

# POLICE

SUMMER 2020

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



2020

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REFLECTION DURING  
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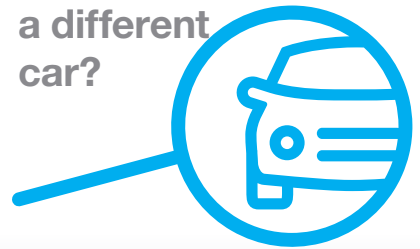
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## COVER STORY

Page 27

### REMEMBRANCE PERSEVERANCE

National Police Remembrance Day is a time for all police and the community to pause and reflect on the lives of those who died on duty, and the service of those lost was not stopped in 2020 despite strict COVID restrictions on gatherings.

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

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also in this issue...

### Contents

	Page
General President & CEO	2
General Secretary	4
Headquarters & Support Region Roundup	6
Northern Region Roundup	8
Far Northern Region Roundup	9
Central Region Roundup	11
North Coast Region Roundup	13
Southern Region Roundup	14
Metro North Region Roundup	16
Metro South Region Roundup	18
South East Region Roundup	20
Social Media Defamation	22
Remembrance Perseverance	27
Behind the Scenes	32
Wall to Corner Ride	34
Central Panels Unit is on it's way	38
Police have a Rav	40
Making a mark in rural communities	42
Long Distance First Years	45
Graduation Day	48
Use of the Police Computer System	50
WorkCover Claims	54
Tension Deflation	56
Legacy Addition	60
Holiday Legacy	62
Maroon Boots	64
Foot Pursuit for Charity	68
Blue Bloods	70
Mask Up	73
Police Living	77
From the Archives	78
Awards and Honours	80
Blue Xmas Lights	83
Book Review - Mosul, Australia's Secret War Inside The Isis Caliphate	85
Doing something Charitable	86
Police Recipes	88
Police Health	89
Letters of Commitment	91
QRPA	107

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Operational Capability

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M. Barnes



## IAN LEAVERS

**I offer my congratulations to the Premier Anastacia Palaszczuk on the election win that returned the Government and another four years guiding Queensland. During this term the QPU will expect the Government to honour the terms of EB9 without debate or compromise as the prosperity of the State is restored.**

The Premier can expect the QPU will maintain its forthright advocacy for members and consultation on matters that affect Police in Queensland.

In the lead up to the election the QPU continued to work right up to voting day to obtain commitments from the major parties. The 2020 election was not a law and order auction however the QPU was able to obtain significant pledges from the ALP, LNP and Katter parties.

We were able to distribute these letters of response from the parties at the first available opportunity for our members to scrutinise and formulate their own decisions on their voting preference. The QPU will always give you the opportunity to make an informed choice.

Because of QPU petitioning there will be another 2025 new and additional personnel added to the QPS. 150 police will go to every police region including the soon to be created Far Northern Region and the North Coast Region.

Another 300 officers will be headed to the Brisbane Metropolitan areas, where the bulk of the population is with 150 to Brisbane Metropolitan North Region and 150 to Metropolitan South.

These numbers will be boosted by 300 civilians including watchhouse staff, Policelink call takers, 125 additional Police Liaison Officers and 10 additional co-ordinators for injury management to get our members back to meaningful employment.

The QPU also obtained a commitment from the ALP to maintain both Police

Academies in Brisbane and Townsville to continue training.

One of the most pleasing aspects of the extra police numbers is the costings have included fitting out each member with Qlites, body worn cameras, weapons and uniforms. Overall another 5,000 Qlites will be issued along with 4,500 new body worn cameras. The fleet will also be expanded by a further 250 frontline patrol vehicles.

EB9 may have been deferred but in 2021 the agreed terms activate providing 2.5% wage increase on July 1 and a further 2.5% increase on January 1, 2022.

Other jurisdictions are envious of the Agreement the QPU has negotiated. In New South Wales Police were offered just .3% (point three per cent) wage increase. The matter is now before the Industrial Relations Commission however before the case has even been concluded the NSW LNP Premier has indicated whatever is achieved through arbitration will be halved due to the financial strain of COVID.

NSW sold their assets some years ago and there is no option to re-sell these

to pay down debt. I'm not suggesting the Queensland Government has any plan to sell the State's substantial infrastructure assets but in 2020 Queensland still owns its infrastructure.

### BORDERS

The operation to maintain the integrity of the Queensland border in an effort to keep the State free of COVID continues and I'm incredibly proud of the work Police are doing every hour of the day at road borders, maritime ports, airports and providing hotel quarantine.

In the next few months this could be particularly trying as summer temperatures set in. I encourage members to always ensure they have appropriate sun protection, hydration and a workable duty roster is set up to allow rest and rotation. If anyone does suffer a heat related illness this could become a WorkCover issue.

It's part of the reason I have been calling for the ADF to be redeployed to border duties. We have worked well with the military and the soldiers assisted greatly in helping to reduce delays for people who arrived at checkpoints with passes that needed to be modified or adjusted to better suit the requirements for entry.



*QPU President Ian Leavers meets with Police and PLOs conducting hotel quarantine compliance at the Mercure hotel in Brisbane.*





*QPU President Ian Leavers encourages staff to ensure there is adequate shade and hydration at border control operations particularly in remote locations.*



*S/C Tony Jimmieson holding his citation and newly presented bravery medal with QPU President Ian Leavers.*

With more interstate visitors being granted access to Queensland its responsible to provide an efficient border check that allows effective detection and minimal delays.

#### **SERVICE ALIGNMENT PROGRAM**

There is growing concern about potential changes generated by the SAP. I can assure members the QPU is working to address these concerns and advocate for members that are going to be potentially displaced or have work units re-organised.

Advocacy from the QPU has been successful in reintroducing a Central Panels Unit for promotions on merit.

Its important there is transparency, consistency and fairness that will provide a confidence that promotions have proceeded on merit. Central Panels are due to recommence in January 2021 and some expressions of interest are already underway.

#### **INQUEST**

During September I attended an inquest in Cairns into a double fatal stabbing in Alva Beach during 2018 that unfortunately questioned the actions and emergency response of the police involved.

The Police who responded to this incident have my full support for the job they undertook in very difficult circumstances.

The investigation was challenging but people need to respect the independence of the police to get to

the truth, which is what they did on this occasion.

We are still waiting on the findings of the Coroner but all officers involved have the full support of the QPU.

The lead investigator is a competent and capable person who during November will age retire and we wish him well in his retirement.

#### **AWARDS**

In early November I attended the Honours and Awards Ceremony on the Sunshine Coast. It was pleasing to see so many Police receiving the National Police Service Medal and QPS Service Medals.

Among the recipients was Senior Constable Tony Jimmieson who received a Bravery Medal for an incident with an armed offender in Brisbane's Queen Street Mall in March 2013 that attracted significant national and international attention.

The incident highlights the unpredictability police face every shift and how quick thinking and reliance on training pays off.

To all the recipients I congratulate you on your honours and please wear your medals with distinction and pride.

### **Ian LEAVERS**

General President & CEO

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MICK BARNES

## DIFFICULT CONVERSATIONS

**As a policing profession, having difficult conversations is typically part of our every day. These conversations take place in the execution of our duties and whilst being a police officer, you are routinely the instigator of what may be considered by some as a difficult conversation with members of our respective communities. Whilst we may not see most of those discussions as being a difficult conversation, look at those interactions from the perspective of that other person.**

It is crucial that conversations be delivered in such a manner to ensure a greater likelihood of compliance with regard to legislative obligations and any relevant policy. The way that message is delivered is dependent upon the relationship of the parties and whether any ongoing positive relationship is necessary.

I'm sure we all know some officers who may have a complaint history where their message deliveries may not have been received too well by their intended recipient but then again there may be no desire for an ongoing relationship between the parties.

Turn that need for difficult conversations then to those discussions that also occur daily between two or more police officers. These discussions occur between peers and between those of varying ranks and responsibilities. These discussions can at times be very difficult not only to give but also to receive.

Clearly some are more adept to having discussions than others in our profession which is clearly a paramilitary organisation with a rank structure and designated roles and responsibilities. What some might describe as being reasonable management actions that was necessary in their course of supervision may sometimes fail due to its manner of delivery.

Considering the diversity of our workforce now in 2020 older style management practices more attune to

military occupations should have made way for a more balanced approach also considering contemporary HR policies and legislation.

Police need to give appropriate guidance and advice to junior officers however sadly the number of Workcover matters our Industrial Team refer through Sciacca's Lawyers is increasing. This includes the number of accepted Workcover claims and matters overturned and accepted by the regulator Qcomp on review.

I have also witnessed an increase in appeals by the QPS to the Queensland Industrial Relations Commission questioning amongst other matters, what is reasonable management action.

Rightly or wrongly, many of our colleagues reaction can be confronting to some purely because they may question why or how activities should be undertaken in any manner when tasked, an attribute that is welcomed within many workplaces. This trait however can be too provocative to some in management or supervisory positions and can be perceived as being disrespectful.

Likewise, though, some individuals may take offence on receiving guidance in the normal conduct of their duties. The solution is balance and perhaps everyone being able to give and receive difficult conversations about both performance and duties. Not every piece of guidance by a supervisor is bullying.



With the demise of the Management Development Program recently, it is hoped that whatever may replace it will include training to all levels within the QPS on delivering and receiving difficult conversations. There is a separate article in this Journal on Conflict Management Services available to all within the QPS.

Often stepping back and taking an alternate perspective to situations and conversations, agreement can often be reached to allow for a positive relationship both professionally and personally. Sadly, this approach may not assist where individuals display qualities more attributed to the "Dark Tirade" than contemporary HR practices.

If you know of situations within the workplace that could benefit from an intervention, do not hesitate to contact either myself or the Conflict Management Service. My details are as below or refer to the article later in this Journal.

## PEER SUPPORT OFFICER REVIEW

Earlier this year the QPS engaged an external service provider to conduct a review into the Peer Support Officer (PSO) network and its functionalities within the QPS. One of the hallmarks of this network is the accessibility to PSOs within the workplace.

Amongst other feedback I gave were my concerns where PSOs have been warned off assisting their peers by a subject Commissioned Officer. In the QPS' challenging workplace and the



varying dynamics of the individuals, the sanctity of the PSO should be held in similar regard as that of our Police Chaplains. I'm hopeful that our PSO network will not only survive but will be strengthened.

### **FUTURE OF JUNIPER**

At the time of writing this column it was difficult to ascertain what the future for Juniper is within the QPS. Originally tasked with investigating and resolving workplace behaviours amongst other things, confidence appears to have waned in their ability to deliver on their original Terms of Reference.

The individuals working as part of the JuniperTeam have all been committed to improving all QPS' workplaces but it too may need a serious review of its operations. In the example I gave earlier regarding the subject Commissioned Officer warning off a PSO assisting another colleague who needed assistance, Juniper chose not

to even speak with those involved and wrote the matter off.

Confidence in Juniper and their management is key to their operations. You may not always agree with the outcomes but if there is no confidence for any remedy to workplace issues they will hold no value and provide little return on any budget considerations.

Thought needs to be given to having independent investigators at any Juniper style section so that there can be no perception for conflicts of interest or impediment to career progressions for those who may have served at Juniper. Most officers have long memories.

### **STATE ELECTION OUTCOME**

The Queensland State Election has recently been held with the ALP returned as Government. Many thanks to all concerned especially those who took an interest in Law & Order issues in their policy announcements.

Both major Parties gave favourable commitments. Those promises of specific sworn and non-sworn officers are easily measurable. I look forward to having the Government meet their election commitments which I know will be monitored by members and the public.

The QPU Team remain available 24/7 and any emergency contact should be via our main number 3259-1900.

### **Stay Safe**

**Mick BARNES**

General Secretary

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### SHANE PRIOR

#### SAP AND HQ & SUPPORT REGION

**Of all the regions it could be argued that it is Headquarters and Support Region that is going to feel the biggest pressure of change and renewal. It is no secret that the Commissioners position is to relieve pressure on those that are operating on a frontline, as it is getting busier and more intensive than ever before, and Headquarters is the likely place for positions to be carefully reviewed in an effort to plug those holes in service delivery.**

Areas within our region have started to feel the effects of this review with areas in PCAP and Forensic Services Group now informed that they are being significantly reduced in size and those members commencing an industrial process to find a suitable new direction in their careers.

Your union will be there every step of the way, and all of your industrial entitlements will be protected through this process that is no doubt daunting.

I have felt the anxiety when attending these meetings and talking with members but please rest assured you will not be sold short and each member will have a tailored approach to the next step in their careers.

The CIC proposal is due before the SAP Board mid-November and both Ian Leavers and I have been invited by the board to attend and examine the proposal in person.

Please know that this proposal is not yet approved and talk of this being a forgone conclusion is simply not true. Please reach out if you have any concerns about your area.

#### OUR PEOPLE MATTER

Our People Matter has undergone significant change this year to realign with the intention of the strategy. There has been positive engagement amongst all stakeholders to ensure our members and their families are getting access to initiatives that align with the four pillars of OPM; Healthy minds, Healthy bodies,

Safe Workplaces, and Fair & Positive Workplaces.

Some notable changes have been the appointment of Principal Workplace Champions (PWCs) and a change to the OPM funding allocation.

The PWC was opened to all ranks this year, sworn and staff members. This was to ensure the right person fulfilling this important role, driving local area initiatives to support initiatives. The names of PWCs has been uploaded to the OPM Workplace site and all these new appointees will be provided with training soon.

The OPM funding has now undertaken a grant-based system where each Region/Command/Division applies for a grant based on the OPM initiative/events that they will host in their areas. This process was slightly disjointed in the beginning, but the process has been ironed out.

The purpose of a grant-based funding model is to ensure that all members and their families have access to initiatives on a fair and equitable basis, particularly when funds are quite limited. A recent example is approval for "Blue Surf" to continue a whole of service basis, being driven by Julie Gilmore.

#### THE NEW MDP

The MDP rewrite is continuing and the QPUE is involved in its development from the ground up. The overall need for change was identified by reviewing the Working for Queensland Survey and a body of work conducted by the University of Queensland late last year.

It is important that the new MDP meets the needs and expectations of our members and the QPUE will ensure that we are consulted and have input into what the new course will look like.

It is essential that the new MDP equips our members with communication skills, technical capabilities, emotional intelligence and not only theories of leadership styles but their practical application.

To achieve this, it is important that the QPS does not adopt a "status quo" model and the new MDP is not a regurgitated version of the previous programme.

To achieve this, it is important that the Leadership Centre engages with key stakeholders and looks at building collaborative partnerships with external agencies who have the technical capability to develop contemporary leadership packages.

The QPUE will continue to express our views on this so the new programme equips our members with the leadership skills that they desperately need.

#### INCIDENT COMMAND TRAINING

In 2018, Townsville District Duty Officers Senior Sergeant Matt Lyons and Senior Sergeant Scot Warrick identified service delivery gaps that could potentially expose our first response staff, and more broadly the QPS to risk when responding to critical incidents.

Both members challenged the status quo in terms of revamping outmoded



training models and realised the opportunity to enhance community safety through upskilling 1st response officers and operational supervisors through comprehensive incident command training packages.

Throughout 2019 – 2020, over 250 officers and partner agency members in the Northern Region, have been trained in this methodology, enhancing both operational capability and community safety. This was achieved on top of their operational duties.

Since delivering the training to the Region, both officers have contemporised the package by introducing 'lessons learned' case studies within the course material and provided fit for purpose incident command training to our members and agency partners.

Their commitment and dedication to improving the safety of our members

and the Northern Regional Community is a stellar effort – Well done guys!!!

### Shane PRIOR

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

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



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PETER THOMAS

**Congratulations to Premier Anastacia Palaszczuk and her Government upon their return at the recent State elections. With the return of Government I also congratulate Minister Mark Ryan returned as our Police Minister. Mark has a genuine concern and interest in what we require 'to get the job done'.**

As I write this Journal Article and reflect on the year to date I am in awe of the drive and dedication to duty that our members are demonstrating every day with the continual demands of policing deployments, the fluid nature of legislative change, and extended hours protecting our community.

Many of our members have not had the opportunity to be with their families, visit loved ones; and in some instances, return to their homes that are located interstate.

Even with these personal and work pressures and demands our members are holding themselves as the examples of professionalism to our communities. To say I am proud to be a part of the 'Blue Family' is an understatement.

Having said that it is a real shame that a small minority of our members (and ex members) have the belief that freedom of speech in any form on social media platforms, including continued derogatory personal attacks, is acceptable.

I am absolutely flabbergasted that in 2020 this minority (and some purporting to be concerned for their colleague's welfare) would write the defamatory and vile comments about other people on social media platforms.

The absolute ignorance by the authors of these writings of the personal impact upon the mental health of the recipient, the impact upon the recipient's family, friends and loved ones, and the reputational harm caused beggars belief.

I have removed many of these people from my social media platforms however, when these issues are raised by concerned members I cannot turn a 'blind eye'; and when these posts refer to our Union Organisation I take my Board responsibilities seriously.

On 1 June 2020 the Supreme Court of New South Wales Court of Appeal handed down a decision that found several media companies liable for defamatory comments posted by third-party users on the media outlets Facebook pages.

The comments were posted in response to printed news reports by media outlets. The Court of Appeal's decision affirmed a 2019 judgement finding that various media outlets were publishers of third-party readers' comments to their news article and, therefore, liable for them.

The case revolves around ten comments posted to a series of news articles about the mistreatment about former Don Dale Youth Detention Centre detainee Dylan Voller. This decision identifies significant risk for any person administering a social media platform and the posting of defamatory commentary and opinion on social media by a third party/s.

As Police Officers we have seen the devastating impacts upon individuals when workplace / or cyber bullying pushes people to taking their own lives, yet we have a few members and ex members that seem to have the opinion that it is freedom of speech to write whatever they want on social media (and often retract it a few days later);

and think it does not have an impact upon the targeted individual.

This above case should send a very clear message to any persons that are administrators of any social media platform, or comment upon any post defamatorily.

I think that it is only a matter of time before we see the authors of these negative and defamatory comments on social media pages taken to task through the legal process, and as your elected QPUE Board member Representative would support an action against those defaming our Union organisation.

I also believe that it only a matter of time before we see the authors of these continual attacks on our members served with a Concerns Notice Under section 14(2) of the Defamation Act 2005 (Qld.)

One can only hope that these persons desist from these ongoing personal attacks upon our Board and Organisation and use their idle hours constructively rather than destructively.

Until our next Journal, take care of yourselves, your families and colleagues. Take the time to for some rest and relaxation, support your local Branch Officials, and remember: no union official = no interview.

**Peter THOMAS**  
Regional Representative  
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QPU Treasurer  
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## MARTY BRISTOW

### **QPS CONSULTATION (or lack thereof)**

**Consultation can be described as the action or process of formally consulting or discussing it's similar to other terms such as discussion, dialogue, discourse, debate, negotiation, conference, meeting, talk, discussion, interview, audience and the verb consult. Consult is defined as having discussions with someone, typically before undertaking a course of action.**

Consultation occurs every day in the workplace without it actually being referred to as consultation: such as "can you clear up your task list," "I need you to compile an action plan for that major event," or many conversations at senior management meetings.

I don't believe I need to go into any more detail, as I am sure all reading this article will understand the terms consultation and consult, though I am certain that there will be a number out there who believe that they are not obliged to consult with their staff or others.

They believe that they alone decide on what course of action will be taken, procedures changed or implemented and others will just have to deal with it and work in with them. This attitude and belief can lead to significant issues in the workplace, low morale, low work performance, and many other negative workplace behaviours.

Requesting consultation is not about trying to manipulate management, get them to do it your way, or the like, it is about parties getting together to ensure that awards and entitlements are complied with, the people affected are treated fairly and respectfully and so that the unit, section and organisation works efficiently, smoothly and in the best interest of the public.

You don't have to implement everything your staff want or believe will be an improvement, but discussing it with them will empower them and enable them to understand at a management

level and what additional things need to be considered on a management aspect. It can have them understand that when the crap jobs/decisions need to be made, you as a middle manager are there trying to resolve things and ensure your staff know you have their best interests at heart.

This is actually part of your job as a manager. Implementing these things such as consultation, discussion, regular station meetings etc. can change you from being a manager who sits behind a desk that people are not happy with to a leader that your staff will respect and go to with issues to have you provide advice and help resolve them.

This as mentioned beforehand, leads to a more positive workplace, increased work performance and a significantly more positive attitude from staff in the workplace.

Why am I committing my article this month to consultation? Well, I have serious concerns that some areas of the service alignment project (SAP) and the Service Deliver Redesign Project (SDRP), there is so much happening and so many changes at various levels it is extremely difficult to keep up with everything. There is also the issue with some areas still being hosted within Regions, some returning to Regions, it's enough to do your head in!!

Then there is the history with the QPS failing to consult with the QPUE on various occasions of significant change, and at a more grass roots level. Some of the failings I have experienced in my

time in the QPS, have been situations such as the forming of a constables consultative committee and on getting together to discuss workplace issues, the constables and senior constables were subject to the OIC of the station walking in and taking a seat at the back of the room, telling all he was there listen to the complaints.

As you can imagine, this put an end to the consultation process there and then with members refusing to provide input due to fear of reprisal and retaliation.

Going back to 2013 and the restructure of that was thrust upon us, which had a myriad of occasions where significant changes were made without any consultation with the QPUE or members. Those of us that were around at the time clearly recall the frustration, concern, and uncertainty of what was going to happen. I clearly recall a number of commissioned officers coming to speak to me as they were concerned that they may lose their job when the talk of redundancies came out.

Just recently there has been consultation with the Union in relation to the roadside drug testing unit and also forensic imaging. Great to see the consultation however the issues and matters that were discussed unfortunately just seem to have stalled.

Then on the positive side we have the consultation and agreement by the QPS in relation to the abolition of CDP and MDP. So the QPS isn't all bad with a lack of consultation, just some areas need to come to the table so just speak.

If you have any concerns disbelief queries that consultation does not need to take place then clearly you should have a look at our EBA, as consultation and consult discussion etc., is mentioned numerous times throughout the document. It even mentions Union encouragement.

Furthermore for those that think that the consultation is not a necessary process when dealing with staff and other issues within the QPS may I point them towards the 2019-2020 QPS annual report. It states the QPS executive leadership team (ELT) act as a "consultative" forum on opportunities and risks arising from key changes to strategy policy and operations within and outside the Service.

So there you have it start consulting with your staff resolving issues that may occur and who knows maybe you can put that on your resume for a promotion that you have similar qualifications as the QPS executive leadership team have.

### COVID19 AND THE FAR NORTH

Police from the Far North continue to soldier on with secondments, deployments and rotations to assist in the prevention of corona virus. Members are working with customs and border force in the Torres Strait area, assisting with quarantine at the Pacific Hotel and checking and testing passengers arriving at Cairns airport with the Australian Federal Police.



Sgt Brett Moule, S/C John Wood and S/C Lauren Barron work with SES members checking in new quarantine arrivals at the Pacific Motel in Cairns.



S/C Lauren Barron a school based liaison officer and S/C John Wood from Cairns TCS have spent months of 12 hour shifts maintaining security and quarantine enforcement at the Pacific Motel Cairns.



Many of those undergoing 14 day hotel quarantine in Cairns are miners returning to Australia for rostered breaks from jobs in PNG.

I don't think anyone anywhere associated with the COVID-19 outbreak can clearly say how long this will go on for. However I have heard that we are looking at continuing the way we are, quite likely until the end of 2021.

What I do know is that members in the Far North District, will always continue to rise to the challenge in any difficult situation and do whatever they possibly can to assist their colleagues and the community.

As always, I'm available 24/7.

**Marty BRISTOW**

Regional Representative  
Far Northern Region  
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QPS Staff and AFP work alongside each other conducting border compliance checks at Cairns Airport.





KEV GROTH

**The State election is over and the Labor Government has been returned. Love them or hate them they are here for another 4 years and we have to work with them to obtain the best outcomes for our members.**

During the election campaign the Government made a lot of commitments towards law and order and it is our job to hold them to account and ensure those commitments come to fruition.

I look forward to the rollout of the new Load Bearing Vests with Ballistic capabilities to protect members. This item is long overdue and has been called for from frontline staff for years. Further commitments towards QLites and Body Worn Cameras are also welcomed.

Every officer deserves to have this equipment and we should not have to beg borrow and steal from each other to have the basic tools needed to safely and effectively do our jobs. On top of this we have the commitment for 2025 new employees by 2025.

This is made up of 1450 NEW fully funded and equipped police and 300 Assistant Watchhouse officers which will free up more frontline officers. These number are on top of attrition and will bolster regional policing with 150 police going to each of the regions. Watch this space and I will keep you updated when these commitments have been met.

#### FLEET

Also being welcomed are the new vehicles from fleet management. Recently we have seen the first of the new Hybrid Rav4 vehicles roll out with more to come. Fleet is doing a good job bringing some great additions to members with new pods being trialled and new vehicles constantly under review to ensure we have fit for purpose vehicles out there for members to utilise.



*The first Rav4 Hybrid General Duties vehicle will be heading to Gladstone as part of a new fit for purpose trial.*

Also something to keep in the back of your minds is that with the introduction of Centre Airbags as standard in all new vehicles, the Driver Protection Screens will cease to be fitted to new vehicles from 1/1/2021. No Screens will be removed from active vehicles but any NEW vehicle rolled out after this date will be without the DPS.

QLD is the only state to still have DPS in sedans and with the new ADR safety standards being introduced we have had to move away from using them. This will cause some concerns for members and will require training to be adapted to facilitate new procedures when transporting offenders.

#### ASSAULT

Once again, a member has been assaulted whilst performing duties in a court precinct. ENOUGH IS ENOUGH!!!! How many members have to be assaulted, punched, bitten or spat on by

violent offenders before something is done to allow us to protect ourselves.

We are directed to be fully kitted up with all available accoutrements at ALL times when working operationally EXCEPT for when we have to enter a court precinct??

What makes the courts so special?? Isn't there a higher concentration of known offenders in a confined location?? Aren't we more at risk in these locations?? We are escorting and prosecuting violent offenders with an obvious disregard for the common decencies of society in court without being afforded the basic rights under Work Place Health & Safety.

Our members have a right to be able to defend themselves utilising ALL the tools and skills available to us. How many more members have to be assaulted for just doing their job

without any support from Senior Management.

It's high time that Senior Management stepped up and looked after the troops, make an approach to the Attorney General and sort this out before more of YOUR troops are seriously injured. REMEMBER .... OUR PEOPLE MATTER!!

### SERVICE ALIGNMENT PROGRAM

The Service Alignment Program is still in full swing with more districts moving to rollout stage shortly. This will be one of if not the most significant changes to operational policing in the history of the QPS and long overdue.

Demand on frontline policing has been increasing (45% over the last 5 years) and nothing has been done to address this extra workload until now. The frontline is at the point of breaking and I am excited to see these changes and hope the promised reduction to demand on the frontline holds true.

### BUSY MONTHS

The next 12 months will be tough, with the ongoing COVID response, the upcoming storm season which is predicted to be a busy one and the SAP rollout will again test the resilience of our members.

We will rise to the challenge as we always do, but I ask you all to look after each other and check in with a mate, sometimes things can get on top of you and a call or a coffee with a mate might be just what's needed to help. Please look for the signs and give help where you can. There is help out there for you, don't be afraid to help and remember it's not weak to speak!

We have all endured a long hard year with more hard work still to come.

Lastly, I would like to thank all the branch officials for all your hard work throughout the year. I could not do what I do without you there to back me up

and be there on the ground helping out the membership. The work you all do is invaluable and is greatly appreciated by myself and the members.

