

# POLICE

SUMMER EDITION 2018/2019

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION

QUEENSLAND POLICE UNION



217

WELCOME KERRIE



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## COVER STORY

Page 23

## WELCOME KERRIE

In late 2018, Sergeant Kerrie Haines was elected to the Metro North Regional Representative position left vacant when Shayne (Chook) Maxwell became the Union's Assistant General Secretary. Sergeant Haines is only the second woman to hold a Union Executive position, with now retired Assistant Commissioner Gayle Hogan being the first in the 1990s.

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

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also in this issue...

## Contents

## Page

General President & CEO	2
General Secretary	4
Northern Region Roundup	6
Far Northern Region Roundup	9
Central Region Roundup	10
Southern Region Roundup	12
North Coast Region Roundup	14
Headquarters & Support Region Roundup	15
Metro South Region Roundup	17
South East Region Roundup	18
Welcome Kerry	23
PW Reunion	26
'It's Football'	34
A Memorial for Sally	38
Police Recipes	42
Book Review - Sapiens: A Brief History of Humankind	43
From the Archives	44
Police Living	45
Out and About	46
Police Legacy Family Holiday	48
Introducing the Our People Matter app	51
Workcover Claims - Critical Time Frames	52
Our Experience with Triple Zero Property	57
Police Health	60
QRPA	61

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Northern Region  
Central Region  
North Coast Region  
Metro North Region  
Metro South Region  
HQ & Support Region  
Southern Region  
South Eastern Region

Marty Bristow  
Peter Thomas  
Kev Groth  
Grant Wilcox  
Shayne Maxwell  
Tony Collins  
Shane Prior  
Col Muller  
Phil Notaro

General President, General Secretary, and  
Assistant General Secretary are ex-officio  
members of all committees.





**IAN LEAVERS**

## **NEW WORKCOVER PROCESSES**

**The QPU has now increased our WorkCover procedures for members to be even more user friendly.**

When an officer is injured, their only concern should be regaining their health, and it is counterproductive to have to fill out forms, worry about timeframes, and understand the legalese that can be involved in these processes.

We determined that the stress of the WorkCover process could be reduced if the Union was to become more involved, and if, upon request, the Union undertook to draft and prepare all Applications for Workers Compensation on behalf of members. The Union would also then be in a position to review or appeal any WorkCover claim decisions where we receive legal advice that there is a reasonable prospect of success.

For example, an Application for Workers Compensation is valid only if the application is lodged within six months of our member presenting to a doctor for treatment of their injury, not necessarily from when our member is actually diagnosed. Thus the Application for Workers Compensation must be lodged within six months of the initial consultation. It is therefore vital that members do not delay in seeking advice from the Union, because the clock starts ticking from the minute our member sees a doctor.

Claims for psychological injury in particular are often rejected for a range of reasons: members may find it difficult to articulate the precise causes of the injury, there may be conflicting medical opinions as to whether employment was a significant contributing factor to the injury and whether there is ongoing capacity for work as a result of the injury, or it may

be deemed that the injury was caused by 'reasonable management action'. It is imperative to get the wording, timeframes, and circumstances correctly recorded on the WorkCover paperwork, so our members can return to recuperating and focusing on their recovery.

The consequences of a deficient WorkCover claim can be significant for members because the law does not allow a person to pursue common law damages claims if a WorkCover claim has not been accepted. The importance of following the WorkCover processes correctly cannot therefore be overstated, and a helping hand from the Union will ensure all claims have enhanced prospects of success.

With all this in mind, I was able to initiate a brand new policy in relation to the submission of WorkCover claims by members of the Union, inclusive of claims for physical and psychological injuries. I am pleased to report that the Executive then adopted this in full.

Any member who wishes to submit a WorkCover claim should now contact the Union to seek assistance, and in conjunction with our lawyers and industrial team, we here at the Union will be responsible for the submission of all claims for WorkCover.

Further, should a claim be unsuccessful, we will work with our lawyers to review the rejected claim, and should it be required, we will assess all avenues for appeal.

The Union's preparation of Applications for WorkCover will

ensure all claims now have the best prospects of success in a more timely manner, which will ultimately be better for all injured police officers, and the flow-on effects will extend to all those they work with.

We see this new WorkCover policy as being a real benefit in providing further services to our members, and ensuring members receive the support they are entitled to.

To ensure a successful WorkCover application, call us here at the QPU: and call us early!

## **NEGOTIATIONS FOR ENTERPRISE BARGAINING BEGIN**

After almost three years in the works and several months of intense planning, the QPU's EB negotiation team attended the first meeting of the Single Bargaining Unit in early February to begin formal negotiations for the new QPS Certified Agreement. The QPU negotiation team consists of General Secretary Mick Barnes, Senior Industrial Officer Steve Mahoney, Industrial Officer Luke Hodge, and myself.

The primary purpose of the meeting was to confirm the composition of the Single Bargaining Unit, and to commence protocol discussions on the Terms of Reference and the format. Alongside our team, representatives from the QPS (led by Assistant Commissioner Clem O'Regan), the Queensland Police Commissioned Officer Union (QPCOU), and the State Government were in attendance.

As negotiations progress and discussions proceed, it is envisaged





that the QPU should be soon able to table our comprehensive Log of Claims.

Thank you to all members who completed our survey and submitted in-depth and detailed position papers. Your responses have all been compiled.

As always, please contact us on 1800 015 000 or e-mail us at [police@qpu.asn.au](mailto:police@qpu.asn.au) with any queries.

### BLACK DOG BREAKFASTS

There have been a number of Black Dog Breakfasts held throughout the state, with more to come in the next few months. I encourage you all to put aside some time to attend if at all possible. These events provide a safe space to talk and learn about mental health issues: how to recognise your own symptoms, how to support those around you, and how to seek help. The breakfasts are hosted by qualified professionals who promote awareness and normalise mental health issues, especially within the demanding profession of policing.

However, if you feel as though you would like to talk to someone, you don't have to wait for a breakfast. There are many pathways available for you to seek help, both through the Service and through us here at the Union. If you don't want to seek professional help at this stage, at least have a chat with a mate, a colleague, or a family member. Similarly, if you notice that someone seems quiet or withdrawn

or stressed at work, why not check in with them to make sure they're okay? A simple chat or offer of support can do the world of good, so keep an eye on your colleagues and they'll keep an eye on you.

### Ian LEAVERS

General President & CEO

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**MICK BARNES**

### **UNLESS IT'S BROKEN ...**

**Some within the Queensland Police Service clearly subscribe to the old adage of don't try and fix something unless it's broken, especially when it comes to the culture within the Queensland Police Service. I alluded to the QPS's culture in the last edition of the Journal and conceded that it is very much a subjective topic as to whether or not the culture within the QPS is indeed broken and in need of some pretty intense therapy.**

One sure fire way of measuring said culture is to survey the workforce. I hear many screaming: 'Not another survey!' Surveys have become like the daily onslaught of e-mails everyone faces when they fire up their computers. Death-by-email now also includes death-by-survey. A common complaint from officers is that despite completing many surveys, nothing seems to change.

As luck would have it, no further surveys need to be done because a reputable survey is done each year by the Queensland Government into its workforce, including the QPS. And no, I'm not talking about any dodgy surveys into things like hospital name changes.

Simply do a Google search on the phrase 'Working for Queensland' and you will find the results of many years of data collected from QPS employees. The results are compared to previous years and to fellow Government Departments.

The analysis of statistical data can get a little muddy dependent upon political interests, but clearly there is a need to truly analyse what has and is happening within the QPS, with a view to improving the culture.

### **IS THE QPS CULTURE BROKEN AND IN NEED OF FIXING? YES!**

Nothing will ever happen unless there is first a realisation that something needs to be done. I have seen the pushback from officers following the launch of the Our People Matter

strategy, with officers so cynical of the QPS that it jeopardises gains and successes within the workplace, let alone for any individual.

The QPS could adopt the 'head in the sand' approach when it comes to their culture and see no improvement whatsoever, or alternatively actively engage with some HR and culture professionals to indeed fix it. There are already many individuals within the QPS and PSBA who possess the necessary ability to do such work, but it will be seen whether or not anyone is tasked with such a vital job.

**"We often hear the rhetoric that our people are the QPS's most important asset, yet commitment is often waning, dependent upon individual personalities."**

I would be pleased for this Union to be able to work with the QPS to build upon Our People Matter strategies and improve the QPS's culture. We often hear the rhetoric that our people are the QPS's most important asset, yet commitment often wanes, dependent upon individual personalities.

### **YOUR FUTURE IN PCYC**

The PCYC organisation has seen considerable change in recent times, with among other things, a new Deed outlining the responsibilities of both the QPS and PCYC when it comes to the management of the PCYC facilities and sworn staff, many of whom are also QPU members.

I have always found PCYC branch managers (ordinarily Sergeants) and their staff to be some of the most highly motivated and dynamic work groups within the QPS. Their commitment to the ideals of creating meaningful relationships with each of their respective community's youths, to tackle crime before it starts, is admirable.

The PCYC is a not-for-profit organisation completely external to the QPS, and for an officer to operate as a branch manager, the PCYC issues an Authority for that officer as an Agent of the PCYC, commonly known as an Agency.

In recent times, the PCYC has withdrawn some branch manager's Agency in a cavalier manner, only to reintroduce Agency some time later. Branch managers have for some time been in receipt of an allowance to remunerate them appropriately for their duties. The expectations placed upon branch managers, though, have in many instances been excessive, with some work-life balances adversely affected.



Our Industrial Officer Luke Hodge is specifically across PCYC issues and should be contacted by anyone either in or considering duties within the PCYC organisation if they have any concerns. We've recently become aware that some PCYC clubs across the state are facing closure with little or no consultation.

**"The QPS are reliant upon joint initiatives with the PCYC to implement crime strategies engaging at-risk youths."**

The QPS are reliant upon joint initiatives with the PCYC to implement crime strategies engaging at-risk youths. With clubs in high juvenile crime areas being considered for closure, I believe the PCYC mission has been lost at the expense of the broader communities.

If you are considering a future in a PCYC club, I recommend you touch base with multiple branch managers to get advice on the PCYC's future, along with talking to Luke Hodge from our office.

#### A QUICK THANKS

I'm indebted and ever thankful to the many police who work around the clock, day in and day out, ensuring that my family and friends enjoy the safe lifestyle that we do. Thank you for everything you do for us.

Stay Safe.

#### Mick BARNES

General Secretary

0411 453 335

mbarnes@qpu.asn.au



## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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



PETER THOMAS

**In reflecting on the start of another year, I honestly believe the QPS is a better place because of our lobbying and positive working relationship with management.**

There is an old saying—‘You catch more flies with honey than with vinegar’—and I sincerely believe this to be true. There will be times that we disagree with QPS management and government decisions, but working towards a solution has delivered for members in the Northern Region during the past 12 months.

**“We will see the rollout of ‘fit for purpose’ vehicles in the Mt Isa District, and passenger style sedans will no longer be supplied for general duties policing.”**

#### THE GOOD VEHICLE FLEET

Following a discussion between Assistant Commissioner Taylor and Constables at Mt Isa station in December 2017, the first of the purpose-built Landcruiser dual cabs has been

delivered. This will see the rollout of ‘fit for purpose’ vehicles in the Mt Isa District, and passenger-style sedans will no longer be supplied for general duties policing.

This has also started the conversation regarding ‘fit for purpose’ vehicles for policing across the remaining Northern Region. You may not see additional fleet, but the vehicles supplied will be more serviceable for duty.

#### HOUSING

With the release of the new Housing Policy imminent, it appears the standard of accommodation will finally improve. The proof will be seen in the coming years and I am hopeful that Assistant Commissioner Condon and his team have added the numbers up correctly so that our members will reap the benefits, especially our members who did it extremely tough in rural, remote, and isolated postings.

#### MENTAL HEALTH WEEK

Mental Health Week was observed from 8 October to 12 October, with World

Mental Health Day on Wednesday 10 October.

The Townsville District Welfare Team (Senior Psychologist Pauline Trewin, Police Chaplain Horst Sauer, Workplace Champion Steve Munro and me) held events throughout Townsville metro stations, Charters Towers, Ingham, and Ayr stations.

With funding from Police Health, Townsville District, Chaplain Sauer, QPS Wellbeing, and the QPU, we had a mobile coffee cart attend local stations with a supply of doughnuts and fruit, and attend Charters Towers, Ayr, and Ingham stations for a BBQ lunch. These events gave members and their families time to socialise and meet support services. On World Mental Health Day we coordinated a Big Breakfast at the North Queensland Police Academy where we had the opportunity to mingle with our recruits and their families.

All events were well supported and has given us ‘food for thought’ for 2019 Mental Health Week activities.

A huge thank you to Scott Williams (Police Health CEO) for his very kind support.







### THE BAD AND THE UGLY COMBINED

Trial by social media is fast becoming the new normal with many keyboard warriors achieving their five minutes of fame by attacking anyone who disagrees with their thoughts and opinions.

It is also becoming common place for members of the public to personally attack our own members on social media platforms. In many instances the factual basis to the story has no semblance of truth to the real story.

**“If you are subject to social media attack due to the performance of your duty, please do not hesitate to contact me.”**

If you are subject to attack due to the performance of your duty, please do not hesitate to contact me. I will liaise with the QPS to attempt to have it withdrawn from the social media forum. Not all approaches to these forums have been successful, but will we give it a good attempt.

### 2018 IN REVIEW

2018 saw the retirement of Assistant General Secretary Denis Sycz who had given more than 30 years' service to



the QPU in roles at local branch level as a sworn officer and then as a full time official. Thank you for your friendship and dedication mate: you are really missed.

I would also like to thank each of you for your ongoing support and encouragement last year. The occasional message of support, or a telephone call, always seems to happen just at that time when motivation and batteries are a little low. It is greatly appreciated.

It was a demanding year that saw many great achievements due to the hard work of so many people. A huge thank you to the amazing Northern Region branch officials who are always available to support our members.

A massive thank you to General President Ian Leavers, General Secretary Mick Barnes, Assistant General Secretary Shayne (Chook) Maxwell, and our Union lawyers and industrial officers for their support at all hours of the day and night when the phone rings and member assistance is required. Also a huge thank you to our fantastic Union staff who are always there to support our members needing assistance.

The biggest thanks of all is to my wife who is woken by the phone at all hours, makes the coffee, and sees me out the door for those late night and early morning call outs. Thank you.

This year will be another big year with the following being areas my focus for our members: further psychological





wellbeing support for our members and their families, further development of Our People Matter, better workspaces and facilities, increased equipment levels, improved residences, and further improvements in fit for purpose vehicles.

Remember: no Union rep = no interview.

## Peter THOMAS (Thommo)

Regional Representative  
Northern Region  
QPU Treasurer  
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## MARTY BRISTOW

### WELCOME TO THE NEW FAR NORTH, DISTRICT OFFICER CHIEF SUPERINTENDENT BRIAN HUXLEY

Firstly, I would like to take the time to welcome Chief Superintendent Brian Huxley to the far north. Mr Huxley will replace Mr Schafferius as District Officer of the Far Northern District. I have heard nothing but positive reports about Mr Huxley and can confirm he is very focused on the welfare of his staff. In the short time he has been here I have been very impressed with his willingness to work with all, and his concern for the wellbeing of staff.

#### STAFFING AT CAPE COMMUNITY STATIONS

I have been contacted by several OICs at cape stations within indigenous communities. It is becoming increasingly difficult for them to attract staff to these locations, which is putting a significant strain on those working there.

The dwindling numbers have led to members due to exit being held back after completing their tenure, because there are no replacements.

vacancies that those left are struggling to carry the work load. Many who have completed their tenure are not able to leave due to staff shortages.

While I understand that many do not want to leave their first year location, there is a significant need for people to fill the very large gaps. I also believe that the Service needs to step up and organise some significant incentives for members to transfer to remote, rural, and isolated areas, to relive the burden.

