

# POLICE

CHRISTMAS 2022

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



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## COVER STORY

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## AHOY SANTA

Members of Brisbane Water Police and Dive Squad share some Christmas joy with community groups and charities during the festive season. The unit is anticipating a busy festive period as people return to recreational boating without COVID restrictions.

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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General President, Industrial Manager, and  
Legal Manager are ex-officio members of all  
committees.



## IAN LEAVERS

**The Commission of Inquiry came back with a very clear message for the Police Commissioner Katarina Carroll 'pull up your socks' and get on with responding to crime and being a leader the 12,500 Police in this State can follow with confidence.**

Many of the Police I spoke to after the Commissioner's performance in the evidence box left them feeling like the hard working officers who get on with the job every day were let down, and even more believe the frontline was 'thrown under the bus' in the Commissioner's attempts to deflect criticism.

The Premier Anastacia Palacchuk and I had a very frank discussion the day the Commission findings were made public and I was left in no doubt Commissioner Carroll has been given two years to radically improve her performance.

**"I wont step away from pushing for legislative change around domestic violence laws."**

The Premier and I also agreed morale amongst the QPS is very low and as a result Commissioner Carroll should focus on policing, making some impact on juvenile crime and supporting frontline police who deal with domestic violence paperwork and victim protection. It's time for Commissioner Carroll to leave the reform to Deputy Commissioner Steve Gollschewski.

I wont step away from pushing for legislative change around domestic violence laws.

There are ways to make it more efficient for Police so they can protect victims, serve orders and continue to answer calls for service rather than spending four hours of every shift on one DVF matter. How about using the benefits of technology, like QR codes for the endless paperwork that needs to be served on alleged offenders, making body worn recorded statements at the scene admissible?

There's a real opportunity here with Deputy Gollschewski to create incredibly smart, logical reform. I have no reason to doubt that he will listen to my advocacy and act promptly as he is reporting directly to the Police Minister and Attorney General with his proposed processes. We know both Ministers want to see improvements and value effective leadership.

The QPU however will not accept or support the Commission of Inquiry recommendations 68 to 73 proposing a complete change to the internal QPS discipline system overseen by an independent civilian.

The current system was designed as a collaboration between the Crime and Corruption Commission, the QPS and QPU. It is robust and can be a very good process if administered correctly.

LMRs were maligned during the Commission of Inquiry however it's a system that is very successful and produces results when it's used properly because it is educational. Don't scrap it because those who were supposed to oversee it failed through their own maladministration.

Ninety eight percent of police are doing the right thing every single day by the people they interact with while on duty and by their colleagues.,

There is no place for appalling behaviour, misogynist activity or racial slurs in a workplace. No-one deserves to feel uncomfortable when they are on shift due to the behaviour of others. I see no future for those responsible of this behaviour in our organisation or any other.

Many of the allegations raised in the Commission of Inquiry have been dealt with, and I do not believe someone should lose their job for a single stupid comment or face double jeopardy if the matter has been dealt with.

The QPU will always provide support for those members who feel their workplace has become untenable, the first step however is speaking up. Assistance in any form cannot be initiated through us or any other support agency unless you start a conversation.

### EB10

I truly believe the latest EB is the best deal ever put before Police in Queensland.

It's obvious you backed it in as well with nearly 100% support from those who voted accepting the offer and sending a clear signal the benefits are appreciated and will assist our members with current cost of living pressures and their retirement.



There's a lot of work that goes into creating an Enterprise Bargaining Agreement, years in fact and it can generate anguish along the way but also great satisfaction when it comes to fruition.

I'm proud to have lead the QPU team and I'm thankful for Vice President Shane Prior and Industrial Manager Mick Barnes who took a very prominent role in ensuring our membership wherever they were in Queensland had the opportunity to ask questions about what impact EB10 would have on their own circumstances.

The new pay rates and first of the back pay will be in your bank accounts in time for Christmas with more calculations being done to deliver further back pay on allowances early into 2023.

Now that EB10 has been certified, it's important to note the first pay rise of 4% on base pay is effective from July 1, 2022, July 1, 2023 will again include another 4% on base pay following with 3% on July 1, 2024. I believe it's important you now seek independent qualified financial advice on the impacts this may have on your tax and other obligations.

Every two years the QPU will fund members the opportunity to meet

and establish a plan with a certified financial advisor. This benefit to the value of \$200 is refundable with the presentation of a receipt and confirmation the meeting occurred.

The helpful staff at the QPU can assist in processing this entitlement for you.

You know an EB deal is good when every other jurisdiction in Australia and New Zealand are calling asking for the detail and in awe of what we have achieved for our members. The QPU EB10 is probably going to be the framework for others to follow.

This is not only a stand out EB for the Pacific Region but also worldwide. The QPU is confident no other Police Union or Police Association internationally has produced so many benefits for it's members.

#### CHRISTMAS

I wish all QPU members a safe and enjoyable Christmas. Not everyone will be in a happy place emotionally due to a range of factors, so I ask you to check on your mates and remember it's not weak to speak. It's why the QPU invests heavily in Blue Hope, it's run by cops for cops and is independent of the QPS.

Anyone working over the festive season knows it can be a challenge, if it's your first couple of years in the

job watch and learn from those around you. Our people are the best at what they do and will do everything they can to keep you safe. Rely on your training and skill set.

When you are away from the job really enjoy the time with loved ones.

I look forward to working with you all during 2023.

#### Ian LEAVERS

General President & CEO

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## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



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SHANE PRIOR

**As we all know, our superannuation is money set aside for our retirement.**

The Government, through the Queensland Police Service as our employer pays a contribution on your behalf into a nominated super account.

As you know, this is in addition to your salary or wages.

**SUPERANNUATION CONTRIBUTIONS**

Under Commonwealth legislation, employers must pay a minimum of the superannuation guarantee rate times on your ordinary time earnings into your nominated super account.

Ordinary time earnings are now your salary plus all allowances which are not reimbursing expenses and excluding any earnings (including allowances) related to overtime.

(12.75%) of your superannuable salary as an employer contribution. To receive this, you need to make an employee contribution of 5%.

Contribution rates are calculated on your superannuable salary, which is your base salary plus approved allowances. Your superannuable salary may be lower than your ordinary time earnings.

You receive your employer superannuation contributions each pay period.

**YOUR EMPLOYEE CONTRIBUTION**

By default, your employee contribution is set at 5% (6% if you're a Police Officer).

\*Topped up to 10.5% of ordinary time earnings in keeping with the Commonwealth superannuation guarantee.

If your calculated employer contribution is less than the minimum required under Commonwealth legislation (that is, the superannuation guarantee rate times ordinary time earnings), your employer will make an additional contribution to ensure this minimum obligation is met.

Some Queensland Government employees may have an arrangement where their employer pays the minimum employer contribution (required under Commonwealth legislation) each pay period without requiring an employee contribution. You can check with your employer if this arrangement applies to you.

You might consider seeking independent financial advice before you change your contribution rate.

**CHANGES TO CONTRIBUTION ARRANGEMENTS**

From July 2023, the QPU has negotiated for sworn members of

**MINIMUM SUPERANNUATION GUARANTEE**

Period	Superannuation guarantee rate
1 July 2022 – 30 June 2023	10.5%
1 July 2023 – 30 June 2024	11.0%
1 July 2024 – 30 June 2025	11.5%
1 July 2025 onwards	12.0%

**QUEENSLAND GOVERNMENT SUPERANNUATION CONTRIBUTION**

By default, the Queensland Government—through the QPS— if you are a sworn QPU member, pays a higher percentage (18%) of your superannuable salary as an employer contribution. To receive this, you need to make an employee contribution of 6%.

For unsworn QPU members, the Queensland Government—through the QPS— pays a higher percentage

Unsworn Members		Sworn Members -Police Officers	
Employee contribution	Employer contribution	Employee contribution	Employer contribution
5% (default)	12.75%	6% (default)	18%
4%	11.75%	5%	16%
3%	10.75%	4%	14%
2%	9.75%*	3%	12%

You can nominate a lower employee contribution, but this will affect your employer contribution as shown in the table below.



the QPU to receive 18% on all OTE. Queensland Government employees will receive 12.75% in superannuation contributions on all OTE, which is also higher than the Commonwealth's superannuation guarantee rate.

This rate will apply to ordinary time earnings (OTE) which includes shift and weekend penalties and all forms of paid leave. Depending on your remuneration arrangements, OTE may be a larger base than what was previously used (superannuable salary). You may receive more in employer contributions than under the current arrangement.

You will no longer be required to make an employee contribution to receive the full 18% for sworn members and 12.75% for unsworn members (obviously this does not apply to defined benefit members).

However, your employee contribution will continue unless you change or opt-out of it. For new police and QPS staff, employee contributions will continue to default to 6% for sworn members, 5% for unsworn and other non-casual employees and 0% for casuals.

Further, if you are entitled to it, you will receive a once-off 'top-up' employer contribution to bring your 2022-23 employer contributions to a total of, for sworn members of

the QPU, 18% of your OTE, and for unsworn members of the QPU, 12.75% of your 2022-23 OTE. This super payment will be made between 1 July and 30 September 2023.

However we at the QPU stress that you might consider seeking independent financial advice before you change your contribution rate.

#### DEFINED BENEFIT MEMBERS

No changes to defined benefit contribution arrangements will be made. If you are a defined benefit member, you will still be required to make a member contribution of 6% for sworn members as this benefit is "defined".

However, if you are entitled, you may receive:

- a once-off 'top-up' QPS contribution paid into your accumulation account to bring your 2022-23 employer contributions to a total of, for sworn members of the QPU, 18% of your 2022-23 OTE (12.75% of 2022-23 OTE for unsworn members). This super payment will be made between 1 July and 30 September 2023 and
- 'top-up' superannuation payments into your accumulation account that

makes your QPS contribution commensurate with the new arrangements from 1 July 2023.

### Shane PRIOR

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HQ & Support Region  
QPU Vice President  
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## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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PETER THOMAS

**As we come to the end of an extremely challenging and demanding year I think it is timely to reflect on the good. I certainly don't think that we need any further reminders of the journey that we have travelled in 2022.**

According to Dr Google: *In positive psychology research, gratitude is strongly and consistently associated with greater happiness. Gratitude helps people feel more positive emotions, relish good experiences, improve their health, deal with adversity, and build strong relationships.*

Hopefully if I write my article around gratitude we may all feel more positive emotions as we enter into Christmas and the festive season.

#### **FAREWELL TO A ROUGH DIAMOND (OR MAYBE HE WAS JUST A CHUNK OF OLD COAL)**

Over the many years I have been doing this role I have come to understand the importance of forming positive, open, and honest relationships with our Senior Management and Executive Leadership Team.

Relationships that are honest and respectful and are not for personal gain, but for the betterment of our members and their families.

Paul Taylor is one of those Senior people that I have utmost respect.

Paul departed the QPS after more than 43 years of dedicated service. I am aware that he has skeletons in a closet or two; but in the words of Jesus more than 2020 years ago in The Gospel according to John chapter 8, verse 7: *"So when they continued asking him, he lifted up himself, and said unto them, He that is without sin among you, let him first cast a stone at her".*

Thank you 'Boof' for your friendship and support, for the 'conduct workshops' that we did across many stations, the dedication and



commitment to our members in the rural, remote and isolated communities.

Thank you for the implementation of the 79 Series dual cab, one of the biggest improvements to our vehicle fleet. Improved housing, better uniform, better weaponry, and the list could go on for pages.

I sincerely thank you for 43 years dedicated service to the QPS and our community.

Thank you for your passion, commitment and investment into our 'everyday people' doing the heavy lifting to make their lives better. I also thank you for your friendship and those open and often robust conversations.

I wish you and Cathy all of the best wishes as you enter into a well earned retirement.

#### **THANK YOU**

During the past two months, I've had the absolute pleasure of supporting

four separate members that have been experiencing significant personal and family trauma.

Unfortunately, at times, our Senior Management don't get a good wrap.

A huge thank you to HR Director Beth Gordon, Deputy Commissioner Mark Wheeler, Assistant Commissioner Charysse Pond, Assistant Commissioner Kev Guttridge, Acting Chief Superintendent Rhys Newton, Acting Chief Superintendent Chris Lawson, Acting Chief Superintendent John Hallam and Superintendent Tom Armitt for your commitment to ensuring our people are with their families in their times of need.

Especially as we approach this Christmas period a time families in crisis should be together.

I, along with our members, sincerely thank you.

#### **SIGNIFICANT 2022 ACHIEVEMENT — EB10**

This without a doubt is the most comprehensive and financially rewarding Enterprise Bargaining Agreement that our QPU Industrial Team (led by our President Ian Leavers and Senior Industrial Officer Steve Mahoney) has ever achieved. You would have received a series of email's outlining the back payments and time-lines for full implementation of all agreement items.

#### **2022**

As we exit what has been one of the most challenging years to date, I would like to take this opportunity to thank our Branch Officials for their tireless work supporting our members.



Also, thank you to our Union Industrial and Legal Teams that do all of the hard work in the background; and especially our staff that keep the wheels of our organisation turning.

Most importantly a huge thank you to my wife who continues to be the most patient and understanding person in the world. As my Executive colleagues can attest, it is rare that a special occasion is not interrupted with the phone ringing for a member requiring support.

### 2023

The QPS will face some very significant challenges as we enter into 2023. There will be organisational change with the implementation of the Service Delivery Redesign Program (SDRP) across a number of Districts, implementation of the DV Commission of Inquiry Report findings, Coldrake Report, and addressing the disastrous Working for Queensland results, etc etc.

This will undoubtedly have major implications for each of us but know that your Union will be alongside of you each and every step of the way to ensure that your working rights and entitlements are protected. If you have any concerns or doubts in any of these areas please contact us for support and advice.

### CHRISTMAS AND NEW YEAR

Thank you to our members that will be working over this festive season keeping our community safe.

Please remember that all of us at the Union are available 24/7 over this Christmas period should you require urgent assistance.

I wish you and your families a happy and safe Christmas, and wish each of you a joyous and prosperous 2023.

Please take time for yourselves and your families. Know that West End Supply can issue you larger uniform if you over indulge, and always remember: no union rep = no interview.

Thank you for your support and friendship this year and see you in 2023.

### Peter THOMAS

Regional Representative  
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KEV GROTH

**Another Critical Incident in the Region has highlighted once again just how dangerous the job we do is. Two Officer Involved shootings in six weeks in the Mackay District has highlighted to me the professionalism and dedication our members show not just to the job, but in protecting the community and each other.**

Our job has always been highly dynamic and dangerous but recent times have highlighted the necessity for the new ILBV being rolled out.

This new piece of equipment will give our members the protection they need from both edged weapons and firearms.

It's been shown recently in the Whitsundays how jobs can escalate so rapidly that there is no time for a conventional overt vest to be obtained and worn. The new ILBV is a game changer and will protect our members well into the future.

Domestic Violence is once again in the spotlight with the recent Commission of Inquiry. Whilst the inquiry may have turned away from its initial intent, it was still clearly evident that Domestic Violence is currently overwhelming us, taking up around 60% of our workload. This is only going to increase as we move forward.

THINGS NEED TO CHANGE. Police are trained to deal with law and order, we are NOT trained social workers, we are NOT trained relationship counsellor or family counsellors, yet we are expected more and more to fill these rolls.

If the Government is serious about dealing with this issue, they need to start getting external agencies to share the workload. Police cannot solve this by ourselves.

For years Police have been asking for changes to legislation to help simplify the process, but it has fallen on deaf

ears. Yet we are still deemed the lead agency to deal with Domestic Violence but are constantly left hanging by other Government departments who clock off at 5pm.

Let me tell you a secret..... Domestic Violence doesn't only occur during office hours, it occurs at anytime of the day and night. Police need help if we are to solve this and slow the scourge that is Domestic Violence.

I say slow because until the Government gets serious and commits resources and funds to ensure there is a 24-hour, 7 day response from ALL AGENCIES we will NEVER STOP IT.

SDP is rolling hard and fast into Capricornia District. We are still in the early stages of the design and I will be interested to see where we are heading. Let's face it, we cannot keep going the same way we are currently, members are fatigued, broken and burnt out. The current workloads are ridiculous and only increasing exponentially.

WE NEED A CHANGE. Is SDP the answer?? Only time will tell, but we have to look at something different before the Thin Blue Line snaps and we are left a broken rudderless organisation. Any system or program can work if there is staff, but where are they all??

One of the big issues we are facing at the moment is staffing. This year alone we have had 556 separations, 280 being resignations and the year is not yet over.

Senior Management needs to look at why so many members are leaving the organisation in droves. There's nearly three times the amount of resignations as there were last year and with the way things are going next year doesn't look like changing.

We are struggling to recruit staff with only 606 being sworn in this year leaving us with a net increase of only 50 staff this year to date.

It is clearly evident that the Government's commitment of 2025 by 2025 is now nothing more than a pipe dream, an aspirational notion that cannot and will not be achieved.

The recent Working for Queensland survey results could be an indicator as to why staff are leaving faster than we can recruit them.

Once again, these results are dreadful with morale and faith in senior management at an all-time low. The problem with this is that the survey results have been showing this for the last 3-4 years and have been progressively getting worse.

Yet what has senior management and the Government done to address the by now OBVIOUS issues within the organisation. NOT A THING.

Once again, they have been asleep at the wheel and it took the commission of inquiry to highlight some of the issues that they should have been on top of, but unfortunately as we have seen over the years it is easier to sweep matters under the carpet, or



promote the problem rather than deal with the issue.

For far too long we have seen abhorrent behaviours by management ignored and members promoted beyond their abilities.

I am sick and tired of there being two different rules. One for management and one for our members. The new disciplinary system that was developed and agreed to by all parties, The CCC, The QPS and the QPU works well when applied properly.

Unfortunately, we have seen this system abused by some in management and we here at the Union and the lawyers we hire to represent you the membership will NOT TOLERATE this abuse of process.

We have the best lawyers in the field of criminal and disciplinary matters to look after your rights and we will

always fight for you to KEEP THE BASTARDS HONEST.

Lastly it has been a long year for everyone, in fact a long couple of years, I thank you all for the work you do each and every day protecting the community and making Queensland the safest and most desirable State to live in.

To my QPU branch officials I thank you for the tireless effort you put in looking after our members and making my job that little bit easier. Keep fighting the good fight, keep watching each other's backs and if you are working over the festive season, stay safe and thank you for what you do!

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

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

## Kev GROTH

Regional Representative  
Central Region  
QPU Treasurer  
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kgroth@qpu.asn.au



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**When you need professional  
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**GRANT WILCOX**

**The time has gone so fast and 2022 has become a year to remember and I hope 2023 becomes epic for all the right reasons.**

To all our members I wish you a safe and Happy Christmas with an equally prosperous New Year.

To all the delegates in the North Coast Region again ditto but a massive thank you for all your Union support over the last year.

To those at the QPU office, Administration, Industrial, Legal and all our supporting people at GNL, Gnech Lawyers, and Sciacas, all at QBank, Police Health and our full time officials.

Again, I wish you all the best and keep safe.

#### **DV LIMITED SUPPORT FROM AGENCIES OUTSIDE OF QPS**

So, I'm doing my holistic DV training, no problems, good stuff, additional ammo in the fight against DV, what's not appearing is support for those who need assistance, the survivors, to leave DV at the drop of a hat, or for ongoing tangible support 24/7 for those affected.

Surely, the QPS and the Government and the Commission of Inquiry are recommending tangible support 24/7 to deal with DV.

We, the QPS, cannot continue to provide a band aid to address what is 50% police engagement in calls for service without tangible support from agencies who can facilitate survivors getting off the roundabout.

How many times do we return to the same address? There must be another way to reduce the return calls for service, especially where kids

are being continually exposed to this disgusting and deplorable behaviour.

24/7 response as well for all those specific agencies who can help. There should also be a huge penalty for those who wilfully continue to expose children to this.

The QPS is not enough.... DV is a problem for all agencies and the community.

#### **SDRP MORETON**

I continue to see a shortfall in numbers to meet demand. Moreton police are very busy, but I am more concerned that the side effect of what is a failure to adequately staff the SDRP is the burnout felt by officers and the abandonment to proper and effective policing with a high priority on officer safety and welfare.

I am concerned that this lesson is being perpetuated in Logan and that as I have previously stated, the bull in the china shop mentality the QPS ego won't allow the process to be slowed, paused or stopped for a model that's not quite right yet.

Timing is everything. Do it right first time, don't continue to tell us its great and we need to change the way we do business.

If it's still broken and not meeting demand with proper capacity and capability it's not a working model.

I recall in Moreton we were promised that it would not progress until we had a working model.

If I am not mistaken the Moreton model is not working, but Logan is

now experiencing a similar project, maybe not the same, but rumour has it, capacity and capability remain deficient and the cracks are showing.

Again, maybe a pause or complete stop for the purpose of reviewing why it's not working, what's the rush to beat the same drum?

We still have time, it's free.

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**  
Regional Representative  
North Coast Region  
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[gwilcox@qpu.asn.au](mailto:gwilcox@qpu.asn.au)







COL MULLER

**As 2022 comes to a close many things come to mind, as normal in the QPS there is never a dull moment.**

We have seen the progression out of COVID life during a period where many people had lost jobs and controversy was high around vaccines and mandates into an environment of global instabilities and rise to the cost of living and interest rates, Unemployment at record low rates and difficulties recruiting into the Queensland Police Service.

The year finishing with the recent Domestic Violence Commission of Inquiry and the Southern Region's progression into the QPS Service Design Program.

We have farewelled many officers to retirement, career changes, medical retirement and sadly we have lost members to illness and tragedy.

My thoughts are with the members and families of members who are navigating difficult times with physical and mental illnesses, sadly there are way too many people affected and the number only seems to increase.

Please be vigilant with your own health and keep an eye on your families and colleagues and don't ever be afraid or ashamed to ask for assistance.

As always, I am proud to be a member of the Queensland Police Service because of the people I serve with. The dedication I see around the Southern Region is remarkable. The support I get from my Union colleagues and the membership in general, is humbling.

To the officers working over the Christmas period and to all our officers and their families stay safe

and have a Merry Christmas and a great New Year. Make sure that you take plenty of time out for your families as this is without doubt, the greatest gift you can give them.

### **SERVICE DESIGN PROGRAM SOUTHERN REGION**

Ipswich District has progressed into and toward the QPS Service Design Model, we have a 'go live' date in late February 2023. Darling Downs and The South West Districts are moving toward bespoke models as this Journal is going to print.

A bespoke model in the Darling Downs would surely see a great injection of supervisors, something that is lacking in the current front line model.

I am impressed with the dedication of the project team and the enthusiasm of the Ipswich District SDP team. There have been many meetings and information sessions and there is information flowing. I also acknowledge assistance from my Union colleagues and the services embracement of Union consultation.

There are many facets, so many areas will be highly impacted by SDP. Where there is change there is always apprehension. I wonder whether there will be sufficient numbers of police to allow the full take up of what the program encompasses.

There is a huge shift and focus on Domestic Violence related crime (a scourge that warrants a powerful policing response). I do feel a relaxation on our traffic and road policing response and hope that this does not impact too heavily on our proactive efforts at reducing road

trauma which is very much at the heart of our road policing officers.

At the very forefront of my expectation is the need for and presumption that rosters will be efficiently managed as they progress to a demand driven model.

This will be a win for all and the succession plan will include the conservation of members wellbeing, fatigue and work life balance.

We must remain positive and look past any initial scepticism as we need change in order to serve the community as they deserve and expect and to adapt to the ever-changing policing domain.

Change is inevitable, I also believe that if any Districts or Regions can extract the best from SDP it will be the Southern Region partially from the layout and predominately because of the Police that serve here.

I urge people to educate and involve themselves, ask questions and put forward any ideas and concerns that you may have.



### DAMAGE AND DISRESPECT FOR POLICE PROPERTY AND VEHICLES

Sadly, the last quarter of 2022 has seen an increase in wilful damage/arson to some of our vehicles within the Southern Region with the arson of vehicles and damage by fire to the Lowood Police Station, attempted arson of a vehicle at Goodna and the pushing over of one of our motorcycles outside the SDP office in Ipswich. I hope the courts deal appropriately with people that commit these offences.



### ON CALL ALLOWANCE

I am pleased to see that finally there has been some breakthroughs in the on-call allowances. On 10/10/2022 a memo was sent out in relation to the incorrect allocation of on call allowances. The below are 5 Paragraphs from the structure of the email. Please ensure that you are paid your entitlements.

- 1) *The application of on call allowances, including placing officers on "telephone divert" is governed by the provisions of the Queensland Police Service Employees Award – State 2016 (the Award).*
- 2) *In accordance with clause 18.5 (b) (i) of the Award, all officers who are rostered or expected to hold themselves ready for duty are to be paid the On Call Allowance.*
- 3) *In accordance with clause 18.5 (h) and 18.5 (i) of the Award, off duty officers may be placed on Telephone Divert, at 50% of the on call provisions, to undertake duties such as providing advice and coordinating staff attendance. These officers are not required to hold themselves ready for duty, and should only be recalled to duty in rare circumstances.*
- 4) *Officers in Charge and Senior Management should ensure that officers are correctly paid On Call Allowances if rostered or expected to hold themselves ready for duty.*
- 5) *Officer in Charges are requested to review this memo and the relevant clauses of the Award, as previously mentioned, and ensure officers are rostered accordingly.*

### AROUND THE REGION

A Farwell to OIC Chinchilla Andrew Irvine now OIC Howard Station.



### MOVEMBER IPSWICH STYLE



### Coli MULLER

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## RICHARD JACKWAY

**As we come into the Christmas season, I would like to wish you all a Merry Christmas and Seasons Greetings. It is my wish that this time of year brings you closer to your loved ones, in small ways and in large.**

For those who have to work, I hope that you find camaraderie and safety as you go about keeping the people of Queensland safe.

### DOMESTIC VIOLENCE

Many of us have felt that in the current political environment, that police officers have become the convenient punching bags for the ills and problems of society. We feel that our government is trying to point the finger at us as somehow being 'at fault' for the scourge that is domestic violence.

But most police understand the underlying truth, that police cannot solve the problem that is domestic violence. We cannot arrest or PPN our way out of domestic violence. We can't do this for the simplest of reasons - because police cannot address the underlying causes of Domestic Violence.

We have neither the knowledge, training, skills, nor resources to address the underlying causes. Addressing a person's: low self-esteem; poor emotional intelligence; and underdeveloped conflict management skills has always been the province of specialised vocations like psychologists.

As Police officers, we recognise we are at best, a band-aid solution. Band-aids are necessary, but they don't address the causal factors. If the government is serious about stopping domestic violence, then it is the causal factors they need to address.

As an observational example, I have never seen a person with high self-esteem, or who values high self-esteem, commit domestic

violence. In my view, this is because developing self-esteem involves taking responsibility for your internal attitudes, values and emotions.