### Kev GROTH

Regional Representative  
Central Region

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# Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950







GRANT WILCOX

**2020 has become a year to remember and I hope 2021 becomes epic for all the right reasons.**

#### QLD STATE ELECTION 2020

Well I thought it would be a little closer, but the ALP just kicked the LNP to the curb rather convincingly. As an apolitical organisation person myself, it's always interesting at election time to see who will provide commitments to the Police (Law and Order), Emergency Services and the Public Service.

Well I have to say those providing support (commitments) and security got re-elected.

The LNP unfortunately had the books open and the cupboard was bare as usual after taking over from the ALP. In stating that they then did exactly what they do every time, to attempt a winning formula to replace the existing government. Yes, you guessed it – no real commitments and no security until we review the books and balance the ledger.

The ALP added the fact that the Public Service would lose 30,000 staff.

Where was the denial from the LNP? If there was one I did not hear it.

The LNP in Debs 2020 six point plan did not contain any Law and Order consideration and when COVID struck, who was the lead agency? Yep QPS (Law and Order).

Let's see, culling the Public Service and the LNP, how did that go last time??? I remember before that Newman election loss the LNP were again quiet on commitment and job security.

I'm sure there is a winning formula out there, but it seems the ALP is the only party with a clue.

Maybe next time, the LNP will have a strategy which involves Law and Order and job security. Natural attrition could be an answer, just saying, that's safe and people are secure without their lives being on hold for fear of unemployment.

Just my two cents worth.

#### QPUE

I want to know? An opportunity to have your say, for the benefit of us all.

What can the QPUE do or do better?

Be nice, this is not an opportunity to eat your own or kick indiscriminately.

Send me your ideas, the QPUE Executive and FTO's do ask this question often of ourselves and your organisation.

Send the ideas to [gwilcox@qpu.asn.au](mailto:gwilcox@qpu.asn.au)

Let's see what we can do together. Thanks in advance.

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

#### Grant WILCOX

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



**COL MULLER**

## ROSTERING CHALLENGES IN COVID

**A lot of challenges are arising in our Region around staffing and rostering. This is not contained to any area geographically and some of the issues are directly linked to deployment strains.**

People are passionate about their rosters and why wouldn't they be, this is the link between our work life and our private life. The strains of difficult rosters affect our families as much as they do us.

There are many entitlements associated with rosters which have been hard fought by your union over many years. I think it is important that we, as managers or staff respect the rules and industrial entitlements that exist.

For officers working shift work, night work and shift movements are often linked to fatigue related issues. We have a relatively new fatigue management policy and whilst it does not prevent long stints of night work it certainly allows for other options. Some stations and members prefer 7 nights of night work while other different models like 3 and 4 split. If your work unit wishes to investigate different options talk to your Officer in Charge or Roster Clerk.

Many issues arise when there are staff shortages and unfriendly rostering practices appear. If you feel that your roster is plagued by issues, talk to your manager or roster clerk. Managers listen to your staff, they work the shifts and it directly affects their lives. If you need assistance on either side call me or the Union Industrial Section.

## POLICE HOUSING

New funding has recently been released and great work with Police Housing continues and there should be a number of projects to report in my next article. We have seen a refurbishing of the kitchen in the shared house at Goodna and some works at the Dulacca OIC residence. Many more projects have

started or about to get underway so watch this space.



*QPU housing at Goodna has been refurbished.*

## BORDER CROSSINGS

The Police at our border crossing locations are still working hard and as we come into the hotter months and the holiday periods things are only going to be more challenging. If you are on deployment at one of the Southern Region Border Crossings and you experience an issue that needs to be addressed please let me know.

The summer months will bring more challenges for our staff at the more remote crossings and I would advise those heading out to these jobs speak to members recently returning so you attend as well prepared as possible.



*Preparations are being made to cater for hot weather conditions at border crossing operations at places like Wallangarra.*



*Staff heading to border compliance duty are encouraged to ask colleagues who have recently completed shifts what to expect on location.*

## OUT AND ABOUT

I had the opportunity to get back out to the South West District recently, lovely to see a lot of the country side looking better after receiving some rain. I spent time in Chinchilla and had dinner with some of the members. I visited Tara and



Miles as well as getting out to Roma for a Union Meeting and onto Charleville for the send off of Senior Sergeant Mick Symes.



QPU members at Chinchilla had the opportunity to catch up for an informal meeting to discuss a range of issues affecting their day to day Service.

### QPU BRANCH NEWS

I would like to give a big thank you to Sgt Scott Jackson from Roma who recently resigned his position as the Roma District Union President after many years of service to his members.



Sgt Scott Jackson stood down as Roma District QPU President after significant service to fellow members.

I would like to also welcome onboard Scott Pogan from Miles for taking up the position of District President, Dion Horn as the Vice President, Guy Phillips and Linette Swales as the secretaries.



New QPU Officials for Roma District Scott Pogan and Linette Swales with QPU President Ian Leavers and QPU Southern Region Rep Col Muller.

## Hooroo and Cheers

### SERGEANT RONALD HEENE

Ipswich Shift Supervisor

43 years Service

Last Day 15.12.20

Sergeant Heene started as a cadet at the Oxley Academy in January 1977 and was sworn in 27/06/80 and was sent to Redbank as his first posting. He spent 12 years at Brisbane City Station on mobile patrols progressing through the ranks to Senior Constable.



A move to City Break and Enter Squad in plain clothes where he was involved in 'Operation Round Up' was a career highlight, recovering 40 tonnes of stolen property and 2 suspects had close to 1000 charges laid against them.

Ron was seconded to Fortitude Valley as an Acting Sergeant Supervisor and about a year later was promoted to Sgt at Fortitude Valley Station where he stayed for about 10 years before moving out to the Ipswich. Where he has been a team leader/supervisor for 15 years.

Sgt Heene received an award from the Royal Humane Society of Australia for courage and humanity in his actions to save a male person attempting suicide from a railway bridge at Nundah in 1984. Sgt Heene says retirement has given him time for reflection and a simple message to all those still serving, "The standards you walk past are the standards you accept. Treat people as you would like to be treated and see your family treated."



Cadet Heene in 1977.

Sgt Heene will be farewelled at a function being held at the Prince Alfred Hotel, Booval on the 8th December 2020.



QPU Southern Regional Rep Col Muller with Sgt Ron Heene share a few memories of duty around Ipswich.

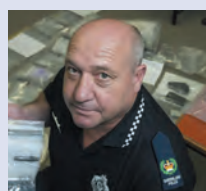
### SERGEANT PETER JENKINS

Darling Downs

38 years Service

Last Day 28/09/20

Peter commenced his Policing career joining VicPol in March 1982 and served at Reservoir, South Melbourne, District Support Group (Prahran) and Frankston CIB. Peter served in VicPol for approximately 10 years before joining the Queensland Police Service in July 1997.



Peter served at Capalaba Station, Dutton Park CIB, Drug Squad (Controller), Stanthorpe Station, Toowoomba CIB and the Darling Downs Tactical Crime Squad.

Peter spent the last two years of his career seconded to the Ethical Standards Command and performed duties as the Darling Downs District Professional Practices Manager.

Sgt Jenkins received an Assistant Commissioners Certificate for his efforts in Operation Ice Winnebago, a Commissioners Certificate for DDDTAT (Response to OMCG legislation) DDDTAT was nominated for a QPS award of excellence.

Sgt Jenkins was farewelled at the Burke and Wills Hotel in Toowoomba.



Sgt Jenkins was farewelled by colleagues and members of the community he served for over 38 years.

### Col MULLER

Regional Representative  
Southern Region

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**KERRIE HAINES**

## **SERVICE ALIGNMENT PROGRAM (SAP) and CENTRAL PANELS UNIT**

**During the QPS Review, working for QLD survey and outcomes of the Promotion and Review Steering Committee, it was raised the existing model needs to be addressed and a Central Panels promotion model was favoured to the current system.**

Lack of transparency, consistency and fairness in workplace promotions and the establishment of the Central Panel Unit (CPU) a system supporting our people creating a more equitable and transparent process.

The flaws in the current process is evident in the recent review of the Selection process for the positions Sergeant, Shift Supervisor Brisbane Region causing stress and angst to all members involved including the panel members, in this case the review process has taken 18 weeks and is awaiting a decision from the Commissioner of Police.

Workforce engagement identified that promotion to Sergeant and Senior Sergeant ranks was the area of most concern and the largest cohort of promotions. The proposed structure has been put forward and is awaiting approval.

### **OPERATION COTTONWOOD**

Recently there have been complaints about rostering at the Hotels and Airports, key issues include:

- Requests for staff are ad hoc and at short notice
- Rostering disparities - 10-day rolling deployment v 28-day deployment
- COVID Command has little oversight over demand
- Fatigue/Apathy
- Inequity in deployments
- Operational model is currently 'one size fits all' and does not account for venue-specific structure and associated risks

The level of commitment and timeframes around COVID-19 is unknown; and the QPS recognise the concerns of members and they are working at supporting our members through trying times.

Management is required to sustain this level of commitment at the same time operational requirements, maintaining business as usual (BAU) and in addition the ability to respond to other events including natural disasters.

Other factors include leave liability, fatigue management, Industrial Relations legislation – Award entitlements, for example rules around rostering and fatigue management.

The Service has developed the following deployment guidelines which will be adopted state-wide to bring stability and consistency in deploying staff to COVID-19 duties and better manage fatigue.

- Suspend flexible working arrangements on deployment
- Primarily 2 Shift Model – 8hrs + 4 hrs O/T
- 14-day deployments
- No more than 2 x 14-day deployments in a row
- RDs on deployments
- Limit consecutive working days
- No PDO on 14-day deployments (to be taken at home)

- Travel day before and after deployment (16 days)
- No requests (self-swap)
- Single venue for deployment (except emergent issues)
- Inductions prior to deployment (general online training and familiarisation with specific venue on-site)
- App for deployment – rosters, induction, instructions re. PPE etc.



*Photographs taken at Brisbane Airport highlighting the challenges maintaining the COVID-19 protocols ie PPE and social distancing.*

### **'NOT A FUN RUN'**

On 12th of September 2020, Senior Constable Dane Britton of Petrie Station, Senior Constable Matt Powell of the Fortitude Valley Bike Squad and

PCSC Ryan Cole of Caboolture CPIU ran 160km in under 24 hours from Yarraman to Ipswich along the Brisbane Valley Rail to raise money in support of the Children's Hospital Foundation, working wonders for sick kids.

The three officers raised \$20,000 and on 12th October, Assistant Commissioner Cod, NBD District Officer Holahan attended an awards ceremony for Dane, Ryan and Matt, acknowledgement for their amazing efforts.



Angela Ryan and Simone Plunkett from the Royal Children's Hospital Foundation attended and presented the awards and plaques to the officers. There is also a feature article in this edition of the Journal if you want to read more.

#### **QPS CLAIM WIN AGAINST QFES**

Saturday 31st October 2020, the QPS AFL team 'The Crocs' played the QFES in the annual Guns v Hoses AFL match at Sherwood. The QPS AFL team, led by North Brisbane District officer Acting Sergeant Kayne Nund, were represented by police officers from across the state and they proved too strong for the QFES, claiming a convincing 61-point victory.

This event also coincides with raising much needed funds for the Salvation Army Australia, with over \$20,000 raised to date. Well done to the Crocs!

The next QPS v QFES match is likely to be in March 2021, so keep an eye out.



#### **Kerrie HAINES**

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SHAYNE TREASURE

## THE RESTRUCTURE

**In my over 3 decades of public service in various departments I have lived through and survived a number of restructures, reviews and reports and have come out the other side with a healthy cynicism of these events. Before I am branded a negative heretic of the true cause by the party faithful I am optimistic of seeing some good change but I have some concerns. A modern organisation with an educated workforce should expect questions and the offering of alternatives from its employees. It's an easy out, to stare paternalistically and just be negative about it all, or you're a dinosaur adapt or...., get on the bus, train, tram it'll leave without you etc etc.**

These events usually start with people with smiles that would shame the Osmond family and a zeal that would outshine those in pyramid based selling schemes for plastic kitchen products.

When the dust settles they have moved onwards and upwards while all and sundry are left in a daze of culture change, new terms and concepts abound and sometimes change is not always successful or it is ... until the next change group arrives and says it wasn't.

I struggle to keep up and need to reach for my latest edition of the Newspeak Dictionary to be abreast of the latest terminology. Restructure, we have always Restructured. Omit LAC add Patrol Group etc, etc. Change that has effect on culture needs to be gradual. Police crave certainty whilst they deal effectively with uncertainty in their jobs.

The QPUE has been allowed to partake in all local working groups within South Brisbane District and I sincerely thank local leadership for this. I do however have concerns from past experience about the following from the higher echelons of the organisation.

Are positions that are moved going to exist in future thereby pushing the promotional bottleneck downwards to sergeant level.

Is consultation a checklist component for predetermined outcomes long since formulated.

Are the factors and motivators of political influence truly negated. Will the well heeled influential suburbs philanthropically give up some or all their Police so that the less well off areas can have another car or will they be straight on the phone to the local member lobbying for all they are worth.

How far will other Government departments come on board to changing what they do that creates us work that detracts from being proactive, that causes us to come back time and again to the same families or locations for the same issues. I am aware of a costing model undertaken and am interested to see how far this will modify inter agency work shifting to us.

My greatest concern of course is humanistic. Remember Our People Matter. The old Met South Region never clustered back in the day so we have a number of work units in small geographic areas and therefore a larger number of Senior Sergeants. I would like to think that after decades of service that we will really look after this group of officers in the considerations undertaken. These folks may now not have a chair when the music stops.

You may have all the financial benefits of having a chair and be happy with that, but what if you really want to keep your chair regardless. Remember we are still geared culture wise that a big tick for promotion to commissioned rank is being an OIC of a work unit.

Will an influx of Sergeants without positions from now technologically redundant streams in specialist areas or redeployed investigators cause promotional mayhem within the region.

I note that in the presentation slides that you must believe in the restructure to make it work. It carried in inference that if things don't work it's not our fault it's yours for not making it so. I will stay firmly in the proletariat zone and watch with interest how this component functions. I want positive outcomes and want to believe but have been bitten before.

I would implore the decision makers to put staff first and foremost every time. Change is needed, we need to work smarter and better but let's make it people focussed in how we do this. Confusion and speculation through an absence or unclear communication only creates angst.

## BOXING ON ABOUT BOXING IN

Over the last 6 months I have constantly raised concerns over the practice of boxing in after an offending vehicle is spiked and the issues that may arise for members if things go bad.

I acknowledge that once we cause a delamination we need to do something with the car, but we need the kit, the skills and policy protection. My concerns are that we received no training on boxing in. The vehicles we drive and very easily damaged in the process and



that the policy really doesn't have too much flesh on its bones.

I would suggest to members that unless you have very clear directions from the appropriate person nominated in policy that boxing in not be undertaken. I have grave concerns as to the impact upon members should we have severe injuries arise from our actions. Like pursuits the variables may make the juice not worth the squeeze.

### JOURNAL REDUCTIONS

Upon request of members in this QPUE Region I have commenced a review to reduce the amount of hard copy Journals coming into each work unit. Members have indicated that they prefer to peruse the digital formats over the hard copy versions and that the funds

be better allocated into other QPUE avenues that benefit members.

From this month onwards you will see far less journals in areas in response to members requests. I will be guided by the local branch officials as to getting the mix right.

### TISM

#### (THIS IS SERIOUS MANAGEMENT)

- 1) Deidentified application processes for a true meritorious selection process
- 2) Fulltime Polair coverage
- 3) A workable Injury Management System
- 4) An urgent overhaul of psychological services

5) Regional parity for staff, vehicles and training

6) Growth of staff and resources in line with population growth

7) Moving our first class people out of third class facilities at the academy.

## Shayne TREASURE

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## Hooroo and Cheers

### SERGEANT JOHN GRAHAM

Cleveland Shift Supervisor

34 years Service

Last day of Service 24.02.21

John joined the service in 1986 after waiting four years for a place to become available at the Oxley Academy. He was initially posted to his hometown of Townsville in General Duties before moving to the JAB in 1991 for 7 years, Townsville CIB 4 years, Brisbane City CIB for 2 years and promoted to Sergeant at Mundingburra in 2004.

Sgt Graham said, "I'm proud to be a member of the QPS. I go to work everyday because I want to, I love the blue family, this is what I always wanted to be and will always consider myself a police officer."

In 2016 Sgt Graham transferred to Cleveland as shift supervisor and has completed extended periods as an acting OIC, Senior Sergeant and DDO. Sgt Graham has also worked extensively for the Queensland Police Union representing members in Townsville and Metro South.

Sgt Graham said he's proud he was able to serve the workforce, "The Union is there to back you and look after you. I've been the subject of investigations and they were there for me, I've been a support person for others and I can definitely say the QPU is there for you. To young Constables joining now, enjoy your Service, appreciate it, embrace change and the ideals of the QPS and QPU. After nearly 35 years of service I have no time for people who bag the job or the Union."

Sgt Graham is now enjoying pre retirement leave and his final day of service will be on his 60th birthday on the 24th of February 2021.



### SENIOR CONSTABLE LISA LINDEMAYER

Cleveland General Duties

Last day of Service: 31.12.20

Lisa started service with the QPS initially as an AO, serving in Millmerrin, Toowoomba, Brisbane Communications and in Townsville Communications before joining the Townsville Academy in November 2006.

Her first posting was to Rockhampton General Duties, Townsville General Duties before moving into Prosecutions in Townsville and later transferring to the Brisbane City Watchhouse in 2013 and back to General Duties at Cleveland Station for the past 5 years.

Lisa is married to Sergeant John Graham from Cleveland Station who is due to age retire early next year.

S/Const Lindenmayer has opted to take early retirement so the couple can enjoy the opportunities that come with no longer doing shift work and travelling Australia.



Sergeant John Graham and Senior Constable Lisa Lindenmayer retiring together.



ANDY WILLIAMS

**So here we are on the verge of the 'busy season'. Mother nature has already unleashed a hint of what is forecast for the summer season, and the QPS is turning for home like a front runner desperately trying to hold off the pack. For some of us, I'm sure it feels like the first fight in a Rocky film, you know the one he loses before he drags himself off the canvass to win the fight of redemption!**

#### ELECTION 2020

The State election has been run and won and I congratulate the Premier Annastacia Palaszczuk and Police Minister Mark Ryan on their win. They laid out some comprehensive plans for policing in Queensland, with new police and support staff (additional to attrition), new ballistic load bearing vests, iPads and vehicles being top of the catalogue of what is an impressive list of commitments, and I understand that some members are sceptical.

The important thing about the policy is it is there in black and white, we will be here to hold them to their promises. I understand that you are all keen to see where and when these resources will arrive. As this is the first fixed four year term, I will be keen to see a roadmap on how these promises will be achieved.

#### VICTIMS OF CRIME

I recall some years ago you would be assaulted by a grub and part of the penalty would be that the offender would pay a small amount of compensation to provide some redress. If your phone, glasses or other personal property was damaged there was the expectation this would be compensated too.

The compensation didn't arrive immediately (sometimes it would come years later, long after the assault had been forgotten) but none the less you as the victim would receive some compensation.

The Victims of Crime Assistance Act was passed in 2009 and purported to provide some compensation for victims

of crime. This is a very noble cause, however since the act was passed Magistrates have systematically taken it upon themselves to stop awarding compensation, saying that Victims of Crime would deal with it.

This is a disgraceful stance that essentially sees the Judiciary expecting taxpayers to underwrite the offender's criminal acts. This also ignores the fact that many obstructs, or blood exposure offences don't fit the 'scope' of Victims Assist as they are often not an act of violence directed at someone.

If your personal property is damaged, you can't claim compensation either. Yet our Judiciary erroneously flick these off to Victims Assist too. Whilst I agree there needs to be a system of redress for victims where no offender can be found, the offender not the taxpayer should foot the bill for compensating their victims.

#### HOSPITAL GUARDS

I read both DDO logs daily, and it would be a rare day for me not to read about a prisoner being guarded in hospital. The current system involves a car crew being taken from the road to sit beside each prisoner's bed while they wait for treatment.

I recall one day where no less than 5 prisoners were being guarded within the South East Region. The drain on resources is massive, and we only have to cast our mind back to 2018 to see how dangerous the practice can be. Corrections have a facility for prisoners who need medical treatment but good luck getting anyone in there.

We urgently need a secure area in both Gold Coast and Logan hospitals where prisoners needing treatment can be safely managed. Having several secure beds in both hospitals will allow one crew to guard multiple prisoners in a safe, comfortable and efficient manner.

It would also alleviate the hospital of the need to find a number of private rooms to segregate the offenders from the public.

#### BYE BYE BEAUDESERT

When 'Duncan' by Slim Dusty and 'Jessie's Girl' by Rick Springfield were number 1, asbestos was a cheap and efficient way to do almost anything in a building and (one for my Mum), A Country Practice played its first episode when Beaudesert Police Station started to serve the public.

I'm sure back when Beaudesert was a small country town with 3 or 4 officers the station was awesome, room for a desk each, new cells out the back, but 39 years down the track it has unfortunately not kept up with the expansion of the town.

It did not do justice to the demands of modern-day policing so it was great to see the members in Beaudesert move into new temporary digs, and I am sure they were happy to see the digger demolish the old girl (after the safe removal of the asbestos of course).

The new fit for purpose station will be able to house over 50 officers which means we are, for once, ahead of the expansion predicted for the area.





The Blue Hope crew on their final stop at Ferny Avenue of a 9000km tour across Queensland raising mental health awareness.

### BLUE HOPE

The 'Shoutacoppacuppacoffee' tour ended at Ferny Avenue, and Chuck having done nearly 9000km and putting up the shingle for the 32nd time was a bit dusty and tired. But that didn't stop Andrew and the team at Blue Hope from delivering some of the best bacon and egg wraps and coffee ever served in the town (Chuck said so).

It was great to have the team drop in on their last stop before taking Chuck home for a well-deserved clean down and hear some of the tales from the tour. The team accessed their own COVID and Rec leave to travel the state pulling up at some of the most remote police

stations to shout the boys and girls in blue a feed.

Blue Hope assists members when they need it most, helping with a 24/7 hotline 1300 00 2853 and provides other assistance to members and former members suffering with mental health issues. For members closer to the city they also have excellent gym facilities. The QPUE is a proud sponsor of Blue Hope. If you would like to support Blue Hope you can go to <http://www.bluehope.org.au/get-involved/donations-2/> or perhaps make a fortnightly direct debit 633-000 (Bendigo Bank) Account: 157988726.

### Andy WILLIAMS

Regional Representative  
South East Region  
0404 460 773  
[awilliams@qpu.asn.au](mailto:awilliams@qpu.asn.au)

## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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

# Social Media Defamation

**It can take years to build a person or groups reputation and unfortunately due to social media the ability is there now to damage or destroy that standing by a few keyboard warriors.**

**Believing** they are hiding behind the anonymity of a fake account or just flooding sites with false, misleading claims and hateful comments can amplify the damage as social media platforms merge and integrate.

The QPU has sought advice from Patrick McCafferty QC from Hall Payne Lawyers to set out some guidance for members when using social media. The 28 points should give every current or former police officer a moment of reflection and perhaps prompt a review of their online accounts.

## SOCIAL MEDIA AND DEFAMATION MEMORANDUM

- (1) Social media is now a common form of communication. Common platforms such as Facebook, Twitter, WhatsApp, LinkedIn, online forums and similar sites are in mainstream use, both professional and personal uses.
- (2) While most of these platforms require a user to subscribe to the service, they are, with limited exception, free to use.
- (3) By its nature, social media is more accessible, more widely available, and much faster than any traditional form of communication. All a person needs to actively use social media is an internet connection and access to a platform.
- (4) The evolution of social media, and its prolific use, has seen a drastic increase in both the number of

defamation complaints.

- (5) In fact, the use (or misuse) of social media has resulted in a substantial increase in court proceedings to such an extent that it is now the position that a large percentage of defamation court cases are concerned with social media publications. Many of these cases have had devastating consequences for those involved. These consequences have included loss of employment (many people fail to realise that their contracts of employment often contain clauses which classify misuse of social media as misconduct) and literally financial ruin.
- (6) Whether something is defamatory is assessed objectively. Something will be defamatory if it has the tendency to or is likely to lead an ordinary reasonable person to think less of a person. What a person intends to say or how something is subjectively interpreted is irrelevant. What matters is how the material published is interpreted objectively by an ordinary reasonable person.
- (7) One reason why social media has become the focus of many defamation cases is tendency for quick dissemination. And in truth, the potential reach of social media communications is exceptional. Many posts are publicly visible by default and there is no limit to the number of persons who can view them.
- (8) It is these very characteristics make social media potentially

dangerous for people who chose to vent their thoughts. This is because defamatory remarks which previously would have been limited to an audience of a few people can now quickly and easily be published to thousands.

- (9) Communications that once lurked in private communications or went unsaid in people's minds are now capable of being said publicly effortlessly with a few simple touches of a keyboard or swipes of a screen.
- (10) That little effort is required to publish on social media means that an individual's capacity to pause and reflect on matters unaffected by the vices of intemperance, emotion, or other impulses is non-existent and therefore provides no restraint.
- (11) The potential for large dissemination exists even in social media platforms which permits participants to use closed or private chat groups. Do not think that because you are posting or commenting in a private or closed group means you cannot be sued for defamation.
- (12) Groups of this nature are not immune to defamation. A person who posts in a closed or private group cannot control what others do with their posts. Screen shots and copy, cut and pasting content are two common ways people capture another person's defamatory remarks. Indeed, there are many examples of closed group communications which



participants have published the defamatory remarks of another to a much wider audience which have resulted in legal action. In these cases, ordinarily the original poster remains liable as a publisher notwithstanding their posts have been given greater publicity or published by another person

- (13) Any user of social media must be aware of the risks involved in posting material. Posting does not simply comprise initiating a post. It extends to commenting on another's posts, contributing to existing posts, agreeing with the comments of others and even posting hyperlinks.
- (14) In each case any person who posts material is potentially liable if that material is defamatory.
- (15) It does not matter if a person is posting a rumour they have heard or that another has posted. Once a person posts material they are responsible for it, regardless if what is posted represents their own views or the views of another.
- (16) Importantly, liability extends to permitting others to make defamatory posts on social media pages. For example, if Person A has a personal Facebook page and Person B posts defamatory material on it, Person A is potentially liable notwithstanding they did not author the material.
- (17) It must also be remembered that defamation laws exist to protect a person's reputation. It is a common misconception that there is an uninhibited right to free speech in Australia. There is no right in Australia to publish statements freely and without inhibition. Defamation laws are designed to reconcile the competing interests of protecting reputation and recognising that in some circumstances there is justification for publishing defamatory material about another.
- (18) The best known justification for publishing material about another is that it is true. If what is published is substantially true, then a person

posting has a complete defence of truth.

- (19) The difficulty most people find themselves in when asserting a truth defence is that truth is dependent upon facts, not opinion, and must be proved by admissible evidence in court. Rumours, hearsay, and unsubstantiated allegations are not facts, nor are they admissible evidence. Similarly, what a poster believes to be true is not a fact and is not admissible evidence.
- (20) It is quite common for defendants to believe they have a strong defence based on this type of evidence. Properly advised these defendants should avoid litigation at all cost.
- (21) There are other defences available. Most of them are very complicated and rarely does a user of social media unwittingly discover they have a defence other than truth available to them.
- (22) The best advice for any user of social media is to simply abstain from posting any matters of controversy involving individuals. This includes commenting upon other's posts, sharing controversial posts and sharing links of controversial material.
- (23) Assessing whether something is a matter of controversy for the purposes of the law of defamation requires the exercise of judgment and common sense.
- (24) Perhaps the best guide is to consider what you are proposing to write (or comment upon or share or hyperlink) and ask yourself this question: if I read what I am proposing to write about another person, knowing nothing about that person or the subject matter, would I think less of that person. If the answer is yes, you are probably in the realm of controversy.
- (25) While the temptation to offer one's views might be hard to resist, the best course is always to simply remain silent. If that proves too difficult, then think about asking another person to

look at what is proposed to be written and ask for their honest feedback. The best person to ask is someone is dispassionate, detached, and independent from the subject matter. It must always be remembered that whether or not something is defamatory is assessed objectively.

