

POLICE

WINTER 2023

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**Dave Masters
Legacy Continues**

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COVER STORY

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DAVE'S GUIDING FORCE

A black Labrador pup is in the final phase of his training to become a guide dog and assist a vision impaired person and this remarkable dog has been blessed with the name 'Davey' in honour of Senior Constable Dave Masters who was murdered on duty in June 2021.

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

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IAN LEAVERS

Responding to Domestic and Family Violence is where the bulk of time is spent every frontline shift and much of the legislation is cumbersome requiring an enormous amount of paperwork. It's time the Attorney General Yvette D'Ath actually listened to police and makes some changes to legislation.

Police respond to around 500 DFV incidents every day in Queensland and there's been sixty thousand breaches of domestic violence protection orders in a financial year. Even the Police Commissioner admits police are fatigued from hours spent every shift responding to domestic violence calls and repeatedly returning to the same properties to assist. So why isn't reform here a priority?

I don't want to see a review hijacked by bureaucrats because they have no idea how to fix Domestic Violence and Youth Crime because if they did, they would have done it by now. It's time to consult with police, first responders who are the only ones twenty four hours a day answering the calls for help.

Police barely have an opportunity to do any proactive patrols anymore because they are tied up with paperwork for DFV and Youth Crime. Just about everywhere I meet people in Queensland they comment they hardly see police on the road or 'walking a beat', it's frustrating for police and the community.

Consult with police, we don't control the laws but the QPU has some good ideas where reform can start and have a rapid impact.

ACCOUNTABILITIES KEY

Recently there was a report completed into mental health treatment at Townsville Hospital after a Defence Force veteran attended the hospital in April for assistance but was released a short time later. The next day he was involved in a fatal confrontation

with police while he was armed and threatening officers.

The Hospital's own report completed by clinical experts both internally and externally found five things to improve care for patients that are seeking urgent treatment so they are not turned away but the hospital is keeping it secret, which is simply bizarre.

We should all be assured Townsville Hospital has all of their processes and procedures in place so a person seeking help receives the treatment they need. Any organisation that finds deficiencies or has a service gap identified should implement the change immediately.

Mental health treatment in Queensland needs to be delivered better. At the moment the system is failing Queenslanders and putting people at risk including the patients wanting help, police and the community.

Townsville Hospital is also linked to another coronial matter involving a separate officer involved shooting. This one occurred at Airlie Beach in 2021.

A recent coronial inquiry heard a man attended Townsville hospital, threw furniture around and barricaded himself in a treatment room telling staff he had suicidal and homicidal ideations but he was only given a Valium tablet and allowed to walk off. No follow up, no welfare check, no warning to police.

A few days later he threatened officers in an SNP with a knife and was fatally wounded when police had no option but to use their firearms.

Neither the Townsville Hospital nor the Health Department gave evidence at the inquiry about the Airlie Beach incident. The actions of the police have been heavily scrutinised whereas Health has been able to hide behind patient confidentiality or internal secret review.

Recent research has found 78% of people police come into contact with during a shift have some sort of mental health issue. Many of these people require medical intervention not incarceration and the Health Department needs to start delivering effective options to help those who are experiencing a crisis before they harm themselves, police or people in the community.

TASER 10

The Government has taken advice from the QPU and committed to a trial of the new Taser 10 in Queensland. The latest advancements were previewed to delegates at the QPU Annual Conference in May and it follows our advocacy that frontline police in Queensland should have the best equipment and take advantage of technology as it is developed.

Queensland will be the first jurisdiction outside of the United States to trial the Taser 10 since its release in January 2023.

The inclusion of a green laser target sight will increase accuracy for aiming the darts to achieve maximum energy transfer to the offender to assist with behaviour adjustment. Another good feature activates each time the weapon is drawn from it's holster switching on

all BWC's in surrounding radius of a few metres.

This will greatly assist with eliminating vexatious complaints and provide strong accountability. *(I encourage you to read the article in this QPU Journal on the Taser 10 presentation delivered at the conference.)*

Our members who have been working on this project for over a year now deserve considerable praise from their peers for the work they've done on establishing a trial, training, procurement and potential roll out.

MCAULAY OFFENDER

In August this year a young offender who nearly took the life of our college Constable Peter McAulay in 2018 died while in police custody.

The circumstances will be the subject of a coronial inquiry and we are providing support to our members from Beenleigh Watch House.

After nearly killing Constable Peter McAulay, this man wrote letters saying he intended to reform and become a better citizen, even take on an apprenticeship.

The sad reality is that if this youth criminal had received a proper prison sentence from the judiciary, rather than a slap on the wrist, he would still be

alive today behind bars receiving the rehabilitation he desperately needed.

Pete McAulay has since resigned from the QPS and is looking at new challenges however when I told him of this young man's fate, Peter again impressed me with his optimism and generosity. Pete said, "I had high hopes this bloke would change and genuinely turn his life around and become a better person. My life has changed forever since the day I was rundown but now all this offender has left behind is sorrow and sadness."

The QPU is continuing to offer Peter assistance. He was a young aspiring officer who wanted to help the community and achieve significant career goals only to have his dreams shattered.

REMEMBRANCE DAY

This year I would encourage as many members as possible to participate in your local Police Remembrance Day activities. After losing Matt and Rachel last year at Wieambilla and the impact it had on our blue family and the community it's important to send a message that we are united and we will never forget those who have died on duty.

The Wall to Wall ride of remembrance to the National Police Memorial in Canberra will probably have one of the

largest participation levels ever in its history. If you don't ride a motorcycle you can still sign up and receive a supporters pack and the funds all go to Queensland Police Legacy. You could also drive to Canberra for the afternoon memorial service that is truly moving alongside Lake Burley Griffin.

It's also a good opportunity to check in on your mates. We never really know the stresses others may be experiencing even if they seem fine externally. Remember the QPU sponsored Blue Hope service always stands ready and the assistance you receive has no connection to the QPS.

Ian LEAVERS

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 They will steer you in the right direction.

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SHANE PRIOR

“I will cause Her Majesty’s peace to be kept and preserved; I will prevent to the best of my power all offences against the same.”

In Queensland every Police Officer knows these words and the solemn vow taken to protect and serve our community. To put our lives, the lives of our loved ones and our own body on the line daily for our community. Our safety comes second to the needs of everyone else and every single day the men and women of the Queensland Police Service (QPS) knowingly and willingly do so.

Ultimately our very lives can be lost to protect the peace our community expects and deserves.

Across Queensland safety and stability are the order of the day and the covenant for a civil society is rarely broken. When it is broken, police are on the frontline, ready to act and protect.

In a quiet corner of Queensland, where trust and camaraderie bind communities, a harrowing act of violence has left a wound that may never heal.

Constable Matthew Arnold and Constable Rachel McCrow exemplified everything the QPS asks of our officers. They were dedicated and diligent, they gave back to their communities in their own time and served with honour.

As members of our police family they dedicated their days safeguarding our shared peace in Queensland and supporting their colleagues.

Inside their own families they were deeply loved and their choice of career was a source of pride.

In an instant of extreme malice, an act of domestic terrorism, all this potential, all this love was snatched away, and in its place, we are left asking questions and reflecting on how such a loss can be prevented.

It must be said that Constable Matthew Arnold and Constable Rachel McCrow were cut down by legally obtained high-caliber military grade weapons.

Their untimely loss struck a chord with this nation, and underscores the urgent need for reflection on our relationship with firearms and highlights a pressing call for reform.

As we approach Police Remembrance Day, we must navigate the depths of our grief, and confront the stark realities of a system that allowed such a tragedy. As police and members of our community we must ask the hard questions and consider the nexus between the right to own guns which in some cases are a needed tool, and our right to feel safe at work.

We have to consider what are the actions our profession can take to ensure safety in our community. The community of Queensland is our workplace and the role of our Union in ensuring safety in our workplace is fundamental.

For Matthew and Rachel, and for all of us, we owe it to their memory to question, challenge, and ultimately reshape a world where legally obtained firearms and ammunition are not used as instruments of chaos.

Matthew and Rachel are heroes, they paid the ultimate price that police are asked to offer our community.

In reflecting on their heroism, we must ask ourselves how we can measure the cost paid? We must ask ourselves what steps must we take and what difficult conversations we must have to achieve a safer community.

The question of gun reform in this country is built on solid foundations, the consequences of the massacre at Port Arthur have been to the benefit of all Australians.

Presently, the state of Queensland boasts a staggering inventory of over one million registered firearms, allocated among a diverse cohort of more than 218,000 individual holders of weapons licenses.

As police we know that these individuals are by-and-large, law abiding and responsible gun owners. Farmers and others on the land rely on guns and we recognise these individuals as the responsible gun owners that they are.

The actions at Wiembella in December 2022 demonstrated how weapons in the hands of domestic terrorists have devastating and long-lasting impacts. ASIO has noted that the risk of radicalisation inside Australia presents a risk to safety in our community, we have seen this assessment play out tragically in Queensland.

We live in a time when people using the internet can get engaged with subversive elements and are then

driven to acts of domestic terrorism - this happened in Wiembella.

With the advancements in technology and the internet it is becoming clearer that the option to print a firearm is just a click away, so we as a Union must ask the question how we can better keep our members safe?

With these thoughts in mind I ask how do we build a safer community and manage guns? We have to consider a number of factors, the system that guns operate inside of, the components that make up guns and the ammunition that guns fire.

Firstly, there needs to be a national system that registers the purchase and sale of guns, this system should be user friendly and designed to support those who rely on guns on the land in the community. In the modern era the flow of information between gun owners and the police must be seamless and fast.

Our system of laws must consider guns as the sum of parts not just as one piece, to ignore this feature of guns is to expose our community to risk. We need national action to ensure that additional parts and components that can be added to or replaced on guns are recorded and identified in this national system.

Secondly, at present there is no systematic registry overseeing ammunition sales, individuals unsatisfied with available calibers have the means to produce ammunition of military grade themselves with no extra permit or licence required, you can legally buy or produce ammunition designed to take down a water buffalo without any questions being asked.

Individuals are not assessed or flagged if they purchase ammunition for a class of firearm that they do not own. This must change. It is not a compelling argument that people should be able to buy ammunition for their mate's firearms, the system we need is one which controls the sale of ammunition as well as track those individuals stock piling and/or mass-producing rounds.

There will be risks, people can still produce their own ammunition effectively allowing someone's garage to be their own little armoury, until we regulate the industry better modifications can be made to firearms that fundamentally alter their identity.

The call to action is one built on the reality of the bitter cost paid by members of our police family.

In the aftermath of the Port Arthur tragedy, Prime Minister John Howard

took decisive action by introducing the National Firearms Agreement (NFA). This comprehensive set of reforms restricted the ownership and use of certain types of firearms, particularly semi-automatic weapons. The swift and bipartisan response was seen as a testament to the strength of Australian democracy, public sentiment, and leadership at the time.

Now is the time to protect law-abiding gun owners and our community. To build a system that rewards proactive disclosure of information and systematically monitors the ability for fringe gun owners to modify their firearms and build their own ammunition.

Policing requires intelligence data to be most successful. Designing a new system for guns in this country should build a substantial intelligence source and protect our people.

This is our moment to unite, to elevate our nation's principles, and to champion responsible firearm and ammunition guidelines.

Shane PRIOR

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GRANT WILCOX

BLACKBUTT STATION IS NOT A TARDIS QPS **It's time to have the Blackbutt Station upgraded QPS.**

This station in the South Burnett has four officers and they are doing a great job, unfortunately, their workspace is only designed as a single officer station.

This historical building has served its community well, but it's now too small for the four members and the public it is required to service.

Open the front door step inside and immediately it's claustrophobic.

This station and its workload is demanding as are most QPS establishments.



The Blackbutt Police Station faces the D'Aguilar Highway on the Southern side of the township.



Visitors to the station rapidly realise it's a very confined facility and no longer fit for purpose.



Blackbutt Station was described in Parliament as decrepit, tiny and not functional. The QPU wants authorised upgrades to Blackbutt to be expedited.

There is a unique opportunity here, they have a spare block owned by the QPS directly behind them.

Come on QPS, build a facility worthy of your people, your investment of the increase in staff requires an establishment they have earned.

The officers at Blackbutt are saving the QPS reputation at it's time they had a facility that reflects the community's appreciation for what they do.

Let's get the station upgraded to meet service delivery sooner rather than later.

OVERSIGHT/DISCIPLINE – WHAT IS REASONABLE IN ALL THE GIVEN CIRCUMSTANCES – IS AN INVESTIGATION REALLY NECESSARY

I have been watching the QPS and the impact of untimely and excessive oversight (DISCIPLINE) of police.

Agency wise - No other employees face such scrutiny of service delivery.

It's a significant factor that a high percentage of these investigations end with written or verbal guidance/ education – LMR (The old MG).

It has been my continued observation as someone who is excessively exposed to this investigation and outcome process that the deleterious effect upon our members is that they are smacked with unnecessary PDS's, and in some instances, certain QPS managers and some of our members have weaponised the Complaint Resolution Guidelines (CRG) to have a more significant effect than simply an LMR outcome by engaging unnecessary and untimely investigations for LMR outcomes.

This weaponised oversight is how the QPS loses good/competent officers where little thought is given to the guidelines and the actual need for an investigation.

It's written into those guidelines (CRG point 4) that if LMR is an expected outcome, engage the LMR.

CRG point 4 :- "A disciplinary investigation is only undertaken when a disciplinary complaint cannot be resolved through Local Management Resolution (LMR)".

The cost of this oversight? – Does the current system provide a good return of investment considering all the associated costs for this oversight. What is the cost? What is the return??? What is the Budget?

Budgets keep increasing, staffing costs, (salaries and benefits) make up a significant portion of oversight agency budgets.

Is the cost of this oversight something that should be reconsidered given the current financial ramifications

and deficient front line Work Metrics (first responders) currently being experienced by the QPS.

The guidelines also say don't go down rabbit holes, but this still happens, and an investigation happens and officers' careers are paused and fractured as a result of the improper use of the guidelines (CRG) or the poor understanding of how they should operate.

It's time the QPS conduct a cost analysis of the excessive oversight of the QPS personnel and return to financing policing as a front-line service delivery model.

- The alternative is to conduct a cost benefit analysis
- An analysis of the impact of the complaint /investigation process on officers both professionally and personally

There needs to be a faster way to engage oversight for minor matters. It's clear the guidelines where LMR as a likely outcome are being increasingly overlooked for an unnecessary investigation and the implementation of PDS's for minor players whilst a full-blown investigation is engaged.

The entire thought for these minor matters is WHAT IS REASONABLE IN ALL THE GIVEN CIRCUMSTANCES.

I am constantly seeing matters under investigation when the outcome is obvious and not a discipline outcome.

That's your first question QPS, is it likely to be an outcome which exceed LMR? If not stop wasting time and causing further harm to our members. The inconsistency in this regard has seen a number of good officers look for alternative employment as a very real consequence of the QPS failing in this regard.



OIC KILCOY

Happy retirement Marty Tanwan.

Marty has been an integral part of the Kilcoy community for many years and provided excellent service delivery and capability beyond that normally expected.

Well supported by Lisa and all his family.

It's been an absolute pleasure to know you Marty. Please enjoy your retirement, thanks for lending him to the QPS and QPU Lisa.

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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PETER THOMAS

I had an idea of what I was going to write about for this Journal article and it was going to be in relation to ongoing industrial issues, housing, staffing and other matters affecting our members.

This all changed when reading the multitude of heartfelt, sad and emotional posts on social media platforms, and also reading some emotional comments that were cries for help.

I was on an early flight to Brisbane this morning and read a post that was an angry, emotional sad cry for help.

It really saddened me that I had not 'picked up' on some of our members situations and it further saddened me, when talking to two friends in particular, that they feared that disclosure would affect their careers.

It was disturbing that the stigma associated with poor mental health still exists.

I feel a bit vulnerable writing this...

A 'handful' of people know of my mental health journey and the conversations over the past week have led me to telling my story in hope that it may show that help and support is available.

Not every journey has the outcomes that my journey has had - some are better and some are worse.

The conversation over the past week or so triggered many emotions within me and took me back to 2005 when I first commenced receiving professional support for psychological and emotional feelings and responses that I knew were not right.

I was very reluctant to seek psychological support from a health professional as I had a Senior QPS Officer advise me that if I participated

in a 'Class Action Law Suit' against the Police Service regarding the Palm Island riots that it would have a significant impact upon my career. I took that advice and did not participate in the Law Suit.

I had just been promoted to Sergeant and was struggling emotionally and psychologically with the impacts of Palm Island and this was having an impact on my family life also. In the back of my mind I remembered the words of the Senior Officer regarding factors that would impact my career and felt that reporting poor mental health would have the same impact.

I took my wife's advice and sought assistance from a health professional and this commenced my mental health journey to a position where daily maintenance has me functioning with limited intrusive negative impact.

Not all poor mental health reactions are diagnosed as PTSD - this is my journey with complex PTSD (C-PTSD).

There are four types of PTSD symptoms, all of which I had experienced:

Intrusive thoughts and memories (re-experiencing).

This can include nightmares (triggered by a sight or sound) and severe emotional distress or physical reactions to something that reminds me of the event.

Situational Avoidance that remind you of the event.

This can include symptoms of detachment, loss of interest in things/people/activities/life, restrained

emotions, avoiding crowds, keeping busy, and avoiding your health. Feelings of mistrust in others.

Negative changes in beliefs, feelings, and mood.

This may include outbursts of anger, irritability, hypervigilance, difficulty concentrating, and exaggerated startle response.

Hyperarousal / Hypervigilance

I think every police officer can relate to having your back to the wall in a restaurant or waiting room. Other examples include: aggressive behaviour, always being on guard, and risk-taking.

WHAT IS PTSD?

I had no knowledge or understanding of what PTSD was or how it could impact your entire life; let alone the treatment process. Through two exceptional QPS HSO's, my treating psychologist and treating Psychiatrist and unwavering family support and my own self learning, I learned that PTSD is a normal response to a traumatic event or multiple events creating emotional, physical, cognitive, and behavioural symptoms.

PTSD affects the whole person and symptoms can build up over time, sometimes a lifetime.

Had I seen and experienced this in my own life? Yes.

My policing experiences, as well as being involved in the Palm Island riots where I feared for my life, had changed my heart, soul, emotions and beliefs deep inside.

Anger, negativity, tension, and lashing out at others made up my everyday behaviour.

Loud noises startled me and I had trouble sleeping - I was forever hyper vigilant. Emptiness, tiredness, and numbness filled my life and social situations were of no interest. I wanted to be alone as much as possible, and for me; a bit of an extrovert, this was a massive change.

I was diagnosed with C-PTSD by my treating psychiatrist, medicated and I lodged a WorkCover claim. I spoke with my Officer in Charge and Inspector with the support of my HSO, and not having any real knowledge or understanding of what would happen next, I was half expecting to be 'Stood Down', 'Suspended' or 'medically retired'.

How far from the truth this was. I was really fortunate that I had managers that were supportive and had some knowledge and understanding of poor mental health. In hindsight (all these years later) this made my journey to improved mental health a whole lot easier. Sadly, not every member's journey or experience has been the same and some of our members have been treated atrociously.

Did this affect my career? Not at all. I performed relieving higher duties as OIC of a watch house and DETO while receiving treatment and then following relieving duties I continued in my role as Sergeant OIC.

Did I access sick leave for my treatment during this period - absolutely.

Have I been promoted since this - yes.

PTSD SCREENING

In your life, have you ever had any experience that was so frightening, horrible, or upsetting that, in the past month you:

- Have had nightmares about the experience or thought about it when you did not want to?
- Tried hard not to think about the experience or avoided situations that reminded you of it?

- Were constantly on guard, watchful, or easily startled?
- Felt numb or detached from others, activities, or your surroundings?

Current research recommends that if you answered 'yes' to any three items, you should seek more information from a mental health care provider. A positive screen does not mean that you have PTSD. Only a qualified mental health care practitioner, such as a psychologist, can diagnose you with PTSD.

I found my way to recovery and have learnt to identify the triggers and manage my reactions.

It is a tough journey and some days I get shocked by my reactions to a trigger. Most recently I was travelling with my wife in our car and noted yellow markings on a roadway and an identified impact point for a traffic crash, and immediately my heart raced and I had to utilise techniques to control my reactions from escalating.

It is only through my journey of healing and self-discovery and taking every opportunity to learn more about PTSD that I can do this.

WHY AM I TELLING MY STORY

I have never kept my C-PTSD a secret; but I have never told my story either.

In the past twelve months I have seen so many people hurting in silence.

The most recent tragic loss and the comments from people that I have spoken with, has identified that there is still a significant issue with the stigma attached to poor mental health, the unknown around job security and the support that is available, and this has really resonated with me and reflect upon my own journey.

It is my hope that sharing my personal experience with PTSD will be of help to those that are in a similar situation and don't know what the next step is; and to promote that there are avenues to commence a journey to healing.

It is a tough journey, there is no cure, and every day is a day that you have to undertake 'maintenance' to stay well - but the rewards are well worth it.

SUPPORT

Through your doctor you can access a mental health care plan.

A mental health care plan is a support plan for someone who is going through mental health issues.

External Agencies:

Blue Hope – 3607 5900

Beyond Blue – 1300 224 636

Lifeline - 131 114

The QPS has the following confidential support programs:

Early Intervention Treatment Program (EITP) QPS funded psychologist visits speak with your HSO.

1800 Assist – 1800 277 478

1800 Speak Safe – 1800 773 257

You don't have to travel this journey alone.

Until next time take care of yourself and each other. Take time to attend your next Union Branch meeting, and remember: no union Rep = no interview.