On one occasion, an officer found out in court that the offender who had bitten her had syphilis.

**“The Service needs to step up and organise some significant incentives for members to transfer to remote, rural, and isolated areas, to relive the burden.”**

**“Spending time in a community is an experience that will provide a myriad of operational knowledge, skill, and proficiency that will provide a solid foundation for every other policing job.”**

I have said this before to many police new to the far north: spending time in a community is an experience that will provide extensive and varied operational knowledge, skill, and proficiency that will be a solid foundation for every other policing job.

#### SECOND YEAR CONSTABLE ALLOCATIONS

Concern as to the allocation of police to their first station (second year allocation) appears to be escalating.

It needs to be remembered by all involved that we need police to transfer to areas where unfortunately they may not want to go. Why? Well, in some areas there are so many

#### DISEASE TEST ORDERS AND BBF EXPOSURE

This issue has again raised its ugly head, with police finding out months down the track that offenders whom they have been exposed to have a communicable disease.

I will be consulting with management and others to have a protocol put in place for when officers are subject to BBF exposure. I have heard too many times now of officers who have been bitten by offenders, spat on, had blood flicked on them, and more, and then not found out about the offender's communicable disease status until way too far down the track.

If you are exposed to BBF, talk to your shift supervisor, DDO, or a Union rep to get advice about what needs to be done. This also goes for assaults on police: ensure the correct correspondence is compiled with.

I want to know about all police who are assaulted in the Far North District! Send me an e-mail with some brief details. If the attack is serious enough for hospitalisation, ring me ASAP so I can put a care plan in place.

I'm available 24/7.

Stay safe out there.

**Marty BRISTOW**

Regional Representative  
Far Northern Region  
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KEV GROTH

## HOSPITALS NO PLACE FOR PRISONERS

**I have been reflecting on the assault of our member by a violent offender trying to escape custody from a hospital. Too often our members are required to perform hospital guard on violent prisoners. When will management start taking this threat seriously? Brisbane is lucky enough to have the secure ward at the PA Hospital where prisoners can be taken, but in regional areas we are not as fortunate. We have all seen prisoners in custody playing the system, saying the right things to QAS to get transported to a hospital. It's not QAS's fault; they too are stretched to the limit.**

This practice takes officers off the road to babysit offenders while they are treated, or more often just medically cleared to remain in custody. It is not uncommon for multiple crews to be tied up on hospital guards and medical escorts, draining the already short frontline.

**"We have all seen prisoners in custody playing the system, saying the right things to QAS to get transported to a hospital."**

Why do we take prisoners from the secure environment of a watchhouse for a simple medical clearance? Why can't we get a doctor to come to the watchhouse and check out the prisoner? The cost involved would be offset by the regained officer hours lost having officers sitting around a hospital for hours and sometimes days at a time.

Our members will be safer, and once prisoners realise they aren't getting a trip to the hospital, they will stop making up fake illnesses and wasting valuable resources.

## WHERE IS CORRECTIVE SERVICES?

Further to this, a lot of the time these prisoners are Corrective Services prisoners who we are babysitting,

waiting for them to be taken off our hands. Why are we doing their jobs for them?

Why don't we have a Corrective Services officer attached to every major watchhouse? As soon as an offender is sentenced by the court, they can be processed by Corrective Services and then become their problem, not ours.

Far too often we are holding prisoners waiting for Corrective Services to give us the clearance to escort members to the correctional facilities. These escorts should be conducted by Corrective Services, not police.

Far too often we are doing the jobs of other Government departments due to inadequacies in processes and systems. This is money out of our already stretched budget, draining

**"Maybe we should follow the QFES and start billing for our time for all duties performed outside our core responsibilities?"**

our resources from where we need them. Maybe we should follow the QFES and start billing for our time for

all duties performed outside our core responsibilities?

Results would be twofold: if we start billing other Government departments for doing their jobs for them, processes and systems would be fixed ASAP, and requests for our services outside our core responsibilities would reduce drastically.

## WORKPLACE POWER PROGRAM

Late last year I signed up for the Workplace Power Program. This is a new program being rolled out by Safety and Wellbeing as part of the Our People Matter strategy. I have seen far too many of our colleagues and friends dropping recently from heart attacks and strokes, and I decided it was time to take stock of my life.

Like many others out there, I need some help with motivation in regards to exercise and healthy eating. For far too long I had neglected my health, making excuses for eating fast food and snacking on rubbish.

Shift work can be a barrier to healthy living, but it is not a crutch to lean on and blame for not exercising and eating healthy. So over 12 weeks I became a guinea pig and gave the program a try. My hope was that by taking part in the program I would encourage others out there to give it a go.

I started off the program by joining the Movember challenge. As part of the Grow and Move team I committed



to rowing 300km during the month of November. Not only does Movember raise money for mens' health, but it was also just the kickstart I needed to commit to looking after my own health.

So how did I go?

As for my Movember challenge, I completed 301km of rowing during the month and reached my goal. Thanks to all my Grow and Move teammates for your support and to all those who donated to a great cause. Special thanks to our legendary team leader Mick Logan who is a daily inspiration to us all.

Overall I lost 14kg on the program. I will be the first to admit it was hard to try and maintain exercising and healthy eating, especially over the festive season, but the assistance and support from the program coaches was amazing.

Not only did they provide guidance and support, but they also offered tips to help out with my hectic schedule and ways to stay on track, which I really needed at times.

Here are some pics of me at the start of the program and some others of me at the end: your basic before and after shots!

If anyone wants to know more about the program, get in touch with the staff at Healthstart or shoot me an e-mail.

Well, that's all from me for this month.

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

Work smart, work safe – make it home.

## Kev GROTH

Regional Representative  
Central Region  
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kgroth@qpu.asn.au



*Before.*



*Before.*



*After.*



*After.*



COL MULLER

## CRITICAL INCIDENTS

**The end of last year saw a number of serious critical incidents in the Ipswich District. All incidents were unrelated and different, but all were very stressful for the member involved, witnessing members of the public, other responding members, colleagues, families, and friends of all involved.**

We are police officers, and obviously the preservation of life is paramount. The protection of property and control of incidents is also important. Critical incidents often cause serious injury to members and to other persons. When control is ascertained in critical incidents, focus must move to the physical and psychological welfare of those involved.

The welfare of our colleagues is of the utmost importance. Peer support at the scenes was great. Support from Union reps at all levels, including the Union critical incident team, was swift, and all members received immediate and ongoing support.

**“It is timely to remind one another to check in on the welfare of fellow officers, family, and friends, because stress and trauma from these critical incidents can be ongoing and long reaching.”**

It is timely to remind one another to check in on the welfare of fellow officers, family, and friends, because stress and trauma from these incidents can be ongoing and long reaching.

There are many options for officers who require assistance: your Union representatives, station Peer Support Officers, your Human Services Officer (HSO), the Police Chaplains, or your

private doctor can all assist you in obtaining professional support.

Southern Region HSO 24 hour contact  
**0427 752 158**

Southern Region Chaplain Jeff Bails  
**0417 752 262**

Free Telephone Counselling 1800ASSIST  
**1800 277 478**

## THE UNION CRITICAL INCIDENT TEAM

If you or another member is involved in a critical incident, contact a Union representative as soon as possible, or ask another member to do so. The Union will send a critical incident team to your location in the shortest possible time. The critical incident team are there to assist you at these times.

We will ensure that your rights are legally protected and that you receive all of the possible support available. General President Ian Leavers and every Regional Representative are available for contact for critical incidents. The Union office number can be called, and after hours this will transfer to the on-call member of the critical incident team.

## SENIOR MANAGEMENT RESPONSE

I attended all three incidents late last year and express my thanks to the Southern Region Management for their support, especially for the welfare of the members involved. Our Assistant Commissioner Mr Condon attended all three incidents as did the District Officer from Ipswich, Acting Superintendent Adams, for the first two incidents, and Superintendent Innes for the last

incident. The support given was top shelf and the welfare of members was the number one priority.

## CRITICAL INCIDENT LEAVE

*Leave Standard (Police Officers)  
(2018/03) 22 Critical Incident Leave*

An officer may access up to a maximum of three days critical incident leave where an officer has been directly and immediately involved in a critical incident (as defined by section 5A.2 of the *Police Service Administration Act 1990*).

Critical incident leave does not extend to officers who receive information about a critical incident or who attend after a critical incident has taken place (eg. to provide support, or to undertake police work or investigative tasks).

Critical incident leave must be approved by the delegated officer before it is accessed. When an officer is granted access to critical incident leave, a member of Safety and Wellbeing is to be informed by the approving delegated officer.

*STANDARD: LEAVE (POLICE OFFICERS) 4 April 2018 (2018/03) p.13 of 27 Queensland Police Service*

Critical incident leave must not be used where an officer has suffered an injury or illness resulting from a critical incident.

In these instances an officer is to access sick leave or WorkCover leave arrangements, as appropriate. Safety and Wellbeing is to be informed. The



entitlement to critical incident leave is set out at clause 55 of the QPS Certified Agreement 2016.

### MEMBER SUPPORT

The incidents within the Ipswich District highlight that there are many caring and generous people among us who are willing to provide immediate and ongoing support and comradery. There was an incredible show of support for the involved members by their colleagues at all ranks.

Senior Sergeant Greg Shaw, Inspector Michael Ede and the entire Goodna staff, Constable Rebecca Franklin from Springfield, and many other officers in the District donated time and effort to assist with fundraising for Peter McAulay.

Peter has recently had a partial knee reconstruction and is progressing well with ongoing physiotherapy to help build strength. It is anticipated that he will have quite a bit more surgery to come, but he is positive and encouraged by his progress so far.

There were organised events, social outings, BBQs, and dinners, all with the aim of raising money to support those affected, and it definitely maintains faith in the police family.

### HOUSING UPDATE

There has been some well appreciated movement in the South West District with a number of wardrobes (20+) delivered to Charleville station for distribution to various locations. I am sure they will be well received. Negotiations are continuing to secure a few more.

Quotes were received for kitchens and bathrooms that were inspected during visits by the Assistant Commissioner and Union representatives last year. I am advised these are in the process of finalisation and that works will be underway in the near future.

The QPS housing policy is nearing completion and should be rolled out shortly, complete with commitments for much-needed maintenance and some upgrades.

Unfortunately there is still no magic wand, but we are moving forward and there is currently a sensible approach from management in this region.

I urge members to keep forwarding me e-mails in relation to significant issues with their housing. Please include any previous and current correspondence with management that has not been acted upon.

**“Under the direction of experienced District Duty Officers and Shift Supervisors, and often assisted by police helicopter, the coordinated stinging of evading vehicles is successfully completed on an almost nightly basis.”**

### VACANCIES AND STAFFING

While there has been some movement in numbers in some centres, there are still many vacancies throughout the region. Traditional retainment rates in more remote areas have changed over the years and the ongoing cycle of staff renewal continues.

In many Districts we have seen a change in Senior Management and we have great levels of co-operation between the Service and Union regarding the staffing of stations. While I am able to monitor some of the hot spots, I welcome advice about serious issues arising with staffing numbers.

Enterprise Bargaining has commenced and this is an opportunity for members to submit ideas and potentially have some input into making policing in their areas more attractive, and also input about remuneration for police generally. Please keep your ideas coming forward.

### EVADES, STINGERS, AND PURSUITS

In recent times there has been discussion and comments surrounding evades by vehicles, the stinging of vehicles, and pursuits.

Day in, day out, I see the results of dedicated members using stingers. They are well trained in their application and are able to use them competently.

Many stolen vehicles come to a grinding halt and the offenders within these vehicles are arrested and charged with serious offences.

Under the direction of experienced District Duty Officers and Shift Supervisors, and often assisted by police helicopter, the coordinated stinging of evading vehicles is

successfully completed on an almost nightly basis.

On these occasions, numerous sites are selected and numerous deployments conducted in preparation. Coordination and team work from officers see many positive results and many successful outcomes.

Our members are well trained and hardworking and we are doing our job: policing. Our members currently use the best equipment they are supplied to use. We are backed up and trained by teams of dedicated training officers working within our Districts, who take their roles seriously and perform their duties to a high standard.

When used lawfully and within the confines of our policies, members will always have my full support. Keep up the good work and stay safe.

### Col MULLER

Regional Representative  
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cmuller@qpu.asn.au



**GRANT WILCOX**

#### **TYRE DEFLATION DEVICES**

There has recently been a lot of talk about Tyre Deflation Devices and the practicality of such a device.

At the moment it's all we have, yet the provision of any improved resources are always going to be gratefully received.

**"This is our lot now that technology is a regular resource in our arsenal of engagement."**

#### **DASH CAMS AND BWV**

With the increase of body worn video and dash cams, officers' driving and actions are becoming increasingly scrutinised after the fact. I find this very concerning.

Officers are being managerially sanctioned while their actions are determined whether to be dealt with criminally or via discipline or both, and this is taking a lot of time.

This is our lot now that technology is a regular resource in our arsenal of engagement.

So I'm simply asking all of you to be aware, on and off duty. You are watched and monitored, be it by the Service or the public.

I want you to be smart and to be aware.

#### **BULLYING**

The QPU is seeing more instances of bullying both between members and between our members and the hierarchy of the QPS.

We, the QPU, have a policy to deal with member on member matters.

It's important to note that there is new bullying legislation to which orders can be sought upon application.

This is not a great situation to get into, but it's a start to ensure all behaviour is professional, ethical, and without prejudice.

Not liking a fellow worker is not grounds to commence poor communication or lack of engagement in the work environment, but I am aware this is the basis for some poor work situations which are being addressed by the QPS. There

**"Policing is not a sport, it's a job. The ground rules are support, professionalism, and competence."**

are no winners when we can't all be professional.

Policing is not a sport, it's a job. The ground rules are support, professionalism, and competence.

This is the absolute minimum, and it's not hard.

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

#### **Grant WILCOX**

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SHANE PRIOR

## LATERAL TRANSFERS

**In exploring the issues of inclusion, diversity, promotion, and opportunity through monthly Journal articles and during open discussion at branch meetings, several members have come to me asking where lateral transfers fit in among merit based selection. Those who have read my previous articles will know my feelings on promotion and merit and how this can be done better, but as it stands, filling of position by merit is still the preferred option for the majority of officers. Officers want to plan and see where opportunities will be in the future and work towards promotion through development and hard work.**

The lateral transfer provisions within our *Queensland Police Service Certified Agreement* (known as EB, short for enterprise bargaining) sit outside this merit based process. Clause 58 of the EB sets out the guiding principles for lateral transfers and provides for the Transfer Advisory Committee (TAC) to facilitate and monitor this process. Clause 60 then provides for the makeup and role of TAC, which must include representatives from the QPU.

To facilitate a move via a lateral transfer, one of 17 'Operational Factors' must be satisfied. These operational factors are outlined in clause 59 of the EB. It must be noted that for fairness, and to protect the merit process's integrity, some specific positions are not to be routinely filled through the TAC process.

These include designated OIC positions, positions in receipt of the 35% consolidated allowance, and those designated Senior Constable positions listed in 13(2)(e).

The following three operational factors have been chosen as examples because they are regularly used to assist the movement of members. Please take the opportunity to review clause 59 of the EB and familiarise yourselves with the other factors (which include partners' employment, resource management, and personal reasons) and the strict grounds members present to satisfy them.

### OPERATIONAL FACTOR 3 - HEALTH OR COMPASSIONATE GROUNDS

This factor requires medical documentation from a specialist medical practitioner. A letter from a GP or pharmacist will not be sufficient in these situations. Your Union and TAC have used this provision to support members in need of medical assistance with moves that have been urgent and necessary for their health or the health of a family member.

The compassionate arm of this factor has been used for family court or domestic violence situations where it was untenable for the member to remain in their current position.