- (26) Again, if the temptation is too hard to resist then ask yourself what evidence you could put before a court if you are challenged to prove what you propose to write is true. And remember evidence is not rumour, hearsay or what you believe or unsubstantiated assertions.
- (27) Some might think that disguising their identities online with a fake name will escape liability. That is not the case. There are various avenues open to people to track down anonymous users. Any person who thinks the cowardice of anonymity will afford them protection from being sued is wrong: anonymous posters are routinely tracked down and sued.
- (28) It might also be thought that by not naming a person or referring to that person by an alias or fictional name will assist in avoiding being sued. That is a common misconception. While it is true that in order to be defamatory the material must identify a person, identification can, and in many cases does, occur where a person is unnamed. That a person is not named is no solid basis to avoid being sued.

#### **PATRICK McCAFFERTY QC**

*Liability limited by a scheme approved under professional standards legislation.*



# Don't break the safety chain

Report all health  
and safety hazards



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



**Safety & Wellbeing**



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number



# QUEENSLAND POLICE UNION

## CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER: .....

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

FULL NAME: .....

HOME ADDRESS: .....

POSTCODE: .....

POSTAL ADDRESS: .....

POSTCODE: .....

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

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

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

STATION ADDRESS: .....



# Without us, you're on your own

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950



# Sometimes our protectors need protecting...

*for a fair and just outcome  
become a member*



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# Remembrance Perseverance

By Darren Curtis

**National Police Remembrance Day is a time for all police and the community to pause and reflect on the lives of those who died on duty, and the service of those lost was not stopped in 2020 despite strict COVID restrictions on gatherings.**

**In** Brisbane a candle light vigil was held on the eve of NPRD and although it was limited to invitation only the service was attended by the Queensland Governor Paul de Jersey, Premier Anastacia Palaszczuk, Police Commissioner Katarina Carroll, QPU President Ian Leavers and a small number of families of fallen officers.

The relatives of fallen police unable to attend were thanked for their understanding and compliance with the continually evolving directions from the Chief Health Officer.

Significant Brisbane landmarks were also illuminated in blue as a mark of respect to honour those who have fallen protecting Queensland.



*Chaplains lit a candle representing every generation of police service in Queensland where an officer has been killed on duty.*



*QLD Governor Paul de Jersey laid the first wreath at the candlelight vigil on behalf of all Queensland Citizens honouring the Service of all Police.*



*A lone piper plays the lament during the candlelight Vigil in the Brisbane Botanic Gardens.*





September 29, 2020 was not marked with traditional street processions by serving and retired police, across Queensland the services were modified and smaller but still a poignant reminder of how quickly circumstances can change while at work and no matter what an officers experience, location, skill or level of courage incidents can become fatal for police.

QPU President Ian Leavers said, "Often police face danger when we least expect it. You never know when a situation is going to spiral out of control. We know as a result of COVID stresses are up, lots of people in the community are suffering mental health issues along with domestic violence. Border Operations and enforcing COVID Compliance has also drawn out a new set of highly charged emotions that are directed at frontline police."

During the State Police Remembrance Day Service at the Police Memorial in

Brisbane's Botanic Gardens the four police officers rundown and killed while working on Victoria's Eastern Freeway were honoured.

Leading S/C Lynette Taylor, S/C Kevin King, Const Glen Humphris and Const Josh Prestney all died serving their community QPU President Ian Leavers said, "We all wear the blue shirt of a police officer, despite borders we are all one big family. Their loss hurts us all, their service will never be forgotten."

**"We all wear the blue shirt of a police officer, despite borders we are all one big family. Their loss hurts us all, their service will never be forgotten."**

This year marks some significant anniversaries to commemorate Queensland Police Officers who died on duty. It's 130 years since Constable William Arundell died from injuries after being thrown from his horse and kicked at Watsonville near Atherton.

2020 marks 20 years since S/C Norm Watt was shot and murdered attending a domestic dispute at Alton Downs near Rockhampton and 10 years since Sgt Dan Stiller from Oxley Traffic Branch was struck by a truck while conducting a wide load escort near Mount Larcom.

Ian Leavers said, "Just these three incidents alone show how every officer no matter what the generation, takes a considerable risk turning up each day for work. It's an honourable commitment and it's our duty to ensure that sacrifice is forever remembered."

At Dayboro the community showed their thanks for the work police do unveiling a handcrafted memorial designed and assembled by local artist Peter Smit. The artwork is cast bronze and utilises old bridge timber to honour two local officers killed on duty.

S/C Douglas Gregory died in 1956 in a traffic crash and in 1969 Const Colin Brown was shot and killed responding to a call of an armed offender at a local dairy farm. The memorial is now a permanent feature at Dayboro Police Station.



*The cast bronze statue components of the new Dayboro Police Memorial.*



*Family members of the fallen Dayboro officers attended the dedication of the new memorial outside the Dayboro Police Station with staff and memorial craftsman Peter Smith.*

While COVID restrictions prevented Queenslanders attending the annual Wall to Wall Ride of Remembrance to Canberra in 2020, quarantine changes by Police Remembrance Day presented the opportunity to send S/Sgt Bradyn Murphy to Canberra for the National Police Remembrance Day Service at the National Memorial.





*S/Sgt Bradyn Murphy represented the QPU at the National Police Memorial Service in Canberra.*

Police Remembrance Day was started by the QPU and adopted Nationally so to maintain the link at a combined commemorative service was important. Those who have been lost will be forever truly missed and their memories will stay vivid with their family and friends left behind and no matter what crisis is impacting Queensland at the time each year Police Remembrance Day is a testament to the value the community places on the lives of its Police Officers.

## STATE POLICE REMEMBRANCE DAY SERVICE BRISBANE



*QPU President Ian Leavers salutes the memory of the fallen during the State Police Remembrance Day Service in Brisbane.*



*QPS Commissioner Katarina Carroll lays a wreath on behalf of all serving police during the State Police Remembrance Day Service in Brisbane.*



*Elizabeth and Shane Urquhart parents of Constable Sally Urquhart who died in 2005 lay roses during the State Memorial Service.*



*Meagan Goodwin daughter of Constable Mark Goodwin who died in 1991 is assisted placing a flower around his memorial plaque.*



*Wreaths, floral tributes and personal honours placed in front of the State Police Memorial in Brisbane.*



*QPU Industrial officers Kevin Thomas and Luke Hodge, join with QPU Vice President Shane Prior, QPU General Secretary Mick Barnes and QPU President Ian Leavers to pay their respects on behalf of the entire QPU membership at the State Police Memorial Service in Brisbane.*





Shirley Kidd is assisted to lay a floral tribute for her son Senior Constable Peter Kidd who died in 1988.



Ross Gordon, wife Elizabeth Adams and their daughter Tahlia Adams commemorated the loss of Constable Douglas Gordon who died in 1968.



Sandy Lena mother of Constable Sondra Lena who died in 1992.



Anthony Irwin uncle to Constable Brett Irwin who died in 2007 lays floral tributes with Brett's nephew Jacob Irwin.



Qbank staff and executives honour those officers who have lost their lives protecting the people of Queensland at the State Memorial Service in Brisbane.



## AROUND THE STATE



Floral tributes placed on the beachfront at Kawana during a Sunshine Coast Memorial Service.



Sgt Ron Heene at the Police Memorial Service held in Ipswich.



Members on hotel quarantine duty at Voco hotel on the Gold Coast paused to reflect on lives lost during Police Remembrance Day.



Staff at hotel Voco provided a complimentary morning tea for police on Remembrance Day.



Community members show tremendous support for police attending a memorial service at Victoria Point.





# Behind the Scenes

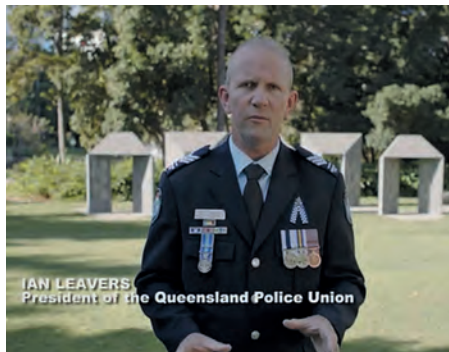
By Darren Curtis

**In preparation for the 2020 National Police Remembrance Day, the Queensland Police Union continued its annual program of reinforcing to its members and the community the significance of the day in honouring those who lost their lives serving the people of Queensland.**

**Brisbane** company Grantley's Advertising and Direct Marketing Consultancy were engaged to produce a 30 second television community service announcement and full page placements for newspapers in the days before Remembrance Day on September 29. The impressive structure of the State Police Memorial in the Brisbane Botanic Gardens was the backdrop. COVID restrictions also had an impact on the production.

Families of fallen police were unable to attend so the plan was adapted to include just three participants providing simple symbolism, QPU General President Ian Leavers representing

all union members and uniformed officers, QPU Metro North Rep Kerrie Haines representing female members and QPU Headquarters & Support Rep Shane Prior representing plain clothes and specialist squad members.



*QPU President Ian Leavers asks the community to honour 147 fallen Queensland Police Officers.*

The only words spoken in the commercial came from President Ian Leavers, "spare a thought for Queensland Police and their families, as we honour 147 police who gave their lives protecting the community."

Creative Director Dick Grantley said, "The project didn't need whizz bang computer graphics, just basic emotion. The wreath laying hits at the heart and I know police families who see that believe there's a real possibility this could happen to us. I think Ian

**"Spare a thought for Queensland Police and their families, as we honour 147 police who gave their lives protecting the community."**

is a very genuine bloke, his heart is in the right place, he presents well and is sincere when he's on TV. He believes everything he says which is very unusual at that CEO level in many organisations."

The commercial ran on Queensland free to air networks and on Skynews Australia, exposing the campaign to other State jurisdictions. Mr Grantley says there was a tangible response,



*QPU President Ian Leavers, QPU Metro North Rep Kerrie Haines, QPU HQ & Support Rep Shane Prior during filming at the State Police Memorial.*



"I think the QPU can be proud that they have lead the country in recognition of Police Remembrance Day. Other Australian Unions can see what the Queensland Police Union does and that's why there's national endorsement of an idea that started here."

"News presenters, talk show hosts, retail workers and other frontline emergency responders wear the police chequered ribbon on September 29 to show their support for the work police do. It reinforces the fact police do a

vital role and pay a very high price just for doing their job and that should be supported and acknowledged by the community," Mr Grantley said.

It was a brilliant blue sky day on the afternoon the commercial was filmed and that required a few breaks to keep the participants sweat free during close ups and Mr Grantley admits trying to get filming done rapidly can normally create a bit of anxiety when they're not working with professional actors however, "when it's a sensitive

topic like Remembrance, Ian, Kerrie and Shane are so passionate about the cause I just had to let the camera capture the genuine emotion that was there," he said.

**"I think the QPU can be proud that they have lead the country in recognition of Police Remembrance Day. Other Australian Unions can see what the Queensland Police Union does and that's why there's national endorsement of an idea that started here."**

The commercial is still available to view online by typing National Police Remembrance Day 2020 into Youtube.



Camera Operator Geoff McLeod went to extensive lengths to get the exact lighting and angles required for the campaign.

**Some pay a high price  
for our safety**

**Danger comes in many forms.  
Criminal activity, domestic violence and being a first responder in emergencies.**

*"Please spare a thought for Queensland Police and their families as we honour the 147 of our colleagues who gave their lives in the line of duty".*

*Ian Latwers, QPU President, & John (Bluey) O'Gorman, National Police Remembrance Day Founder & former QPU President.*

**National Police Remembrance Day**  
Tuesday 29 September

Authorised Ian Latwers Queensland Police Union President

The full page newspaper placement that was prominent across Queensland in the days before National Police Remembrance Day 2020.



The crew filming segments in very warm and humid conditions at the State Police Memorial.



The production crew commented on the genuine emotion shown by the QPU Representatives during filming.



# Wall to Corner Ride

By Darren Curtis

## COVID restrictions dramatically altered the format for Queensland participants planning to take part in the 2020 Wall to Wall Ride of Remembrance in September.

**With** quarantine rules in place that would have enforced a 14 day hotel lockdown at the riders expense returning to Queensland, the annual ride to Canberra was effectively cancelled for Queensland police, family and friends. However the ceremonial baton was still dispatched to Canberra to be at the traditional Service of Remembrance at the National Police Memorial.

Officer Sergeant Chad George from Tweed Heads Police Station to take it safely to Canberra and place it on the memorial for the combined States service.

Not content with just dispatching the baton, enthusiastic riders showed their adaptability and came up with a series of satellite rides travelling across rural Queensland.



Wall to Wall Convenor Bradyn Murphy and QPU President Ian Leavers with the Remembrance baton and the 2020 Wall to Wall decal motorcycle.

QPU President Ian Leavers and Queensland Wall to Wall convenor Senior Sergeant Bradyn Murphy accepted the baton from the Queensland Police Commissioner and came up with a plan to hand it over to New South Wales Police Highway Patrol

During the departure for one of the groups leaving Brisbane's New Farm Park an unexpected guest arrived to wish his colleagues a safe ride. It was Senior Constable John Kenworthy a Police Motorcyclist from Mackay who was in Brisbane for specialist treatment



The QPS Remembrance baton is handed over to NSW Police to transport to the National Memorial Service in Canberra. Thankfully it did not contain the names of any fallen officers from Queensland this year.

after an accident on duty that has severely damaged his eyesight and nearly claimed his life. He told fellow



S/C John Kenworthy was unable to take part this year due to a workplace injury but still came to farewell mates for a ride that has enormous meaning to him.



police, "Before the accident with the barbed wire fence on a Code 1 call, this year would've been at least my fifth Wall to Wall ride. From the first time I went to the service at the National Police Memorial in Canberra it's resonated with me that this job is one you cannot be guaranteed of making it home at the end of a shift."

Nearly all of the satellite expeditions culminated in a memorial service in Rockhampton at Cameron's Corner on Saturday September 12.

During the service QPU President Ian Leavers said, "We need to acknowledge John 'Bluey' O'Gorman, he's the founder of Police Remembrance Day

President Leavers told the gathering, "The days a police officer loses their life on the job are days we never forget. By getting together and making sure they are remembered is not only a sacred bond we owe it also gives us the opportunity to raise funds to ensure their families will not go without.

"Money that can look after their partners, loved ones and children who have been left behind. Over one million dollars across the country has been raised to do that and it's important we keep it going to look after those who had no say in their future."

Wall to Wall Convenor Bradyn Murphy said honouring the lives of those who



Some of the Wall to Wall bikes at New Farm Park prior to departing on the Satellite ride to Rockhampton.



Riders catch up prior to departure discussing former colleagues and job experiences.

right across Australia and he's made the ride to be here with us today, I consider him a leader and mentor. If it wasn't for 'Bluey' we probably wouldn't be here today to remember our colleagues who paid the ultimate sacrifice."

**"We need to acknowledge John 'Bluey' O'Gorman, he's the founder of Police Remembrance Day right across Australia and he's made the ride to be here with us today, I consider him a leader and mentor. If it wasn't for 'Bluey' we probably wouldn't be here today to remember our colleagues who paid the ultimate sacrifice."**



Remembrance Day Founder John 'Bluey' O'Gorman in his 2020 commemorative T-shirt, still acts as a mentor to many serving and retired police.



The Wall to Wall ride brings together current and former police who can disregard all other issues and remember the good times and bonds of serving together.

have died during their service can take many forms and Queensland police have again proved they're masterly at change, "The Wall to Wall this year is different to what we are used to in the past. It is heartening to see so many riders here, that we've made an effort to go somewhere despite the COVID restrictions. The ride is about riding motorcycles and remembering mates, it doesn't matter where we do it. There's other rides going on in



Cairns and Townsville, it's all just about remembering and that's what we are here for."



Part of the large crowd that linked together for a memorial service at Cameron's Corner in Rockhampton.



Riders at the memorial service paid their respects to fallen officers from across Queensland.



Post memorial service and it was time to catch up with old mates and share some lighter moments about things that happen on the job.

The sandstone memorial at Cameron's Corner adjacent to Rockhampton Police Station holds plaques with the names of all officers who have died on duty in



Memorial Service Co-ordinator Rowan Bond, S/Sgt Bradyn Murphy, Memorial Service Co-ordinator Ron Dunham, QPU Central Region Rep Kev Groth, QPU President Ian Leavers, QPU HQ & Support Rep Shane Prior.

**"The death of Sergeant Irwin and the circumstances around his incident still evoke very strong memories for many in this tour group."**

the Region since the Queensland Police Service was formed. It was significant the various rides came together at Rockhampton as 2020 marks 20 years

since the death of Dog Squad Handler Senior Constable Norm Watt who was murdered responding to a domestic violence incident at Alton Downs.



Riders gather at the Yarraman cemetery to pay their respects to fallen officer S/Sgt Perry Irwin.



The Cameron's Corner memorial is dedicated to all police who have died on duty serving in the Rockhampton Region.



Remembrance riders ensured the headstone of S/Sgt Irwin was clean and in good condition.



One tour group lead by QPU General Secretary Mick Barnes visited the gravesite of Senior Sergeant Perry Irwin in Yarraman. Senior Sergeant Irwin was shot twice in an ambush in bushland near Caboolture by a drug affected offender and died in August 2003. The death of Sergeant Irwin and the circumstances around his incident still evoke very strong memories for many in this tour group.

A grassy hill on a section of the Bruce Highway near Mount Larcom was also significant for a group of riders who stopped to pay their respects at a roadside marker that indicates where Police Motorcyclist Sergeant Dan Stiller died in an accident while escorting a heavy load through the area in 2010.



Wall to Wall riders take a break at road works on their satellite journey to Rockhampton.

Many of the riders who stopped had served with Sergeant Stiller so while they were there, they not only cleared

debris from around the marker, they added QPU Remembrance badges to the cross and pledged to have a more manageable memorial installed in the future.

Each of the satellite rides is estimated to have covered on average 1,800 kilometres during their tour of Remembrance.

Each ride was a different experience but there was a common element to all of them, reuniting with old friends, acknowledging the value of mateship during service in the QPS and ensuring those who have paid the ultimate sacrifice are never forgotten.



Former colleagues of Sgt Dan Stiller located his memorial site on the Bruce Highway near Mt Larcom.



Mates of Sgt Dan Stiller have pledged to improve the standard of the roadside memorial for their fallen mate.



Satellite riders were given a police escort for the last leg of the journey to Rockhampton for the Wall to Wall Remembrance Service.



# Central Panels Unit is on it's way

By Luke Hodge, QPU Industrial Officer

**The QPUE membership have been vocal in their desire to have the Central Panels Unit return. Motions have been carried at Annual Conferences in 2017, 2018 and 2019 relating to the promotions system and specifically the re-introduction to the Central Panels Unit.**

**In** August 2019 the QPUE Industrial team under the direction of Ian Leavers, Mick Barnes and the QPUE Executive were instrumental in directing discussion at the Promotions and Review Steering Committee. The Committee's aim was to enhance processes, policies and procedures regarding promotions, transfers and reviews within the QPS.

In-line with what the QPUE membership had advocated the committee insisted that the Commissioner reintroduce a Central Panels model for promotions on merit.



*QPUE President Ian Leavers explains about the desire to have promotions on merit.*

General President Ian Leavers also accompanied QPS Senior leadership interstate to investigate how things were done across the Nation. The



*QPUE General Secretary Mick Barnes wants to enhance policies and procedures around promotions.*

Victoria Police model was identified as having numerous aspects that would be beneficial in Queensland. These included; strict conflict of interest guidelines, impartial Panel Convenors with recruitment qualifications and a swift turnaround of 60 days from advertisement to appointment, including review period.

Sergeant and Senior Sergeants have repeatedly raised issues in relation to fairness and consistency within the promotion system, both in the Working for Queensland Survey and at Union meetings.



*QPUE President Ian Leavers listens to opinions from officers in Emerald about potential ways to improve the promotions system.*

After strong advocacy from the QPUE the Commissioner agreed the re-establishment of a centralised and coordinated approach to promotional



*The QPUE Executive Team have researched promotion models in other jurisdictions to come up with the best elements that would create a best practice model for Queensland.*



panels was a priority within the Service Alignment Program (SAP). The QPUE have advocated for the re-establishment of the Central Panel Unit to enhance the transparency, consistency and fairness of the process; which will lead to more confidence in promotions.

A working group was formed in March 2020 and the QPUE Industrial Team have participated in regular meetings and actively engaged within decision making processes.

The QPUE full time officials and Executive have tasked the Industrial team with ensuring any Central Panels Unit has the processes, policy and autonomy to act with authority. Managing and overseeing promotions, without fear of manipulation from QPS management.



*QPUE President Ian Leavers says he wants the Central Panels to deliver consistency and transparency for Police, so all officers particularly those working in rural and remote areas can have confidence in the system.*

Considerable effort was made to ensure changes represented what was being championed by the QPUE membership. QPUE have drawn on particular concerns highlighted by the Commissioner for Police Service Reviews, QPUE Enterprise Bargaining Surveys and numerous branch meetings across the State.

QPS Executive Leadership Team have approved the re-establishment of Central Panels and prior to the extent of COVID-19 was known it had

been hoped Central Panels would be operating from July 2020.

**Central Panels are now set to commence in January 2021, with some Expressions of Interest already commencing.**

The new Central Panels will include Inspectors, Senior Sergeants and qualified civilian experts, a workspace has been allocated on the ground floor at Police HQ.



*QPUE General Secretary Mick Barnes explains the make-up of the Central Panels will include Senior Sergeants.*

The QPUE's work is not over yet. The new Merit Policy is still being developed and there are several key issues yet to be addressed including:

- Excessive delays with the Commissioner for Police Service Reviews

**“Central Panels are now set to commence in January 2021, with some Expressions of Interest already commencing.”**

- A lack in confidence that the Commissioner for Police Service Reviews has any real authority
- Development and reliving opportunities in rural and remote areas

- Clear direction from QPS relating to management/leadership skills verses policing skills
- Establishment of a formal mentor or Career advice Centre
- Use of external providers and generic advertisements for Commissioned Officer promotions



# Police have a Rav

By Darren Curtis

## The first 2020 Rav4 is joining the fleet in Central Region for assessment and trial as a frontline general duties vehicle.

**The** new Toyota model is an All Wheel Drive, petrol and hybrid electric model. It's not the kind of hybrid car that needs to be plugged in to recharge and the fuel side of the engine is a 2 litre that has plenty of instant power available.

It's estimated the Rav4 will be economical, achieving fuel economy of 4.8 litres for every 100 kilometres and that's a bonus QPU General Secretary Mick Barnes believes makes it a draw card to at least evaluate, "The QPS says the figures do show there's a fiscal rationale to providing a hybrid car in at least some of the fleet and if those fuel savings can be returned to operational policing it has to be a wise investment."

The QPU Workplace Health and Safety team along with full time



*QPU General Secretary Mick Barnes says the front and rear seating is spacious, the dash controls include apple play, wireless phone charger, parking sensors and blind spot recognition.*

officials have had input into the development of the Rav4 and how the vehicle will be assessed during the initial trial.

QPU General Secretary Mick Barnes said, "We won't sit still on enhancing the QPS fleet for our members. Every vehicle needs to be fit for purpose.

If over time we believe the vehicles issued by fleet are not appropriate we will keep working hard to find those that will suit the needs required."

Deputy Commissioner Doug Smith inspected the new Rav4 with the QPU General Secretary and was impressed with the new police decals that increase the amount of reflective surface space making the RAV more visible. It also has new generation take down lights in the rooftop bar, LED white lights in the grill for better visibility in traffic and enhanced QPS logos.



*The Rav4 has enhanced reflective decals, logos and warning lighting system.*



The Deputy also confirmed the Rav4 models will not be fitted with Driver Protection Screens between the front and rear seats. The change will affect just about every new passenger vehicle brought into the QPS fleet from next year due to changes to the Australian Design Rules to accommodate side curtain and centre airbag safety systems.

Deputy Commissioner Smith said, "Our procedures really should take the place of that false comfort you get from having Driver Protection Screens. Nothing is going to be perfect for everybody but I think this will be a pretty good all round vehicle."



Insp Greg Rynne, Deputy Commissioner Doug Smith and QPU General Secretary Mick Barnes inspect the boot space in the RAV4 to assess its sizing to carry essential equipment including ballistic vests.



With no Driver Protection Screens frontline police will need to sit in the back with offenders to ensure safety.

Queensland is the only State currently using Driver Protection Screens in Australia. With the changes the QPS has given a commitment to ensure an adequate number of POD style vehicles remain available to ensure officer safety.

QPU General Secretary Mick Barnes said, "Our plain clothes officers have been dealing with this as standard practice for some time. When someone is in custody an officer sits in the back with them. This needs to become common practice."

The first Rav4 in the evaluation will be deployed to Gladstone and Mick Barnes wants as many officers as possible in Central Region and as others come online across Queensland to try it out, "The frontline officers who will use this vehicle need to provide feedback to the QPU Workplace Health & Safety Team and to PSBA Fleet Asset Services.

It's only through honest feedback that appropriate decisions can be made on the long term viability of vehicles like the Rav4" he said.



Deputy Commissioner Doug Smith, QPU General Secretary Mick Barnes encourage police to provide feedback on vehicles in the QPS Fleet to ensure they are fit for purpose.



# Making a mark in rural communities

By Darren Curtis

## A simple engraving tool is opening the way for criminal intelligence to flow towards police in rural towns in Central Region.

**Sergeant** Matt Hows saw an opportunity to speak and connect with children and parents in Barcaldine by holding open days at the police station or visiting the schools in the patrol to engrave scooters, bikes and valuables with unique identifying marks and numbers (often with initials and a date of birth).

"The children really enjoyed seeing the police and were impressed that by the time we finished engraving their possessions they had a permanent mark they could show off to all their friends. Barcaldine is a really great town, theft isn't a major issue but kids are the same everywhere and leave their toys wherever they've finished with them.

"If we were on patrol and found bikes and scooters left behind around the skate parks and fields we were able to drop them back at their home and the parents were very appreciative and next thing we were having a very open conversation about all sorts of topics," Sgt Hows said.

The program became so popular parents would often drop into the Barcaldine Police Station just hours after the presents were opened to have the gifts engraved. It was almost a second stage of the gift giving process.

way of opening the door to discussions with children and parents, so if we can make that effort, we establish a connection that could lead to other information being passed onto police. Building partnerships with people and



*Sgt Matt Hows using a steady hand to engrave bikes and scooters and opening the door for parents to discuss local issues.*

Sergeant Hows says a simple task became an important community link, "Engraving bikes and scooters is one

hopefully creating a snowball effect where we get more information and build a rapport with members of the community and improve our standing as police in the community."

QPU Central Region Rep Kev Groth said the Barcaldine approach created a perception amongst the town's 1,200 residents that all four of the local officers were approachable about any topic, "re-invigorating a program like engraving that reduces property crime should be applauded.