Peter THOMAS

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SHAYNE TREASURE

SAD FACE ON WORKPLACE

I find myself becoming increasingly concerned as to Departmental reactions to fair comments and discussions raised on the QPS hosted "Workplace" platform.

One would think that when the concept of intrinsic social media was ideated on level 7 at Headquarters surely a discussion must have evolved around what if staff post about negative aspects of the job, criticise, or attempt to suggest improvements to what has been introduced contrary to our positions.

Whether the issues are as diverse as vehicles, boots or next gen Qlite there appears to be almost always an emotive response by management at some level either on the platform or in corridor conversation regarding the unprofessionalism of an officer's statement or its relevance.

I fail to understand how the QPS can take umbrage to valid articulated conversation on any of the subjects. I applaud the honesty of front-line officers telling it how it is, if a car is not fit for purpose, or boots fall apart, changes mean I don't see the warnings on my Qlite as well as I used to etc etc.

In this genre also is a glaring point about the front-line asking for kit that meets its needs, not what is thought they need.

If the QPS is prepared to host an internal social media platform it is very perceivable that a side effect of inviting discussion will be dissenting opinions. If those opinions are not outside the parameters of both civil and criminal law in their construct why are we not inviting articulated dissent.

If fair criticism or an opinion not in the party line cannot be easily digested by the administration then in the mind

of many the purpose of this platforms rationale is questionable.

DEPUTY SQUAD OR DOG SQUAD

Policing is expensive and resources are finite and the thin blue line actually on the road is getting thinner while the admin tail seems to get fatter.

I recognise the need for effective governance and strategic leadership of an organisation of this size but surely are there priorities to be examined in the way resources are allocated.

The point in case here is the Brisbane Dog Squad. This unit supports operations in both North Brisbane and South Brisbane Districts and at times adjoining Regions. The Dog Squad is a force equalizer for General Duties Police and an essential part of the covert follow, deflate, delaminate, track and arrest tactics used to counter the ever so common stolen cars in the Regions.

Why then have we seen no real growth in nearly fifteen years in General Purpose Dogs in the unit, why then do we see positions being reallocated to other canine aspects such as training and drug detection instead of increasing numbers independently in each of those disciplines to meet demand.

In 2010 we had 16 on the books at Brisbane Dog Squad later peaking at 18 and now with position movement the number will return to 16. Due to the nature of the work performed it's not hard to imagine that it only takes a few injuries to handler or dog on top of leave and other considerations to effectively destroy acceptable coverage of the Region.

One would ponder why when population growth and crime statistics rise dramatically in the Brisbane area since 2010 why does one of the most important support functions for operational police not incrementally increase as well?

Dog Training and Drug Detection Dogs are just as vital so why the shuffling. This is robbing Peter to pay Paul.

It is currently the case that some days and more importantly nights there is no General Purpose Police Dog coverage in the Brisbane area.

If there is money about, I can only beg our focus be operational and immediate support arms like the Brisbane Dog Squad.

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DION READMAN

WHERE HAVE ALL THE CONSTABLES GONE?

In the late 80's early 90's those who worked west of the Great Divide referred to themselves as being members of the F.B.I. (Forgotten B... of the Inland) due to the lack of support they perceived coming from the South-East based leadership.

Regions were created to dispel this belief, placing leaders within communities across the state so that the issues and concerns from those on the ground could be fed up the chain. For a while F.B.I. membership dwindled.

Recent times though have seen a resurgence with lack of staffing at the forefront of the angst.

Staffing is an issue across the entire state but for those north of the Tropic of Capricorn and west of the Great Divide it has reached critical.

Urgent EOI's are a near daily occurrence with stations on the verge of closing doors.

Alarmist as this sounds, reality is a scarier proposition. Members due to vacancies are covering not one but two police divisions, in contravention of the EB, in F.B.I. heartland.

Reality is, back up can be hundreds of kilometres away.

Recruitment we have been told is an issue and to be fair the QPS is exploring a range of options.

The QPS can do one thing right now to alleviate the pressures particularly in Far Northern Region.

Return those staff who were syphoned off to prop up SDRP.

In 2022, 50% of the 2nd year allocations meant for the Far North were reallocated to the Moreton experiment to fix issues. In May this year 50% of FYC's budgeted for by Far North OIC's were reassigned to the Logan and Ipswich version.

Now that SDRP has been consigned to history the QPS needs to return those numbers back to Far Northern. The difference without those members is stark, as stations like Innisfail, Mareeba and Atherton have no capacity to relieve the smaller stations within their Patrol Group.

Members safety is being comprised.

Being a member of the F.B.I. is not an honour and like SDRP it should be a thing of the past.

HEALTHSTART SELF CARE AND WELLBEING PROGRAM

One program that is helping Far Northern members is an initiative by Inspector Donni McKay and the team from Healthstart, Holly Hoskins and Jarrod Presland-Tack.

The team has devised a six week introductory program, a combination of face to face and Workplace chat page activities helping members achieve sustained health through exercise, nutrition and well-being practice.

The program was initially devised to assist members within the Forensic Services portfolio deal with the on-the-job pressures, but is now being rolled out across the Far Northern and Northern Regions.

Post the introductory phase, members can link in throughout the year to gain advice and assistance working towards their optimum health.

Having partaken in these sessions I urge all members to look into it as knowledge is power and the information provided by the team is practicality based,

delivered by people who know your workplace and the pressures you face.

National Police Remembrance Day – it's your day

2023 NPRD will be held on Friday 29th September. The tragedies of the past twelve months will no doubt increase the public interest and attention on this solemn day.

Important that members take ownership of the day. At a recent Cairns QPU branch meeting it was apparent that the next generation of QPS leaders felt a disconnect with those who are currently making decisions surrounding the remembrance and format. Those who have recently fallen are from this generation so it's paramount that members step forward and shape the day.

The Far North has a tradition where a ceremonial baton is passed from a retired member to a FYC with the words *"I hand you this baton in confidence that you and all those you represent continue this service."*

It's your day so get involved and as someone who is closer to the finish line than the start I know my vintage is keen to ensure your generation's sacrifice is honoured with deserving reverence.

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COL MULLER

SDP AND WHAT NOW

I feel a sigh of relief following the hard work from the QPU to expose the flaws in SDP. I also see relief in the faces of our people and concern on the faces of others.

It is time for the Government and the leadership of the Queensland Police Service to take a serious look at the path we are travelling. The ineffective and extremely time-consuming legislation and procedures that surround Domestic Violence.

The increases in workload and pressure to the officers on the front-line, much of which is DV related, not for one minute do I downplay the importance of this work but the systems need to improve, the reviews of reviews have done little. Police on the front-line are suffering burnout and fatigue like never before.

The Queensland Police Service needs to grip onto the idea of retaining Police Officers and maintaining a workplace that is healthy for members. This will assist in the attraction of new officers and lessen

the burden of the need for attraction and recruitment.

If we decide to keep components of SDP such as the DTAC/TAC and CAM let's resource them and get them operating at capacity. Let's move forward with some pace and look at new ideas.

It is time to get smart and improve data entry with our Q Lites and time for the QPS Executive to listen to the people on the front-line who better understand their requirements and the current failings.

THE FUTURE OF ONE AND TWO OFFICER STATIONS

One and two stations within the Southern Region need to be urgently reviewed. (Similar issues also exist around many hard to fill locations.)

The attraction of flat rate allowance and cheap housing has long lost its appeal when you are on call 24/7 with limited times off call, and often alone covering more than one division.

There is much talk within the Southern Region Districts and even now in the community around the future of our policing responses.

In many areas we have a mix of OSA, penalty and flat rate stations and this creates difficult policing borders. Our officers in these areas perform vital roles within their communities and the QPU supports them in a quest for a better policing model

We need to see a much better standard of relief, when officers are on leave and or are absent for extended times, relief should be guaranteed, one officer should not



Wyandra Station and recently appointed OIC S/Const Tanya Clarke. The station is undergoing some security upgrades following a serious incident.

be suddenly expected to perform the duties of multiple officers. The added pressures of being on call increase dramatically with officers almost locked in for long periods.

The effects of fatigue are also increasing along with more calls for service. The world we live in is becoming increasingly complex. The populations and demographics are changing. Our roads are busier, and the cost of living demands greater than we could imagine.



Some of the security systems at a regional station considered modern and appropriate by the QPS.

QPS EXPECTATIONS

The Queensland Police Service have expectations on our flat rate stations, our members stationed there are considered highly remunerated by the Queensland Police Service, so expectations are high.

Working and patrolling alone a majority of the time, often the closest back up is a long way off. The expectation of attending serious jobs alone, at times called out in the middle of the night with no close back up. Something that would not even be considered within metropolitan locations.

On call with two days free per fortnight and four only if you have the ability to organise this. As an example, if you work at Texas and your partner is away, you have no

relief coverage (which is the norm) so you are on call 24/7 and almost land locked by the fact that phone reception is poor in almost every direction. For those managers that think this is well paid do some calculations on the cost of on call and then add up the actual callouts.

HOUSING AND FACILITIES

Many of the houses and stations at one and two man police facilities were built in the late 1800's and early 1900's. Housing is basic and in many cases in a poor state of repair. In some cases there is insufficient security for the members families, and often unsuitable cover for officers private vehicle. The cost of electricity and all other services and commodities much higher than metro areas.

MEMBERS EXPECTATIONS

It's time to make assessments to provide a safe work environment where police can have time out and tap into relief coverage to allow an officers family to withstand the extra pressures of this style of regional policing. Officers need at least a break every fortnight from being on call and a plan for fatigue management.

THE FUTURE

Many of these one and two officer stations have the same staffing and facilities that were established 100 years ago. We now struggle to staff or relieve many of these locations because the QPS doesn't make them attractive to our members.

Some serious work and negotiation is required here to ensure that we meet the expectations and needs of the community of Queensland and the safety, security and sustainability of the police working there.

Col MULLER

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Here's a blast from the past I was shown at Warwick recently. It's like the QPS is caught in a time warp. Some of the stations police are working in are more than sixty years older than this newspaper and haven't changed.





ANDY WILLIAMS

It is with the deepest sadness and shock I write this article following the news of Senior Constable Kym Slade's passing, we wrap our collective arms around her family and her colleagues who are devastated at her loss.

I know the Logan District and the wider police community will support each other through the days and weeks ahead and that we will all look out for each other.

These events bring up a string of emotions and can trigger other mental health issues. Logan has one of the best peer support networks in the state, and they are there to help you. If you don't feel you want to talk to someone within the Service, remember Blue Hope stands ready (1300 002 853). With honour she served.

CLASSIFICATION

One of the biggest and unfulfilled promises of SDRP was a review into jobs police would attend, in other words looking at the cost to the community to investigate the reported crime.

Police Agencies in England have gone one further and given notice they will no longer attend non-urgent mental health jobs. They will only attend if there is a threat to life, with Sir Mark Rowley, the Met's Commissioner going so far as to say that police attending non-urgent mental health jobs fails the community twice.

'We are failing them first by sending police officers, not medical professionals, to those in mental health crisis and expecting them to do their best in circumstances where they are not the right person to be dealing with the patient'. He also argues 'we are failing Londoners a second time by taking large amounts of police officer time away from preventing and solving crime, as well as dealing properly with victims in order to fill gaps for others'.

This radical approach is expected to hand back thousands of officer hours to core policing duties.

NO FREEBIES

Let's go a few steps further, no one can answer why we do warrants of possession for free.

In a time where cost of living is catching up with those 'less well off' meaning they can no longer afford rent, the QPS believes that it is our role to assist the investor to remove them from their former residence. This probably wouldn't be such a big deal if it was done on overtime and there was a cost recovery on the investor, after all it would be either tax deductible or claimable on insurance and evicting a landlord's tenant isn't part of our core duties. No, we do it for free! In normal rostered time.

This could be fixed with the stroke of a pen. Charge the landlord a fee and do the eviction on overtime. To do this any other way fails the community.

The routine ferrying and guarding of Corrections prisoners whilst they attend hospital is another case in point again why should the community suffer the loss of an operational policing crew to sit and watch whilst a prisoner has an ingrown toenail attended to.

Again, these duties should be performed on overtime as soon as reasonably practicable. If the treatment is non-urgent, it should wait until a crew can be arranged on overtime to transport the prisoner. Putting the budget before the community fails the community.

POLICE DISCIPLINE

We need to look at our discipline system, the system is slow and often goes to work despite there being other Human Resource policies designed to address the same behaviour.

I acknowledge that Police discipline is different to that in most organisations, but where there is an HR process set up to deal with say allegations of sexual harassment or bullying (which acknowledge and refer to the discipline system) surely that would be the place that you would start? By going straight down the discipline line you completely

ignore the victim centric support of the body set up to help the victims. You deny the victim the power to decide how their situation will be resolved and support mechanisms throughout the process.

There is nothing in the HR policy that suggests the victim cannot immediately go to the complaints process, however, by recognising there is a support network, the victim can be supported through the process.

If the victim does choose to make a complaint, there needs to be regular updates on the progress of the investigation and any milestones.

When the complaint is resolved the victim should have the right to be told how it was resolved, and if no action is taken then they should be able to ask why. The first time a victim is informed about the finalisation of an investigation should not be a 'notice of outcome' letter or advice from their Officer in Charge who is not involved in the investigation and thus can't answer the questions that would obviously follow. It is not good enough and needs to urgently improve.

The Service also needs to initiate a process whereby those who acknowledge their behaviour was not up to scratch can move quickly through the system, get their sanction and move on. Having members sitting on the side-lines while the conduct they accept is not up to scratch is needlessly investigated fails both the community and the members own mental health.

Andy WILLIAMS

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RICHARD JACKWAY

I would like to take a moment to recognise the incredible work our Branch Reps do – help others.

Branch Reps are the lifeblood of our Union, a station representative with intimate knowledge of your local issues. They also help keep your Union informed of the bigger picture. Without them, our Union would be so much less effective.

We all work in a particularly draining job, and the nature of representing colleagues industrially can sometimes compound that drain. So I would ask each and every person who obtains representation from your Branch Representative to pause and reflect on the extra curricular nature of their work, and to ask yourself 'Have I taken a moment to appropriately thank my Branch Rep?'

MORETON BRANCH REPRESENTATIVES

I would like to acknowledge two Branch Reps – one present, and one past, both of Petrie Station.

Ben Mawhinney was instrumental in helping the Union understand what was occurring in Moreton, ultimately resulting in the QPU forcing the QPS to pause the rollout of SDP. I think it important to recognise his efforts, and the concern for his colleagues that drove those efforts.

Mark Bath is the Branch Rep in Petrie and the longer SDP went on, the greater the trust his colleagues have shown in him, with officers from other Moreton Stations now calling him for advice. At the same time, District Senior Management also respect his experience and consult with him regularly. The fact both management and the troops trust him so much, speaks volumes about him as a person.



QPU Petrie Rep Mark Bath.

Feedback from your Union resulted in improved rostering, enhanced work life balance, and a lift in morale. There are still things that can be done, but it is now entwined with the unwinding of SDP. It is my hope that there will be frequent communication with our members about the progress of the remediation in Moreton, as they are the ones who will be most effected by the way it is carried out.

The rollback of SDP may create some stress, both in timing, and how it is managed. Some stress will be unavoidable, but it is my hope that with consultation, and regular communication with the QPU membership, this will be minimised.

Recently I heard a story that I thought may highlight how the things we do at work can have a significant impact without realising it at the time.

Imagine growing up in the rolling hills of a semi-rural suburb on the very outskirts of Brisbane. Years later, schooling having seemingly lasted a lifetime, you apply for and are accepted into the Police Academy. With eight weeks of the course left you're assigned Station Duty to a station in outer Brisbane.

You rock up as a recruit for your first day of Station Duty, and you meet a 'crusty old Sergeant', and somehow,



you just can't help but feel you know him from somewhere. The feeling is so persistent that you later ring your mother to tell her about your day, and to ask her why you feel like you know 'Sergeant Troy' from somewhere.

Your mother remembers an event from your childhood, and digs through her collection of old photos, looking for one snapshot in particular. She finds a photo taken when you were just 6 years old, sitting on a police

motorcycle, lollipop in mouth, with a police officer staying beside you, and mum says "Is this him?"

Recruit Riley Bruce recently became reacquainted with Sergeant Troy Nowitzki at Albany Creek Station. Riley says she joined the job to serve the community and because she wanted a job where every day was different. But Riley admits her interaction with Troy years earlier probably lead her to a policing career.

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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

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QUEENSLAND POLICE UNION

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QPU Conference 2023

The annual Queensland Police Union Conference was held in Brisbane on May 25 and 26, 2023 bringing delegates together from across the State to discuss industrial reform, administration changes and to hear a range of presentations relating to police work and tactical development.

Observers from New Zealand, Tasmania, South Australia, New South Wales, the Federal Police, Northern Territory and Western Australia combined with QPU Life Members to attend the two days of discussion at the Royal International Convention Centre in Bowen Hills.

Debate was often robust and spirited as ideas were proposed and challenged by the seventy delegates.

Discussion included updates on a proposal to allow salary sacrificing for police on home loans as a retention incentive and the process of achieving success through the ATO and the Federal Government.

There was significant frustration around definitions that precluded police from accessing the benefit and a reluctance from both sides of politics to support the proposal however the QPU in conjunction with the Police Federation of Australia (PFA) are continuing to advocate for police inclusion in the existing scheme available to health workers.

In similar lines the QPU is also working with the PFA for all Australian police to be entitled to a 'Blue Card' with similar benefits to the Gold Card currently available to Australian Defence Force members.

Southern Region Representative Col Muller put forward a motion for all

QPS chaplains to be offered Honorary Association Membership of the QPU. The move was prompted after events at Wieambilla that potentially placed chaplains in a challenging situation while they were providing care, comfort and support to police following the murder of their colleagues.

Mr Muller told delegates, "Our chaplain was there almost the whole incident. When the interviews came around, ESC decided that they would give him a direction not to speak to members and also direct him to an interview. We obviously took offence with it straight away. I got on to Mr Leavers.

"We moved and we got it squashed, but I do think absolutely that all our



Delegates attending the 2023 QPU Conference.

chaplains need our support. When the chaplain actually came to me, I said, "Do you guys not have a union?", and he said, "The only union I have is with God.", and I said, "Well, mate, get onto your union, get him to come down, you'll scare the hell out of these guys. If he won't do that, we've got the next best thing, Leavo."

There will be no membership fees applied for Chaplains and the motion was supported. At the conclusion of the vote President Leavers said, "In my experience, chaplains come from a religious background, but they never preach religion in any way, shape or form."

"They do not care whether you are religious or what faith you are, they are there to provide support of a confidential nature, unlike others who are employed in the QPS who are bound by the Police Service Administration Act. So I commend you all on unanimously supporting that motion."

South East Region Representative Andy Williams put forward a motion demanding the QPS provide suitable resourcing to allow police to comply with Recommendation 15 of the recent Commission of Inquiry.

Mr Williams was direct and concise in his intent, "What they've done is imposed on the Sergeants, who are actually meant to be out supervising DVs, a regime of watching body worn footage and reviewing each member's performance across four fields every six months."

"There has been no additional staffing to do this. Not one additional Sergeant across the State has been created to do this work. The senior members of the QPS have introduced this in a hurry to tick a box. They've had no regard for the membership and there was no regard for the actual intent or what it was trying to do."

"I don't oppose improving people's skills but to do that, you have to staff it. There's a common theme with this senior



Delegates voted to extend honorary QPU Membership to Police Chaplains for the purpose of providing legal defence.

executive of the QPS that they're more than happy to throw things out there but they don't want to pay for them."

The motion was carried with unanimous support from the delegates.

Police Commissioner Katarina Carroll admitted in her presentation the reviews conducted independently by the QPS confirmed what the QPU had been warning about, that the



QPU Southern Regional Rep Col Muller put forward a compelling argument for QPS Chaplains to be offered QPU membership.

The scrapping of the Service Design Project (SDP) was also a keen topic of conversation. After the QPU demonstrated through reports and evidence that the trials in Moreton and Logan had failed, confirming the entire project was flawed the conversation turned towards how it would be wound back without causing further disruption and distress.

Service did not have the capability and capacity to make SDP function.

The Commissioner said SDP highlighted a number of issues and rostering is going to come in for some serious focus, "We do not have good capacity or capability in our organisation, and I'm going to be quite frank about this, to roster well, to get that balance right."

“For me, going forward is about trying to get that balance right in people’s lives, as well as that organisational balance that we need to meet our demand.”



Unanimous support for a motion requesting the QPS to implement a minimum staffing model and adheres to it.



QPU South East Rep Andy Williams called for the QPS to repair the resourcing damage created by SDP.



A unanimous vote confirmed a demand for the QPS to reverse the ban on the use of LVNR’s, this motion was submitted prior to the QPU winning a ruling in the QIRC.

from the frontline for a long time they will be in for a ‘re-education’ of the process dealing with Domestic and Family Violence. The Commissioner was concerned to hear it can take two Officers four to eight hours to process a single DV complaint, completing multiple layers of inefficient paperwork and required detail.

Ms Carroll said, “Very shortly all of the relevant ELT members, Assistant Commissioners, EDs, everyone pretty well, that don’t understand how DV works is going to be sitting in a room with frontline staff, and I don’t care if it takes 6 hours or 12 hours, to take us line item by line item through all of the issues currently attached to the current process and what the frustration is.

“If you don’t modernise and if you don’t change what you’re doing here,



Total backing was given for a motion for the QLD Commissioner to support a QPU proposal to extend salary sacrificing for mortgages and other items to assist with retention and recruitment.

There will be another look at Operational Shift Allowance (OSA) but also the injection of Special Constables into a first response frontline role.