### OPERATIONAL FACTOR 4 - SERVICE IN ISOLATED/DIFFICULT POSTINGS

This operational factor has been included into the TAC process to allow for better equity among these members and others supported by TAC. It supersedes the Award provision in clause 26 which allowed an officer to elect where they went at the completion of their tenure in a 'listed' difficult or remote location.

This old provision obviously caused significant backlog and surplus at more popular stations and divisions that could not be maintained.

### OPERATIONAL FACTOR 5 - SERVICE IN PARTICULAR POSTINGS

This factor is separated into two subcategories. 5(a) is reasonably straightforward and allows officers in high risk positions to be transferred to

prevent issues resulting from the nature of their duties. This subcategory is fairly restrictive and is used accordingly.

Subcategory 5(b) relates to those members who may deskill due to the specialised or unique position they are in. It can often be the subject of some conjecture and members have come to me with the belief that others have manipulated this provision to their advantage. The entirety of this section must be considered:

*'Because of the specialised nature of the duties in the position [eg. Prosecutions, CMC] the employee can demonstrate difficulty achieving another position at level outside of the current area of operation. Employees making application pursuant to this operational factor must have completed maximum tenure in their current position, demonstrate that they have applied for positions on the rank and have received feedback that the specialised nature of their current position is limiting their ability to win other positions.'*

The two significant points that TAC considers for this operational factor:

- i. Has the member completed well over minimum tenure in their current role?
- ii. Have they demonstrated an honest attempt to win other positions at level on merit?

To clarify, point (ii) relates to positions at level. An officer cannot just provide extensive evidence of a failure to be

promoted. There must be confirmed applications at level with feedback relating to their current position and the need to upskill or diversify.

Many of the operational factors relate to significant situations or events faced by members, and as such the QPS wears the costs of these moves. However, some factors require the individual applicants to fund their own moves relating to the transfer.

Though robust, the TAC process is not flawless and will be subject to the odd mistake, allowing those who don't fully satisfy the threshold to capitalise on the process.

Allowing these few failures to jeopardise what is a fundamentally sound process would be very detrimental to those members most in need. Emphasising the occasional 'rort' undermines the good work of our members and your Union in helping those truly eligible for transfer.

It is important to remember that the TAC process is only a mechanism for members to be released from their current position. TAC has no ability, power, or role in placing members into vacancies once they have TAC support.

This is where my admiration for our industrial instruments, processes, and support for lateral transfers wavers because merit is somewhat abandoned. Personalities become the driving focus of appointment from the TAC transfer list.

Once supported members are placed on the TAC list held by each individual Region or Command, these lists are then considered by the Delegate Officer (generally the District Officer or Superintendent) when a vacancy is identified. There is little transparency or accountability as to who the delegate chooses and why.

Your Union representatives and some industrial practitioners within the QPS do a good job in encouraging the right decisions and providing advocacy for those most in need. This includes a custom and practice maintaining a 'one for one' process.

For every position filled through the lateral transfer provisions, the next vacancy of a similar position at the same rank in that Region or Command should be filled through the merit process.

However, the ultimate decision is left with the Superintendent or in some cases Assistant Commissioner, and this is still open to nepotism, favouritism, and manipulation. There are examples of officers with significant needs being left on the TAC list for multiple years, while others are uplifted the day they receive their TAC support.

**"The QPS and QPU members in particular are a dynamic workforce who have time and time again over the last three years shown their ability to embrace new and emerging technologies and learn new skills and associated policy."**

Some may argue that it is the employer's prerogative as to who is placed where and into which roles, but this flies in the face of everything the QPS claims it is about. This is a Government department, not a private enterprise.

I am not attempting to make it harder for our members who have a serious health issue to be closer to the required medical attention and support they need. I do not want to make it harder for our members who put their hand up to work in difficult and isolated areas to get back to other locations. What your Union will advocate for is a

**"What your Union will advocate for is a more structured and fair process as to who gets placed by the Transfer Advisory Committee, and when and where."**

more structured and fair process as to who gets placed, and when and where. I believe the Union's involvement must extend past that of the Transfer Advisory Committee, and oversight should be given to the selection part of the process.

### ENTERPRISE BARGAINING

As a workforce, we are in the midst of enterprise bargaining to secure a new Certified Agreement. Official negotiations have started, with the new agreement to commence on 1 July. The principle of enterprise bargaining relies on productivity improvements and efficiencies in exchange for greater entitlements and pay increases.

The QPS and QPU members in particular are a dynamic workforce who have time and time again over the last three years

shown their ability to embrace new and emerging technologies and learn new skills and associated policy. This shows a continued gain in the area of productivity and actively generates better service to the Queensland community. I implore the QPS Management and Labor Government to reward our members in kind.

Over the past three years, your Conference delegates and Executive have considered several items for inclusion in our next log of claims for the next Certified Agreement. I cannot provide too much specific detail in this forum but can confirm these range from no-cost items that will improve members' work/life balance through to individual allowance claims, rural incentives, and base wage increases.

Thank you all for your suggestions and constructive proposals as part of the QPU EB9 questionnaire. Please have your say and be an active part of this process, attend your branches, and help shape what the next EB will look like.

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## TONY COLLINS

### DO MORE WITH LESS!

**This is what all the bosses are saying. It is the current rhetoric. The current mantra. Almost like a meditative hum as if the more it is repeated, the more it should be believed. The problem is we can't.**

This is a very short term strategy that can't last. It can't last because first response are doing it already. First response task workload is increasing, calls for service are non stop, and the crews are now more than ever a slave to the radio, especially with the GWN and QLites.

Crews have again become data monkeys filling out PIR. In between guarding crime scenes or guarding prisoners at hospital, they are running out of time.

**"Officers can't switch off at work just in case they miss a hot job, and they are increasingly not switching off at home because of QLites."**

Added to this are OICs asking legitimate questions about the tasks being completed in a timely manner, and Comms with a legitimate want to get the jobs off their computer as quickly as possible.

Unfortunately, these two goals are mutually exclusive, so it can be expected that stress levels in first response crews will be and are on the rise. Nobody is asking the question of when is enough enough.

While a certain amount of stress can be beneficial, too much stress in a short space of time, or for too long a

period, is actually counter productive. Officers can't switch off at work just in case they miss a hot job, and they are increasingly not switching off at home because of QLites.

Further to this, the acceptance level of the QPS by the community dropped by 4%. This drop should be ringing alarm bells with the QPS Executive. Granted, we are still in the healthy high 80s, percentage-wise, but in the US it has dropped to 50%, which means half of the population don't rate the police at all.

We have all seen the problems over there. Our drop needs to be addressed and perhaps real action should be taken with the information from the Working for Queensland survey.

A minimum staffing model would be a good start for addressing the issues, but it is an elephant no one is willing to take a bite out of. It may be because warehouse policing is still very much on the agenda of the Senior Executive. I can say I don't rate warehouse policing, because I witnessed the cluster debacle first hand on the northside.

**"A word to the wise: warehousing might cause a further drop in QPS acceptance in our communities."**

Further, the continued embedding of police within the community (in the way South Brisbane District does)

keeps the connection close, and there is definite ownership of divisions. A word to the wise: warehousing might cause a further drop in QPS acceptance in our communities.

### STILL FIGHTING FOR

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

### Tony COLLINS

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PHIL NOTARO

## OUR PEOPLE MATTER

**A lot has been said about the Our People Matter strategy that the QPS, with QPU support, has undertaken. Many out there are still cynical about the OPM strategy, and many continue to mock and criticise.**

I have made it quite clear in the pages of this Journal that I support the strategy and would rather work positively than to be openly critical of OPM. As I have said previously, there are a lot of good people doing a lot of good things to turn things around and make the QPS a better place to work, and change the way we treat our people.

But I'm afraid to say, despite all the good work being done across the state, some are clearly not on the 'Our People Matter train'. While on one hand it is continually reinforced how important our people are, the Service also continues to grind our members into the ground.

Commissioner, Premier: if you haven't noticed, our members are burnt out. They are tired. They are hurting, physically and psychologically. We are short of police everywhere. There is no fat in any roster anywhere. The calls for service are continuing to pile in and they are through the roof.

Jobs are simply not getting done because crews are at breaking point, going from job to job to job. It is a relentless cycle. Most crime stats are also on the rise. In some areas, we have unabated population growth, with no real plan by the QPS or the Government on how to keep up.

Budgets are being slashed across the state. Many workplaces are telling me they have been told to cut costs by 3-4%. We are constantly being told to do more with less. Well I've got news for you, Commissioner and Premier. The troops have nothing left to give.

They are working as hard as they can, with no respite.

My concern is that more and more members will fall over with physical and psychological injuries. If we keep going at this rate, we will keep digging

15% just to catch up with the massive increase in demand for our services.

I sometimes wonder how many sworn members we have in non-frontline positions. How many of those jobs could be done by non-sworn staff?

**"Perhaps the QPS needs to carry out a review to establish exactly where their 11,500 police are currently stationed, establish whether some areas have a surplus, and provide relief where it is needed."**

a bigger hole for ourselves. More and more of our troops will fall by the wayside, so that those left will then have a bigger burden to bear. And so the cycle goes on.

Commissioner, Premier: the buck stops with you both. I think you can both do better.

We can't just keep doing more with less. We can't just keep driving our troops into the ground. We need an urgent injection of money and bodies to right the ship before it capsizes completely.

Straight off the bat we could do with another 10% across the board just so some work units can fill a roster, to alleviate those always absent on recreation leave and relieving in specialist areas.

Then we have areas of massive population growth, like Coomera and Jimboomba divisions, where we need an immediate growth of about another

Perhaps the QPS needs to carry out a review to establish exactly where their 11,500 police are currently stationed, establish whether some areas have a surplus, and provide relief where it is needed. Because as far as I can see, that's never been done.

Are our police currently where they are all needed? Could some relief be given to busier areas such as the South East Region, and in places like the Sunshine Coast, Rockhampton, Mackay, and Townsville, where they are desperate for more police?

However, we need to be very careful we don't simply rob Peter to pay Paul. We have to establish exactly what growth we need. I predict it will be substantial.

Commissioner, Premier: prove to me that our people matter. Stop cutting our budget, stop tightening the belt, stop expecting us to do more with less. Show us you're serious about



crime and you're serious about looking after your hardworking police.

Presently, all you are doing is breaking more and more of our members. Many I speak to have had enough. We are going to start losing more and more members. We will keep digging a bigger hole from which we will never emerge.

Our people matter to me; they obviously don't matter to some.

### HOSPITAL GUARDS

Late last year, a member was savagely beaten and was forced to use lethal force at an Ipswich hospital. I will not make comment on that particular incident because the matter is before the Coroner. But I will make general comment on hospital guards.

In my opinion, it was only a matter of time before something like the Ipswich incident occurred.

Hospital guards have become commonplace and a daily occurrence. Firstly, there is the constant drain on frontline resources. For every hospital guard, there is one less crew to attend to calls for service.

In many instances, those being guarded are sentenced or remanded prisoners, so they are actually not a police responsibility and shouldn't be in police custody. But the QPS continues to allow Corrective Services to trample all over us. The Commissioner and Police Minister refuse to do anything about it.

Then we have police prisoners who feign illness as soon as they get to one of our overcrowded watchhouses, and before you know it they are lying in a comfortable hospital bed with a general duties crew to babysit them, sometimes for hours, sometimes for days.

It is a very labour intensive exercise: it's two police, who have to take toilet breaks and feed themselves. At some stage, one officer is left with the prisoner. It simply can't be helped.

Hospital guards are a recipe for disaster and it was only a matter of time before a major incident occurred.

Many out there in the community wouldn't know that the PA Hospital has a secure unit, managed and staffed by Corrective Services. But good luck trying to get access to it with a prisoner in police custody. It just doesn't happen. Even if the police prisoner is technically a Corrective Services prisoner, they still won't play ball.

So while we have a secure hospital ward at one hospital, we have countless prisoners being guarded by police in non-secure hospital wards.

There has got to be a better, safer way to do business.

A start would be to facilitate a doctor to attend the watchhouse and properly assess a patient before any transfer to hospital. No offence to QAS, but they will always err on the side of caution and insist in a conveyance to a hospital. Perhaps a full and proper examination by a doctor may prevent many of these hospital visits.

Then, where possible, the conveyance should be to the PA secure unit, not your local A&E. Or perhaps we could build secure areas in every hospital. I don't know about you, but if I was in hospital getting treatment, I don't think I would like having a possibly violent, dangerous prisoner next to me.

But again, this has been going on for years, and the Commissioner and Premier refuse to acknowledge it's an issue or do anything about it.

### BLACK DOG

Since arriving in the south east, Assistant Commissioner Wilkins has been very proactive in getting Black Dog Breakfasts underway in the Region.

All members have been invited to come along and enjoy a free breakfast, and take part in discussions facilitated by qualified Black Dog presenters and

guest presenters, to raise awareness and promote the very necessary conversation about mental health in the challenging environment of policing.

Police partners, wives, and husbands are also very, very welcome to attend.

The QPU is very proud to be associated with this initiative and we are partnering with the Region to bring

**"If you haven't already attended, keep an eye out for a Black Dog Breakfast near you, and come along for an enjoyable, educational, and very rewarding couple of hours."**

you these important get-togethers. The Assistant Commissioner and I undertook to not only ensure these Black Dog Breakfasts take place, but to attend each and every one of them to ensure that as many police as possible are able to attend.

If you haven't already attended, I encourage all members to keep an eye out for a Black Dog Breakfast near you, and come along for an enjoyable, educational, and very rewarding couple of hours.

Until next time, stay safe out there. I'm here for you, 24/7. Our people matter, to me.

### Phil NOTARO

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# THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

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

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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





# 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: .....



# QUEENSLAND POLICE LEGACY

*in our care*

## QUEENSLAND POLICE LEGACY SCHEME

Suite 75, Level 11, Northpoint  
231 North Quay, Brisbane, 4000  
Telephone: (07) 3236 2276  
Fax: (07) 3236 4219  
Email: [qplegacy@bigpond.com](mailto:qplegacy@bigpond.com)

## AUTHORITY TO DEDUCT

Manager  
Payroll and Establishment Services

I hereby authorise and direct you to deduct from my fortnightly pay,  
the sum of \$ \_\_\_\_\_ :

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

**FULL NAME:** \_\_\_\_\_

**RANK:** \_\_\_\_\_ **REG NO.** \_\_\_\_\_

**REGION:** \_\_\_\_\_ **STATION:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**Please forward this authority directly to the following address:**

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



# WELCOME KERRIE

**In late 2018, Sergeant Kerrie Haines was elected to the Metro North Regional Representative position left vacant when Shayne (Chook) Maxwell became the Union's Assistant General Secretary. Sergeant Haines is only the second woman to hold a Union Executive position, with now retired Assistant Commissioner Gayle Hogan being the first in the 1990s.**

**Sergeant** Haines was sworn in as a police officer in New South Wales in 1986 and as a QPS officer in 1995. She has recently taken up a general duties shiftwork role at the Gap station after having spent almost ten years working in Fortitude Valley.

**“Sergeant Haines is only the second woman to hold a Union Executive position.”**

It was during her time working in the Valley that Sergeant Haines first became involved in the Union. She was exposed to the lengthy and disruptive complaints processes of many of her colleagues and their frustration was contagious. She wanted to support them.

‘In the Valley, if you didn’t get complaints you weren’t doing your job,’ Sergeant Haines says. ‘Everyone got complaints, and the majority from the Safe Night Precincts are vexatious.’

Sergeant Haines saw the stress building up in officers in her station. The length of time of the discipline



*Kerrie in action at the Union Conference.*

process was punishment itself as it hung over officers’ heads and flung up a big red flag when they applied for jobs. Some officers were merely

**“Women can bring a different perspective.”**

witnesses to incidents and they were held over on progression because they were subject to vetting in an outstanding complaint that wasn’t even theirs.

And that’s when she saw the Union at work. Then Metro North Regional

Representative Shayne Maxwell regularly visited the station, as did General President Ian Leavers, and officers met at branch meetings to discuss issues, including with the discipline system.