"It's a country policing feel that produces results. The community often



*Barcaldine police engraved over 200 bikes, scooters, skateboards and valuables for local school children.*



see the role of police as enforcement but by having goods identifiable and being able to return them to their owners it generates enormous goodwill."

**"The program became so popular parents would often drop into the Barcaldine Police Station just hours after the presents were opened to have the gifts engraved."**

Sergeant Hows has since moved to Gracemere Police Station, 14 kilometres West of Rockhampton. The new OIC quickly established an engraving campaign through the areas eight schools as a way to again promote community engagement.

All ten of the General Duties officers at Gracemere have circulated through

the junior schools. Not only engraving bikes, scooters and valuables but using the opportunity to discuss road safety and how kids can ask police for help.

"It's an opportunity for our local police to get to know the local kids. In towns like this police might see these children and their parents at school but also down at the park, shops, pool or a sporting venue when police are



*School talks will hopefully creating a lasting legacy.*



*Const Jordan Singleton and Const Katrina Hilton were impressed how much the students and their parents were keen to discuss a whole range of issues.*



*Gracemere General Duties Officers speak to students, teachers and parents at all the local primary schools.*



*Police were busy creating identifying marks on property for students at St Pauls Primary Gracemere.*



*Identifying marks will help families from Gracemere State School get their valuable scooters back if they are stolen or left behind.*

off duty, so it's a great opportunity for police to build a rapport. Property crime is a bit more of an issue here in Gracemere, so I see it as important to prevent future issues," Sgt Hows said.

As Queensland responds to the COVID pandemic the project has taken on more significance according to QPU Central Region Rep Kev Groth, "Sergeant Hows is the new Gracemere OIC and this is his way of letting the residents of Gracemere know he has a community focus and he wants to have lots of interaction between the police and the community.

"For a child to lose a pushbike, scooter or skateboard it can have a damaging psychological effect on them and massive financial impact on a family particularly in these times. Since COVID lots of families are on a single income or no independent income, losing a piece of property can make a big difference, by being able to return it there will be reduced household stress and probably less domestic violence."



*General Duties police from Gracemere now know many of the students to say hello to while off duty.*

Sergeant Hows says an engraving project is just another tool for an OIC to boost community engagement, "any police station around Queensland I'm sure would be willing to engrave property. The QPS is always keen to improve security for anyone's property and engravers are always available for the public to access at the front counter of a police station."





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# Long Distance First Years

By Darren Curtis

**Longreach patrol group has First Year Constables for the first time in the modern history of the Service and the two female recruits assigned to the outback town 1,100 kilometres from Brisbane are enjoying the history making tenure.**

## Constables

Caryen Peusschers and Alex Kemp graduated in March 2020 during the COVID pandemic but they were told during their training at the Academy they would be heading to Longreach and could expect a three year placement in the Southern Region.

town would benefit me long term in my career," she said.

QPU Central Region Rep Kev Groth says it's a hunch the young Constables won't regret, "Rural positions are notoriously hard to fill, by first years experiencing country policing early in their careers, it will hopefully change people's

into the town. Because they were told at the Academy they were heading to Longreach for three years it wasn't a surprise, in the past finding out after finishing first year they were heading to a remote station, I found it disgruntled a lot of police."

There's some unusual skills they've rapidly developed like intercepting 53 metre long cattle trains. The heavy freight industry requires an almost encyclopaedic knowledge of the governing legislation and there's significant demands interpreting paperwork used in the haulage of cattle.

Constable Kemp said, "I know speaking to friends we graduated with, who are now in the city, they don't do any heavy vehicle work and that's an eye opener out here. You've got cattle trucks daily through the town."



*Constable Alex Kemp and Constable Caryen Peusschers are the inaugural First Year Constables for Longreach station.*

Constable Kemp traded places with another recruit who was upset about a planned Longreach posting, "I was really looking for the full QPS experience, as opposed to just staying in Brisbane where I grew up. Originally I was given a North Brisbane station but then I wouldn't have the adventure. I thought the communication skills I would develop working in a country

perceptions and understand the work is very community focussed and the officers also become an integral part of the community away from work."

Senior Constable Beau McNamara is a Longreach FTO and says the two Constables established themselves very quickly, "both of them have embraced it really well and have settled



*The First Years working through compliance checks on some of the longest heavy vehicles on the State's roads.*

Constable Peusschers has also been praised for her determination to research and develop her investigative mindset. Senior Constable McNamara said, "there was a driving matter that Constable Peusschers had and the initial advice was that it was a driving without due care and attention charge.

"She took it upon herself to delve into the legality, ask questions, research, review case law and came to the conclusion that the charge wasn't appropriate. That was a real display of integrity, so that the charge that was issued to the offender in the end was a better fit."



*FTO S/C Ben Wright and Constable Alex Kemp integrate lessons and technology on the roadside.*

with officers and drill into everything properly. We weren't going to have First Years who were going to take shortcuts, we were going to have First Years operating with best practice and that's what they are getting. It's almost impossible to get anything substandard out here past our crew," he said.

"We've got some really knowledgeable and keen Sergeants here, Cliff Baird comes from Rail Squad in Brisbane, Al McPhee is an ex detective and Miranda Broughton is very motivated. All of the Sergeants are keen to take them on board and they've been overseeing their investigations, reviewing their occurrences, making



*Constable Caryen Peusschers and FTO S/C Beau McNamara have been working through developing strong investigative techniques.*

In busy city stations inquiries into complaints can sometimes be spread across multiple shifts due to the back to back nature for calls to service. The Longreach experience is allowing the First Years to take the time to develop their investigative expertise.

In her first few weeks on the job Constable Kemp was approached by a complainant about a mail delivery being stolen. She rapidly made inquiries, typed up a search warrant, executed the search warrant, retrieved the property, charged the offender and returned the property to the rightful owner within the course of the same shift.

There was initially concern the pace of outback policing may be a hurdle for First Years to obtain all of their competencies. However it was a

challenge the Senior Constables and Sergeants at Longreach took on board.

Senior Constable McNamara said there was talk at first whether they could provide what the First Years needed. "As soon as I heard First Years were coming here I thought as a work unit we have to think strategically to not let them down.

"We communicated with all the other officers asking if they had any investigations to flick them across to the FTO's so we can give them that exposure to complete the 18 Work Place Assessments and we had to think outside the box to get them ticked off on their competencies.

"I was confident they were going to get a thorough knowledge base working



*S/C Ben Wright, Const Alex Kemp, QPU Central Region Rep Kev Groth, Sgt Al McPhee, Const Caryen Peusschers, S/C Beau McNamara. The Longreach team have been united in assisting to complete the First Years Work Place Assessments.*

sure their work is at a high standard and nothing is below par."

Senior Constable McNamara says that oversight is producing dividends "They're completing their investigations to a standard that at the time of submitting a QP9 they have a complete brief of evidence for court.

"Apart from all the basics they've also done things like cell phone checks, completed extensive call charge returns on offenders phones, and intelligence checks on mobile phones. That's resulted in less pleas of not guilty and less issues because the evidence is all there."

Ticking off all the competencies is a hard task but the training group are considering some scenario 'sandpit'



exercises to substitute for events that rarely happen in regional communities.

If it goes ahead they can expect a tough assessment, there's a great deal of pride in making sure the Longreach FYC's are well versed in Police Policy and Procedure.

**"It's preparing them for leadership in the future, by having to take control of jobs and providing advice they are being developed just as well."**

There's been an added bonus to having the First Years in a small country station, FTO McNamara says all the Constables and Senior Constables have embraced the role of mentor and it's

reaffirmed their own training skills. "It's preparing them for leadership in the future, by having to take control of jobs and providing advice they are being developed just as well."

Constable Kemp says the three year tenure has allowed her to make some life plans without fear the job is going to have her relocating all over the state.

She hopes recruits embrace the opportunity to look at alternatives away from city and suburban stations for their first postings. "Definitely do it. I think the benefits you get outweigh any negativity about coming to a remote area. There are things I have done on shift that just wouldn't happen in the city," she said.

QPU Central Region Rep Kev Groth says not only is the stability good but the career opportunities heading to postings like Longreach are excellent

"They arrive as First Years but by the end of the 3 year tenure they will have had the opportunity to relieve in one and two man stations like Barcaldine, Ilfracombe and Muttaborra that could also potentially be as an OIC. That's a benefit that just doesn't happen in the South East corner."

Another two First Years are scheduled to be assigned to Longreach from a graduating class later this year.



*The First Years regularly intercept road trains that stretch over 50 metres.*





# Graduation Day

**Class 3/2020 officially graduated on Friday September 18, 2020 at the Oxley Police Academy after the recruits completed 24 weeks of training.**

**This** was the first intake to undertake a substantial amount of their initial training online through remote learning assignments due to the COVID-19 pandemic.

The 80 graduates range in age from 19 to 52, the bulk of the class were born in Australia but the spread of diversity included people from the United Kingdom, South Africa and New Zealand.

During the ceremony the graduates were encouraged to be passionate about the QPS values of integrity, professionalism, community, respect and fairness and to ensure they are incorporated into every engagement they undertake with the community and their colleagues.

Due to COVID restrictions family and friends were unable to attend the graduation ceremony, however it was particularly memorable for Parade Sergeant, Senior Sergeant Dean Beaumont who after officiating at 6 ceremonies over the past two years was part of the ceremony when his son Samuel was sworn in.



*QPU Vice President Shane Prior with Constable Dominic Amon, recipient of the Queensland Police Union sponsored Dux award for highest achievement in academic studies.*



*Sgt/Graduation Parade Sergeant, S/Sgt Dean Beaumont congratulates his son Samuel graduating as part of class 3/2020.*









# Use of the Police Computer System Computer Hacking

By Calvin Gnech, Principal Lawyer Gnech & Associates

## Queensland police officers continue to be heavily scrutinised in regard to their use of the QPS police computer system.

**The** topic of computer hacking offences continues to be the subject of much debate over the last couple of years. Rightly or wrongly, this scrutiny has resulted in numerous officers being criminally charged with computer hacking (s408E Criminal Code). A number of otherwise long and distinguished police careers have thereby been destroyed.

This scrutiny resulted in the Crime and Corruption Commission Operation Impala which examined the issue of access to personal and sensitive information by public sector agencies. Public hearings were conducted in November 2019 resulting in a formal report being produced, its available here to read at: <https://www.ccc.qld.gov.au/public-hearings/operation-impala>

### RUMOURS AND INNUENDO

While there are many aspects of the current situation to be rightfully concerned about, it is also important members are properly informed about what has occurred to date so unfounded concerns do not arise. In that regard, it is insightful to examine the types of situations in which police have been criminally charged so far. To be clear, no officer has been criminally charged or even disciplined for:

- (1) Using QPrime to complete a street check

- (2) Using QPrime to look up a previous bail objection for an offender to assist with preparation of a fresh bail objection for the same offender
- (3) An inexperienced officer using QPrime to look up a QP9 attached to an offender to use as a template in preparation of a new QP9 against a different offender
- (4) Using QPrime because a police officer has a suspicion about a person which is related to police-related business assigned to that actual officer (without any element of personal reasons).

What follows is a brief attempt to accurately explain the types of matters for which police are facing criminal and/or disciplinary action.

### SUCCESSFUL PROSECUTIONS OF POLICE OFFICERS FOR COMPUTER HACKING

Over the last few years there have been in excess of 30 police officers criminally charged and convicted for computer hacking. A large majority of these have been resolved by way of a plea of guilty. The QPU has funded an appeal to the District Court in regard to the sentence of one of these matters to ensure police are being sentenced appropriately.

That appeal was successful with a

good behaviour bond being imposed in the place of a fine. Officers who have so far pleaded guilty to charges of computer hacking have done so in circumstances where the officer used QPrime:

- (1) To access information and provide that information to a private investigator
- (2) To access information for the purpose of sourcing prostitutes and drug dealers for himself
- (3) To look up old friends, past acquaintances, and famous people not associated with any police-related business
- (4) To access information upon request of a family member about a person's driver's licence, and information about an address that the officer's child was attending for a sleep over
- (5) To access information about a person the officer had a romantic interest in.

You will note the personal nature of all of this conduct, suggesting that one of the key ingredients to being criminally prosecuted for an offence of this nature is when an officer performs a computer check in respect of a matter in which they have a 'personal interest'.



## UNSUCCESSFUL PROSECUTIONS OF POLICE OFFICERS FOR COMPUTER HACKING

A number of matters have been funded by the QPU for trial with all but one resulting in a not guilty verdict. Those matters turned on the specific circumstances of the individual cases, as most do.

All of these matters have been argued on the basis the computer checks had been performed and were 'police related business'. The fact these officers were charged remains concerning to the QPU and therefore the QPU funded the respective legal challenge.

### LEGAL PRECEDENT

The QPU has funded these and other matters with a view to obtaining appellate court guidance as to what circumstances a police officer is *criminally* liable for conduct relating to the QPS computer system.

It is the position of the QPU that officers who breach policy in regards to police computer systems should be treated like any other member of the public service and dealt with departmentally, rather than through the criminal courts.

This however, is not the view of the Crime and Corruption Commission nor the Commissioner of Police. ***Police must now be fully aware that if they misuse the police computer system the prospect of criminal charges is high.***

### GOLDEN RULES TO BEST PROTECT YOU AND YOUR FAMILY WHEN IT COMES TO USE OF THE QPS COMPUTER SYSTEM

Our advice is that your main priority should be to protect yourself, your career, and your family. Remember these 'golden rules' are not a concession that certain conduct is unlawful but purely advice as to how to best protect yourself from criminal and disciplinary prosecution in current times.

## GOLDEN RULES FOR OFFICERS

We advise to best protect yourself against criminal prosecution, you should:

1. **Make a notebook entry for every computer check you conduct – who, what, and why. Clearly explain why the check is justified as work-related business. (If you are conducting traffic patrols, a group entry for registration checks would be sufficient.)**
2. **DO NOT perform any check whatsoever that is even remotely connected with your personal life – eg. Family, suspicious neighbours or vehicles in your street, someone you know, or searches based on information from someone you know. Even if you believe that in normal circumstances you would be justified in using the police computer system, do not do the check if there is even a remote personal connection without being provided written authority to do so from a supervisor.**
3. **If you honestly believe a check does need to be performed on a person from your personal life, consult with a supervisor and make a detailed notebook entry about it and the advice given to you.**
4. **If time permits, send an e-mail to your supervisor in regards to performing the check (as well as making a notebook entry) and save a copy.**
5. **DO NOT release any information at all you have obtained from the police computer system without receiving authorisation in writing from a superior officer. This includes the provision of 'non-information', for example: confirming a person does not have a driver's licence or does not have outstanding warrants.**
6. **Do not check information on the basis it is in the public domain anyway, or is available through other means. You must always be able to justify each use of the police computer system as being for a work-related purpose.**
7. **Only perform computer checks while you are on duty during work hours. Therefore, do not take your QLite home with you: always leave it at the police station.**
8. **Do not perform checks just to satisfy curiosity if it cannot be legitimately justified as being for a work-related purpose.**
9. **'Work-related purpose' should be assessed by reference to your specific police duties and tasks. An officer specifically assigned a certain task may be able to justify a particular search, whereas another officer that has not been assigned such a task may not.**
10. **Do not perform checks on yourself.**
11. **If you are conducting checks through Communications, place a brief explanation over the radio as to why you are performing the check (remembering to make a notebook entry as well).**

## GOLDEN RULES FOR SUPERVISORS

A supervisor should also consider these further steps if advising a subordinate officer about a proposed computer search:

1. **Ask the officer the reason for the search to ensure there is a work-related justification for it.**
2. **If the search is justified and necessary, consider if it is appropriate for the subordinate officer to perform the check (ie. is there any conflict of interest for that officer?).**
3. **If there is any possibility that the circumstance has a personal aspect to it, advise the officer not to perform the computer check under any circumstances unless provided with written authority by a supervisor to do so.**
4. **If there is a personal element to the check, and you as a supervisor believe that there is also a legitimate work-related purpose to perform the check, do the check yourself or delegate to another officer who does not have any personal interest in it.**
5. **Make a detailed notebook entry of the information you have received with the justification and explanation for the decision you have made.**
6. **If you remain in doubt, seek a written direction through your chain of command, the Assistant Commissioner of Ethical Standards Command, or Chairperson of the Crime and Corruption Commission. Do not perform any check or use the police computer system until such time as you have been provided authority in writing to do so.**

It is understood there is an argument that by complying with these 'golden rules', your work output may be decreased, and the level of service being provided to the community may be negatively affected.

However, we are advising members in the current environment, it is best to put yourself and your family first – after all, you can't do your job and serve the community if you are stood down or suspended due to some unexplained computer search.

The purpose of the detailed notes is to ensure that if at any later point in time you are interviewed or scrutinised in regard to a computer check, you are in possession of your own records that will immediately explain and justify your use of the police computer system.

Currently, you could be directed to attend an interview to explain why you performed a check two years ago without any notes, and where there are no occurrences related to the check (as we know, not every computer usage results in a QPrime occurrence being created).

QPrime is currently deficient in that you only have to put a reason in when you first log in, rather than before each and every action you undertake on the system. QLite is even more deficient, in that no reason is required at all.

In any event, we believe it is more beneficial for the detailed information to be recorded in your notebook because then that information is available and at your fingertips if your actions are ever scrutinised.

If your 'notes' are in the QPrime system you will have to rely upon the good faith of the QPS to release that information to you to refresh your memory prior to any interview being conducted. It is therefore more desirable for these notes to be recorded in your official police notebooks.

In summary, if you follow the above 'golden rules' then you will significantly reduce your risk of being criminally charged, disciplined, and/or suspended without salary in regard to your use of the police computer system.

If there is any doubt as to a check being police business-related, do not do the check. Likewise, if there is any personal connection whatsoever, do not do the check.

*\*Editors note: This is an updated 2020 version of an article originally produced in 2017 by the Queensland Police Union Legal Group and Legal Partners Gilshenan & Luton Legal Practice.*





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# WorkCover Claims

By Ryan Heath, Special Counsel Sciacca's Lawyers.

## As members would be aware, Sciacca's Lawyers continue to assist police officers in lodging WorkCover claims arising out of injuries sustained in the course of employment.

In recent years, a significant portion of those claims have arisen from psychological injuries arising either as a result of exposure to traumatic jobs or bullying and harassment in the workplace.

We have previously detailed in earlier Journal articles the issues with WorkCover claims for pure psychiatric injury including the reasonable management action exemption and the evidentiary onus of proof.

Members will now be aware of draft legislation before the State Government to introduce presumptive legislation arising from post-traumatic stress disorder suffered in the course of employment.

This draft legislation essentially reverses the evidentiary onus of proof so that police who are diagnosed with PTSD no longer have to prove that their work is the significant cause of their condition.

However, it is important to reinforce that police should similarly be lodging WorkCover claims if they suffer any physical injuries in the course of their employment. Too often police will deal with physical injuries simply by taking sick leave or utilising annual leave.

It is timely to reinforce the fact that if a police officer is requiring medical treatment or unable to work because of a physical injury suffered in the course of their employment, a WorkCover claim should be lodged immediately.

To have a WorkCover claim successfully accepted, the police officer will need to establish that:-

- (a) He or she is a worker
- (b) He or she has suffered an injury
- (c) The employment is the significant contributing factor to the injury.

Once the WorkCover claim is lodged and accepted, any medical treatment required or time off work would be covered under the claim. Furthermore, it is important to note that only by having an accepted WorkCover claim, can a

police officer subsequently proceed with a civil claim against the QPS.

Given the upcoming summer season, it is important to note that exposure to hotter weather can manifest in physical symptoms including dehydration, heatstroke, fainting, cramps or exhaustion.

This is especially relevant given that police are often required to work for extended periods of time being exposed to extreme heat without sufficient sun protection. In this regard, access

**"Given the upcoming summer season, it is important to note that exposure to hotter weather can manifest in physical symptoms including dehydration, heatstroke, fainting, cramps or exhaustion."**



*Border Compliance Duty could result in WorkCover claims for heat stress and vehicle strike.*



to amenities including water, shade or other cooling devices may well be crucial.

Put simply, if a police officer is required to work in direct exposure to sunlight without being offered appropriate sun protection, hydration and rotation of duties, and if that officer goes on to suffer a heat related illness, a WorkCover claim should be lodged.

covered under the WorkCover claim, as would any periods of time off work. In these circumstances the police officer would not be penalised by having to access their own sick leave or annual leave.

Furthermore, given the large number of police working in border regions in close proximity to traffic, it is important to note that should police be injured as a

third party claim against the at fault vehicle.

We have previously advised a large number of police who have suffered significant injuries as a result of negligent drivers failing to stop or absconding once they had been detained by officers.

It is crucial to be aware that there are strict time frames operating in Queensland with respect to all WorkCover and CTP claims and accordingly officers are encouraged to contact the QPU Industrial Team on 1800 015 000 or Sciacca's Lawyers on 3180 0135 should they require any advice.

**"Put simply, if a police officer is required to work in direct exposure to sunlight without being offered appropriate sun protection, hydration and rotation of duties, and if that officer goes on to suffer a heat related illness, a WorkCover claim should be lodged."**

The benefit of the WorkCover claim is that any medical treatment required for the heat related illness would be

result of the negligent driving of a motor vehicle that as well is a WorkCover claim, police would have a compulsory

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# Tension Deflation

By Darren Curtis

**Police are often called to be the calming influence when a workplace dispute turns violent or becomes volatile but some officers themselves experience anxiety, anger and an unhappy work environment that can lead to an untenable situation, however there is a group now offering help to resolve tensions.**

**The** Public Safety Business Agency (PSBA) operates Conflict Management Services (CMS), a free service to police offering an opportunity for colleagues in conflict to have an honest face to face conversation with a mediator to guide them towards overcoming a dispute and getting everyone back into a harmonious and effective work unit.

It's confidential, there are no records kept and nothing is added to a personnel file, conflict coaches and mediators are required to destroy any notes at the end of the process. It's seen as an informal process that can avoid the prospect of Human Resources involvement, Performance Management and Employee Relations Investigations.

The service however will not take on any complaints about misconduct, customer complaints, unsatisfactory work performance and alleged breaches of privacy.

CMS Consultant Christiane Strong and the statewide team of conflict coaches and mediators have had a spike in requests for assistance during 2020.

Ms Strong said, "The last few months we have been really busy, I'm not sure if it's due to COVID and some extra tension in the workplace but we've had issues with people who sit almost side

by side in an office but won't talk and instead e-mail each other."

Often the point causing all the tension can be a misunderstanding or



*Conflict coach Michelle Millar in Townsville is committed to helping colleagues improve strained working relationships.*

"We've had a case where an entire work unit has had a problem with an officer and her whole communications style, it put everyone in a foul mood.

"Another incident involved a new manager coming into a unit and the staff who were very used to the way things are done and they are resistant to the new person and it's en-flamed further because the new manager has come from left field as boss, not from the established group. Everyone was tense on shift," Ms Strong said.

misinterpretation. Sometimes it takes a complete stranger outside the conflict circle to make both parties aware of the impact their behaviour is having on others and the fact they are not focussing on the right things.

Conflict Coach and Mediator with CMS Anna Herzog says the meetings are not a cross examination, "So don't bring diaries full of notes, be prepared for a conversation. Mediators will not make a decision on whether behaviour is right or wrong, they are there to



moderate a discussion between the two parties and guide them towards a resolution of a working relationship again."

"We spend so much time at work with people we have to trust often with our lives, so how much better is it if the workplace is an enjoyable place to go to," Ms Herzog said.

no expectation that at the end of the mediation those involved become best buddies but it's hoped they are able to go about their duties in a truly professional manner."

"I encourage QPU members to deal with things quickly if issues arise with conflict. We have new generations of police coming through that have

rostered duties and are passionate about helping colleagues out.

QPU General Secretary Mick Barnes says those who take on conflict coaching and mediation go above and beyond to assist, "When they step into

**"When they step into that role as a coach or mediator there's no rank structure. They have a great knack of making people become self aware.. a light bulb moment that can help you realise the things we say and do can upset or annoy others.**

that role as a coach or mediator there's no rank structure. They have a great knack of making people become self aware.. a light bulb moment that can help you realise the things we say and do can upset or annoy others.

"From there they've got a range of suggestions to help everyone involved develop a working relationship again. I encourage members to volunteer for the training, its very rewarding."

CMS Consultant Christiane Strong agrees, "It doesn't matter where you are in Queensland this service is offered everywhere. It's very rewarding assisting two peers who were at the point of screaming at each other in the lunch room come to an understanding where they can walk out of the room after a few coaching sessions or mediation and continue on working without conflict. You look at that and you think wow I helped with that."

Anna Herzog says CMS has had a significant success rate, "I've had only a few cases where an officer was never going to change what they were



*Conflict coaching is available to every officer in the state no matter how remote with sessions available through confidential computer links)*

**"We acknowledge that it can be QPU members against each other, that's why we have a comprehensive policy to deal with these issues so we can assist every member."**

QPU Regional delegates in some cases are referring officers in conflict to CMS rather than opting initially for formal intervention. QPU General Secretary Mick Barnes says its often highly emotive issues or gossip that's snowballed that's causing the tension, "We acknowledge that it can be QPU members against each other, that's why we have a comprehensive policy to deal with these issues so we can assist every member.

"However we always recommend that conflict be dealt with informally between the parties. It doesn't mean you will always necessarily agree but it means everybody can come to work and not feel anxiety. There's

varying expectations within the workplace not only with their peers and colleagues but also with the levels of supervisory ranks. I know it can be frustrating with some staff close to retirement having to deal with Millennials and Gen Y's questioning everything. Sometimes a calm structured conversation can clear things up."

"If it cannot be resolved and becomes a formal complaint the QPU is always an option for assistance," Mr Barnes said.

Every Region has a list of conflict coaches and mediators willing to assist. These officers and PLO's volunteer their time around their



*Mediators volunteer their time to resolve disputes and hopefully make colleagues understand the impact of their actions on workmates.*

doing or even slightly amend their behaviour. It's terrible when they come in without any hint that what they're doing is creating a toxic environment. For anyone who is having a workplace conflict I'd ask them to think about how

much time they spend worrying about the issue and things that annoy you, those are problems really that could be sorted out early and how much better the workplace could be when we spend so much time there."

Access to the PSBA Conflict Management Service can be found through the QPS Intranet SharePoint

<https://psbaqlid.sharepoint.com/sites/intranet/hr/QPS/Performance%26Conduct/Pages/default.aspx>

Or by contacting CMS Consultant Christiane Strong to arrange a conflict coach or mediation on 07 30143427. The QPU Industrial team are also available on 1800 015 000.

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# Legacy Addition

By Darren Curtis

**Two Queensland Police Union representatives were elected to the Board of Management of Queensland Police Legacy in October and are full of enthusiasm to contribute to the charity that is there to help the families of Queensland Police.**

**QPU** Vice President Shane Prior and QPU Branch President of the Railway Squad Jason Goodwin joined the existing 10 volunteer directors after a ballot was held on the roof of the QBank Building in North Quay. The unusual venue was selected to assist with COVID-19 compliance due to the exceptionally high turn out for the vote.

Shane Prior said, "The definition of a family unit has vastly changed since the inception of Police Legacy in 1971 and I'd like to pursue a more modern approach to eligibility, the services Police Legacy offers and fundraising. By being a younger member on the Board I believe I can bring different ideas."



*Each candidate is voted onto the Board for three years. In 2020 four positions were available for election.*



*The ballot for positions on the Police Legacy Board was well attended.*

Police Legacy currently obtains its operational funding through Police payroll deductions, fundraising, public donations and investments boosted by community book sales. There are now 47 families across Queensland receiving support and 77 legatee children are being assisted with educational expenses.