Ms Carroll said, “So, special constables. If you do the math, I’ve got to say it’s pretty lucrative to come back as a special constable to do work in the QPS, we’re hoping particularly to pick up people in those areas of demand, demand times which we’re finding extraordinarily difficult to fill and when most of our work is.”

And for those Senior members of the organisation that have been away



Although previously announced by the QPS, delegates voted unanimously to confirm the immediate scrapping of SDP.

you're going to need thousands of more police officers over here."

Delegates also took the opportunity to let the Commissioner know about frontline frustration with DV from Sergeants actively reassigning jobs to try and prevent crews doing back to back serious DV complaints to minimise DV compassion fatigue, burn out and mental health harm on QPU members. The Commissioner was also advised on DV over reporting because of a lack of categories for call takers to place jobs.

Following a question from South East Regional Rep Andy Williams, the Commissioner requested a report or advice from the QPU on the introduction of a mechanism to allow Constables to transfer without the need to manufacture a reason for it to meet the TAC transfer requirements.

Mr Williams said if a Constable or Senior Constable had completed their tenure there's no process to allow them to transfer from Logan to Ipswich as an example. Mr Williams

available at Injury Management to assist with processing paperwork at a local level removing obstacles that were holding people up returning to work, continuing rehabilitation or exiting the Service.



Special Co-Ordinator for Police and Emergency Services Reform Steve Gollschewski.



QPU Metro South Rep Shayne Treasure spoke to delegates about the increasing workloads expected of key QPU staff.



The Commissioner conceded if reform to provide efficiency wasn't done rapidly there may become a need for unattainable staff numbers. Ms Carroll said, "The other thing is, as you know, with coercive control, and this might be happening in other jurisdictions.

"Not only have we got what we've got now, but coercive control, depending on what model you have and there are many models around the world you will put further imposition on the organisation. It's very difficult under some models to investigate. I was just talking to Ian Leavers earlier and he said that could require another 500 staff."



Police Commissioner Katarina Carroll.

put forward the prospect of the QPS advertising positions for the rank of Constable and Senior Constable.

Ms Carroll responded, "You're right. So, interestingly, you're spot on because when we had those vacancies recently, as you know, in the far north and wanted to encourage people to go up there, we actually advertised them through emails and actually we had a lot of people put up their hand to do it. But you wouldn't know that unless we did that"

Commissioner Carroll also gave updates on the recruiting offer to entice more applicants from New Zealand and interstate. Overseas interest was also high from the UK and Canada following relocation incentives and acknowledgment of prior learning requiring four months at the Queensland Academy to be ready for frontline duty.

There was also information that new positions were due to become

Former Deputy Police Commissioner Steve Gollschewski now Special Co-Ordinator for Police and Emergency Services Reform provided a detailed presentation on the challenges of delivering the ambitious program of work.

The reform work includes 612 recommendations to implement including 96 recommendations from the Commission of Inquiry, 89 recommendations from the Women's Safety and Justice Taskforce, 12 recommendations from the Mazerolle Review plus a further 188 recommendations on sexual violence from the second Hear Her Voice report.



There's a rewrite of the Police Service and Administration Act as part of the Machinery of Government Change which includes enhanced disaster management and emergency services incorporating SES, Marine Rescue Queensland, Construction of a new Queensland Fire Department incorporating suburban and rural firefighting.

Mr Gollschewski is also responsible for the 126 recommendations from the Commission of Inquiry into forensic DNA, Coldrake Review, Fitzgerald Review, Queensland Audit Office, Baxter/Clarke coronial inquest, Doreen Langham Coronial Inquest and the Death and Advisory Board Report.



Mr Gollschewski said, "In regards to Disaster Management it essentially will not impact on QPU members at all, police will not be pitched into SES roles etc, they will remain separate entities and they will have their own command. If a police officer wants to change career and take on a full time role in one of these services they will have to resign as police.

"The SES will also not become a force multiplier for police to do patrols, they will do SES work, the response work they do now. They will have a \$60 Million budget so it will not be a resource drain on QPS."

"One example of the work to do will be all these emergency services sharing a communication system on the ground at incidents to achieve safety and efficiencies," Mr Gollschewski said.

All of this work must be completed and ready to become active on July 1, 2024.

One hundred million dollars has also been set aside for the reforms in Domestic and Family Violence including the QPS developing a demand model that can accurately measure DFV demand and the effectiveness of QPS responses.

Most importantly this work needs to determine how this change will impact the frontline and resources. The reform needs to make sure police and victims are safe, perpetrators are held to account and those offenders can be moved to areas where they need to go in the system.

As part of this work the QPS will also have to engage with the Human Rights Commission on the way the QPS recruits.

Mr Gollschewski said, "The ultimate goals we are trying to achieve are community safety, perpetrators held to account and victims are supported properly. I'd like some feedback from the frontline on how that can be accomplished.

Secondly how do we enable our workforce to be more effective in DFV, not more compliance, what



efficiencies, administration changes, equipment, IT improvements are out there to make life easier and more effective for police."

Following Mr Gollschewski's presentation QPU President Ian Leavers said, "Thank you for the insight and there has been a lot of work done on streamlining things around DV and it's been challenging previously to get this reform implemented."

Police Health also gave a presentation and it's clear Queensland now is the fund's largest membership base. 25,000 people from Queensland are now covered by Police Health showing incredible growth in five years when the Sunshine State had a membership base of just three thousand.



Mitch Taylor from ART gave a presentation on significant superannuation changes that will affect every police officer.



Police Health CEO Scott Williams gave a commitment to no premium increases until possibly 2024.

Police Health CEO Scott Williams said they had recorded a 99% satisfaction rating from members since 2021 and are the only health fund in Australia to record a minimum 98% satisfaction rating for 16 consecutive years.

Two years ago the fund determined there was a cost of living crisis coming and decided to lock in a 0% increase in premiums, since then other providers have promoted increase deferrals and interim measures. Police Health have committed to a solid guarantee of no premium review or change until at least April 2024.

Australian Retirement Trust (ART) provided an update for QSuper members regarding superannuation changes. From April 1, 2023 QSuper members can choose how much they want to pay into super up to 6% of their salary to determine what goes into their take home pay.

From July 1, 2023 every sworn police officer will receive 18% Government contribution to their superannuation regardless of their personal contribution (previously if the employee contribution was lowered the Government would also lower their contributions). From July 1, 2023 the definition of salary is being changed when calculating super to include base pay, penalty rates, allowances.

Defined Benefit Accounts will continue unchanged however the employee 6%

contribution will need to continue, but the additional payments on penalties and allowances will be paid into an accumulation account.

There will be potential tax impacts for some account holders regarding threshold payments and QPU members are reminded the Union offers a \$200 cash-back for members over the age of 40 every three years to obtain financial advice from a licenced, accredited financial advisor.

ART also provide two 45 minute phone consultations for members with a financial adviser every year to check contributions, limits, understanding investment options and retirement planning.

The QPU Industrial and Workplace Health and Safety Team provided an update on TAC Transfer, Pay Point Progression, Psychosocial Hazard legislation and the QPS response in dealing with the new code.

Legal Providers Glen Cranny from Gilshenan & Luton, Calvin Gnech from Gnech & Associates and Melanie Morris from Gilshenan & Luton updated delegates on the Baxter/Clarke inquest and the Commission of Inquiry submissions from the QPU and

the value of evidence provided by Ian Leavers as an expert witness.

The lawyers reinforced the importance of having the input of operational police sentiment in inquiries and ensuring the judiciary understood the stress and strain these issues were having on frontline police.

The discussion also covered the success with reversing the LVNR ban, invalid police discipline referrals reinstating the value of fairness in the treatment of police involved in discipline matters and recent critical incident support.

Since November 1, 2022 through to the Conference there had been over thirty deaths in custody or through critical incidents each requiring extensive legal support for QPU members. The QPU legal teams have also provided constant and consistent advice and support to members involved in the Wieambilla incident and this will continue through to the Coronial Inquest.

All lawyers also praised the QPU for providing legal assistance to former members involved in the initial Whiskey Au Go Go fire investigation in 1973 who were recalled to an inquest nearly fifty years later to provide evidence.



Lawyers Mel Morris, Glen Cranny and Calvin Gnech during their presentation.





Lawyer Glen Cranny from Gilshenan & Luton.



Chris Jordan provided a detailed presentation on behalf of the New South Wales Police Association.



Agenda OPUA ANNUAL CONFERENCE 2023
NOTICE: This is the OPUA Annual Conference
NOTICE:
That all the matters occurring during the 2023 Annual Conference of the OPUA are
are referred to by the Chairman of the OPUA
The OPUA is a member of the
MEMBER: 1 Year Duration of the
SECRETARY: Thomas Stoddart
RECORD:





Lawyer Mel Morris from Gilshenan & Luton



Paul McCue gave an update on developments on behalf the Northern Territory Police Association.





Lawyer Calvin Gnech from Gnech & Associates.



Assistant Commissioner Cameron Harsley from Organisational Capability Command gave a presentation.



Alex Caruana President of the Australian Police Association spoke about his Union's plans for increased industrial entitlements for members.



QPU Industrial Officer Kev Thomas, QPU Health & Safety Officer Rosemary Featherstone and QPU Industrial Officer Luke Hodge.



Chris Cahill gave a presentation on behalf of the New Zealand Police Association.



Matthew Pow and David McDonald delivered a presentation on behalf of the West Australian Police Union.





QPU President Ian Leavers with QPU Life Members Shayne Maxwell, Bob Simpson, John O'Sullivan, Steve Ryan, Bill Feldman and Mick Barnes.



Queensland Police Legacy President Shane Prior accepted a cheque for \$24,809 for funds raised from the Queensland contingent who participated in the 2022 Wall to Wall Ride of Remembrance.

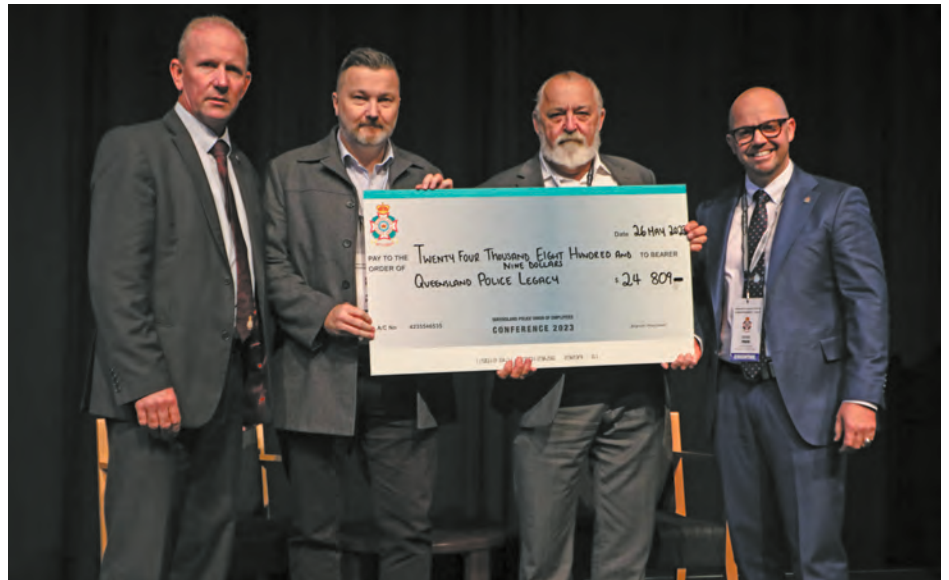
Mr Prior said "Police Legacy is currently supporting 53 families, 31 are families of deceased Queensland Police Officers, 18 families of serving officers who have died, 4 families where a parent is suffering a terminal illness. Ian and I are very committed to the Wall to Wall event each year because without donations from events like this QLD Police Legacy cannot provide the services we do."

QPU Branch Official of the Year Award named after Darren 'Beefa' Lees was presented to Graham Hedges from Redland Bay Station. In announcing the award Mr Leavers said, "Graham has served in elected positions of Vice President and President since 2016 across clusters in the metro south area, as well as stepping up to cover for the Executive member from his Region when he has been unwell.



QPU President Ian Leavers presents Graham Hedges with the QPU Branch Official of the Year Award.

Graham is quiet and unassuming but he stands up and goes hard when it's called for and if you take him for granted it will come at your detriment. He stands for everything a Union official should and that is making conditions better for those in



QPU President Ian Leavers, QPL Board Member Kent Ellis, QPL Board Member Shayne Maxwell, QPL President Shane Prior accept a donation from the Wall to Wall Remembrance Ride.

the workplace and looking after the welfare of those people as well.

"It's through Graham's experience over many years that he's been able to navigate protracted member v member challenges and keep teams together. He's respected by his peers and those above him as well, he's known as a fierce advocate for his members and will do whatever it takes to make a difference for those he represents.

"Congratulations Graham, on behalf of myself and the Executive you are certainly a well deserving recipient of this award, I thank you for your service over the years and hope you continue with your Union work right up until you retire in the next 18 months." Graham's response in accepting the award was minimalist at best, he said, "Thank you," then promptly stepped down from the stage.

Delegates gathered on Thursday evening for an informal bbq at the Stockman's bar and Police Minister Mark Ryan spoke acknowledging the work the QPU does in partnership with the Government representing police and delivering services and safety for the community.

Mr Ryan said, "The QPU initiated the work on engine immobilisers and we are now progressing to a trial in three



Graham Hedges was acknowledged for his years of Union assistance to members.





Police Minister Mark Ryan spoke candidly about the success the QPU has achieved.

key regions to test it's effectiveness. I'm confident if this trial is successful it's a major step forward in these devices eventually becoming a standard piece of equipment in all cars.

"The Union also started the ball rolling with the random wandering searches for weapons legislation that is known as 'Jacks Law'. Police on the Gold Coast did the hard work in how the law would work, how officers would be trained and how the data would be collected.

"I think the impact from that legislation will be extraordinary and I can tell you every other State is

looking to how Queensland got it right and wants to adopt it.

"We also had great success working together to deliver EB 10 plus further incentives to recruit more police in Queensland. Can I say to the observers here from interstate and New Zealand why wouldn't you come here permanently, you know Queensland remains number one for police entitlements, support and remuneration so come to Queensland where it's warmer days and better pays!"

The final sessions on Friday of the conference were on new developments with Tyre Deflation

Devices, in-car cameras and new taser products. State Opposition Leader David Crisafulli and the Shadow spokesperson for Police, Dale Last, also spoke to the delegates. (see further features in the QPU Journal).

Interstate observers also provided updates on their current industrial issues and opportunities to use templates established by the QPU to achieve enhanced resources and equipment.

The conference concluded with a final address from President Leavers, "Thank you for everyone's participation, I hope you've really got something out of the past two days. Myself and all the Executive really do appreciate all the support you give us that allows us to do our job, if you need us we are available 24 hours a day.

"We are happy to get to Branch meetings and explain things because sometimes it's not as simple as sending an email, face to face meetings are often far more effective.

"I encourage you to share with our members the things you have learnt here over the past few days. The QPU will always be a source of truth on issues that affect our members. We value what you do for the Union."

**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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Annual Conference Opening Address

Queensland Police Union President and Chief Executive Officer Ian Leavers opened the 2023 Annual Conference on Thursday May 26th with a presentation to the delegates summarising the Union's achievements, activities and advocacy during the past year.

The QPU has provided an edited version of the President's remarks.

I welcome everybody to the 2023 QPU annual conference. Firstly, I think it's important to acknowledge everyone for being here and for your support over the preceding year to myself, the industrial and legal managers and also our executive team. Your support out in the field is certainly valued by each and every one of us, so I thank you for that.

Also, I'd like to acknowledge the life members here as well. Thank you for making the time to come and join us.

This has been a challenging period over the last twelve months and some of the worst things that can happen to police did happen. We lost Matthew and Rachel on December 12, last year and that touched not just each and every one of us in this room, but everyone across Queensland, the entire country, and New Zealand as well.

The QPU received messages of support from the UK as well as the United States. It was interesting, our American counterparts made comments along the lines, "We know police are murdered in the US but we don't expect that sort of incident to take place in Australia because Australia is a different country when it comes to firearms and it's just absolutely unacceptable."

We can only learn from that, and our thoughts are not only with Matthew and Rachel's families, also the entire police family, but their colleagues who were there and who continue to suffer in the Southern Downs, in particular. I know many other people across the State, that are still hurting and they will continue to hurt for a very, very long time.



One thing that did come out of the tragedy of Wieambilla, is finally support for a National Firearms Register. It's 2023 and we're following on from where John Howard left off in the mid '90s. I hope to see that become a reality, so a police officer, regardless where they are in this country, will

have access to all the appropriate information, instead of diving into convoluted and complicated systems which simply don't talk to each other.

The Prime Minister has committed to the Register, Mark Ryan the Queensland Police Minister has been extremely good on that, as has the Queensland Premier and David Littleproud, who

is the Deputy Opposition Leader at a Commonwealth level.

So a lot of stakeholders are involved, and if that system can get into place and it can work so we can get real time information, maybe that may save a life into the future.

Only yesterday our Southern Region Regional Rep Col Muller had a phone call that initially indicated we could have had another police tragedy on the Southern Downs.

For our colleagues, from Toowoomba Steve, Mark, Reagan, Erin and Lachlan, it could have been so much worse. We still have one of our members in an induced coma and our thoughts are with him and his family. Ironically, his son goes for an interview today to join the police, so I wish him well and I hope he is able to get through that in the best way that he possibly can.

But it could have been horrific yesterday and our repeated calls for the judiciary to start giving the appropriate sentences to repeat offenders will continue to be front and centre. I think people need to be dealt with harshly and accordingly to meet with community expectations.

We could have lost more police lives yesterday, thankfully, we didn't. But it shows the inherent danger and the nature, as each and every one of you know, of police work.

One thing that was interesting coming out of Wieambilla was a comment that I made during media interviews to, "Just go up and thank a police officer and say 'Thank you for your service'"

That message resonated right around the country and we had people going up to police officers, little kids giving them hugs, dropping in cakes and meals at police stations right across the country, but also handing coffee vouchers to cops. We actually saw the community come out and give tremendous support to police right across the country.

That certainly meant a lot to police and it helps us do our job, especially after we came out of the Commission of Inquiry, where many police in Queensland were labelled as being misogynists and not supporting of victims of domestic violence, which I think was completely unfair. And I

go back to what I said when I gave evidence, there may be a small percent, 2%, who do the wrong thing, but don't punish the 98% who are doing their best each and every day with unworkable legislation which needs change.



ENTERPRISE BARGAINING

The last year we completed our latest Enterprise Bargaining Agreement known as EB 10. There was a lot of work that went into this and we're already planning for the next one. I don't know where the next one will take us. We could have a change in government, the economy could change. We'll see how we go. But we have some things in place and we are starting to build a brief.

What we did see from EB 10 was pay rises of 4%, 4% and 3% with a CPI adjustment based on the March quarter, something I'm glad we negotiated and worked through with the state government. And I've got to thank the Minister, Mark Ryan.

Take politics out of it, he is the longest serving Police Minister in Queensland ever and he is a genuine supporter of police. I don't care about his politics, that's neither here nor there. When push comes to shove, I know what he does behind the scenes and I thank him for that. He helped us achieve some of the things within the agreement.

We knew that CPI would be above 4% and that's why we got the COLA, (Cost Of Living Adjustment) and our industrial staff will detail how it will be paid and when it will be paid. I also have no issue with that COLA initiative from the QPU flowing on to others in other public sector environments.

The teachers and the nurses, if they get that as well as they have good on them. It was an idea that we came up with at the Queensland Police Union and if others get it, I don't begrudge them getting a benefit either.

We achieved an improvement for rural and remote incentives. That is really important. They may not be the majority of police within Queensland but they certainly deserve recognition and support. Some of them are working and living in very tough environments and it's important we do that.

The lateral transfer provisions were improved and it was member centric and processes for placement of officers. That is really important for those who serve in difficult and hard to fill locations. But, summarily, we wanted to put in there that those who take a quick promotion and do not fulfill their minimum tenure, they can rescind their rank because it actually causes grief for many others.

So if you go to Mornington Island for a quick promotion and do six months and then come back, you can go back to your previous rank because it's unfair on the people who go up there and do the hard yards. Some people expect to keep their rank and comeback with all the benefits. That is unacceptable and sells out our members who do the genuine tenure and even more in remote areas.

What we also did, and it will probably get announced very shortly, we are looking at recognition for those who serve in regional and remote places across Queensland. The QPS have come up with a medal and that will be awarded to people who have served

in those locations. But you're going to have to do your minimum tenure. Again, if you want to go there for 3 months, that is not for you.

We will look at all serving police when that medal is awarded, and obviously go back from those who are there at this point in time and then go back five years and ten years.

If it was twenty years ago, well, you're just going to have to wait, but we're going to look after the people who are currently serving. That's just how it is but I think that will be good, to recognise people who have worked in very challenging environments.

We also needed to put in there and enshrine the right to disconnect for all police. Policing is a very difficult and challenging job and people need the ability to be able to disconnect.

Too many times I see commissioned officers say they contact the sergeant or the OIC and say, "Just give me some dot points on this", and if they don't do it, there is a penalty to pay, I've got to tell you. They are bullied each and every day. It interferes with their life because the commissioned officers should start doing their own work instead of putting it down to the NCOs, which happens on each and every occasion.

So now if they do that, they can pay for it in a monetary way. At least that is a benefit. I think that's important we do that to look after our people and also look after their mental health.

JUDICIAL REVIEW

It's sad when the QPU continually has to take the Commissioner of Police to court. It's becoming a weekly occurrence at this point in time. But if that's something we have to do, that is what we will do.

