

# POLICE

WINTER 2021

JOURNAL

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



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## 50/50 RECRUITMENT

Page 2

**We should only ever have the best of the best applicants passing through recruitment to join the ranks of the Queensland Police Service.**

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## Journal Contact

Queensland Police Union Journal  
PO Box 13008 George Street Brisbane QLD 4003  
**TEL: (07) 3259 1900 FAX: (07) 3259 1950**  
journal@qpu.asn.au www.qpu.asn.au

**MEDIA ENQUIRIES:** TEL: 0459 241 291 media@qpu.asn.au

**ADVERTISING:** TEL: (07) 3259 1989

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## IAN LEAVERS

### 50/50 RECRUITMENT

**I've always said we should only ever have the best of the best applicants passing through recruitment to join the ranks of the Queensland Police Service, so I can only applaud the investigation by the Crime and Corruption Commission into the recruiting practices enforced on the Service between 2016 and 2018. Unfortunately, these practices allowed some candidates who did not meet the threshold tests to become police officers. What a ridiculous move towards fake gender equality.**

The independent CCC report identified six women who did not meet the initial minimum standards to enter the Academy after failing cognitive, fitness, and psychological testing. Each of the women later graduated and met all standards required of the final examinations.

The cognitive and psychological testing failure is really concerning. This not only puts the public at risk but also their fellow police officers, and it is unacceptable and unethical. I would say it borders on corrupt behaviour.

When the public needs assistance and they dial Triple Zero, they don't care about the gender of who is to attend. They just want a police officer in their time of need: someone who is proficient and will perform with integrity and compassion. This woke pandering nonsense of gender equality is absolutely unacceptable.

**"This woke pandering nonsense of gender equality is absolutely unacceptable."**

I put the blame squarely in the hands of former Commissioner Ian Stewart. I called my suspicions on this policy in 2016 and was told 'there was nothing to see'. We now have confirmation this was

a flawed policy dreamt up in order to 'do the right thing'. Even now the former Commissioner continues to believe he did no wrong.

What you did do, Mr Stewart, is cast a dark shadow over every person who entered the organisation while you had this policy in place.

The QPU members who have been the most vocal on this flawed policy have been our female colleagues. These are women who have achieved positions and promotions because of their integrity and capability. They are the ones who are really alarmed by this because they feel they are the ones being tainted.

The report also identified 200 male candidates who missed selection because of the process. It's reassuring to hear that Police Commissioner Katarina Carroll wants each applicant to be reassessed on merit to offer them the opportunity to join the QPS.

### POLICE CARS NOT TAXIS

I recently had a swipe at the senior managers of QAS and the Health Department for the increasing trend of leaving police 'high and dry' and having to respond to inappropriate calls for medical assistance, only to realise an ambulance was never initially directed to the job.

It has somehow sometimes become the job of police to ferry patients to hospital in one of our vehicles.

We are sick of picking up the slack for every other Government Department that is failing to properly do their job.

I want to make it clear that frontline police do not have any issue with hardworking paramedics: they put their lives on the line like us, every day of the year. The problem is with QAS senior management and with Queensland Health.

How can they justify multiple ambulance crews sitting for hours on hospital ramps waiting to unload their patients for ongoing treatment? And now they expect police to join the ramp queue.

Public safety is being jeopardised because of this abject failure. Police have basic first aid skills, but we certainly cannot provide the intensive care required in life threatening emergencies.

Police also run the risk of being put under intense scrutiny by the Coroner if one of these 'taxi patients' died in our custody.

Commissioner Katarina Carroll backed our members and agreed this is not an appropriate or reasonable use of police resources.

However, the same cannot be said for the Ambulance Commissioner Russell Bowles, who has refused to answer for the ramping and has failed to put forward measures to stop drawing police into providing patient delivery.



I liken his absence to being in witness protection.

There were no crisis meetings or discussions with the QPS about this work-shifting trend before I raised the issue.

I know hardworking paramedics are frustrated with the situation. I hope the criticism we've aimed at their management will result in a better result for the people of Queensland and will stop police from having to sit out shifts on hospital driveways.

### **SERVICE DELIVERY AND REDESIGN PROJECT**

Although the pause button has been hit on SDRP due to strong representation from the Union, I know that this project is still causing significant angst.

General Secretary Mick Barnes has led the Union's response to SDRP and was instrumental in forcing the QPS to halt the rollout and rectify the faults before it became a state-wide problem.

Once SDRP is set up properly, it will become the foundation for how we as police do business for decades. So I encourage you all to engage with your local QPU reps, and to provide them with realistic examples of what the changes mean for your shifts.

### **PTSD**

The Palaszczuk Government has made good on their promise to introduce WorkCover reforms to make it easier for our members to obtain fast, free treatment for Post Traumatic Stress Disorder.

This has taken four years of intense behind the scenes advocacy with the Minister for Police and Emergency Services Mark Ryan, who was a strong supporter of having PTSD deemed a presumptive workplace injury.