Mr Prior encouraged officers who aren't currently contributing to Police Legacy to reflect on why Police Legacy was established and consider signing up for contributions you hope you will never need to access. He said, "Police Legacy acts as a very important safety net for our members given the work



we do is often dangerous and if the worst was to happen we have faith that Legacy will be there to look after our families."

The death of a colleague prompted Jason Goodwin to nominate when he saw the impact the tragedy had on his friend's family. Mr Goodwin said, "The death of Tony Gamer who left behind a two year old and his partner really reinforced to me how important Police Legacy is."

"Knowing you are being backed up by the Queensland Police Union but also Legacy to look after your kids and partner going forward should be a real comfort for everyone who pays into the scheme."



*Det S/Const Shane Prior has always been a strong believer in representative boards reflecting the broad membership.*

**"Police Legacy acts as a very important safety net for our members given the work we do is often dangerous and if the worst was to happen we have faith that Legacy will be there to look after our families."**

"I think we have been well served by the Board we've got but I think there's always room for new ideas. I'd like to be able to give the Region's more of a voice and I'm an operational frontline police officer and I think that sort

of experience and currency on the Board will be important as well," Mr Goodwin said.

Board members Peter Keir, who was elected in 2011 and spent 7 years as

Treasurer and Gregory Tutt who sat on the Board since 1989 serving twice as President were not successful in re-election. Incumbent members Michael Ede and Lyndsay Rattray were successful in obtaining another term.

#### **The members of the Police Legacy Board for 2020 are:**

Inspector Michael Ede (President)

Senior Sergeant Lindsay Rattray (Vice President)

Sergeant Tony Venardos (Treasurer)

Senior Sergeant (Ret) Shayne Maxwell (Assistant Treasurer)

Senior Sergeant (Ret) Evan Morgan

Senior Sergeant (Ret) Terry Ryan

Senior Sergeant Tony Collins

Sergeant Stephen Slade

Senior Constable Paul Tatters

Senior Constable Sharon Hicks

Senior Constable Jason Goodwin

Detective Senior Constable Shane Prior



*S/Const Jason Goodwin is looking forward to making a positive contribution to the Board and providing more input for regional members.*



# Holiday Legacy

By Andrew Gough- Manager Police Legacy

**Queensland Police Legacy was established in 1971 to assist the families of deceased Queensland Police Officers and those suffering terminal illness and not even a worldwide COVID pandemic was going to stop the 2020 Legacy family holiday.**

**This** year's week of fun was held on the Sunshine Coast from Sunday September 20 and despite COVID restrictions sixty seven people from twenty six police families were able to join together for some fun and camaraderie.

The daily kids verse parent's soccer matches happened again this year. All games were decided under the 'next goal wins' rule with the kids team winning two games, a single draw result with the parents winning the all-important Friday afternoon game providing serious bragging rights through to next year.

opportunity to connect with new friends and renew with old friends we don't get to necessarily see regularly. This social networking is the most valuable and important component of the holiday for both parents and kids. Five new Queensland police families attended their first Queensland Police Legacy family holiday this year.



Wednesday evening was theme night! This year's dress up subject "Australian Icon". There were plenty of "Kath's", a few "Kim's" and even a "Sharon". Two Steve Irwin's both accompanied by crocodiles and one with a Terri showed up too.

There were plenty of surf lifesavers and a heap of tradies in their fluro gear. Mick "Croc" Dundee made an



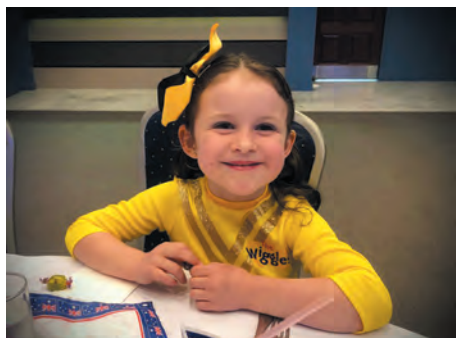
Daily activities for the kids included rock climbing, nerf archery, catapult construction and battles, inflatable soccer and socially distanced jumping castles.

Sunday evening was the traditional get together dinner providing the

Monday afternoon was set aside for the 41st annual kids verse parents cricket test match. It was a closely fought affair as always. So close it took the auditors 3 days to arrive at the outcome! Despite the parents umpiring and scoring, the kids had won the match by one run!







appearance as did a few Wiggles in their yellow, red and blue skivvies.

Some "Queenslanders" made an appearance as did "Shazza" from the popular TV series "Housos". In keeping with the theme, 4 games of bingo were played to the delight of Shazza, Sharon, the Kim's and the tribe of Kath's.



To round out the night a Mintie wrapper tearing competition was the major challenge. Some efforts were impressive. Needless to say the world record of 122cm was not threatened!

Saturday morning came around far too quickly and it was time to capture

selfies with friends and head back home already thinking about next year's event.

I'd like to thank all of those members who donate to Queensland Police Legacy. It is through your generosity and support that we are able to provide education support for 77 dependent legatees we are currently assisting and to run the annual holiday.

It is a very important part of what we do and something that benefits Queensland Police Legacy families greatly.



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# Maroon Boots

By Darren Curtis

**Country Thunder have claimed the title of QPS Women's Rugby League Champions after a dominant 14-6 win over the City Cyclones in their representative game in October.**

**COVID-19** restrictions dramatically altered the schedule for the Women's competition this year and the City-Country game became the focus for the State's top players. Selectors also opted to use the contest as the base for choosing a State of Origin team.

Unfortunately a game against New South Wales police isn't possible under the current border restrictions but the honour of being named as a Queensland Maroon is still a career highlight.



*QPSWRL President Liv Smith proud that a 2020 Origin Merit Team could still be selected despite COVID restrictions.*

to grow and more policewomen are attracted to the sport and keen to get involved," Liv said.



*Country Thunder winners of the 2020 City-Country Championship, their performance won 9 players a place in the QLD Merit Team.*

QPS WRL President Liv Smith said, "There's no feeling like it, to represent Queensland and the Police is such an honour. For some players this may have been a sporting career goal or with the way lives change being named a Maroon may never happen again. So it's very precious."

"This is the second year we've been formally operating as the QPS WRL so having a City-Country game is integral to keeping the momentum despite COVID. We were definitely not going to let 2020 slide without any games. There's no Origin for us this year but I hope the Women's game continues



QPU General President Ian Leavers has championed the Women's League since its inception helping with uniform costs and player awards saying, "The City-Country squads this year are testament to the quality of players that are coming forward."

"We have really top athletes that are not only passionate about rugby league but also coming into the sport from cross codes, like touch football, rugby union, soccer and netball. This is not only providing a top level sport but it's allowing officers from all across the State to mix, share ideas, build new friendships, and improve their mental health."

### **"The QPU was also able to encourage some of the business community to develop sponsorship links with the QPS WRL."**

Special Counsel at Sciacca's Lawyers Ryan Heath says his firm didn't hesitate to contribute to the players shirts and operating costs for the QPS WRL for the past two seasons. He said, "Given the vast majority of cases we assist QPU members with revolves around mental health and knowing what a positive sport can be for health we were happy to support anything that assists those doing a very difficult job."

The QPU was also able to encourage some of the business community to develop sponsorship links with the QPS WRL. QPU Legal Partners Gnech and Associates offered a player of the match award, providing an inaugural shield and a \$250 cash prize. This year's recipient was Sav Pratten from Country Thunder.

Company Principal Lawyer Calvin Gnech said, "Sport is one of the best ways Police can bridge the gap between their job and the community. It was a great initiative to hold the game in Beenleigh



*The players were not prepared to give an inch to their opposition. The intense contact kept spectators enthralled.*

this year and the locals loved it and really got behind the teams and the quality of the game. The conversation after the game was all about the footy, no animosity, complete respect for the athletes."

Craig Pratt from Gilshenan & Luton Legal Practice took part in the publicity launch for the game and presented a \$4,000 cheque for the WRL. He said, "The QPU introduced us to the QPS WRL and it's an association we are now very proud to have. It's important for us to be a part of all aspects of the Police Service not just looking at it as a one dimensional male organisation. It is not that, society reflects that. It's important for us with this sponsorship to provide support for everyone who puts on the uniform."

The game was played in 28 degree heat and for player safety the game was split into 15 minute quarters. The focus was on completion rates and Country were able to build pressure and claimed two tries before City scored. It was a quality arm wrestle with the players feeding off the atmosphere of the crowd. City and Country may not have had a lengthy build up but its obvious the players are getting stronger and faster, those two factors created some pretty intense collisions.

Country Thunder hooker Sav Pratten was awarded the \$250 Gnech Lawyers Player of the Match and her name will be inscribed on the Brett Forte Shield, the QPU City Cyclone's Most Valuable Players Award went to Lea Piccinelli and the QPU Country Thunder Most Valuable



*Gilshenan & Luton lawyers Rachael Tierney and Craig Pratt helped with the QPSWRL launch in Brisbane earlier this year with opposing half backs Kirsten Everett (City) and Savannah Pratten (Country).*





*Exhausted but elated after competing intensely from the starting siren to the final whistle.*

Players Award was given to April Albury, both ladies received a \$100 cash prize. The QPU also sponsored the overall Most Valuable Player Award of the Tour, this year it went to City Cyclone's player Fran Wilson and QPU Vice President Shane Prior presented the second rower with a \$300 cash prize.



*Country halfback Sav Pratten recipient of this years Brett Forte Shield for Player Of The Match.*

During the presentation QPU Vice President Shane Prior said, "Policing can be a stressful job and sport is a perfect outlet for that. The women that play in the WRL competition have really hit the nail on the head when it comes to looking after themselves. Police are competitive by nature and there's nothing more exciting than being able to watch these ladies run their hardest,

deliver impressive ball skills and score tries. I love the City-Country concept."



*Ball skills, foot speed and determination were all skills displayed by each team, but Country built the pressure relentlessly on the City side.*

Recruits from class 4/20 volunteered at the BBQ and drink stand all day as part of their volunteer obligations at the Academy and their efforts paid dividends, in conjunction with the Logan City Lions Touch Football Association cheques for the days fundraising were presented to the QPS WRL for \$5,000 and a further \$2,000 was given to research for Motor Neurone Disease.

It's hoped the QPS WRL 2021 season will be able to play a full series of representative games, anyone interested in playing or assisting the

**"It's a network you can call on for help for a job or just support."**

team can link up through an email to [qpswrl@police.qld.gov.au](mailto:qpswrl@police.qld.gov.au). QPS WRL President Liv Smith said, "One of the favourite parts of being in the police is how many people throughout the state

you meet and football only increases that. It's a network you can call on for help for a job or just support. I've made friends for life because of football. It's also opened up opportunities because we don't stay at the same station forever, so hearing about the experiences of others particularly in rural postings makes you consider places you'd like to work that you hadn't considered before."



*Recruits from Class 4/20 volunteered to operate the BBQ for the local touch football carnival earlier in the day and the QPSWRL game, selling over 500 sausages donated by The Butcher Shoppe-Cannon Hill and raising significant money for charity.*



## 2020 QPS WRL Queensland Merit Team

Teresa Anderson (City)  
 Nyree Gilluley (Country)  
 Elicia Webber (City)  
 Tara Murnane (Country)  
 Britt Mace (Country)  
 Lisa Hurunui (Country)  
 Sav Pratten (Country)  
 Ange Murnane (Country)  
 Lauren Bisset (City)  
 Fran Wilson (City)  
 Syndee Storey (Country)  
 Lea Piccinelli (City)  
 April Albury (Country)  
 Mallory Hofmeier (Country)  
 Ayden Bain (City)  
 Sophie Gunn (City)  
 Jess Clift (Country)  
 Gemma Churchill (City)  
 Mekilah Acworth (City)



“It’s also opened up opportunities because we don’t stay at the same station forever, so hearing about the experiences of others particularly in rural postings makes you consider places you’d like to work that you hadn’t considered before.”

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# Foot Pursuit for Charity

By Darren Curtis

## Three Police mates have pushed the boundaries of their own endurance taking on a 24 hour run challenge to raise money for the Queensland Children's Hospital Foundation.

**Senior** Constable Dane Britton from Petrie General Duties team, Plain Clothes Constable Ryan Cole from Caboolture CIB and Senior Constable Matt Powell from the Fortitude Valley Bike Squad combined to cover the 161 kilometre length of the Brisbane Valley Rail Trail in September.

but believed we could really push ourselves mentally and physically to get it done in one hit."

The desire to make the challenge a fundraiser was in place pre-COVID. S/C Britton said, "I had approached the Children's Hospital Foundation to become the beneficiary of the

the assistance the volunteers and the Foundation provides, so our focus on raising awareness and achieving not \$10,000 but \$20,000 became a lot more focussed."

The added bonus was the three officers hoped their run challenge would be a conversation starter so people didn't forget about the sick children during COVID restrictions and hopefully their ultra endurance run would become inspirational.



P/C Cole, S/C Britton, S/C Powell ready to begin their 24hour challenge along the Brisbane Valley Rail Trail starting at Yarraman.

It wasn't a formal public organised event, S/C Britton says, "The three of us thought it would be a crazy adventure. Myself and Matt are both ex ADF and initially joked this would be a challenge for each of us, if we not only ran the entire length of the old rail line but set a goal to complete it in one day.

"We've seen people ride it on mountain bikes with an overnight stop over

challenge as a way to say thank you. Thanks for the work they do for sick kids and their families.

"Childhood cancer had nearly taken my own nephew and I saw how many friends and colleagues had been through similar situations with their own children and been assisted by the great things the foundation does. COVID placed huge restrictions on



Underway at 2pm with at least 161 kilometres ahead of the trio in 24hours.

The trio set off on Saturday September 12, Dane and Ryan running with Matt on a bicycle. Dane says "it may seem like Matt got the easy part of the deal but he had to often ride kilometres ahead to our logistic support teams. The effort was enduring due to acute arthritic complications with his feet that prevented him from running and forcing him to ride instead. He went through considerable pain endurance over the distance."



The run did prove inspirational. Feedback from the hospital in the lead up before they stepped off had the patients and staff at the Children's Hospital excited to see if their "heroes in blue" would make the time limit.

However one of the most uplifting moments came in the dark hours as all three were hitting the pain barrier around Benarkin. The OIC from Moore Station, Senior Constable Sam Wellen met them on the trail near Linville and ran alongside them in his full kit for around 3 kilometres. This show of support helped the morale and elevated the enthusiasm levels.



Moore OIC S/C Wellen joined the runners for a 3 kilometre enthusiasm boost.

Before the challenge the longest distance P/C Cole had run in one session was 35 kilometres, he was enjoying an easy rhythm past his own distance milestone when injury struck and forced him to retire at the 80 kilometre mark. Disappointed but still determined to be there to the end he stuck with his team.

The challenge drew donations from across Queensland but also



The runners encountered dust, temperature extremes and large groups of bike riders also using the trail.

internationally, money came in from as far as Germany. Most of the cash came from single donations however the team were amazed by some of the generosity.

**"The run did prove inspirational. Feedback from the hospital in the lead up before they stepped off had the patients and staff at the Children's Hospital excited to see if their "heroes in blue" would make the time limit."**

The OIC at Mt Perry Station in the North Burnett Region Tom Mort organised a fundraiser in co-operation with a local mine and raised \$1,600 for the challenge runners. S/C Britton said, "Donations like this helped to show the

little warriors we were doing this for that they aren't forgotten and so many people want them to get better and lead fulfilling lives."

The run challenge finished at Wulkuraka within the 24 hour time limit they set, however they ended up covering 166 kilometres after a slight navigational error added an additional 5 kilometres to the entire journey.

Their efforts attracted the interest of the Children's Hospital Telethon producers and it's expected the trio will feature in a segment during the broadcast in November.

By the end of September the Challenge had raised their target goal of \$20,000. Every dollar donated will be used to fund lifesaving research. The fundraising will stay active online at [www.everydayhero.com](http://www.everydayhero.com) accepting pledges until the completion of the Telethon broadcast.



Mission complete! 166 kilometres from start to finish and a lot of appreciation from the Children's Hospital Foundation.



A formal recognition for the Challenge Team Members was held at Petrie Police Station in October with Assistant Commissioner Brian Codd and Children's Hospital Foundation Partnership Managers Simone Plunkett and Angela Ryan.

# Blue Bloods

By Darren Curtis

**Police can see some things on the frontline that would make just about anybody squeamish and they take it in their stride but for some officers from the Mount Gravatt Patrol Group donating blood was almost an anxiety overload.**

**37** officers and administration staff volunteered in August for the Red Cross Emergency Services Blood Donation Challenge and for 8 of them it was their first time experiencing the sensation of blood donation, and Carina OIC Senior Sergeant Brendan Jorgensen said not everyone was laid

one patrol group we produced 111 different life saving treatments that went all around the state and benefitted another Queenslanders who was in desperate need.

"One of the best feelings comes from the follow up text you get from the

gave us another aspect of serving the community"



The donation team from Mount Gravatt Patrol at the Red Cross Donation Centre Springwood.

back about their initiation, "Some people didn't eat for 24 hours before donation time they were so churned up, others did a lot of pacing and admitted they had the sweats but once it was done they couldn't believe why they let themselves get so wound up. In fact after the donation was complete they were very pleased with themselves."

S/Sgt Jorgensen said, "We were told each donation of blood and plasma creates at least 3 life saving treatments. That means as just

blood bank letting you know where your donation was used. My blood was distributed to the Children's Hospital, and to help someone out in Townsville. That to me is pretty rewarding."

"To know you've helped three fellow Queenslanders in dire need of blood transfusions who you will never meet, you'll never know who they are, but your donation is keeping these people alive in a circumstance where they otherwise didn't have a chance is something we all reflected on and



Constable Nes Christie a first time donor and co-ordinator for the 2020 Donation Challenge. She's now committed to become a regular donor.



Plain Clothes Constable Grant Mansell, donated plasma for the first time. Plasma can be used for up to 18 different treatments.





Senior Constable Martin Krenes after starting his blood donations through the Emergency Services Challenge a few years ago he's now a regular blood donor.



Senior Constable Anthony Bone, started donating a few years ago and now links up with the Metro South team each time they head to the Red Cross.



Constable Andrew Kitas looking relaxed donating blood plasma for the first time.



Volunteer donors were provided with a BBQ brekky on behalf of the OPM strategy with the help of QPU Metro South Rep Shayne Treasure and coffee from the staff of Chris's Coffee & Juice Bar Carina.

QPU Metro South Regional Rep Shayne Treasure said, "Donating blood is often very therapeutic for first responders to give back. We often see the effects of road trauma or know of people who need blood transfusions or urgent surgery, so any assistance like this to prevent further loss of life is endorsed by the QPU."

Our People Matter funding provided a BBQ breakfast at the police station for all the volunteers before they headed off to donate and this was supplemented by the owners of Chris's Coffee and Juice Bar in Carina who heard about the challenge and donated 40 coffee's for the participants.

The entire operation developed a strong community focus with Brisbane's Lord Mayor Adrian Schrinner providing a council bus free of charge to get all



The Facebook post from the staff of Chris's Coffee & Juice Bar that had the locals stopping patrols around Carina asking about the Blood Challenge.

the donors to the donation centre at Springwood there and back without the need to arrange shuttle buses. S/Sgt Jorgensen said, "The blood challenge had a multiplier effect, as one example the coffee shop put it on their social media and it generated a lot of conversation locally about why we were donating blood and hopefully inspired others to do the same."

**"I know police can be competitive so this would be a contest that would not only help every officer confirm their blood type but also provide a real tangible benefit to the entire community."**

All of the participants also signed up to the Australian Bone Marrow Donor Registry. They hope it will assist patients like 4 year old Darcy Keeley who was diagnosed in June with Acute Myeloid Leukaemia requiring daily blood infusions until a suitable bone marrow match can be found.

QPU Metro South Regional Rep Shayne Treasure has put the challenge out to every other Queensland Patrol Group to not only commit to the Bone Marrow Register but also try and better the 37 donations from Mount Gravatt Patrol Group, "I know police can be competitive so this would be a contest that would not only help every officer confirm their blood type but also provide a real tangible benefit to the entire community."



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# Mask Up

By Darren Curtis

**In a move to reduce non-biodegradable waste from the use of disposable masks during the COVID-19 pandemic and provide protection when physical distancing is hard to maintain the QPU arranged for the production of reusable cloth masks.**

**With** initial concern there could be widespread disease outbreaks and sustained community transmission, the QPU sourced Brisbane based garment manufacturer SCODY to produce the double cloth masks. Used in conjunction with a filter the face mask can to stop high velocity droplets reaching the nose and mouth of the wearer.



The QPU cloth masks were made to standards reviewed by the Australian Government Infection Control Expert Group.



It was imperative the masks were made and assembled in Queensland to be assured of quality and assist local business.

QPU General Secretary Mick Barnes said it was a priority for the masks to be manufactured in Queensland and not by an international provider, "All levels of business have suffered during COVID and the pandemic has really refocused Australians on production standards, it's one of the reasons we went to a local provider.

"It's a limited supply and thankfully after we did an initial production run the fears of widespread community outbreaks didn't eventuate in Queensland unlike other jurisdictions. The company have given us the option to place a much bigger order at short notice if required."

A collection of the masks were distributed amongst staff working

at a Gold Coast Quarantine hotel to obtain feedback on the design, fit and suitability.

Senior Constable Cameron McLean said the design with the QPU logo stood out and he was satisfied with the way it sealed on his face with the filter inserted, "I'm normally riding a motorcycle as part of the Sunshine Coast RPU and I will keep this in my jacket now rather than some of the disposable masks that get frayed and have a tendency to break taking them in and out of pockets.

"At the hotels a lot of the PPE we wear needs to be disposable mixing with so many people in quarantine but when I come out of this environment it will definitely be part of my daily kit."

**"Used in conjunction with a filter the face mask can to stop high velocity droplets reaching the nose and mouth of the wearer."**



The initial control and test group with masks fitted during hotel quarantine operations.



*S/C Cameron McLean will keep his cloth mask close by when he returns to RPU Operations.*



*QPU South East Region Rep Andy Williams trialled wearing the mask in various ways to try and gauge its suitability for use by frontline police.*

**“These types of protection masks may become a more regular feature of policing in the future and the QPU will be prepared.”**

QPU General Secretary Mick Barnes said, “I’m glad we tested the masks, they seemed popular with the Police on Hotel Quarantine Duty. The reusable outer is a double layer that can be washed and it comes with a replaceable filter and a clever strap that assists with the ear loops making it

more comfortable for all day wearing if required.

“These types of protection masks may become a more regular feature of policing in the future and the QPU will be prepared.”



*The effectiveness of the multi layered cloth mask depends on consistent and correct use.*



*Cloth masks with easy breathability may become a regular feature of policing in Queensland.*



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# THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family  
by immediately contacting:

The QPU office Ph 3259 1900 (24 hours)  
or your regional representative.

They will steer you in the right direction.



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



# Police Living

By Darren Curtis

## THE MOMAX SANTITISER

It's a distasteful thought but your mobile phone could actually be carrying more bacteria than a toilet seat and we constantly touch it or put it close to our face!

Electronics company Momax has come out with a device to sanitise your smartphone but it also doubles as a cordless charging device. It's become very popular in the heightened sensitivity of personal infection control since COVID-19.



Using Ultra Violet light, the device surrounds the smartphone with high energy UVC rays that demolish the molecular bonds that bind together the DNA of viruses and bacteria. The manufacturers claim the Hong Kong Certification Centre confirms the Momax Sanitiser kills 99.9% of known germs including Ecoli, Staphylococcus and Candida.

Powered with a Type C charging port it plugs into any USB connection so it can be powered through a wall plug, computer or power bank. It has two sanitising cycles, one that lasts 18 minutes or an ultra long sterilisation for 30 minutes. If you want a sweet smelling phone you can also add a few drops of aroma oils and it will be fragrant by the time the cleaning cycle is finished.

It can be used not only for mobile phones, but ear buds, jewellery, pens and coins. The container will fit any smartphone up to the size of a Samsung Galaxy Note 10 plus. The lid is also a convenient cord free 10Watt charger.

The Momax Sanitiser can be purchased through Fone King stores at Carindale, Chermside and Brisbane's Myer Centre or online at [www.foneking.com](http://www.foneking.com). It retails for \$139.

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

# From the Archives

## REFLECTIVE VESTS

Working amongst traffic has always been a duty that comes with significant risk and ensuring surrounding vehicles can identify a Police Officer can be a challenge in the dark but also during daylight hours.

In 1958 Officers conducting point duty were issued with reflective wrist gauntlets. The waving hand motions and gestures were often the only elements detected by vehicle headlights. Some drivers at the time said it was almost as if the 'hand of god' was directing them through the dark and bad weather at intersections.



*The reflector gauntlets of 1958 demonstrated by Constable 1/c William 'Bill' English.*

A vest using revolutionary 'velcro' was issued to frontline Queensland Police Officers in 1982. Police Commissioner Terry Lewis was proud of the introduction of the new night time safety device and the vest featured in the Traffic Branch Report of the Year in 1982.



*Police Commissioner Terry Lewis highlights the high visibility vest during a Departmental Briefing 1982.*

Recently QPU President Ian Leavers discovered an original 1982 vest hanging on the back of the door at Jundah Police Station 1,200 kilometres south west

**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.**



of Brisbane. The heavy vinyl was in good condition and without the usual wear marks associated with constant use. Jundah OIC Sgt Glen Arrol said, "I found the vest in its original bag at the back of the storeroom at the station here. It looks pristine like the day it was issued.

It now hangs on the wall and is a significant talking point for any police who pass through Jundah. To be honest I would hate to wear it in this heat, it would be like wrapping yourself in glad wrap." It's rare to find any of the originals and could become a treasured piece for the Queensland Police Museum.



*An original reflective vest issued in 1982 has become a talking point at Jundah Police Station.*

slipped over the uniform and could be worn comfortably in a vehicle.

The current issue is made from Hi Vis 100% Polyester, goes up to 5XL size, with reflective tape, Velcro close (to ensure easy opening when wearing Load Bearing Vest), ID pocket, radio loop, pen pocket, elasticised sides allow easy access to weapons and internal pockets.



*S/C Peter Reid from Jundah station displays the 1982 vinyl version of the hi vis vest.*



*S/C Peter Reid shows the difference with the new hi vis vests and how material and design features have made them more fit for purpose.*

In recent years high visibility vests have changed rapidly. The 1998 version was lightweight and able to be easily



# Awards and Honours

**The good work of police and support staff was acknowledged in an honours and awards ceremony on the Sunshine Coast on Thursday November 5, 2020.**

**The** awards included acknowledgement of brave conduct, intuitive police work, chaplaincy and recognition of diligent service to the Queensland community.

One award unique to the Sunshine Coast is the Russell Sheehan Memorial award for an officer from the Sunshine Coast CIB or CPIU who has displayed an extremely professional attitude, is empathetic, community minded and provided guidance and mentoring to others.

The award is in memory of Detective Senior Constable Sheehan who took his own life in 2015 believed to be as a result of Post Traumatic Stress. This year the award was presented by his daughters Eden, Lara and Amy.

The family hopes this award will continue his legacy and encourage other officers to seek help for PTSD. This year's recipient is Plain Clothes Senior Constable Jarrad Banks from Maroochydore CIB.