We spoke about COVID last year and the Commissioner's Direction to be immunised. The legal advice we received, and it was good legal advice confirmed, she had the authority.

There's a Judicial Review that's still outstanding on the matter so we'll see where that lands. But from the Union's point of view, our job is to tell you the truth, not what you want to hear. I can tell you anything but if I'm going to lie to you, what's the point of doing that? That's the way the executive team and I operate.



With the LVNR, Lateral Vascular Neck Restraint for some people in this room, it was one of the only use of force options we had, apart from our revolver many years ago, and it's a very effective and useful tool.

We have worked with the service on LVNR. There was intended to be a twelve month longitudinal study to evaluate the use and collect the data for the LVNR. Then suddenly an email came out where it was prohibited.

I know two of our colleagues in the Far North who couldn't use it, they couldn't use their taser, nor their firearm within a hospital and they both suffered injuries because the LVNR was prohibited.

What we did do, I sought legal advice and we took the Commissioner to the Queensland Industrial Relations Commission. The following week an agreed set of words was put out, where the prohibition was then lifted. It wasn't a back flip by the Commissioner, she just had to clarify her position, as you saw publicly.

LVNR is a good tool and I think it should be used and I still think training should occur for that. But as you know with the policy now, if you're in fear of GBH or death, it can be used. It is an option that is available to you and

easily able to be justified on each and every occasion.

But we shouldn't have to take the Commissioner to court for these basic things where her direction was contrary to the Criminal Code and the legislation of the day.

LEGAL ACTION

We are taking civil actions against various different groups. It's quite interesting. There have been some and I can't go into the details where we've taken action for defamation.

Let's say we took civil actions, we were successful and we wanted to prove our point. I have no issue in supporting police who are doing the right thing and that's exactly what I did. And let's say that any settlement that was reached has been given to a charity. So not one cent has been retained by myself or the Queensland Police Union. That has been forwarded on, which I think is really, important.

On behalf of our members, I gave evidence at the Baxter/Clarke inquest. We knew we had to reset our position on where we stood. What we want is workable legislation and solutions that need to come out so we can actually do our job.

Calls to DV and mental health with drugs is predominantly the role of a police officer in today's world. We're the only organisation which is fighting for change, as we need change, and we need those on both sides of politics to listen and give us the tools and the resources to be able to do our job.

It is disappointing we continually have to go down this road and argue the case for the necessary change. For example, we can take a leaf out of some of the legislation from Tasmania when a police notice is issued for a domestic violence offence. Why can't we do that in Queensland?

Why the cumbersome process we have to do in Queensland? Why cannot the body worn video be used as the

evidence in chief? It makes sense, it would be easier and free us up so we can do our job and project others, instead of the process that takes place.

Coroner Bentley, as a result of that, suggested that I gave expert evidence and a lot of our recommendations she adopted and recommended. That is really positive and let's hope we get some change.



What I will say is about the offence of coercive control. None of us have an issue with that but it is going to be resource intensive. It is going to be huge. You cannot ask a second or a third year Constable to take a detailed statement for the offence of coercive control. It's certainly beyond their capabilities, and I'm not being disrespectful when I say that.

You need an investigative background to be able to gather the evidence, to be able to put it before a court. You may be taking out search warrants, whether it be on the telcos, financial records or any other records. They simply do not have the time to do that.

We estimate just for that offence, we will need another 500 police on top of what is already committed in Queensland to be able to manage that effectively, because I know if we can't do our job, we're going to fail the

public and I feel as though if we don't get the staff, we're going to be set up to fail. So that's a passion that we've got. Bring in the legislation but give us the tools to do it.



COMMISSION OF INQUIRY

The Commission of Inquiry. It was important we get the message out and represent police. We are able to say what many of you can't, through the fear of retribution and what takes place.

Obviously I gave evidence on behalf of all police. As you would expect a lot of preparation went into our response. I could have been there for a couple of days. There was plenty of information we were prepared to provide to the Commission but her Honour was satisfied with what we presented and I was only required a single day.

The evidence the Police Union gave supported police, the 98% of people who are doing the right thing. For those 2% who prey upon females within the organisation or males within the organisation, some of them have no place within the Queensland Police Service, I'll be straight up on that.

Some of the behaviours that we're aware of are nothing short of disgusting, but why penalise the 98% of police.

I saw the Commissioner accepted everything that was given to her without, I believe, looking into it further and seeing what actually took place, because it's easy to make an allegation. But that had a real detriment upon police right across the State, who feel battered and bruised.

The Commission of Inquiry used trauma and informed methodology and never turned the lens back on the workforce responding to trauma. DV takes a toll on all those who investigate it. Those where predominantly all they do is domestic violence, it's taking a significant toll upon them and they need to be aware of that.

When I gave evidence I was asked do we need an increase in resources, including a budget. I said yes, from the calculations we worked through, I believed the police budget needs to be increased somewhere to around \$4 billion per year.

That was in contrast to the Commissioner's evidence, who said she had sufficient resources to be able to do what we need to do at this point in time. I'm not seeing that. Do I think she honestly believes that? No. That was the political line. We do not have the money and the resources to be able to do what is required of us and we need an increase in budget and that is something we will continue to fight for.

Many police felt like they didn't have a voice or anyone representing them at the Commission of Inquiry until myself and the QPU team provided evidence. I'm confident the QPU actively supported police across Queensland in the material we provided.

RECRUITING

One issue we've got, and this is not just in Queensland, it's right around the country is recruiting police. But I can tell you it's not unique to Queensland, it's across the entire country, it's in New Zealand, it's in the UK and the USA as well. In the western world, we cannot recruit. It is a real challenge for us.

We're going to be holding a national forum, we want to bring all my colleagues from around the country, along with the Police Commissioners and the Police Ministers, together to work on a national solution, because it's not just a State by State solution.

In Queensland we've had to go our own way on some things, and that's not being disrespectful to my colleagues in other jurisdictions. You saw the announcement within the last two weeks. If you relocate from another jurisdiction, the QPS will pay up to \$20,000 in relocation expenses.

If you're a graduate from university the QPS will pay \$20,000 towards the HECS fees. We don't just want those from universities but we've got to try to get people across the board into the organisation.

I thought that was really important that we do that and we take the lead. It's interesting, within a week and a half the Acting Commissioner in the Northern Territory is going to offer a similar deal for people to go to the NT.



The Queensland Police Union has also assisted in the production of some recruiting commercials, with the theme being "Try It On" to encourage people to join the police.

Is it our role? We've had some good discussion around that. Some have said no. But our role is to ensure we can put someone in a police vehicle to actually go to a job with you, because we are struggling with the recruiting crisis at this point in time. So it is really important we do something. We are on the front foot, we are going to get funding.

Our ads are very simple, which it needs to be. We need to resonate with the people out there and encourage them to come and join the organisation.

In your first year, including your superannuation, a 38 hour week, 7 weeks leave, plus a PDO every 28 days, and your package is over \$100,000 a year.

Talk to young people, they want the money. "Show me the money." They don't want to listen to an ad which has PoIAir, the Dog Squad, forensic police looking through microscopes and, "This can be a job which is challenging you, with education, it will be rewarding, an ethical career."

Young people don't care about that, they just want money and want to have a job and have a good time. Let's get to the cut of it and see if we can attract them into the organisation.

So we have commissioned that work and we've got to actually promote it and see how we go. We must do something. We want to work with academics, universities and governments and all the stakeholders.



ENGINE IMMOBILISERS

With the assistance of Queensland Police Minister Mark Ryan we have engine immobilisers on the COAG (Council Of Australian Governments) agenda. It is my view that one day all new cars will have remote engine immobilisers so we can stop them in their tracks. To use technology is not too much to ask for.

I think eventually we will see remote engine immobilisers as common as ABS and air bags, which 25 years ago were only in high end cars and now that is in every basic car that you can possibly get, so that's where we need to get to and that is the way of the future.

If we never have another police pursuit, that will be a good thing. A pursuit can turn bad very quickly. Engine immobilisers give us the opportunity to shut things down or force the offenders to flee from the vehicle before it can be used as a weapon against us or the community.

I worked with an economist, using data from the QPS and Main Roads to produce a paper we presented to Government and, as a result, a roll out trial is happening in Townsville, Cairns and Mt Isa to fit after market remote engine immobilisers in cars and give people a financial benefit to offset the cost of those devices to be fitted.

If that works, I would like to see that rolled out throughout the rest of the State and that may be advantageous, not only for community safety but it certainly assists police in their role.

SDP

Service Delivery Project started in the Moreton area and then it infiltrated to Logan and it was going to go Statewide. I do know from talking to police right across the State, it wasn't working and despite this the message being fed to everyone from management was 'it was the best thing that has been ever put into the QPS.'

This is a classic example of how your Union can have an effective impact industrially. Talk to us, let us know of these issues and we can engage consultants and look at it with evidence based facts, so we can approach the service, not walk in with a list of rumours and innuendo and saying "this is all bad," but back it up with evidence.

I thank the people within the Moreton area who came forward and sent us emails. I thank them for their work because that assisted us to be able to deliver what we did. I met with the Commissioner and she committed to commissioning her own report, which was very interesting as well.

As a result, we've seen that SDP is no longer. That is a great result and I hope that some senior managers and I know there's some around the State who still want to implement it in some way, shape or form listen because the Commissioner said it is dead and buried.

Policing needs to get back to basics and look at meaningful change which helps us to do our job. We are all for that, but not a complicated system that requires more resources and actually delivers less outcomes.



Policing is not a production line, it has many variables. It's not an exact science and there is always going to be changes. And even sometimes when they measure on how long each job takes, you can't measure that simply by mathematics, you've got to look at it.

It's like the Public Safety Business Agency which we had committed to be

knocked on the head in 2015. In theory, it was a great idea; in practice, it was one of the biggest disasters, along with SDP, that's taken place within our organisation.

As far as the Commissioner goes with SDP, it takes a leader with a lot of courage to knock something on the head which they were committed to. But for her to say, "No, it's gone, it's dead and buried," it takes a strong leader to be able to admit defeat in things like that. So I do thank her for that and I think we need to acknowledge that.

AGE OF CRIMINAL RESPONSIBILITY

One thing that we have won in Queensland and it's not going to be the case in the ACT, is the age of criminal responsibility. We are the only organisation that gave evidence before the parliament opposing the increase in the age of criminal responsibility to 14.

We opposed that every step of the way and the former Attorney General, now the Health Minister, in parliament two weeks ago committed to the age will not be raised in Queensland to 14. That is really important.

From my point of view, from having worked in what was the JAB, now the CPIU, at least at the age of ten it gives us an opportunity for interaction.



Where all other government agencies fail, it gives us the opportunity to interact and turn many kids lives around, which 90% of them we do, and give them a pathway for good instead of evil. You raise it to 14, our hands are tied.

Delegates I hope you take things you learn here at conference back to your stations and provide our members with honest and frank advice. Our officials and staff at the QPU Office are always available and will do everything they can to provide support and assistance. Most importantly I thank every delegate and every local elected Union office bearer for what you do for our members.

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or your regional representative.
They will steer you in the right direction.



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Opposition Report

During the 2023 QPU Conference Opposition Leader David Crisafulli and LNP Police Spokesperson Dale Last gave a presentation to the delegates regarding their perception of how the QPS and Government are performing.

The next Queensland State Election will be held on October 26, 2024 and the next term of parliament will run for four years. It is anticipated the Government and Opposition will have an opportunity to present their election policies at the next QPU Conference in May 2024.

David Crisafulli began his presentation with, "A sincere thanks for the opportunity to do this again. It means a lot to me and it's not lost on me how significant it is that you open the door to us and it's something I intend to keep taking up the opportunity to do.

"It is the first time I've had a chance to address you since Wieambilla, and it was raw. I have a pretty high regard for coppers. To see the way that your family came together in that time is something I'll never forget.

"It's also the first time since, obviously, in the last couple of days, what we've seen in Toowoomba.

"Another significant development, and it's the first step in a little bit of sanity in the legislative process, last year when I stood here I said to you my number one priority in the next twelve months was to make sure that breach of bail was finally relevant to young offenders.

"I'd been pursuing that for a little over 12 months and there was a conga line of people explaining why that wasn't a good thing, a conga line of people who rely on the government, quite frankly, to exist and they explained why that wasn't a good thing, including people who should know better.

"The outlier was that bloke, (*points to QPU President Ian Leavers*) and, Ian, the significance of you backing a policy from not only the opposition but my side of politics wasn't lost on me. It was at that moment that I worked out your interest isn't in party politics, your interest is in people and people who wear blue uniforms.

"Every time I see you going in to bat when others run away, I know that you're made of the right stuff and I want to thank you very much for what you've done.

"We drafted legislation to ensure that breach of bail is an offence applicable to young offenders. We thought we'd draft it differently to legislation in years gone by and we attached it to the Bail Act, rather than to the actual youth justice legislation.

"But that is only the first of many, many steps and without the police to enforce breach of bail and without the judicial flexibility to be able to use it properly, it is only one very, very small step.



"So this is what it looks like from here. The first is the Youth Justice Act has to be rewritten from the start and embedded in it has to be consequences for actions and putting the rights of victims ahead of the rights of offenders. That has to be the going in principle.

"When I say that, often people say, 'Oh good God, the magistrates aren't going to use it'. Well, at the moment there's a provision in the Youth Justice Act that says detention must be a last resort. It's written in black and white, and while ever that remains, a magistrate of whatever their background or beliefs are, that has to be the going in principle before them, and that is wrong.

"A magistrate should be able to put whatever sentence he or she believes is



State Opposition Leader David Crisafulli.

applicable and if that means a custodial sentence, then that's what it should be. We need to give greater sentencing options and you'll be hearing me talk a lot about that in the next couple of months.

"Finally, we have to get serious about early intervention and part of that involves working more closely with the union. And I'll be talking a little bit about what I see as gold standard early intervention, as we head to that election.

"I will make this point: we wrote to the Auditor General and asked him to put the blowtorch over what we're doing, because I consistently get told we spend hundreds of millions of dollars, and the figure that I've been given ranges from \$800 million to \$1.2 billion there's a pretty big difference in those two numbers, but they're the two numbers that keep getting thrown back at us.



"All I know is that's a bucket load of money and it's not working. So I want to get serious about early intervention and pull apart what are the good programs, what's the fluff and what's best of breed across the world for us to do.

"I just want to make this final point: our next crusade in the next couple of months, will be about policing numbers. The workforce data is now several

months overdue. The workforce data gets released every six months in March and September.

"We still don't have the last September figures, and there is one reason only and that's because the numbers paint a very bleak picture. At the last synopsis we got to March, there were 12 fewer full time equivalent frontline police than two years before.

"Every time the government prosecutes police numbers, they use a comment that Ian made in good faith before the election in which the government said it would add 1450 additional full time police officers.



"Well, we are more than halfway through the period for that commitment to be delivered and we know that it's gone backwards by at least 12, on the numbers we have. We suspect, based on the anecdotal evidence we have, an intake being cancelled, police leaving, that that figure has ballooned significantly more. So there hasn't been additional added, it has gone backwards.

"We won't stand in the way of a single initiative that entices more people to join the police service. Whether that be attraction of people from other jurisdictions, whether that be financial incentives, we're not going to stand in the way. Whether that be people coming back into the job who have served tremendous.

"But a starting point should be valuing the people who are currently in the job and when I hear people who have been in the job since the post Fitzgerald days and they tell me that morale is the lowest it's been, I know that something is wrong.

"I intend to drive the change to put respect back into the profession, both internally and externally. It's a noble one, and you can be sure that you'll have someone on your side because if things if we're fortunate enough to form government in 16 months' time, you can bet your bottom dollar that the person who'll be sitting around the Cabinet table will be a former police officer. I think that's the first decent step in understanding what makes you tick and what you need to succeed."

Dale Last followed David Crisafulli with his opening remarks, "Can I acknowledge the executive members, delegates, thank you for the opportunity to come along and address you at your conference.



"I start by asking the question: is the QPS at a crossroads? Is this the year, in a similar way to what happened to the QPS with the Fitzgerald Inquiry, where the QPS is under attack, where the QPS is under pressure, where serious questions are now being asked around staffing numbers and youth crime.

"It is not out of the spotlight, and when you throw in there the fallout from the domestic violence inquiry and what that meant to police officers across the State, when you look at LVNR debacle, where it was banned and now it's reinstated, where you look at the scrapping of the Commissioner's signature Service Delivery Program and what does that mean to the QPS going forward and the confusion that caused across the State, I think you have a right to question where is the QPS going at the present time.

"Is the leadership stepping up and giving you the direction that you need and the confidence that you need going forward that our communities are safe, that the Queensland Police Service is going in the right direction.



LNP Spokesperson for Police Dale Last.

"I know that thin blue line is being stretched to beyond breaking point and I know that our police officers out there on the frontline are under enormous pressure.

"When you look at the incidents of these young offenders, in particular, ramming police officers' cars and I'll never forget that image coming out of Townsville where police vehicles, with their lights and sirens on, were being chased by stolen vehicles.

"Think about that. How does it get to that point where police vehicles are being chased by stolen vehicles and they're being recalled to the station for the safety of the officers. Where does that leave the community? That concerns me, that concerns me greatly.



"Can I also just touch on the point of recruitment. We asked the Commissioner at Estimates a couple of years ago about this 1450 and the Commissioner gave us an assurance that the 1450 was over and above the normal recruitment targets. Now we know that they are struggling to meet those recruitment targets, but what concerns me is the attrition, what concerns me is the number of officers who are leaving the job at the moment.

"If you have a look, I've just got the figures up until 26 May. 295 separations this year, 181 sworn in. We're going backwards, we know that. We know that there are vacancies across the State and that we're struggling to put crews on the road. Yet when we try and get those figures out of this government, it's smoke and mirrors, we're stonewalled, excuses come out.



"If someone rings Triple 0, it's not an approved number that comes down the road to respond, it's a living, breathing police officer. So we want to talk about actuals. We want to know on any given day how many officers are available to respond, and we can't get that figure out of this government. No surprises.

"Whatever happened to offsetting first year constables? I remember that, they weren't counted in your approved strength. But they're in that bucket now. What's going to happen when these retired officers come back on deck as special constables, are they going to be offset against a position number?

"We want to know on any given day how many officers are available at a station, how many officers are available to go out there and respond to a call for service.

"Recently I've prosecuted the issue of the closure at Rockhampton and Mackay of the communications centres. I got the response back this week. You might be able to help me here because they're now being run virtually.

"If someone can explain to me what that means, I'd be really interested to know. They're being run virtually. The officers are being redeployed and the civilian comms operators are somewhere out there. Does that mean they're working from home or what does that mean?



"Why is the morale at the point it is at the moment that it's forcing someone who's been in the job for 20 or 30 years to suddenly up and want to get out?

"That needs to be addressed. We can recruit all the officers we like but if this attrition keeps running at the levels it's running and we keep having that experience drain, then we're going to continue to suffer, and that attrition drain is reflected in those officers who are leaving.

“So certainly as a potential incoming government next year, that is a priority for us, to retain the officers that we have, to ensure that they’re supported, that they’re given the leadership they need, that they have the resources and, more importantly, the legislation that they need, the legislation that they need to do their job, because there wouldn’t be a day go by where I’m not contacted by an officer expressing their dismay that they’re out there busting their guts, locking up these kids and as fast as they’re locking them up, they’re back out on the street. Enormously frustrating and I share their frustration.”



QPU South Eastern Regional Rep Andy Williams asked for clarity on what the LNP will do to improve DVF legislation.

Question from South East Regional Rep Andy Williams: “Domestic Violence Legislation is unworkable. It’s under Justice and Attorney General and they’ve got no interest in changing it. It has to change because it’s broken and it is breaking our people, that will be the number one reason our people are leaving. What will the LNP do?”

DALE LAST: “The police officers out there in the street on the frontline, they’re the people who need to be heavily involved in this, the police union. They need to drive this change. We need to be taking into consideration the feedback, the information given by the QPS when it comes to that reform, because there’s plenty of do gooders out there who will have us believe that they know best.

“Particularly around juvenile crime, we’re getting inundated. Every single day we’ve got someone coming to us with the answer, and there’s some

pretty wild suggestions out there, I can tell you. But we are working through that process and we will have a comprehensive policy around youth crime that we will take into the next election.”

DAVID CRISAFULLI: “Look, we’re committed to finding a way through, right, because when I hear that, at times, 50% of people’s total workload is bogged down with that, it’s a serious issue and we’ve got to be serious about it. If that looks like legislative reform, we’re ready, willing and able.”



QPU Metro South Regional Rep Shayne Treasure wanted an LNP commitment on mandatory sentencing for those offenders who assault police.

Question from Metro South Regional Rep Shayne Treasure: “We’ve got a fairly high assault rate in my area and we’ve also got a fairly high shooting rate. I’ve had two officers stabbed and two police dogs stabbed in the last four years. I’d like to know where you sit as to mandatory custodial sentences for serious assaults?”

DAVID CRISAFULLI: “I’m not going to walk both sides of the street on this. It is not part of our plans. Now, I am committed to making sure we go to the election with the best suite of measures you’ll ever see. But, historically, what I’ve seen with mandatory sentencing, there’s been some unintended consequences that don’t work for either parties.”



QPU Northern Regional Rep Peter Thomas asked if the LNP would commit to additional police numbers.

Question from Northern Regional Rep Peter Thomas: “If you gain government in 16 months, will you commit to a definite number of police as an increase?”

DAVID CRISAFULLI: “The answer is yes. But what I don’t want is to somehow be subjected to the lunacy of last time, where a commitment was made by us and then the government haven’t delivered on it. So when I make you a commitment, you will be able to hold me accountable and take it to the bank. So yes, we will outline how many more police.”