The backlog was sorted out, and better processes were put in place. Sergeant Haines eventually became Branch President, and also became involved in the Inclusion and Diversity Committee.

Until the scope of the committee was broadened, it was involved with issues faced by female officers.

The committee worked on projects to improve the worklife of officers,



including collating and distributing information about maternity leave, flexible hours, suitable duties for pregnant officers, returning to work while breastfeeding, and other relevant topics.

They were a point of reference and support, and a voice for female officers in the Union. One main goal of the committee was to have a female Executive member elected.

Now that Sergeant Haines sits on the Executive, she hopes to continue to work proactively with the other Executive members she has come to know during her time as Branch President.

'Some men can be black and white,' she says. 'They can be very focused on

the facts, whereas women can bring a different perspective. Welfare is a big thing for me. I like to sit down and properly talk to a person; I don't mind having the more difficult conversations with members. It's not just about the job: it may be about what's happening at home, or something else. There's often a bigger picture.

'As a woman I explore more of that than I think some men would,' Sergeant Haines says. 'Some members simply don't feel like they're being supported in their workplace, and often it's just a matter of sitting down with them and providing some perspective.'

Assistant General Secretary Shayne Maxwell has long worked with Sergeant Haines on Union issues in the Metro North region, and he describes

her as dedicated, approachable, and kind-hearted.

'She is always there for members in need, and she goes out of her way to assist,' he says. 'She would give you the shirt off her back.'

Sergeant Haines sees it merely as connecting with members, and connecting them with the support they need. She has organised many meetings with members and their OIC or supervisor, where she acts as an unofficial mediator to work towards a beneficial resolution. In other words, she organises a chat, with minimal fuss.

**"In offering support of course you're supporting the individual, but they may represent hundreds of others who may have similar issues."**

'It's interesting what you can learn about people and about what the Service can do better,' she says. 'In offering support of course you're supporting the individual, but they may represent hundreds of others who may have similar issues.'

As an Executive member, Sergeant Haines hopes to get more branches up and running in Metro North, support hardworking branch officials who do so much work behind the scenes, and get more members, both male and female, involved in the Union.

'I want to get more information out there,' she says. 'I think people are starting to understand more of what the Union does. Since the introduction of Qlites we've heard more about





*Three generations of Metro North Regional Representation: Assistant General Secretary Shayne Maxwell, General Secretary Mick Barnes, and new Metro North Regional Representative Kerrie Haines.*

computer hacking, but it's not just about when you're in trouble at work.

'We've heard more about psychological injuries and WorkCover, and workplace injuries, and that we have an industrial relations team that can help you with flexible work arrangements or second year allocations.

'We have the benevolent fund, and can organise accommodation for family members if someone is in hospital or sick. Not to mention enterprise bargaining, of course.'

Sergeant Haines is looking forward to her time on the Executive.

'It's about listening to your members and putting their views forward,' Sergeant Haines says. 'You may not have a win every time, but at least you've had a fair crack.'



*Kerrie with members of the Inclusion and Diversity Committee.*

# PW Reunion

By Jillian Steinkamp. Photographs courtesy of Nat Benn Photography.

**In April last year, a date was set to hold a reunion for former PWs who were the 374 police women sworn into the Queensland Police Force between March 1965 and November 1975 and given a registered number commencing with the letters 'PW'. The date set was Tuesday 30 October. A committee of seven was formed to plan the function.**

**The** task of finding as many former PWs as possible was itself a remarkable journey, one that is a story all of its own. The aim of doing so was to reconnect PWs with one another and with the police family to which they belong.

**"The search was so successful that all but two PWs were located."**

The search was so successful that all but two PWs were located, one way or another.

What quickly became apparent was the zest and enthusiasm of the PWs for the event. For many it was one they were 'not going to miss'.

In all, 214 former PWs gathered at the Marquee at the Victoria Park Golf Club on 30 October, which was an incredibly high proportion of total PW numbers.

Such was the attraction of the event that they came from Western Australia, Victoria, New South Wales, and all over Queensland including Cairns, Tambo, and Hervey Bay.

On arrival, mug shots of attendees were taken to ensure PWs could be identified in photos taken. From there, PWs registered their attendance and received identification lanyards and a gift bag of sponsors' items.

Surprises on the day included PWs receiving copies of their individual police ID photos when sworn-in, as well as a badge and keyring with a PW logo which was created to reflect the PW era.

The organising committee received support from the Police Union, QPRA, QBANK, Blue Hope, car buying consultant Dale Woodhall at QBANK, Hidden Valley Winery, and Funeral Transfer Services Australia. The QPS is supporting the era of PWs by sponsoring a coffee table book.

**"On 30 October, 214 former PWs gathered at the Marquee at the Victoria Park Golf Club."**

ABC Radio reporters attended early and interviewed PW8 Judith deBoer (nee Barrett), the last surviving PW sworn in on 31 March 1965, and PW332

Tonya Carew, who led the organising committee. The interview was aired on radio and made available online.

Tonya Carew welcomed all to the event and proceedings got underway. The theme of the day was depicted

**"The day was one of sheer delight as PWs re-engaged with former colleagues, some of whom they had not seen for 40 or 50 years."**

in a banner displaying the words, 'Recognising the women in policing who led the way to today'. National, state, and QPS flags were on display, together with banners of our sponsor groups and companies.

The day was one of sheer delight as PWs re-engaged with former colleagues, some of whom they had not seen for 40 or 50 years. Laughter was the order of the day; the air was electric.

Thirty PWs who have passed away were remembered by the gathering as their



names were read and photos displayed. The group stood for a reading of *The Ode to a Police Officer* and honoured those passed with a short silence, observing 'With Honour She Served'.

Official guests Deputy Commissioner Tracy Linford and Detective Superintendent Cheryl Scanlon addressed the PWs and thanked them for their work in policing so many years earlier. DC Linford presented QPSMs and NPSMs to a number of PWs present.

The PWs continued their day of reminiscences. A constant theme expressed by PWs was the joy of being recognised for their police service.

No event would be complete without a group photo and with nearly 220 women present, it was going to be a challenge. Police Photographics responded by photographing the group using a drone.

There were many door prizes on offer provided by PWs. Formalities finished with the cutting of a PW cake by the earliest surviving PW, Judith deBoer, and PW378 Noeleen Ferguson (nee Christensen), the PW with the highest PW number present.

The success of the day was palpable. Several PWs remained after the event finished, still chatting. As one sponsor later observed, 'that's cops for you'!

The number of PWs calling for a future reunion is overwhelming. Just when that event will be is yet to be determined, but rest assured, there will be one!

A private Facebook group has been established to provide a forum for staying in touch and sharing stories and photos (an e-mail group is also in use for those not on Facebook). Photos and stories from the era are AMAZING!

<sup>i</sup> A total of 379 PW numbers were issued; 5 PWs resigned and rejoined and were issued with a further PW number.



## Q & A

### *The Journal caught up with half a dozen PWs at the reunion.*

**PW8 JUDITH DEBOER  
(NEE BARRETT) –  
SWORN IN  
31 MARCH 1965**

**When and where did you serve?**

I served in the Juvenile Aid Bureau from 1964 until December 1965 when I had to leave because I wanted to marry.

**What was your greatest achievement?**

My greatest achievement was learning the facts of life from 13-year-olds and having them thinking that I already knew it all!

**What was your most challenging moment, or circumstances you found challenging?**

I started with absolutely no training, just working with two really fine men on the job, Boyd Barratt and Don Braithwaite. The most challenging moment was having to give evidence in Court when I had never been to a Courthouse before and it was assumed that I knew what I was doing. I realised then that the legal process must be overwhelming for ordinary people.

**What's the best advice you were given, or what advice would you like to give?**

The best life skills advice I was given was by Terry Lewis who said you should always make your house look as if someone is home, and make friends with the young people in your neighbourhood. That sure has worked for us.

I couldn't give advice to women today because they take my breath away when I watch them in action; they are just so confident and assured.



**"I couldn't give advice to women today because they take my breath away when I watch them in action; they are just so confident and assured."**

**PW42 MARGARET KUSSROW  
(NEE POOLE) –  
SWORN IN  
4 MARCH 1970**

**When and where did you serve?**

For the first 12 months we were rotated from the City to the Valley to the 'Gabba. Then in 1971 I went to Woolloongabba. I was the first policewoman in Cairns in 1972 but I had to come back to Brisbane and then I went to Inala in 1973 and 1974. I spent time at the depot store in 1975 and then from 1975 until 1989 I was at Police Operations in the Commissioner's Office.

**What was your greatest achievement?**

I think being the first policewoman in Cairns. In those days you had to be accepted by the men in the job because in a lot of places the men didn't want women at their station. But they treated me with respect in Cairns, both the police and the public.

**What was your most challenging moment, or circumstances you found challenging?**

The 1974 floods at Inala. I went to work on the Saturday afternoon and wondered if I'd get home that night. And I didn't: I didn't get home for six days. We just worked solid, non-stop, 24/7, for six days straight.

Another challenging job was when I was at the 'Gabba: they'd put me on the drunks van and we went around to the different pubs in South Brisbane doing brawls, arresting drunks, and getting them into the van. A lot of the men shut up when they saw me because they didn't want to be arrested by a woman; they were too proud. They didn't want to have to tell their mates!

**What's the best advice you were given, or what advice would you like to give?**

Don't take things for granted. Always be on the alert. If you've arrested someone, make sure the arrested person walks in front of you so you can see what they're doing. And of course, look after your partner.





## PW122 JAN HUNT (NEE MORELLO) – SWORN IN 20 OCTOBER 1972

### When and where did you serve?

Brisbane, Mt Isa, and Maryborough, performing duties in various units including Mobile Patrols, Licencing Branch, Criminal Investigation Branch, and general duties. Finally, prior to retirement I was the Officer in Charge of Maryborough Police Division for 15 years. I was an officer for 38 years all up.

### What was your greatest achievement?

Obtaining the rank of Senior Sergeant and being given the opportunity to be Officer in Charge of Maryborough Police Division. Back then it wasn't a very common thing for a woman to be in charge: there were a few, but not too many.

It was also an achievement to attain my detective appointment. I loved my CIB work.

I am humbled by my receipt of the APM and the Commissioner's Award for Meritorious Service, but I considered the standard that I set in my job, what I achieved, and the accolades I got was just doing my job.

### What was your most challenging moment, or circumstances you found challenging?

Balancing home life with shift work. It was also difficult to keep a harmonious and productive work environment while Officer in Charge, especially due to all the HR issues that I was quite often presented with: for example, keeping bums on seats when people are sick, and when there are critical incidents.

### What's the best advice you were given, or what advice would you like to give?

It doesn't matter whether you're in uniform or not: remember you are under constant scrutiny by members of the public. The expectation is that you will be a model member of the community at all times. And of course treat other people as you'd like to be treated yourself. I would encourage young people to travel west, because you get more of an opportunity and experience in a varied way with respect to investigating things than you would get in the city.



## PW324 NARELLE CURTIS (NEE TILLS) – SWORN IN 10 JANUARY 1975

### When and where did you serve?

Fortitude Valley, Sandgate, Clayfield, Stafford, Zillmere, and Brisbane Mobile Patrols for 10 years. I was the Officer in Charge of Boondall station under the cluster system. When I was in charge of that station I also relieved as OIC of other police stations: Indooroopilly, the Gap, Zillmere, Clayfield, and Nundah. I was a District Duty Officer in the old Brisbane West District, and served 38 and a half years all up.

### What was your greatest achievement?

Being able to successfully manage staff and resources so that a good outcome could be achieved. I feel very privileged that I did have a good working relationship with senior people above me in rank as well as junior people, so that I was able to get the job done.

Being able to run a police station like Boondall, which had 120 staff in it, was also an achievement.

### What was your most challenging moment, or circumstances you found challenging?

I always found that I worried about officer safety. I was always very vigilant to ensure that an incident was as safe as I could possibly make it, and I considered the decisions I made because I never wanted to see a police officer, firstly, or any member of the community, be hurt.

I was also very, very vigilant in ensuring that the troops were properly looked after.

### What's the best advice you were given, or what advice would you like to give?

The Queensland Police Service is a very varied and wide-ranging organisation and you can achieve what you want to achieve with a little bit of hard work. There's no bar to achievement these days.



**“You can achieve what you want to achieve with a little bit of hard work. There's no bar to achievement these days.”**



## PW270 JANE DOMJAHN (NEE TUBMAN) – SWORN IN 28 JUNE 1974

### When and where did you serve?

I joined the job as a cadet on 1 February 1972 with my twin sister Lesley in the first intake as part of the new Queensland Police Academy at Oxley. I graduated from the Academy in December 1973. Because I wasn't 19 by that time, I was sent to Cleveland for two months' training, Wynnum for two months, and then Holland Park for two months. I was sworn into the Police Force the day after my 19th birthday and was sent to Camp Hill. I then served in the following stations: Mobiles, Woolloongabba, Operations, Kingaroy, Cairns, Ipswich, and Warwick. I performed duties in Generals, Traffic, and Juvenile Aid, and assisted with CIB investigations.

### What was your greatest achievement?

Finishing my shift each day satisfied that I had done the best I could.

### What was your most challenging moment, or circumstances you found challenging?

Investigations which led to the arrest of a man on 22 charges, including four of rape, after two rapes were reported in one weekend. I was awarded a commendation for good police work.

### What's the best advice you were given, or what advice would you like to give?

Do your best for the good, and look after your partner's back. Esprit de Corp.



## PW374 ROBYN HANLY (NEE CHALMERS) – SWORN IN 24 NOVEMBER 1975

### When and where did you serve?

I worked in Clayfield, Brisbane City, Brisbane CIB, Kingaroy, Biloela, Gladstone, Charleville, and Rockhampton.

### What was your greatest achievement?

Apart from the birth of my child, who has turned out okay, it is very hard to quantify my greatest achievement because I had nearly 43 years in the QPS. I would say perhaps my biggest achievement is having survived 43 years in the QPS and leaving feeling good about it and not feeling bitter and twisted as many do.

I am also very proud of my work in disaster management and organisation of women in policing conferences.

### What was your most challenging moment, or circumstances you found challenging?

I've been shot at, involved in high speed chases, nearly run over while directing traffic, had to inform someone their husband and father had been killed on Christmas morning, attended numerous post-mortems of children, attended the most horrendous fatal accidents, suicides, and suspicious deaths, taken nutters a distance of 90 miles in a sedan police vehicle hoping their meds didn't wear off, and other normal duties expected of a general duties officer.

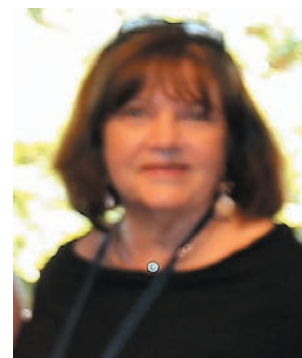
I think the most frustrating and difficult circumstances were in the early days. Every time I arrived at a new station I had to prove myself a capable police officer who was able to do the job. This was especially so in smaller stations where I was usually the only female and had to work on my own, a thing my male counterparts did not have to do even though some were absolutely useless!

### What's the best advice you were given, or what advice would you like to give?

The best advice I can give is to be resilient and stay true to your own self. As a police officer you will receive extreme pressure from all fronts, both from within and outside the Service. Don't surrender to the pressures.

If you make a mistake, own up to it and move on.

Remember, the QPS do not owe you anything. You are not indispensable and are easily replaced, so put family first and enjoy your life.



**“Put family first and  
enjoy your life.”**













*Courtesy of QPS Photographics.*





# 'It's Football'

By Senior Constable Sandy Maguire

## The Queensland Police Women's Soccer Team 'The Heat' recently travelled to Mandurah in Western Australia to compete in the Australasian Police and Emergency Services Games, with six countries participating in the event.

