. *(Andy Beasant, President-Secretary)*

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

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

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

Stone Cottage – Main Road, Ross
Steve and Val Kummerow
03 6381 5444
svkummerow@hotmail.com

Touchwood – 31 Church Street, Stanley
Chris and Gretta Blom
03 6458 1348
enquiries@touchwoodstanley.com.au

Phill Sharpe, Karen Beasant, Andy Beasant, Brian Cook, Ian Johnston, Russell Crook, Jim Byrne, and Lindsay Baldock.

Colleen and Phill Sharpe, Karen and Andy Beasant, Jennifer and Ian Johnston, Bernadette (Karen's mum), Jim Byrne behind, Brian Cook, Geraldine Byrne, Anne and Lindsey Baldock, and Mary and Russell Crook.

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