QPU HQ & Support Region Rep Shane Prior asked whether the LNP would oppose a contract renewal for Commissioner Carroll.

Question from HQ and Support Regional Rep Shane Prior: “Dale, today you spoke of the Commissioner’s incompetence in a range of areas. Next year, her contract is up for renewal. Will you publicly oppose the renewal of her contract?”

DALE LAST: “At a time when the QPS is under massive pressure and the leadership microscope is right on our Commissioner, she needs to deliver. Now, I know her contract is up next year. It’s highly likely it will be renewed.”

Question from Metro South Regional Rep Shayne Treasure: “But will you publicly oppose her contract renewal?”

DALE LAST: “I will want to see a significant change in the service between now and then for me to be supporting the reappointment of her. The ball’s in her court.”

Question from Metro North Regional Rep Richard Jackway: “Will the opposition, if you become the



QPU Metro North Regional Rep Richard Jackway asked if the LNP would commit to accountability in disclosing data.



government, make a commitment to releasing Working for Queensland survey results, because that is a big indicator of how our QPS executive are going?."

DAVID CRISAFULLI: "Yes. The answer on releasing the data is categorically,

one hundred percent yes, and I'm not going to play silly buggers with the time when to do it. There is a schedule for release and it will be released."

The session was concluded by QPU President Ian Leavers, "I'd like to thank both of you for coming along and

talking with us and we'll continue the dialogue as we move forward."



Opposition Leader David Crisafulli, QPU President Ian Leavers, QPU Vice President Shane Prior and LNP Police Spokesperson Dale Last.



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Taser Advance

During the 2023 QPU Annual Conference a number of specialists were invited to give presentations to delegates on equipment.

Senior Sergeant Simon Lowcock, the less than lethal capability manager at OCC (Organisational Capability Command) delivered a presentation highlighting some of the work that's been done on OC spray and Taser. The goal of the research was to provide an effective longer range less than lethal option to save lives and reduce harm to police, the community and POI's (Persons of Interest) considering first response officers are increasingly interacting with people suffering mental health issues or offenders armed with edged weapons.

The QPU has provided a version of the presentation to protect some tactics and details.

Senior Sergeant Lowcock started his presentation stating the project commenced in August 2022 'to provide an upgraded fit for purpose conducted electrical weapon for use by first response officers to enhance the safety of police, community and POI's.'

"Basically what we need is something to cover those distances for officer safety and also POI safety. If we have a longer range, less lethal weapon, we have the ability to stand off out of a 10 metre reactionary gap and engage people safely.

"First responders options at the moment include OC spray and whether it's wind, rain, etc, maximum effective range is 4.5 metres, and that's for the current Taser as well. With the current Taser anything more than 4.5 metres,



S/Sgt Simon Lowcock has been searching the global market to identify an upgraded conducted electrical weapon for QPS first response officers.

because of the geometry of the probe spread makes it extremely unlikely to get the second probe on and get an NMI reaction out of someone.

"They've done a study in America of over 200 people, it was just a snapshot of society; male, female, short, fat, tall, skinny whatever. The slowest person to cover 10 metres was 2.6 seconds; the quickest was about 1.5 seconds.

"So what that means for our current Taser, when you're dealing with someone at, say, 8 metres range, 10 metres range, if you have one fumble on that, if you need to reload, you're not going to have a chance to do that before the person's on top of you, if they are a dedicated and aggressive offender.

"Taser however in January 2023 released a Taser 10 version, which means now we have an effective range

of zero out to 13.7 metres. The reason it's zero is because on a single trigger pull, one probe is fired out; the second trigger pull, the second probe; then the NMI is basically connected.

What that means is you can choose a physical location of probe placement on the body for maximum effect. And if you don't get it right the first time, just pull the trigger again, you'll get another go.



The Taser 10 was released to US law enforcement in January 2023.

"In February I participated in a trial of the Taser 10 and I can tell you now the first time using one of these at 13.7 metres, I put a probe in each thigh of the dummy. So verified right there and then. I've got to say, I was pretty impressed with it.

"The OC spray as well you shouldn't be applying less than 60cm from someone and, again, it's very dependent on the individual and also the conditions.



The Taser 10 cartridge has multiple options available including the live cartridge holding 10 darts, a training version, hook and loop version plus an inert cartridge.

Sometimes it just makes angry people angrier, and that's all there is to it. A Taser 10 provides basically three times the range of what we currently have with OC spray.

"Multi shot capability with the Taser 10. What you have in the front is a magazine which holds 10 individual probes cartridges, which look about the size of a cigarette. The probe itself is quite small. The difference being is the wire is actually embedded within the probe itself.

"So if you've had those instances previously, where someone has run through and taken out the wires or they've physically grabbed them off themselves, it won't happen with this because the wires will just keep coming out.

"At the very front of the probe is a little cushion and that's to stop over penetration. The reason why is because the probes fly about 35% faster than they do now, because they have a longer distance to cover. They fly faster, they fly straighter and they hit harder.

bright strobing light, up to 1000 lumens, and it also has a noise attached to it, which probably about the most accurate description is if you watch a movie and they're getting the defib machine out and you hear that electrical windup prior to placement, that's what it sounds like.

"So even if you don't know what it is, when you hear that noise, you'll know something bad's about to happen. So even just from a noise perspective, I think after a short period of time we'll probably get compliance out of that from a use of force.

"The darts themselves are pretty straightforward. We have 10 in the front of the device. So, literally, if you porcupine someone with all 10 the energy will travel through a maximum of four locations. The device is adaptive in the fact that it will identify the primary four or the optimal four for the largest spread.

"So if you have one up in the shoulder and one in the back of a calf muscle, those two are definitely going to be



S/Sgt Lowcock has fired the Taser 10 and believes the attached warning light and green aiming laser make the weapon a good use of force option with significant accuracy.

to go on the dock once every 30 days minimum. That uploads firmware and it downloads the evidence as well, so no more plugging the download cable into the base of the devices, it's all automatic.

"It's a very easy device to shoot, particularly just from the design of it itself, so to actually line the sights up, it's much more instinctive to a pistol usage. So you will be able to effectively run instinctive shooting off this under high stress conditions, same as a pistol, and still achieve a fairly significant accuracy out of it.



"We do have some other functionality to it as well, in that we can choose what cartridges we use; training cartridges, VR cartridges, etc, inert. The device recognises what you plug into it and, as a result, it then modifies the behaviour of the device to suit. So it is a very intelligent device from that respect.

"They do have a VR capability with it as well, which is basically a head set.



S/Sgt Lowcock holds one of the darts with the 'cushion' attached.

"There's no drive stun in the new device.

"You might have seen the Taser 7's where they have a threat warning, which is basically push the button and it does the arc down the front of the device. We don't have that on the new device. What it does have is basically a

hooked up out of the rest of them. So it will judge the best effect and apply the energy through those four.

"It has some other details to it as well; water immersion, VR integration. These ones have rechargeable batteries. They have a dock, so basically they just need

You can do a static shoot, which is like an accuracy for target; you can do dynamic, which is a moving target; and you can do scenario based.

“Basically, with the current Taser, you have to think about the geometry of the probes. With the top one going out horizontal and the bottom one going down at 7 degrees, pretty much every metre they travel from the device they spread 150mm. So when you’re talking a 4 metre range, you’re talking a 600mm spread.

“With 10 probes, you have 45 different pathways but the energy will only go through four. You have smart holsters so that when you draw the Taser, it automatically turns your body worn on.

“It also has an inbuilt gyro, so the gyro will identify when you move the device from still position up to an aiming position, and can turn your body worn on. Also the other one is when the

device is armed, it can turn the body worn on as well.”



The project is in the evaluation stage and further examination is being done on the Taser 10, followed by procurement, financing, IT support and building a training curriculum for an efficient roll out if it becomes a viable or preferred option.

The presentation concluded with Ian Leavers thanking Senior Sergeant Lowcock for the work he’s doing and the opportunity to deliver honest detail to the delegates on the project and potential possibilities.

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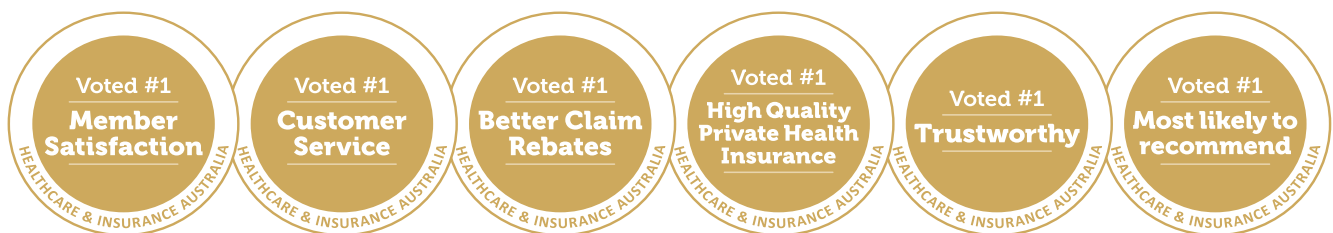
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Retirement

By Darren Curtis

During the 2023 QPU Annual Conference Industrial Manager Mick Barnes announced his retirement from his position and further roles at the Union.

For the QPU Life Member it was an emotional moment after contributing years as a branch official before another thirteen years on the Executive as the representative for metro north and later elected as General Secretary in 2008.

Mr Barnes was re-elected by the membership in 2022 but he has opted to retire through his nominated term.



QPU Industrial Manager Mick Barnes announces his decision to leave the Union after decades of service to police across Queensland.

"It's great to see you here again and to catch up and it's probably because I missed last year and I think most of us share similar ideologies and philosophies when it comes to looking after our colleagues. Today is even more significant because in 1994 I attended my first conference here in Brisbane and today I announce my retirement after 40 years with the QPS.

"I'm incredibly lucky to have done what I love doing but also have a lot of fun doing it. It's when the fun stops and you're dealing with tragedy. I'll be working with our team to ensure a

smooth transition and intend to take some leave to travel and spend time with the family. I'm in retirement.

"In closing, delegates, unity is strength and I thank you." The large auditorium was then filled with applause with delegates rising to their feet to clap as Mr Barnes left the stage.



QPU President Ian Leavers said, "Thank you to Mick. The ninth of May marked 40 years in policing for Mick and his role at the Union as well. As you know, Mick has had a couple of challenges over the last couple of years and I know on the wall to wall in the ride to remember the fallen, that tree that stopped Mick probably saved his life. So he's had some challenges since then. But good on him and thanks for his service, thanks for his support.

Mr Leavers concluded with, "It would be timely to remind everyone that sometimes Union activity comes at a personal cost and to those around you, and I wish Mick very well into the future and congratulations."



QPU Vice President Shane Prior was one of the first to congratulate Mick on his announcement.

Still on the stage following her presentation to Conference delegates Commissioner Katarina Carroll suggested that maybe Mick's policing career didn't have to end. Ms Carroll quipped Mick may want to return as a Special Constable. Unfortunately we couldn't hear Mick's response.

During his fifteen years of full-time service at the QPU Mick completed studies in conflict management becoming a nationally accredited mediator. He also completed business studies and held various positions on boards including the Queensland Council of Unions and Union Shopper.



QPU President Ian Leavers and QPU Vice President Shane Prior congratulate Mick on his years of service to Queensland Police.



Commissioner Katarina Carroll offered Mick an opportunity to rejoin the QPS.



Mick with QPU Industrial Officer Kev Thomas.



QPU Central Region Rep Kev Groth shares a moment with Mick after his announcement.



Mick accepts a hug from QPU Northern Regional Rep Peter Thomas.

Mick will begin his pre-retirement leave in June 2023 before finishing up on June 30, 2024 when an appropriate farewell function will signify completion of his QPU duty.



By Darren Curtis

Recruit Intake 5 of 2022 and the Police Abridged Competency Education Program (PACE) 1 of 2023 officially graduated during a ceremony at the Oxley Academy on May 18, 2023.

The ninety one recruits were the first to complete the new thirty four week training cycle that has been increased by four weeks to include Domestic and Family Violence modules, station duty and other extended educational units.

QPU Vice President Shane Prior welcomed the new recruits and extended further congratulations to the nineteen officers who finished the PACE program after relocating to

Queensland from New South Wales, Victoria, Western Australia and New Zealand.

Mr Prior said, "The experience you bring will be a significant benefit to the colleagues you will be joining on the frontline. The QPU is constantly working to improve the pay of police, resources and protecting your industrial entitlements.

"I'm confident you will find great satisfaction with the lifestyle we enjoy

here in Queensland and many in the communities where you will live and work will expect you to drop all previous sporting allegiances to adopt maroon as your favourite."

The previous working experience of the recruits is extensive including a DNA scientist, aircraft engineer, youth worker plus others who have been employed in retail, hospitality, education, corrections, nursing and the Australian Defence Force.





Constable Joshua Agnew receives the QPU sponsored Dux Award from QPU Vice President Shane Prior during the graduation ceremony.



The Agnew family, Constable Joshua Agnew congratulated by wife Christie, daughter Layla and sons Reuben, Jack and Hayden.

Recipient of the QPU Sponsored Dux award was Constable Joshua Agnew, he also was presented with the Commissioners Award for highest achievement in leadership skills, academic performance, and his commitment to the ideals of community service.

The 42 year old father of four felt very comfortable at the Academy, it was the second time he had marched out across the Tom Molloy Parade Ground. Constable Agnew said, "I graduated here in 2008 and was then posted to Gympie, Charters Towns and Pentland. I completed five years but left to help on my parents farm in New South Wales and then the drought hit.

"From there I did some truck driving and labouring before working as a transport inspector with Main Roads but after talking with some of my former peers I decided to rejoin.

"The course this time was very different and challenging in many ways due to the changes with a heavy emphasis on computer learning but I knew what I was getting myself into. For me heading out as Constable this time the unknowns are gone. I'm glad I could help my classmates and I'm a little bit embarrassed to collect these awards," Constable Agnew said.

The Agnew family are headed to Townsville, Josh has been posted to

Kirwan station and his wife Christie has also found work as a local school teacher.

Fifteen of the recruits already have a police family link through parents, siblings and extended family and many of the new Constables were presented with their badge and service identification by a close family member.





Constable Brendan Carroll is presented with the Constable Sondra Lena award for physical skills by Acting Superintendent Renee Kurtz.



The smiles, hugs and handshakes added a sentimental memory that will stay with them forever.

Commissioner Katarina Carroll said 'my expectation is that each community interaction and community response you undertake meets the highest standard of integrity and professionalism. I ask you keep our values of integrity, professionalism, community, respect and fairness at the front of you mind always.'

The new graduates of squads 231, 232, 233, 234 and PACE 1 were assigned to stations across the Far North including Cairns, Capricornia, Townsville, Metro North, Moreton and Logan.





Constable William Guy is presented with the Community Service Award by Phillip Schultz representing Police-Citizens Youth Clubs.



Constable Jesse Bond is presented with the Recruit Achievement Award from QBank representative Darryl Morton.





Jahmarley Brown-Bond Dawson offered a welcome to country on behalf of traditional land custodians during the graduation ceremony.



Constable Justin Zerna was awarded the Dan Stiller Award for driver skills and competency by Acting Superintendent Renee Kurtz.





Leslie Beckett performed with his didgeridoo during the graduation ceremony.

Constable Joshua Agnew received the QPU Sponsored Dux Award by QPU Vice President Shane Prior.



Constable Amber McDonald was presented with the Operational Skills Award by Assistant Commissioner Mark Kelly.





Constable Joshua Agnew received the Commissioner's Award for high achievement in leadership, skills and academic results by QPS Commissioner Katarina Carroll.



Constable Samantha Clery was presented with the Leadership Award by Superintendent Kerry Johnson.



Wall Warm Up

By Darren Curtis

Riders preparing for this year's Wall to Wall Ride of Remembrance to Canberra put on their thermal layers to get a few hours in the saddle for a ride to Miles Police Station during July.

Around seventy riders converged on the Miles Station early on Saturday July 15 to honour murdered police officers Constable Matt Arnold and Constable Rachel McCrow at the memorial garden. Staff from the station combined with local SES members to host a breakfast bbq for the riders and a short memorial service.

Local QPU Representative Scott Pogan said, "Many of the riders had not seen the memorial garden before and they appreciated the work that had gone into its construction from the QPU and local community. I could see a number of them becoming quite emotional during the memorial service, they may not have known Matt and Rachel but they certainly felt the impact the two young officers made in this area."

Following the service the riders formed a slow moving procession lead by six QPS motorcycles through the township and it drew lots of attention from locals pausing to inquire about it's significance.

Mr Pogan said, "The Miles memorial garden still has flowers, cards and



Gold Coast Highway Patrol Sergeant Ian Hayden lead the main riding group to Miles Police Station.

tributes left here every week. People just turn up out of the blue, they read the inscriptions on the memorial stones and generally lay flowers and leave.

"We don't know who they are, what's their connection or why they stop and pause, but it amazes us because it happens a couple of times a week. I think people do appreciate their sacrifice and what police do."

One of the Wall to Wall organisers Andrew Frick said the excursion



Part of the large contingent of motorcycles that lined Constance street outside Miles Police Station.

to Miles was an opportunity for those intending to ride to Canberra in September to test their gear, experiment with packing their bike and getting some long hours on the bike, "It was pretty chilly getting underway in the morning but really perfect Queensland winter weather with clear skies.



Part of the large contingent of riders that met up at Miles Police Station.



Local SES members volunteered to provide breakfast rolls for the riders.

“A lot of riders came out not just using the Warrego highway, instead taking the option for a lot of back roads through the open country and farming areas. Part of the Wall to Wall philosophy is to ride safely with your mates and to remember your mates.

“We will always try to incorporate memorial stops where possible. A lot of the riders pushed on later to Goomeri, Goondiwindi and Stanthorpe to get some extra kilometres in.”

This year’s official Wall to Wall Ride for the Queensland contingent will start with a baton ceremony in the Brisbane Botanic Gardens on Wednesday September 13 but an alternative has been offered for the many riders starting out from across Western Queensland for this year’s event.

A ceremony has been organised by members of Dalby Highway Patrol office for Tara Police Station on Tuesday September 12 at 1.30pm with riders heading out for their first night at Goondiwindi before linking up with the official tour groups heading to Canberra.

Anyone thinking of participating in either ride is encouraged to register on the Wall to Wall website www.walltowallride.com soon to not only secure your 2023 merchandise but to allow for logistics and catering.

In June over two hundred riders had nominated to be part of the Queensland contingent but Mr Frick says that number should significantly

increase, “Traditionally people don’t register until the last minute but this year we really need to lock in planning. I’d like to see a lot more younger police and their families getting involved.

“Matt and Rachel were only in the early days of their careers so it would be good to represent their age group plus all money raised goes to Queensland Police Legacy and you never know when you may need their assistance through your Police service.”

The ride to Miles was also the first long haul event for the 2023 Official QPS Remembrance bike with the new logos and livery.



The official QPS Remembrance Police Motorcycle for Wall to Wall 2023.

QPU Southern Regional Rep Col Muller hopes the ride to Miles will become an annual event possibly to align with a weekend in March close to when the memorial was originally consecrated. Mr Muller said, “This will help us continue the commitment to never forget Matt and Rachel but it also reinforces the ideal of being with our mates and supporting each other whenever we can.

“Perhaps on a future ride we may be able to incorporate an event in Tara on the same day. The Wall to Wall organisers do a great job honouring those we have lost and those who have suffered as a result of their service.”



A short remembrance service for Constables Arnold and McCrow was held at the station’s memorial garden.



The service was reflective but also provided an opportunity to talk about the camaraderie in policing.



The ride was an opportunity for mates to renew friendships and discuss the Wall to Wall ride.

Don't break the safety chain

Report all health
and safety hazards



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



Safety & Wellbeing



QUEENSLAND POLICE UNION OF EMPLOYEES

Workplace Health and Safety Representative

Name

Phone number

Dave's Guiding Force

A black Labrador pup is in the final phase of his training to become a guide dog and assist a vision impaired person and this remarkable dog has been blessed with the name 'Davey' in honour of Senior Constable Dave Masters who was murdered on duty in June 2021.

Guide Dogs Queensland offered the community an opportunity to name the pups from the 'D litter late last year and it wasn't long before someone suggested Davey in honour of Deception Bay Officer Dave Masters.

Dave's wife Sharon said the offer was unexpected but very welcomed, "I didn't hesitate when Guide Dogs called to ask if it would be ok. I had a bit of a cry because my Dave was such an animal lover. After all the negatives associated with everything that's happened, it is so nice to have these positive things come out of this tragic situation.

"I've been following Davey's progress and it looks like he is going to be a



There's a mutual bond between Sharon Masters and Guide Dog Davey.

success and go onto a great career helping someone who really needs it."

Davey is still in training, recently he graduated stage two of the process and is on his way to becoming a qualified Guide Dog.

The extended Masters family and Dave's colleagues from the Mounted

Unit and at Deception Bay have kept tracking the black labs progress.

Senior Sergeant John Cush said, "Dave's always been about helping his mates and the community, so to see a dog named in his honour to go on and do such an important role with people who are vision impaired, it's a great fit"



SC Jo-Anne Arthur, Sharon Masters and Snr Sgt John Cush are closely following every development stage with Guide Dog Davey.

Dave's Guiding Force

Senior Constable Jo-Anne Arthur has maintained contact directly with Guide Dogs Queensland. She said, "It's great to see Davey's progress and how he's come along. He's a handsome boy and it's great to see he's living up to his namesake."

"I update our local community on how 'Davey' the Guide Dog is doing, and everyone is so happy to see him doing well. We are looking forward to the day he officially becomes a Guide Dog and we will always have a special spot for him in our police community."