The week started out with team members competing in a day long futsal competition. This futsal competition allowed for team members from across the state to play alongside each other for the first time. After a day of hard battles, The Heat came away with a silver medal after being defeated by Victorian police in the final.

The team then moved to the soccer comp which saw six other teams competing in the event including Victoria, New South Wales, New Zealand, South Australia, and Western Australia police teams, along with the New South Wales fire service.

Our first game of soccer saw a victory against NSW fire service. The Heat found the back of the net 11 times, with NSW fire service managing to slip 1 goal past our keeper.

After a two hour break, The Heat backed up for a long game against the hosts, Western Australia police. The Heat scored two goals but lost their lead and conceded two goals for the game to end in a 2-2 draw.



### "The Western Australian team were not prepared for the scorching handed out by The Heat."

The most difficult game of the competition was our game against NSW police. At the end of 80 minutes, the score was two a piece, which called for ten minutes each way of extra time. After extra time when the score remained unchanged, The Heat lined up for a penalty shoot out.

We won't mention the score of this shoot out but it meant NSW police were through to the gold medal match and we were set for a rematch against Western Australia police to determine who would be taking home the bronze medal.

After drawing the previous game against Western Australia police 2-2, The Heat were determined not to leave the west coast without a bronze medal. It was a physical final, with The Heat challenging every ball.

The Western Australian team were not prepared for the scorching handed out







Larissa Blake and Paige McDonnell.



Casey Denais.



Courtney Holmwood.



by The Heat, who scored 7 goals and only allowed the hosts to score 1.

**"NSW didn't miss an opportunity to sledge while on the podium and this has fuelled the fire for The Heat to put them in their place next year."**

At the medal ceremony, NSW police were awarded gold, New Zealand police silver, and The Heat, bronze. NSW didn't miss an opportunity to sledge while on the podium and this has fuelled the fire for The Heat to put them in their place next year at the Australian Police Football Competition in Melbourne.



*Sophie Weatherby.*



## 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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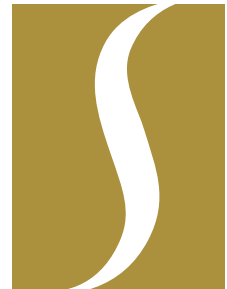


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# A Memorial for Sally

**On Wednesday 17 October, General President Ian Leavers and Commissioner Ian Stewart joined officers from Bamaga and surrounds, community members, and Sally's parents and partner at Bamaga police station for the unveiling of a memorial for Sally. A community-driven initiative, the memorial is testament to the regard in which Sally was held in the Bamaga community before her tragic death in a plane crash at Lockhart River in 2005 while she was en route to Townsville for policing commitments.**

**The** unveiling of the plaque was an opportunity for the community to commemorate Sally and others who died on that terrible day, and to reflect and remember them. Sally's loss will never be forgotten.

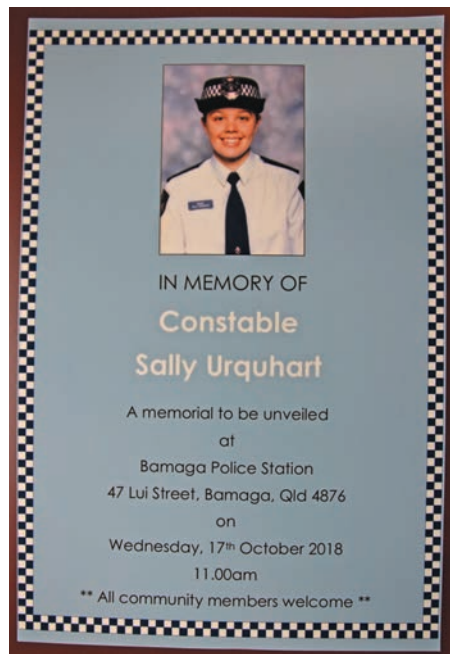
**Address by Mayor of the Northern Peninsula Area, Councillor Eddie Newman, read to those gathered for the memorial plaque unveiling for the late Constable Sally Urquhart.**

*Firstly, I acknowledge both the traditional owners of the land and also the historical people of Bamaga.*

*I also acknowledge Commissioner Ian Stewart, Officer in Charge of Bamaga police station Senior Sergeant Andrew Pool, and all currently serving and retired officers of the Queensland Police present today.*

*I especially welcome Sally's partner Trad, her parents, and other family members for today's unveiling.*

*To my colleagues, Deputy Mayor Michael Bond from New Mapoon community, Councillor Cassandra Adidi from the Bamaga community, and Councillor Gina Nona from the Injinoo*



*community, thank you for representing NPARC and your communities today.*

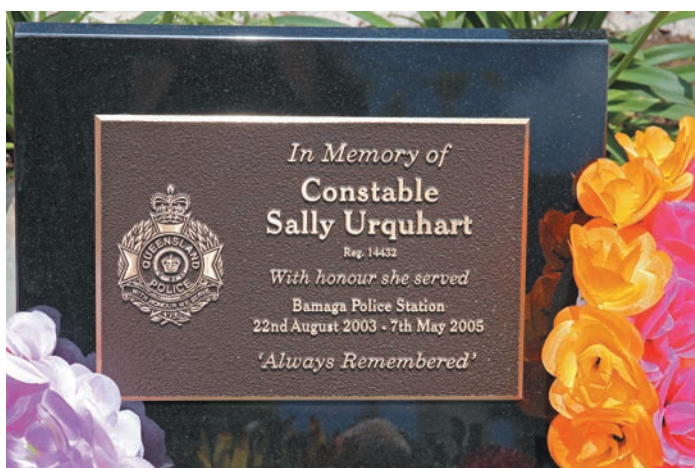
*Like myself, Councillor Joseph Elu from Seisia, Councillor Dennis Getawan from Umagico, and Council CEO Stephen Wilton are unable to attend due to other engagements, so please accept our apologies.*

*The 7th May 2005 was a very dark day for the Northern Peninsula Area. We lost too many family members and friends in the tragedy that occurred near Lockhart River.*

*Today is both a sad and joyous occasion as we remember our loss and*









## A Memorial for Sally

also celebrate the life of a young lady who we lost too soon.

Sally came to the Bamaga police as a young officer committed to protect and serve our community and in the short time she was with us she became part of the community.

I thank Commissioner Stewart and the Queensland Police Service for providing the plaque in Sally's memory. I wish Sally's family and the families of all those lost on that day peace in the future knowing that their loved ones will never be forgotten.

Eddie Newman



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They will steer you in the right direction.



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# Police Recipes

## **SUPER HEALTHY GREEN SMOOTHIE**

Want to feel righteous about eating vegetables for breakfast? This smoothie is an easy way to get some veges in ... and your daily requirement of fruit, too! This recipe creates at least a litre of delicious green goodness guaranteed to keep you going until lunchtime!

### **What do I need?**

- 1 cup spinach
- 1 cup kale
- ½ cup celery
- ½ cup cucumber
- 1 pear, cut up and frozen
- 1 banana, cut up and frozen
- 1 cup coconut water (or tap water)
- 1 tablespoon mint
- ½ lemon, juiced
- ½ tablespoon chia seeds (optional)
- 1cm ginger, sliced
- Pinch cinnamon

### **What do I do?**

- 1). It's simple: put all the ingredients in a blender, NutriBullet, or food processor of choice, and hit 'go'!
- 2). Blend until it's smooth (get it?!) and drink until you're re-energised!



**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)**



# Book Review - Sapiens: A Brief History of Humankind

By Andrea Appleton

***Sapiens* is the type of book that makes you feel small. Really small. Did you know that our planet is roughly 4.5 billion years old? And that *Homo sapiens* evolved just 200,000 years ago? Remember, *Homo sapiens* are to be distinguished from *Homo neanderthalensis*, the species of humans who used to live in Europe and western Asia, and *Homo erectus*, who survived in regions of eastern Asia for almost two million years.**

**Yuval** Noah Harari contends the *Homo erectus* were easily the most durable species; he thinks it doubtful we will still be around in a thousand years, so two million is 'really out of our league'. Is it?

There were also once at least three other human species walking the earth, and Harari believes it's our current exclusivity that is peculiar: after all, there are many species of dogs, cats, and fish. So what exactly happened to these other human species?

It is fascinating to ponder this question, which we as *Homo sapiens* are able to do due to our extraordinarily large brains. Today it seems obvious that our large brain enabled our ancestors to develop tools, learn quickly, and live in the complex social structures that eventually led to our ascendancy. But humans had possessed this large brain for two million years and remained squarely in the middle of the food chain.

We truly were 'An Animal of No Significance' (the first chapter in *Sapiens*). It was only 400,000 years ago that some species of human began to hunt large game regularly, and only 100,000 years ago that *Homo sapiens* took their place at the top of the food chain.

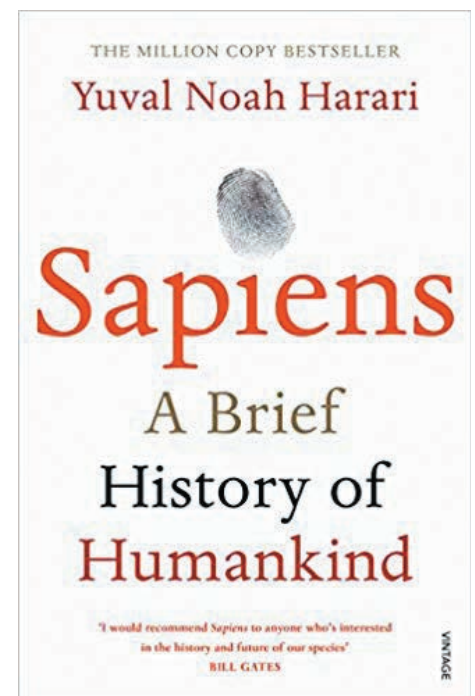
Harari maintains that we have progressed from insignificant apes to rulers of the world because we

are the only animal that believes and trusts in concepts that exist only in our imagination: gods, states, money, and human rights. Harari develops this concept throughout *Sapiens*, discussing the history of humankind generally in broad brush strokes, yet sometimes in intricate, colloquial detail to make a point.

For example, in a chapter about imperialism, Harari relays a story about Neil Armstrong, Buzz Aldrin, and co training in the US desert in the months prior to their moon expedition. As the story goes, the astronauts met an old Native American and explained their mission. The old man asked them if they would do him a favour: his tribe believed holy spirits lived on the moon, and he wanted the astronauts to pass on a message.

The astronauts agreed and memorised a phrase in his own tribal language; he would not tell them its meaning. He said it was a secret between his tribe and the moon spirits. When the astronauts returned to base, they finally tracked down someone who could translate the message for them: 'Don't believe a single word these people are telling you. They have come to steal your lands'.

*Sapiens* succinctly covers the cognitive revolution, the agricultural revolution, and the scientific revolution alongside innumerable other historical events and perspectives, with Harari expertly



Yuval Noah Harari  
Vintage  
London, 2014  
\$24.99

distilling complicated subjects for easy general consumption. The final chapters of the book focus on intelligent design, human happiness, and somewhat ominous predictions for our future as a species that again engender a feeling of being small. But perhaps we don't mind feeling small, after all, given that *Sapiens* has sold over a million copies around the world. If you're interested in the history and future of our kind, read this book!

# From the Archives

## THE FIRST EIGHT PWS, 1965



The first eight PWs (police women) on the parade field at the Petrie Terrace Police Depot on 31 March 1965. They had just been sworn in with equal powers and rank. The hats! Handbags! Gloves! Heels! Thank goodness for today's polos and work boots.

From left to right: Ailsa Warnick, Clare Conaty, Mary (Pat) Ryan, Olwyn Doolan, Yvonne Weier, Laura Frisch, Judith Barrett, and Elizabeth Boyle.

*Picture source: Queensland Police Museum PM4128a*

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



# Police Living

## ICEBREAKER TECH TOP LONG SLEEVE CREWE

This top is a game changer. Comfortable, odour-resistant, breathable, quick drying ... and it doesn't look too bad, either! Made from 100% merino wool, it's soft and durable, with flatlock seams that prevent chafing. It's a perfect base layer for the cooler months, and can be worn for a couple of days without a wash due to the natural odour-resistant properties of wool.

Don't worry about scratchy wool: it is designed for next-to-skin comfort, and is also great for layering. With a simple and classic cut and look, this top is designed to be multifunctional, adaptable, and able to be worn for many seasons.



### FEATURES

- 100% merino wool regulates body temperature
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- Easy care, machine washable

Got a picture of you and your police mates in the great outdoors where this top would come in handy? We have a \$50 BCF voucher up for grabs for our favourite shot, so send your pictures to us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au) and you might see yourself in the next Journal.

# Out and About

## STATE CRIME COMMAND'S HAT DAY

**'Mental illness is not something you should keep under your hat.'**

Photographs courtesy of Nat Benn Photography.









# Police Legacy Family Holiday

By Secretary/Manager Andrew Gough, Queensland Police Legacy Scheme

**The 2018 Queensland Police Legacy family holiday was held from Sunday 23 September to Saturday 29 September and was enjoyed by 31 adults and 43 kids ranging from 3 to 20 years of age. The Oaks Oasis Resort at Golden Beach was the venue again this year, with the 31 Queensland Police Legacy families who attended again being spoilt rotten by the fantastic facilities and accommodation, and the pleasant and attentive staff.**

**A** great holiday was had by all. Those who wanted to lie about, relax, and spend some quality time with loved ones were well catered for, as were those who were after something a little more action packed. There were a number of group activities organised throughout the week, which—while not compulsory by any means—were successful in getting everyone involved.

After checking in on the Sunday afternoon, everyone met up for the traditional get together BBQ dinner providing opportunities to meet up with friends both old and new. The BBQ evening is very important for everyone, adults and kids, in establishing and renewing networks. The significance was most important this year with four new families attending their first Queensland Police Legacy family holiday.

An activity for those attempting to burn off the impact of too much food was the daily adults v kids soccer matches. These varied in length from 30 minutes to two hours, depending on the score and the directly correlational injuries being carried by the adults and interest being shown by the kids.

These games involved some new tactics, including 'Survivor-style' conversations

resulting in double crossing and triple crossing, with players from both teams tanking and even actively playing for the benefit of the other side. Games were close affairs, however the kids' team was much better at finding an extra gear once the 'next goal wins' call was announced. As a result they got away with all bar one game.

Monday afternoon hosted the 39th annual kids v adults cricket match. After winning in 2016 and a tie resulting in 2017, the kids were the favourites to win the match. Their favouritism was strengthened considering they had a lot more players than the adults and were not physically struggling from that morning's soccer match.

That favouritism was further extended when the kids, even the big ones, were given multiple chances at bat despite being out. The adult's captain threatened to 'do a Kim Hughes' and resign in tears, but she was ignored and the kids just kept batting ... and batting ... and batting.

Eventually, the kids were all out for 75. The adults had 25 minutes to make the required runs and had a good crack at it, hitting some but missing most. The adult's innings ended with one of the kids crashing headfirst into the stumps



**"The adults saved face at the 39th annual adults v kids cricket match, winning by one run. The fact that the adults scored and umpired had nothing to do with the outcome."**

in an attempt to affect a run out. The result? The adults had saved face by winning by one run. The fact that the adults scored and umpired had nothing to do with the outcome.

The Person of the Match was awarded to the entire kids' team, because everyone played in the right spirit with wide smiles on their faces, despite some obviously despicable tactics from the





adults. All the kids promised they'd be back better than ever next year.

Tuesday, a day of recovery, ended with a plated dinner and karaoke for those linguistically talented ... and those not so. Kids and mums had an even share of the microphone, with even a few dads having a go (only when Chisel and AC/DC were playing though, obviously). I promised not to disclose who was really getting into the singing so I won't name names ... Jakki, Joan, Tanya, Yvonne, and Judy.

On Wednesday morning all the families trundled over to Leach Park at Golden Beach where Senior Sergeant Shane Panaho of Nambour RPU had organised a morning of interaction between the families and serving Sunshine Coast sworn staff.