People who do this, value other people's journeys. Conversely, I have noticed that those who feel they have no control in their lives, tend to take their control issues out on those they feel they can safely control - their family. That is to say, I am quite certain that if it had the will, the government could in fact start addressing the causes of domestic violence.

### DR JACQUELINE DREW OF GRIFFITH UNIVERSITY

Dr Drew of Griffith University submitted a seventeen page paper to the recent DV Commission of Inquiry. I would encourage everyone to have a read of it. It outlines the Compassion Fatigue that officers experience when attending numerous domestic violence incidents.

It talks about how organisational and operational stressors affect police, and it talked about how operational justice can cause as much damage as secondary trauma.

If I had to offer a quote that captured the seriousness of the issues she presented, it would be this:

*A study of the Queensland Police Service (QPS) undertaken in 2018 reported that between 60 and 65% of police are experiencing at least some burnout (Cole et al., 2018).*

*Burnout is typically referred to as a syndrome rather than a medical condition. It results from chronic workplace stress that has been left unmanaged.*

### MORETON SDRP

Talking about burnout, as mentioned in my previous article, in August I went to a QPU Branch meeting at Petrie Station, where I gained my first exposure to SDRP.

For one and half hours officers talked about the effect it was having on our members. Many were burning out.

Contributing largely to this, is the QPS' version of demand rostering, which has decimated work-life balance for officers in Moreton. As police, we accept that our work-life balance will be worse than 8:00-4:00 workers. However, only robots expect zero work-life balance.

As shift workers, we already suffer fatigue that the general public does not. On top of that, we also experience direct traumas and compassion fatigue that the general public are not subject to. We go home to our loved ones to recharge and regain some sanity.

So when the service decimates our work-life balance it contributes significantly to relationship problems, they take away the things that recharge us, and turn them into an additional stressor.

Then add on top of that the other stressors SDRP has introduced into Moreton (fewer cars on the road, more jobs stacking up), and it is no wonder police there are burning out, and desperate for relief.

The QPS has an obligation to healthy workplaces, and I would ask the same thing as I did in my last article: is the QPS burying their head in the sand on what is happening in Moreton?



Around these concerns, in November, General President Ian Leavers, Vice President Shane Prior, Industrial Manager Michael Barnes and I attended Petrie Station.

Over forty officers were at this meeting, with Police from Redcliffe, Mango Hill/North Lakes and Burpengary also attending. This demonstrates just how important an issue this is to Moreton officers.

As a result of this meeting, the Union has put together a project team to look at ways to reduce or eliminate the significant detrimental effect Moreton's version of SDRP is having on a significant percentage of our members.

The QPS needs to recognise its officers are human beings, rather than soulless robots who have no need for family relationships, who can suck up as much fatigue and trauma as the Service can throw at them.

### STAY SAFE AND ENJOY THE HOLIDAY PERIOD

Moving on from the negative issues above, for those of you taking holidays, I hope it brings you time to relax, unwind and enjoy your time with loved ones.

We have nothing more important than the relationships we have with those we love. These relationships give

our lives meaning, provide a sense of connection to others, with support during our down times, and enhance each moment during our happier times.

Merry Christmas

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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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## SHAYNE TREASURE

**A pragmatic street veteran described the COI like this to me. 'So a bunch of people Judges were told of a problem and issues a bunch of people without non-Judges (The Union and frontline staff) warned them about.'**

My grizzled observant friend correctly identified the reoccurring issue in the COI of leadership being a core theme throughout the report got me thinking, did anyone shout 'Hey ELT you missed the stop sign before the wreck publicly occurred'?

Were there warnings from within the organisation about some of the issues mentioned in the COI?

Yes indeed there were.

Since 2019 and even further back we have seen numerous calls from your Union and the frontline regarding the complexity of DV paperwork, the fact we cannot tackle DV alone without other Government departments.

DV fatigue is very real, DV was not culturally treated as Police work that would help you move/promote out of GD's and that the intent of the legislation was fast becoming subordinate to being a risk management exercises rather than assisting victims.

Further to this the Union had to vigorously fight inequality of awards for PLO's TIPSO's and other unsworn members of the QPU.

The fact the fight even though successful was prolonged was not lost on the majority of culturally and linguistically diverse Officers in these work units. On top of all this we have had Working for QLD results that are not favourable.

A quick survey around the traps provided a wish list for management change.

Value articulated dissent, yes people aren't always doing you a favour.

The Brand and the QPS are separate entities, we didn't swear an oath to the brand. The QPS and the public should always come first.

Consultation should be real and thorough.

Invest money and training in NCO's today to become tomorrow's leaders.

Promote on talent and ability alone and test ability.

Regain the trust of the frontline and bridge the operational reality gap.

Staff the frontline first and fully every time then the boutique units after.

Before we change anything we need to fix the basics.

Morale should be a priority, it really is in bad shape.

I hope we don't become a Police Service that's afraid of itself and stuck in a policy inertia.

Will this be a witch hunt or actual reform.

We have some great leaders but we have some leadership problems that negate their effect on the workforce. Top down reform seems the inference from the coal face as a starting point.

It's leadership that determines the path we will take on this.

### DUMP STATIONS HIT NEW HEIGHTS

As I tip toed through the effluent from the overflowing porta loos that

temporarily replaced the collapsed sewage system, I saw the SOCO nonchalantly loading their car and remembered that the toilets had been leaking for years into their basement office so they are probably immune to the smell.

I proceeded to the one working tap and basin in the building to fill my water bottle as the bottled water supply had not yet been issued.

Fortunately, this did not coincide with the increasing losses of power, phones, computers and barely functioning aircon and the summer heat had not yet kicked in to truly bake in the flavour.

You'd be right to possibly think I'd be talking about some third world police station in a developing economy.

No, it is actually the largest station in South Brisbane District at Upper Mount Gravatt and the problems don't stop there, leaking waste, leaking roofs, cracked slabs, asbestos lagging and failing antiquated air-conditioning systems are all symptomatic of ageing infrastructure built without future planning and holding in some cases double the staff they were designed for.

These issues are a problem long time coming and need drastic action by Senior Management across a number of stations.

There is no way any other public servants would work under these conditions and to add insult to injury there is often no parking at these

stations as well. I wonder what all those planning folks on the payroll actually do.

Of late I can in some ways empathise with Alice in Wonderland as I sit at the Hatters table wondering what the next course to be served up at this tea party will be.

*"There is a place, like no place on earth. A land full of wonder, mystery, and danger. Some say, to survive it, you need to be as mad as a hatter. Which, luckily, I am." —*

### TISM

#### (THIS IS SERIOUS MANAGEMENT)

- Minimum staffing levels
- Deidentified application processes for a true meritorious selection process
- Fulltime Polair coverage
- A workable Injury Management System

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

### CHRISTMAS 2022

Be kind to yourself because the public and the Department often won't be.

Be kind to your mates as you'll be the first to see something going wrong with them and they with you.

Align your priorities you are 100% replaceable at work but irreplaceable at home.

Police to policy and resolve all doubt in your favour. There are no prizes for doing the most jobs but there certainly

are unwanted gifts for not doing them thoroughly.

Stay safe and I wish every member the best for the festive season as we back up for what ever 2023 has in store.

### Shayne TREASURE

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Sometimes our protectors  
need protecting...

for a fair and just outcome  
become a member



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950







## ANDY WILLIAMS

**Here we are members, my Schoolies roster has been posted which signals to me that the end of the year is neigh.**

I look back over the year and contemplate the things we as a Union have achieved. Like EB 10 which 98% of the near 8,000 respondents voted yes. This is an amazing result, not just for the overwhelming percentage who voted for the agreement, but the sheer number of votes. I look forward to seeing you all get the backpay you deserve.

You also need to turn your mind to what you are going to do with the increase to your superannuation. There are a number of options, and some may have tax consequences so it is really important you get some financial advice.

Whilst this may be a hassle, it is a good problem to have, 60 year old you will be in a much better financial position thanks to these changes. Even if you don't retire in 'the job' your super will be much better off for your time in it.

It has certainly been a busy year for your Union.

It has been a busy year for the QPS too, but not in such a good way.

I don't intend to get involved in the DV inquiry, which quite frankly lived up to our concerns about doing nothing for frontline operational police. The police suffering DV fatigue because all they do is go to a DV, do four hours of the most ridiculous paperwork, then go off and do it again.

Elsewhere police are spending thousands of hours (and for those with a green bent, wasting thousands and thousands of bits of paper and

pumping pollution out into the environment) chasing respondents who, we have already served paperwork at the event, to serve more and more paperwork.

It is the most stupid and inefficient system, yet no one from the lead agency has been called to task. No one has been asked why the lead agency provides but a pittance of assistance? I wonder why if Justice can send sms reminders to defendant's to go to Court, why they can't send an sms with a QR code to the respondent with the documents. Let's call it deemed service.

If we are going to continue with a broken law, then the lead agency needs to be held accountable to assist all non-urgent DV applications.

Our partners also need to stop taking lengthy notes of the most serious of DV allegations and handball them via email to police. Instead of an email, they need to complete an application for DV order. It is as simple as that. We can't be all things to all people anymore.

While we're at it, we can't take the overflow of jobs for other agencies QAS I'm looking at you.

The QPS has also been taught a harsh lesson in the reality of modern employment.

No longer can they hang up a shingle of how many police they want in a year, get triple the number of applicants that meet the criteria and choose from there. Where there were three approved applicants for

a spot, now there is one applicant for three spots. No longer will potential employees accept our work life balance shortcomings for job security. This is the harsh reality when unemployment in the state is 3.4% which I would suggest is effective full employment.

What's worse is our hard working members are getting good job offers elsewhere and taking them (and why wouldn't you, you will walk back into the QPS if it doesn't work out).

Management this is serious. You can't fix this problem applying 1980's rostering practices. To keep staff in this environment you need to be nimble, you need to recognise that to be an employer of choice, you need to have the best rostering practices in the state.

If you don't you will continue to celebrate half full inductions and cancel recruit intakes and what's worse the people you do have will walk. It's a double whammy that needs immediate action. Like the rest of the world, our people want to maximise both their time at work, and their time at home. 4-12md Fridays into a weekend off into 6a Mondays won't cut it anymore.

Moving your new hired staff from up North to fix staff shortages associated with SDRP in Moreton, then 6 months later, moving others you had told would stay in the South East Corner to fill the gaps you created up North is another top strategy to ensure the retention and recruitment of staff.

As is telling someone who wanted to take on an FWA that at 60% they were letting their co-workers down. I guess a 100% vacant spot is better than 60% filled?

While I am reflecting on this, where has all the money gone for the wages that were going to be spent employing all these staff? Definitely not into overtime to backfill their absence.

I note we have recently bought the very expensive PricewaterhouseCoopers in to consult on culture, I'm sure this will be most beneficial. I note however, the Service has never done anything in regards to bringing in a rostering expert to review our rostering practices.

Perhaps our best roster is 12 hour shifts, perhaps a hybrid 10-8? Who would know? We have done nothing to research and develop our rosters, nor have we done anything to develop our roster clerks. They are taught the practices of the person who rostered before them.

What we could do as an interim measure is allow members to access 12 hour shifts on weekends (Saturday and Sunday). This would have little impact on the front line, but allow our members nineteen more weekend shifts per year with their families.

Apart from perhaps a quick swap here and there where members may still want to work 8 hour shifts, this will have no impact on the front line. It could be implemented tomorrow Commissioner. How good would it be to work one weekend off one on (allowing for holidays).

#### REGARDING THE COMMISSION OF INQUIRY

You have been elected by the people of Queensland to govern, that means listening to all sides and making some hard decisions. There are some very interesting (and expensive) recommendations in this report and some very unrealistic timelines. This is going to cost you.

One that I will follow with great interest is:

*'Within 12 months, the Queensland Police Service develop a scheme to allow frontline officers and those commonly exposed to traumatic subject matter to be able to choose to be periodically placed in less stressful environments for a period of time sufficient to allow them a proper break from the work they were doing. Such placement should not include a Domestic and Family Violence and Vulnerable Persons Unit'.*

I know what you're thinking Management! And no! A week in the Watch House or DTACC won't count,

neither will time in OR... Interesting times indeed.

**Andy WILLIAMS**  
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# 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: .....

.....

.....



# The deal is done

## Enterprise Bargaining Offer EB10 has been overwhelmingly supported by the QPU membership and has been certified by the Queensland Industrial Relations Commission.

**Voting** closed on November 11, 2022 and within sixty seconds of the electronic vote concluding the results were published and clear. 7,779 members voted and over 98% voted yes to accept the proposal.

increases will be in accounts for the pay period ending December 16, 2022.

QPU President Ian Leavers said, "This undertaking by payroll will mean some extra cash for our members before Christmas with further allowances

negotiations on. We have created a pathway for new superannuation benefits and how allowances can be incorporated to benefit the membership."

Mr Leavers proudly said, "We have created an industrial platform that is the envy of every other jurisdiction both here and overseas and it's come about not by hoping pay rates would be gifted to us but through years of intense process and advocating for our members."

QPU Vice President Shane Prior along with Industrial Manager Mick Barnes, Industrial Officers Luke Hodge and Kev Thomas were present for the formal certification at the QIRC.

Mr Prior said, "This has been a significant team effort over three years lead by our President Ian Leavers. I must congratulate our Senior Industrial Officer Steve Mahoney as well for the hours he committed and who unfortunately couldn't be here today. It was with great pride we had an impressive deal to take to the membership.

"When there was so much focus on the economy in the community the members were grateful with the base pay increases of 4%, 4% and 3% over three years plus an opportunity for a cost of living adjustment.

"There's also the benefit of allowances becoming superannuable, plus



Commissioned Officers Association Representative Dan Bragg, Commissioner Katarina Carroll and QPU President Ian Leavers sign off on EB10 after overwhelming support was confirmed in a membership vote.

By November 15, the Enterprise Bargaining Agreement EB10 with the QPS was put before QIRC Vice President Daniel O'Connor who commended the QPU for the way the membership were informed of the proposal and how the negotiation process was conducted.

The new wage rates have been back dated to July 1, 2022 and QPS payroll have already started to process all the new rates and it is expected the first

activated in January and a further back-pay of allowances will be processed through in February. Our negotiating team have done an excellent job and it's important QPU members have a little extra in their pockets promptly to offset the increased cost of living expenses.

"The EB10 deal established by the QPU is now the standard every other State in Australia and our New Zealand counterparts are judging their



*EB 10 signed & delivered at the QIRC QPU Industrial Officer Luke Hodge, QPU President Ian Leavers, QPU Vice President Shane Prior, QPU Industrial Manager Mick Barnes and QPU Industrial Officer Kev Thomas.*

provision for detective and plain clothes allowances that will be processed in January.

"As we met with work groups and station staff all across the State presenting the 45 different EB changes the overwhelming support from the membership was something that really stood out for me," Mr Prior said.

Industrial Manager Mick Barnes said, "We can confirm that full superannuation on ordinary time earnings will commence from 1 July 2023 and processes for back pay of superannuation for this financial year are currently being formulated with QSuper."

Enterprise Bargaining and preparations are not just a few months in the making every EB, it is a process that occurs everyday at the QPU over the entire three years. The moment we conclude one Enterprise Bargaining round, we commence planning for the next one.

Our internal QPU EB11 group has already held meetings and the QPU will continue to do so.

If you have any EB related issues, we are always available so e-mail at [EB@qpu.asn.au](mailto:EB@qpu.asn.au) or call us on 3259 1900.



*During the QIRC hearing, Vice President Daniel O'Connor praised the QPU for their negotiating ability, the benefits generated for members and how the QPU ensured the membership were aware of the EB changes.*



*QPU Vice President Shane Prior believes signing EB10 was a significant moment for all Police Union Members in Queensland.*

# Commission of Inquiry

## In July 2022, the Queensland Government committed to an independent Commission of Inquiry into the Queensland Police Service to examine responses to domestic and family violence across Queensland.

**The** COI was in response to the recommendations outlined by the Women's Safety and Justice Taskforce report, *'Hear her voice'*.

Her Honour Judge Deborah Richards had the role of determining if there was full public confidence in the ability of police to protect victims and to hold perpetrators to account.

The Commission of Inquiry examined:

- whether there is, and if so, the extent and nature of, any cultural issues within the Queensland Police Service that negatively affects police investigations of domestic and family violence
- if there are any cultural issues, whether these cultural issues have contributed to the over-representation of First Nations people in the criminal justice system
- the capability, capacity and structure of the Queensland Police Service to respond to domestic and family violence, and
- the adequacy of the current conduct and complaints handling processes against police officers.

During the months of hearings the COI received 820 submissions including 365 from current and former police.

Her Honour Judge Richards submitted a 500 page report to Premier Anastacia Palacchszuk detailing 78 recommendations for reform, it was released publicly on November 21, 2022. The QPU accepts most recommendations except those from 68 to 73 regarding the establishment of a new discipline process for the QPS.

In the final report Judge Richards commented, "The commission also learned that there is a strong perception among the QPS membership that its senior leadership lacks integrity," noting it had contributed to low morale.

"In addition ... there is a pervasive culture of fear and silence in the organisation, for which the leadership is ultimately responsible, which prevents officers from speaking up about cultural issues and the changes that need to be made to improve QPS responses to domestic and family violence."

The Commissioner also wrote a direct message to all Police in the opening pages.

*In preparing this report, I have heard during hearings and read in submissions that you feel undervalued and at times, under siege. I have been told that you feel that you are all being unfairly targeted by the revelations uncovered during this Inquiry. I have heard that many of you carry the weight of protecting the community over a long period of time, often in difficult circumstances and often without thanks.*

*Many of you feel unappreciated in this work. This Commission is aware of the work that you do. I am aware that there are many police officers who work without expectation of praise because they sincerely believe that their work is important and that they help the community. That belief is well founded.*

*When you perform your job well, you save lives, you make a difference. The Commission has never lost sight of that fact. Do not under-estimate the effect you have on our community.*

*When you turn up to a domestic and family violence situation, you create the possibility of change for the family. Be proud when you act with skill and compassion in that moment. You may not see an immediate change, but it is likely you have played an instrumental role in changing things for the better.*

*You have given someone hope that help is possible, that they will be believed if they reach out. You have given a perpetrator notice that their behaviour will not be ignored.*



*In the course of this Inquiry, I have heard from many members of the public whose lives were changed for the better because of your efforts. I have heard from community groups who have told me that they have noticed and appreciated when you go the extra mile to help them or their clients. They are grateful for the role you play in keeping us all safe.*

*I hope this report leads to change in the Queensland Police Service. A change that helps you all and supports a change in the culture of the organisation so that all members feel respected and valued.*

*I hope, in turn, that the recommendations assist the organisation to be able to respond to domestic and family violence in a way which provides consistency and sympathy for all persons impacted by domestic and family violence.*

**JUDGE DEBORAH RICHARDS**

The State Government immediately set aside \$100M to invest in the reforms suggested by the Commission of Inquiry.

The QPU Journal has included the immediate response from QPU President Ian Leavers to the Inquiry report, the Government's media release, the media release from the QPS and the State Opposition so members can make a well rounded view of commentary around the Commission of Inquiry findings.

## **QPU President Ian Leavers held a media conference on the afternoon of November 21, 2022 the day the Commission of Inquiry Report was released by the Government. Here is an edited transcript of the President's speech to the journalists present.**

**Thank you** for taking the opportunity to have a perspective from the Queensland Police Union.

What I will say is, I am the lone supporter of the 98% of Police that are doing the right thing and doing a great job each and every day.

As most of you know, I have people close to me that have been the victim of bad behaviour and I believe there is no place in the Police Service for misogynists, racists or those who behave badly. However the 98% of Police that are doing the right thing deserve to be supported.



Some of the recommendations from the Commission of Inquiry I reject out of hand such as recommendations 68 to 73. There is already a robust discipline system in place which is effective and efficient. It is not the fault of QPU members that it has been maladministered by those who have been charged with the responsibility of it. We will never accept a third discipline system in three years

Morale in the Police Service is at one of it's lowest ebbs ever. I've been speaking with Premier Annastacia Palaszczuk this afternoon and she agrees this is the time for the Police Commissioner to regain the trust of Police and step up and do the job which she is charged with doing and that is being a leader.

We have juvenile and other crime which is out of control at the moment, that should be the sole responsibility of the Commissioner of Police and this is now her opportunity to pull up her socks and do the job that is expected of her.



As I mentioned, I did have a good chat with the Premier today and we are in agreement, today's Commission of Inquiry Report is a wake up call for the Police Commissioner because Police are looking for a leader and she needs to pull up her socks and get the job done.

The Commissioner needs to focus on the business of policing, we have seen a lack of leadership in recent years.

The Commission of Inquiry Report report makes it clear Police can get back to the core business of fighting crime and the reform can be handled by Deputy Commissioner Steve Gollschewski and that makes sense.

Police over the last three years are sick and tired of senior police having meeting after meeting and nothing really being achieved. Focussing on things such as, should police wear hats what type of hats should police wear and ties. How about this for an idea for discussion, how can we fight crime? Prevent crime and protect the people of Queensland? These should be the real issues that are being discussed by the Commissioner of Police and her Senior Leadership Team not hats and ties.

I want to see reforms in legislation and policies to simplify it so police can protect the victims of crime in Queensland and make it easier for Police to get the protections in place.

I said this to the Premier today, I will not back away from this. I will continue to campaign for reforms in legislation and policy which has been very silent in this report. This is needed now more importantly than ever.

Many of the allegations have been assessed and dealt with in relation to Police complaints and I don't believe someone should lose their job for a stupid comment. But the discipline system needs to be better understood by the Police Commissioner and her senior team. They simply do not understand the discipline system which is currently in place.



Deputy Commissioner Steve Gollschewski, he is one of the most competent police that I've ever met. It's his job now to go directly to the Police Minister and the Attorney General and make the reforms a reality. Gollschewski gets things done and that is what is needed in Queensland.

Last Monday I appeared before a Parliamentary Inquiry in relation to coercive control legislation. The Queensland Police Union supports this reform, we put in a submission and I gave evidence before that inquiry. Sadly the QPS could not even be bothered to put in a submission nor appear before the inquiry. Is coercive control not a serious issue or something that needs attention in Queensland? I would suggest that it is, but the Police Service was missing in action.

So perhaps with Steve Gollschewski looking after the transformational process and the new reform agenda it will free up the Police Commissioner to concentrate on these back to basics and get things done. That is really important and necessary and that is what has been failing in Queensland.

The last thing I want to hear from the Commissioner is apologies. No more saying sorry, I want action and I want things to get done.

This is the Police Commissioners opportunity to regain trust and support the men and women of the Queensland Police Service and start backing them and supporting them so they can go out there and protect Queenslanders because they have been lost in all of this, those hardworking police have been forgotten by the Commissioner and I have been the lone voice. This is an opportunity for the Police Commissioner to reset and regain the trust of the 98% of hardworking Police across the State of Queensland.



Yes, there is some bad behaviour, unacceptable behaviour that needs to be dealt with accordingly and I make no issues about that but don't throw the 98% of hardworking

Police under the bus. The Police Commissioner needs to regain the trust of those hardworking police that have been neglected over the last couple of years.

It's an opportunity now for the Police Commissioner as the Premier said to reset and get on with the job and get back to basics. That role is protecting the people of Queensland, a basic function of policing is to protect life and property.

The Police Commissioner has been thrown a lifeline today, she can reset and get on with the job and leave the transformational change with a very competent person like Deputy Police Commissioner Steve Gollschewski. He can lead that change and it can be his domain. He will do it effectively, he will listen and he will get things done, that is something Gollschewski does, he gets things done.



We had the SDRP implemented in the middle of a pandemic. That is something no one should ever have done and we've seen the consequences as a result of that. You must be careful how you implement things. I will continue to work with the Police Commissioner and she has an opportunity to get things right. She has two years to regain the trust not only of the men and women of the Queensland Police Service but also the community of Queensland who have felt they've been let down by the crime crisis which we are suffering.

Systems like LMR are a very good process. We haven't heard about the positives which have come out of that, it's an education based system which has been very effective and has worked. However because it has been maladministered that is not the problem, we need to deal with the problem.

Those who haven't been dealt with accordingly they need to be held to account and we've seen the Police Commissioner put things in place now so it can be centrally controlled. It should never have been the case that it was needed to put that in place. However we all learn, we all make mistakes and I look forward to the central monitoring working because the LMR system does work, it is effective, it is efficient and it is really important.

Before the implementation of the current discipline system what was happening was not only were the Police losing

confidence in the system but also the public were. When discipline matters took three to four years to be resolved it's unacceptable and the public loses confidence. There is a good system in place now it just needs to be used correctly.

The DV legislation at this point in time is unworkable, it is convoluted it is cumbersome and it is setting Police up to fail. It gives victims false hope, we need wholesale change and what I will continue to campaign for is changes in legislation, policies and the appropriate resources. I have said the resources you have in Logan will be different to Warwick, different to Doomadgee different to Cairns. Queensland is not a one size fits all and some people need to understand that.

I get around the State, I go to the different towns different communities, it's just not as simple as some people might like to think. So we need other specialists whether they be counselors, social workers, lawyers, NGO's. We need to work with all those other agencies so that we can actually protect the people of Queensland.

I will hold the Police Commissioner to account and I hope she starts to support the men and women of the Queensland Police service because if they don't have support they feel like they are being let down and when they feel like that they feel like they are letting the people of Queensland down.





# WATERSHED INVESTMENT TO SUPPORT VICTIMS OF DOMESTIC VIOLENCE

Published Monday, 21 November, 2022 at 03:33 pm

## JOINT STATEMENT

**Premier and Minister for the Olympics**

**The Honourable Anastacia Palaszczuk**

**Minister for Police and Corrective Services and Minister for Fire and Emergency Services**

**The Honourable Mark Ryan**

**The** Palaszczuk Government will invest \$100 million in a raft of reforms and initiatives to provide enhanced support and protections to those caught up in domestic violence.

The suite of initiatives includes hundreds of extra Queensland Police Service staff to provide specialised support, advocacy and liaison services for the victims of domestic violence.

Every reform and initiative is aimed at protecting and supporting the vulnerable.

The watershed reform program is in response to the recommendations of the Commission of Inquiry which examined Queensland Police Service responses to domestic violence and other associated issues.

Premier Anastacia Palaszczuk said the reform package was a defining moment.

"The Commission of Inquiry process has been challenging, difficult and painful for all concerned," the Premier said.

"Feelings are raw. But we now have an opportunity to do better.

"The Commission has given us a roadmap for reform.

"And that is the road we will take.

"A \$100 million investment that will deliver, among other initiatives, more victims liaison officers, more domestic and family violence support workers in police stations, more specialist domestic and family violence officers and more specialist Police Prosecutors.

"My heart goes out to every person who finds themselves caught up in the scourge of domestic violence.

"When I was a child people rarely spoke of domestic violence.

"But the world has changed and now thankfully we do speak of these matters.

"And now we have a renewed opportunity to make sure that victims get every support they need and deserve."