The sentiment in naming 'Davey' was something special for Guide Dogs Queensland, naming rights for candidate pups is usually offered to sponsors and donors.

General Manager Jock Beveridge said bestowing Davey on this pup was a privilege and they hope it will contribute to the ongoing remembrance and legacy of Senior Constable Masters, "Guide Dog pup Davey certainly has a very special name in honour of a person who clearly made a positive impact on the community."



Jack Masters with Davey when he was first given his Guide Dog name.

It's so wonderful to see this legacy of community service go on."

Davey now holds a special place in the heart for Sharon Masters and she hopes the QPS may also name a General Purpose or Specialist Dog after Dave, "Dave would've been thrilled with that honour. He saw how closely the mounted unit and general duties police worked with the dog squad and he would like to have known a PD Dave was there to back up his colleagues and track offenders."



QPU members are able to donate to continue with Guide Dog Davey's training cycle before his graduation.

Guide Dogs Queensland relies on 85% of its funding from donations. If you would like to support a guide dog or contribute to ongoing training for 'Davey' log onto their website

www.qld.guidedogs.com.au



As a pup resting alongside the Dave Masters Memorial at Deception Bay Station on the day he was christened Davey.

Acknowledgement of service and character

By Darren Curtis

Officers from the Moreton District were presented with awards and service medals during a ceremony that also acknowledged the value of peer support and outstanding detective work.

The awards were presented in the function room at the Murrumba Downs Tavern on Wednesday June 7, 2023 with QPU Vice President Shane Prior and Acting Chief Officer for Moreton District Anne Vogler. The special guest was local member and Police Minister Mark Ryan.

Minister Ryan opened his remarks saying he was at the ceremony as 'Mark from Morayfield' a proud community member who is intensely proud of the police from the Moreton District.

Mr Ryan said, "As the local member when I'm out in the community I do not hear one single complaint from residents about the role that you do. In fact it's always thanks and positive words about the job you do. That is testimony to your local policing attitude and the contribution you make here for people."

Mr Ryan made it clear that police service honours are not an automatic legacy, "These medals honour longevity of service, a commitment to an ideal bigger than yourself. They recognise integrity, honesty and diligence. They acknowledge not only commitment and service but also character. Unless you are of good character you will never get one of these medals."

QPU Vice President Shane Prior told recipients, "There was a time when people played down the significance of these awards and honours but that has changed.

"At a time when employment opportunities outside the QPS are vast it's important to acknowledge those who have stayed in the job, because they truly have the drive and ideals we all signed up for, to serve the community and make things better helping people.

"Every time I see people wearing their medals it puts a smile on my face knowing they are proud officers. The QPU would like to see more emphasis placed on these ceremonies across the State. It's important to acknowledge our members for bravery, integrity and longevity."



Sgt Narelle Collins is congratulated by QPU Vice President Shane Prior for her work in Peer Support.

One of the recipients of a District Officer's Certificate was Sergeant Narelle Collins for her role as a peer support officer. The certificate reads 'in recognition of your dedication to the Peer Support Officer Program and the exceptional support you provide to officers across Moreton Region. The role you undertake in supporting the welfare of QPS members during difficult times is greatly appreciated.'

Sergeant Collins said, "I went through depression and took some time off from work due to stress so I can relate to other police. Police do not open up freely so I keep an eye on a lot of



Acting Chief Supt Anne Vogler and Police Minister Mark Ryan congratulate S/C Meaghan Maiku on being awarded the National Police Service Medal and National Medal.

officers, I'm lucky to be able to engage with lots of officers as they come through the watch house, making sure they are all right and connecting them through to psychologists if required.

"I still think there's a stigma attached to depression but our colleagues should know you can still come out the other side, return to normal and feel better.

"This honour today is a huge step in acknowledging peer support across the QPS. I was shocked and I never expected any thanks for this work, I just want to look after my colleagues because I've been there with depression. My experience can make a difference," Sergeant Collins said.



Sgt Collins intends to keep providing Peer Support in Moreton District and has encouraged other officers to take on a similar role in their area.

Members of Redcliffe CIB were also presented with District Officer's Certificates for their work on Operation Tango Zaffer.

Detective Senior Sergeant Guy Ford proudly talked about his squads achievement. Detective Senior Sergeant Ford said, "Operation Tango Zaffer was significant in slowing the import of methylamphetamine into the Moreton District and taking a lot of firearms off the streets. We saw a significant drop in burglaries with violence, home invasions resulting in a drop in gun related violence."

He also believes the detectives involved in the operation emerged as better investigators as a result of the techniques and tactics they employed during Tango Zaffer, "It was a very labour intensive job preparing briefs,



Det S/Sgt Guy Ford is congratulated by QPU Vice President Shane Prior on his leadership and professionalism during Operation Tango Zaffer.

warrants and incorporating all elements of QPS resources. While we really enjoyed targeting organised crime I could see so many of these officers mature as they developed enhanced investigating techniques.

"I'm confident those skills acquired during Operation Tango Zaffer will be passed onto others they work with through their career targeting organised crime."

At the conclusion of the ceremony families of the award recipients took the opportunity to take photos and mix with colleagues.

QPU Vice President Shane Prior said, "These smiles are the happy, memorable moments in policing. It's great to see the children and grandchildren of some

recipients here today because while the officer goes off to work, it's often those that are at home that carry a very stressful burden. The QPU encourages our members to share and celebrate these occasions."



QPU Vice President Shane Prior congratulates Detective S/C Jason Orr on receiving his official Detective Appointment and Gold Badge.



S/C Lisa Monteiro is congratulated by Richard Collins on receiving the QLD Police Service Medal.



Redcliffe CIB members with their District Officer's Certificates.



Plain Clothes S/C Ben Dallimore celebrates his Certificate with Amy Dallimore.



A QPS Certificate of Appreciation was presented to Dr Peter Merendy for his forty years assisting police as a Government Medical Officer.

S/C Rob Williams with wife Tracey after he received his 20yr clasp for his QLD Police Service Medal.



Const Christopher Hughes is congratulated by QPU Vice President Shane Prior on his Assistant Commissioner's Certificate awarded for his first aid skills and resourcefulness assisting a man attempting self harm in 2021.



S/C Taylor Roberts celebrates the presentation of his QLD Police Service Medal with Katie Piltz.



Recipients of the QLD Police Service Medal.



Senior Sgt Heather Wallace is congratulated by Police Minister Mark Ryan on receiving her 25yr clasp for the QLD Police Service Medal.



Recipients of the QLD Police Service Medal.



Acting Sgt Heather Warren with parents Bob and Geraldine Warren after receiving her QLD Police Service Medal.



Lisa McAnemy is congratulated by QPU Vice President Shane Prior for her work on Operation Tango Zaffer.



S/C Taylor Roberts celebrates his QLD Police Service Medal with Sharon Cocks.



Recipients of the National Medal S/C Mick Hartley (2nd clasp), S/C Meaghan Maiku, Det S/C Troy Tiyce, S/C Tegan Tonkin & Sgt Mark Spencer (1st clasp).



Recipients of the Queensland Police Service Medal.



Plain Clothes S/C Ben Dallimore and Plain Clothes S/C Aaron Harris are congratulated by QPU Vice President Shane Prior for their work on Operation Tango Zaffer.



Sgt Shannon Fox with her husband Daniel after receiving her QLD Police Service Medal.



By Darren Curtis

Graduation Day for Intake 6 of 2022 was held on June 29, 2023 on the Tom Molloy Parade ground at the Oxley Academy.

With just thirty eight recruits the class was one of the smallest in recent times and was symbolic of the police recruitment shortage when the course began it's thirty four week training cycle in October 2022.

for life. The QPU worked with the Queensland and Federal Governments to create a pathway for police currently working in comparable jurisdictions overseas to migrate to Queensland. We are also consulting with Government to offer a range

of financial incentives to encourage police from other states and territories to transition to Queensland plus offsetting costs for recruits at our Academies. I'm confident if these ideas from the QPU are adopted we will see a rapid boost in recruitment numbers."



Police Minister Mark Ryan asked the recruits to take the enthusiasm they displayed during their training with them to their new stations. Mr Ryan said, "You join an organisation full of outstanding individuals. I ask you to commit yourself to service above self, commit to service of your state and to your family."

Constable Meghan Halliday was awarded the QPU Sponsored Dux Award for highest achievement in academic studies. Meghan decided to

QPU Vice President Shane Prior welcomed the members of squads 235 and 236 to their new career but said while the recruits benefitted from a higher ratio of instructor to student, small intakes wont become consistent, "Every police service in Australia and New Zealand is dealing with a recruitment crisis. Our research indicates many younger school graduates no longer want to work shift work and value lifestyle ahead of the stability of a career.

"There's an increasing trend for people to work in an occupation for a few years and then switch to another, very few people take on a single career



Police Minister Mark Ryan thanked the recruits for selecting a career of service to Queensland communities.



Constable Meghan Halliday is presented with the QPU Sponsored Dux Award by QPU Vice President Shane Prior.

join the QPS after working alongside police while she was a member of Protective Services at the Wellcamp Quarantine Facility near Toowoomba.

Constable Halliday said, "The interactions I had with the police there at Toowoomba solidified my ideas that policing would be something I would really enjoy. The job satisfaction is appealing knowing each day I'm going to be helping someone in need and there's a good structure for career progression. With smaller squads on



Constable Halliday is aiming to eventually qualify to join the Public Safety Response Team.

this course we feel like we are leaving the Academy as a family. We are all very close and we intend to keep in touch through our careers."

Constable Halliday will spend her first year at Wynnum on Brisbane's bayside but she already has plans, "I start my first shift tomorrow and my focus will be completing my First Year competencies, and once my initial three years are complete I intend to specialise and perhaps move to PSRT. We had a couple of presentations from the Police Union while we were at the Academy and I definitely believe the QPU is there to back us up, none of us hesitated to sign up."

Graduation Day was also very special for the Morris family. Mum Talina and her husband Paul were in the same intake. Their daughter Shanara graduated in February, this time she presented her mother with her badge and her grandfather also a retired police officer presented Paul with his badge and ID. All three Morris members signed up at recruiting at the same time but Shanara entered the Academy first and has since been posted to Moorooka station.

Constable Shanara Morris said, "I was very proud watching mum and dad out there today, I couldn't keep the grin off my face. I kept smiling at mum in the front row. When I presented her the badge I didn't cry but I was just so proud.

"It's a bit unusual but now I have seniority in the job I can give them some advice. I've learnt already that everybody at your station has your back and don't be afraid to ask for advice particularly from your FTO. In some of those very intense moments everybody is supportive."

Constable Talina Morris left a job in hospital administration to join the police. Her first year will be at North Rockhampton Station, not far from where they lived when they signed up. She admits to smiling a lot during the ceremony, "To have our daughter present me with my badge was super special. Since she graduated this year we've been having dinner as a family every Monday night and you can tell she's loving the job.

"The first few minutes when we get together is all about cop stuff and the



The Morris Family all First Year Constables, Mum Talina, Daughter Shanara and Dad Paul.

experiences she's had plus what we've been doing at the academy then it's onto chatting about family matters. During the ceremony Paul and I were in different rows but I did manage to get a cheeky smile and make eye contact with him as the two squads merged into one. That was a really significant moment for us."



Constable Talina Morris received her badge from recently graduated daughter Shanara Morris.

been driving a Camry for a couple of decades." His wife and daughter quickly added jokingly that his skills may have also have had something to do with many hours spent on the couch playing Gran Turismo!

Paul's first station will be Rockhampton and he knows he will probably hear his wife's voice over the radio while they are at work. However he couldn't resist a joke at his own expense, "Talina will probably be my boss in no time, she's already got that covered at home."



QPU Vice President Shane Prior congratulates husband and wife Constables Talina and Paul Morris.

During her graduation address Police Commissioner Katarina Carroll told the new Constables their duty was to ensure Queensland communities remain safe and secure and to expect they will be continually tested in their role as a police officer.



Four Police Dogs were also part of the graduation ceremony after completing the explosive and firearms detection course. PD's Ebony, Gypsy, Lily and Striker will be assigned to the Explosive Ordnance Teams conducting security searches at events plus providing support searching for commercial, military and homemade explosives and firearms.



The other Constable Morris, dad Paul was also acknowledged for his traffic studies and driving competency, awarded the Dan Stiller Memorial Award for best recruit in the driver training component in the course. The former Rockhampton school teacher said, "I guess it shows I have a lot of experience behind the wheel but I did have a distinct advantage, I've



Constable David Zammit receives the Operational Skills Award from Superintendent Cecilia Vine.



The intake 6-2022 Graduation also included for the first time a new award for Domestic and Family Violence Training, recognising high achievement in practical application of the training and commitment to professionalism in DVF investigation. The inaugural winner was Constable Cathy-Anne Saunders.



Constable Cathy-Anne Saunders is presented with the Domestic and Family Violence Training Award by Acting Assistant Commissioner Virginia Nelson.



QBank Director Daryll Morton presents Constable Dean Williams with the Achievement Award.





Constable Rachelle Jacobsen is presented with the Sondra Lena Memorial Award for highest achievement in Physical Skills Assessments from Assistant Commissioner Mark Kelly.





Constable Andrew Nuttall is presented with the Community Service award from Phil Schultz representing Police-Citizens Youth Clubs.



Superintendent Mark Linwood congratulates Constable Kan-Paul Smith on receiving the Leadership Award.





Mel Galzavara from RACQ presents the Dan Stiller Memorial Award for driver training to Constable Paul Morris.







Constable Jarrod Foley accepts the Commissioner's Award from Police Commissioner Katarina Carroll.



Memorial Park

By Darren Curtis

A Brisbane suburban park where Matthew Arnold played with his brother and sister as a child has been renamed in his honour at Parkinson.

The park spreads over an acre and includes climbing frames, playground equipment, an undercover seating area and BBQ facilities.

Local Councillor Angela Owens was the driving force behind the renaming of the park, "This was not a hard decision at all. It was an honour and privilege to do this for the family. This is where the Arnold children played and it's of great significance for them now. I hope it's a place where they can come and reflect on Matthew as a happy young man and feel his contribution to the community and Queensland as a whole."

Council work crews arrived at the park before dawn on Wednesday the 26th of June to install the new park signage. The park is close to a major bus interchange for local schools and it was hoped the timing would give students walking to their buses an opportunity to notice the new name on their way to school.

The Arnold family along with their friends and neighbours attended the ceremony. Terry Arnold said, "This is a wonderful gesture and we appreciate the new landscaping and refurbishment work that's been done by Council. Our kids spent many hours here when they were little, enjoyed birthday parties here under the picnic shed and often after school Matt and his mates would meet up in the park when they got off the bus from St Laurence's College. We



Council staff Clayton Hoyle and John Bolivar said they were proud to be asked to install the signs for the memorial park.





also asked council to include Rachel McCrow in the signage as, not only did they serve together, they were also good friends. It's important for us they are always both remembered."

QPU President Ian Leavers said, 'This park will be another enduring legacy of Matthew and Rachel. This centrally located park in Parkinson is a hub for

the community. Many families like the Arnolds watched their children play, laugh and enjoy themselves in these surroundings.

"I hope when the Arnolds visit here they see that happiness in those around them and think about the good times and how Matt made a positive impact.

"If Matt's brother James and sister Hayley eventually have families of their own I can see this would be a wonderful place for them to gather and remember Matt."

The Constable Matthew Arnold Memorial Park is on the corner of Algester Road and Roseneath Drive at Parkinson.



Acting Inspector and Arnold Family Liaison Officer Mick Coulson along with Calamvale Acting Inspector Steve Gough assisted with the unveiling of the new park.

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Valour Award

By Darren Curtis

Thirty years on from one of the most challenging events in his life, former Detective Sergeant Glenn Teske was presented with the Police Service Medal for Valour after exchanging gunfire with an offender on a remote property South of Mareeba in Far North Queensland.

Mr Teske was presented with his Valour Medal, National Police Service Medal and Queensland Police Service Medal with clasp at a small ceremony in Kingaroy with QPU Vice President Shane Prior and Superintendent Douglas McDonald on Monday July 3, 2023.

The Valour Medal was awarded for an incident that occurred on January 30, 1993 at Silver Valley.

The former Detective Sergeant in company with a number of other police attended a property concerned for the welfare of a mechanic, his son and

a neighbour who had all gone to the same property separately over three days to assist the occupants but had not returned home.

When police arrived they found spikes embedded in the driveway designed to deflate tyres and various improvised traps leading to the homestead on the property.

Approaching on foot the police discovered two armed offenders and called on them to surrender.

Glenn said everything changed very rapidly, "One guy was squatting next to

a vehicle and I used my body weight to pin him there, however he continued to try and reach for a sawn-off 12 gauge shotgun to shoot me. I managed to cuff him but the second offender ran off into the bush pursued by another Detective Senior Constable.

Seconds later they heard gunshots. The offender had fired a shotgun using one ounce solid slugs. The blast was so close to the officer it deafened him and both were returning fire at each other at close range."

Glenn said, "The officer was trying to seek cover so I yelled out and drew the offender's fire onto myself so my mate could seek shelter."



QPU Vice President Shane Prior congratulates Glenn Teske on being awarded the QPS Medal of Valour.



Tammy and Glenn Teske with his Service Medals and Valour Award.

The pair exchanged fire around twenty metres apart until eventually Glenn convinced the offender to surrender through a series of verbal commands. None of the police were wearing ballistic vests.

During the award ceremony QPU Vice President Shane Prior said, "This incident could have easily become a tragedy. A few millimetres difference and we could have had multiple police murdered. Glenn we are proud of you and it's obvious your family is proud of you."

"I hope this award will have pride of place in your family home and you proudly wear your medals at future ceremonies and events. Thank you for your service and thank you for courage under fire, protecting your colleagues and successfully detaining the offenders."

The two offenders arrested at the scene were charged with attempted murder, deprivation of liberty and multiple drug and firearm offences.

They were sentenced to fourteen years in prison. The three men held captive were discovered by the officers after the gunfire stopped. They had been held in a sealed car carrier in tropical heat for days and were very grateful to see the police even though they were unsure about who was shooting.

The citation reads the Valour Medal was awarded for exceptional bravery. With tears streaming down his cheeks Glenn said, "I resigned in 1995 but being in the police was the best job I ever had. This presentation today in front of my family was very special. For many years I hadn't told them about what happened."

There were two QPS Valour Medals awarded for the Silver Valley incident, the other was bestowed in a separate ceremony on Assistant Commissioner Maurice Carless (who was a Detective Senior Constable at the time.)

The QPU supports our members being acknowledged for exceptional police work, bravery and actions that have



It was an emotional day for Glenn Teske reliving the events from 1993.

saved the lives of colleagues and the public.

If you would like to nominate a Police Officer, go to the QPS Sharepoint Page and click on the Honours and Awards section or contact your Regional Rep.



Mother-in-law Kaye Wolski, Glenn's wife Tammy, daughter Grace and grandson Toby celebrate the presentation of Glenn's service medals and Valour Award.

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

League Origin



Queensland Police Rugby League players impressed National selectors with their determination during the Australian Tri Series securing a number of positions in the Australian Police Rugby League men's and women's teams.

Played at the Burleigh Bears home ground of Pizze Park on the Gold Coast over a number of days in July 2023 it was the inaugural year for both the men and women's teams to play a full interstate series with Affiliated States entering a women's team for the first time.

The QPS Men's Team finished the carnival with mixed results, going down to New South Wales Police in the annual State of Origin Game but bouncing back with a strong win over Affiliated States in the second game.

QPS Rugby League President Danny Hess said, "It was a typical Queensland- Blues game. Early in the first half we lost Australian second rower Ryley Kajewski with a broken shoulder and that prompted a

significant reshuffle. New South Wales got a few points on us rapidly and headed to halftime with a ten point lead.

"Coach Nick Patterson set out a simple plan for the second half and it paid dividends and a few fifty-fifty calls went our way. We had opportunities to score points but our execution wasn't on point and New South Wales achieved a four point lead with minutes to go and that proved the winning margin." The final score New South Wales 24- Queensland 20.

After a rest day Queensland played Affiliated States and by then the team knew the chance to be National champions had slipped by after the Blues won their second game.

President Hess said, "We were playing

for pride and we wanted to win in front of our families and the big crowd of friends and supporters who came to watch. The final score was Queensland 26, Affiliated States 10.

"We had a 23 man squad for the tournament and ten of those players had never played a tri series before so that's a good sign we have some good growth and new players coming through the system."

The QPS Women's Team also came up with similar results, dropping the first game to New South Wales before dominating the final round game against Affiliated States.

Danny Hess said, "The QPS Women were coached by Karyn Murphy who is also looking after the Titans



The 2023 QPSRL Team.



The 2023 QPSWRL Team.

NRLW team so they really had some experience setting up their style and set plays. However the Blues will take advantage of any mistakes and punish their opposition. There were patches where the Maroons were very promising and you can see there is just so much potential in this playing group.

“The score finished New South Wales 16 -Queensland 4 and you see our players were really gutted at the end of the game but they really rebuilt and showed mental toughness to claim the second game 18-14 against Affiliated States.”

This was the first year both men’s and women’s Queensland teams played at the same venue and were in camp together. Danny Hess said the teams



mixed well and bonded rapidly, “As a playing group the two teams attended training sessions together, cheered strongly for each team member during jersey presentation and you got the sense the players will all have strong relationships for years to come.”



Away from the field both sides also interacted with the community, the QPS Women’s Team assisted at a training session at Robina Stadium with the Titans All Abilities Team while the QPS Men’s Team attended a session with the Men of Business Academy (Gold Coast based program offering leadership and mentoring for young men).