*Eden Mansell & baby Grace, PC S/C Jarrad Banks recipient of the Russell Sheehan Award, Lara Clissold and Amy Sheehan.*



*Recipients of the 20year clasp to the Queensland Police Service Medal Sgt Melinda Pyke, S/C Daniel Hayward, S/C Brian Rush, Det S/C Tanya Cashin.*



*QPU President Ian Leavers with S/C Benjamin Brewster awarded the QPS Bravery Medal for his actions saving a drowning man in the surf in 2017.*



*National Medal Recipients S/C Paul Kethro (2nd Clasp), S/C Carlie Morley, S/C Casee Martin, S/Sgt Peter Feldman (2nd clasp).*





Recipients of the 15year clasp to the Queensland Police Service Medal S/C Carlie Morley, S/C Casee Martin, P/C Const Jarrad Banks, Det S/C Tanya Cashin, Det S/C Michael Duff, S/C Adam Humphrys.



Recipients of the 30year clasp to the Queensland Police Service Medal.



Supt Craig Hawkins Sunshine Coast District Officer presents Det Sgt (ret.) Graeme Farlow with the 40year clasp to his Queensland Police Service Medal.



Sgt Victor Guse awarded the 35year clasp to his Queensland Police Service Medal.



Recipients of the National Police Service Medal S/C Carlie Morley, Det S/C Michael Duff, S/C Casee Martin.



S/C Tony Jimmieson awarded the QPS Bravery Medal for his actions confronting an armed offender in 2013 with QPU President Ian Leavers.



Recipients of the Queensland Police Service Medal S/C Cassee Martin, S/C Teagan Grasso, S/C Stephen Barwick, S/C Kyron Wolfe.





*S/C Adam Humphrys was awarded a Commissioner's Certificate for his actions when confronted by an armed offender who had also set fire to a house in 2016 with QPU President Ian Leavers.*



*S/C Rebecca Sherrin was awarded a District Officer's Certificate for the apprehension of two armed and dangerous offenders at Yuleba in 2018.*



*Police Chaplain Michael Cody was presented with the Chaplaincy Service Award for 5 years assisting with care and support for QPS staff at traumatic incidents, funerals and in particular for assistance during the 2019 Peregrine bushfires.*



*S/C Daniel Hayward was awarded an Assistant Commissioner's Certificate for his intelligence, resourcefulness and dedication after being confronted by an armed man who set fire to property and threatened to harm police in 2017. The offender was eventually detained by S/C Hayward and his police dog..*





# Blue Xmas Lights

By Darren Curtis

**Bunnings have offered to assist Police Legacy charities across the country this year donating a portion of profits from solar Christmas light sales.**

**The** warehouse store has promised to gift a minimum of \$250,000 to be shared amongst the Police Legacy groups around Australia but the figure could be increased if sales are higher than anticipated.



**“We are grateful for the difficult and dangerous work the police do to keep our communities safe so it’s a great honour to support their amazing work and we look forward to strengthening our support for years to come.”**

Chief Operating Officer for Bunnings Debbie Poole said “We are grateful for the difficult and dangerous work the police do to keep our communities safe so it’s a great honour to support their amazing work and we look forward to strengthening our support for years to come.”

Queensland Police Legacy spokesman Andrew Gough thanked Bunnings for their support and promised the money would be used to directly assist Legacy children and families.



So there’s real incentive to unleash your inner Griswald and turn your house into that brilliant Christmas beacon everyone in the neighbourhood can see.



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# Book Review - MOSUL, Australia's Secret War Inside The Isis Caliphate

By Darren Curtis

**MOSUL details the links between terrorist activities in Australia and some of the most intense extremist fighting in Syria and Iraq.**

**The** book reveals plans by a 22 year old man for a terrorist attack in Brisbane in 2014. The offender had sourced a rifle, compound bow, arrows, Islamic flag and a set of instructions detailing how to behead victims in the assault. The alleged plot was being manipulated by muslim extremists in Sydney and from Syria.

Author Ben McKelvey has dug deep in his research outlining how Australian police developed intelligence on the terror plots here and follows it through with how many of the jihadists were able to escape Australia and join Islamic State in Syria.

One of the most violent men to flee Australia before he could be detained was Khaled Sharrouf. The book gives an insight into how Sharrouf was born in Sydney and developed into a significant local criminal and despite being under the watch of intelligence services was able to get out of Australia undetected and take his family to Syria where he encouraged his young children to participate in despicable acts of violence.

Alongside the terror plot, the book gives an insight into the efforts of Australian Commando's to help the Iraqi military strike back against Islamic State and recapture significant cities like Mosul. At times the idea of military precision and planning is revealed as a myth with Iraqi soldiers mid battle texting grid co-ordinates

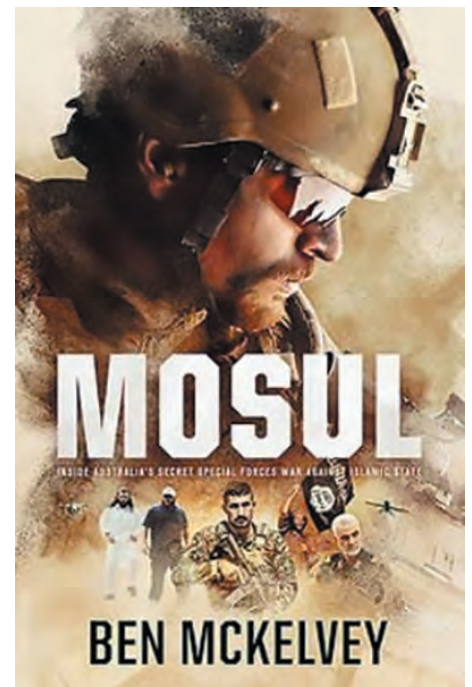
to Australian Commando's on their personal phones to call in drone strikes on opposition forces.

The renown Australian sense of dark humour from those on the frontline is laid out with interesting anecdotes about gathering intelligence after a battle. The practices Australian soldiers had to endure is confronting and eye opening. The level of data Australians had access to and what they could do with it is astonishing.

MOSUL is not a war thriller or a boring collection of statements and interpretations of events after the fact. There's first hand accounts from those close to the terrorists, the Commando's who did the fighting and officials who sanctioned the termination of Australians fighting for Islamic State.

However one of the strongest themes at the conclusion of Mosul is the resounding effect PTSD has on those asked to stand on the frontline to defend and protect Australians.

*Mosul, Australia's Secret War Inside The Isis Caliphate* was published in 2020 by Hachette Australia and is available at Target for \$24.



Ben McKelvey  
Hachette Australia  
Australia, 2020  
RRP: \$24.00



Khaled Sharrouf with his sons he took to Syria and encouraged to assist with Islamic State propaganda.

# Doing something Charitable

By Darren Curtis

**Police continue to volunteer their time and energy to supporting QPS workmates doing it tough at the moment or for other significant community charities. The common factor seen in every event held is the officers engaged in giving their time is that they are all smiling.**

**Logan** Scenes Of Crime staff held a sausage sizzle outside Bunnings Hardware in Bethania during September to benefit Senior Constable Lenny George after a recent cancer diagnosis. The cook up raised \$4,000 for S/C George.



QPU South East Regional Rep Andy Williams and son Jobe enjoyed the double benefit of multiple sanga's and tipping in some cash for Lenny.



Assistant Commissioner Brian Wilkins put in some long hours behind the hotplate to keep the sausages coming for hungry donors.



Bunnings have been supportive in giving access for QPS staff to host fundraising events to benefit members suffering serious illness.

Recruits from class 4/20 at Oxley Academy volunteered to run the food

and drink stall for the Logan Lions touch football carnival and during



The BBQ sandwiches the recruits cooked up were in high demand.



the QPSWRL City V Country Game at Beenleigh raising \$2,000 for research into Motor Neurone Disease.



When the drinks are for charity why not buy four at a time.

Winston Churchill is credited with saying:

**“We make a living by what we get, but we make a life by what we give.”**

Officers from Carina Station participated in a film clip as part of a project arranged by a Sydney Preschool to help raise money for

families of seriously ill children staying at Ronald McDonald House at Randwick. The group had to mime a few lines from the song “This is me” it

included first responders, athletes and children from the pre-school. See the video at <https://youtu.be/KrdxY1IYNk0>



The Carina crew enthusiastically lending their acting skills to a ‘music video’ that’s gone viral.



The Carina General Duties crew volunteering to help children recuperating at Ronald McDonald House.



Const April Albury from the QPSWRL Country Thunder Team accepts the fundraising cheque.



# Police Recipes

## MISO CHICKEN

Miso Chicken is a wonderful blend of what they call these days “Asian fusion”. It’s great fresh and hot, cold on a salad as leftovers or a perfect pre-prepared dish to take to work as a shift dinner.

Using miso paste creates a mix of salt and tang to chicken, adding essential minerals and is a good source of Vitamins B, E & K along with folic acid. It’s also branded as being beneficial for gut bacteria and sits comfortably with the Keto dietary craze.

Lots of endurance athletes and those looking to build muscle bulk also like it post workout.



*With only small amounts of the flavour of ingredients required and long shelf life, this recipe can be repeated multiple times for minimal cost.*

### What you will need:

- 6 trimmed chicken thigh fillets.
- 4 teaspoons of finely grated ginger
- 2 tablespoons of miso paste
- 2-3 tablespoons of freshly squeezed lime juice
- 2 teaspoons of soy sauce
- 1 teaspoon of sesame oil
- 1 tablespoon of water



*Serving suggestion chicken drizzled with miso sauce with homemade fried rice.*

Combine all the marinade ingredients in a bowl and stir. Place half the mixture in a zip lock bag with the chicken, giving a gentle shake to coat

as much of the chicken as possible and place in the fridge for 1 hour.

Cook the chicken on a char grill pan on medium high heat until browned.

Serve the pieces over a favourite salad, steamed vegetables, or alongside rice and drizzle the remaining sauce over the top of the chicken.



*Generously spread sauce hot or cold over chicken.*

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



# Police Health



## SLEEP APNOEA IS THE MOST COMMON DISORDER FOR POLICE. LET'S PUT IT TO REST.

Sleep is important for all, but especially front-line workers like police. The unpredictable hours, shift work and the exposure to trauma that can lead to unrested sleep is a serious issue.

Sleep apnoea is one such problem. Characterised by interruptions in breathing during sleep for 10 seconds or more, five times per hour, it interrupts sleep and decreases oxygen levels in the blood. And, significantly, a recent study suggests 33% of police officers have sleep apnoea.<sup>1</sup>

It might surprise you that those with severe sleep apnoea have 10 times the risk of dying from heart-related issues than those with no issues, and that men in their 20s need to be screened for sleep apnoea the most.<sup>2</sup>

That's because the condition is linked with cardiovascular diseases, particularly hypertension – and we know approximately three-quarters of first responders have pre-hypertension or hypertension.<sup>3</sup> Hypertension is also common in young people, however 50% of young adults diagnosed with hypertension go untreated, as it doesn't usually present symptoms.<sup>4</sup>

## REDUCED SLEEP, MORE WORK & SLEEP APNOEA CAN HAVE GRAVE CONSEQUENCES

Being overweight is a major known risk factor of sleep apnoea and a condition that many first responders struggle with.

Shift workers miss home-cooked meals and often find it difficult to sync up with family and friends. There's also the trauma and tragedies of police work, which increases the risk of substance abuse and mental health problems.

All of these factors contribute to compromised sleep.

For police, good sleep isn't a luxury. It's absolutely essential to the performance and responsiveness in emergencies, where lives are on the line. One study revealed alarming numbers:

- 28.5% of participants experienced excessive sleepiness
- 45.9% nodded off or have fallen asleep while driving
- 56.9% fell asleep while driving at least one to two times a month
- 13.5% fell asleep driving at least one to three times a week.<sup>5</sup>

## A CULTURE OF 'SLEEP IS FOR THE WEAK'

Police operate in an environment where signs of weakness aren't welcomed and it's difficult to express feeling defeat. It's easy for others to shrug off a lack of sleep, but for first responders, this is a chronic issue. Sleep apnoea and other disorders don't just put individuals at risk, but the greater community.

We need to bring light to sleep disorders, too, because they're often the precursor to emotional exhaustion, anxiety, depression, burnout, diabetes, and cardiovascular disease.<sup>6</sup> One research piece even talks about poor sleep being the reason for firefighter deaths.<sup>7</sup> And again, almost all of these cases go undiagnosed.

So, this issue is more than just feeling fatigue.

For young police officers at the start of their careers, creating healthy sleeping habits is critical. It's important not to fall into toxic patterns of reaching for substances to fall asleep and to invest in strategies that process (and release) trauma, as it comes up.

If you're worried about your sleep habits consult your GP, who can help you find a sleep specialist to help if needed.

## COVER LIKE NO OTHER

Police Health understands the unique health needs of the police community, because we've been looking after them for over 85 years. We provide cover for sleep studies as well as CPAP machines.\* Whether you're already a member, or interested in becoming one, call us on 1800 603 603 to find out how to get the most out of our cover and benefits.

## References:

- 1 <https://www.sleepfoundation.org/articles/sleep-disorders-linked-poor-health-and-reduced-occupational-performance-police-officers>
- 2 <https://www.newswise.com/articles/twenty-somethings-with-sleep-apnea-most-likely-to-die>
- 3 <https://www.ncbi.nlm.nih.gov/pubmed/18927545>
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- 6 <https://www.theatlantic.com/health/archive/2011/12/law-enforcement-impaired-many-cops-have-sleep-disorders/250306/>
- 7 <https://time.com/3584980/sleep-problems-firefighters-death-insomnia-shift-work-sleep-apnea/>

\* Subject to Waiting Periods and other conditions.

**Please note:** some information in this article has been compiled from material obtained externally. Although we make every effort to ensure information is correct at the time of publication, we accept no responsibility for its accuracy. Health-related articles are intended for general information only and should not be interpreted as medical advice. Please consult your doctor.

## QPU CONFERENCE POSTPONED

Like many organisations we are navigating the complexities of restrictions in a way that enables all Regional Delegates to gather in a COVID safe way and maintain their strong advocacy for members across Queensland.

The QPU has continued to meet all of its statutory requirements despite the constraints as a result of directives from the Chief Health Officer.

QPU General President Ian Leavers and the Executive Members are working on rescheduling this important convention of our Union and will advise members as soon as a workable solution is arranged.

DUE TO THE ONGOING COVID-19 RESTRICTIONS, THE QUEENSLAND POLICE UNION HAS BEEN UNABLE TO HOLD THE ANNUAL STATE CONFERENCE FOR 2020.



Sometimes our protectors  
need protecting...

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# Letters of Commitment

**The Queensland Police Union prides itself on being 'apolitical', the policy is not to support any political party or take sides, however we will always 'call out' politicians when they do something that negatively affects police and just as equally the QPU will praise political parties when they announce something positive for our members.**

**Prior** to the 2020 election there was the potential for a hung parliament so we asked some key questions of the ALP, LNP and Katter parties that would provide commitments for policing if they were to achieve electoral success.

Despite the election date being established and well known by all parties for years, the responses were all returned very late in the campaign and the QPU distributed them

at the first available opportunity through an eNews. The complete letters of response are printed here for members to again review.

It is now clear Anastacia Palacyszuk and the ALP won the election and the QPU will consistently remind the Government of its commitments and continue advocacy at every opportunity to fight for better wages, conditions and legislation for Police.



**OUR PEOPLE MATTER**

**WELLBEING & SUPPORT SERVICES**

*Supporting members and families throughout their QPS career and beyond*

Explore online mental health and wellbeing resources, information and links relevant to current and former Queensland Police Service employees and their families.

<https://wellbeing.ourpeoplematter.com.au/>



**Steven Miles**

DEPUTY PREMIER OF QUEENSLAND

WORKING TOGETHER FOR QUEENSLAND

27 October 2020

Ian Leavers  
General President  
Queensland Police Union of Employees (QPU)  
217 North Quay  
BRISBANE QLD 4001  
[ileavers@qpu.asn.au](mailto:ileavers@qpu.asn.au)

Dear Mr Leavers

Thank you for your recent letter seeking commitments from a re-elected Palaszczuk Labor Government.

This government appreciates and values the positive working relationship it has with the QPU, and will continue to support the union and its members by delivering the infrastructure, additional police numbers and resources that police need to keep Queenslanders safe.

The Palaszczuk Labor Government has a proud record of delivering successive record budgets for the Queensland Police Service (QPS) and the QPU since our election in 2015.

Recently, we reaffirmed our commitment to policing with a significant, fully-funded investment in additional police and new police resources, which includes:

- From 1 July 2020, an additional 2,025 police personnel over five years
- A QPS Wellbeing Centre with at least ten additional Injury Management Officers
- At least 150 additional sworn officers in every Police Region, with 150 extra police to each of the North and South Brisbane Police Districts
- 12,200 new, integrated, load-bearing ballistic vests
- An additional 5,000 new QLITE iPads
- An additional 4,500 new body-worn video cameras to bring the fleet to 12,200
- Increasing the vehicle fleet with an additional 250 new police patrol vehicles

With regard to the QPU 2020 election commitments, these commitments and our responses are listed below:

**i. No privatising, civilianising or outsourcing of any police function whatsoever or any watch-house roles.**

A re-elected Palaszczuk Labor Government commits to this in full.

The Palaszczuk Labor Government agrees that the most effective policing is achieved when it is in undertaken in cooperation with the community and key stakeholders.

A re-elected Palaszczuk Labor Government recommits to not following the previous LNP Government's path towards privatisation.

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Further, a re-elected Palaszczuk Labor Government will always work with the QPU and the Commissioner to ensure there is no privatisation, civilianising or outsourcing of any frontline police function.

**ii. No loss of conditions or entitlements from the current Enterprise Bargaining Agreement (EBA).**

A re-elected Palaszczuk Labor Government commits to this in full.

The Palaszczuk Labor Government commits to honouring the conditions and entitlements contained in the current agreement covering police officers, the *Queensland Police Service Certified Agreement 2019*.

**iii. A pay rise at next EBA negotiation round, scheduled for 2022 to be similar to our current agreement which commences at the then current inflation rate or Government wages policy figure, whichever is greater, be able to be fully arbitrated if an agreement is not reached and for the EBA commencement date to remain intact (meaning salary increases will be backdated) irrespective of when the agreement is signed, and with interim agreed payraises, as per the current industrial relations bargaining system. We ask that you commit also for our next agreement to give police no less than our current EB agreement of 2.5% per year over three years.**

A re-elected Palaszczuk Labor Government commits to this in full, with the exception of the quantum, which is always negotiated in good faith.

The only time that Queensland's police received a below inflation EBA was under the previous LNP Government. The most recent EBA was successfully received by the QPU and its members and a re-elected Palaszczuk Labor Government will continue to bargain the same way and in good faith to ensure police are recognised for the work they undertake to keep Queenslanders safe.

The Palaszczuk Labor Government has a long and proud history of respecting our hard-working police officers and restoring the cuts made by the LNP Government to the public sector. During the last two terms in Government, we have bargained in good faith with the QPU, which has resulted in your members being covered by agreements that have delivered fair and decent entitlements and wage increases.

The Palaszczuk Labor Government is committed to commencing negotiations with the QPU for a new agreement at least four months prior to the end of the current agreement and to bargain in accordance with the State Wages Policy at that time.

**iv. New technology, equipment and resources to be rolled out throughout Queensland so that all police have access (at no cost to them) to smart technology, personal protective equipment such as load-bearing ballistic vests for all police, and essential resources such as the appropriate provision of police vehicles to districts.**

A re-elected Palaszczuk Labor Government commits to this in full.

The Palaszczuk Labor Government has already announced and fully funded, prior to the election being called, an additional 2,025 police personnel, 12,200 integrated load-bearing ballistic vests, an additional 5,000 new QLiTE iPads, an additional 4,500 new body-worn video cameras to bring the fleet to 12,200, and an additional 250 new police patrol vehicles.

**v. Legislative reforms to Domestic Violence and mental health legislation to streamline it for police. The Domestic Violence laws need a new additional offence of “Commit Domestic Violence” that we ask you to consider.**

A re-elected Palaszczuk Labor Government commits in full to considering these reforms. The Attorney-General will establish a taskforce in the first 100 days of the new term to examine this offence, with QPU membership.

**vi. The new disciplinary system for police that has been agreed to between the CCC, QPS and ourselves needs to not be altered by any party unless all three parties, the CCC, QPS and QPU agree.**

A re-elected Palaszczuk Labor Government commits to this in full.

The Palaszczuk Labor Government has always listened to key stakeholders and has taken their views and feedback on board.

**vii. Commit to increasing police numbers to be at or better than the National Police to population ratio. We thank you for your various announcements to date. Could you please outline your TOTAL police (and police staff) increase in numbers commitment?**

This government has committed to and fully funded an additional 2,025 additional police personnel over five years, from 1 July 2020. Of these, an additional 1450 sworn police officers will be deployed to the frontline. The additional police personnel will consist of an extra 300 civilian staff to support frontline policing, an additional 50 PoliceLink call takers, 125 additional police liaison officers, and an additional 100 frontline support personnel, which includes at least ten additional Injury Management Officers for a new QPS Wellbeing Centre.

**viii. Commit to reject the concept of Warehouse policing and ensure police are allocated to a specific police division rather than where police stations would merely become a “shell” and all police would be assigned to a District.**

A re-elected Palaszczuk Labor Government commits to this in full.

A re-elected Palaszczuk Labor Government commits to supporting the Commissioner to work alongside the QPU to ensure the proper deployment of police and police resources.

**ix. Work with the Queensland Police Union to introduce minimum full time equivalent (FTE) staffing for policing areas where the QPU has identified it would be appropriate.**

A re-elected Palaszczuk Labor Government commits to continuing to work with the QPU and the Police Commissioner to ensure the most effective, consensus model of policing to meet local policing needs and to ensure job security and to achieve an outcome that is in the best interests of the safety of all Queenslanders.

**x. Commit to restricting powers that police currently hold such as the power to detain and use restricted accoutrements such as handcuffs, batons and capsicum spray to only police and others who currently hold them and not to any further persons employed by the government. This includes not widening these powers to State Government protective Services officers or any other civilians that may be employed by the QPS in the future with the exception of Assistant Watch-house officer civilians, PLOs and Torres Strait Island Police Support Officers, who we are advocating for having access to some police powers. This commitment ensures that civilians will not be employed by the government or the Queensland Police Service as “Community Support Officers” as we have seen in other**

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**jurisdictions that only weaken the accountability, transparency and professionalism of police.**

A re-elected Palaszczuk Labor Government commits to this in full.

**xi. Commit to not reversing the onus of proof for criminal and regulatory offences.**

A re-elected Palaszczuk Labor Government commits to this in full.

**xii. Commit to change legislation so that police can claim privilege and the right to silence like all other people if they are accused of a criminal offence.**

See below.

**xiii. Commit to change legislation so that derivative evidence cannot be used against police.**

See below.

**xiv. Commit to NOT introduce Commissioner's "Loss of confidence" powers or any mechanism to make it "simpler" or "easier" for the Police Commissioner, CCC or politicians to dismiss police.**

A re-elected Palaszczuk Labor Government commits to this in full.

**xv. Commit to legislate that no police officer can be suspended without pay because when an officer is suspended without pay, not only can they not earn an income from elsewhere they cannot claim unemployment benefits either and are left in the invidious position of having no way to support themselves and potentially their own family as well.**

In relation to xii, xiii, and xv, the Palaszczuk Labor Government remains committed to the current integrity measures and a robust and resilient disciplinary system for police and the collaborative work we have already undertaken with the QPU, the CCC and the Opposition. Trust in our police is central and integral to good government and community safety. We commit in full to not changing the current system currently operating. Suspension without pay will never be used as a punitive measure for police officers under a Palaszczuk Government.

**xvi. Commit to immediately cease the sneaky process of "civilianising" the Road Traffic Command, and to not introduce any more unstaffed speed cameras, and nor to introduce any more covert unmarked speed camera cars, trucks and vans. Essentially, we are asking for all mobile speed cameras vans, trailers, cars and trucks to be staffed by police at all times and to be clearly marked with police decals. Policing is most successful when we do it with the co-operation of the community and police receive significant criticism from the public and are accused of being "revenue raisers" when unmarked speed cameras vans or unstaffed speed camera trailers are deployed. We ask for a commitment to the end of using these "sneaky" devices so that we can regain public confidence.**

A re-elected Palaszczuk Labor Government commits to not civilianising or outsourcing frontline policing duties.

The Palaszczuk Labor Government agrees that the most effective policing is undertaken when it is in full cooperation with the community. A re-elected Palaszczuk Labor Government recommits to not civilianising or outsourcing frontline policing duties. Therefore, we commit to working with the Commissioner and the QPU to ensure this policy is achieved.

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**xvii. Commit to scrapping the current ineffective “no pursuit” policy and reinstating the former policy that gives police on the road the discretion to determine when to engage in a police pursuit. We trust police to use discretion when it comes to their firearms yet currently the Commissioner of Police does not trust police to engage in police pursuits. Clearly police need to be able to freely pursue offenders.**

This is an operational policing decision and the Palaszczuk Labor Government fully supports the Police Commissioner’s current risk-based pursuits policy. This policy is always under review and any changes would only be made with full consultation.

**xviii. Commit to involving the Queensland Police Union in every review and taskforce that affects policing and law & order legislation to ensure that those at the coalface can have a say in how legislation is formulated.**

A re-elected Palaszczuk Labor Government commits to this in full.

**xix. Maintain both Police Academies in both Brisbane and Townsville and not to reduce, shorten or negatively alter the Police Academy training course and to commit to having standardised recruiting levels for all applicants regardless of gender.**

A re-elected Palaszczuk Labor Government commits to this in full. We will not pursue the previous path of the former LNP Newman Government that reduced police training and tried to close the Townsville academy.

**xx. Commit to mandatory sentencing for those who assault emergency services workers or, in the alternative, commit to legislation for the sentencing of those who commit assaults on emergency service workers to be imprisonment unless exceptional circumstance exist.**

The Palaszczuk Labor Government remains committed to the strong laws that have tougher penalties for those who assault emergency services workers. We commit to ensure the courts have access to all the information necessary to ensure the seriousness of each incident is properly considered.

**xxi. Commit to mandatory sentencing for those who ram police cars.**

A re-elected Palaszczuk Labor Government commits to further examining this policy to ensure our laws meet community needs, QPU expectations and best-practice policing requirements, but note that we would only consider mandatory sentencing in exceptional circumstances.

**xxii. Commit to fund 10 additional Injury Management Advisors to ensure police gain the assistance they need to get back to work sooner.**

A re-elected Palaszczuk Labor Government commits to this in full.

This government has fully-funded at least ten additional Injury Management Officers to support police in a newly established QPS Wellbeing Centre. This announcement was made by the Palaszczuk Labor Government in the lead up to the 2020 Election.

**xxiii. Commit to pass in the first 100 days of your new term the current bill “Workers’ Compensation and Rehabilitation and Other Legislation Amendment Bill 2020” already introduced into the House to amend the current Workers’ Compensation and Rehabilitation Act 2003 and the Workers’ Compensation and Rehabilitation Regulation 2014 to introduce presumptive workers’ compensation legislation to improve the workers’ compensation**



**experience and mental health outcomes for first responders diagnosed with posttraumatic stress disorder (PTSD), and to pass this bill unamended in its current form.**

The Palaszczuk Labor Government has a proud record of ensuring Queensland's workers' compensation scheme provides care and support for injured workers, that it has the lowest premiums in the country and that it is financially sustainable.

We delivered our commitment made during the 2017 election campaign to review workers' compensation data to identify improvements to ensure police officers who develop PTSD from their duties have all the support they need. We have also kept our commitment to work with the QPU and other relevant stakeholders on this issue.