**Police** Minister Mark Ryan said the Commission of Inquiry made it very clear that the Queensland Police Service would need additional personnel to support better responses to domestic and family violence.

"The Palaszczuk Government is committed to eradicating domestic and family violence and we support the intent of the recommendations which provides a roadmap for reform which will support the QPS in better responding to domestic and family violence," he said.

"However, we must start this reform journey by first acknowledging the report's conclusions. This report clearly shows that people have been let down by the system.

"We acknowledge your experiences and I am determined to support system change and system improvement.

"Given the significance of the recommendations, further consideration will be required to ensure their harmonisation with other report recommendations including the two Women's Safety and Justice Taskforce reports, the Mazerolle report, Coaldrake's reform work, the COI into the CCC and various coronial recommendations.

"It is expected that these additional resources will number in the hundreds.

"And I note that the Queensland Police Union has already estimated that more than 1,000 additional personnel may be required.

"And these extra numbers will be in addition to the more than 2,000 extra police personnel the government is already delivering.

"But these additional personnel are important because they will provide the Queensland Police Service with enhanced capabilities to support and protect the victims of domestic violence."

The reform package also includes a number of initiatives that address cultural issues within the Queensland Police Service that were raised by the Commission of Inquiry.

"A good police officer is the best friend a community can have and we want to ensure that every member of the Queensland Police Service is the best they can be."

### **\$100 Million Reform Package highlights:**

- Roll-out of 300 domestic and family violence support workers in police stations across Queensland
- Roll-out of 30 additional domestic and family violence liaison officers across Queensland
- Roll-out of 30 additional Cultural Liaison Officers across Queensland
- Roll-out of 10 additional specialist Police Prosecutors for Circuit Court
- Appoint Special Coordinator for Police Reform

**Link to report –**

[The Report \(qpsdfvinquiry.qld.gov.au\)](https://www.qpsdfvinquiry.qld.gov.au)



# QUEENSLAND POLICE SERVICE MEDIA ALERT

## A STATEMENT FROM COMMISSIONER KATARINA CARROLL

**The** Queensland Police Service (QPS) welcomes today's release of the Commission of Inquiry's report into the QPS' culture and its effect on how we respond to domestic and family violence.

The report is a very difficult read and presents many examples where we should have done better for our community and our own people.

I acknowledge these issues and how they have affected the way we interact with the most vulnerable people in our community. For those who have experienced this, I am deeply sorry.

There have been some examples of racism, misogyny and sexist behaviour which is not acceptable in our community – and even less acceptable from our police. Our police are our community, but we will rightly be held to a higher standard.

This has been an incredibly difficult time for the good people in our organisation.

There are 17,500 members of the QPS, and I stand by the thousands of officers in my organisation who make a difference each and every day in the lives of those they interact with.

To our police who do their best for their communities every day – through these recommendations and nation-leading reforms, you will be even better supported to respond to domestic and family violence.

The Government's announcement of an initial \$100 million of extra funding will help ensure we have the resourcing and assistance we need to improve our responses. Reform is difficult and takes a long time, but this will accelerate it.

The initial additional resourcing will see funding provided for, among other things, strengthening the resourcing of our Domestic and Family Violence and Vulnerable Persons Command, rolling out additional permanent and dedicated

DFV Coordinators, embedding DFV support workers in police stations, establishing additional DFV Vulnerable Persons Units with embedded DFV support workers, and rolling out Victim Liaison Officers, DFV Liaison Officers, and Cultural Liaison Officers across the State.

From the Commission of Inquiry, we also learned of times where a key part of our disciplinary system – the Local Managerial Resolution (LMR) – has not been effective.

We are now aware of incidents where it had little influence on changing behaviours of individuals and maintaining the high standard of conduct that I expect of those within the organisation.

As the Commissioner, this ultimately stops with me. I will not accept bad behaviour or stand by those who do not meet the standard expected of them. We have already made changes within our LMR system to ensure we can hold members accountable for their actions.

As I have said a number of times, a line in the sand has been drawn.

I have always been intent on enacting strong reform and today, I have a renewed focus on what needs to be done to restore trust and create a workplace where people can have their voices heard.

The recommendations are an opportunity for us to learn, grow and do better.

Today, I have spoken to the Premier who has expressed her confidence in me to lead this reform. I am 100 per cent committed to seeing this reform through, working through these recommendations, and delivering on the intent of the outcomes of this report.

I have a strong history in reform and already we have begun this journey to enhance the QPS.

A Special Coordinator for Police Reform will be established to lead and manage the various reform and transformational programs, and Deputy Commissioner Steve Gollschewski has been appointed to this role.

I have engaged Julie McKay and her specialist team from PricewaterhouseCoopers to support us in this work.

Next week I will join with more than 100 senior leaders from across the QPS to set my expectations of how we will enhance our organisation. We have good leaders at all levels of the organisation who are committed to improving the QPS.

With the release of this report, I expect more questions to be raised and approaches to be made to the media.

The cases that are known to us are either already being finalised or under investigation.

To maintain the integrity of our system, we will not comment on individual cases. This is so those who are part of the complaint are afforded privacy and natural justice and so those within our organisation can be confident to come forward.

I encourage individuals to either contact us or the Crime and Corruption Commission (CCC) to have their claims investigated.

Police are called to relationships in crisis, at a time when help and support is needed most.

Each one of us takes an oath to protect and serve our community.

Today we will do better than we did yesterday and tomorrow we will do better than we did today.

Issued by Media and Public Affairs,  
Queensland Police Service, Brisbane,  
Australia



**Dale Last MP**

Shadow Minister for Police and Corrective Services

Shadow Minister for Fire and Emergency Services

Shadow Minister for Rural and Regional Affairs

**MEDIA STATEMENT**

## **COMMISSION OF INQUIRY**

I acknowledge today is a very difficult day for the Queensland Police Service akin to the release of the Fitzgerald Report over 30 years ago.

Victims of domestic and family violence today heard the Premier, the Police Minister and the Attorney-General claim they are being heard.

We have heard that before.

Nearly eight years ago the Palaszczuk Government said the same thing when they received the ***Not Now, Not Ever*** report.

***A Call For Change*** proves that Palaszczuk Government has failed to listen and definitively failed to act to protect victims. For that they must be held responsible.

Mark Ryan has been the Police Minister for six years and today Queenslanders watched him dodge responsibility for deep failings that have occurred on his watch.

Along with all Queenslanders, I hope the release of this report is impetus for the Palaszczuk Government to finally take action to keep Queenslanders safe from the scourge of domestic and family violence.

The Opposition will provide a full response to the Commission of Inquiry at the appropriate time.

# **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)**



# Wand Powers Extended

By Darren Curtis

**Strong advocacy from the QPU to establish random wand powers to search for weapons has resulted in a two year extension and expansion of the trial to now include all Safe Night Precincts and Transport hubs.**

**Following** the death of 17 year old Jack Beasley from knife wounds sustained in an attack in Surfers Paradise on December 13, 2019 QPU South East Regional Rep Andy Williams wrote in the QPU Journal suggesting new legislation be created to allow for metal detection wand powers for persons of interest in the Surfers Paradise Safe Night Precinct.

Andy and QPU President Ian Leavers took a proposal to Police Minister Mark Ryan with the support of Jack Beasley's parents Brett and Belinda for an initial trial. The proposal soon generated widespread community support and the QPS was tasked with creating a workable solution to make a trial a reality.



Jack Beasley and his father Brett.

Mr Williams said, "The QPU was instrumental in setting up the initial plans around how to conduct wand powers including officer safety, the entire process started from scratch and under the stress of short time frames to take it into the field. The frontline police that were involved in the development of

the package injected their streetwise knowledge into the training and it was easily understood, smart and adaptable in practice.

"It's not easy taking on new powers and utilising them for the first time, it would be easy to sit back and push the concept to the back of the tool box because they are a trial and new. But every single police officer in Surfers Paradise and Broadbeach used them proactively because they knew they were something worthwhile.

"The fact there has not been one complaint made from the 18,000 wandings conducted in the trial is tremendous and speaks volumes for how our people utilised these new powers."



Since phase one of the trial started in May 2021 over two hundred weapons were seized including knives, box cutters, tools, tomahawks and knuckle dusters. The seizures resulted in more than 500 people being charged.

There was also an added benefit as Mr Williams explained, "The random



wanding allows us to interact with people and during the discussion we've not only discovered weapons before they could be used on us or members of the public but we've discovered people wanted on outstanding warrants, breaking banning notices and carrying drugs.

"The public response has been overwhelmingly supportive, even people you may think would be resistant to wanding have accepted the search and it seems most people do not want weapons on our streets."

The Government has announced an extension and expansion of the trial to now include all Safe Night Precincts in Queensland and transport hubs also allowing wanding to be conducted in surrounding infrastructure to these



locations. In two years the trial will be reviewed to assess whether the powers have been used appropriately and are having the intended effect.

The announcement was made by Police Minister Mark Ryan in Parliament on Wednesday November 9, 2022 in his speech he said, "I'd like to acknowledge the advocacy of the Queensland Police Union Rep on the Gold Coast Andy Williams and QPU President Ian Leavers who have worked tirelessly with the Government to make this announcement possible.

"This is making the community safer, every weapon we get off the street is saving a life. Anyone carrying a

replica gun, knife or axe in public is not only committing a crime but they are endangering the lives of others. I really hope this legislation becomes known as 'Jacks law'.

The impact on the police who provided first aid in an attempt to save Jack Beasley's life has been long lasting but they wanted to do something positive from this tragic loss of life to try and stop it happening again.



*QPU South East Regional Rep Andy Williams praised police from Surfers Paradise for helping develop a successful formula for the wanding trial.*

Andy Williams believes this legislation and successful trial is an incredibly powerful message about the QPU and one of his proudest achievements in his role as a Regional Representative.

He said, "The QPU does not just advocate for payraises and provide legal defence for members, we are also trying to create powers that make the job easier and safer for our members."





# Paramedic Praise

**On Sunday August 21, 2022 officers from Coomera and Pimpama Stations were involved in a shooting incident and their actions in the moments after their weapons were discharged have been praised by one of the first paramedics to arrive on scene.**

**A** 29 year old man allegedly confronted police with a knife outside a home in Bellagio Crescent, Coomera after officers went to the property for a welfare check. Negotiators had been called but before they arrived the man allegedly approached officers and refused directions to drop his weapon.



Once the man was on the ground and disarmed, frontline police applied tactical first aid and stemmed the blood loss until an ambulance arrived.

One of the paramedics later wrote to the Officers In Charge at Coomera and Pimpama and asked they pass on his praise for the way police applied their first aid knowledge.

QPU South East Regional Rep Andy Williams said, "To receive this note from a fellow first responder was brilliant. No officer ever wants to use their firearm and the associated trauma for the officer can last for years.

"ESC rightly examine these incidents and review the body worn video but there is always an element of stress and anxiety in the hours and days after an incident.

"These kind words go a long way in reassuring our members that their training was functional and effective. I encourage all QPU members to perhaps review their Tactical First Aid and keep their skills current."

The QPU Journal has included the correspondence for all members to acknowledge the good work of their peers and know that the community does appreciate the work you do.

*Please pass forward this message to the officers involved at the incident which occurred at Bellagio Crescent, Upper Coomera yesterday.*

*As one of the paramedics who initially arrived on scene, I would like to pass on my appreciation and commend the excellent work from the officers who were assisting the patient when we arrived.*

*Their swift action which was then followed by excellent first aid meant that we could rapidly extricate the patient and depart for hospital immediately. The time it took from our arrival on scene to us arriving at GCUH was 23 minutes, this would not have been achieved if the proper first aid was not applied.*

*I feel a great sense of pride and gratitude to have seen the way these officers acted in such a high-pressure situation. The assistance they provided to us on arrival at scene was critical.*

*I hope that all officers involved are doing well, I truly appreciate their help and I am glad that because of their actions we only had one patient involved.*

*(name and rank withheld by QPU Journal Editor)*



# Low Blow at Lowood

By Darren Curtis

## A fire at Lowood Police Station in November destroyed multiple first response vehicles and has raised serious concerns for the QPU around station security.

**It** will be alleged a 40 year old man entered the grounds of the Lowood Police Station just before midnight on November 2, 2022 and initiated a fire that destroyed three marked vehicles parked under an awning at the rear of the station.

Neighbours reported explosions as the cars were blazing and a Constable who had only moved into the police house next to the station days before alerted triple zero of the fire and requested backup from Ipswich.

While the vehicles were completely destroyed, a solid block wall of the station prevented the flames from blasting into the office space and burning down the entire complex. Electrical cabling inside the station



walls however was damaged by the radiant heat.

QPU Southern Regional Rep Col Muller said, "The QPS needs to urgently look at installing a CCTV network that is monitored and a range of security lighting.

"As far as I'm concerned every rural station should have the capacity to lock vehicles in a secure shed, garage or fenced facility. No one apart from Police should have access to these vehicles, imagine if they weren't set alight but tampered with in a way that wasn't immediately visible."



Mr Muller said the arson at Lowood isn't an isolated incident in his Region recently, "We've had somebody try to set fire to a police car at Goodna parked on the street and a few matters of concern at Esk Station as well. Secure fencing around the perimeter of these stations would be costly but CCTV and lighting could be done rapidly.

"Our members need to have assurances their safety and security is a priority. The Police Service like everyone is also struggling to access vehicles from importers, so to replace these deliberately damaged vehicles is difficult."

It's estimated the Lowood fire created at least \$350,000 in damages. Ipswich



detectives worked around the clock to collect evidence and arrest a suspect. He's been charged with arson, endangering particular property by fire, breach of bail, possessing drug utensils and urinating in a public place.

QPU members concerned about safety and security at their stations are encouraged to contact their Regional Rep or QPU Workplace Health & Safety Officer Mel Lenzinger on 32591900, [mlenzinger@qpu.asn.au](mailto:mlenzinger@qpu.asn.au).





# Ahoy Santa

By Darren Curtis

**Christmas 2022 will be one of the busiest seasons in years for the water police with many families taking to the waterways and surf again after years of COVID restrictions and a favourable forecast.**



*Police Diver S/C Al Fenton and Santa's helper with Water Police Officers S/C Travis Kloda and S/C Glynn Robson elfin around and enjoying delivering some Christmas cheer.*

**Brisbane** Water Police have been swept up in the spirit of festive cheer enjoying the opportunity to bring some joy to various community groups and charities in between calls for service.

Acting OIC Senior Sergeant Andrew Howie said, "It's always nice to give back to the community. We have some amazing assets and for young children to see Santa and some helpers step onto the deck or arrive by one of our inflatable boats or a jet ski it really brings a smile to faces.

"Unfortunately we hear of so many kids doing it tough or facing some serious health challenges so when they see a big boat like the Brett T Handran pull up and take them for a

ride or let them explore the decks and ships tender it brings a massive smile

to them and is something they will probably never forget."

Brisbane Water Police have had a busy year responding to significant floods and natural disasters and Senior Sergeant Howie expects the festive season will continue at an increased tempo.

"It's busy already in December, we assist land based police with various operations and also responding to Tangalooma, if there's an incident or response required we team up with the crews from Wynnum and head there at short notice.

"This is a time of year people like to be out on the water and we have multiple complaints to respond to, we have a



*S/C Travis Kloda and Diver S/C Al Fenton enjoy the response from children when the police boat arrives at community events.*





*Skipper S/C Glynn Robson guides the PV Handran in for some maintenance ready for a busy festive season on the waterways across South East Queensland.*

fine balance between education and enforcement. For us it's about ensuring people are doing the right thing but also doing it the safest way possible."

The PV Brett Handran has just returned to Brisbane after seven years serving the community of the Torres Strait and it's taken six months for the vessel to reach Brisbane as it was used in Cairns, Townsville and the Whitsundays on it's way south to back fill as the local Class One vessel was out of the water for service during their annual maintenance periods.

The PV William Conroy is now the permanent Class One vessel based at Thursday Island.

Sergeant Jason Jesse is the Acting OIC of the Torres Strait Water Police and is unsure what Christmas across TI could bring this year for his crew of six.

He said, "It is cyclone season so we will be intensely watching the weather but we will continue to respond taking



*There's a few people hoping Santa's helper has a bagful of new recruits as a Christmas gift to the QPS.*

General Duties Officers wherever they need to go.

"There are 38 inhabited islands in this group between Queensland and Papua New Guinea and our patrol extends down to Cape Grenville on the East Coast and across to Staaten River on

the Gulf side. Lots of residents leave Thursday Island at Christmas so it will be a bit quieter but I can guarantee there will still be plenty of calls for service and long hauls in the boat."

The Thursday Island team took the opportunity to gather for a family day before the Christmas craziness began. Station staff and families slipped across to Friday Island for a few hours and couldn't resist a photo opportunity including a local helicopter charter company that regularly assists providing rapid frontline response for the QPS to outer islands.

Sergeant Jesse said, "We are often away for weeks at a time on the boat and our families never really get an opportunity to go on any of our vessels so it's a great opportunity especially for the kids to see where mum and dad work and where they stay on the boat.

"Our families are a big part of the support network we have up here and we also need to show them how much we appreciate them."

It's the second year the TI water police have been able to assemble for a Christmas family day and it's likely to become an annual tradition.



*Christmas celebration TI style.*



By Darren Curtis

## On Thursday November 24, 2022 Intake 3 of 2022 officially graduated at the Oxley Police Academy in front of family and friends.

**Squads** 221, 222, 223 and 224 comprised seventy two members who completed twenty seven weeks of training and assessment, thirty of them had direct family connections already with the Police Service and many of them were presented with their badges and identity cards by family members.

QPU President Ian Leavers believes it's a tradition that enriches the ceremony. He said, "It's important we recognise those people joining our organisation have a link already with policing. For their parents, grandparents, uncles, aunties, brothers or sisters it's a proud moment for them to continue the legacy of having someone in the Queensland Police. I'd encourage it and hope it continues into the future."

Unfortunately for Constable Montana Salton her father Senior Sergeant Troy Salton never had the opportunity to see her graduate.

Troy died in an off duty accident at home just over four years ago but his wife Yvonne said Montana saw the love he had for his job and that became her inspiration, "He always had such a positive outlook about his job and the mate-ship he found in the job. Montana has gone into the QPS with an open mind, Troy was in Child Protection for a long time and while he didn't talk about the specifics he would discuss the pressures and how to deal with it.

"He loved his job, loved going to work and that's what she saw, Troy had a



Constable Montana Salton was sworn in by Insp Michael Ede.





career that he absolutely enjoyed and loved. I've been a little bit teary at the ceremony today, wishing her dad was here.

"The Blue family has really wrapped around us, today there's some of Troy's police mates here, Montana has been working in admin at Mount Ommaney Station and a bunch of the officers came to watch and then there's been police we both knew and admired."

Constable Salton was beaming during the post ceremony celebrations, grateful for those who came to honour her father and were there for her special day. Montana said, "I cannot thank these officers enough coming along today. To graduate today was so exciting, we started six months ago not knowing each other and now to graduate as firm friends is a sign we have four good squads."

"I've lived in Brisbane all my life but I've been posted to Charters Towers, rural living will be a first for me, it's exciting and nerve racking all at the same time but I'm looking forward to some genuine community policing."

Ian Leavers said Montana's enthusiasm was a real tribute to her father, "I knew Troy and he was one of the nicest men I've ever met and I say



Constable Montana Salton with her mother Yvonne who believes policing was always in her daughter's destiny.

that with all sincerity. He never said a bad word about anybody and he is truly missed as a mate."

Another graduate was also taking the oath without his father there, Constable Aden Dall'osto, his father Detective Inspector Shane Dall'osto took his own life in 2014.

Ian Leavers said, "Aden's graduation draws another generation into the police service. I knew his father an outstanding man of high calibre. For Aden to follow in his fathers footsteps is an important thing."

"If he can be anything I hope he is like his father who was respected by all and one of those police officers anyone who went to him knowing they'd get quality advice and he was one of the most decent people you could ever have met."



Constable Aden Dall'osto was presented with his badge by family friend Det Supt (ret) Jon Wacker.

The QPU sponsored Dux Award was awarded to two recipients for intake 3/ 2022 a rare and unusual event but the two constables couldn't be separated through the assessment criteria. Constable's William Radford and Caleb Pyne were presented with the award by QPU President Ian Leavers.



QPU President Ian Leavers presents the QPU sponsored Dux award for class 3/2022 to Constable William Radford.

Constable Radford worked as a PCYC members services officer before undertaking his recruit training. The 20 year old has been posted to South Brisbane.



QPU President Ian Leavers presents the QPU sponsored Dux award for class 3/2022 to Constable Caleb Pyne.

Caleb Pyne is headed for Mt Isa with his partner Sarah who is a school teacher. Constable Pyne said, "The training was good, I enjoyed every moment but it was a tough six months. I finished my Bachelors degree in criminology and justice while working as a barista and the move to the Isa is exciting."

"The QPU spoke to us a couple of times during training and Mr Leavers presented me with the award today and he was a really nice dude. I'm confident the Union will be there if needed, considering how far away I



will be from Brisbane it's good to have that assurance in the back of your mind if you ever need help it will be there."

Three of the First Year Constables are heading to Mount Isa, others to Longreach, Mackay, Charters Towers, Townsville, Ayr, Dalby, Logan, Gold Coast and Ipswich. There was a real excitement from many of the Constables who have grown up in the South East corner to be relocating to an area well outside their comfort zone.

Mr Leavers praised the officers who can see the advantages in taking up a regional posting, "It's a real positive because we have had periods where people didn't want to go to rural and regional Queensland. When people are excited to go to these places it's a real positive and something the QPS should promote more.

"These young Constables will have many opportunities that others will never get. They will also form friendships in these towns that will last a lifetime."

Intake 3/2022 brought together a whole range of nationalities apart from those born in Queensland. Recruits from the Netherlands, South Africa, England, New Zealand, Hong Kong and Russia all came together to show the diversity of cultures and beliefs.

There is a chance the QPS could be looking to draw a lot more recruits internationally with cancellation of the scheduled January 2023 intake due to insufficient applicants.

Ian Leavers said cancelling the course two months from the proposed start is troubling, "It's deeply concerning for me that not only in Queensland but across Australia and New Zealand policing is not a first pick proposition for people.

"I think there needs to be a reset to encourage people to join the police. It is a great job, a challenging job and it

comes with many demands but sadly we do sometimes read about the negatives, not the positives.

"However the positive things we do are happening each and every day, thousands of positive interactions and we're making a difference in people's lives. That's what we need to concentrate on and promote because that's what's happening on the ground."



*Police Minister Mark Ryan has held the same Ministerial role since 2016 and thanked all police for their service during his time in Government.*

Police Minister Mark Ryan spoke at the ceremony, after six years as the Minister for Police he is now acknowledged as the longest serving Queensland Police Minister and the honour wasn't lost on him.

Speaking to the recruits and all of the sworn staff at the event he said, "I've been fortunate to be honoured by your service and commitment. I'd like to thank you, you have honoured me with your courage, service and friendship.

"Now more than ever the community look to the QPS for leadership. Not just in an operational perspective but leadership from the point of view of values and respect for one another and police culture.

"Whether the newest Constable or someone about to retire from the

QPS, the people of Queensland hold the police in high esteem because of the people who make up the organisation."

Commissioner Katarina Carroll told the Constables to embed the lessons they had received from their instructors but her parting words were very clear.

Commissioner Carroll said, "I ask you to keep our values of integrity, professionalism, community respect and fairness at the forefront of your mind. These values are important to me, our organisation and our community, as they drive our culture and hold us to account for our actions."



*Constable Ashleigh Condon is presented with the Community Service Award by Supt Joe Jaramazovic.*



*Darryl Morton from QBank presents the Achievement Award to Constable Kathryn Lawson.*





Constable Thomas Groves receives the Constable Sondra Lena Award for academic and physical skills, presented by Supt Paul Hart.



Supt Joe Jaramazovic presents Constable Alfred Tsui with the Dan Stiller Memorial Traffic Award for driver competency.



Recipient of the Operational Skills Award Constable Angus Kirkpatrick is presented with the award by Assistant Commissioner Mark Kelly.



Commissioner Katarina Carroll presents Constable Kayla Pearce with the Commissioner's Award for high achievement in leadership, operational skills assessment, academic results and service to the community during recruit training.



Constable Zak Nikotemo was presented with the Leadership Award by Acting Supt Simon Palmer representing the Commissioned Officers Union.



Police motorcyclists S/C Jay Jordan and S/C David Gates from Mt Ommaney Highway Patrol lead the class of 3/2022 onto the parade ground past Parade Sergeant Sgt Lisa Duncan.























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# Moustache Riders

By Darren Curtis

**The Highway Patrol Office at Upper Mount Gravatt has embraced Movember not only showing off their cultured lip bristles but wrapping a patrol bike in the Movember logo.**

**Senior** Constable Ethan Bailey has been the driving force behind the sections Movember campaign arranging golf days and other events in previous years but after two years of trying to include the colour change and Movember branding for the motorbike it was finally approved and funded by the QPS a few months ago.

incident during his second year of service with the QPS. Ethan said, "I was working in Winton and talking to a mate who lived there (civilian) and I saw him in town at the start of my shift and he was happy, smiling like I'd never seen since his partner had left him about a year ago, by the end of that shift I was dealing with his dead body, he had hung himself.

men's health. Now I find out my FTO has stage 4 cancer so I would love any of this money we raise to not only go to mental health programs but also medical research for men's issues."

Prostate cancer is now the most common cancer in men over 45 and testicular cancer is the number one cancer affecting young men in 2022.



The 'mo police' squad with their Movember conversation starter.



S/C Ethan Bailey says he's seen people do a double take when the 'mo police' police bike pulls up alongside them.

Senior Constable Bailey said, "After two years of putting the idea forward I received a call that safety and wellbeing would fund the bike concept and within three weeks it was all done and on the road in time for November 1."

Movember has become an organisation he became passionate about after an

"This bloke just hours earlier had told me he would see me the next day and was happy, but he'd already made his mind up about what he was going to do instead of reaching out and saying to me he was struggling.

"Ever since then I've decided more awareness needs to be brought to

The Movember team have used the charity donations from recent years to fund the development of prostate medicine that could benefit up to one third of men with aggressive prostate cancer.

Senior Constable Liam Salmon opted for a bit of face lace to support his



mate. He said, "I went though the Academy with Ethan and he's been fundraising for a while with Movember and truly he's inspired us all to support men's health issues."



Liam normally has a substantial beard and shaving it off to keep a moustache has been a head turning moment for other police at Upper Mount Gravatt. Liam said, "People who see me without the beard have a laugh and ask why, then we get into a bit of discussion about movember and it helps spread awareness plus generates a few donations. My partner actually likes the mo rather than the beard, but I can grow the beard back at the end of the month."

Colleague David Mann is normally clean shaven and he admits his lip toupee is not something he's comfortable with. Senior Constable Mann said, "I find it horrible but if it takes a bit of facial hair to get people talking I'm willing to do that however my wife is unimpressed and it's already become a natural contraceptive, so I guess I will go without for a month to help others."