National selectors identified a number of QPS players for the Australian Police Rugby League Teams. Queensland players Jorgia Gray, Belinda Patrick, Savannah Pratten, Ayden Bain and Tahnee Guinea were selected in the first 13, with Shaye Easton, Fran Wilson, Syndee Story and April Albury as shadows.

The Australian Men’s Team will include Jake Carl, Andrew Dunkley, Sam Pierce, Troy O’Sullivan, Will Scanlan and Alex Williams. On the shadows list will be Al Heldsinger and Kieran Melville.

The Australian Team will play a two test series against the touring Great Britain side in Sydney in early 2024 but negotiations are also underway to potentially incorporate representative teams from New Zealand Police to make it a three way International series.

2023 QUEENSLAND POLICE TRI SERIES SQUAD

| | |
|------------------|-----------------|
| Andrew Beaumont | Kieran Melville |
| Jarwin Blackman | Matt Munckton |
| Jake Carl | Michael O’Keefe |
| Jack Connor | Troy O’Sullivan |
| James Conroy | Carter Ozanne |
| Angelo Cuevas | Samuel Pierce |
| Dave Cutlet | William Scanlan |
| Andrew Dunkley | Cody Sinclair |
| Jack Haergreaves | Cameron Squires |
| Allan Heldsinger | Alex Williams |
| Ryley Kajewski | Sam Yip |
| Richard Lowder | |

2023 QUEENSLAND POLICE TRI SERIES SQUAD LIST

| | |
|-----------------|------------------------|
| Mekilah Acworth | Tahnee Guinea |
| Nikki Aglio | Brooke Kingdom |
| April Albury | Steph McConnell |
| Teresa Anderson | Belinda Patrick |
| Ayden Bain | Savannah Pratten |
| Samantha Bliss | Nyree Proctor |
| Donna Davis | Gracie Ryder |
| Shaye Easton | Kerri Smith |
| Rachel Elsmore | Syndee Storey |
| Kirsten Everett | Kirsten Taylor-Hansson |
| Jorgia Gray | Fran Wilson |















Police Health



DIABETES AND POLICING: A BIOLOGICAL ROLLERCOASTER



More than 300 Australians develop diabetes every day, which is equal to an alarming rate of 1 person receiving a diagnosis every 5 minutes¹ – and the police community are diagnosed with type-2 diabetes at a higher rate than the general population.

Diabetes is a multi-faceted disease where there is too much glucose in the blood. The body can't make enough insulin or is not effectively using the insulin it does make.

Over time high glucose levels can damage blood vessels and nerves, resulting in long term health

complications including heart, kidney, and foot damage.

Weight control, a healthy diet with low cholesterol and physical activity help reduce your risk of diabetes.

But, for the exhausted police officer, who works shifts (often nights), these aren't easy to master.

According to ex-officer and acclaimed author, Dr Gilmartin, "Police experience an elevated adrenal cortical sympathetic stress response, causing the liver to release glucose. The pancreas responds by secreting

insulin to allow glucose to enter the cell."

HOW DIABETES AFFECTS YOUR EYES

Diabetes is the leading cause of blindness in working age adults².

High or variable blood sugar due to diabetes impacts the eyes through fluctuations in vision, and diabetic retinopathy – a condition which has the potential to cause severe vision loss.

It affects blood vessels in the retina (the light-sensitive layer of tissue in the back of your eye)³.

It can present without symptoms in its early stages, but if left untreated, it can result in vision that is blurred, patchy or distorted².

This can impact day-to-day activities such as walking, reading and watching TV.

AN EYE CHECK CAN DETECT DIABETES

Regular eye examinations with an optometrist can detect signs of diabetes as well as ensure that diagnosed diabetes is remaining well-controlled.

1 in 20 Australians have diagnosed diabetes, but studies have shown that many Australians are living with undiagnosed type 2 diabetes³.

This means that regular health checks are vital in ensuring any undetected diabetes is found and treated.

Regular eye tests as directed by your optometrist are essential, with or without the presence of diagnosed medical conditions.

Police Health offer members generous optical benefits, which you can roll over unclaimed Annual Maximums from one calendar year to the next.*

A HEALTHY LIFESTYLE CAN HELP TOO

For police officers, there needs to be an even greater focus on eating well to manage blood glucose levels. Regular exercise will complement this, helping to lower blood pressure and weight. Medication is often required to support the body's processes.

Low sugar and carb diets are preferable. For inspiration choosing foods, meal plans and serving sizes, visit diabetesaustralia.com.au.

This can help busy officers plan their meals in advance. Specialists can help workers construct specific eating plans and exercise regimes that are realistic to manage with evolving shifts.

**Waiting Periods, Annual Maximums, Rollover Maximums and other conditions apply.*

Sources

- 1 Diabetes Australia. *Diabetes in Australia (2023)*.
- 2 Australian Institute of Health and Welfare.
- 3 Diabetes Australia.
- 4 National Eye Institute.
- 5 Vision Australia. *Diabetic Retinopathy (2023)*.
- 6 Diabetes: Australian Facts. Australian Institute of Health and Welfare (2023).



COVER LIKE NO OTHER

THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



QUEENSLAND POLICE UNION

www.qpu.asn.au



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – Winter 2023



MESSAGE FROM GREG EARLY, STATE PRESIDENT

ANOTHER SUCCESSFUL BOWLS DAY IN AID OF POLICE LEGACY

On 7 July 2023 the seventeenth QRPA-Queensland Police Legacy Scheme Bowls Day was held at Northern Suburbs Bowls Club, Wavell Heights. Commissioner Katarina Carroll, Patron of the QRPA, presented a cheque for

\$9,680.00 to QPLS Board Chair-man, Shane Prior, which takes the amount handed over to the scheme to \$121,433.35.

ANNUAL LUNCHESES/DINNER

11.09.2023 State @ Geebung RSL, Bob Pease, 0401 399 839.

19.10.2023 Darling Downs @ Futures Restaurant, Tafe College, David Lynch, 0419 177 935.

20.10.2023 Mackay-Whitsunday @ Souths Suburban Bowls Club, Bob Maher, 0439 750 709.

26.10.2023 Near North Coast @ Sports Central, Caboolture, Merv Melling, 0408 587 624.

20.11.2023 Rockhampton @ Victoria Tavern, Dennis Smith, 0408 321 416 (Dinner).

06.12.2023 Bundaberg @ Bundaberg RSL, Rowan Bond, 0408 286 483.

06.12.2023 Townsville @ Tom's Tavern, John Urquhart, 0407 734 497.

14.12.2023 Ipswich @ Brothers Leagues Club, Ken Martin, 3288 9782.

NEW MEMBERS

Former Constable 1st Class Helen Lindorff, Bundaberg; former Sergeant Anthony Paul Hart, Bundaberg; former Senior Sergeant Mark Alexander Crowe, former Sergeant Ian Edward Thomson, Townsville; former Sergeant Jacqueline Angela Munn, Ipswich; former Detective Sergeant Michael Mageros, former Inspector Amanda Anderson, Near North Coast; former AO3 QPS Public Servant Catherine Burns, Far North Queensland; former Administrative Assistant QPS Lynnette Dunn, Far North Queensland and former Sergeant Marcus Robert Brown, Mackay-Whitsunday.

NEW ASSOCIATE MEMBER

Kevin Landles, Redlands.

OBITUARIES – May They Rest In Peace Members

Veteran Member and former Inspector Brian Dennis Desjardins, 14.05.2023, aged 78 years; Life Member and former Inspector

Colin MacKenzie Guy, 19.05.2023, aged 90 years; Veteran Member and former Detective Superintendent Horace Connor (Horrie) Robertson, 29.05.2023, aged 93 years; former Chief Superintendent and Life Member Robert Dennis Hayes, 12 July 2023, aged 85 years; Associate Member Helen Claire Gordon, (wife of Veteran Member John Gordon), 16 June 2023, aged 78 years; Associate Member Doreen Gillespie, OAM, (widow of former Veteran Member Robert (Doc) Gillespie), 12 July 2023, aged 87 years and former Senior Sergeant and Veteran Member John William Pearson, 90 years, 06 July 2023.

Non Members

Former Detective Sergeant Warwick George Michael 20.05.2023, aged 73 years; former QPS officer Gregory C. Wunsch, 57 years, 30.05.2023; former QPS Officer Douglas John Morris, 18.06.2023, aged 85 years; former QPS Officer Patrick Laurence O'Shea, 18.06.2023, aged 95 years and former QPS Officer Mervyn Donald McPherson, 76 years, 30.06.23.

Family

Jocelyn Anne Codrington King, (daughter of Veteran Member and former Chief Superintendent Wayne King, 14.04.2023, aged 52 years; Irene Rynders, (wife of our late member and former Superintendent Ronald Michael Rynders), 12.05.2023, aged 90 years; Colette Venardos, (widow of late Veteran Member Peter Venardos), 07.06.2023; Josephine Mary Walsh, (widow of deceased QPS Officer James), 26.06.2023, aged 93 years and Margaret Therese MacDonald, (widow of late Life Member and Deputy Commissioner Vernon Alister MacDonald), 02.12.2021.

Serving Members

Plain Clothes Senior Constable Michael Carr, 05.04.2023, aged 30 years; Senior Constable Justin Terrence Darney, 30.01.2023, aged 41 years; Senior Sergeant Nicholas 'Nick' Lehmann, Regional Operations Officer, North Coast Region, 50 years, 31.05.2023 and Senior Constable Kym Slade, aged 48 years, 20 July 2023.

QRPA Certificates

Veteran Member

(75 years & 10 years continuous financial membership) – Bruce Raymond, Ipswich; John Edward Lear, Darling Downs; Kenneth Russell Luskie, Redlands; Raymond Frederick Platz, State; Warren Lester Griggs, Sunshine Coast; Denis Roger Houston, State and Lothar Otto Wilhelm Schonefeld, State.

Senior Member

(65 years & 10 years continuous financial membership) – Ronald George Nankervis, State; Noel Melrose, Rockhampton; William Francis Moran, Rockhampton; Ronald James

Sakzewski, State; Anthony Alan Benson, State and Judith Helen Newman, Logan-Beenleigh.

Veteran Associate Member

(75 years & 10 years continuous financial membership) – Denise Hansen, Mackay-Whitsunday; Lorraine Mary Duncan, Mackay-Whitsunday and Patricia Ann Frank, Gympie.

Senior Associate Member

(65 years & 10 years continuous financial membership) – John Lovi, Mackay-Whitsunday.

90 and Over

Betty Hood, State, 92 on 20 June 2023; John Conway Howard, State, 93 on 17 June 2023; Rex Albert Allison, Gympie, 99 on 18 July 2023; Ronald William Ehlers, Redlands, 90 on 21 July 2023; Caroline Louise Hartwig, Near North Coast, 90 on 25 July 2023; Ramsay (Ron) Hastie, Logan-Beenleigh, 95 on 22 July 2023 and Heather Lougheed, Redlands, 90 on 14 July 2023.

AROUND THE BRANCHES

BUNDABERG

Meeting held on 26 May 2023. State President Greg Early has forwarded to Commissioner Carroll the Branch's suggestion that she consider creating a similar honour board to the one arranged in Victoria which would contain the names of all Queensland Police Officers conscripted to perform National Service. Welfare: Mary advised that Chris Sidey was feeling much better. Roy Moore has had surgery to his nose re sun cancer. The Branch has forwarded \$4,500 to the Queensland Police Legacy Scheme, this being the proceeds of the very successful Bowls Day conducted on 1 May 2023. President Grannie Pearce thanked all members who pitched in to help make this day such a huge success. Meeting held on 30 June 2023. At the time of the meeting, President Grannie Pearce advised that Bob Hayes was in Redcliffe Hospital with pneumonia and was not very well. (Unfortunately Bob passed away on 12 July 2023). John and Marg Francis have been recovering from COVID they contracted recently. Lou Pakallus was recovering from surgery. Secretary Rowan Bond mentioned that he and Rod Dunham attended a morning tea in Rockhampton to celebrate former Councillor Rose Swadling receiving an Order of Australia Medal. Rowan also mentioned that five members attended the Hervey Bay luncheon. Monthly meeting held on 28 July 2023: A minutes silence was held to commemorate the passing of former Bundaberg member and past President Bob Hayes. President Grannie Pearce indicated he and Mary Waugh had attended Bob's funeral service. Welfare: At the time of the meeting, Mary Allen was presently in Brisbane undergoing surgery. Mary Waugh had visited Ross Green and Fred Collins both in aged care and they are doing OK. Annual general meeting: Greg Strohfeltd conducted the election of officers with the following result: President – John Lewis, Vice President – Mick Harvey, Treasurer – Julie Sharpe, Secretary – Rowan Bond, Assistant Secretary – Rod Dunham, Newsletter Editor – John Lewis, Welfare Officer – no nomination – Mary Waugh will continue in the role until a successor is elected - and Bowls Co-ordinator – Alan Edgerton. Next meeting: 28 August 2023. (Secretary – Rowan Bond 0408 286 483)

GOLD COAST

Meeting held at the Currumbin RSL Club on 6 June 2023. An application for membership by Associate Member and former NSW Police Officer Zoe Dione Lawlor was recommended for approval. Secretary David Manfield was presented with his Veteran Member Certificate by President Russell Robertson. Guest Speaker: Keith Woodbridge spoke of his role as the Staging Officer, Major Operations, Rural Fire Service, Mudgeeraba. He has been a member of the RFS for the past 30 years. He recalled the old days when they had to run chook raffles at the local hotels and clear rubbish at the Greek Festival and other venues to raise funds. He stated the RFS, QFS, QPOL and other relevant responsible agencies maintain an excellent co-ordination and management of fighting fires in the region. Meeting held on 4 July 2023. Guest speaker: Veteran member Haydon Stokes who was ably assisted by Keith Woodbridge of the Rural Fire Service. Haydon explained in detail and demonstrated on a resuscitation dummy the latest technology in resuscitation and how to use a defibrillator. Most stores, community venues and sports complexes have defibrillators available for use by the general public (many thanks to Kerry Packer). Haydon demonstrated how easy it was to use a defibrillator. It was a great refresher course in resuscitation. Luncheon held on 19 July 2023 at Twin Towns Services Club: Fifty seven members and guests attended: Special guests: Twin Towns Services Club Board Members – Mr Ken Culpitt and Ms Sharon Symonds, Assistant Commissioner Brian Swann, Acting Chief Supt Jeff Sheldon, Ms Sonia Vitiello – White Ladies Funerals, Ms Leah Kahika – Police Chaplain, State Management. Executive members: State President Greg Early, Senior State Vice President Bob Pease, Welfare Officer Emmanuel Anthony, State Secretary Patricia Holden, State Treasurer Jillian Steinkamp and Assistant State Secretary Pat Philp. There were seven lucky door prizes and fifty general prizes. Very special guest: Former Gold Coast Veteran Member Don Braithwaite who has moved to Brisbane. Next meeting: Currumbin RSL Club, 1 August 2023. (Secretary – David Manfield 0413 957 610)



President Russell Robertson presenting Secretary David Manfield with his Veteran Member Certificate.



Attendees at the 19 July 2023 luncheon: Senior State Vice President Bob Pease, President Russell Robertson, State Treasurer Jillian Steinkamp, State Secretary Patricia Holden and State President Greg Early.

GYMPIE

Meeting held on 7 June 2023 at the Tin Can Bay Country Club. Welfare: Helen Gordon had been in the Sunshine Coast University Hospital, has returned home and John will be caring for her. (Unfortunately Helen passed away on 16 June 2023). Peter Eiby advised he had suffered a heart attack, had been in the Gympie Hospital and had been moved to the Sunshine Coast University Hospital for further tests and treatment. He is not at all well. Tony Olsen had a fall at home and was recovering from his injuries. Kevin Lewis is suffering badly with arthritis and cannot attend the meetings. Chris Sang has transferred to State Branch and Ray Duryea has transferred to Hervey Bay Branch. It was resolved to donate \$400 to the Queensland Police Legacy Scheme. Secretary Veronica Kane and Treasurer George Moczynski had previously advised of their resignation as Secretary and Treasurer of the Branch from 1 July 2023. President Keith Bunkum thanked Veronica and George for the work they had done for the Gympie Branch over the past few years and wished them all of the best in the future. AGM and general meeting held on 26 July 2023. President Keith Bunkum delivered his annual report and the report of the previous Treasurer George Moczynski. The election of officers resulted as follows: President - Keith Bunkum, Vice President - Ron Cooper, Secretary - Wayne McDonald, Treasurer - Kevin Lewis, Welfare Officers: Annabell Andrews, Norm Breen and Tony Barton and Activities Officers - Lyn Bunkum and Margery Durre.

LOGAN-BEENLEIGH

Meeting held on 21 June 2023. Guest speaker: John Porter, CEO of NightLight Charity which is a Christian based and not for profit charity which receives no assistance from Government. John provided an emotional presentation concerning the works performed by the organisation and the assistance provided to the homeless and destitute members within the Beenleigh-Eagleby area. The organisation approaches various businesses within the area who provide products which allows the volunteers within NightLight to distribute much needed goods and food to those in need. (The Branch has donated \$300 to NightLight Charity).

The 14th annual general and monthly meetings were held on 26 July 2023. Special visitors: State Vice President Alex Granlund, State Secretary Patricia Holden, QBank Director Dan Keating and new member Bob Welch. State Secretary Patricia Holden conducted the election of officers with the following result: President Col Thorne, Vice President Kay Halford, Secretary Kevin Francis, Treasurer Lee Thorne, Assistant Secretary/ Treasurer Wayne Barnes and Welfare Officer Eileen Riley. The application to join the Association by Jeffrey John Dawson was recommended for approval. President Col Thorne presented Ray King with his Queensland Police Service Medal and fifteen year clasp. As a result of issues which had developed over the last couple of years, discussion ensued about looking for a new venue for the Branch's monthly meetings. The Executive was authorised to seek out alternate venues. Future outings: 7 September 2023 morning tea and tour of Ormiston House; Christmas lunch at Beenleigh Tavern on 6 December 2023. Funds derived from the purchase of pens donated by Kay Halford and the recycling efforts of Gerry Stevens continue to

go to the Queensland Police Legacy Scheme. Welfare by Eileen Riley: Some of our members are quite unwell at this time and I will continue to liaise with them as they undergo their various treatments. Four of us visited Ron Hastie at his nursing home and Ron was very pleased that he had not been forgotten by his police colleagues as he celebrated his 95th birthday. QBank Director Dan Keating Dan spoke about the support of QBank to the various Branches of the QRPA and the overall membership. He also addressed the scam prevention arrangements which are provided by QBank and provided a handout addressing the responses to various scams. Next meeting: 23 August 2023. (Secretary – Kevin Francis 0401 668 760)



Col Thorne, Ron Hastie and Eileen Riley at the Bolton Carrington Retirement Home when Ron celebrated his 95th birthday.



President Col Thorne presenting Ray King with his Queensland Police Service Medal and fifteen year clasp.



President Col Thorne presenting John Taylor with his Detective Appointment Certificate.

SUNSHINE COAST

Luncheon held on 23 May 2023 at the Headland Golf Club. Forty seven people attended. Special guests: QBank Board Director Andy Henderson, Sunshine Coast District Officer Superintendent Craig Hawkins, Officer in Charge of Maroochydore Station, Senior Sergeant Michael Langsdorf, North Coast Region Chaplain Matt Govan and State President Greg Early. Attendees from other Branches were: Vicki Morris (Bundaberg) and Near North Coast: President John Warner

and Vice President Allan Hawkins. A welcome back was given to Narelle Walker, Branch member and Editor of Cop This. Speakers were President Dick Turpin, Greg Early, Andy Henderson and Craig Hawkins. The raffle was well supported with three 'lucky door' prizes and raffle donations adding to the prize pool and ensuring there were plenty of prizes being shared among the attendees. The day was a great success and a credit to all involved. (John (Whiskey) Walker Vice President and MC). Meeting held on 27 June 2023. Welfare Officer/President Dick Turpin reported on the welfare of members who are or have been unwell. Guest speaker: Detective Sergeant Andrew Ayers, Founding Director of Blue Hope, who gave an outline of the work undertaken by the group on behalf of serving members of the Queensland Police Service. The group works independently of the Queensland Police Service. AGM was held on 25 July 2023 with the following result: President and Welfare Officer Dick Turpin, Vice President John Walker, Secretary David Betts and Treasurer Steve Maney. Welfare Officer Dick Turpin gave an extensive welfare report on the welfare of members who are or have been unwell. Former Australian Federal Police Officer Michael Hawthorne was a visitor and is in the process of joining the Association. (Secretary – David Betts 5445 3919)

SOUTHERN DOWNS AND GRANITE BELT

The annual general meeting and the annual luncheon were held on 14 July 2023 at the Condamine Social Club. Branches represented were Darling Downs (4) and Redlands (2). Special guests welcomed by President Laurie Bell: Evan Morgan (Branch Auditor), Dan Keating (Director of QBank), Alex Granlund (State Vice President), Jeff Bails (Police Chaplain), Detective Sergeant Glen Roche (representing the QPS) and Jason Goodwin (representing the Queensland Police Legacy Scheme). Annual general meeting: Evan Morgan conducted the election of officers with the following result: President Laurie Bell, Vice President Brett Barney, Secretary Brian Cannon, Assistant Secretary Monica O'Mara, Treasurer Kristine Grayson, Assistant Treasurer Monica O'Mara, Welfare Officers Monica O'Mara (Warwick), Stanthorpe (Tim Battle) and Tenterfield (Laurie Bell). The Branch donated \$500 to the Queensland Police Legacy Scheme. This was accepted on behalf of the Scheme by Jason Goodwin. The meeting/luncheon was an opportunity for much camaraderie and reconnection. In short it was a great day. Next meeting: 1 September 2023 at the Stanthorpe RSL Club. (Secretary – Brian Cannon 0476 156 968)



President Laurie Bell presenting a cheque for \$500 to Jason Goodwin, Queensland Police Legacy Scheme.