As a result of the review of workers' compensation data and consultation with QPU and other relevant stakeholders, Minister Grace introduced the *Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill 2020* in Parliament in August 2020. This Bill includes presumptive workers' compensation laws for first responders diagnosed with PTSD, including police officers. In line with standard practice, the Bill was referred to the relevant parliamentary committee for inquiry, with a reporting date of 12 February 2021. With the dissolution of Parliament on 6 October 2020, that inquiry has now lapsed and it will be a matter for the parliament to make a fresh referral.

Our intention is to debate and pass the *Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill 2020* as soon as possible once the Committee has finalised its inquiry, which may identify opportunities for amendments to improve the Bill.

**xxiv. Commit to not alter nor make amendments to the WorkCover scheme to not introduce thresholds, exclusions or any restrictions to common law access to damages.**

A re-elected Palaszczuk Labor Government commits to this in full.

On 14 October 2013, the former LNP Government stripped away the rights and entitlements of Queensland's injured workers by introducing an unfair common law threshold. This threshold prevented workers with a degree of permanent impairment of 5% or less seeking damages from a negligent employer.

The LNP's unfair, arbitrary threshold targeted over 9,000 of Queensland's most vulnerable workers. In 2015, the Palaszczuk Labor Government restored the rights of Queensland's injured workers to seek common law damages for injuries on or after 31 January 2015.

For the 9,000 workers who were injured between 15 October 2013 to 30 January 2015 and were denied access to common law damages, the Palaszczuk Labor Government also introduced an additional lump sum compensation entitlement to ensure these workers were not disadvantaged.

**xxv. Commit to not alter nor make amendments to the Compulsory Third Party (CTP) scheme as it applies to police, including not introducing restrictions or limitations on accessing common law damages.**

A re-elected Palaszczuk Labor Government commits to this in full.

The Palaszczuk Labor Government values and appreciates the hard work of every member of the Queensland Police Service, particularly in recent times, as they work alongside government in keeping Queenslanders safe during the COVID-19 health pandemic.

Their tireless efforts, day in, day out, to ensure the safety, security and well-being of all Queenslanders are commendable.

At this election, Queenslanders have a clear and important choice to make about the future of our state. The Palaszczuk Labor Government has a plan to rebuild our economy, grow our regions and re-invest in our police to keep Queenslanders safe.

Now more than ever, Queenslanders need the stability of a Labor Government that has made the tough decisions and the right calls in hard times, rather than risk the chaos of an unproven, untrustworthy opposition that has been wrong every time that it has mattered.

Yours sincerely



**STEVEN MILES MP**  
**Deputy Premier**  
**Minister for Health**  
**Minister for Ambulance Services**

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**Dan PURDIE MP**  
 Member for Ninderry  
 Shadow Minister for **Police and Counter Terrorism**  
 Shadow Minister for **Corrective Services**

Ian Leavers  
 General President and CEO  
 Queensland Police Union of Employees

By email: [ileavers@qpu.asn.au](mailto:ileavers@qpu.asn.au)

Dear Mr Leavers

**Liberal National Party response to Call to Parties Statement for the Queensland State Election 2020**

Thank you for the opportunity to respond to the Queensland Police Union of Employees' (QPU) Call to Parties Statement for the Queensland State Election 2020.

We would first like to thank QPU for its ongoing support and commitment to Queensland police officers, who work tirelessly to ensure Queensland is a safe place to live. We recognise the dangerous situations police are often faced with and extend our gratitude to all officers who have undoubtedly made a difference to our community.

**LNP's economic plan**

The LNP has a bold vision to make Queensland the economic powerhouse of Australia once again.

An LNP government will implement our economic plan for a decade of secure jobs, to get Queenslanders working again and lead Queensland out of the recession by stimulating the economy.

Unlike the Palaszczuk Labor Government, the LNP has a plan to boost Queensland's economy. More information about the plan is available at [www.lnp.org.au](http://www.lnp.org.au).

While it is true that economic uncertainty has never been so widespread in Queensland, it should not be forgotten that Queensland had the nation's highest unemployment, most bankruptcies and lowest business confidence prior to COVID-19. As such, the decision made by Annastacia Palaszczuk to cancel this year's budget was reckless, and with Queensland the only Australian jurisdiction to not have a budget, it means Labor is flying blind through the biggest economic crisis in almost a century.

The LNP's economic plan will get Queensland working again.

### **LNP's commitments**

The LNP has announced a number of policies which will give police greater powers to enforce the law and hold offenders to account. Some of these policies include:

- Introducing tough new gun laws which include:
  - Implementing the 'Firearms Prohibition Order' framework, as adopted in most Australian jurisdictions, to prevent high risk individuals, such as organised criminal gangs, terrorists and those with a history of violence, from acquiring, using or possessing a firearm;
  - Introducing a specific drive-by shooting offence to crack down on the escalating outlaw motorcycle gang drive-by shootings in areas like the Gold Coast;
  - Introducing a new offence of 'possession of digital blueprints and device for manufacture of firearms' to assist police in apprehending an offender when it is obvious they are making firearms through 3D printing machines;
  - Introducing a new offence of 'intent to resist arrest' to provide that a person who discharges (or attempts to discharge) any firearm or other loaded arms with intent to resist or prevent his or her lawful arrest will face a maximum penalty of 25 years imprisonment. Police officers are constantly putting their lives on the line and there needs to be a clear message that harsh penalties will apply for anyone who jeopardises an officer's life in the course of being arrested;
- Introducing Carly's Law, as adopted by the Commonwealth and South Australia, to give police advanced powers to prosecute paedophiles who use the internet to groom children for sexual abuse;
- Introducing a comprehensive plan to crack down on youth crime, which includes removing the principle of detention as a last resort, mandatory detention for third convictions, restoring breach of bail as an offence, monitoring youth offenders on bail 24/7, imposing a youth curfew trial in Townsville and Cairns and scrapping Labor's catch and release laws;
- Requesting the Queensland Law Reform Commission to review and propose new laws to empower police and protect the community against the escalation in knife violence;
- Cracking down on organised crime by restoring the laws that made Queensland a safer place to live, work and raise a family.

The LNP's comprehensive plan to crack down on youth crime will free up valuable police time so they can focus on their core duties of fighting crime.

We would also like to highlight that this year the LNP moved amendments to remove the explicit presumption in favour of bail to provide the courts and police more discretion in deciding whether to release a child on bail. Labor voted against these common sense amendments and the presumption remains in place, meaning police are wasting valuable time playing 'catch and release' with repeat juvenile offenders.



### **Response to QPU key issues**

In response to the issues identified by the QPU and its members, the LNP notes the following:

- i. We have no plan to privatise, civilianise or outsource police or watch-house functions.
- ii. There will be no changes to the existing Enterprise Bargaining Agreement. As we stipulated earlier this year, the LNP will always uphold legally binding agreements and will never trash the principles of a good faith enterprise bargaining process. This commitment was demonstrated by voting against the wage freeze legislation. To be clear, we strongly opposed the wage freeze which the Palaszczuk Labor Government imposed on our dedicated and hardworking police officers.
- iii. We will negotiate with the QPU in good faith about any future enterprise agreements to ensure our hard working police are well paid for the job they do.
- iv. We value our dedicated police officers and will therefore work with the QPU and the wider police force to determine new technology, equipment and resources which will benefit the police. Any new resources will be rolled out at no cost to police officers.
- v. The LNP is determined to keep Queenslanders safe and secure by preventing violence, supporting survivors and holding offenders to account, which is why in February this year, the LNP announced a range of important new measures to strengthen Queensland's domestic and family violence strategy. These measures include:
  - laws to empower police to issue domestic violence orders on the spot, providing a more immediate response to help families, while taking pressure off our overburdened police and courts;
  - strengthening the non-lethal strangulation offence by providing for legislative definitions and classifying the offence as a serious violent offence;
  - immediate review of the current criminal justice framework to implement new laws such as coercive control;
  - roll-out personal safety devices to people at high-risk;
  - provide grants up to \$2000 for emergency accommodation assistance;
  - extra funding to Women's Legal Service and an additional \$1 million in contestable funding to other frontline legal and support providers of domestic violence or sexual violence support.

We have also committed to implementing new laws such as a specific domestic violence summary offence, which will also assist our overburdened police.

- vi. The LNP supported the Police Service Administration (Discipline Reform) and Other Legislation Amendment Bill 2019 which provided for a revised police discipline system which was negotiated with bipartisan support.
- vii. We will commit to increasing police numbers in-line with population growth. In terms of our previous achievements in government, the LNP recruited almost 900

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The LNP's comprehensive plan to crack down on youth crime will free up valuable police time so they can focus on their core duties of fighting crime.

We would also like to highlight that this year the LNP moved amendments to remove the explicit presumption in favour of bail to provide the courts and police more discretion in deciding whether to release a child on bail. Labor voted against these common sense amendments and the presumption remains in place, meaning police are wasting valuable time playing 'catch and release' with repeat juvenile offenders.



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- iii. We will negotiate with the QPU in good faith about any future enterprise agreements to ensure our hard working police are well paid for the job they do.
- iv. We value our dedicated police officers and will therefore work with the QPU and the wider police force to determine new technology, equipment and resources which will benefit the police. Any new resources will be rolled out at no cost to police officers.
- v. The LNP is determined to keep Queenslanders safe and secure by preventing violence, supporting survivors and holding offenders to account, which is why in February this year, the LNP announced a range of important new measures to strengthen Queensland's domestic and family violence strategy. These measures include:
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We have also committed to implementing new laws such as a specific domestic violence summary offence, which will also assist our overburdened police.

- vi. The LNP supported the Police Service Administration (Discipline Reform) and Other Legislation Amendment Bill 2019 which provided for a revised police discipline system which was negotiated with bipartisan support.
- vii. We will commit to increasing police numbers in-line with population growth. In terms of our previous achievements in government, the LNP recruited almost 900

additional police on the beat as part of a commitment to put an additional 1100 frontline officers on the beat over 4 years.

- viii. We reject the concept of warehouse policing where police are allocated to a specific police division rather than where police stations would merely become a “shell” and all police would be assigned to a District.
- ix. We would be happy to work with the QPU to discuss the proposal of minimum full time equivalent (FTE) staffing for policing areas where appropriate.
- x. Police powers would not be widened to other officers or public service positions, outside sworn police officers. On this point, we are open to considering expanded powers for Assistant Watch-house officer civilians, PLOs and Torres Strait Island Police Support Officers, who we are advocating for having access to some police powers.
- xi. We appreciate the QPU’s calls for a commitment not to reverse the onus of proof for criminal and regulatory offences. However, in response to the youth crime crisis, the LNP has announced to reintroduce breach of bail as an offence, which includes a reverse onus of proof.
- xii. We believe that police should be entitled to the same natural justice provisions as any other Queenslanders who is charged with a crime.
- xiii. As you know we opposed this move by Labor and would be happy to work with the QPU on this legislative change if elected to government.
- xiv. We have no plans to introduce Commissioner’s “loss of confidence” powers.
- xv. We note that the recently passed Police Service Administration (Discipline Reform) and Other Legislation Amendment Bill 2019 modernised the discipline sanctions that can be imposed upon a subject officer, which included suspension from duty without pay for a period not exceeding 12 months.
- xvi. As previously stated, the LNP does not support plans to civilianise or outsource police duties.  
We will work with the QPU on improving road safety measures and have already ruled out introducing anymore covert unmarked speed camera cars, trucks and vans.
- xvii. We have announced our plan to change the current police pursuit policy, in consultation with the QPU, as part of our Townsville crime plan and in conjunction with our commitment for a dedicated police helicopter in Townsville. We want to give police the power and the protection they need to take back control of our streets.
- xviii. We will involve the QPU in every review and taskforce that affects policing and law & order legislation to ensure the views of QPU’s members are heard before any legislation is enacted.
- xix. We will maintain both Police Academies in Brisbane and Townsville and not reduce, shorten or negatively alter the Police Academy training course. In relation to having



standardised recruiting levels for all applicants regardless of gender, we are happy to discuss the QPU's position on this in more detail in order to understand the current limitations.

- xx. We will commit to mandatory sentencing for those who seriously assault emergency services workers.
- xxi. In relation to ramming police cars, we would be happy to discuss your request for mandatory sentencing in light of the success of a similar policy in Victoria.
- xxii. We would be happy to discuss the need of Injury Management Advisors further with the QPU to ensure police gain the assistance they need to get back to work sooner.
- xxiii. An LNP Government will commit to introducing the Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill 2020 which was introduced this year to improve the workers' compensation experience and mental health outcomes for first responders diagnosed with post-traumatic stress disorder. We aim to pass the Bill in its current form with the support of the Parliament as a priority, unless there are any requested changes by stakeholders.
- xxiv. A future LNP government would be happy to work with the QPU to improve support provided to serving officers and will not make amendments to the WorkCover scheme which will be any less favourable than already exist. We have no plan to restrict common law access to damages. On this point, we would like to highlight that the LNP Government appointed you, as the President of the QPU, to the WorkCover Board.
- xxv. The LNP is committed to maintaining an affordable CTP scheme in Queensland. We have no plan to reduce access to common law rights of CTP claimants.

Please feel free to share this response directly with your members, or in any publication.

Yours sincerely



**DAN PURDIE MP**  
**Shadow Minister for Police**  
**Shadow Minister for Corrective Service**  
**Member for Ninderry**

27<sup>th</sup> October, 2020

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## Robbie Katter MP Member for Traeger



IAN LEAVERS APM GENERAL PRESIDENT & CEO  
Queensland Police Union of Employees  
PO Box 13008, George Street,  
Brisbane QLD 4003

E-mail: [ileavers@qpu.asn.au](mailto:ileavers@qpu.asn.au) ABN 75 781 631 327

The KAP have always been 100% committed and supported of the QPS and the QPU's efforts to ensure police are staffed and managed at a high level in Queensland.

The KAP has lobbied for an increase in police numbers and services to the electorate they represent to assist in combating the increase in youth crime in Northern Queensland.

The KAP has also put forward its relocation sentencing policy as an option for courts instead of releasing youth back onto the streets and adding to the problems already facing our police officers.

It is also particularly important that a high level of support services are in place to assist our police force in performing their duties and addressing issues related to stress and trauma associated with their duties.

Police are our front line and perform an incredibly valuable service to our communities and it is vitally important they are also protected.

The KAP has read through the commitments and is more than happy to commit to all requests put forward by the QPU in the lead up to the state election.

The KAP looks forward to continuing to work with the QPU, the Minister for Police and the QPS throughout the next 4 years of parliament.

Kind Regards,

**Robbie Katter MP**

KAP Leader

Email [traeger@parliament.qld.gov.au](mailto:traeger@parliament.qld.gov.au) | Free call within the electorate 1800 801 569

[www.RobKatter.com.au](http://www.RobKatter.com.au) | [Facebook.com/RobkatterMP](https://www.facebook.com/RobkatterMP) | [@RobKatter3](https://twitter.com/RobKatter3)





# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Summer 2020

### State President:

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

### State Secretary:

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

**QRPA website:** www.qrpa.asn.au

**E-mail:** qldretiredpolice@gmail.com

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



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

### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### GETTING GOING AGAIN

It is great to advise that all Branches have returned to meeting again and in some instances conducting their

annual luncheons or dinner.

### FUTURE DINNER/LUNCHEONS

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

**24 November 2020** – Sunshine Coast – Headland Golf Club – Roly Dargusch - 54794651

**2 December, 2020** – Bundaberg – Bundaberg RSL Club – Rowen Bond – 41552108

**2 December 2020** – Townsville – Carlyle Gardens Restaurant – John Urquhart – 47734497

**4 December 2020** – Far North Queensland – Red Beret Hotel, Redlynch – Brigitte McKaskill – 0408281979

**10 December 2020** – Ipswich – Brothers Leagues Club – Ken Martin – 0407345500

**11 December 2020** – Gold Coast - Combined Branch annual/ Christmas luncheon – Quality Inn, Lone Star Tavern – Neil Raward 0402417584.

### NEW MEMBERS

Former Acting Inspector Kevin Roy Francis, Logan-Beenleigh  
Former QPS Public Servant Carolyn Martin, Logan-Beenleigh  
Former Inspector Robert James Burns, Logan-Beenleigh  
Former Senior Constable Brian Jeffrey Cumming, Mackay-Whitsunday

Former Senior Sergeant Robert John Platt, Southern Downs and Granite Belt

Former Acting Inspector Allan Dale Morrish, Near North Coast

Former Sergeant Ian Donald Whyte, Near North Coast

Former Sergeant Raymond John Corcoran, Redlands

Former Field Officer, Port Moresby, PNG, Paul David Oates, Redlands.

Former Constable in the QPS and AFP member Sandra Mary West-McInness, Hervey Bay

Former member of the Australian Federal Police

Ian West-McInnes, Hervey Bay

Former Sergeant Bernard Ross Krueger, Ipswich

Former Chief Inspector Victoria Police John McKellar Blackwell, Mackay-Whitsunday

Former Superintendent Tonya Roxanne Carew, Gympie

Former Sergeant William Garth Applebee, Bundaberg

Former Constable Carol Lee Thorne, Logan-Beenleigh

### NEW ASSOCIATE MEMBERS

Sylvia Egan, spouse of Senior Member Jim Egan, Sunshine Coast

Susan Jane Markwell, partner of new member Paul David Oates, Redlands

Dianne McCrae, widow of late member John McCrae, Ipswich

Diane Miller, partner of member Keith Miller, Near North Coast

Gail Ruth Feldman, partner of member Bill Feldman, Near North Coast

Diana May Crompton, partner of member Lyle Crompton, Sunshine Coast

James Paton, Volunteer in Policing, Mackay-Whitsunday

Kevin Lesley Lewis, former Chaplain, Gympie

Valmai Lesley Wallis, partner of Veteran Member

Jock MacDonald, Redlands

### QRPA Certificates

#### Veteran Member

(>75yrs & 10yrs continuous financial membership) –

- Alfred Victor Burgess, Hervey Bay
- Adrian Richard Hall, Redlands
- Roy Leslie Moore, Bundaberg
- Neville John Hackett, Gold Coast
- Peter Hardy, Townsville
- Robert George Sawford, Logan-Beenleigh
- John William Cooper, Darling Downs
- John Frederick Johnson, Gold Coast
- Arthur Alan Lane, Darling Downs
- Shane Anthony Moss, Gympie

#### Senior Member

(>65yrs & 10yrs continuous financial membership) –

- Colin Stanley Thorne, Logan-Beenleigh

#### Veteran Associate Member

(>75yrs & 10yrs continuous financial membership) –

- Jennifer Ann Johnston, Van Diemen's Land
- Trevor Leslie Maytom, Gladstone

#### Senior Associate Member

(>65yrs & 10yrs continuous financial membership) –

- Helen Rose Young, Gladstone

## 90 and over

- Clarence August Blissner, Sunshine Coast, 90 on 1 August 2020
- Vincent Joseph, Bye, Townsville, 94 on 8 August 2020
- Ailsa Joy Collins, , Hervey Bay, 90 on 30 August 2020
- Leonard Trevor Elthrington, , Ipswich, 90 on 29 August 2020
- Kevin William Monaghan, , State, 98 on 6 August 2020
- Ronald George Youels, , Gold Coast, 90 on 18 August 2020
- Thomas Richard Young, , Rockhampton, 92 on 31 August 2020
- Othello Dempsey (Boyd) Barratt, Gold Coast, 96 on 12 September 2020
- Clyde Wilkie Dixon, State, 91 on 30 October 2020
- Joan Ehlers, Redlands, 90 on 29 October 2030
- Bernard Barry Ingham, Redlands, 90 on 15 October 2020
- Horace Connor Robertson, 91 on 23 October 2019

## OBITUARIES – May they Rest in Peace

### Members

Veteran Member and former Superintendent Benjamin Harold Robertson, 25.07.2020, aged 88 years

Life Member and former Senior Sergeant Michael Patrick Ring, 05.08.2020, 97 years

Life member and former Sergeant 2/C Douglas Richard Levingston, 16.08.2020, 95 years

Veteran member and former Inspector Graeme Stewart Trost, 01.09.2020, 79 years

Life Member and former Superintendent Graham Roland Hohenhaus, 04.09.2020, 82 years

Life Member and former Superintendent Harold Francis (Frank) McCosker, 09.09.2020, 97 years

Member and former Detective Senior Constable Leslie John Kerr 11.09.2020, Aged 65 years

Member and former Sergeant 2C Edward (Ted) William Hogan on 13.09.2020 aged 88 years

Member and former Senior Sergeant David Leslie Joachim, 17.09.2020, aged 62 years

Life Member and former Inspector Albert William Crawshaw, 25.09.2020, aged 95 years

Member and former Senior Sergeant Warren John Haupt, 01.10.2020 aged 81 years

Veteran Associate Member Marion Dorothy Barrington, 10.09.2020, aged 91 years

### Non-members

Former Sergeant Brian Aubrey Schomberg 07.07.2020

Former QPS officer Herbert Brian (Brian) Weedon 05.07.2020, aged 77 years

Former Senior Constable Daryl Willis Bowes 19.06.2020, aged 70 years

Former Victorian Sergeant Laurence Michael McGrath, 22.07.2020 aged 77 years

Former Detective Superintendent Murton Charles Butler, 03.08.2020; 82 years

Former Constable Lionel Desmond Soar, 04.08.2020, 86 years

Former Police Officer Stanley Charles (Stan) Rossow, 08.09.2020, aged 79 years

Former QPS officer Raymond Walter (Wally) Anderson, 12.09.2020 aged 87 years.

Former Assistant Commissioner Donald James Mercer, 08/10/2020

### Family

Joan Bick, wife of former Bundaberg Branch Member Sel Bick, 23.07.2020

Helen McIntosh, wife of former Det Sen Sgt Ted McIntosh, 30.07.2020

Nicole Sherree Neville, daughter of our Townsville branch members Brian and June Weston, 01.08.2020

Coleen Rhona McMahon, wife of former Assistant Commissioner Terrence Peter McMahon, 12.09.2020



*Vern Walker being presented with his Veteran Member Certificate by State President Greg Early.*

## AROUND THE BRANCHES

### BUNDABERG

The annual general meeting and monthly meeting were held on 31 July 2020 at the Bundaberg RSL Club. Bill Larkman conducted the election of officers with the following result: President – Grannie Pearce, Vice President – Julie Sharpe, Treasurer – Chris Sidey, Secretary – Rowan Bond, Assistant Secretary – Mary Waugh, Newsletter Editor – Bill Larkman, Welfare Officers – John Read and Mary Waugh and Bowls Co-ordinator – Jack Field. Bob Hayes announced at the meeting that he and Cherrol would be leaving Bundaberg and living with their youngest daughter Debbie in Burpengary. Welfare: Ian Hargrave had a melanoma removed from his nose. The first skin graft didn't take so a second one was required. Unfortunately, that one also failed to take so he now has several months of natural healing. General business: President Grannie mentioned that the Bargara Bowls Club was a no-go still. However, it is expected that the problems will be overcome so that the Branch will be able to conduct the Legacy Bowls Day there next year. Meeting held on 28 August 2020: Welfare: Mary Crook has now moved to Ipswich closer to family. Gordon Storer is going well now, Carl Osterlund was recovering from his surgery, Cec Austin had good results with his tests. Jenny Mergard has had surgery. John Reed has had a hip operation. Ken Strohfeldt is now in Toowoomba and is going OK after his recent bout of ill health. Renata Dawson had surgery on her foot after it was run over by a car. Keith and Margaret Lipp were going well. Meeting held on 25 September 2020. The following attended the Bundaberg NPRD service: John Lewis, Steve Allen, John Francis, Mick Harvey and Muriel Robb. Planning is well advanced for the annual luncheon to be held on 2 December 2020. Next meeting: 30 October 2020.



## GOLD COAST

Annual and general meetings held at the Currumbin RSL Club on 4 August 2020. Don Braithwaite chaired the annual general meeting with the following result: President – Russell Robertson, Vice President – Colin Sullivan, Secretary – David McNamara, Treasurer/Social Secretary – Neil Raward, Protocol Officer – Des Sorensen and Welfare Officers – Russell Robertson, Colin Sullivan and Murray Underwood. It was resolved to donate \$100 to the Queensland Police Legacy Scheme. Don Braithwaite thanked members for their support after his wife Pam passed away in March. He also spoke about the loss of his great mate, Bob Gillespie. Russell Robertson's balance issues are slowly improving. Meeting held on 1 September 2020 at the Currumbin RSL Club. Seventeen members attended the August social get together at the Lone Star Tavern. There was no NPRD Service this year due to Covid-19 restrictions. A combined Branch annual/Christmas luncheon will be held at Quality Inn, Lone Star Tavern, on 11 December 2020. A memorial service for Ross Beer was held on 15 September 2020 at St Anthony's Church, Kingscliff. Meeting held at Currumbin RSL Club on 6 October 2020. The next social get together will be held at the Paradise Point Bowls Club on 29 October 2020. Annual luncheon will be held on 11 December 2020 at the Mermaid Waters Hotel. Welfare: Neil Raward is hoping to be accepted into a cancer treatment trial in Brisbane. Guest speaker: Acting Inspector Ben Nielsen. Next meeting: 2 November 2020.

## GYMPIE

The annual and general meetings were held at the Tin Can Bay Country Club on 29 July 2020. Special visitors: Police Chaplain Matt Govan and retired Police Chaplain Kevin Lewis who later was the guest speaker. Keith Bunkum chaired the AGM. The result of the election of officers follows: President – Laurie Pointing, Vice President – George Moczynski, Secretary – Veronica Kane, Treasurer – Annabell Andrews, Welfare Officers – Gympie – Norm Breen and Tony Barton and Tin Can Bay – Annabell Andrews. President Laurie Pointing thanked outgoing Secretary Chris Sane for his excellent work as Secretary for the past two years. Welfare: Peter Eiby, who attended the meeting, is doing OK. Contact was made with Landes Crosby, Rex Allison and Colin King. The outing on the Gympie Rattler was held on 21 October 2020. President Laurie presented Gary Cotterill with his Senior Member Certificate. It was resolved to donate \$400 to the Queensland Police Legacy Scheme. Guest speaker: Kevin Lewis, who spent several years as a Police Chaplain in North Queensland, provided a very informative speech in relation to his time in the banking industry and with the church. The annual luncheon was held on 26 August 2020 at the Gympie Southside Bowls Club. Sixty persons attended. Members from Brisbane, Redlands, Sunshine Coast, Hervey Bay and Bundaberg attended. Local state member Tony Perrett attended and spoke of his continuing support for police officers, both serving and retired. State President Greg Early updated attendees on the overall performance of the QRPA. Director of QBank, Paul Wilson, spoke on the performance of QBank and the assistance which is available for members of the QPS and retired police officers. Gympie Patrol Inspector Pat Swindells represented the Commissioner, Katarina Carroll, and spoke on technology which is assisting officers in their fight against an increasing crime rate. Sharon O'Brien represented her husband, Llew, former Police Officer, member of the QRPA and Federal Member for Wide Bay. The guest speaker was Dan Murdoch,

former Queensland police officer and now the proprietor of his own company centering on the identification of individuals and companies manufacturing and selling counterfeit medicines on a worldwide stage. He captured the attention of the audience with an in depth overview of his day to day operations. He described himself as possibly the oldest undercover agent in Australia. Meeting held on 7 October 2020 at the Country Club, Tin Can Bay. Welfare: Rex Allison, now 96, is not expected to attend meetings in future. Recently he was presented with a medallion commemorating 75 years since the end of World War 2. Arthur and Ester Jamieson have not improved but they seem to be enjoying life as it is at Narangba. President Laurie Pointing recently returned from a trip to the Northern Territory for most of September. The trip on the Gympie Rattler was held on 21 October 2020. Next meeting and Christmas function will be held on 9 December 2020.