Considering David is perhaps giving more than others for the cause he's hoping the payoff will be a few extra donations from fellow sufferers, "It's great to talk about Movember but money speaks louder than words and this money goes towards funding cures and organisations that help blokes with their problems. Movember is an Australian idea that's now spread around the world, it's amazing."



*S/C Liam Salmon is enjoying his face lace and believes any dollar donated is better for Movember than nothing.*



*S/C David Mann believes the moustache is a passion killer but a great way to start important conversations about men's health.*





S/C Sage Smith says cropping the beard back to a moustache has him looking baby faced again.



S/C Troy Say is proudly displaying his ginger lip squirrel for Movember.

Another in the bro-merang group is Senior Constable Sage Smith, he also normally has a beard and has paired it back for his version of a soup strainer. Sage said, "My wife does not like the mo, but she is 100% supportive because she knows what it means, she backs the idea that we should be speaking up and it's ok to get help.

"She encourages people who come into her work to make a donation or at least look up what Movember is all about. I went to the Academy with Liam and Ethan and we've all had our own battles with friends and relatives who have suffered with mental health issues or cancer. I've had friends take their own lives, so it's good to see Movember becoming bigger each year."

Senior Constable Smith has seen first hand what an impact the 'mo police' bike has with the public. He said, "When Ethan picked the bike up after it had the Movember artwork put on I was following in an unmarked car and so many people in surrounding cars were pointing at the bike and taking photos.

"Mo police' has been positive and prompted a lot of good conversations.

It's becoming normal now for blokes to talk about their issues far better than previous generations."

He won't readily admit it but Senior Constable Troy Say is loving his ginger lip squirrel that's bordering on a full handlebar moustache. Troy laughing says it's probably the most outstanding moustache in the group, "Ethan has done a cracking job in bringing everyone together through Movember and I think we are well on track to raising probably \$5,000.

**"Mo police' has been positive and prompted a lot of good conversations."**

"A lot of people have been taking photos of the bike, when we were on duty at the T20 Cricket we had people lining up to take photos with it. It's different markings are for a good charity, a good cause and it's creating conversations with people who see it and we may never meet."

There have been a few times when the 'mo police' bike has assisted in de-escalating potential roadside issues. Senior Constable Say said, "I've pulled a few people up to issue infringements and in particular motorcycle riders I stop and the bike gets brought up and what it's all about. It's a conversation starter about mental health and prostate cancer."

A few people get their own photo evidence of the bike before they ride off but Troy doesn't mind he believes Movember puts him in a positive frame of mind for the entire month, he said, "I love Movember, because I spend a lot of time with the guys at work and we talk stuff through and when I'm off shift I get together with my mates and we get together for a walk every Saturday where we have a chat and talk about blokes stuff over a drink everything from how work has been to footy and super cars.

"You know what as men we've only just worked out? Women do it right, they talk to each other and express their feelings and share problems, whereas blokes we are bred not to talk about stuff and don't cry."





*S/C Bailey is unable to ride the 'mo police' bike after being struck by a small truck during a traffic stop before Movember.*

Ethan however does feel like shedding a tear, after two years of work to get his official police bike branded in the Movember markings, he was struck by a truck while working on October 31, 2022 and broke his wrist. The recovery has meant he isn't able to ride the bike at all during the month. It's been on rotation through the rest of the section to make use of it's visibility and promotional ability.

He's philosophical about the injury, Senior Constable Bailey said, "I've been



fundraising for seven years now for Movember and contributed over \$22,500 for them. The stigma about men not talking is dissolving and the 'mo police'

bike is helping, when you see people give you a thumbs up when they see it, it's proof it's starting conversations that otherwise wouldn't happen."







Metro South QPU Regional Rep Shayne Treasure said, "The highway patrol guys at Upper Mount Gravatt have been innovative with Movember, each year they come up with something that generates new interest in the charity. Ethan Bailey is progressive and passionate about the cause and it's a real shame he is unable to enjoy Movember days on the motorcycle when he put so much effort into making the 'mo police' a reality.

"Now that he's done all the hard work on the concept I'd like to see a version of 'mo police' roll out in different Regions each year, perhaps a fresh painted version of the bike could be used in Cairns, Airlie Beach or Townsville. Wherever it follows on from metro south would generate new interest.

"I cannot express enough how important it is for all us to keep a check on our mental fitness and do the check

ups to ensure we don't become a cancer statistic."

The QPU supports Blue Hope, a support and counselling service set up by police for police. The 24 hour service is available by calling 1300 00 2583 and it's independent of the QPS.

To find out more about Movember and the variety of work they are doing, log on to [info@movember.com](mailto:info@movember.com) or call **1300 (grow mo) 476966**.

## 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)



# Measuring Up

By Darren Curtis

## The ILBV roll out is underway with hundreds of officers now measured and their personalised carriers in manufacture.

**So** far nearly all Tier One officers identified in North Brisbane District have been measured up during measuring and fitting sessions at various venues. That's around 800 first response officers and more sessions are being planned to capture the remaining officers before the end of the year.

ILBV Capability Manager Acting Senior Sergeant Lisle Manthey is impressed with the response from Police, "We've had people coming in on their days off to be measured up and trying on the fitting kit.

"The ILBV fitting kit is bright orange, it's not how the finished product comes, but it's a vital tool we use to ensure the ILBV that is delivered to every individual officer fits immediately to your body type.

"We've been able to generate over 100 configurable sizes to cover just about every body shape and for those that may need something specialised there's capability for that too.



"The enthusiasm has been really encouraging and for those police that do come in on your day off I remind you to bring a pair of your work pants with you and your utility belt. That way we can accurately assess where the ILBV will sit in relation to your belt line and holster position."

Acting Snr Sgt Manthey said, "We have such a vast range of body types and everybody wears their belt at a different height so it's important for us to accurately assess the length of each officers ILBV".



Every District has appointed a number of officers as Key Points of Contact (KPOC) responsible for the measuring and fitting of officers within their local

**"It's important that officers look out for emails from KPOCs advising them on where and when these sessions will be held."**



areas. The ILBV Project team work closely with these KPOCs to schedule measuring and fitting days, at suitable locations with enough fitting kits to minimise the time it takes to fit each officer. It's important that officers look out for emails from KPOCs advising them on where and when these sessions will be held.

The determination for priority has been set by the ILBV Project team based on demand modelling extracts showing areas with a higher prevalence of firearms and bladed weapon

incidents and cross referencing that information with injuries to officers. The ILBV Project team want the Police potentially at most risk to receive their personalised vests as a priority.

It's expected measuring days will soon be organised for Gold Coast, Logan and Far North Districts with allowances for staffing issues over the festive season.

QPU Rep on the ILBV Project Team Kev Groth said, 'We have a commitment that every frontline officer will have their individually fitted ILBV by July



**"The ILBV Project team want the Police potentially at most risk to receive their personalised vests as a priority."**

changes we have made to the design template has every other jurisdiction in Australia wanting to gain access to the product your feedback helped to deliver."

This is the first time an ILBV of this standard has ever been produced in the world and it has been designed to suit Queensland conditions. It is anticipated that the first orders will be delivered and issued to frontline police in January and February.



next year and the next phase of the roll out will cover the rest of the sworn police to be issued with their ILBV before December 2023.

"I encourage every QPU member to attend the fitting sessions so the rollout cannot be delayed. The revolutionary





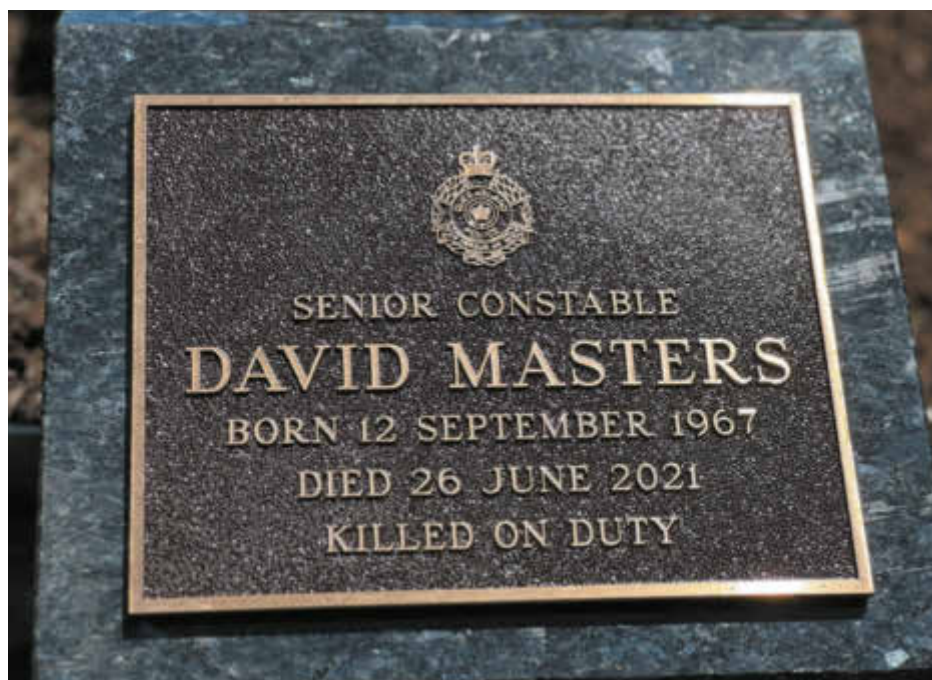
# Plaque of Remembrance

By Darren Curtis

**A plaque in honour of Senior Constable Dave Masters who was murdered in June 2021 has been placed on the Avenue of Remembrance at the Oxley Police Academy in recognition of his service and sacrifice.**

**It** is a tradition established since 1992 and the Avenue now has memorials for every officer who has been killed on duty since 1921. However it's an honour no family really wants to consider.

Dave would have been so proud but events like this freshen everything up again and we really feel the hurt but we are remembering Dave and I'm certain the QPU will ensure he's never forgotten."



*The Memorial plaque for Senior Constable Dave Masters on the Avenue of Remembrance.*



*Sharon Masters planted a Jacaranda tree adjacent to Dave's plaque.*

Dave's wife Sharon and their son Jack planted a jacaranda tree behind the plaque and laid a wreath to acknowledge his loss and also the great joy he took in doing his job.

Sharon said, "I'd like to think that I will come back and sit here under this tree and see his plaque because Dave really enjoyed his time at the Academy. This will always be a place of happy memories for us. Today is bittersweet,



*Recruits from intakes 5 and 6/2022 attended the ceremony.*





*Jack Masters assisted with the planting of an advanced Jacaranda tree that will shade his father's memorial.*

Recruits from intakes 5 and 6/2022 assisted with the set up of the ceremony and all squads attended the service.

Mrs Masters couldn't speak to them all but she did have a message for them, "It was really special for the recruits to be here, I'd like them to take a moment while they are at the Academy to perhaps look at the plaques of Dave and the others who lost their lives and realise how dangerous the job can be for them as well.

"To every police officer no matter where you are in Queensland you really don't know how lucky you are to work for an organisation like the QPS. The support when things go wrong is amazing, hopefully no-one ever has to go through this again but it is inevitable I'm sure. You are lucky to be surrounded by this level of support, thankfully you just don't realise it yet."

Senior Constable Dave Masters was the first officer to die on duty since Commissioner Katarina Carroll took on the top role and his death has had a



*Sharon & Jack Masters along with Police Commissioner Katarina Carroll unveiled the plaque to honour S/C Dave Masters.*

profound effect on her. Commissioner Carroll spoke at the ceremony and said every police officer on the Avenue deserves attention but the Dave Masters memorial will always catch her eye, "I travel down this path often and reflect on the names, on what they have done for our organisation and community.

"Since Dave's passing I have often reflected on him and his loyalty, courage and devotion to serving all the people of Queensland."

The ceremony was held in 34 degree heat on Wednesday December 7, 2022 and everyone was feeling the heat but no-one was willing to cut the proceedings short or strip back the traditions.

In the blazing sun officers stood to attention and saluted as the Academy flag was lowered to half mast and a lone bugler from the Army played the Police Requiescant. Deception Bay OIC Senior Sergeant Jason Higgs recited the Police Ode.



*QPU Vice President Shane Prior represented all current serving and retired police at the ceremony.*





**“The tree they have planted is a symbol of life and stability, qualities Sharon spoke about as part of Dave’s attitude to his family. The tree also tells us that life can go on and will continue to provide protection and beauty. Rest easy Dave Masters your family are now forever our family.”**

QPU Vice President Shane Prior laid a wreath on behalf of all serving and retired police. Mr Prior said, ‘The QPU will never let the memory of Dave Masters fade. I understand how difficult ongoing ceremony’s can be for the Masters family but they continue to honour Dave with dignity and grace.

“There was so much symbolism connected to today, this is the Academy where Dave trained and graduated. Many of the officers he graduated with spoke of their love for him after his death. His son Jack treasures the photo of he and his dad on the parade ground that day.

“The tree they have planted is a symbol of life and stability, qualities Sharon spoke about as part of Dave’s attitude to his family. The tree also tells us that life can go on and will continue to provide protection and beauty. Rest easy Dave Masters your family are now forever our family.”



*Piper Ian Strudwick provided musical support during the ceremony.*











*QPU Vice President Shane Prior talks with Dave's brother Al and his wife Liz after the ceremony.*

and it was clear the loss of Dave has had an impact on him as he has watched the extended Masters family struggle with Dave's death.

Chaplain Govan said, "Sharon and Jack have endured the first twelve months and it has been a constant string of firsts for them, the first birthdays, anniversaries, Easter and Christmas all the dates that are important to a family.

"It's been difficult and even today is a great honour but its also tough being reminded Dave is not with them. It's a



*Chaplain Matt Govan believes the Masters family have shown incredible fortitude in coping with the loss of Dave.*



Police Chaplain Matt Govan has been alongside the Masters family since the tragedy, he was also asked to provide the religious element to the ceremony

grief that does not go away easily. They also take great comfort in the fact the QPU has not forgotten them and he's remembered with love and care."



The Dave Masters memorial plaque is located just north of the Academy roundabout on the western side of the Avenue of Remembrance.



# Last Ball Thriller

By Darren Curtis

**It came down to the Tasmanian team needing one run off the last ball to determine the tournament result for the QPS Men's Cricket Team in the Australia New Zealand Police Cricket Championship and as the ball spun down the pitch the crowd collectively held their breath watching it turn on the wicket ...**

**The** championship was held on the Gold Coast in November and the QPU sponsored QPS team started the rounds well on Sunday defeating Tasmania passing their 195 all out run total in 35 overs with the loss of 5 wickets.

superstitious bunch so if you do well with a piece of kit you stick with it."

Constable Martin also became one of the few players to play at the ANZPCC for two different jurisdictions. Jason explained his dual caps, "I'm originally from South Africa but joined the Police

in New Zealand in 2010 and played for the New Zealand Police in this same tournament on the Gold Coast in 2012. Two years later I immigrated to Australia and joined the QPS.

"The lifestyle and climate is similar to South Africa but also the Queensland EB for police is brilliant, I've since told a lot of the cops I worked with in NZ about it and they are now keen to move here as well.

"I'm very proud to have been selected to play for Queensland, I've never considered myself elite in sport but it's great to add value to a team and build those bonds with team mates."

Before Monday's game against South Australia the newest member to join the squad Mitchell O'Hara was presented with his official QPS cap with



Members of the 2022 QPS Cricket Team.

Queensland all rounder Jason Martin hit 79 off 82 balls and finished his knock unbeaten however the General Duties Constable from Bowen later revealed a secret... the cricket shoes he brought fell apart early in the first innings and he had to borrow shoes from a mate but unfortunately they were a size too small.

Jason said, "I ended up pretty sore, running in those small shoes but I'm wearing them for the rest of the championship, we're a pretty



Jason Martin became the 127th capped player for the QPS but also the first to play for the QPS and New Zealand Police.



Mitch O'Hara receives his baggy maroon cap from QPS Team Manager Brett Hutton.



the number 128 by Team Manager Brett Hutton (player cap 73).

Brett told the playing group, "It's with great pride these caps are handed out and they mean a great deal, for those who obtain selection more than once it's a great honour to dust off the old cap and wear it on another tour. Mitch I hope you will see this cap in years to come and it will bring back good memories both on and off the field."

With resounding applause Mitch a Senior Constable at Coomera CIB slapped his baggy 128 cap on and shook hands with every team member saying, "The numbering is a great honour, that means 127 police officers who have played before me for the QPS. It's good to be included in this group because they are all good people."

"I've got a little son and one day I hope he wants to wear my cap around and be proud because I haven't played competitive sport for a while but it feels great to be around a group of like minded competitive blokes."

In Mondays second round game against South Australia, Queensland Captain Jack Hargreaves won the toss and put his side into bat and he lead by example, opening with Paul Bonney he bashed out 66 off 66 balls before he was dismissed LBW.



*The entire QPS team worked together to prepare the ground and remove the covers for the game against SAPOL at Robina.*



*Pre game warm up.*



*Pre game catching practice.*



*SAPOL Captain Nathan Schollor and QPS Captain Jack Hargreaves before the toss.*



*Pre game bowling warm up.*





Non traditional pre game warm up.



Pre game catching skyball practice.

Queensland set 228 runs however South Australia could only manage 214 in the 45 overs.













Round three and Queensland were up against the Australian Federal Police. QLD lost four wickets before passing the AFP total of 177. Paul Bonney collected 54 runs off 42 balls recording the highest score for Queensland while Luke Feldman took 3/15 off 7 overs.

The ANZPCC is played every two years and each team requires around 15 to 20 players to comfortably rotate a team as they play multiple games back to back with just a single rest day over the six day championship. Players can be sworn or unsworn however police separated from the service can be added to the lineup as long as they played in at least one ANZPCC before they left the QPS.



*Ray Atkinson had the role of QPS team co-ordinator and ensuring the ANZPCC ran smoothly for all visiting teams.*

This years Championship organiser was Acting Detective Senior Sergeant Ray Atkinson from the QPS Joint Counter Terrorism Team. Ray believes there's some significant mental health benefits from Police taking part in team sports, "You can see the officers who work in high stress roles get on the field and they take a deep breath knowing for a week they don't have to think about work, a real weight is lifted because they only have to worry about cricket."

"This isn't Mickey Mouse cricket, it's important because we are representing every member of the QPS while we wear that baggy maroon. The cricket level is really elevated because we are playing for our State."

Heading into the semi finals, Queensland were three from three wins and considered a real title chance, however New South Wales produced a superior performance on the day. Queensland set 203 as the total, losing eight wickets during the 45 overs.

Jason Martin top scored with 52 runs off 85 balls and remember how he was wearing those small borrowed shoes well it didn't end well. The rubbing on his feet sheared the flesh off his heels and the constant toe curling resulted in infections in his toe nails that required intense medical intervention. His effort to continue playing was praised by the entire team.



*Jason's feet were bandaged heavily and he was unable to play in the last game of the Championship.*



*A serious infection required medical attention for Jason to continue playing.*

Queensland bowler Shane Connors took 1/31 off 6 overs but NSW ran down the QLD total in 33 overs for the loss of two wickets to score 204.

The semi final loss put Queensland in the game to determine third and fourth position for the Championship and QLD set 178 runs for Tasmania to reach off 30 overs. Shane Connors recorded 72 runs off 46 balls but it wasn't enough. Last ball, last over Tasmania needed one run to win, a dot ball to tie. As the sideline crowd watched the ball come from Mathew Hendry's hand, the result was determined from a leg bye.















QPS and TASPOL teams at the conclusion of their finals game at Carrara.

Queensland officially finishing fourth in the Championship, Victoria won the title in the final against New South Wales. Ray Atkinson said, "There's nothing to be ashamed of in this result."

"This championship is a hard grind with back to back days play and come to the final we were struggling to get eleven fit and healthy blokes onto the field."

"The entire tour group can feel proud of what we achieved and it would be great to see more officers have a crack at the ANZPCC when we go to Perth in 2024 and then when we really celebrate the fifty year anniversary of the Championship in 2027 in Canberra."

## THE 2022 QPS TOURING SQUAD FOR THE AUSTRALIA NEW ZEALAND POLICE CRICKET CHAMPIONSHIP

Col Harvey (cap 54)  
Brett Hutton (cap 73)  
Matt Gill (cap 77)  
Wayne Clayton (cap 83)  
Kieran Barton (cap 94)  
Shane Turner (cap 94)  
Ray Atkinson (cap 96)  
Shane Connors (cap 98)  
Luke Feldman (cap 99)  
Dion Bryant (cap 107)  
Dan Field (cap 109)  
Paul Bonney (cap 111)  
Ryan Baillie (cap 115)  
Brooke Williams (cap 117)

Damien Barnes (cap 118)  
Matthew Hendry (cap 119)  
Michael Vickery (cap 120)  
Justin Kersey (cap 121)  
Ryan Lange (cap 122)  
Shaun Bennie (cap 124)  
Daniel Cranitch (cap 125)  
Jack Hargreaves (cap 126)  
Jason Martin (cap 127)  
Mitchell O'Hara (cap 128)  
Bill Feldman (non player) (cap 38)  
John Hendry (non player)



# Gaining Training

By Darren Curtis

**During November 2022 thirteen new QPU Branch Officials attended a specialist training course in Brisbane to further develop their skills to assist members in their stations and work groups.**

**The** training course was facilitated at the QPU office in Brisbane and ran over three days incorporating sessions on legal services, industrial relations support, workplace health and safety, membership services, media services and management of critical incidents.

QPU President Ian Leavers welcomed the group for the start of the training package before handing over to QPU Industrial Manager Mick Barnes. Mr Barnes compiles the program and conducts the training course with vigour revealing the content can sometimes be confronting for officials new to unionism.

Mr Barnes said, "At the QPU we tackle issues some officers may never come across in their decades of service. A lot of the stuff we do is not heard of within the general membership, there

is so much done behind the scenes to ensure the interests of police are advocated for."

The course is also supplemented with presentations from ESC, Sciacca's lawyers on WorkCover, Legal Defence providers Gnech & Associates and Gilshenan & Luton, retired QPU Life Member Phil Lynagh on meeting

procedure and Scott Heber from the QPS on Workplace Health & Safety.

The participants for this course came from around the State including Proserpine, Emerald and Bundaberg along with officers from across the South East corner and specialist groups including forensics.



Course participants Katrina Stewart, Nathan Smeaton, Nathan Wapp, Shaun Myers, Bruce Murray, Jonathan Jude, Lance Hendrie, Bernard Elmore, John Graham, Damien Neville, Renee Torok, Adam Ram, Danny Matthews.



Course facilitators and the QPU Industrial team with the November QPU Branch Official trainees.

Mr Barnes said, "Our branch officials form a crucial part of the network in delivering services to our members no matter where they are in Queensland. The flow of information from the members to the organisation and back is important. Our branch officials need to be up to date on contemporary issues affecting our people (their mates within the workplace)."

Course members also benefitted from informal social opportunities meeting with industrial staff and QPU Vice President Shane Prior. Mr Prior had five members from HQ and Support Region

on the course and he reinforced with them that the course didn't make them an expert in every category of service the QPU provides.

Mr Prior said, "The branch officials that have graduated from this training now have an understanding of where to effectively ask for assistance and a solid network to provide prompt specialist advice that will protect the interests of their colleagues. The QPU isn't a regular business hours organisation, when you need help it's available."

Mick Barnes echoed the same sentiments, he said, "It's important all our branch officials no matter where they are in Queensland have a level of confidence in the support they can receive should the need ever arise. I'm always hopeful to have more training going through the New Year and it's important anyone who wants to obtain these skills lets us know.



*QPU HQ & Support Regional Rep Shane Prior with course participants from his Region including Katrina Stewart, Nathan Smeaton, Nathan Wapp, Adam Ram and Renee Torok.*

"Preference of course is given to those already holding a branch role however you do not need to be a designated official but if someone shows an interest they too can come along and learn if they have a desire to assist their colleagues within their station.

"The parting words I finish every course with are call us 24/7 if you need help because unity is strength."

If you would like to attend a Branch Officials course contact Industrial Manager, Mick Barnes on 3259 1900 or [mbarnes@qpu.asn.au](mailto:mbarnes@qpu.asn.au)

# Without us, you're on your own

**When you need professional  
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**QUEENSLAND POLICE UNION OF EMPLOYEES**

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# Post Exposure Assistance to Blood and Bodily Fluids

By Mel Lenzinger, QPU WorkPlace Health & Safety Officer.

## WHAT YOU NEED TO KNOW

**If you ask any officer in the State the chances are they have experienced firsthand or know someone who has been exposed to the blood and body fluids of another person during the course of their job.**

**Alarminglly** however, many of these officers don't seem to know the process to follow post exposure and it is putting our members and their families at risk.

BBF is a term used to describe blood and other body fluids that with exposure carry a risk of developing into a blood-borne virus. The three major blood-borne viruses are hepatitis B and C and human immunodeficiency virus (HIV). Importantly, all of these viruses are treatable however, they can lead to serious health problems if left untreated.



Exposure can occur a number of ways including a needle-stick injury, being spat on or bitten by an offender or coming into contact with blood.

The exposure could be deliberate or accidental, but the important part of this equation is whether or not an individual with compromised skin integrity (broken skin) comes into contact with the blood or a body fluid of another person.

Unfortunately, the likelihood of an officer being exposed to this type of injury is unlikely to decrease and so the best protection we have moving forward is to ensure these incidents are recorded and officers access the support available to them.



It could be argued that during the beginning and peak of the COVID era individuals were far more cautious about their individual health and wellbeing and may have been more likely to report incidents. Despite the changing nature of the world since COVID increased reporting needs to be the norm because the risk is ever present for contracting other serious diseases through a BBF exposure.

Policing is a demanding and unpredictable job and often officers do not have the time to utilise gloves and masks as appropriate PPE to reduce exposure. The rule for standard precaution and infection control is to treat blood and body fluids as infections.

What should you do if an exposure or potential exposure occurs?

- (i) If any piece of clothing or equipment was exposed, remove where appropriate.
- (ii) Clean the area thoroughly with soap and water (eyes and mouth can be rinsed with water. Do not swallow the water).
- (iii) Notify your supervisor as soon as practicable.
- (iv) Attend a Hospital Emergency Department or your GP for initial treatment as soon as reasonably practicable but within 24 hrs of exposure.
- (v) Lodge an IINRS. This is part of your evidence of exposure should an issue occur in the future and is a vital step. This will also initiate the Workcover process if required.
- (vi) A Disease Test Order (DTO) can be arranged if the exposure was as a result of serious assault (e.g. bite) For information on a DTO including how to access your results contact your local QPS Health & Safety Advisor.
- (vii) Consider speaking to an Occupational Physician if you have any concerns or queries regarding your BBF exposure.
- (viii) Contact the QPS Health & Safety Info-line 1800 558 775 Mon-Fri

8 am - 5 pm for further information on BBFs.