ROCKHAMPTON

Meeting held on 7 June 2023. President Barry Self presented member Bruce Sanders with his Detective Appointment

Certificate. Eleven members indicated their intention of attending the Gladstone luncheon. Some members attended a morning tea on 26 May at the Frenchville Club with Rose Swadling and her family for her to thank the people of Rockhampton for their support in her being presented with an Order of Australia Medal. Some branch members from Bundaberg were also present. Meetings held on 5 July 2023: AGM. Vice President Bob Moore conducted the election of officers which resulted as follows: President Barry Self, Vice President Bob Moore, Secretary Treasurer Dennis Smith, Welfare Officers Barry Self, Terry Connolly, Bob Moore and Terry Hanly. President Barry Self thanked members for his 29 years as President and presented Terry Hanly with his Detective Appointment Certificate. The next social outing will be held at Cockscombe Retreat on 17 September 2023. The Club's annual dinner will be held at the Victoria Tavern on 20 November 2023. Next Meeting; 10.30 am Wednesday 2 August 2023.



President Barry Self presenting Bruce Sanders with his Detective Appointment Certificate.



Associate Member Rose Swadling thanking Rockhampton people for their support in her being presented with an Order of Australia Medal.



President Barry Self presenting Terry Hanly with his Detective Appointment Certificate.

MACKAY-WHITSUNDAY

Meeting held on 20 May 2023. President Bob Maher presented Denise Hansen with her Veteran Associate Member Certificate. Welfare: Dawn Hodgson some heart problems recently. Kev Hill was OK following his short stay in hospital. Barry Downs was on the improve and in fact attended the meeting. Barry Downs expressed his thanks to Peter Howard for his support during the past few months. As a result of Bev Houley, Andre and Diane meeting with the Mackay Council's representative about the Branch's display at the Museum, it was found that some of the display had been taken down and stored in a booklet and that the Branch had to remove its display cabinets within the month. Meeting held on 17 June 2023. There is no available space at the station or headquarters for the Museum items. An approach will be made to Whitsunday Police and Sarina Museum before dismantling the display at the Mackay Museum. The application to join the Association by Marcus Brown was recommended for approval. Marcus was at the meeting and gave a short rendition of his service. Welfare: Secretary Dennis and Denise visited Norah Spreadborough who is still having problems with her right shoulder. She has cut back on her social activities as she doesn't feel safe with her walking frame. Peter Howard advised that Barry Downs seemed to be on the improve. Acting Chairman Craig Joy presented Lorraine Duncan with her Veteran Associate Member Certificate. Annual general and monthly meetings held on 15 July 2023. In his annual report, President Bob Maher outlined the achievement of the Branch in the past year and praised the efforts of those who assisted in the management of the Branch's affairs. Result of the election of officers: President Bob Maher; Vice President Doug Sologinkin, Secretary vacant; Welfare Officers Peter Howard and Barry Downs, Treasurer and Newsletter Editor Bev Houley, Social Co-ordinator vacant and Raffles Co-ordinator Lorraine Hansen. Monthly meeting matters: Branch display at the Museum: The Sarina Museum is unable to assist in taking some of the Branch's display; Nathan Blain, Whitsunday police, is looking at taking some of the items and also has referred the Proserpine Historical Society to the Branch but there has been no development from that source. All of the items have been removed from the Museum, Vietnam Vets have taken the large glass display case and the corner glass cabinet and the remaining items are stored at Bev Houley's house until some finality has been reached. Barry Downs advised the meeting that during his recent problems Peter Howard had been a great help to him and Thele and he thanked him for his assistance. Next meeting: 19 August 2023.



Acting Chairman Craig Joy presenting Lorraine Duncan with her Veteran Member Certificate.

IPSWICH

Meeting held on 11 May 2023. Jacquie Munn was welcomed to the meeting and expressed a desire to join the Association. Welfare by Bruce Raymond and John Hawkins. Fred Maynard spent considerable time in the Wesley Hospital with back trouble. Matt Dale was experiencing major back problems and Elaine's broken wrist was still on the mend. Terry Bohn is home after a short term in hospital. Mark Clark has overcome a major health issue. Mark Ballin was recovering after a knee replacement operation. Graham Burgemeister was waiting on a pace maker to be fitted. Keith Herbert, who is now living on the Gold Coast, is recovering following prostate surgery. Ron Lobwein still has a remarkable sense of humour despite being handicapped in his movement. Guest speaker: Acting Detective Superintendent David Briese. David provided a detailed explanation of the Service Design Program (SDP) which was trialled in some regions and later abandoned. Meeting held on 8 June 2023. Welfare: Barry Cannon spent the previous month in the Mater Hospital but was home at the time of the meeting recovering from sun cancer skin grafts. Di Hart was recovering from a hernia operation that was still causing some grief. Matt Dale was still suffering from vertigo. Cliff Dieckmann was suffering from a lung infection. Di McCrae was awarded a Community Service Award by Federal Member Graham Perrett. Guest speakers: Rebekah Hearder from Sylvan Funerals and Tania White from Centenary Memorial Gardens who explained the roles of the undertaker and the cemetery/crematorium; also they gave a detailed explanation of costs involved in the funeral and burial/cremation process. Christmas in July luncheon held on 13 July 2023. Special guests: Retired Commissioner Bob Atkinson, Guest Speaker Peter Watt and wife Naomi, Acting Detective Superintendent Heath McQueen, Acting Detective Inspector Wayne Francis and State Secretary Patricia Holden. Welfare: John Raatz spent 10 days in hospital with severe COVID. Former officer Paul Hogg was in hospital after a fall that fractured his shoulder. Terry Bohn was recovering at home following time in hospital. Graham Burgemeister was still undergoing tests for a pace-maker. Marilou Polzin has joined the Association as an Associate Member. Guest speaker was author Peter Watt. Peter has spent time as a soldier, articulated clerk, prawn trawler deck hand, builder's labourer, pipe layer, real estate salesman, private investigator, police sergeant, surveyor's chainman, advisor to the Royal Papua New Guinea Constabulary and Queensland Police Officer last based in Toowoomba. He speaks, reads and writes Vietnamese and Pidgin. He now resides at Maclean on the Clarence River in Northern New South Wales. He has volunteered with the Volunteer Rescue Association, Queensland Ambulance Service and currently with the Rural Fire Service. He is a member of the New South Wales Retired Police Association. Peter provided an overview on his latest book and on the proposed production of a TV series based on his writings as well as outlining his full and eventful life. Next meeting: 10 August 2023 annual and general. (Secretary-Treasurer – Ken Martin 0407 345 500)



Di McCrae (centre) receiving a Community Service Award from Federal Member Graham Perrett.

GLADSTONE

Meeting held on 7 June 2023 at Harvey Road Tavern, Gladstone. Welfare: Acting Welfare Officer Darryl Saw advised that Peter Vale was quite well and happy. His wife Helen had a sciatic nerve problem for which she received relief treatment. Diane Janas was recuperating from a reversed shoulder replacement operation. John Joannidis advised he hopes to have a left shoulder re-construction soon. Meetings held on 5 July 2023 at the Queens Hotel, Gladstone. Secretary Darryl Saw was an apology due to illness and Junior Vice President Neil Coleborn took the minutes and presented Acting Welfare Officer Darryl's report: Mike Ball had picked up a bug. Glen Josefski is still doing well. Chris Lette spoke on the weathering effect on deceased Sergeant Dan Stiller's roadside memorial and obtaining permission to place a police logo/badge and a weatherproof plaque on same. The result of the election of officers at the AGM: President Glenn Churchill, Senior Vice President Denis Connolly, Junior Vice President Neil Coleborn Darryl Saw will act as Welfare Officer until a replacement is found. Next meeting: 9 August 2023 at the Gladstone Police Station. Annual luncheon held on 8 July 2023: Forty one members and guests attended. Official guests: State President Greg Early, Gladstone Patrol Group Inspector Darren Somerville and partner Toni, Hon Glenn Butcher MP, State Member for Gladstone and Minister for Regional Development, Manufacturing and Minister for Water and partner Therese, and Cr. Chris Cameron representing Gladstone Regional Council Mayor Matt Burnett. Eleven members from Rockhampton Branch and four members from the Bundaberg Branch attended. State President Greg presented Associate Member Josephine Fox with her Senior Associate Member Certificate. Terry Hanly entertained members with humorous jokes and stories. The raffle table consisted of 60 general prizes and two lucky doors prizes. Sponsors recognized and thanked were QBANK for their annual contribution, Bunnings Warehouse, Gladstone, Feed Barn, Chinatown Restaurant, Gladstone Branch members and visitors for the general prizes. It is expected that a substantial donation will be made to the Qld Police Legacy Scheme. (Secretary – Darryl Saw 0447 417 746)

TOWNSVILLE

Meeting held on 7 June 2023 at the Royal Hotel, Ingham. Welfare: Gordon and Ian had visited Brian and Margaret Hooper and they had improved slightly. Vince Bye was now

back at home but he is not very well. President Merv Johnston presented John Lone with his Veteran Member Certificate and Tony Goddard with his Senior Member Certificate. Barbara Zupp once again provided morning tea to all attendees before they went to the hotel for the meeting. There was no official guest speaker so Fred Angus read a report by a former Sergeant 1/c in charge of the Bundaberg Traffic Branch in relation to a person who did not want to pay a traffic ticket for doing 42 mph in a 35 mph zone. It was a very different report with a lot of humour, some good supporting facts and many quotes from the Bible. Meeting held on 5 July 2023. Treasurer John Cran chaired the meeting in the absence of President Merv Johnston. A special welcome was given to Trevor Adcock FNQ Branch and Bob and Linda Schirmer, ex Victoria Police. The welfare Officer, Gordon Thomas informed the meeting that Brian Hooper was in Hospital waiting for a place in a nursing home. Barbara Zupp thanked members who assisted her when she hosted morning tea at her residence in Ingham. Visitor Bob Schirmer addressed the meeting re his career in Victoria Police and time he and Linda have spent travelling in their retirement. The next meeting was to be on 2 August 2023 but it was cancelled due to the meeting venue not being available.



John Lone receiving his Veteran Member Certificate from President Merv Johnston.



Tony Goddard receiving his Senior Member Certificate from President Merv Johnston.

DARLING DOWNS

Meeting held on 8 June 2023. Welfare: John MacKay reported that Boyd Wilson had made another trip to hospital during the month but was now home and seemed in good spirits. Bob Leheldt stated that John Cooper was now bedridden. Ray Briese reported that he was not required to undertake treatment for his cancer at the present time and intended to do some travelling to North Qld. The re-dedication of the Memorial Wall will be held on 26 August 2023. Meeting held on 13 July 2023. President John MacKay gave a special welcome to John and

Maureen Brand and Trevor Watts MP. John Sullivan conducted the election of officers with the following result: President John MacKay, Senior Vice President Viv Nolan, Junior Vice President Richard Creagh, Secretary Mike Jordan, Treasurer David Lynch. Welfare: Roger Dshon reported that Rick Niland had undergone more surgery and was still in St Andrews Hospital. John MacKay stated that he had visited Boyd Wilson. He was not well with a blood issue. John also stated that his wife Kathy was also unwell having spent the last week in hospital with pneumonia. Roger Dshon reported that he was suffering from arthritis through his spine. Trevor Watts, MP, gave a short presentation and presented the Branch with a Queensland flag. The plaques for Jeff Kelleher and Bob Scarff have been completed. An application for associate membership by Kathy MacKay was recommended for approval. John Brand gave an outline of his service with the QPS. His application to join the Association was recommended for approval. Next meeting: 10 August 2023. (Secretary – Mike Jordan 0438 111 423)



Acting President Viv Nolan presenting Rod Millward with his Veteran Member Certificate.

NEAR NORTH COAST

Meeting held on 15 May 2023 at the Bribie Island RSL Club. Welfare: Allan Hawkins reported on members including Life Member Col Guy. (Unfortunately, Col passed away on 19 May 2023). Guest Speakers: Inspector Paul Ready and Senior Constable Jo-Anne Arthur from the Moreton Police District Office who spoke about issues relating to service delivery and response as applicable to the modern trend in policing. They advised that body cams worn by officers can be monitored by officers at the station and that all vehicles are fitted with GPS trackers so that their whereabouts are known at all times. They seemed to be quite surprised when informed by members regarding lack of response through Police Link. Meeting held at Woody Point on 19 June 2023. Welfare: Allan Hawkins reported on Brian Sylvester, Earl Sanders and Ron Cordwell. He also discussed the health of member Gerry Morgan who is experiencing extreme pain in his legs with a condition that restricts his movements. The Branch's annual luncheon will be held on 26 October 2023 at Sports Central, Caboolture (Old RSL Club). Meeting held at the Sports Central Club at Caboolture on 17 July 2023. Allan Hawkins acted as Secretary in the absence of Merv Melling. The application to join the Association by Mandy Anderson was recommended for approval. Welfare: On 27 July 2023 Gerry Morgan was transferred from Caboolture Private Hospital to Greenslopes Hospital where he was supposed to have major surgery on his legs. However, he

was not well enough to have the surgery. Next meetings: Annual and general Bribie Island RSL Club on 21 August 2023. (Secretary – Merv Melling 0408 587 624)



Paul Doyle receiving his Detective Appointment Certificate from President John Warner.

REDLANDS

Meeting held on 23 May 2023 at the Redlands RSL Club, Cleveland. Members were very happy with the room and environment at this Club. A Senior Member Certificate was presented to Gary Phillips by Secretary Mark Stiles. Paul Oates led a discussion on current crime trends and comments around society responses and options. Meeting held on 26 June 2023 at the Redlands RSL Club. Peter Flexman, Mark Stewart and Mark Stiles provided an update on progress in regard to National Police Remembrance Day on 29 September 2023. Mary McKillop School Hall, Wellington Point, has been confirmed as this year's location. A majority vote was taken in regard to moving monthly meetings from the Redlands Sporting Club to the Redlands RSL Club. The move will commence at the August meeting. President Marty Fitzpatrick presented John Graham with his Detective Appointment Certificate. AGM held on 25 July 2023: Ken Luskie chaired the election of officers with the following result: President Paul (Marty) Fitzpatrick, Vice President Mark Stewart, Secretary Mark Stiles, Treasurer- Bernie Coleman, Welfare Officer Chris Gibney, Raffle Co-ordinator Pat Priddle and Shadow Secretary Ann Maree Stiles. General meeting: Ron Lewis was welcomed to the meeting and later submitted an application to join the Association. President Marty Fitzpatrick presented Ken Luskie with his Veteran Member Certificate. The good work being performed by Peter Flexman as chair of the NPRD sub-committee was acknowledged by President Marty Fitzpatrick. Next meeting: 22 August 2023 at Redlands RSL Club, Cleveland. (Secretary – Mark Stiles 0414 326 992)



Secretary Mark Stiles presenting Gary Phillips with his Senior Member Certificate.



President Marty Fitzpatrick presenting John Graham with his Detective Appointment Certificate in the presence of Vice President Mark Stewart.



President Marty Fitzpatrick presenting Ken Luskie with his Veteran Member Certificate.

FAR NORTH QUEENSLAND

Meeting/luncheon held at the Kairi Hotel on 23 June 2023. Forty members attended. Special guests were Inspector Jason Smith, Tablelands Patrol Group, and Chaplain Peter de Haas. Graham Jonsen is still having some medical issues. Mal Meadows has broken the fibula close to his ankle and he has it in a cast. He rode with this break for 2088 kms and fortunately his boot held it all together which means no surgery. Mal introduced Inspector Jason Smith who provided an update to members: The positives that have come from the recent shooting in Mareeba have resulted in better communication with stakeholders who can help out in such a situation. Youth Crime hasn't escalated beyond what it was last year. Domestic Violence is still taking a large percentage of QPS staff hours. One of the biggest issues facing the community is lack of parent input and family values. Member Vonelle Frazer, wife of former Queensland Police Officer and member Bob, gave a snapshot of her life before and after she became the wife of a Queensland Police Officer. Vonelle also told some very funny jokes which had those gathered laughing. On 28 July 2023 the annual and general meetings as well as the annual luncheon were held at the Cairns RSL Club. Twenty nine members and guests attended. Special guests were Police Chaplain Peter de Haas, Sergeant Dave Raymond, Officer in charge of the Cairns Dog Squad and State President Greg Early. Special mention was made of the attendance of Veteran Associate member Beryl Pocock. Secretary/Welfare Officer Brigitte McKaskill was an apology due to her being unwell. President Mal McKaskill and Treasurer Allan Dredge delivered their annual reports which indicated the Branch had had another successful year. Greg Early conducted the election of officers with the following result: President Mal McKaskill, Vice President no nomination was received, Treasurer Allan Dredge, Secretary Brigitte McKaskill and Welfare Officer Brigitte McKaskill. Greg Early mentioned the success of the Branch after it was re-formed

way back. He also spoke highly of the involvement of Ray Stubbins, who was present, in the re-formation; also that its membership had risen to 82 in recent times. Sergeant Dave Raymond sought the involvement of the Branch in this year's National Police Remembrance Day Service in Cairns. Raffle prizes included a hamper donated by QBank. Next meeting: 25 August 2023 on the Tablelands. Venue to be advised. (Secretary – Brigitte McKaskill 0408 281 979)



State President Greg Early with President Mal McKaskill at the Far North Queensland annual luncheon.

HERVEY BAY

Meeting held on 16 May 2023 at the Hervey Bay RSL Club. Traveller: Sue Walton is off to Canada to see family. Welfare: Brosey Paton was very unwell having lymph glands removed. Roger Barlow was still suffering after effects of a couple of falls over past weeks. Trevor Trost also took a fall down some steps recently and dislocated his shoulder plus various other miseries. Gerry Walton is still suffering from deep vein thrombosis and is being monitored. The annual luncheon was held on 21 June 2023 at the Waterfront Restaurant, Hervey Bay. This restaurant features one hundred and fifty degree views of Hervey Bay which on the day was putting on its best face. Forty-two members and guests attended. Redlands, Bundaberg and Gympie Branches were represented. Special guests were Andy Henderson, QBank Director, Acting Superintendent Paul Algie, Acting Inspector Brooke Flood and Sen Sgt Tony Cole, State President Greg Early and State Member for Hervey Bay Adrian Tantari. Guest speakers: Andy Henderson, QBank Director, and State President Greg Early. The lunch was of the highest standard, being a five variety alternate drop menu. Forty plus raffle prizes were on offer due to the efforts of Pauline Anderson, Roz Jamieson and Ian and Sandra West-McInnes. Meetings held on 18 July 2023. Result of election: President – Ian Anderson, Vice President – Derek Mayne, Secretary no nominations and remains vacant, Treasurer Roz Jamieson and Social Secretaries Ian and Sandra West-McInnes. Guest speaker: Acting Senior Constable Holly Marriot, Crime Prevention Coordinator, Maryborough Patrol Group, addressed the meeting on present crime trends and day to day operations and procedures for uniformed officers in the district. Once again the group was amazed at the incredible amount of time spent with paperwork these days. A well presented and well received address by Holly. Welfare: Brosey Paton is having chemo therapy at this stage of her treatment. Roger Barlow has indicated that he and Dot are not likely to be able to attend further meetings etc due to failing health. Trevor Trost took a second fall down some steps recently and broke most of his ribs and a few other bits and pieces. He

is on the mend and retains his sense of humour. As a result of discussion on holding general meetings at various locations apart from Hervey Bay RSL Club, the idea going forward is to have three meetings and two BBQs at Maryborough each year with the remainder at Hervey Bay. President Ian is going to book a venue in Maryborough for the September meeting. A BBQ will be held at Dayman Park, Hervey Bay, on 15 August 2023. Next meeting: 19 September 2023.

VAN DIEMEN'S LAND

The annual and general meetings were held on 24 June 2023 at the Tamar Valley Resort, Grindelwald. It was their 14th AGM and the tenth at Tamar Valley Resort. President/Secretary Andy Beasant gave a special welcome to Bob Atkinson, State Vice President of the QRPA, and new Branch members John and Helen Goldsworthy. Welfare: Geraldine Byrne underwent open heart surgery a few days before the meeting. Election of officers: Bob Atkinson took the chair for a short time which resulted in the outgoing Executive being re-elected as follows: President/Secretary - Andy Beasant; Vice President: Ian Johnston, Treasurer: Jim Byrne and Committee: Phil Sharpe, Jenny Johnston (Editor) and Colleen Sharpe. Next meeting: Gretna Green Hotel on 10 September 2023. A meeting will be held at the Bothwell Golf Club in November. (President/Secretary – Andy Beasant 0409 030 142)



State President Greg Early presenting Owen Lindemann with his Detective Appointment Certificate.



Former Assistant Commissioner Alan Hilker receiving the National Police Service Medal and the Queensland Police Service Medal from Commissioner Katarina Carroll.



New member Mark Crowe receiving his membership badge from State President Greg Early.

USE OF THE QPS BADGE ON A TOMBSTONE/PLAQUE

Any inquiries on this subject should be directed to: Executive Director, Communications, Culture and Engagement Division strategyandperformance.officerccc@police.qld.gov.au 3364 3221. When making contact, please ensure that a proof/mock up design is emailed to enable approval to be sought.

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Courtesy of the QPS, a confidential psychological support service is available to retired Queensland police officers – 24/7 – 1800 277 478. IF YOU KNOW SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THE FREE SERVICE OR TALK TO YOU OR SOMEONE.

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