Officers from Nambour RPU, Sunshine Coast Water Police, Sunshine Coast Dog Squad, and Caloundra Generals, along with firies from Caloundra, had all turned up with an all-terrain vehicle, a couple of marked cars, police dog and van, four marked bikes, two marked jet skis, and two fire appliances including an enormous command vehicle.

These fantastic people spent almost three hours interacting with the Police Legacy families, and a lot of passing members of the public on holiday, explaining what things did, how they worked, and letting the kids test things out and climb all over the vehicles. Plenty of fun was had and many photo opportunities taken.

**“At Tropical Theme Night, leis were provided for all, appropriate music (dominated by the Beach Boys) was played, and entrance to the room was only permitted after a decent attempt at getting under the limbo stick.”**

Best of all, the morning provided the opportunity for Queensland Police Legacy families to maintain and strengthen ties with the police and emergency services family.

Thursday evening was Theme Night! This year's theme was 'Tropical' and the now well trained semi-professional Queensland Police Legacy decorating crew emblazoned the private dining room with palm trees, pineapples, parrots, and other pieces of paraphernalia.

Leis were provided for all, appropriate music (dominated by the Beach Boys) was played, and entrance to the room was only permitted after a decent attempt at getting under the limbo stick.

While many Hawaiian shirts of various patterns and shades appeared, many had worked a bit harder on their

costume and had gone with a variation of the grass skirt. No Best Dressed award was given, but if it had there likely would have been a tie between Lena with her life-sized pink flamingo outfit and Tim with his coconut bra.

Friday was a day of quiet remembrance, with many families heading to the Kawana beachfront for the Sunshine Coast National Police Remembrance Day service. While the service raised painful thoughts and memories for some, and strong emotions for all, it was a beautiful



holiday had come and gone! Great times had, new friends made, a few tears shed, and only 12 months to wait to do it all again!



**“Friday was a day of quiet remembrance, with many families heading to the Kawana beachfront for the Sunshine Coast National Police Remembrance Day service.”**

service with birds chirping and the sound of waves crashing during periods of silent reflection.

Afterwards, the Kawana Waters Surf Club hosted refreshments for all, with many families taking the opportunity to catch up with friends in the Sunshine

Coast policing community. Some of the parents and bigger kids took things up a notch in the afternoon by going jet boating!

Saturday morning came all too soon for most. It was hard to believe another Queensland Police Legacy family



# Introducing the Our People Matter app

**The Our People Matter app will be released state-wide from 8 April to give life to the Our People Matter strategy throughout the QPS.**

**Available** to QPS employees only, the app is an internal social platform that captures all whole-of-Service and local Our People Matter activities, events, and initiatives.

Similar to existing social media platforms such as Facebook, employees can like, comment, share, and post a range of content and activities specific to the four priority areas: Healthy Bodies, Healthy Minds, Safe Workplaces, and Fair and Positive Workplaces.

**“Users of the app will be able to view activities, events, and initiatives for all workplaces, enabling the sharing of Our People Matter ideas, good news stories, and information.”**

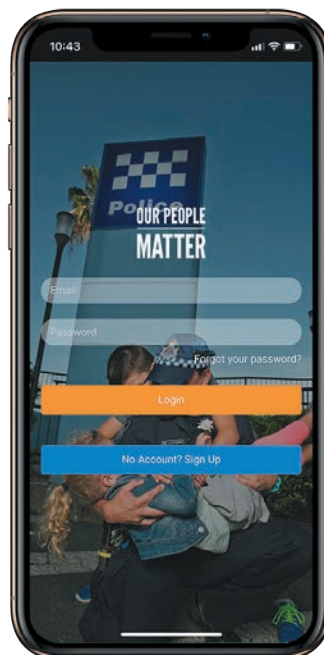
The app also serves as a medium through which employees can be recognised by their colleagues, Principal Workplace Champion, and senior management for personal or work-related achievements.

Importantly, users of the app will be able to view activities, events, and initiatives for all workplaces, enabling the sharing of Our People Matter ideas, good news stories, and information.

Prior to release, the app underwent rigorous testing during the month of February by the Our People Matter Committees of South Brisbane District and Community Contact Command who together identified necessary amendments to enhance the overall user experience.

**“Safety & Wellbeing is offering 100 x \$100 funding to QPS workplaces.”**

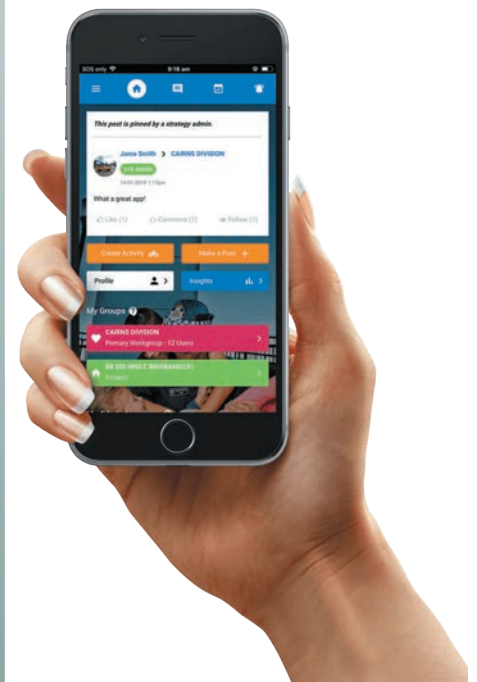
To encourage uptake, Safety & Wellbeing is offering 100 x \$100 funding, courtesy of QSuper and QBank, to QPS workplaces to put towards a future activity they create within the app by 31 May. Winners will be notified in early June.



# OUR PEOPLE MATTER

Visit the App Store or Google Play to download the app, or alternatively, visit [app.ourpeoplesmatter.com.au](http://app.ourpeoplesmatter.com.au) in Google Chrome to access the desktop version.

For troubleshooting visit [help.ourpeoplesmatter.com.au](http://help.ourpeoplesmatter.com.au) in Google Chrome or e-mail [ourpeoplesmatter@police.qld.gov.au](mailto:ourpeoplesmatter@police.qld.gov.au)



# WorkCover Claims Critical Time Frames

By Ryan Heath and Lilia Fermor, Sciaccas Lawyers.

**In the course of advising police officers over the last 10 years, we have noticed an increase in mental health issues generally, and particularly psychological injury claims. Each year there are approximately 4,000 psychological or psychiatric injury claims lodged in the Queensland workers' compensation scheme.<sup>1</sup>**

**While** psychological or psychiatric claims are a small proportion of the number of claims, they are quite different to physical injury claims in that they take much longer to decide and are more difficult to prove, and thus a much higher proportion are rejected.

For psychological or psychiatric claims, the Act states under section 32 'an injury is a personal injury arising out of, or in the course of, employment if for a psychiatric or psychological disorder, the employment is the major significant contributing factor to the injury'.

The Act also states under section 32(5) that 'an injury does not include a psychiatric or psychological disorder arising out of, or in the course of, any of the following circumstances':

- reasonable management action taken in a reasonable way by the employer in connection with a worker's employment
- a worker's expectation or perception of reasonable management action being taken against a worker
- action by the authority or an insurer in connection with a worker's application for compensation.

Examples of actions that may be reasonable management actions taken in a reasonable way include:

- action taken to transfer, demote, discipline, redeploy, retrench, or dismiss a worker
- a decision not to award or provide promotion, reclassification (or transfer of), leave of absence, or benefit in connection with the worker's employment.

Adding to the complexity of having psychological and psychiatric claims accepted is the increase in the amount of psychological injuries being rejected on the basis they have been lodged 'out of time'.

In Queensland, a claim for workers' compensation pursuant to the Act is only valid and enforceable if the application is lodged by the claimant within six months after their entitlement to compensation arises. In accordance with section 141(1) of the Act, a claimant's entitlement to compensation is said to 'arise' on the day the worker is 'assessed' by a doctor.

In this regard, WorkCover and the Workers' Compensation Regulatory Authority are currently guided by the Industrial Relation Commission decision of *Andrew Toward v Simon Blackwood (Workers' Compensation*

*Regulator*) (2015) ICQ 008 (*Toward*) in determining when a claimant's injury has been 'assessed' for section 141 of the Act.

In accordance with the test established in the decision of *Toward*, the following circumstances will be sufficient to give rise to the six-month timeframe under section 131 of the Act to run:

- a) Where a worker attends upon their medical practitioner for treatment, and
- b) the medical practitioner makes a diagnosis or conducts an assessment of an injury, and
- c) the doctor has formed some conclusion or has expressed an opinion that the injury arose out of or in the course of the workers' employment.

This decision has had significant consequences for a large number of police in determining their WorkCover claims. In our experience, police are generally reluctant to lodge WorkCover claims for pure psychiatric injuries given the stigma attached.

Police are more likely to consult their general practitioner for treatment





in the hope that an improvement in symptoms will prevent any time off work and the necessity to lodge a WorkCover claim. However, this course of action, or stoicism, can be fatal to the success or otherwise of a WorkCover claim.

## **“Stoicism can be fatal to the success or otherwise of a WorkCover claim.”**

When providing advice to police officers about their prospects of success in reviewing a decision by WorkCover to reject their psychological injury claim for being lodged out of time, we are required to address a number of questions in relation to sections 131 and 141 of the Act.

In particular, we need to identify:

- a) What is the nature of the injury that is the subject of the officer's application for compensation?
- b) How did the injury occur and where?
- c) When did the injury occur and the entitlement to compensation arise?
- d) When was the application for compensation made?
- e) Why did the officer fail to lodge the application within the prescribed time period?
- f) Should the decision maker waive the requirement in section 131 to lodge the application for compensation within six months after the entitlement to compensation arose?

Upon exploring the above matters, if it is confirmed the officer first sought treatment for their injuries more than six months prior to lodging their application for compensation, we must then determine on the evidence whether the timeframe for applying could be waived by the decision

maker, on the basis it was lodged out of time due to:

- a) Mistake
- b) The claimant's absence from the state, or
- c) A reasonable cause.

An application for review must be lodged within three months of receiving WorkCover's written reasons for decision and all medical and factual evidence to explain the delay must be obtained during this timeframe.

In this regard, we have acted for a number of Queensland police officers seeking advice with respect to decisions to reject their claim for being lodged out of time in relation to psychological injury sustained over a period of time.

In particular, we tend to see that the member has held off making a claim for compensation on the basis they do not wish to expose their psychological vulnerabilities or are able to continue working with treatment from time to time until they are no longer able to cope.

Unfortunately, due to the test in *Toward*, stoicism—in the absence of there being any other explanation—does not amount to a reasonable excuse for a failure to lodge a workers' compensation claim within time.

This is especially so in circumstances where the worker has been assessed by a doctor for work-related psychological symptoms yet chooses to soldier on despite having the knowledge and ability to lodge a worker's compensation claim.

A report was recently published by Professor David Peetz from Griffith University. On 6 March this year he was appointed by the Honourable Grace Grace MP, Minister for Education and Industrial Relations, to undertake a review of the Queensland Workers' Compensation Scheme.

The review was conducted by way of targeted consultation and taking written submissions from key stakeholders, including trade unions, employer representatives, medical and allied health associations, legal representatives, and insurers.

The struggles associated with the application of *Toward* to psychological injury claims was relevantly highlighted in the report as follows:

*‘The concern raised by stakeholders was that the effect of the decision in Toward has been detrimental for workers with chronic, insidious or psychiatric injuries, as many do not claim workers' compensation upon diagnosis because they are not incapacitated (either totally or partially). As a result, by the time the worker experiences an incapacity to work because of the injury, the resultant claim for workers' compensation is rejected as being out of time’*<sup>2</sup>

This concern is particularly relevant to claims for psychological injuries made by Queensland police officers in circumstances where the development of the injury and the severity of symptoms have waxed and waned over a period of time, eventually leading to a complete deterioration in the worker's capacity to work.

This is usually in the context of a short period of sick leave followed by extended absence from work caused by the psychological injury completely overwhelming the worker.

Of further importance, it was raised in the report that:

*‘The Act currently allows an insurer to waive the time limit if the insurer is satisfied that a claimant's failure to lodge the application was due to: a mistake; absence from Queensland; or a reasonable cause. This could be amended to provide for a further circumstance, which is if the worker is certified with a*

*work-related incapacity and lodges their claim within 20 business days of the certification. The worker would be required to provide additional evidence that they did not know the injury was work-related if the certifying doctor, as a matter of course, did not normally use the Work Capacity certificate when certifying work-related injuries.*

*As part of this, the Regulator could develop a practice note for insurers and lawyers on how it would respond to the out of time issue. This would reduce the potential for injured workers, particularly those with chronic or insidious injuries, to be excluded from workers'*

The above issue is one of the specific recommendations made by Professor Peetz in his report to WorkCover, which is published on their website. No doubt the Government will be considering these recommendations.

Clearly, should that specific recommendation be accepted, one of the significant obstacles to police having WorkCover claims accepted will be removed.

Unless and until such time that changes are made to give insurers increased legislative discretion to accept a claim lodged more than six months after being assessed by the doctor, we advise that police officers need to be very careful in providing

continue to provide advices to police with respect to potential civil actions or claims for injuries arising from motor vehicle accidents.

Should officers require any advice they should not hesitate to contact our **Mr Ryan Heath** on (07) 3867 8839 or **Ms Lilia Fermor** on (07) 3867 8850.

## **“It is crucial that a police officer obtains prompt and accurate legal advice to assist in either lodging their WorkCover claim or seeking a review of an unfavorable decision to the WorkCover Regulator.”**

*compensation due to lodging applications out of time, though it would not eliminate the risk.*

*This practice note would explicitly state that the Regulator would approve waivers where the worker genuinely did not know that the injury was work related.*

*This option would maintain the rigour of the current date that a worker's entitlement arises and provide flexibility to ensure that injured workers are not disadvantaged by attempting to remain at work while they manage their injury without the complication of a workers' compensation claim. The requirement that the claim be lodged within 20 business days of being certified with an incapacity increases the ability of the insurer to provide early medical and rehabilitation intervention.<sup>3</sup>*

WorkCover with sufficient factual and medical information when asked to explain the delay in lodging their applications.

It is only once the timeframe has been waived and the application deemed valid that the decision maker will go on to assess whether they have sustained a compensable injury as defined under section 32 of the Act.

Given all of the above, it is crucial that a police officer obtains prompt and accurate legal advice to assist in either lodging their WorkCover claim or seeking a review of an unfavorable decision to the WorkCover Regulator.

Sciacca's Lawyers continue to provide an initial free consultation for police to assist in either lodging their WorkCover claims or seeking advice on prospects of success in reviewing unfavorable decisions. Further, we

<sup>1</sup> Peetz, D. "The operation of the Queensland Workers' Compensation Scheme: Report of the second five-yearly review of the scheme." Griffith University, Nathan, Queensland, 2018.

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.



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Workplace Health and Safety Representative

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# Our Experience with Triple Zero Property

**Building wealth is something we all aspire to. And investing strategically in property has long been a proven way to create such wealth.**

**However,** it's not knowing where to start that can sometimes prevent people from delving deeper into property investment.

That wasn't the case for Steve and Julie Bruce. They already had a small property portfolio consisting of three properties in Victoria.

Julie met Paul Mergard from Triple Zero Property at the Australasian Council of Women in Policing (ACWAP) Conference in Cairns in September last year, where they were a major sponsor. Julie and Paul chatted about investing in property and the growth that was happening on the Sunshine Coast.

Julie felt comfortable talking with Paul: 'He was approachable and friendly, and I found him to be extremely helpful with a no nonsense, common sense attitude,' Julie said.

The philosophy at Triple Zero is to educate and inform. Julie took home some information and following discussions with her husband Steve, they decided to dip their toe into the property market on the Sunshine Coast. Eight months later they became the proud owners of a beautiful home at Peregrine Breeze.