*\*Please note, according to ANZPAA Queensland and Tasmania are the only jurisdictions to not offer some type of BBF exposure support to members 24/7. If you require urgent advice after hours, please contact your doctor or local hospital.*

The time period from the point of infection to when the virus is detectable in the blood can range from

1-6 months depending on the virus.

It is important to consider just how long individuals have to wait to know if their exposure will result in a blood-borne virus and the toll this can have on not only them but their families.

One of the services that is available to members through the QPS is the option to speak to an occupational physician about your individual circumstances. The occupational

physician should be able to explain your likely level of risk, precautions to follow and answer any questions you may have. This service is free and covered by Safety and Wellbeing.

More information and support, including obtaining a copy of the ANZPAA Police and blood-borne viruses booklet, is available by contacting your local Union Executive member or a QPU Workplace Health and Safety Officer on 3259 1900.

Alternatively, to arrange your consultation with an occupational physician contact your local QPS Health & Safety Advisor.



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# Bike Winner

By Darren Curtis

## The 2022 Wall 2 Wall main raffle prize of a Yamaha MT-07 has been won by Queensland Police Officer Senior Sergeant Craig Mackenzie from Inala.

**The** Inala Officer in Charge was presented with his prize at Jimboomba Star Yamaha on November 29 by the dealer principal Matt Edwards and Kamryn Williams from Yamaha Motors Australia.

A devoted motorcycle enthusiast, Mr Mackenzie already has two bikes in the shed at home, a BMW 1200R for touring and a BMW F650GS inherited from a family member. Mr Mackenzie said, "The garage is a bit full at the



Yamaha Salesman Matt Edwards and Kamryn Williams from Yamaha present the MT-07 prize to S/Sgt Craig Mackenzie.

Mr Mackenzie said, "I bought \$50 worth of tickets and was stunned when Ian Leavers rang me to tell me the good news, I really didn't know what to say because I normally never win anything. It's a fantastic prize from Yamaha Australia and is coming at a time in my life when I'm only a few months away from retiring, this is a great kick along."

moment so I will have to make a decision whether I keep this brand new bike or use it as an alternative ride to my BMW's."

Kamryn Williams from Yamaha told Craig, "There's nothing like a freshie. It's a brand new bike and the best day of owning a motorcycle is when you ride it out of the showroom. This is



S/Sgt Craig Mackenzie says the motorcycle worth nearly \$13,000 is a great boost before his impending retirement.

one of our best selling bikes, it's super versatile for a learner or for someone with a few years experience it's a great mid powered bike designed for good times."

For the past twelve years Yamaha has supported the Wall 2 Wall fundraising effort by donating a bike as a raffle prize. This year there were 4,300 tickets sold across the country. Kamryn said, "We do it because Queensland Police like every other state are a vital part of the community and it's nice as a business to be able to give back. Yamaha supply a lot of bikes to the QPS and New South Wales Police and that bond enables us



to do charitable things. I'm confident our association with Wall 2 Wall will continue at this stage into the future."



Wall2Wall Event Manager Geoff Garland says in 2022 more tickets were sold in the MT-07 raffle than in any other year.

Event Manager for the Wall 2 Wall Geoff Garland said, "Everyone knows the money raised goes to Police Legacies around Australia and that prompts some people to buy up to fifty tickets at a time knowing that if they don't win the main prize the funds



are going to Police Legacy and that's something they like."

QPU President Ian Leavers congratulated Craig on his win and supporting the Wall 2 Wall event, "I know Craig had a serious issue with a tyre on his way to Canberra this year in a very remote part of New South Wales in torrential rain and freezing temperatures yet he continued on with the commitment to honour those officers who we have lost so it was great for me to be able to give him the good news and once again lift his spirits.

"Through our fundraising efforts Wall 2 Wall has donated \$1.5 million dollars to Police Legacies around Australia since 2010. Money that is spent looking after the dependents of our lost colleagues."

The Wall 2 Wall Ride of Remembrance for 2023 is set down to culminate at the National Police Memorial on Saturday September 16. Registrations are expected to open from April 1, 2023.

## 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)**

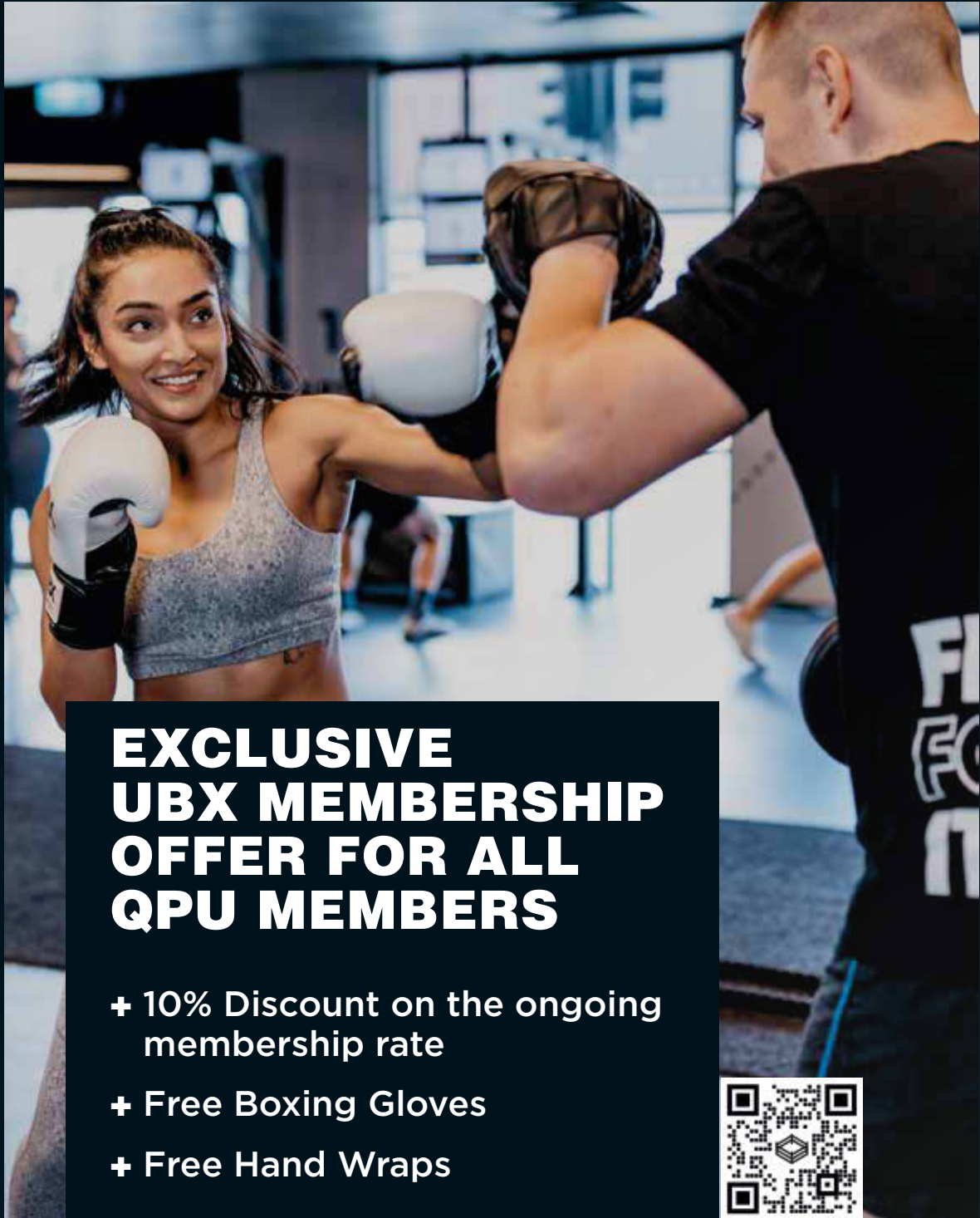
or your regional representative.

They will steer you in the right direction.



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**LET'S GET STARTED»»**



# First Nations Invite

By Darren Curtis

**The QPSWRL team received an invitation to field a side in the 2022 Mackay Indigenous Rugby League Carnival for the first time and the community response was overwhelmingly positive as the players were revered as high performance athletes and respected as frontline police officers.**

**While** the focus was on football the QPS players also built a significant community engagement program around their time together in Mackay, visiting indigenous schools, attending QPS recruitment events and a junior rugby league carnival along with an indigenous financial literacy workshop.



*QPU President Ian Leavers spoke passionately at the team dinner acknowledging their commitment to community engagement.*



*Ian Leavers told the QPSWRL players he appreciated their sporting ability and building stronger bonds with First Nations people.*

The QPU is a major sponsor of the QPSWRL and President Ian Leavers told the team, "You are setting a very high standard for the QPS Men to follow in all teams because it's not only about coming together for sport you are involving the community and developing relationships.

"The interaction from the kids today with you was amazing. It's a pity the men cannot get involved as much as what the women do, lifting the image



*The team post jersey presentation.*





*QPSWRL First Nation's Team Captain Sam Bliss & QPU President Ian Leavers have known each other since they played touch football together while stationed at Mount Gravatt.*

of the QPS and rugby league. This is a great example of sport bringing police and the community together."

One event was held at the Kutta Mulla Gorrina (KMG) Special Assistance School in Mackay and the QPS players chatted with high school aged students about their lives before joining the police and how many of them had overcome some teenage distractions before finding a career path that's proven to be very satisfying.

Executive Director and founder of the school Justin Giblett believes the session had a memorable impact on the students. Mr Giblett said, "90% of the team were first nations people and their presence was powerful and the fact they were engaged, talked, played games with the students sent a very strong message.

"At the beginning they were seen just as police officers and it wasn't until they started sharing their stories our students opened up a little more and realised they are people in uniform and they're only human."

Indigenous recruitment officer Adrian Coolwell watched the session



*Justin Giblett from KMG said actions speak louder than words and having the QPSWRL team engage with students and share life stories went a long way to creating a bond between the two groups.*

and admitted the team achieved something he hadn't seen before. Mr Coolwell said, "The students were in amazement, they had no idea the QPS supports women in sport. It's the first time I've seen kids sit still and listen, usually you get a few playing up but these police officers slash elite sports people had their full attention.

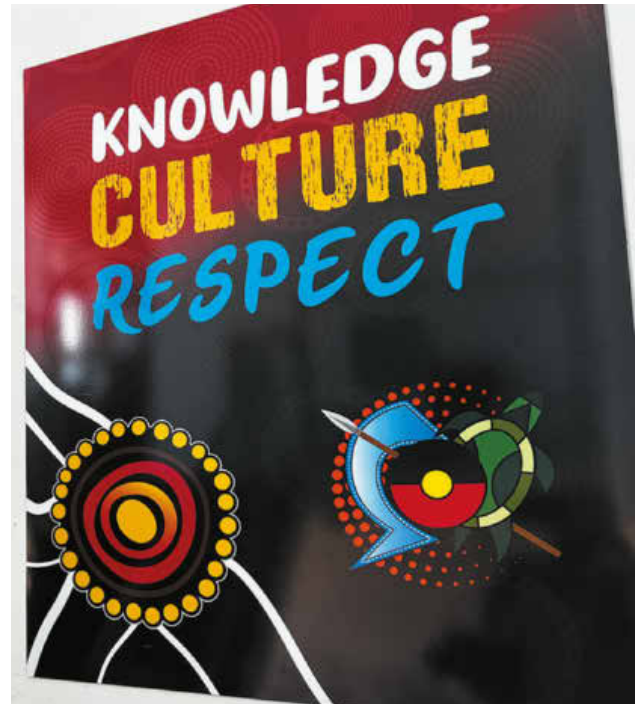
"These ladies came here in their own time, the students quickly realised they are mothers, had dealt with illness, some are even on medication











and they've gone on to work in child protection, mounted police and highway patrol. It created a real spark."

"I've already had one young guy come up to me because he didn't want to say anything in front of his mates but he wanted to find out more about joining the police. That young bloke is connected to one of Australia's greatest indigenous rugby league players and he can see an opportunity for a job and to play sport."

The carnival games for the women's side of the competition were held over Saturday October 29 and Sunday October 30, the QPSWRL team members arrived in camp on the Thursday before, and while they



*Mixing with the Dreamtime Dancers and Mackay PCYC Rec Officer Patrick Thaiday.*



were selected on their ability most of them had not played together in the same side before so there was a real intensity during the training sessions to form 'plays' and develop an awareness of each other's skills and strengths. It was the time of





year for flash afternoon storms and the unpredictability of the weather coincided with training.... each session went ahead in torrential rain finishing in lung crushing humidity.

Game day and the team were a little anxious about the reception they may face running onto the field but the anxiety was quickly forgotten when the applause started and the first set was underway. Every player was left in no doubt that their opposition were there to win and wouldn't be shy in taking it up to the QPS defence.

The game was a tough defensive struggle until Steph Hancock dragged three defenders with her to score under the posts with two minutes left in the first half. The final score in the first game went the way of the QPSW 12-6.









After the game Steph Hancock who also plays NRLW for the Titans when she's not working at the Beenleigh Watch house said, "Everyone showed great sportsmanship and they didn't go soft on us. I'm not indigenous and had never played in a First Nations carnival before so I really didn't know what to expect but it proved footy brings everyone together no matter your skin colour, police officer or not."



*Steph Hancock believes she spends more time with her work mates and football friends than she does with anybody else and they are all like an extended family.*

Being around the community here in Mackay they have been so welcoming to us. It's fantastic and shows where we are going with the QPS and cultural respect."

The second game was played a few hours later at the hottest point of the afternoon and the team had a surprise water boy join the squad. President Ian Leavers in jeans and RM's couldn't stand by and watch the players struggle in the heat so he started a constant supply of ice packs, ice cubes and water bottle refills for the side as they came to the sideline.

The opposition scored first and things weren't going right for the QPS until Steph Hancock barged over for a try out wide and followed it up at the start of the second half with another









try next to the post again carrying multiple defenders with her. A set move from the scrum put Chelsea Baker in the corner to wrap up the game for the QPS 14-10.

Coach Jordan Dwyer was ecstatic with two wins from two games. He said, "There's some girls in this side that can really hit and stick. They did the little things well and that's important."

"Having a few non indigenous players working in harmony with our First Nations players is really 'walking the walk' about equality and it's a big positive for the Mackay community to embrace the QPS team, it's been a complicated relationship and to open their arms to allow this to happen shows there's respect there for the QPS and it is something that needs to be spoken about."

Captain of the QPSWRL team and Mackay local Acting Inspector Sam Bliss said the fact an invitation was even extended to the QPS is an important signal that relationships between police and the community are rebuilding.

Sam said, "It is significant playing as police here because it shows the true reconciliation that's occurring in our

country and the fact a long time ago police were part of the poor history with First Nations communities. For them to allow us to participate in this carnival is an absolute honour and credit to the Mackay community."

For Sam the carnival came just a short time after representing the QPS in the first ever Australian Police Rugby League Women's Team.



*Tahnee Guinea said she's grateful for the opportunity to have experienced representing her state and the QPS at a National level.*

Alongside her in the Australian team were fellow Queenslanders Syndee Storey, and Tahnee Guinea who also played in the Indigenous carnival. Trainer Sally Moreton was also part of the Australian squad and the Mackay team.

Sam Bliss smiles broadly saying, "Playing for the NRL Jillaroos many years ago wearing that green and gold was amazing but to wear those colours again not only representing my police family but my country was an absolute honour."

Tahnee Guinea is only new to playing at the national level and said the experience was probably the best she had encountered in sport.

Tahnee said, "You speak with Sam Bliss and Steph Hancock who have played Jillaroos and even they hold playing in this police jersey in such high regard. The bond we have as police is strong and unless you're in it you wouldn't understand. I will hold that experience at the top of my life achievements really."

Tahnee works in the Child Protection Unit in Gladstone and spoke at the school sessions about social media



*QPS members who achieved the double honour of selection with the Australian Women's Police Rugby Team and the QPSWRL Indigenous Carnival Team Tahnee Guinea, Sam Bliss, Syndee Storey and Sally Moreton.*



*QPSWRL enforcer Ange Murnane is confident the recognition between indigenous players at the carnival and police will produce benefits for frontline police in Mackay.*



use and the implications that can come from poor decisions. Tahnee said, "A lot of our program at the QPSWRL is based around community engagement so when we went to KMG that to me was probably one of the best community engagements we've ever had."

"We were having conversations with kids, they included us in the game time at the meal breaks and spoke openly. They are the ones who can make a difference and seeing us as police who are people is very important."

One of the stars of the Mackay experience both on and off the field was Ange Murnane who is based in a frontline policing role in Mackay. Ange said, "This is where I live, where my in-laws are so we are really loving the team being here and playing in the same team as some of the rugby league legends is the best experience football wise I've ever had."

"A once in a lifetime opportunity to be playing with these players in Mackay with the police emblem on our jerseys is wonderful. Walking around the grounds I've seen a number of people I know through policing, we've seen each other and although I don't have my uniform on I'm still a police officer but I'm here with my family just like they are."

"I'm back on the road on Monday in Mackay after the carnival and I'm sure I will see people that have been here as well and if I go to a job and recognise faces and I bring football up it can calm the situation or we have a mutual topic to talk about and it really works to get to a good outcome." Ange hopes to continue her connection with the QPSWRL.

The result of the Saturday evening game was another win with a 20-0 scoreline and the QPS went into Sunday on top of the table. Sunday morning and a local team forfeit had the QPS side as firm favourite for the

finals but the semi didn't go to plan. A few tough calls and the toll of some pretty hard games meant the side was eliminated after the loss.

QPU President Ian Leavers said, "We will continue to be involved. It's important the QPU be involved because I believe with people like myself, Shane Prior and Sam Bliss we probably can change the future between police and the indigenous community. If we target indigenous kids to join the police that's a real opportunity to drive change and that's what I want to see. It's also worthwhile having a discussion about expanding leave entitlements for these elite players."

"They are not only competing at the highest levels but they are also heavily engaging with the community and doing some heavy lifting for recruiting. I'm confident some better rostering could provide an opportunity for the team to cover these extra elements in work time."

Inspector Bliss said the proposal for a different approach to leave and rostering would be definitely welcome. Sam said, "Support for rostering is a conversation that should be had and there's benefits to having these athletes in the community that can



QPSWRL Captain Sam Bliss says it's time to take another look at rostering to assist officers who are also representing in top level sports.



Steph Hancock knows a number of NRLW players who are keen to join the QPS.

really help to market the QPS. This team is such a positive for the QPS."

Steph Hancock has been a police officer for 15 years but playing competitive rugby league for two decades, "In the QPS you get 5 days sporting leave when you represent your State or Country. That really should be increased now there's so many sports for women. If we want more female police officers we need to broaden the leave space. I know of a bunch of NRLW players who would love to join the QPS but are worried the leave may be too restrictive to allow them to have a go at football and continue their QPS career at the same time."

But there is a hint sport could be a significant hook to attract more QPS recruits.

Sam Bliss said, "We have a campaign about to launch with indigenous recruitment in partnership with the NRL's four Queensland clubs. "The Titans, Broncos, Cowboys and Redcliffe to drive recruitment through some game day promotions and advertisements. Watch this space and hopefully it will be launched at the season start in 2023."















As part of the QPU Sponsorship jersey's were presented by QPU President Ian Leavers and QPU Vice President Shane Prior to team members including retired officer Natasha Baggow.





*Trainers Sally Moreton and Nathan Bedford provided constant medical, logistics, strapping and motivational support for the entire team during the carnival.*





# Police Administration Inquiry

**The QPU provided evidence to the Queensland Parliaments Community Support and Services Committee who are currently examining the Police Service Administration and Other Legislation Amendment Bill (No. 2) 2022 during public hearings on Monday December 5, 2022.**

**QPU** Vice President Shane Prior provided the Union's response to changes to the Discipline System, Summary Dismissal, the Misuse of Confidential Information and the Weapons Act.

Essentially the QPU was supportive of the Legislative changes and provided detail in particular around Clause 38 concerning police deemed medically unfit becoming classed as public service employees rather than QPS staff.

The QPU made it clear there was significant Union support for this amendment because people with a high degree of technical training and that have spent years as police should have a pathway to continuing employment and continuing to serve the people of Queensland.

Amendments to the Weapons Act were also supported allowing the Commissioner or a Commissioned Officer to delegate for a police officer or QPS staff member licensing functions to assist with the timely delivery of weapons licencing to assist primary producers and others to do their work.

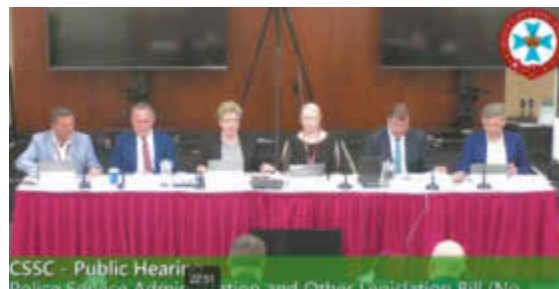
However Mr Prior spoke about concerns the QPU has with the Crime and Corruption Commission proposal Clause 39 for the Abbreviated Discipline System (ADP) allowing a prescribed officer to dismiss an officer who refuses ADP.

Mr Prior told the Committee, "This was never subject to consultation and demonstrates a lack of understanding of ADP. There have been circumstances where ADP has been offered with a sanction which is completely out of

range for the conduct and contrary to comparable QCAT decisions.

"Unfortunately, it seems these comments by the CCC show it still has not appreciated it's failings or learned to respect the rights of members of our community including police."

The Committee conducting the examination of the Bill is due to return it's findings in February 2023.



CSSC - Public Hearing  
Police Service Administration and Other Legislation Bill (No. ...)  
The Community Support & Services Committee.



CSSC - Public Hearing  
Police Service Administration and Other Legislation Bill (No. ...)  
QPU Vice President Shane Prior assisted by QPU Project Officer Luke Moore provided extensive evidence to the Parliamentary Committee.

Representing the views of our 12,500 members is important when it comes to Legislative change and the QPU spends a considerable amount of time and resources on ensuring a frontline policing perspective is put forward to the politicians proposing reform because they need to know the impact these decisions will have operationally and industrially for our members.

The QPU submission has been included in full in this edition of the QPU Journal for members to review.



# Queensland Police Union of Employees

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PO Box 13008, George Street, Brisbane QLD 4003  
ABN 75 781 631 327



2 December 2022

Committee Secretary  
Community Support and Services Committee  
Parliament House  
George Street  
Brisbane Q 4000  
**Email:** cssc@parliament.qld.gov.au

Dear Committee Secretary,

## **Re: Police Service Administration and Other Legislation Amendment Bill (No. 2) 2022**

Thank you for the opportunity to comment on the *Police Service Administration and Other Legislation Amendment Bill (No. 2) 2022* (the Bill). The Queensland Police Union (QPU) represents over 12,500 police officers, watchhouse officers, liaison officers and band members throughout Queensland. The QPU has been consulted extensively on the provisions of this Bill which touch on policing and we wish to acknowledge that.

The Bill contains a number of proposed amendments which will bring the PSAA and PPRA into line with modern drafting practices, and really afford no change to the legislative intent.

The QPU welcomes the changes made in the Bill which will ensure procedural fairness for police officers named as respondents in an application for a protection order made under the *Domestic and Family Violence Protection Act 2012*. The bill brings the *Domestic and Family Violence Protection Act 2012* processes in line with other matters. This will ensure that the benefits gained through delaying the start of a disciplinary proceedings until a related criminal proceeding is finalised in previous legislative reforms will now also apply in instances where there is a disciplinary proceeding, and a related application for a domestic violence protection order naming the subject officer as the respondent.

There are, however, two series of amendments which are particularly important in the eyes of the QPU. The first is the proposed amendments to s10.1. Part 10 of the PSAA largely deals with how the Queensland Police Service (QPS), and police officers and staff members, use

and disclose information. The proposed new amendments completely revamp s10.1 making it clear that confidential information can be used for the purposes of performing policing functions. They define what constitutes confidential information, and they provide for a useable offence for information misuse.

Under the existing provisions there is no clear definition for confidential or privilege information. Changes to provide a clear definition in line with that used to define "personal information" within the meaning of the *Information Privacy Act*. These amendments will make it clearer to not only QPS personnel, but also the public, as to how information in the QPS' possession can be lawfully used.

An important amendment which supports the new *unlawful use of information* offence is the proposed provision which allows a prosecution to be commenced within one year of the offence occurring, or within six months of it coming to the knowledge of the investigating officer. This is a significant change, as under the existing provisions an investigating officer only has one month to commence proceedings where the offence is detected more than a year after it occurs. This change recognises the length of time an investigation into information misuse offences can take. It recognises information extracted from the police computer system QPRIME security logging software is complex and often requires expert assistance to decipher. It means members of the public can be more confident that people who misuse police information are able to be brought to justice. It also means those who do offend are dealt with for a specific offence designed to capture their behaviour, rather than a generic computer hacking offence which was not intended to be misused or released.

The other provisions which are significant are the summary dismissal provisions. These provisions operate where an officer or recruit is convicted and sentenced to a period of imprisonment, whether or not it is wholly suspended. The effect is such that an officer is taken to have been immediately dismissed on conviction. These provisions are really a codification of existing case law from QCAT, which effectively provided there was no place in the police service for officers sentenced to imprisonment, including wholly suspended imprisonment.

However, these provisions mean the Commissioner does not need to commence a separate discipline investigation, with subsequent discipline hearings to dismiss such an officer. Whilst an officer in this position would undoubtedly be suspended without remuneration for the length of the investigation and proceedings, and would hold no police powers, the fact remains such people are still technically employed by the service until terminated under the disciplinary



regime. These new provisions remove the need to conduct a discipline investigation and proceedings, and have effect instantly.

The proposed amendments are however balanced by provisions which revoke any dismissal and deem it to have never occurred in circumstances where the conviction is overturned on appeal, or where the sentence is reduced to one other than imprisonment. A discretion is then invested in the Commissioner as to whether to undertake disciplinary action or not, and whether such officer should receive any back pay for the period they were purportedly dismissed, which was later overturned.

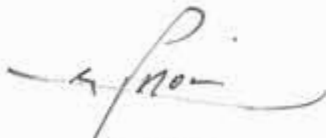
With respect to changes made to delegations under the *Weapons Act 1990*, the QPU welcomes the proposed changes. The community expects a high degree of caution and expertise to be deployed around the licensing of weapons in the community, the QPU notes, however, that license owners and those who seek to become license holders want a system that is robust and timely.

The Bill will allow the Commissioner, an executive officer or a commissioned officer to delegate to a police officer or a QPS staff member the licensing functions of an authorised officer under the *Weapons Act 1990*. The QPU are satisfied that this will ensure the technical knowledge required to make licensing decisions will remain and timeframes around license applications will benefit.

Overall the QPU supports the Bill in terms of its proposed amendments to policing legislation. It is really beyond the scope of the Union's role to comment on the remaining amendments.

I am available on 3259 1900 should you wish to discuss this matter further.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'S. Prior', with a long horizontal flourish extending to the right.