## LOGAN-BEENLEIGH

Meeting held on 17 September 2020: Our September meeting was well attended with thirty-one members and it was pleasing to see. Our guest Speaker for the day, Matt Foots from Digital Edge Security, gave an interesting talk on home security and the need for same. We could say we gained one and lost one. Bob McLagan has transferred to the Sunshine Coast due to him moving to Bli Bli and Lee Thorne, wife of Col, joined our ranks. Best wishes go to Bob and welcome to Lee. The tenth annual general meeting and general meeting were held on 15 October 2020. The election of officers resulted as follows: President – Gerry Stevens, Secretary – Terry Ahearn, Treasurer – Col Thorne, Vice President – John Ellsworth, Welfare Officer – Eileen Riley and Raffle Co-ordinator – Annette Ahearn. Col Thorne replaced John Enright who had been Treasurer since the Branch was founded on 11 February 2010. We thank John for his tireless work and commitment as Treasurer and wish him well. We are all looking forward to the new year and thanks to members for their continued support, particularly those who attend our meetings. Our October general meeting was well attended by thirty-six members and it was again pleasing to see compliance with Covid rules. Our guest speaker for the day, Evonne Chow from Evonne Chow Podiatry, gave an interesting talk on podiatry and related matters. Due to no formal services being held this year for National Police Remembrance Day, our Welfare Officer Eileen Riley arranged a morning tea at the Meadowbrook Golf Club on 29th September. Twenty-two members attended and, after a short presentation by Eileen about the significance of the day, four particular officers were recognised by Gerry Stevens: Constable Robert Alexander 21 May 1926, Sergeant First Class Theodore Herman 28 March 1950, Constable Vincent Hennelly 22 August 1980 and Sergeant Dan Stiller 1 December 2010. As our meeting raffles are back on, we ask for members donations for prizes. Keep well and remember With Honour We Served. Next meeting: 19 November 2020. *(Terry Ahearn, Secretary)*

## SUNSHINE COAST

The Branch held its annual and general meetings on 28 July 2020 at the Headland Golf Club. President John Walker gave a special welcome to Barrie and Muriel Johnson and Jean Coggill and Karen Salisbury for her first meeting since joining the QRPA. The result of the election of officers follows: President – John Walker, Vice President – Dick Turpin, Secretary – David Betts, Treasurer – Roly Dargusch, Welfare Officer – Margaret Williams and Cop This Editor – Narelle Walker. President John Walker presented Bill Gittoes with his Senior Member Certificate.

Sylvia Egan's application to become an Associate Member was recommended for approval. Meeting held on 25 August 2020: Editor of Cop This, Narelle Walker, has gone to live and work in Boulia but will continue to edit Cop This. Roly Dargusch, Terry Sharry and John Fox attended the Gympie annual luncheon on 26 August 2020. An application to join by Di Compton, wife of member Lyle, was recommended for approval. Guest speaker: Rick Harvey from Beyond Blue. Meeting held on 22 September 2020: Welfare: Updates were given on the health of John Bosel, Tom Strain, Trevor Chalk, Horrie Robertson, Graham Kassulke and Dave Betts. The following represented the Branch at the NPRD service held at the Kawana Surf Life Saving Club: Chaplain Matt Govan, John Walker, Dick Turpin and Kev Darch. Planning is well advanced for the Christmas luncheon on 24 November 2020. State President Greg Early mentioned the following about recent deceased members: Graham Hohenhaus who was instrumental in having the Police Wall of Remembrance built in Toowoomba; if you do a Google search on former Superintendent and Life Member Harold Francis McCosker you will find an extensive account of his history particularly as a soldier in the second world war and beyond; and Ben Robertson who was prominent in the former Legal and Training Section, particularly in the compilation of lectures which were sought after not only by police officers but also members of the legal fraternity. Next meeting: 27 October 2020.



*Sunshine Coast President John Walker presenting Bill Gittoes with his Senior Member Certificate.*

### SOUTHERN DOWNS AND GRANITE BELT

The annual general meeting was held in the function room of Café Jackie's at Warwick on 21 August 2020. Several members, including President Laurie Bell, could not attend due to the closed border with New South Wales. The election of officers was conducted by Sergeant Shane Reid, Warwick Police, with the following result: President – Laurie Bell, Vice President – Tim Battle, Secretary – Monica O'Mara, Treasurer and Assistant Secretary – Kristine Grayson, Assistant Treasurer – Susan Burgess, Welfare Officers – Warwick (Yvonne Reid and Monica O'Mara), Stanthorpe (Tim Battle) and Tenterfield (Laurie Bell) and Newsletter Editor – John Maher. New members are: former Inspector Brian Cannon and his spouse Jill, former Senior Sergeant Richard O'Dell and his spouse Gail and former Senior Sergeant Robert John Platt. Next meeting: 6 November 2020 at the Tenterfield Golf Club (venue may have to be changed).

### ROCKHAMPTON

The annual and general meetings were held on 5 August 2020 at the Frenchville Club. The election of officers was conducted by Bob Moore with the following result: President – Barry Self, Vice President – Bob Moore, Secretary – Dennis Smith, Treasurer – Carolyn Tomlin, Assistant Secretary/Treasurer – Ernie Benson, Welfare Officers – Terry Connolly and Barry Self (Rockhampton area) and Cavill Heywood, Tom Young and

Graham Weeks (Yeppoon area). Barry Self has been President for 26 years. President Barry gave feedback on the BBQ at the beach on 15 March and the memorial service on 20 July 2020 to commemorate twenty years since the murder of Senior Constable Norm Watt. Meeting held on 2 September 2020: Vice President Bob Moore chaired the meeting in the absence of President Barry Self who was undergoing treatment for the removal of a suspected sun cancer on his left lower leg. A service was held at the memorial next to the Rockhampton Police Complex on 12 September in lieu of the Wall to Wall Ride to Canberra. The Queensland contingent rode to Rockhampton for the service. Meeting held on 7 October 2020: It was resolved to hold a BBQ at the Cockscumb Veterans Bush Retreat on 18 October 2020. President Barry self advised that the NPRD service was attended by Dennis Smith, Cavill and Gloria Heywood and himself. The annual dinner will be held on 23 November 2020. Next meeting: 4 November 2020.

### FAR NORTH QUEENSLAND

The annual and general meetings were held at the Mountain View Hotel, Little Mulgrave, on 24 July 2020. A special welcome was given to Chief Superintendent Brian Huxley and Innisfail Chaplain Will Spann. The result of the election of officers follows: President - Mal McKaskill, Vice President – Vacant, Secretary Brigitte McKaskill, Treasurer Allan Dredge and Welfare Officer Brigitte McKaskill. Welfare: Brigitte McKaskill and Allan Dredge continued visitations to members. Ashley Snook is recovering well from a facial injury. Chief Supt Brian Huxley presented Graham Jonsen with the National Police Service Medal and the Queensland Police Medal. He provided an overview of the history surrounding these medals and provided Graham with a copy of his service history. The Chief Superintendent gave an overview of police operations in Queensland and also in the Far North. Jock MacDonald has transferred to the Redlands Branch. Meeting held on 28 August 2020 at the Yungaburra Hotel. President Mal McKaskill gave a special welcome to Acting Chief Superintendent Chris Hodgman and John Cran, Treasurer of the Townsville Branch. Welfare: Brigitte McKaskill Regave an update on Gloria Coogan and also on Ashley Snook. Acting Chief Superintendent Chris Hodgman provided members with a COVID response update in his role as the District Disaster Coordinator for Cairns. Meeting held on 25 September 2020 at the Bungalow Hotel, Cairns. President Mal McKaskill gave a special welcome to Assistant Commissioner Brett Schafferius and Inspector Russell Rhodes. Welfare: Ashley Snook hopes to attend the next meeting/lunch. Bob Adamson was having further tests and visitations have continued. Assistant Commissioner Schafferius gave an update on the Northern Region which he said would once again split into the Far Northern and Northern Regions. He explained that in the project to develop the split for the two regions population flows were looked at to determine the final outcome. The date of the Christmas lunch has been changed to 4 December 2020 in the Madison Room, Red Beret at Redlynch. Meeting held on 23 October 2020 at Obi's Restaurant, Mareeba. President Mal McKaskill welcomed all to the meeting with a special welcome being given to Inspector Russell Rhodes, Sergeant Dave Raymond and Senior Constable Glen Buckle (both from the Cairns Dog Squad) and Police Chaplain Doug Foster. Welfare: Bob Adamson was having knee surgery on the day of the meeting. Guest speakers: Sergeant Dave Raymond and Senior Constable Glen Buckle along with Drug Dog PD Radar who is



trained to detect hard drugs, firearms and large quantities of cash. The Squad comprises five Dog Handlers and seven police dogs, some of which are general purpose dogs. Christmas function: 4 December 2020 in the Madison Room, Red Beret at Redlynch.



Chief Superintendent Brian Huxley presenting Graham Jonsen with the National Police Service Medal and the Queensland Police Service Medal.



Sgt Dave Raymond & S/C Glen Buckle with PD radar gave an interesting presentation on the capabilities of the Dog Squad to QRPA members.

## MACKAY-WHITSUNDAY

Meeting held on 15 August 2020 at Souths Suburban Bowls Club in lieu of the meeting planned at Brisk Bay. (Deb Hillier had advised previously that due to ill health she could not guarantee she would be well enough to host the Brisk Bay meeting). President Bob Maher presented a Veteran Member Certificate to Barry Downs. Meeting held on 19 September 2020: President Bob Maher gave a special welcome to new members John Blackwell and Jim Paton as well as guest speaker Chris Bonanno. Stu Halls reported on progress with the fire-pit which is going to be used as a raffle prize at the annual luncheon or at Christmas. President Bob congratulated Bev Houley on being made a Life Member of the QRPA and members present responded with a round of applause. Eight members indicated they would attend the NPRD service in St Patricks Church. President Bob Maher presented a Veteran Associate Member Certificate to Patricia Gray and a Senior Associate Member Certificate to Thele Downs and Maren Sologinkin (accepted by her husband Doug). Welfare: Barry Downs advised since last meeting he had been in contact with members Bob Maher, Col. Duncan, Tony Wynne, Merv Fisher, Arthur Brookes, Debbie Hillier and Michelle Sheehan. Ray Hodgson had surgery in Mackay Base Hospital on 10 September and was later transferred back to Proserpine Hospital. Member Doug Sologinkin, who is recovering from recent surgery, thanked Barry and Dennis for visiting him and those members who had wished him well. Guest speaker: Chris Bonanno, who is a committee member of the Mackay Crimestoppers and President of the RAAG Group which focuses on road safety

and improvement of major roads. He is also passionate about reducing crime and making Mackay a safer place for future generations. Annual luncheon held on 16 October 2020 at Souths Suburban Bowls Club: Thirty seven persons attended. Special guests were: Mackay Regional Council Mayor, Greg. Williamson, Supt Glenn Morris, Inspectors Ian Haughton, Bruce Duck, Mick Searle and Nathan Blain as well as QBank Director Paul Wilson. Superintendent Morris mentioned new boundaries for the Central Police Region and the return to District Officers of the control of various sections. Mayor Greg Williamson spoke of the support he had received from the QPS through Superintendent Morris and his officers. Paul Wilson indicated how QBank was assisting those members who were experiencing difficulty and also about its continuing support of the QRPA and various police related sporting and community groups. On behalf of the State Management Committee, Paul presented Bev Houley with her life member plaque and gold badge in recognition of her sterling efforts over many years on behalf of the Branch. Bev's award was acknowledged with a round of applause. Next meeting: 21 November 2020.



President Bob Maher, QBank Director Paul Wilson, Supt Glenn Morris, Bev Houley, Mayor Greg Williamson and Secretary Dennis Hansen at the October luncheon.

## IPSWICH

The annual and general meetings were held on 13 August 2020. Guests were: Assistant Commissioner Mike Condon and Sergeant Karen Rasmussen from the Toowoomba Regional Office. The result of the election of officers follows: Chairman Ken Morris, Deputy Chairman John Hawkins, Secretary-Treasurer Ken Martin, Welfare Officer John Hawkins, Assistant Welfare Officer Len Yarrow, Newsletter Editors Maxine and Mal Renouf and Raffle Co-ordinators Matt and Elaine Dale. Ken Martin said the following when he spoke in support of the following motion which he proposed – That an Ipswich Police Widows Co-ordinator be appointed - For far too long, we, as a group, have neglected to address the issues and needs of police widows in the Ipswich Police District. The appointment of a co-ordinator will close that gap and provide support, where needed, from our organisation. The motion was seconded by Bruce Raymond and carried. From general meeting: Welfare report by John Hawkins: Matt and Elaine Dale are recovering slowly following their recent operations. Dan Brown was recovering from his knee operation. Bill Hayden spent a short time in hospital and is now recovering at home. General business: Chairman Ken Morris presented Matt Dale with his Veteran Member Certificate. Matt Dale publicly thanked Welfare Officer John Hawkins for the wonderful support he and Elaine received during their hospitalisations. Assistant Commissioner Mike Condon gave a very timely and interesting overview of the policing response to the Covert-19 border closures.

He was ably supported by Sergeant Karen Rasmussen. The visual and verbal presentation was exceptional and provided an insight into the difficulties of such a mammoth operation. On 10 September 2020 the life of former Senior Sergeant and former President John Andrew McCrae was celebrated at Brothers Leagues Club. Speakers were Bruce Raymond, who was Chairman, President Ken Morris, Bob Atkinson, Ross Barnett, Greg Early, Police Chaplain Geoff Baills and Inspector Keith McDonald. John's widow Di was presented with John's Certificates of Service by Greg Early and Inspector McDonald. President Ken Morris outlined the role of the Ipswich Police Widows Co-ordinator, which is a new initiative of the Branch, and named Di McCrae as the first appointee to the position. A sumptuous morning tea preceded the ceremony and at its conclusion all present were invited to have a drink on John. Meeting held on 8 October 2020: Welfare: Joy Raatz was recovering at home after spending 12 days in St. Andrews with an infected leg following surgery. Ken Farquharson is now able to receive visitors at St. Mary's Nursing Home. Graham Broom was contacted and is recovering slowly. Myrle Horne has been hospitalised. Reen McIntyre was recovering at home following a serious back operation and a long stint in the P.A Hospital. Trevor Eltherington doing it tough and plans for a visitation are under way. Widows Co-ordinator: Di McCrae made contact with several of the ladies and plans to meet in November for a morning tea. Di is going to present each lady with a small gift and inform them of the Christmas luncheon at no cost. Members have been invited to visit the Bob Atkinson Operational Capabilities Training Centre at Wacol on 12 November 2020. This visit will take the place of the normal meeting. Guest speakers: Julie-Anne Wells, Ipswich Home Assist Coordinator, who spoke on the terms, condition and eligibility for Home Assist Services. The second speakers were John Grant and Dave Cullen. John is Director of Arrow Consulting and spoke on the driver training programs in Queensland. Dave, as Director of Ipswich Pro Drive Driver Education, spoke on positions available within his organisation for driving instructors. He is canvassing retired police to join Pro Drive as instructors and is available on 0400 777 890. Next gathering: Visit to Wacol on 12 November 2020.



*President Ken Morris presenting Matt Dale with his Veteran Member Certificate.*

## TOWNSVILLE

Meeting held on 2 September 2020 at Carlyle Gardens Restaurant. The Welfare Officer, Gordon Thomas, informed the meeting that he and Ian had visited Gordon Schultz in the Townsville Mater Hospital on several occasions and at that time he had returned to his home in Ingham; also they had visited Life Member Rose Goffin in the Mater Hospital. A special get well card made by Secretary John Urquhart and signed by all present was presented to husband Stan to give to her with their best wishes. Meeting held on 7 October 2020. President Merv Johnston gave a special welcome to Rose Goffin and

Margaret Butterworth. He also introduced Senior Sergeant Robbie Nalder, officer in charge of the Townsville Traffic Branch. Welfare: Gordon Thomas advised he had no reports of members being unwell and he acknowledged that Rose Goffin was in attendance after her spell in hospital. Secretary John Urquhart advised Laural Angus was having trouble with her hip; also he had been advised Brian Hooper was still having trouble with his balance. President Merv presented Peter Hardy with his Veteran Member Certificate. Guest speaker: Senior Sergeant Robbie Nalder gave an excellent and interesting talk in relation to his time in the Police Service, the positions he has held and his view of the future of traffic policing in the Townsville District. Members who attended the Townsville NPRD service held at the Ryan Catholic School Community Centre included Trevor Errington, Brian Bensley, Linda Janetzki, John Cran and Merv Johnston. The annual Christmas function will be held at Carlyle Gardens Restaurant on 2 December 2020. - Next meeting: 4 November 2020.



*President Merv Johnston presenting Life Member Vince Bye with his 94th birthday card.*



*President Merv Johnston presenting Jill Hardy with her Veteran Associate Member Certificate.*

## GLADSTONE

Meeting held on 5 August 2020 at the Harvey Road Tavern. Junior Vice President Neil Coleborn chaired the meeting. Welfare: Keith McCann presented the welfare report advising that since last meeting there was no change with Val Caterson's condition, Graham Cousins was still having trouble with his knee and Dena Wisniewski-Cousins was still in Brisbane with her daughter for a couple of weeks following her hospitalization. Mike Ball reported that he has oncology and heart specialist appointments in October, is going OK except for severe arthritis and bursitis pains. John Sayre was elected Branch Welfare Officer. Meeting held on 2 September 2020 at the Club Hotel, Gladstone. Glenn Churchill was elected Branch President. The Branch Treasurer position was held over until the next meeting. Welfare: John Sayre advised Keith Allan is doing well at present, Carmel Buch is well, Max Mienert is going OK but does not venture out very much at present. Jim Winn is up and down with his feelings at the moment but otherwise is doing well. Sharon and John Noy are doing well.



John was not able to contact Zoe Mortimer. He is going to try and visit Ann Vidler at Bindaree. Peter and Helen Vale are doing well. Graham Cousins advised his leg is slowly getting better. Glen Josefski is still doing well. Glenn Churchill presented Trevor Maytom with his Veteran Associate Member Certificate. Members discussed protocols for inclusion of names on Police Honour Rolls of Officers who have committed suicide as a result of their police service related post traumatic stress disorder (PTSD). Meeting on 7 October 2020 at Millenium Esplanade, Tannum Sands: David Thomas was elected Treasurer. Welfare: John Sayre advised he had spoken to Ann Vidler, who is in lockdown, and she is going OK, that John Meiers is also going OK, Dave Thomas has recovered from his sickness and he spoke to Zoe Mortimer with the aid of a nurse because she cannot hear very well. Glen Josefski is doing well and is back walking for exercise. Discussion ensued about new shirts with the QRPA logo on them. The 9 December 2020 meeting will be a Christmas luncheon in lieu of the annual luncheon. Next meeting: 4 November 2020 at Gladstone Bowls Club.



John Sayre, Darryl Saw, Keith McCann, Neil Coleborn, Denis Connolly, Trevor Maytom (holding certificate) and Glenn Churchill.

### DARLING DOWNS

Meeting held on 13 August 2020: As a result of inquiries by members and discussion at the meeting, it was resolved to conduct future meetings at Club Toowoomba. Several members attended the funeral service for Mick Ring. Two more plaques – for Ken Leane and Mick Ring – are to be added to the Memorial Wall. Meeting held at Club Toowoomba on 10 September 2020: Welfare: Ian Hegarty is going OK but prefers not to venture out too much on account of risks associated with the Corona virus. Mention was made of a significant diagnosis suffered by the daughter of late member Adrian Zorzi. Mention was made of the possibility of a memorial day for the late Graham Hohenhaus. President John Sullivan reported on the funeral service for Graham Hohenhaus which was held on the same day as the meeting. A partners' meeting was held on 8 October 2020. Welfare: Ian Hegarty has had a number of melanomas removed from his back. Action is being taken to ensure all members have completed a funeral request form. Next meeting: 12 November 2020.



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

### NEAR NORTH COAST

Meeting held on 17 August 2020. Discussion ensued about the possibility of having a meeting on a weekend to cater for members who were unable to attend during the week. Unfortunately it was possible to obtain a suitable venue for this year's annual luncheon. Welfare Officer Allan Hawkins reported on welfare issues involving Norm Wesener and Gerry Morgan. Meeting held on 19 October 2020 at Crockatt Park, Woody Point. Attendance was 16 members and 15 apologies. The meeting was chaired by Vice President Allan Hawkins in the absence of President John O'Gorman. The transfer of Kevin Ramm from the Brisbane Branch to the Branch was approved. Beverley Schultz, wife of member Keith Schultz, was welcomed to the meeting and her application for Associate Membership was recommended for approval. Welfare: Allan Hawkins reported on medical issues involving Norm Wesener and Artie Law. It was good to see Gerry Morgan at this meeting. The matter previously raised by member Don Green in regard to a meeting on the weekend was discussed. It was generally resolved that the membership did not favour a weekend meeting but would consider having a combined luncheon/meeting at Woodford on a weekend occasionally. The necessity for a member who had not paid dues for say three years and having to pay those dues before being reinstated as a member was discussed with several suggestions being put forward. However, the relevant Rule is quite specific and State President, Greg Early, who was present indicated it would be discussed at the next State Management Committee meeting. Greg later presented Allan Hawkins with his life member plaque and gold badge. Greg mentioned how Allan had been Welfare Officer since 2009, Vice President prior to being President for five years and now Vice President for his fourth year. A sumptuous BBQ, including deserts, prepared by the ladies was enjoyed by all who attended the meeting. Next gathering: Christmas luncheon/meeting on 27 November 2020 at Sports Central in Caboolture.

### REDLANDS

The annual general and monthly meetings were held at the Redlands Sporting Club on 25 August 2020. The election of officers was conducted by Adrian Hall with the following result: President – Paul Fitzpatrick, Vice President – Paul Oates, Secretary – Eddie Gallo, Treasurer – Bernie Coleman, Welfare Officer – Ken Luskie and Raffle Convenor – Pat Priddle. Jock MacDonald was welcomed to the meeting, he having transferred from the Far North Queensland Branch. He gave a short history of his service which was mostly spent in North Queensland. Welfare: Doug McKinnon was in hospital for a minor medical procedure. Newly elected Vice President Paul Oates presented Adrian Hall with his Veteran Member Certificate. Meeting held on 22 September 2020: President Marty Fitzpatrick gave a special welcome to new members Bill Salm and Valmai Wallis, partner of Jock MacDonald. Bill gave a short outline of his service and retired life. Welfare: Alan Nicol was to undergo some more tests and Barry Ingham was home after a lengthy stay in hospital. Vice President Paul Oates gave a detailed talk about his time as a Patrol Officer in Papua New Guinea. The NPRD service was held in the Cleveland Uniting Church. Fifty persons sat in the church and a further 25 watched the service live streamed into the church hall. Chief Superintendent Bill Graham represented the Commissioner. Other senior Police Officers who attended were: Acting Superintendents Stephen Hollands and Tony Ridge, Inspectors Lindsay Kilpatrick, Michael Ede (State President of Qld Police Legacy) and Mark

Stewart, Senior Sergeant Steve Graham, OIC Redland Bay and Acting Senior Sergeant Terry Mayocchi, OIC Clefeland. Other dignitaries included: Kim Richards MP and Mark Robinson MP, Councillors Paul Bishop, Wendy Boglary, Peter Mitchell, Lance Hewlett and Adelia Berridge. Also in attendance were the OIC of the QAS, Capalaba, Paige Harris, and the OIC of Cleveland QFRS, Michael Gresty. (OIC QATB Capalaba), Michael Gresty (OIC Cleveland Qld Fire and Rescue Service. Great credit has been given to Secretary Eddie Gallo for organising the service which is the only one arranged by a Branch of the QRPA. Next meeting: 27 October 2020.



Adrian Hall receiving his Veteran Member Certificate from Vice President Paul Oates.

## HERVEY BAY

Meeting held on 15 September 2020. Guest Speaker: Superintendent Michael Sawrey, the new District Officer for the area, who introduced himself to the members and gave a brief rundown on himself and his career. He also spoke about the present situation with COVID and its impact on resources. Inspector Tony Clowes also spoke on matters of local interest. Eight members attended the NPRD service at Maryborough. It was resolved to donate a further \$500 to the Queensland Police Legacy Scheme. From President Ian Anderson: On 12 October we bid farewell to member Warren Haupt whose funeral was held at Hervey Bay. At the request of the family, a police flag, cap and a piper were organised by the Branch. On 20th October

we held our bi-monthly BBQ. On this occasion members of the local branch of the NSW Retired Police Association were invited to participate. It has been discovered that a number of our members also hold membership with this organisation. The Secretary of the NSW RPA Ken Medway has indicated a wish to join the QRPA. Next meeting: 17 November 2020.

## VAN DIEMEN'S LAND

The general and annual general meetings were held on 25 July 2020 at Tamar Valley Resort, Grindelwald. It was the eleventh annual general meeting and the fifth time the meeting was held at this Resort. The previous Executive was re-elected as follows:

President/Secretary Andy Beasant, Vice President Ian Johnston, Treasurer Jim Byrne, Committee: Phil Sharpe, Jenny Johnston (Editor), Colleen Sharpe and Craig Robertson. At the general meeting David Palmer produced glasses inscribed with a Queensland Police badge and the words 'Van Diemen's Land Branch' They are for sale at \$15 each. Meeting at Gretna Green Hotel on 4 October 2020. President/Secretary Andy Beasant presented Jennifer Johnston with her Veteran Associate Member Certificate. Applications to join by Col and Sara Boreham were recommended for approval.



Members attending the AGM/Dinner at Tamar Valley Resort, Grindelwald.

# THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family  
by immediately contacting the QPU office  
**Ph 3259 1900 (24 hours)**  
or your regional representative.

They will steer you in the right direction.



## QUEENSLAND POLICE UNION

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



# THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family  
by immediately contacting:

The QPU office Ph 3259 1900 (24 hours)  
or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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





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INTEREST



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MANAGER FOR THE LIFE OF  
YOUR LEASE



### WE DO IT ALL

FROM START TO FINISH, WE  
COVER ALL ASPECTS OF  
YOUR LEASE



### NO HIDDEN CATCHES

WHAT YOU SEE IS WHAT  
YOU GET!



### FAST SECURE CLAIM PROCESS

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**Novated Leasing Pty Ltd**

ABN 48101218731

AUSTRALIAN FINANCIAL SERVICES LICENCE: 439732

AUSTRALIAN CREDIT LICENCE: 387111

TAX PRACTITIONERS BOARD REGISTRATION: 24792339

*Please contact us for  
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#### APPROVED SUPPLIER

Statewide Novated Leasing Pty Ltd ("Statewide") is an approved supplier under the Queensland Government panel arrangement Novated Leasing Services QGP0026-16. From 7 November 2016, all Employees who wish to access a motor vehicle using a novated lease must use one of the approved Salary Packaging Novated Leasing Panel Suppliers to arrange, organise and manage the lease. The novated lease will continue to be administered through the Salary Packaging Administrator.

**Queensland Government Disclaimer:** The implications of salary packaging a motor vehicle through a novated leasing arrangement, including tax savings will depend on your individual circumstances. The information in this publication has been prepared by Statewide Novated Leasing for general information purposes only, without taking into consideration any individual circumstances. Before acting on any information or entering into a novated leasing arrangement, you should consider your objectives, financial situation and needs, and, take the appropriate legal, financial or other professional advice based upon your own particular circumstances. **The Queensland Government strongly recommends that you obtain independent financial advice prior to entering into, or changing the terms of, a salary packaging arrangement.**