'I still can't believe how pleasant and easy the whole experience was,' Julie said.



## **BUILDING IN ANOTHER AREA**

Julie freely admits they were initially concerned by the distance they were from the build and the fact they had never built a house before.

'I've only ever heard horror stories about building houses and thought at the time, "How on earth can we build a house in Queensland and live in Victoria and not be around?"'

Triple Zero Property understands the decision to build can be daunting. This is why they are committed to keeping the client informed every step of the way.

'Paul made us feel comfortable that if anything came up during the build we would always be consulted prior to

anything happening – and he was true to his word,' Julie said.

## **COMMUNICATION IS THE KEY**

A divide can often happen between a developer, builder, and the client when communication is not forthcoming. Triple Zero pride themselves on communicating regularly so the client feels a part of the process.

'It is their money and their home, so it is vital they are a part of the process from start to finish,' Paul said.

Julie agrees, 'I can't express how professional and caring everyone was throughout the entire process. We received weekly or sometimes daily e-mails and phone calls to ensure we

*Triplezero is not endorsed by the QPS or QPU. We strongly advise members to obtain independent financial advice before making any investments.*

were included in all decisions and stages of the build.'

### GOING THE EXTRA MILE

For Triple Zero Property, you are not a transaction. You are a valued client. Julie and Steve valued the advice Paul provided.

'Paul gave advice on some additional features of the home, including higher ceilings and security screens, which have added value and appeal to the property. Being new to building we were grateful for the advice and are very pleased with the outcome,' Julie said.

### GROWING YOUR PROPERTY PORTFOLIO WITH TRIPLE ZERO PROPERTY

Now they have built their first home and have seen the growth that is occurring on the Sunshine Coast, Julie and Steve

are considering doing it all again with Triple Zero Property.

'We are certainly interested in adding to our portfolio, especially in the Sunshine Coast area. With the confidence and experience we have with the team at Triple Zero, we are confident the next build will be our dream home,' they said.

### TRIPLE ZERO PROPERTY – HERE TO HELP

Triple Zero Property love what they do. For the team, it is so incredibly satisfying to help people create wealth through strategic property investment. Triple Zero put a lot of time and research into choosing the area that meets their strict criteria and only work with select builders and developers to ensure they attain the right outcome for their clients.

Steve and Julie are already recommending the Triple Zero Property Team.

'I would certainly use Triple Zero again and have already recommended them to colleagues with glowing references,' they said.

If you feel it's time you looked closer at investing in property, Triple Zero Property can assist.

Call 1300 897 000 for a no obligation conversation and we will do our best to help.

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**Police Health were really wonderful and supportive, they were terribly transparent and clear about what we could and couldn't do, and they covered so much of our financial burden, it was just amazing.**

**Chris, Police Health Member**

**Police Health**



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# Police Health



## SUICIDE PREVENTION IS WORTH TALKING ABOUT

New reports show that suicide is becoming one of Australia's biggest public health issues. It affects all areas of our community, and police and emergency services officers are not immune.

In fact, the CEO of Police Health, Scott Williams, believes people who work on the frontline fall into a special category because it is easy to overlook the simple things that can lead to thoughts of suicide.

'Society now understands that people who deal with traumatic situations as a part of their job can themselves be damaged; we know about post-traumatic stress disorder and the signs to look out for,' he said.

'But we must not forget that police and emergency service officers are ordinary people too. That means they are at risk of the many other things we now know can lead to anxiety, such as domestic or financial pressures or simply difficulty in finding your place in the world.

'It really is about asking, "Are you OK?" and helping people get the right help.'

The statistics around suicide are pretty confronting.

It is now the leading cause of death among people aged 15-44 years and the second leading cause among those 45-54 years of age.

Preliminary reports show that Australia's suicide rate rose from 11.8 deaths per 100,000 in 2016 to 12.7 in 2017. That puts us quite a way above the World Health Organisation's global average of 10.5.

In all, 3,128 Australians committed suicide in 2017, up 9.1% on 2016 and equivalent to 8.6 suicides a day, every day of the year.

Many people would not be surprised to hear that three in four were males, although gender itself is not necessarily a direct determining factor.

They would probably be even less surprised to hear that 43% were living with a mood disorder like depression and 29.5% had a drug and alcohol use disorder. Those stand out as the prime at-risk groups.

But 17.5% did not fall into either group. They were defined as facing anxiety, which is a much more 'everyday' concept.

The message, Scott Williams says, is that we need to be constantly aware of the pressures, incidents, and lifestyles that can push people to the point where they simply can't cope.

'I started my working life as a nurse and back then I remember dealing with people who couldn't see any future, which was distressing and challenging,' he said.

'But there is no doubt that things are a lot worse today. Our society has changed, it has become faster, more intense, and more demanding, and if you talk to specialists who work in this area they will tell you that often people feel there is no opportunity for release. They simply don't know what to do.'

Police Health is aware of the importance of being able to access support away from the work environment, so there is no feeling of being judged or monitored by people you know.

For that reason, Police Health pays some of the highest benefits of any health fund towards services such as psychology, and this year became the first insurer to introduce counselling benefits into their existing cover.

There are a number of options available. A new initiative – and a great source of information – is the #YouCanTalk campaign, which aims to empower and increase confidence when it comes to talking about suicide.

It is a collaborative venture between a number of leading organisations, including beyondblue, the Black Dog Institute, Everymind, headspace, Lifeline, ReachOut, and R U OK?

**For 24 hour crisis support, please call Lifeline on 13 11 14**





# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Summer Edition 2018/2019

### State President:

Greg Early, early.gregory1@gmail.com, 0407 960 588

### State Secretary:

Patricia Holden, zhende4854@gmail.com, 0428 455 406

**QRPA website:** www.qrpa.asn.au

**E-mail:** qldretiredpolice@gmail.com

**Courtesy of the QPS, confidential psychological support service available to retired Queensland police officers – 24/7 – 1800 277 478**



### MESSAGE FROM GREG EARLY, STATE PRESIDENT THE NATIONAL POLICE SERVICE MEDAL

At the 20 September meeting of the Logan-Beenleigh branch when Deputy Commissioner Steve Gollschewski presented Margie Kussrow with her

medal; the 7 September meeting of the Southern Downs and Granite Belt branch when President Laurie Bell presented retired Sergeant Keith Love with the medal and the Queensland Police Service Medal; the Ipswich meeting held on 11 October at the Dale Residence at Rosewood when the NPSM was presented to Cheryl Hayes, widow of the late Sergeant Alan Douglas Hayes, by Secretary Ken Martin; the Townsville meeting on 3 October when Inspector Russell Rhodes presented Eileen Kassulke with the NPSM on behalf of her late husband Lyall in the presence of her family Anne, Ian, and Mark; and the 23 September meeting of Van Diemen's Land branch at the Gretna Green Hotel when Tasmania Police Commissioner Darren Hine presented Karen Beasant with her National Police Service Medal and the Queensland Police Service Medal.

### LUNCHEONS ATTENDED

I attended our Brisbane Luncheon which was held on 20 September at Geebung RSL Club. On 19 October I was able to attend the Mackay-Whitsunday Luncheon held at Souths Suburban Bowls Club and on 23 October, courtesy of the Bluey O'Gorman Coach Service, I was able to attend the Darling Downs Luncheon held at the Toowoomba TAFE College. I also attended the Logan-Beenleigh Luncheon held at Club Beenleigh on 30 October. All luncheons were well attended and were very successful in every aspect.

### NEW MEMBERS

Former Sergeant Peter Cochran (Far North Queensland), former Sergeant Gary Leigh Doherty (Brisbane), former Detective Sergeant Robert John Guteridge (Hervey Bay), former Detective Superintendent Daniel Christopher Mahon (Brisbane), former Senior Constable Ian Royston Nichols (Mackay-Whitsunday), former Sergeant Eileen Margaret Riley (Logan-Beenleigh), former Senior Constable Michael Douglas Bassett (Bundaberg), former Inspector in UK Hull Police Alan John Dawson (Bundaberg), former Constable Judith Rose deBoer (Gold Coast), former Constable Glenice Gregory (Gold Coast), former Inspector John Ross Harvey (Far North Queensland), former Sergeant David John James (Logan-Beenleigh), former Senior Constable (NSW) Michael John Mills (Redlands), and former Sergeant Julie Margaret Sharpe (Bundaberg).

### NEW ASSOCIATE MEMBERS

Graham Victor Drury (Mackay-Whitsunday), Dierdre Anthony, wife of member Emmanuel Anthony (Brisbane), and Anne Patricia Harvey, partner of new member John Harvey (Far North Queensland).

### OBITUARIES - MAY THEY REST IN PEACE

#### Members

Life member and former Sergeant 2/C Donald William Frederick McGrath, 19 October, 96 years, and associate member Danute Jackson, 21 October, 63 years.

#### Non-members

Former Sergeant Keith Jon Fitzgerald, 28 August, 59 years; former Inspector Patrick Thomas Youngberry, 4 September, 77 years; former Sergeant Ross William Summers, 11 October, 59 years; and former police officer Gavin Frederick Wills, service 5 November, 65 years.

#### Family

Judy Morton-King, wife of deceased member Jim King (SCB), August; Toni Youngberry, daughter of late retired Superintendent John Youngberry and sister of serving officer, Michael Youngberry, 11 September, 49 years.

## QRPA Certificates

**Veteran member** (over 75 years and 10 years continuous financial membership) –

Neil Thomas Behm (Sunshine Coast), Terry Ernest Brooks (Bundaberg), James Francis Byrne (Van Diemen's Land), Warren Douglas Dinte (Sunshine Coast), Haydon Frederick Malcolm Stokes (Gold Coast), Frederick Alexander Angus (Townsville), Denis Walter Chalker (Gold Coast), Herman Alida Joseph Van Cauwenberg (Van Diemen's Land), Michael Kevin Kelly (Gladstone), John William Pearson (Townsville), Ronald Douglas Pickering (Brisbane), Kay Clare Pross (Brisbane), Noel Alan Peter Verney (Near North Coast), and Ronald George Youels (Gold Coast).

**Senior member** (over 65 years and 10 years continuous financial membership) –

Richard Philip Conder (Darling Downs), Graham Joseph Cousins (Gladstone), Peter Joseph Freestone (Brisbane), Francis Leonard Lippett (Brisbane), Keith Douglas McCann (Gladstone), Darryl Richard Leonard Saw (Gladstone), John Charles Sayre (Gladstone), James Alfred Walker (Gladstone), Bruce Whiting (Brisbane), Denis Joseph Connolly (Gladstone), Stephen John Howell (Brisbane), Wayne Phillip Lamb (Gladstone), Dorothy Joanne Nichols (Logan-Beenleigh), and Bruce Gordon Raymond (Ipswich).

### 90 & over

Michael Patrick Ring, 96 years on 22 October (Darling Downs), Hurtle Roy Shepherd, 97 years on 1 November, Arthur Henry Vonhoff, 90 years on 7 November, Mervyn Thomas Hanlon, 92 years on 19 November, and Harold Francis McCosker, 96 years on 30 November.

## AROUND THE BRANCHES

### BUNDABERG

A meeting was held on 28 September. Welfare: Mary Waugh had been in touch with Joan Bick, Johnny Read, and Bob Hayes and all are as well as can be expected. Russell Crook was in the middle of a course of treatment and was doing okay. Bob and Russell attended the meeting after the Remembrance Day service. Steve Lancaster produced several bottles of succour which were raffled and raised \$94 for the fund for Constable Peter McAulay. The branch contributed \$106 to make the donation up to \$200. Guest speaker: A former Inspector in the UK, Alan Dawson, gave an interesting talk on his experiences in the UK Police (Alan has applied to join the QRPA). The next meeting was held on 26 October. Welfare: Russell Crook has completed his course of treatment and is doing okay. There is no change in Gordon Storer's condition. Julie Sharp and Michael Bassett attended the meeting and submitted applications to join the Association, which were recommended for approval.

### GOLD COAST

A meeting was held on 2 October at the Currumbin RSL Club. Adrienne Clohesy, wife of Phil, has transferred to the branch from Logan-Beenleigh branch. The social get together at Lonestar Tavern on 27 September was a huge success, with 24 in attendance. President Russell Robertson placed a floral tribute at the National Police Remembrance Day service on 28 September. Unfortunately, the BBQ planned for 25 October

had to be cancelled. The meeting and social calendar will be distributed soon. The Christmas luncheon will be held on 14 December at the Lonestar Tavern at Mermaid Waters. Guest speaker: David Hughes of the Movember Foundation who spoke about improving the quality of life for men living with prostate cancer. Welfare: Don Braithwaite has been in John Flynn Private Hospital with pneumonia. Thankfully he is on the mend now.

### GYMPIE

A meeting was held on 3 October at the Tin Can Bay Country Club. Welfare: President Laurie Pointing reported that Arthur Jamison has settled into aged care in Brisbane and still keeps in touch. Norm Breen reported that Bruce Dorman is positive about his treatment for cancer. He still managed to officiate and contribute to the Remembrance Day service even though it exhausted him. There was a good roll up of members at the service. Laurie reported that our member Mick Venardos's grandfather Sergeant Theodore Herman was a member of the Queensland Police Force early last century. He had suffered a heart attack at the climax of a strenuous arrest. Because the death was due to natural causes, it had not been recognised as a death in the apprehension of his duty. Due to recent enquiries made by former Deputy Commissioner Brett Pointing, this oversight was rectified. In a short ceremony last month, Sergeant Herman was justifiably recognised as having died on duty and placed on the Honour Roll.

### LOGAN-BEENLEIGH

Another successful meeting was held on 20 September with the usual large attendance. Deputy Commissioner Steve Gollschewski attended and after a short talk on current QPS workings he presented Margie Kussrow with her National Police Service Medal. The 2018 Remembrance Day service was held at Emmaus College, 48 East Street, Jimboomba. It was well attended by serving police, a large number of QRPA members, and friends. Our President Max Moloney participated in reading the Ode to a Police Officer and our branch placed a wreath. Our branch received an acknowledgement from Rotary Australia for its donation to the Drought Relief Fund for Australian farmers. Our 18 October meeting was another sell out, with 40 members and guests filling the room to capacity. Our guest speaker Peter Pilt, National Director of Globalcare, gave an enlightened talk on the Mates Helping Mates Program and assistance provided by the group. It was great to hear members offering assistance to Peter and his group at the end of the talk. The other big news for the month was our Annual Luncheon which was held at Club Beenleigh on 30 October. This year our luncheon was held at no cost to our members and was attended by 56 people, with State President Greg Early and Dan Keating from QBank attending as well as representatives from the Gold Coast, Darling Downs, and NSW retired branches. The day was a great success, as have been our luncheons in the past, with plenty of room, chatter, good food, and drink, as well as great raffle prizes. Keep well and remember With Honour We Served. *(Terry Ahearn, Secretary)*



## SUNSHINE COAST

A meeting was held on 25 September. Don Teague chaired the meeting in the absence of President John Walker. Planning was finalised for the Christmas luncheon on 27 November. State President Greg Early updated the meeting on information arising from meetings of the State Management Committee. Guest speaker: Senior Constable Sandy Anderson, Sunshine Coast Crime Prevention Section, gave a very interesting address on cyber crime and scams. On 28 September, the annual Police Remembrance Day service was held at the Kawana Surf Club. The service was the result of hard work by Matt Govan, Senior Police Chaplain and honorary member of the branch. The ceremony was held with solemnity and dignity. The next meeting was on 23 October. President John Walker welcomed all to the meeting. A special welcome was given to Howard Connors from the Darling Downs branch. Superintendent Darryl Johnson, Maroochydore, thanked members for their attendance at the Police Remembrance Day service on 28 September. Guest speakers: Michael Cody and Ian Malcolm spoke on the history of the Light Horse Brigade and the Woombye 2nd Light Horse Regiment in particular.