**SHANE PRIOR**  
**A/GENERAL PRESIDENT & A/CEO**

# Helping Yourself

By Mel Lenzinger, QPU Workplace Health & Safety Officer.

**Christmas, it's the most wonderful time of the year as American singer Andy Williams put it (no, not Andy Williams the Executive Member for South East Region). Families come together, gifts are given, food is eaten and everyone is joyful. Not always. While for some people that idyllic fairy tale of Christmas may exist, there are also those who experience quite the opposite.**

**So** many factors can cause Christmas to become stressful and taint the holiday season. The increased financial and time pressures, family tensions, bereavement, separation, divorce and isolation are a few of the reasons can feel anxiety and perhaps depression.

Add to that, many QPU members will be working at some point over the Christmas period while most other people in this country are enjoying a week or two away from the workplace.

All of these things can have a significant impact on an individual's mental health and wellbeing so it is important that our members know there is a new support mechanism available.

On the 10th of October 2022, the QPS launched the SelfRefer Program for current employees of the QPS. It is the first process available that allows you to refer yourself for up to 6 hours per financial year of QPS funded sessions with an external mental health

Queensland to choose from, with hopes that this number will reach triple digits by the end of 2022.

At this stage most of the current providers are located on the east coast however the QPS is actively attempting to recruit more professionals to assist serving regional areas.

For those who find that there is not a provider within driving distance of their location, most are offering tele-



As is the case with policing, our members who are working tend to see the worst of what Christmas has to offer, when tensions boil over and explode either amongst friends and family or towards complete strangers.

professional (psychologists, social workers and counsellors).

Since its launch over 70 individuals have utilised the service. At present there are 60 different providers around

health appointments. At present, the QPS have advised that the expected wait time to secure an appointment should be approximately two weeks with providers prioritising SelfRefer clients.



It's important to remember that the Christmas period may impact availability, it may be worth checking with another provider if your chosen provider doesn't have prompt availability.

So, what is the process?

- (1) Check out the SelfRefer website (<https://selfrefer.org.au>) to identify a provider that suits you (either based on location, tele-health / in-person, or via speciality)
- (2) Once you've selected a provider, use their booking instructions to arrange an appointment
- (3) When you attend your appointment, take your police identification so that your provider can confirm your current employment with the QPS (the provider will note your name and payroll number as proof of employment)
- (4) The provider will then generate a de-identified invoice via the external ICT System (rediCASE) for the QPS to pay

One of the most important aspects of this program is its claim to be completely anonymous. You should be aware that the QPS **will** have access to certain information as detailed in the Provider's consent forms:

*The Queensland Police Service (QPS) will at no stage seek confidential information pertaining to information discussed during SelfRefer sessions, including case notes, reasons for attending, or therapies provided.*

*However, limited 'specific information' pertaining to the SelfRefer program may be acquired by the QPS' SelfRefer Manager in two circumstances:*

- (1) *Following an approved WorkCover claim as a result of a psychological injury within the Queensland Police Service*
- (2) *As part of regular and random auditing of SelfRefer invoices to identify and mitigate any potential fraudulent activity.*

*In both circumstances, the 'specific information' required will be restricted to the following:*

1. *Member's full name*
2. *Member's payroll number*
3. *SelfRefer Provider name*
4. *Number of SelfRefer provided sessions*
5. *Dates of SelfRefer provided sessions*

SelfRefer will ensure privacy of a patients details are for governance purposes only.

The QPU encourages all members to take care of their mental health and wellbeing and to utilise services available to them. The QPS has a number of mental health and wellbeing resources available and there may be other options more suitable to you.

If you require assistance or have any concerns please contact the QPU WH&S team on 32591900.

For further information on the program please visit the SelfRefer website <https://selfrefer.org.au>



# Workplace bullying and Psychological Injury Claims

By Marisha Mees, Sciacca's Lawyers Solicitor.

**Every worker, no matter your position or employment status, has the right to an inclusive and safe work environment.**

**This** includes the right not to be bullied, harassed or discriminated against at work.

Sciacca's Lawyers continues to provide advice to police in both WorkCover statutory claims and common law claims arising from psychological injuries suffered in the course of their employment.

These claims can arise either through workplace bullying, repeated exposure to trauma, a one-off traumatic event or workplace stressors including unreasonable management action.

A WorkCover claim will be accepted if the injured worker can establish that:

- They are a worker;
- They have suffered a personal injury; and
- Their work was a significant contributing factor to that injury.

## PSYCHIATRIC INJURIES AS A CONSEQUENCE OF BULLYING BEHAVIOUR

Workplace bullying is described as repeated behaviour which can be intentional or unintentional. Some examples include:

- Language which is offensive, abusive or threatening;
- Excluding someone deliberately;
- Setting unrealistic timeframes to complete tasks;
- Providing unjustified feedback or complaints;

- Spreading false information; and/or
- Unreasonable management decisions, for example;
  - o expecting someone to complete work outside of the person's expertise
  - o not providing the relevant tools for a worker to complete relevant tasks
  - o deliberately changing time frames to disadvantage the worker.

We understand it can be very difficult for a worker to make a claim for a psychiatric injury. There are often difficulties involved in proving the legislative test for 'injury'. This is because the responsibility is on the injured worker to prove the issues causative of the injury they have suffered.

In the majority of cases involving bullying behaviours it often comes down to a 'he said / she said' scenario. This is unfortunate, but not surprising then that members often face difficulties in corroborating the inappropriate behaviours.

If there are witnesses, it is often the case that witnesses don't feel comfortable supporting such claims particularly if the complaint pertains to a superior.

So, what can you do to demonstrate you have been subjected to bullying behaviour?

There are some simple but important steps you can take, such as keeping a contemporaneous record of incidences when they occur remembering, bullying behaviour is repeated.

Also, it is important to report the behaviour when it occurs and keep a record of this.

We encourage members to seek our advice prior to lodging their application with WorkCover to allow themselves the best chance of having their claim accepted. We provide this advice to members at no charge and with no ongoing obligation.

## OTHER SERVICES OFFERED

We hear regularly from members that prior to joining the QPS that they had also served with the Australian Defence Force. We understand there are times when it can be difficult to separate injuries.

Sciacca's Lawyers has recently added to their team of experts an experienced military compensation advisor. Mindful that the Commonwealth legislation scheme can be notoriously long and complex to navigate, we understand many people find the claims process daunting and confusing which leads many veterans to seek assistance from under-resourced RSL advocates or giving up entirely.





If you were a member of the Australian Defence Force prior to joining the QPS or remain a reservist and have sustained injuries, whether physical or psychological, you may have a claim and we are happy to discuss your options with no obligation.

Sciacca's Lawyers continue to provide a no win, no fee service for members who suffered a personal injury in a motor vehicle accident. We also offer a free will service for all members.

We further provide a no win, no fee service for total and permanent disablement (TPD) claims.

Sciacca's Lawyers strive to provide professional legal services to all members of the QPU and their families.

Should any members have any queries relating to the services we can provide, please do not hesitate to contact us on 07 3867 8888.



*Marisha Mees is a skilled insurance lawyer, having practised almost exclusively in the area of Queensland statutory workers' compensation law since admission in 2006. In 2017, expanded into the area of injuries sustained by Defence and Commonwealth employees. Marisha also provides advice and assistance to QPU members with their TPD claims, medical assessment tribunals and guidance around the medical retirement process.*

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**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.ourpeplematter.com.au/>

# Awards Sunshine Coast

By Darren Curtis

## Police on the Sunshine Coast have been commended for bravery while on and off duty along with recognition of outstanding and ethical service during an awards ceremony at Bokarina.

**The** function brought together officers from across the District on November 2, 2022 while some of the awards date back to events that occurred in 2019 the presentations were delayed due to COVID restrictions.

Senior Constable Mark Barclay was presented with a Commissioner's Certificate of Notable Action for his response while off duty to a house fire in his street in January 2019. S/C Barclay said, "A couple of kids came to our door and said they knew I was a policeman and that a neighbours house was on fire and could I help.

"So I ran down to the property ripped the door off and began a search of the ground floor rooms in case anyone was inside, when I got to the top of the

stairs of the second level the area was alight from floor to ceiling.

"At that point I ran home and grabbed an extinguisher but it didn't do much and next thing some of the other neighbours put together a hose long enough to reach me and I worked through the upstairs rooms until the ceiling collapsed."

Senior Constable Barclay laughed recalling the moment the fire service arrived, "As the first firey ran up the stairs, 'I said your hose is bigger than mine and I was outta there.'"

QPU President Ian Leavers was one of the first people to congratulate Mark on his award, he said, "Mark Barclay should be commended for his brave and outstanding efforts. I can speak from personal experience what it's like to enter a burning building unsure if anyone is still inside or what might happen.

"Mark is a typical police officer, his family and neighbours are proud of the job he does and at the first sign of trouble he was the one they turned to. He responded with instinct and a desire to do the best he could for those in need. I'm glad no-one was in the house at the time and his efforts minimised the damage for the owners."

Mark said the recognition and gratitude is not lost on him, "The community assume police know how

to deal with any crisis, they look to police for leadership and bravery. But this incident it confirmed for me people do appreciate what police do. I've had a number of neighbours come up and thank me since that day."

Everyone at the ceremony applauded with the announcement Detective Senior Sergeant Daren Edwards would be presented with the Queensland Police Exemplary Conduct Medal in recognition of his work over a thirty year period. The Award was submitted while Daren was the OIC of the Sunshine Coast Criminal Investigation Branch but he has since age retired.



QPU President Ian Leavers congratulated S/C Mark Barclay for his bravery and conduct assisting with a house fire near his home while off duty in 2019.



Det Snr Sgt (Ret) Daren Edwards received the Queensland Police Exemplary Conduct Medal.



The medal citation reads 'Detective Senior Sergeant Edwards is an outstanding and exceptional investigator who has demonstrated his professional knowledge, exemplary skills, expertise and competence. The diversity of his skill set has enabled him to achieve outstanding success in serious and significant major crime investigations for the community.'

Mr Edwards was very humble accepting the award and a bit taken back by the fuss and praise from those around him.

He said, "I'm appreciative for being recognised for my years of service. This medal reaffirmed in my mind that I had done the job properly and that you can be rewarded for doing the right thing by our community. I know I did the best I could.

"For me this is a reflection of what a good community is we live in. The mates I've made doing this job are unforgettable and to be around people I've worked with who are also being acknowledged for their service is great. This award will go with some others I have but most importantly my daughters will be very proud of their dad with this award," Mr Edwards said.

The praise continued from QPU President Ian Leavers, he said, "Daren Edwards has contributed exemplary service to the investigative side of policing for over thirty years. I hope other police are nominated for this medal category as well because I know there are lots of our members who are making an extra effort and going a bit further every day 'above and beyond'. We should all aspire to make that extra effort because the people we help notice. Don't be afraid to be recognised for really doing the extras."

The Sunshine Coast also presents the Russell Sheehan Memorial Award every year for a plain clothes officer from Sunshine District CIB or CPIU who exhibits the attributes of providing professional, diligent and empathetic service similar to the late Detective Senior Constable Sheehan who died in December 2015.

This years recipient is Detective Sergeant Daniel Collins from Nambour CPIU. Detective Sergeant Daniel Collins was emotional receiving the award from Russell's daughter Amy, "It's a great honour. I was lucky enough to work with Russell Sheehan when he was part of CPIU on the Sunshine Coast and I know how skilled an investigator

he was and a total professional so for me this is a real honour. This brings back fond memories of Russell and ensures we never forget the man he was. This is what we should be striving for, the skills that Russell showed.... if we do that we will be better investigators and provide a better service to our community."

Other awards at the ceremony included clasps for service medals and Ian Leavers said these should not be glossed over because they are worthy of recognition. He used the example of QPU North Coast Regional Rep Grant Wilcox, "Grant previously has had clasps left on his desk by senior officers and it can create a bitter taste because it leaves people feeling like the service they have given is not really valued by QPS management.

"Grant has come to realise not to underestimate the value of the clasp to a service medal, not to be blaise because it means a great deal to his wife and family who know how much he has sacrificed doing his job."

Ian Leavers concluded by saying, "All of these awards are important recognition that is truly deserved. Some people forget about the 98% of police that do an outstanding job and never attract any criticism. That's what we need to celebrate publicly not get distracted by the negativity created by some."



Det Sgt Daniel Collins is congratulated on presentation of the Russell Sheehan Memorial Award by Russell's daughter Amy and her son.



Recipient of the 35 year clasp for the Queensland Police Service Medal Det S/C Jodie Allan.



*QPU North Coast Regional Rep Sgt Grant Wilcox celebrates with wife Janice his presentation of the 35 year clasp for the Queensland Police Service Medal.*



*Det Sgt Daniel Collins was proud to accept the Russell Sheehan Memorial award in front of his father Terry and wife Kylie at the Sunshine Coast Awards Ceremony.*



*Senior Constable Cameron McLean receives his second clasp to the National Police Service Medal signifying an additional 20 years service.*



*Recipient of the National Emergency Medal S/C Chase Young for his operational service in North Queensland Flooding in 2019.*



*Recipients of the 25 year clasp to the Queensland Police Service Medal S/C Mark Ginges and Kristine Santon.*



*Recipient of the Queensland Police Service Medal for ten years diligent and ethical service Michael McCallum.*



*Detective Appointment Certificates and Gold badges were awarded to PC S/C Amanda Rowland, PC S/C David Shooks, PC S/C Vanessa Page and PC S/C Marylene Montgomery.*





Recipients of the National Police Service Medal for a minimum 15 years service, Sgt Jacob Flaherty, S/C Mark Barclay, S/C Russell Connor, S/C Shaun Ingenhoven, S/C Tony Jimmieson, S/C Brendon Manttan, S/C Brett Perkins, S/C Leisa Vagg, Det S/C Joshua Mason, Det S/C Natascha Neumann, Det S/C Amanda Rowland.



Recipient of the Queensland Police Service Medal with 40 year clasp Maroochydore Administration Officer Sandra Graham.



Det S/C Amanda Rowland received a little help from two year old son Sebastian as she accepted her National Medal from Acting Supt Paul Ready.



The Ingenhoven family celebrate Shaun's National Police Service Medal and National Medal.



Recipients of the 20 year clasp to the Queensland Police Service Medal S/C Peter Oxenford and Joy Snell.



S/C Maria O'Brien and S/C Cameron McLean are congratulated by QPU President Ian Leavers on their actions for reviving and assisting a person attempting self harm in 2021. Both officers received a District Officer's Certificate for their efforts.



Recipients of the National Medal for 15 years diligent service Sgt Jacob Flaherty, S/C Mark Barclay, S/C Thomas Bayliss, S/C Russell Connor, S/C Shaun Ingenhoven, S/C Brendon Manttan, S/C Brett Perkins, Det S/C Joshua Mason, Det S/C Amanda Rowland, Det S/C Vanessa Unsworth, Det S/C Leisa Vagg.



Recipients of the 15 year clasp to the Queensland Police Service Medal Det S/C Joshua Mason, S/C Seanna Devine, Det S/C Vanessa Unsworth and S/C Brett Perkins.



QPU President Ian Leavers congratulates Det S/C Amanda Rowland on receiving her Detective Appointment, National Police Service Medal and National Medal all at the one ceremony.



Recipients of the 30 year clasp for the Queensland Police Service Medal S/C Shane Rinaldi and Hayley Diegmann.







# LEGAL EXPERTISE WITH UNDERSTANDING

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Police Union of Employees,  
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# Police Health



*"It was a routine haircut. My hairdresser saw the lump on the back of my neck. I thought it was just a pimple. She told me another client had a similar lump, which turned out to be cancer."*

- Adrian Heinjus, Retired SAPOL officer & Fraud Investigator

**CONTENT WARNING:** Adrian's account of his cancer diagnosis and treatment may be upsetting for some readers.

'Turns out, she was right. It was Basal Cell Carcinoma. It, initially, presented as a small spot that required a straightforward removal, which returned two years later with a larger margin. Five operations later, with a pathology showing the severity of the growth, radical surgery was required.

'He cut a big hole in my head, which would later be tidied up with cosmetic surgery. It was described as "one of the most difficult cases".

'The constantly changing landscape of my head is a challenge, physically and mentally.

'Last year, my son noticed blood in my ear. The cancer was back. This time, they removed parts of the muscle in my neck and took a piece of my thigh to attach to the problem area. It was a nine-hour operation. The pathology came back, "indeterminate".

'A "clean-up" of the area revealed they'd only discovered the tip of the iceberg until now. There was another section, hidden under good flesh. Unlike melanoma, Basal Cell Carcinoma with perineural attributes use the nerve tunnels to move around. It spreads locally, rather than widely.

'Too dangerous to operate on, I had 33 sessions of radiotherapy – one every single day, except for weekends. The treatment went well, but unfortunately, I had to retire to focus on my health.

**'Without Police Health, the costs would've been crippling. I would've taken a financial hit more than once, with multiple major operations. Police Health takes care of everything, with minimum fuss. I can't ask for much more than that.'**



Former Police Officer Adrian Heinjus has revealed his cancer experience in the hope others will have skin cancer check ups.

**Adrian has claimed over \$105,000 on his Police Health policy since joining in 1979.**

'I was in SAPOL for 24 years, followed by 16 years in the Commonwealth Government doing fraud investigations which is where I retired. I've been a member of Police Health since day one, for the past 43 years.

'My favourite part of a police career was the diversity. I started out on foot patrols "on the road", which still are some of the best days of my life. I worked alongside the same people for years, where we developed deep trust and safety. We knew how to read situations, as well as each other's cues.

'I transitioned into intel, which led to a two-year role in Canberra. This gave me a whole new perspective into the world of crime. I moved back into active work, then ended my career in CIB. My police background was complimentary to various held roles in Government such as Medicare and the Australian Tax Office.



'While the agencies provided career progression, the force gifted me the lifelong friendships. My police family and two children helped me through some of my darkest days.

'You've got to be really aware of what is happening within your body. I thought my big cancer diagnosis was just a pimple. You've got nothing to lose by going to see a doctor. Don't put off tomorrow what you can do today. It's

**why we have insurance, to take care of us if the day comes when we need it.'**

'If you don't have your health, you don't have anything. It's the simple things in life that are most precious.'



**COVER LIKE NO OTHER**

## 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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Police Health Limited ABN 86 135 221 519. A registered, not-for-profit, restricted access private health insurer - first established in 1935. © Copyright. IPSOS Healthcare & Insurance Australia research survey conducted in 2021, and conducted every two years. \*Promotion period: 1/11/22 - 31/01/23. Prizes: 2 x private health insurance policies paid for 12 consecutive months up to the value of \$10,717.35 each. One random electronic draw (Permit 1224) on 17/02/23, 02:30 pm ACDT (or re-draw, if necessary, on 21/03/2023) at Police Health Limited, 320 King William Street, Adelaide SA. Winners advised by phone & email by 22/02/23 and in member Newsletter on 17/03/2023 (and any re-draw in April 2023). Permits: ACT TP 22/01880; NSW TP/00420; SA T22/1543.



# Police Recipes

By Darren Curtis

## EASY AS BALLS

Here's a simple recipe that can help take the stress out of delivering a Christmas treat for the family or if you are asked to bring something sweet to a xmas work party.

These Christmas pudding balls are easy and yet look impressive. It's also a bit of uncomplicated cooking that can be done with the kids assisting.

### What You Will Need:

- 750g Christmas pudding or fruit cake
- 150g dark chocolate
- 40g of butter
- 200g white chocolate
- Christmas red/green M&M's or red/green jelly snakes finely chopped

### Method:

- 1). Break up the Christmas pudding/fruit cake into a bowl and use a food processor to blitz to course crumbs
- 2). Place the dark chocolate and butter in a heatproof bowl over a saucepan half filled with simmering water and stir until all the ingredients are blended into a smooth texture.
- 3). Add the melted chocolate mix to the crumbs and stir.
- 4). Line a tray with baking paper and roll tablespoon size of mixture into balls and place on the tray.

- 5). Chill in the fridge for 45mins.
- 6). While the balls are getting their chill on, melt the white chocolate using the simmering saucepan method until it becomes smooth.
- 7). Remove balls from the fridge and drizzle white chocolate over the top of the balls using a spoon.
- 8). While the white chocolate is still warm, push a few M&M's or snake pieces on top like mistletoe.
- 9). Chill until it's time to serve. The balls can also be frozen and returned to room temp before serving.

\* Editors note Gluten free and Vegan ingredient options can be substituted based on health allergies but may produce a different taste result. The original recipe was a formula shared through generations of home cooks.



Ingredients are inexpensive and easily obtained at local supermarkets.



The balls look shiny and glossy before they are chilled.



These Christmas sweets are guaranteed to be a big winner with the kids.

**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)

# Coercive Control Inquiry

**On Monday November 7, 2022 QPU President Ian Leavers provided evidence to a Queensland Parliamentary inquiry into proposed legislative changes meant to combat coercive control.**

**While** the Police Union was appreciative of the opportunity to provide insight into how any proposed changes may affect frontline police, Mr Leavers told the committee members he was concerned the QPS had not made a submission to the inquiry or the Police Commissioner called to provide witness testimony.

Mr Leavers said, "Given the important role of police in dealing with matters of domestic and family violence, it is concerning the Queensland Police Service is not playing a larger role in the formation of legislation to combat it."

The General President wasn't pulling any punches in his submission telling the parliamentarians that in it's current form the Bill could have detrimental consequences.

The QPU's primary concern relates to resourcing and extra funding for the QPS to have the capacity to deal with an anticipated surge in workload to

accommodate the proposed changes. Its estimated every investigation into these matters will take eleven rostered days to complete and the conservative estimation is there will now be an extra ten thousand complaints a year, generating 880,000 police hours.

We calculate an extra five hundred police officers would be required just to deal with these complaints only and they cannot be junior constables, due to the seriousness of the alleged offence experienced trained investigators will need to be assigned to this duty.

The inquiry members appeared to be taken back by the blunt reactions of frontline police revealed by the QPU boss. Ian Leavers spoke of recent conversations with police about dealing with continuous DV related calls "a sergeant of twenty one years service told me that no longer do graphic suicide jobs have an effect on me, it is the continued DV jobs where we just don't have the resources that the people

require and the fear that it will turn to XXXX and we have been helpless."

The QPU is not the only stakeholder with concerns about the proposed legislation, the Queensland Law Society, Legal Aid and the Aboriginal and Torres Straight Legal Service also put forward submissions highlighting unintended burdens and problems that could be generated by the Bill in it's current form.

Ian Leavers concluded his evidence advising the committee that the QPU "supports the intention behind the legislation but we are worried it will give false hope to victims if it is not properly resourced."

The Committee conducting the Inquiry is scheduled to return their findings and report back to Parliament before the end of 2022.

The entire QPU written submission is included in the QPU Journal for members to review.



Legal Affairs and Safety Committee - Public Hearing Domestic and Family Violence Protection (Combating... 9.30 am 1.00 pm  
QPU President Ian Leavers presents evidence to the inquiry assisted by QPU Project Officer Luke Moore.



Legal Affairs and Safety Committee - Public Hearing Domestic and Family Violence Protection (Combating... 9.30 am 1.00 pm  
The Parliamentary Committee were told that it is not an option to arrest our way out of the problem and false hope should not be given to victims.



# Queensland Police Union of Employees

217 North Quay, Brisbane QLD Phone: (07) 3259 1900 E-mail: Administrator@qpu.asn.au  
PO Box 13008, George Street, Brisbane QLD 4003  
ABN 75 781 631 327



07 November 2022

Committee Secretary  
Legal Affairs and Safety Committee  
Parliament House Q 4000  
**Email:** lasc@parliament.qld.gov.au

Dear Committee Secretary,

## **Re: Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022**

Thank you for the opportunity to comment on the *Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022* (the Bill). The Queensland Police Union ("QPU") represents over 12,500 police officers, watchhouse officers, liaison officers and band members throughout Queensland.

The bill initiates some of the recommended reforms stemming from the Women's Safety and Justice Taskforce's (WSJT) *Hear her voice: addressing coercive control and domestic and family violence in Queensland* report. The QPU supports in principle the underlying intentions of the reforms recommended by the WSJT.

The QPU is concerned that the Queensland Police Service (QPS) does not appear to be a witness and has not made a submission to the inquiry, we are concerned about that and wondering if it has to do with the onerous timeframes of this legislation. This legislation was referred to the Committee on 14 October 2022 and the Committee is expected to report back on the legislation by 25 November 2022. The QPU is concerned that this time has not provided the community with enough time to view, digest and consider this legislation. This issue is complex and there are no easy fixes, a rigorous response takes time and needs to be measured. The QPU is concerned that in its current form the bill there could be detrimental consequences.

### Resourcing

At the outset our primary concern with this legislation concerns resourcing and lack of funding. The Queensland Police Service has a fixed budget from which to draw resourcing to be able to implement the legislation and meet the expectations of the bill. Our concern is that this legislation expands the body of work that must be undertaken by Police and does not provide any additional resourcing to aid Police in the administration and policing of these issues. The Explanatory memorandum notes:

*The Bill is likely to increase demand for courts, police and the legal profession due to the increase in the number of matters coming before the courts, as well as an increase in the complexity of matters being heard. This demand will be monitored and any costs impacts will be assessed and included in future budget processes.*

The QPU is concerned that this legislation has not appropriately quantified what the additional cost and human resourcing requirements will be under this legislation. The requirement to investigate coercive control and the expanded offences can be quantified in such a manner. The QPU estimates that it will take at least two officers to conduct a thorough investigation, that establishes the situation between the parties and investigates and can prove the required offence has occurred. In terms of shift hours, we expect that workload will take at least three days which is 6 days' worth of work between two officers.

To provide a thorough investigation Police Forensic experts will likely be involved to go through digital and electronic evidence, taking an additional two days for an investigation. All three personal will be required to attend court which is an additional three days of work provided to this investigation. All up in terms of human resourcing it will take 11 police officer days to conduct the investigation. To get the facts to the court Police must investigate the entire relationship. This takes time and is important, the QPU recognises that a matter cannot rest solely on the incident to which Police are responding.

We anticipate an average of 10,000 cases per year which will generate a minimum of an additional 880,000 Police Hours – 11 police officer days per file. The average Police Officer who does not take any breaks or sick leave will work an average of 215 shifts a year. Our calculations indicate that in order to service these new laws and do an appropriate investigation we need to see an additional 500 extra Police, noting of course that these Police Officers cannot be fresh from the academy and must be well trained investigators.



The QPU is concerned that the proposed legislation further adds to the heavy workload of Police and we note that recent Inquiries have identified the need for Police to decompress from their workload to be able to do the job properly. The need for additional resourcing to effect this necessary change is paramount in the eyes of the QPU.

### **Coroners Act 2003**

#### *Clause 4 and 5      Amendments to the Coroners Act 2003*

The QPU is supportive of the amendments proposed in the bill, changing the terms for the State Coroner and the Deputy State Coroner is welcomed.

### **Criminal Code 1899**

#### *Clause 9      Replacement of s 6 (Carnal Knowledge)*

The QPU believes that the insertion of the reference to 'mouth' into the definition of penile intercourse as set out below, would be of benefit.

Section 6 -  
omit, insert --

#### **6 Meaning of engage in penile intercourse**

- (1) Penile intercourse is the penetration, to any extent, of the vagina, vulva, anus, *or mouth* of a person by the penis of another person.
- (2) A person engages in penile intercourse with another person if
  - a) the person penetrates the vagina, vulva, anus *or mouth* of another person with the person's penis; or
  - b) the person's vagina, vulva, anus *or mouth* is penetrated by the penis of another person.

#### *Clauses 18 – 25      Amendments to the Unlawful Stalking provisions - Recommendation 52*

As aforementioned the QPU is concerned that the expansion of definitions within the offences will result in increased charges and workload for Police. This will have a significant impact on the human resourcing of policing in Queensland.

The changes made to restraining order parameters will undoubtedly increase Police hours with greater breach/contraventions of the orders requiring Police to investigate and substantiate these matters.

Clause 23 and insertion of ss.359F(6B) will increase the complexity of restraining order proceedings (particularly in cases where no DFVPO). This increased complexity will fall on Police to enforce and explain and we are concerned that this will require additional training and expertise within the Police Service to manage this issue successfully.

### **Domestic and Family Violence Protection Act 2012 (DFVPA)**

#### *Clause 30 Principles for administering the DFVPA, amendment of section 4*

The QPU is supportive of this amendment, however we note that it is not always easy to identify a perpetrator in an incident. Police often arrive in situations where the person in need of the most attention is not always readily available. Identifying this person requires investigation and this process can be time consuming. The change to legislation is supported however it adds additional burden to Police to manage domestic and family violence matters without providing additional resources.

#### *Clauses 31 – 33 Broadening/expanding definition of “domestic violence” – Recommendation 53*

The QPU supports these amendments but notes that we will see an increase in the complexity of Domestic Violence incidents. Police will need to gather additional information to ensure that the Court is fully informed about the context surrounding a matter. As we have canvassed repeatedly our main concern is with the operation of these increased requirements under current budgetary and staffing requirements.

These amendments are likely to see an increase in contraventions which will require Police enforcement and investigation. The QPU is gravely concerned that this outcome from this legislation hasn't been taken into consideration and further resourcing allocated to Police, the Courts and Lawyers.



*Clause 34 Person most in need of protection insertion of new s22A*

The QPU is concerned about the insertion of the new s22A in the Bill. Whilst we are supportive of the intention behind the legislation we are concerned that the list of factors in s22A(2) is extensive and by making these factors mandatory considerations to establish the person most in need of protection the burden of evidence required will massively blow out the practical intention of this section. The QPU believes that the consideration of coercive controlling behaviours that lead to finding out which person is most in need of protection can be satisfied without a mandatory checklist in legislation. Regardless, this change to the legislation is complex and will require increased workloads on Police, again we express our concern at a lack of extra resourcing addressed in the Bill.

Police will provide evidence that will be informed by the requirements set out in this act, providing an arbitrary check list to accomplish the intentions of the legislation may not be the most effective way to get the expected outcome. The expertise required to assess and meet the needs of this section of the bill has not been provided for in this legislation. The QPU believes that this requires additional resourcing to thrive, without this training this section will become nothing more than a checklist that does nothing to protect victims of domestic and family violence.

Gathering this evidence with culturally and linguistically diverse, first nations, disabled or elderly people will be difficult for Police. The QPU is concerned about the resources and labour that will be required to ensure that people from these diverse groups and people experiencing or impacted by trauma will struggle.

*Clauses 35, 44 and 51 Access to Respondent's criminal history, insertion of new s36A, s90A and s160A*

The QPU is concerned about the effect s160A of the bill will have on the disclosure requirements envisioned in s36A and s90A. The requirement to disclose the respondents criminal history and domestic violence history, however there is a grey area around when this information must be disclosed to other parties. The QPU believes that the bill should clarify this to ensure that the disclosure of this information is not bogged down by legal argument.

There will be additional resources required from Queensland Police to affect the requirements imposed by s36A and s90A, we are concerned about how this will work in practice. The

Government must acknowledge the need to appropriately cost and resource changes to legislation. The carriage of justice and support for victims requires labour and expertise, these things cannot continue to manifest into being from within the existing budgetary considerations of the QPS.

*Clauses 36, 41 – 42 When Court may make Protection Order*

The QPU is supportive of the amendments to sections 37, 43 and 45 to include consideration of the respondent's criminal history and domestic violence history when deciding to make a final/temporary protection order or to vary a protection order. This support should be read along the lines of our concern with the increased requirements on Police raised by this legislation.

*Clauses 37 – 39 Hearings of applications and cross applications before the same court*

The QPU is supportive of amendment to s41C; s41D and s41G as the amendments ensure the applications are heard before the same Court to ensure appropriate consideration of the facts to evaluate the person in most need of protection in cross applications. This reform will make it easier for everyone involved in a matter to protect the interests of the person most in need.

*Clauses 45 – 49 Amendments to s91, s113, s150 and s151*

The QPU is supportive of these amendments and wishes to provide the following comment on clause 46. The requirement for service is explored in detail in the explanatory memorandum of the bill and the QPU is aware of the intention behind service. The continuing complication of the domestic and family violence legal framework puts increased pressure on Police to be 'legal experts' and provide information to respondents upon service. The QPU is concerned that this expertise should not solely rest on the shoulders of Police, we believe that as the system continues to get more complicated there is a need for innovation and multi-disciplinary support across all the parts of the domestic and family violence system.

*Clause 50 Reopening particular proceedings*

The QPU is supportive of the insertion of s157A to provide the respondent natural justice if the respondent was served by substituted service and was unaware of the order and wasn't present at court when the order was made. This division places the onus on the respondent



to prove they have not been provided natural justice before the court may reopen the proceedings. Noting that the proceedings will only be reopened with the leave of the court to prevent systems abuse.

In relation to the new s.157B, we believe caution should be exercised around the stay of a TPO or DVPO. We are concerned that doing that may compromise the safety of the aggrieved. The Respondent must be required to establish that they would be harmed or prejudiced in some significant way if the stay is not ordered, which consideration should prevail.

#### *Clauses 52 and 53 Service and substituted service*

The QPU is supportive of the amendments to s184 and the creation of section 184A. The requirement for Police to service on respondents is a drain on Police resourcing, we appreciate the need for someone to be available to explain the order to the respondent but question if Police are necessarily the best arbiters of that. There will be increased evidentiary requirements placed on Police that will add more complexity to the job of Police.

The introduction of s184A allowing for electronic or further substituted service will assist Police in getting on with other facets of Policing related to domestic and family violence. The QPU is supportive of legislative reform that would allow Police to provide a temporary order at the call out and place the onus on the respondent to appear in court 7 days later to get it removed.

This reform will assist Police however there is still a high demand for Police to chase respondents for Service and provide technical advice at service, as we canvassed earlier a whole of system response is required to get the best outcomes.

#### **Evidence Act 1977**

##### *Clauses 58 and 69 Amendments to s 14L (Standing of counsellor and counselled persons)*

The QPU is supportive of these reforms, these amendments will aid the court in determining which communications are protected.

##### *Clauses 59 and 60 Expansion of Protected Witnesses*

This is a significant change to the framework of protected witnesses, the QPU is concerned that the scope of these reforms has not adequately been projected by the bill. The requirement

on the resources of the court will undoubtedly slow down the processes. Similar to a number of other provisions in this legislation we are concerned that the burden of time and resourcing has not been appropriately considered and the flow on effect will be a slow down in the system and a further blow out of timelines relating to proceedings.

The intention behind this reform is applauded by the QPU, we are realistic about the requirements this will place on Legal Aid, lawyers, prosecutors and the courts and how that will flow out into the rest of the system.

*Clauses 63 – 68 and 70      Admissibility of Evidence of Domestic Violence*

The QPU is concerned about how the amendments in the bill are seeking to meet the recommendations from WSJT report. There is a need to ensure that domestic and family violence matters are heard accurately and as much as possible are not exposed to a risk of mistrial or juries being aborted.

Clause 64 is of particular concern to the QPU, the drafting of 103CA (d), (e) and (f). ss(d) and (e) have a high risk of being prejudicial against the aggrieved. The QPU is concerned that community standards can vary across parts of our community and that establishing a single point of truth may be difficult and that expectations may not be uniform. These subsections need to tighten up to aid the court in deciding the validity of evidence.

The QPU is concerned that ss(f) is long winded and legally grey as to the source of evidence it is seeking to define. The lack of precision in the drafting of these sections could lead to the admission of prejudicial or highly inappropriate evidence that may risk juries being discharged or retrials.

The court requires matters to be linked across the subsections to ensure there is uniformity across the issues in the matter. Otherwise we will see evidence tendered that is irrelevant, prejudiced or unrelated to the matters the court needs to consider.

The QPU welcomes Clause 65 and has long called for this vital reform, recorded statement's as a complainant's evidence-in-chief is a step in the right direction. The QPU notes however that interviewing vulnerable people is different to other interviews and requires the right training to ensure a vulnerable person can share their evidence. There must be consideration for the resourcing for this training in the Bill.



Clause 67 may alleviate some of the concerns we have raised earlier, however the QPU feels that it is important for the Judiciary to receive uniform and consistent training around domestic and family violence. The increased power to direct juries will have a marked influence on the outcome of trials, it is essential that the Judiciary shoulder responsibility here and is trained consistently on matters and emerging research and expert though on domestic and family violence.

### **Oaths Act 1867**

#### *Clauses 71 – 78      Amendments to the Oaths Act*

The QPU applauds Clause 72 which inserts a 13F into the Oaths Act, the carriage of justice must be served and minor non-compliance should not invalidate affidavits or declarations.

### **Penalties and Sentences Act 1992**

#### *Clause 80      Amendment of s 9*

The QPU joined with others who express concern that these amendments to section 9 of the PSA will lead to delays in proceedings and additional court dates to enable a court to be satisfied of the factors set out in clause 80. Subsection (gb )(ii) is particularly concerning, the extra mitigating factors will require investigation to satisfy the court before a decision is reached.

These concerns flow into ss10B as proposed in clause 9 as well. The establishment of mitigating factors will undoubtedly require evidence to substantiate. This evidence will no doubt be the comment of an expert to substantiate claims.

These reforms will lengthen the time for sentencing proceedings which is off concern to the QPU.

#### *Clause 81      Amendments to s 11*

The QPU supports these amendments.

## **Telecommunications Interception Act 2009**

### *Clauses 83 – 92      Amendments to the Telecommunications Interception Act 2009*

The QPU acknowledges that the process of obtaining warrants and information from telecommunications providers can be labour intensive. We also take this opportunity to note that financial intuitions, real estate agents and other providers are similarly labour intensive. We are cautious about the proposed amendments and hope that these reforms will make the system more efficient for Police.

The QPU wishes to advise the committee of the complexity of the system that goes into telecommunications interceptions. This process is extremely labour intensive and is governed by strict security procedures to ensure the evidence is protected. An increase in the use of telecommunications interception will increase human resourcing in any matters that interception is involved in.

## **Youth Justice Act 1992**

### *Clauses 96 and 97      Amendments to Youth Justice Act 1992*

The changes to the *Youth Justice Act 1992* are similar to the proposed changes in Clause 80 relating to the *Penalties and Sentencing Act 1992*. The QPU has similar concerns about the proposed amendments, we welcome the intention but note that the establishment of mitigating factors will undoubtedly require evidence to substantiate. This evidence will no doubt be the comment of an expert to substantiate claims.

## **Conclusions**

The QPU is broadly supportive of the intentions behind the legislation before the committee. We urge the committee to consider some of the concerns we have raised here and work to get legislation that meets the recommendations of the WSJT report and provide legislation that is workable and clear.

We are gravely concerned that the legislation will add a number of pressures to the system. Police are not an infinite resource in Queensland and there are only so many hours available across the QPS. There is an urgent need for increased funding to be allocated and for more Police Officers on the ground to deliver these reforms.



The QPU understands that we cannot arrest our way out of a problem, similarly we are not able to legislate ourselves out of the issues this legislation is seeking to address. We desire a multi-disciplined response that leans on agencies and NGO's across the whole ecosystem to make this system work for Queensland and keep people safe.

I am available on 3259 1900 should you wish to discuss this matter further.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Ian Leavers', with a large, stylized initial 'I'.

**IAN LEAVERS APM**  
**GENERAL PRESIDENT & CEO**

# Police Federation of Australia

## Queensland Police Branch

# ELECTION NOTICE - E2022/159

### Scheduled Election

*Fair Work (Registered Organisations) Act 2009*

Nominations are called for:

**FAR NORTHERN REGION - Cluster 1** - Aurukun, Bamaga, Cairns, Coen, Cooktown, Edmonton, Gordonvale, Horn Island, Kowanyama, Laura, Lockhart River, Mossman, Pormpuraaw, Port Douglas, Smithfield, Thursday Island, Weipa, Yarrabah, Far Northern Regional HQ

- Branch Conference Delegate (1)

**FAR NORTHERN REGION - Cluster 2** - Babinda, Cardwell, El Arish, Innisfail, Mission Beach, Mourilyan, Silkwood, South Johnstone, Tully

- Branch Conference Delegate (1)

**FAR NORTHERN REGION - Cluster 3** - Atherton, Chillagoe, Croydon, Dimbulah, Einasleigh, Forsayth, Georgetown, Herberton, Kuranda, Malanda, Mareeba, Millaa Millaa, Mount Garnet, Mount Molloy, Mount Surprise, Ravenshoe, Yungaburra

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 4** - Bedourie, Birdsville, Boulia, Burketown, Camooweal, Cloncurry, Dajarra, Doomadgee, Julie Creek, Karumba, Kynuna, McKinlay, Mornington Island, Mount Isa, Normanton

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 5** - Magnetic Island, Townsville, North Queensland Police Academy

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 6** - Deeragun, Kirwan, Mundingburra, Stuart, Townsville Traffic, Townsville Regional Office and Townsville District Office

- Branch Conference Delegate (1)

**NORTHERN REGION - Cluster 7** - Ayr, Charters Towers, Clare, Giru, Greenvale, Halifax, Home Hill, Hughenden, Ingham, Palm Island, Pentland, Prarie, Ravenswood, Richmond, Rollingstone

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 8** - Agnes Waters, Baralaba, Biloela, Calliope, Gladstone, Goovigen, Many Peaks, Miriam Vale, Mount Larcom, Moura, Rosedale, Tannum Sands, Theodore, Wowan

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 9** - Alpha, Aramac, Barcaldine, Blackall, Capella, Emerald, Ilfracombe, Isisford, Jericho, Jundah, Longreach, Muttaborra, Windorah, Winton, Yaraka

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 10** - Bowen, Calen, Carmila, Clermont, Collinsville, Dysart, Eton, Farleigh, Finch Hatton, Glenden, Mackay, Mackay Northern Beaches, Marian, Middlemount, Mirani, Moranbah, Nebo, Proserpine, Sarina, St. Lawrence, Walkerston, Whitsunday

- Branch Conference Delegate (1)

**CENTRAL REGION - Cluster 11** - Anakie, Blackwater, Duaringa, Emu Park, Gracemere, Lakes Creek, Marlborough, Marmor, Mount Morgan, North Rockhampton, Rockhampton, Rolleston, Springsure, Tieri, Westwood, Woorabinda, Yeppoon, Central Regional HQ

- Branch Conference Delegate (1)



**NORTH COAST REGION - Cluster 12 - Bundaberg, Bargara, Childers, Gin Gin, South Kolan**

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 13 - Kingaroy, Blackbutt, Cherbourg, Eidsvold, Gayndah, Kumbia, Monto, Mt. Perry, Mundubbera, Murgon, Nanango, Proston, Wondai**

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 14 - Gympie, Imbil, Kilkivan, Goomeri, Tin Can Bay**

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 15 - Maryborough, Tiaro, Howard, Hervey Bay, Biggenden, Fraser Island**

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 16 - Bribie Island, Caboolture, Deception Bay, Kilcoy, Moore, Woodford, Redcliffe**

- Branch Conference Delegate (1)

**NORTH COAST REGION - Cluster 17 - Beerwah, Caloundra, Coolum, Cooroy, Eumundi, Kawana Waters, Landsborough, Maleny, Maroochydore, Nambour, Noosa Heads, Palmwoods, Pomona, North Coast Regional HQ**

- Branch Conference Delegate (1)

**SOUTHERN REGION - Cluster 18 - Adavale, Augathella, Charleville, Cunnamulla, Eromanga, Eulo, Hungerford, Morven, Quilpie, Tambo, Thargomindah, Wyandra**

- Branch Conference Delegate (1)

**SOUTHERN REGION - Cluster 19 - Bell, Cecil Plains, Chinchilla, Cooyar, Dalby, Jandowae, Meandarra, Millmerran, Peranga, Tara, Yarraman**

- Branch Conference Delegate (1)

**SOUTHERN REGION - Cluster 20 - Boonah, Booval, Esk, Goodna, Harrisville, Ipswich, Kalbar, Karana Downs, Lowood, Marburg, Rosewood, Toogoolawah, Yamanto, Springfield**

- Branch Conference Delegate (1)

**SOUTHERN REGION - Cluster 21 - Bollon, Dirranbandi, Dulacca, Injune, Miles, Mitchell, Mungallala, Mungindi, Roma, St. George, Surat, Taroom, Thallon, Wallumbilla, Wandoan, Yuleba**

- Branch Conference Delegate (1)

**SOUTHERN REGION - Cluster 22 - Cambooya, Crows Nest, Drayton, Forest Hill, Gatton, Goombungee, Helidon, Jondaryan, Laidley, Oakey, Pittsworth, Toowoomba, Southern Regional H.Q.**

- Branch Conference Delegate (1)

**SOUTHERN REGION - Cluster 23 - Allora, Clifton, Goondiwindi, Inglewood, Killarney, Leyburn, Stanthorpe, Talwood, Texas, Wallangarra, Warwick, Yangan, Yelarbon**

- Branch Conference Delegate (1)

**SOUTH EAST REGION - Cluster 24 - Broadbeach, Burleigh Heads, Palm Beach, Coolangatta, Robina**

- Branch Conference Delegate (1)

**SOUTH EAST REGION - Cluster 25 - Southport, Runaway Bay, Water Police**

- Branch Conference Delegate (1)

**SOUTH EAST REGION - Cluster 26 - Surfers Paradise, SER HQ**

- Branch Conference Delegate (1)

**SOUTH EAST REGION - Cluster 27 - Coomera, Mudgeeraba, Nerang**

- Branch Conference Delegate (1)

**SOUTH EAST REGION - Cluster 28 - Logan Central, Browns Plains, District HQ, Crestmead**

- Branch Conference Delegate (1)

**SOUTH EAST REGION - Cluster 29 - Beenleigh, Loganholme, Springwood**

- Branch Conference Delegate (1)

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- SOUTH EAST REGION - Cluster 30** - Jimboomba, Beaudesert, Canungra, North Tamborine, Rathdowney  
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 31** - Ferny Grove, Indooroopilly, The Gap  
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 32** - Boondall, Clayfield, Hendra, State Traffic (Boondall)  
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 33** - Brisbane Watchhouse  
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 34** - Albany Creek, Petrie, Sandgate, Dayboro  
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 35** - Brisbane City, Metropolitan North Regional H.Q.  
- Branch Conference Delegate (1)
- METROPOLITAN NORTH REGION - Cluster 36** - Fortitude Valley, Stafford  
- Branch Conference Delegate (1)
- METROPOLITAN SOUTH REGION - Cluster 37** - Academy, Driver Training  
- Branch Conference Delegate (1)
- METROPOLITAN SOUTH REGION - Cluster 38** - Moorooka, Oxley, Sherwood, Mt Ommaney, Acacia Ridge, Inala, Calamvale  
- Branch Conference Delegate (1)
- METROPOLITAN SOUTH REGION - Cluster 39** - Carina, Coorparoo, Holland Park, Upper Mt Gravatt, Metropolitan South Regional H.Q.  
- Branch Conference Delegate (1)
- METROPOLITAN SOUTH REGION - Cluster 40** - Annerley, Dutton Park, Morningside, Southbank, West End  
- Branch Conference Delegate (1)
- METROPOLITAN SOUTH REGION - Cluster 41** - Capalaba, Cleveland, Dunwich, Redland Bay, Wynnum, Water Police, Russell Island, Macleay Island  
- Branch Conference Delegate (1)
- METROPOLITAN SOUTH REGION - Cluster 42** - Specialist Services  
- Branch Conference Delegate (1)
- HEADQUARTERS AND SUPPORT REGION - Cluster 43** - Forensic Services Branch  
- Branch Conference Delegate (1)
- HEADQUARTERS AND SUPPORT REGION - Cluster 44** - S.C.O.C. Branch  
- Branch Conference Delegate (1)
- HEADQUARTERS AND SUPPORT REGION - Cluster 45** - Railway Squad and Alderley Branch  
- Branch Conference Delegate (1)
- HEADQUARTERS AND SUPPORT REGION - Cluster 46** - Crime and Misconduct Commission Branch  
- Branch Conference Delegate (1)
- HEADQUARTERS AND SUPPORT REGION - Cluster 47** - Headquarters Branch, Mounted Police, and Legal Services Branch  
- Branch Conference Delegate (1)
- HEADQUARTERS AND SUPPORT REGION - Cluster 48** - Brisbane Prosecutions  
- Branch Conference Delegate (1)

**Nominations**, which must be in writing and comply with the registered rules of the Organisation, may be made at any time from 09/02/2023.

A nomination form is available for electronic completion on the AEC Portal, [www.aec.gov.au/ieb/](http://www.aec.gov.au/ieb/).



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However, the nomination form must then be lodged in accordance with the Organisation's rules (see below). Additional forms are available from the Returning Officer.

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

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **no later than 12:00pm Australian Eastern Daylight Time (AEDT) on 02/03/2023.**

**How to lodge nominations**, nominations must be lodged via the following method(s):

**By Portal:** Australian Electoral Commission Portal, [www.aec.gov.au/ieb/](http://www.aec.gov.au/ieb/)

**By Email:** A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to [IEBnominations@aec.gov.au](mailto:IEBnominations@aec.gov.au)

**PLEASE NOTE:**

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call 02 9375 6366 to enquire about the status of your nomination.

**Withdrawing Nominations**

Nominations cannot be withdrawn after 12:00pm Australian Eastern Daylight Time (AEDT) on 09/03/2023.

**Candidate Statements**

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00pm (Australian Eastern Daylight Time (AEDT)) on 02/03/2023 can be accepted.

**Voting Period**

The ballot, if required, will open on 30/03/2023 and close at 12:00pm Australian Eastern Standard Time (AEST) on 27/04/2023.

**Scrutineers**

The appointment of scrutineers closes Australian Eastern Standard Time (AEST) on 27/04/2023. A form is available from the Returning Officer for the purposes of appointing Scrutineers.

**Other Information**

Changed Address? Advise PFA - Queensland Police Branch now.

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

Lachlan Symonds  
Returning Officer  
Telephone: 02 9375 6366  
Email: [iebevents@aec.gov.au](mailto:iebevents@aec.gov.au)  
13/12/2022





# Nomination Form

**Police Federation of Australia - Queensland Police Branch**  
**Scheduled Election**  
**E2022/159**

**CANDIDATE:**

Full Name (Print clearly)

**Membership Number:**

(Print clearly)

**For the office of:**

(Print name of office as shown in the Election Notice)

**Location:**

(Branch/Sub-Branch/Division/Electorate)

**Name for ballot paper:**

Print your name as you wish it to appear on the ballot paper

**Nominator/s (minimum two required)**

I/We, the undersigned members of the PFA - Queensland Police Branch, nominate the person named above:

<b>NOMINATORS</b> Full Name (Print clearly)	<b>Membership Number</b>	<b>SIGNATURE</b>	<b>DATE</b>
			__/__/__
			__/__/__
			__/__/__

**CANDIDATE'S CONSENT**

I, \_\_\_\_\_ (print your name) consent to the nomination for the above office. I declare that I am eligible under the rules and am not disqualified from being a candidate [see Chapter 7, Part 4 of the *Fair Work (Registered Organisations) Act 2009*].

Please indicate preferred title e.g. Mr, Mrs, Miss, Ms \_\_\_\_\_

Personal email: \_\_\_\_\_  
*(AECs' preferred method of communication)*

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Signed: \_\_\_\_\_

Please see instructions on the next page



### Lodging Nominations

Nominations open on 09/02/2023 and must reach the Returning Officer, Lachlan Symonds not later than 12:00pm Australian Eastern Daylight Time (AEDT) on 02/03/2023.

Nominations cannot be withdrawn after 12:00pm Australian Eastern Daylight Time (AEDT) on 09/03/2023.

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

Nominations must be lodged via the following method(s):

**By Portal:** [www.aec.gov.au/ieb/](http://www.aec.gov.au/ieb/)

**By Email:** A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to [IEBnominations@aec.gov.au](mailto:IEBnominations@aec.gov.au)

#### PLEASE NOTE:

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call 02 9375 6366 to enquire about the status of your nomination.

### Acknowledgment

You will be sent an acknowledgment of receipt of your nomination by email.

### Candidate Statements

Candidates may submit a statement to be included with ballot material. Only statements which comply with the Rules and are received by the Returning Officer by 12:00pm (Australian Eastern Daylight Time (AEDT)) on 02/03/2023 can be accepted.

### Scrutineer Appointment

The appointment of scrutineers closes Australian Eastern Standard Time (AEST) on 27/04/2023.

A Scrutineer Appointment form is available from the Returning Officer.

Lachlan Symonds  
Returning Officer  
Telephone: 02 9375 6366  
Email: [iebevents@aec.gov.au](mailto:iebevents@aec.gov.au)

**PLEASE NOTE:** It is your responsibility to ensure that your nomination is received by the Returning Officer **BEFORE** nominations close.



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Christmas 2022



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### FUNERAL OF FORMER SENIOR SERGEANT JOHN BASTABLE

The funeral service for John was held at Kingaroy on 24 November 2022. Despite the best efforts of former Detective Inspector Barry Krosch, we don't have a Branch in the South Burnett. However, member and former Inspector Denis Houston, who was a permanent partner of John at Brisbane Mobile Patrols in the 'good old days', said some nice words about John and read the Ode to a Police Officer. When Denis did this he had John's son Colin (a QPS Sergeant at Maryborough) accompany him. Inspector Scott Stahlhut, Kingaroy Patrol Group, read John's statement of service, the eulogy (mostly written by John) was read by family friend Geoff Hosking and John's daughter, Catherine Lindman, delivered a tribute to her father.



John's coffin with the QRPA flag draped thereon.



Acting Pipe Major Ali Bremner, QPS Pipes and Drums, leading the hearse from the funeral home in between the guard of honour.