## SOUTHERN DOWNS AND GRANITE BELT

The branch last met at Hidden Creek Winery, Ballandean, on 7 September, where they were hosted by Andrew and Leanne Williams. They recently provided Monica O'Mara, Secretary of the branch, with some specially labelled wine to be used at the Policewomen's reunion. Monica was one of the organisers. As an aside, Hidden Creek Winery recently won Queensland Winery of the Year at the 2018 Wine Awards. The next meeting was at the Tenterfield Bowls Club on 2 November. Several members attended the Police Remembrance Day service. Once again, Inspector Brian Cannon sent personal invitations to every member of the branch. Secretary Monica O'Mara reported on the successful reunion of former female police officers with a PW number. Linda Maher was presented with the Queensland Police Service Medal by President Laurie Bell. Linda, as Constable Stephenson, was a member of the Queensland Police Force from 21 January 1972 to 8 August 1976 when she separated due to the upcoming birth of her first child. This action resulted from a recent decision made by Commissioner Ian Stewart.



*Linda Maher being presented with the Queensland Police Service Medal by President Laurie Bell.*

## FAR NORTH QUEENSLAND

A meeting was held at Dunwoody's Hotel in Cairns on 21 September. Attendance was down due to the meeting clashing with Inspector Rolf Straatemeier's sendoff in Mareeba. Welfare: Jock MacDonald advised members of his welfare visits and there was nothing that required further attention. Jock was praised for his efforts as the branch's Welfare Officer. Former officer in charge of Pormpuraaw station, Peter Cochran, was welcomed to the meeting and has become the 67th financial member of the branch. The next meeting was held on 19 October at the Yungaburra Hotel. Welfare: Jock MacDonald advised members of his welfare visits. Guest speaker: Gordon Grimwade, who is a Fellow of the Royal Geographical Society and an Adjunct Senior Lecturer at Flinders University. His presentation stemmed from his State Library John Oxley Fellowship research of the little known stories of Chinese heading overland from the Northern Territory into western Queensland during the late 19th century. His talk covered some case studies in which officers arrested Chinese entering Queensland illegally, who were subsequently charged and imprisoned as illegal immigrants. John and Anne Harvey's applications to join were recommended by the branch and have been approved. Words from President Ian Swan: Danute Jackson, partner of Secretary-Treasurer Joe, passed away on 21 October after a long illness. Her funeral service, which was held on 30 October, was well attended by family, friends, members of the retired police, and current sworn and non-sworn members of the QPS. Danute was an exceptional member who donated much of her time to the branch. She was always there on meeting days helping with raffles, collecting fees, and assisting in the search of venues. To the very end, Danute was still helping. Outside meeting days she was looking over Joe and myself, making sure we all stayed on track, especially with the pennies. Danute's contribution to our branch will never be forgotten. Danute was loved by all. Our thoughts and prayers are with Danute, Joe, and family.

## ROCKHAMPTON

A meeting was held on 3 October. Guest speaker: Kelly Schunemann of CQ Mobility Services, assisted by Ryan Dunne. They spoke on the wide range of mobility aids available to our aging population to make life a little more comfortable. The items ranged from tin and bottle openers, electric kettles, blood pressure monitors, feet scrubbers, mobility scooters, and many more. A great deal of interest was shown by the aging membership. President Barry gave feedback on the BBQ at the beach which was attended by 22 members and Gordon Bird with his wife Sandra (Gordon is ex-Vic Pol and a potential member). Barry gave feedback on the Remembrance Day observances. Three members attended the candlelight vigil and 16 members and grandchildren attended the service the next day. Planning has commenced for the Annual Dinner on 19 November. Members were invited to the QPS Medals Parade at the Leichhardt Hotel on 22 October.

## MACKAY-WHITSUNDAY

A meeting was held on 15 September. Dave Gray has finished framing the flag bearing the names of all Australian police

officers who died while on duty. It has been installed in the conference room of the Mackay District Office and was handed over officially on the evening of the candlelight vigil. Welfare: Since the last meeting, Barry Downs has been in touch with Bob Maher, Ray Hodgson, Peter Hinschen, Ernie Hocking, Merv Fisher, Tony Wynn, and Les Campbell. Barry reported that Les is doing it tough at the moment. Several members participated in the candlelight vigil and the march and service held on 28 September. The Annual Luncheon was held at Souths Suburban Bowls Club on 19 October. Twenty-six members and ten invited guests attended. The chairman for the function was member Craig Joy. Branch President Bob Maher welcomed members and introduced the invited guests: Greg Williamson, Mayor of Mackay Regional Council; Father Stephen Hanly, Police Chaplain; Greg Early, State President of QRPA; Paul Wilson, Director of QBank; and Mr Ray Steen, Director, Souths Suburban Bowls Club. The QPS representatives were Deputy Commissioner (Regional Operations) Bob Gee, Assistant Commissioner (Central Region) Clem O'Regan, and from Mackay District Patrol: District Officer Superintendent Glen Morris and Mackay Inspectors Ian Haughton and Steve O'Connell. During his speech, Deputy Commissioner Bob Gee made particular reference to the attributes of inaugural president, Les (Kojak) Campbell. As a young child, Bob lived two doors down from Les in Marian. He related just how Les carried out his duties in the small community—hard and fair—and that Les was a big influence on him as he grew up. On behalf of the branch, Secretary Dennis Hansen presented Ray Steen with a Certificate of Appreciation. This was in response to Souths Suburban Bowls Club making its facilities available to the branch for the past three years.



Assistant Commissioner Clem O'Regan, State President Greg Early, President Bob Maher, Mayor Greg Williamson, QBank Director Paul Wilson, Superintendent Glen Morris, Mackay District Officer, Deputy Commissioner Bob Gee, and Peter Hinschen (seated).

## IPSWICH

A meeting was held on 13 September. Welfare: John Hawkins advised that John and Di McCrae would move into their unit at Runcorn on 18 September. John is still undergoing treatment. He visited Ken Farquharson who is now 80 and Vince Buetel who is now 92, and he had also been in touch with Trevor Eltherington. Guest Speaker: Senior Sergeant Rebecca McDonald, Officer in Charge, Ipswich Prosecutions Corps. Rebecca graduated from the Police Academy on 29 May 1992. She provided an interesting overview of her career and of the driving force behind her passion for justice. The next meeting

was held on 11 October at the Dale Residence at Laidley Road, Rosewood. Welfare Officer John Hawkins advised that Doreen Edwards had returned to St. Andrews Hospital for further treatment; that Len Yarrow was at home after having a knee operation; and that Graham Broom had returned home and was in good spirits. The National Police Service Medal was presented to Cheryl Hayes, widow of the late Sergeant Alan Douglas Hayes, by Secretary Ken Martin. President Ken Morris advised that he was proud to have laid the wreath on behalf of retired police at the National Police Remembrance Day service. The branch resolved to donate \$300 to the Peter McAulay Fund and also to the Build a Bike Fund for Disadvantaged Children.



Cheryl Hayes, widow of Alan Douglas Hayes, who received the National Police Service Medal posthumously from Secretary Ken Martin.

## TOWNSVILLE

A meeting was held on 3 October. Vice President Trevor Errington gave a special welcome to Inspector Russell Rhodes of the Townsville Police Academy; Associate Member Eileen Kassulke and three members of her family: Anne, Ian and Mark; and the daughter and granddaughter of Don and Pam Barter, Theola and Abigail. Rev Hosts Sauer thanked everyone who attended the National Police Remembrance Day service. Welfare Officer Gordon Thomas informed the meeting that he was very pleased to welcome Don and Pam Barter and Peter Armati to this meeting because they had all been quite ill in the recent past. Margaret and Brian Hooper asked to be remembered to everyone; they are still trying to attend a meeting. Don Barter, on behalf of himself and wife Pam, wished to acknowledge the work and kindness shown to them during the past couple of months by the branch Welfare Officers, Gordon Thomas and Ian Palin. It was resolved to donate \$100 towards the fund set up to support Constable Peter McAulay. Treasurer John Cran presented Secretary John Urquhart with his Veteran Certificate. Inspector Russell Rhodes presented Eileen Kassulke with the National Police Service Medal on behalf of her late husband Lyall in the presence of her family Anne, Ian, and Mark. On behalf of the branch, Fred Angus presented Inspector Russell Rhodes with a QRPA commemorative plaque.



Treasurer John Cran presenting Secretary John Urquhart with his Veteran Certificate.





*Inspector Russell Rhodes presenting Eileen Kassulke and three of her children, Anne, Ian, and Mark, with her late husband Lyall's National Police Service Medal.*



*Fred Angus presenting Inspector Russell Rhodes with a QRPA commemorative plaque.*

## GLADSTONE

A meeting was held on 3 October at the Tannum Sands Hotel. Junior Vice President Neil Coleborn chaired the meeting in the absence of President Darryl Saw. Some 80 people attended the candlelight vigil on 27 September. A plaque in memory of Sergeant Owen Harms, who passed away on 1 August 2017, was dedicated by his wife Lyn Harms. Branch members attended and a wreath was laid on behalf of the branch. The branch was well represented at the Remembrance Day service held on 28 September at St Saviour's Anglican Church, where a wreath was placed on behalf of the branch. \$100 was donated to the Drought Relief Fund for Farmers via the Charleville Rotary Club. Welfare Officer Keith McCann had visited Val and John Caterson and there is no change with Val. Graham Cousins had just returned from Brisbane where he spent two weeks in St Andrews Hospital. Gail McCann spent some time in Gladstone Hospital after developing high blood pressure. Glen has had his final immune therapy treatment with all clear being maintained for the duration of the treatment. He will visit the oncologist every six weeks now for monitoring instead of every three weeks. Judith Saw's recent specialist visit revealed no change in her situation. Her doctor is satisfied all is well but periodic checks will be necessary. Heather Jones tripped recently resulting in a broken bone in her shoulder and her arm in a sling. Ann Vidler broke a bone in her wrist after having a fall at home. She had her arm in plaster and was undergoing respite care at Bindaree Lodge.



*Junior Vice President Neil Coleborn presented with his Senior Certificate by Senior Vice President Denis Connolly.*

## DARLING DOWNS

The 13 September meeting was held at the Stock Exchange Hotel. Acting President Alan Lane gave a report on the Memorial Wall Commemoration and stated that it was well attended. Several members attended the candlelight vigil on 27 September and the NPRD service held on 28 September. Some discussion ensued about the need to boost memberships. The next meeting was held on 11 October at the West Toowoomba Bowls Club. Secretary Mike Jordan read the reply from State President Greg Early in respect to the suggestion made at the previous meeting that membership be extended to former members of Armed Service Police. Greg responded that this is possible by virtue of the Association's Rules. Welfare: Bob Scarff reported that Graham Hohenhaus's condition was not good and that he would be unable to attend the Annual Luncheon. President Boyd Wilson stated that Alan Lane was in St Vincent's Hospital having knee replacement surgery. The Annual Luncheon was held on 23 October at the Toowoomba TAFE College. Guest speakers were Deputy Commissioner Bob Gee, Director of QBank Paul Wilson, and State President Greg Early. An excellent buffet was prepared by the students and enjoyed by those who attended.

## NEAR NORTH COAST

On 13 September, 60 members and guests attended the Annual Luncheon held at Centenary Lakes Function Centre at Caboolture. Special guests were Police Minister Mark Ryan MP, Inspector Paul Ready, Director of QBank Paul Wilson, and State President Greg Early. Mark, whose electorate covers Caboolture and surrounding areas, spoke about advances in the QPS in regard to virtual reality of crime scenes, fingerprint identification, and mobility technology. Inspector Paul Ready mentioned development in his area of command and how the demand for police service was increasing. He made particular mention of the new station under construction at Caboolture. Paul Wilson spoke about the sponsorship from QBank and how its service to its members was being maintained at a high rate. State President Greg Early updated those present on matters arising from the recent AGM. Branches represented were Gympie, Gold Coast, Sunshine Coast, Darling Downs, Brisbane, Redlands, and New South Wales. Raffles: Once again the members excelled and arranged over 100 prizes, some of which were donated by local organisations, but a large number had been donated by members. All round it was an excellent luncheon and a credit to the organisers. The next meeting was held on 15 October at the Bribie Island RSL Club. Arrangements are being made to have a representative of BallyCara Aged Care Facility be the guest speaker at the next meeting. President John O'Gorman updated members on travel to Annual Luncheons by bus, the latest being the luncheon in Toowoomba with the Darling Downs branch.

## REDLANDS

A meeting was held on 25 September. Welfare: Bob Minette had been in the Princess Alexandra Hospital and Redland Hospital before being transferred to Casuarina Lodge at Wynnum West. Paul Fletcher had a skin cancer removed from his upper right lip. Dudley Orchard was receiving ongoing treatment but was

able to attend the NPRD service which was held at St Georges Anglican Church at Birkdale on 28 September. Guest speaker: Chris Hebblethwaite from the QPS Honours and Awards Unit gave a short talk outlining the Police Memorial, explaining the relevance of its location in the Botanic Gardens. Two new names have been added: Constable John Patrick Kearney, who was drowned at Ipswich on 18 January 1914, and Constable Denis Ryan who drowned at Port Douglas on 22 April 1881. The branch resolved to donate \$100 to the drought relief appeal being conducted by the QCWA. The next meeting was on 23 October. The branch Christmas Luncheon will be held at the Steakhouse, Redlands Sporting Club, on 18 December. As in previous years, there will be a Secret Santa. Terry Ryan spoke in general about future events and involvement in support of Crime Stoppers and Police Legacy. President Marty Fitzpatrick thanked those who attended the Police Remembrance Day service on 28 September. The collection for Police Legacy amounted to \$341.80. An application by former Senior Constable (NSW) Michael John Mills was recommended for acceptance.

### HERVEY BAY

A meeting was held on 18 September. President Grahame Gronow welcomed all to the meeting, with a special welcome being given to members of the Queensland Fire Service who gave a very informative talk on fire safety in the home. Grahame thanked all members who attended Gympie's Annual Luncheon. Travellers: Leith and Sharon Lindsay were touring in Vietnam. Dennis Bauer was in Europe. Dave and Chris Barrowcliffe have been travelling in Europe as have Grahame and Lyle Gronow. Bob and Dot Summers were in Western Australia. Welfare: Norm and Bev Sprenger were in Brisbane where Bev was having an ablation for heart atrial fibrillation. An application by Robert John Guteridge of Cloncurry was recommended for approval. He retired as a member of the Cloncurry Stock Squad and is the son of deceased member Kevin. He often visits his widowed mother, Cynthia, who is an Associate Member. A BBQ was held at Upper Dayman Park, Urangan, on 16 October.

### VAN DIEMEN'S LAND

The 23 September meeting was held at the Gretna Green Hotel. The following persons attended: Andy and Karen Beasant, Craig and Helen Robertson, Jim Byrne, Brian and Debbie Cook, Ian and Jenny Johnston, Phil and Colleen Sharpe, Darren Hine (Tasmania Police Commissioner), Brad and Cheryl Hafner, Dave Fleming, and Alan Denman. The meeting commenced with presentations: Ian Johnston was presented with his Veteran Certificate, Phil Sharpe was presented with his Senior Certificate, and Karen Beasant was presented with her National Police Service Medal and Queensland Police Service Medal by Darren Hine. Discussion ensued about restoring the grave of Chief District Constable W. Bennett who was one of the first Tasmania police officers killed in the execution of his duty near Oatlands on 24 October 1827. Commissioner Hine indicated that his Service would assist with research. Members attended the NPRD service at the Tasmania Police Academy and placed a wreath.



*Tasmania's Commissioner Darren Hine presenting Ian Johnston with his Veteran Certificate.*



*Tasmania's Commissioner Darren Hine presenting Phil Sharpe with his Senior Certificate.*



*Tasmania's Commissioner Darren Hine presenting Karen Beasant with the National Police Service Medal and the Queensland Police Service Medal.*



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