### FUTURE LUNCHEON

**28 February 2023 Redlands @ Redlands Sporting Club,**  
Bernie Coleman, 0402 983 225

### NEW MEMBERS

Former Detective Sergeant Glenn Andrew Teske, Gympie; former Sergeant 2/c Noreen Winifred Joan Wheatley, Logan-Beenleigh; former Sergeant Geoffrey Fay, Bundaberg; former Sergeant Stephen Douglas Hoare, Gold Coast; former Detective Senior Sergeant Michael Scott Skimmings, State; former Sergeant Geoffrey William Bodley, Ipswich and former Senior Sergeant (New South Wales) Steven Edward Turner, Near North Coast.

### NEW ASSOCIATE MEMBERS

Mara Fedczina, partner of member David Manfield, Gold Coast.

### QRPA Certificates

#### Veteran Member

(>75yrs & 10yrs continuous financial membership)

Allan Lindsay Dean, Sunshine Coast, Peter Carlyle Coyle, State; Ross William Gorrie, Ipswich and Ronald Vincent Strong, Sunshine Coast.

#### Veteran Associate Member

(>75yrs & 10yrs continuous financial membership)

Carolyn Grace Uhr, Rockhampton.

#### Senior Member

(>65yrs & 10yrs continuous financial membership)

Neville Robert Huth, Gold Coast; Robert John Maher, Mackay-Whitsunday; Gary Steven Phillips, Redlands and John David Schot, State.

#### Senior Associate Member

(>65yrs & 10yrs continuous financial membership)

Nil.

### 90 and Over

William John Bergin, State, 90 on 17 November 2022; William Stanley McDonald, State, 92 on 15 November 2022; Constance Caroline Schultz, Townsville, 93 on 27 November 2022; Myles John Burns, State, 91 on 12 December 2022; Brian Joseph Hooper, Townsville, 90 on 8 December 2022 and Keith Stephen Love, Southern Downs and Granite Belt, 93 on 28 December 2022.

### OBITUARIES - May they Rest in Peace Members

Life Member and former Assistant Commissioner Roland (Roly) Dargusch on 16.10.2022 aged 83 years: Veteran Member and former Sergeant Donald Keith Allan, 26.10.2022, aged 87 years and Veteran Member and former Senior Sergeant John Nicholas Bastable, 17.11.22, aged 80 years.



## Non-members

Former Inspector Hugh Bevan Kimlin, 07.10.2022, aged 92 years; former Senior Constable Raymond D Farrow, 07.10.2022; former QPS officer Randall G Gawne, 27.10.2022; former QPS officer John Christopher Ross, 18.10.2022, aged 62 years; former QPS officer William Neil Smith, 05.10.2022, aged 62 years; former Sergeant Allan Thomas Mackay 30.10.2022, aged 96 years and former Constable 1/c Gary Leslie Hutchison, 68 years.

## Family

Dolores Reay, 27.11.22, aged 85 years, widow of former QPF member Don Reay and mother of former QPS member Darryl Reay.

## AROUND THE BRANCHES

### BUNDABERG

Meeting held on 28 October 2022. Welfare: Chris Sidey has had some tests in Brisbane and Chris Churchill was ill at the time of the meeting. President Grannie Pearce presented John Lewis with his Senior Member Certificate. Alan Edgerton advised that a retired police team would play in the President's Bowls Day on 30 October 2022. Applications to join the QRPA by Stuart Davey and Geoff Fay were recommended for approval. Meeting held on 25 November 2022. Welfare: Keith Lipp is doing OK. Marie Read is having a few issues at the moment. Jenny Mergard is still undergoing treatment. State Treasurer Jillian Steinkamp will represent the State Management Committee and Andy Henderson will represent QBank at the 7 December 2022 luncheon. Next meeting: 27 January 2023.

(Secretary Rowan Bond 0409 286 483)



President Grannie Pearce presenting John Lewis with his Senior Member Certificate.

### GOLD COAST

Meeting held on 31 October 2022. Twenty one members attended a social gathering at the Paradise Point Bowls Club on 27 October 2022. Staff at the office of MP for Surfers Paradise, John-Paul Langbroek, have taken over doing printing for the Branch. Ray and Fay Gough were able to attend the meeting and will be joining the Association. Applications to join the Association by Mara Fedczina, partner of Secretary David Manfield, and former Sergeant Stephen Douglas Hoare, husband of member Kym Goldup, were recommended for approval. Welfare: Roger Collins is back home after undergoing a successful knee replacement operation. Roy Graves is fine

and still making regular trips to hospital as an outpatient. Tom Whitbread was a patient in John Flynn Hospital. He is quite ill and will require 24 hour care in the future. Bill Lane had a big toe amputated and is going OK. Daniel Black, eldest brother of Dennis and Patrick, is in good health but is unable to attend meetings and social functions. He is a great supporter of the Branch and looks forward to reading the monthly newsletter. Next meeting: 6 December 2022 at Currumbin RSL Club. Next social gathering – Christmas luncheon: Mermaid Waters Hotel on 16 December 2022.

(Secretary David Manfield 0413 957 610)

### GYMPIE

The 5 October 2022 meeting was held at the Tin Can Bay Country Club. Vice President Ron Cooper chaired the meeting in the absence of President Keith Bunkum. Peter Eiby celebrated his 79th birthday that day and was congratulated by all members present. He was presented with a bottle of QRPA 90th anniversary port to help him celebrate his birthday. The National Police Remembrance Day Service was held in the Bishop Room at the Gympie Show Grounds Pavilion. It was well attended by members. Welfare: Bob Matthews is back home after his fall from a roof. He is slowly recovering and is able to walk short distances unaided. Helen Gordon was scheduled to have several squamous cell carcinomas surgically removed from her bottom lip on 22 November 2022. Former member Greg Hasenkam is committed to caring for his wife Helen. Inquiries are being made on how the Branch may be able to help Greg. Meeting held on 29 November 2022 at the Gympie Bowls Club, South Side. Vice President Ron Cooper chaired the meeting in the absence of President Keith Bunkum. Recently appointed as District Inspector, Gympie, Brad Inskip, attended and later gave a rundown on where he has served in the QPS, his personal situation, how he was enjoying being in Gympie and of his speedy induction to Gympie flood disaster management. Welfare: Peter Eiby is attending numerous medical appointments. He is suffering terrible pain with the cancer in his arm. Social Secretary Helene was having eye surgery on the day of the meeting. Bob Matthews attended the meeting and was presented with his Veteran Member Certificate. He has come a long way since falling of a roof. Glen Durre accepted Marge's Veteran Associate Member Certificate on her behalf. Next meeting: Tin Can Bay Country Club on 1 February 2023. (Secretary Veronica Kane 0408 827 433)



Gympie members who attended the NPRD service held in the Gympie Showgrounds Pavilion.



The altar at the Gympie NPRD service held in the Gympie Showgrounds Pavilion.

### LOGAN-BEENLEIGH

Meeting held on 20 October 2022: Guest speaker: Audiologist Dendra Elliott from Impact Hearing who provided a very comprehensive outline of some of the issues surrounding hearing loss and the avenues available to rectify them. A number of members attended the BBQ at Logan Station as a guest of Chief Superintendent Mel Adams. Members were provided with a demonstration of the activities/capabilities of the BTAC facility; also monitoring by Polair of a pursuit of an offender who committed a break and enter offence at Darra. The Branch was well represented at the NPRD ceremony at the Anglican Church, Beenleigh. President Col Thorne read the Roll of Honour and placed a wreath on behalf of the Branch. Several members visited the Bob Atkinson Operational Capabilities Centre on 6 October 2022. A bit of revelation on today's training was given to members. Recognition was given to regular raffle donors: Greg Spies and Jim Wagner. Elaine Bloss was presented with her Veteran Associate Member Certificate. Meeting held on 17 November 2022. New member Noreen Wheatley was welcomed to the meeting. Guest speakers: Cheyenne Nicholson and Shona Henderson from IDCARE who gave a very captivating discourse on the foundation and purpose and services provided by IDCARE, which is Australia and New Zealand's national identity and cyber support service.

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Due to renovations being undertaken at Club Beenleigh, future meetings will be held at the Meadowbrook Golf Club until the renovations are completed. Members have been encouraged to take any recyclable containers, bottles and cans to the monthly meetings so that Vice President Gerry Stevens can process them with the proceeds going to the Queensland Police Legacy Scheme. Welfare by Eileen Riley. Several members are unwell and undergoing various treatments and procedures. Those

who remain unwell include Geoff Brooks, David James and in more recent times Jim Wagner who has been in and out of hospital and undergoing tests which identified complications from a stomach aneurysm operation he had over ten years ago. We send Jim and all of those not in the best of health our sincere wishes for a healthier 2023. Next meeting: 19 January 2023. (President Col Thorne 0407 905 017)



President Col Thorne presenting Elaine Bloss with her Veteran Associate Member Certificate.

### SUNSHINE COAST

Meeting held on 27 October 2022. A welfare report was given by President/Welfare Officer Dick Turpin on several members who are unwell. Margaret Williams advised she had received an invitation to all former police who had served at Nambour to inspect the new station which was opened a couple of months ago. Christmas luncheon held on 22 November 2022 by Vice President John Walker: While it was a great day there were 33 apologies - nearly as many as attendees - with a number of apologies due to ill health. The day before the lunch we had 53 acceptances with 26 apologies but by the time the lunch commenced we had received another seven apologies reducing our attendance to 46. Regarding the police attendance, Senior Sergeant Matt Robertson was a late replacement for the Officer in Charge of Maroochydhore Police, Michael Landsdorf who was unable to attend because of illness. Acting Superintendent Paul Ready represented the District Officer, Sunshine Coast District. The two sponsors who attended were Vicki Stewart from McGrath Realty and Luke Gregson from Gregson and Weight, Funeral Directors. Next meeting: 24 January 2023. (Secretary David Betts 5445 3919)

### SOUTHERN DOWNS AND GRANITE BELT

Meeting held at the Tenterfield Bowls Club on 28 October 2022. Appreciation was shown to the District Officer, Darling Downs District, for the Branch's involvement in the Remembrance Day service at Warwick. Welfare: Allan Domjahn is progressing well following recent surgery. Bob Platt is progressing well following ongoing treatment. Unfortunately Keith Love is becoming less mobile than in the past, Greg Chie is recovering following surgery to his foot and Madonna Foan is progressing well. Following the meeting, most members participated in a Christmas lunch, Secret Santa and a lucky door prize. Next meeting: 13 January 2023 at Warwick, commencing at 11.00 am (Old time). (Secretary Brian Cannon 0476 156 968)



## ROCKHAMPTON

Meeting held on 2 November 2022. A minutes silence was observed in memory of the late Senior Sergeant Neil Smith and Admin Assistant Linda Horan. Welfare: Tom Young travelled to Brisbane and received medical treatment that appears to be successful. Annual dinner held on 22 November 2022 at Frenchville Sports Club: President Barry Self welcomed thirty six members, guests and supporters to the 40th dinner. A special welcome was given to Superintendent Glen Pointing, District Officer, Capricorn Police District, and Glenn Churchill, President of the Gladstone Branch, and five members/partners. A multi-draw raffle was conducted and an early count suggests it raised \$340 which will be donated to the Queensland Police Legacy Scheme. A number of prizes were donated including six bottles of port and muscat donated by the State Management Committee and some prizes donated by Eddie Cowie, local SES Controller. A great meal was served and Barry got this favourite sticky date pudding. However, Ernie Benson was indisposed and missed out on the apple strudel. A special tribute was paid to Ms Pauline Ingram, sister of member Carolyn Uhr, who turned 95 the previous day. Sergeant Jon Cookson, O/c District Office, assisted in playing happy birthday on the bag pipes and also gave a rendition of famous Scottish tunes. Next Meeting: 7 December 2022.

*(Secretary-Treasurer Dennis Smith 0408 321 416)*

## MACKAY-WHITSUNDAY

The annual luncheon was held on 14 October 2022 at Souths Suburban Bowls Club. Thirty members and guests attended. Special guests were: District Inspector Andrew Godbold, State Vice President Bob Atkinson and QBank Director Paul Wilson. Secretary Dennis Hansen was presented with his Life Member Plaque and gold badge by Bob Atkinson. Bob referred to Dennis' twelve years of continuous membership and the various positions he has held during that time within the Branch. A variety of prizes were raffled on the day, including the three bottles of Port and three bottles of Muscat kindly donated by the State Management Committee to mark the 90th Anniversary of QRPA. Appreciation was shown to Bev Houley and Lorraine Hansen for co-ordinating the raffles; also to members who had donated raffle prizes. Meeting held on 19 November 2022. Welfare: President Bob Maher advised that Welfare Officer Barry Downs was not well and had requested that the Branch appoint another member to take on his role so he can concentrate on his health. Later in the meeting Peter Howard volunteered to undertake the welfare duties on a temporary basis, depending on the health of Barry. Guest speaker: Inspector Andrew Godbold, Patrol Inspector, who gave a talk on his previous postings. Of great interest was his presentation on the current communications and reporting systems being used by the Service. He explained that everything can now be done by the officers, using the computerised systems, without having to return to stations to complete reports. Next gathering: Christmas meeting on 17 December 2022. *(Secretary Dennis Hansen 4957 2699)*



*Attendees from the official table at the luncheon: Inspector Andrew Godbold, former Commissioner Bob Atkinson, Secretary Dennis Hansen, QBank Director Paul Wilson and President Bob Maher.*



*Dennis Hansen receiving his Life Member Plaque and Gold Badge from State Vice President Bob Atkinson.*

## IPSWICH

Meeting held on 13 October 2022. Welfare by Bruce Raymond and John Hawkins: Cameron Kirkpatrick was contacted but is not real well at the moment. John and Joy Raatz are in the middle of bird nesting and have been extremely busy. Diane Topping is undergoing further tests following her serious fall. John advised that Vince Buetel, aged 98, had not settled in too well at Villa Maria. John Hawkins was presented with his Veteran Member Certificate by President Ken Moraris. An application to join the Association by Geoff Bodley was recommended for approval. Guest speaker: Flight Lieutenant Nicholas Power who joined the Royal Australian Air Force in 2010. He attended the Australian Defence Academy and received a Bachelor of Technology in Aeronautical Engineering upon graduation. After his degree Flight Lieutenant Power completed his pilot training, which included participating in a training exchange program with the United States Navy, prior to posting to 36 SQN to fly the C-17A. He has conducted missions around the world and completed multiple deployments to the Middle East. Nick gave a great verbal and visual presentation on his career and of the capabilities of the C17 that are seen flying around Ipswich on a daily basis. Meeting held on 10 November 2022. Geoff Freestone, who transferred from the Brisbane Branch, was welcomed to the meeting. An application for membership by Geoff Bodley was recommended for approval. Welfare: John Raatz is having trouble with an infected toe. Good to see Cliff Dieckmann in attendance despite on-going health issues. Vince Buetel

is settling into Villa Maria. Cec Horne is cranky at not being able to drive at 96 and Ron Lobwein is now using a walker for getting around. Bob Bairstow displayed his hole-in-one trophy from a great day of golf at Keperra. Guest speakers: Jessica Banks and Sarah Duce. Jessica is the Allied Health and Rehabilitation Services Manager at St. Andrews Ipswich Private Hospital. She currently manages a team of 40 allied health staff who provide care to patients at St Andrews and through the Ramsay Health plus Allied Health Clinic. Sarah is a social worker at St. Andrews with over 25 years experience in hospital and community support. Both provided a very informative overview of the many hurdles involved with My Aged Care. The Christmas luncheon was held on 8 December 2022. (Secretary-Treasurer Ken Martin 0407 345 500)



President Ken Morris presenting John Hawkins with his Veteran Member



President Ken Morris with guest speaker Flight Lieutenant Nicholas Power.

## TOWNSVILLE

Meeting held on 2 November 2022. Welfare: John Urquhart reported that Brian Hooper was still in Hospital but determined to get out and return home. Eileen Kassulke was in the heart ward at the Hospital but was feeling reasonably well and hoped to soon be home. The Doctors are still trying to get Vince Bye's medication in the correct doses but he is still in good spirits. Barry Lewthwaite had to go and get a steroid needle in his shoulder as he is having trouble with lifting his arm (as a result of one of the many times he has fallen over). Guest speaker: Tony Goddard, spoke about the 2022 "Wall to Wall" ride. He left Townsville in company with Brett Geiszler. The first day they made Rockhampton and on the second day they stopped just south of Mount Larcom at a memorial on the side of the road for Sergeant Dan Stiller, a Police officer killed

while doing a wide load escort. Then on to Brisbane where they had a few days off. On the Wednesday about 300 riders met in the Botanic Gardens which is where the Wall to Wall actually commenced. The first night they travelled to Armadale and in the next couple of days went to Dubbo, Bathurst, Parkes and then onto Canberra. About 2,500 persons were in attendance. Headed back the next day, via many and varied roads. When he got home he received a "photo" taken in Canberra and an indication he was doing 52 in a 40 zone. A Christmas lunch was held at Tom's Tavern on 7 December 2022. (Secretary John Urquhart 0407 734 497)

## GLADSTONE

Meeting held on 2 November 2022 at the Tannum Sands Hotel. Special mention was made of the passing on 26 October 2022 of Veteran Member Keith Allan. Welfare: Darryl Saw reported that Val Caterson spent a week in hospital with sepsis and Glen Josefski was still doing well. Doug Jones reported that Marlene Archer has ongoing issues as a result of shingles. Several Members attended the Rockhampton annual dinner on 22.11.2022 and Bundaberg Annual Luncheon on 7.12.2022. Keith Allan's funeral service: Members attended the funeral service of member Keith Allan at the Boyne Tannum Memorial Parklands Crematorium Chapel on 8.11.2022. Keith was also a Life Member of RSL Qld, Gladstone Sub Branch, had a long and distinguished service with the Sub Branch, was also with the Gladstone Army Reserve for many years and was a Royal Australian Navy Veteran from the Vietnam War. A RSL Poppy Service was conducted, Senior Sergeant Jamie Goodwin read Keith's service history and Acting Welfare Officer Keith McCann spoke of his association with Keith and also his police service. Next meeting: Calliope Central Bowls Club on 14 December 2022. (Secretary Darryl Saw 0447 417 746)



Gladstone members attending the November meeting.

## DARLING DOWNS

Meeting held on 13 October 2022. Welfare: Neil Hooper is quite unwell. David Lynch stated he had now recovered from the complications associated with his recent operation. Alan Lane stated that Boyd Wilson was about to undergo an MRI for his illness. Roger Deshon reported that a change of



diet had brought about improved results in his health. The plaque on the Memorial Wall is to be refurbished and re-positioned. Due to dissatisfaction in relation to using Club Toowoomba for meetings and functions, the Masonic Hall in Herries Street will be used for future meetings. Meeting held on 10 November 2022. Welfare: John MacKay stated that he had been in contact with Boyd Wilson who advised he is now OK. Mike Jordan was advised by Bob Boddington that he had had a fall at home and had broken his collar bone and a number of ribs. John Sullivan reported that Ray Briese was to undergo heart surgery the following Monday at Greenslopes Hospital. The Christmas luncheon was held at the Federal Hotel on 8 December 2022. President John MacKay presented a Veteran Member Certificate to Wayne Browning. Next meeting: 8 December 2022. (Secretary – Mike Jordan 0438 111 423)



Wayne Browning receiving his Veteran Member Certificate from President John MacKay.

### NEAR NORTH COAST

Luncheon held on 20 October 2022. Forty five members and guests attended and through donations, sponsorships and good work by their ladies, some eighty prizes were on offer in the multi draw raffle. Special guests: Mark Ryan, Minister for Police and Corrective Services and Minister for Fire and Emergency Services, Terry Young, Federal Member for Longland, QPS Chaplain Ian Todd, Superintendent John Hallam, District Officer, Moreton District, Dan Keating, QBank Director and Greg Early, State President, QRPA. Meeting held at Woodford Gardens, Petersen Road, Woodford, on 19 November 2022. This was the first meeting ever held at Woodford. Welfare: Ray and Allan spoke regarding some welfare matters concerning members. Ray advised that he had sent a get well card to a member who had been hospitalised. It was generally discussed that the meeting was held at Woodford in an attempt to encourage retired officers living in Woodford to join and attend. Unfortunately member Don Green who resides in Woodford was unable to attend owing to work commitments. It is believed that a reunion held at Redcliffe also attracted some retirees on the same day. Next gathering: Christmas Get Together at Burpengary Community Club on 11 December 2022.

(Secretary Merv Melling 0408 587 624)



Members attending the meeting at Woodford Gardens.

### REDLANDS

Meeting held on 25 October 2022. Welfare: An update was given to the meeting on the health of Dave Stannard, Sharon Gallo and Barry Ingham. Steve Monteath spoke about how QRPA members and retired members of the QPS may be able to access DVA support for previous service. A vacancy still exists for a Welfare Officer. Peter Flexman provided feedback on the 2022 National Police Remembrance Day service. Discussion ensued on starting work on the 2023 NPRD service. Peter Flexman will co-ordinate and Peter Harding will support Peter. Meeting held on 22 November 2022. Vice President Mark Stewart acted as President. Welfare: An update was given on the health of Dave Stannard and Barry Ingham. Certificates of appreciation were forwarded to NPRD and annual luncheon supporters. The 2023 annual luncheon will be held on 28 February 2023. The new Planning Committee is comprised of Pat Priddle, Pam James, Ann Maree Stiles, Bernie Coleman and Jenny Hall. Their Christmas luncheon will be held at the Redlands Sporting Club Steakhouse on 13 December 2022. Next meeting: 23 January 2023. (Secretary Mark Stiles 0414 326 992)

### FAR NORTH QUEENSLAND

Meeting/luncheon held at the Atherton RSL Club on 28 October 2022. A big welcome was given by President Mal McKaskill to Senior Constable Glen Buckle (guest speaker), Police Dog Radar, Chaplain Peter de Haas, Deputy President of the Atherton RSL Club, John Midge, and Gold Coast Branch member Dave Marshall. Welfare by Brigitte McKaskill. It was great to see Ian and Lee Swan at the meeting. Chaplain Doug Foster has had knee replacement surgery on both knees. Ken Willimott has had several surgeries in Brisbane and doctors are hoping that within a month or so he may be able to come back to treatment on the Tablelands. Al Pearson has had an aortic valve replaced, which was an extensive operation. He is doing well. Graham Jonsen has had another stint in hospital but is on the mend now. Guest speaker: Senior Constable Glen Buckle, QPS Dog Handler and PD Radar. Glen said that Radar likes to search by himself and at the end of a search recently he wondered off and found more drugs. At one house where police were searching, Radar indicated high in the bathroom where there was an open window. Officers found a pound of heroin in a screw top water container outside the window. Glen explained that a *dead scent* is when the drugs have been removed but the scent remains and the dog will still indicate this. Glen explained that Radar

is now six and a half years old and will probably work until he is 8 or 9 when he will be retired. He will live at home with Glen. They had completed a good job that morning on a very hot day. Radar was very glad of the air-conditioning. Another guest speaker: Deputy President of the RSL Club, John Mudge, who explained he was inducted into the Royal Papua New Guinea Constabulary on 21 April 1971 and served in a number of capacities until 8 March 2008. He highlighted some of the events and activities that took place and VIPs that he became associated with during a time of great change and upheaval. One such event was a visit to PNG by His Holiness The Pope. John told members that 45,000 people came to see the Pope. A full body search was conducted of each of those people in attendance. Astonishingly, security personnel confiscated 8 x 44 gallon drums full of weapons during those searches. Christmas lunch at Red Beret on 25 November 2022. Treasurer Allan Dredge stepped in for President Mal McKaskill who was unwell. A very warm welcome was extended to Acting Chief Superintendent Rhys Newton, Senior Sergeant Jamie Horn and Chaplain Peter de Haas. A special vote of thanks was given for Chaplain Doug Foster who is finishing up in the role at the end of December. ACS Newton outlined the recommendations from the Commission of Inquiry and indicated that once implemented they will be good for the QPS and the Queensland community. He indicated that youth crime is still the largest problem for the QPS at Cairns. The Superintendent expressed his appreciation to the Branch's Executive – Allan, Brigitte and Mal - for the way in which they have conducted the Branch; also especially Brigitte in her role as Welfare Officer. Senior Sergeant Jamie Horn gave a brief update about the Cairns Station. He mentioned the good work being done by officers in the District and that the refurbishments for the Cairns station are getting closer to completion. *(Secretary Brigitte McKaskill 0408 281 979)*



Senior Constable Glen Buckle with Police Dog Radar



Allan Dredge, Treasurer, Brigitte McKaskill, Secretary/Welfare Officer and Police Chaplain Peter De Haas

### HERVEY BAY

Meeting held on 15 November 2022. President Ian Anderson thanked those members who attended the National Police Remembrance Day service. Travellers: Ian and Sandra West-McInnes were cruising down the east coast but are now home. Bob and Dot Summers are back in New Zealand. Guest speaker: Inspector Paul Algie, Maryborough Patrol Group, Wide Bay, gave an insight into his career which included some undercover work in the early nineties. Paul also highlighted some of the recent developments for policing. Several members attended the Bundaberg luncheon. Discussion ensued about the possibility of having a couple of next year's meetings at a location elsewhere in the district to be followed by lunch. If this were to transpire, feeling is it would throw a bit of variety into the mix and promote the QRPA towards attracting new members. A Christmas get together has been organised at the Clubhouse Restaurant, Hervey Bay Golf Club, for Tuesday 20th December 2022. Next meeting: 17 January 2023. *(Secretary Gerry Walton 0410 440 274)*

### VAN DIEMEN'S LAND

Meeting held at the Bothwell Golf Club on 20 November 2022. President/Secretary Andy Beasant presented Ian Johnston and Jim Byrne with their Life Membership Plaques and gold badges. The transfer of John and Helen Goldsworthy to the Branch was noted. The Branch resolved to offer the new Tasmania Police Commissioner, Donna Adams, Honorary Membership of the Branch. It was also resolved to send a message of thanks to Dave Palmer for wooden plaques made by him. The 2023 annual meeting will again be held at Tamar Valley. *(President/Secretary Andy Beasant 0409 030 142)*

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**Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers – 24/7 – 1800 277 478. If you know someone doing it tough, please urge them to use the free service or talk to you or someone.**



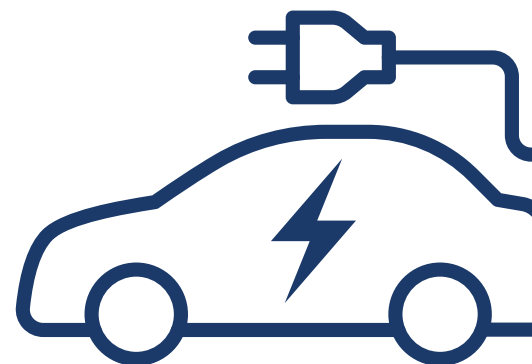


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