**“This change in legislation provides our members with dignity when they need it most, and removes previous barriers that delayed treatment.”**

This change in legislation provides our members with dignity when they need it most, and removes previous barriers that delayed treatment.

It enables police to concentrate on their health and recuperation, rather than filling in forms, attending extra

**“Many people are feeling uncertain and dislocated by the prospect of change. Be confident that the QPU will use every tool available to work towards a better, more efficient workplace.”**

However, don't dwell on only the negatives. If you have some positive ideas, put them forward as well. That way everyone can benefit from the change.

Many people are feeling uncertain and dislocated by the prospect of change. Be confident that the QPU will use every tool available to work towards a better, more efficient workplace, and of course we will never compromise on officer safety.

unnecessary medical appointments, and jumping through hoops. It ensures police can return to duty and maintain a happy balance with their families and loved ones.

### **Ian LEAVERS**

General President & CEO  
0419 786 381  
ileavers@qpu.asn.au





MICK BARNES

SDRP

The Service Delivery Redesign Project (SDRP) has now been running in the Moreton Police District since 8 February. Despite having been the subject of a consultancy’s project and countless explorations by various cohorts within the QPS, the question must now be asked whether the QPS and in particular the Moreton District were sufficiently prepared and resourced for SDRP to have any chance of success.

It is relatively easy in hindsight to identify the shortcomings with the SDRP, but one thing is undeniable: something needed to be done to review just how the finite policing resources were to effectively respond to the increasing calls for policing services.

It is with this philosophy that the QPU Executive had supported the trial of SDRP in Moreton, with a view to rolling it across the whole of the state.

That initial support by the QPU Executive soon became somewhat twisted within the QPS, who espoused many changes with the advice to all who would listen that, ‘It’s OK, the Union supports all these changes.’

This even extended to places like Surfers Paradise, where one misguided Inspector informed the workplace they were to come off their 10-hour matrix roster that has been very successful and popular. But hey, ‘It’s OK, the Union has approved it’.

At the time of writing this article, SDRP has been running for over three months and a number of issues have been identified, not just by this Union but also the QPS too. After initially pausing the rollout of the SDRP into further Districts, the QPS reviewed the progress of SDRP in Moreton District before hitting the pause button once again.

The whole concept of policing our communities as we knew it was not only under threat, but so too was the work-life balance that each individual

had come to expect in each station or establishment.

Under threat were not only the likes of Flexible Workplace Agreements but in particular rostering practices that had evolved for years, and that had been accepted by officers responsible for the policing in their specific geographic location, and their chosen field of policing.

It has now become evident that the original SDRP model is in fact flexible. If SDRP is to be rolled out in any other District, why wouldn’t each District modify its ‘model’ to suit the demographics, geographics, and environment within each District?

In fairness to SDRP, I do not believe it has been resourced appropriately in the Moreton District from the start. Best described by one operational supervisor Sergeant, each and every shift for the Immediate Response Team (IRT) is ‘intense’.

So much so that out of the 14 supervisors in the two patrol groups, only three were substantive Sergeants, with the remaining 11 acting in the role.

This in itself does not reflect their abilities, but their levels of experience in what even the QPS now admits is an under resourcing of supervision in the Moreton District.

There have been examples of where the rumour mill has spoken of the ‘blue flu’ occurring, affecting the

operational capability of the Moreton District at any one point in time.

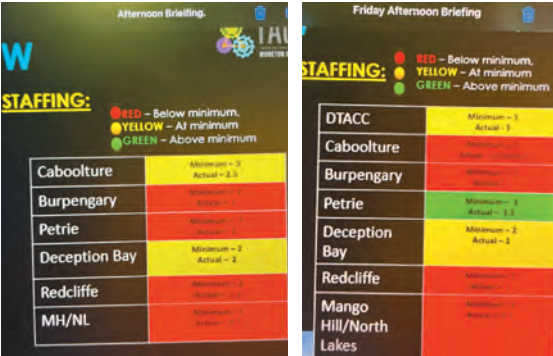
The truth though is that while officers have accessed their sick leave entitlement, there was never any planned sick leave by one or more officers, but insufficient local ‘meat’ to cover that gap in resourcing.

It is only taking one or two officers on unplanned leave for the model to collapse. The spread of officers is therefore too lean to cover for scenarios where one or two may go sick.

The scenarios, especially in policing, are too numerous to list, but when this occurs regularly, regardless of the day or shift of the week, then perhaps the SDRP model needs to be revisited.

A good example is the resource sheet prepared each shift in the Moreton District, which in part colour codes staffing as red, yellow, or green. Two examples have been shown below.

As we travelled and discussed the ramifications of SDRP across the state,



The colours tell the story pretty clearly. So much red!



Team members from the Townsville District at the OPM presentation.

all and sundry in and around Logan were able to quote their shortfall of 139 officers just in their District. With finite resourcing, each and every District will have a challenge.

The Strategic Alignment Program (SAP) was initially touted as a source for additional officers to staff first response components, but sadly this has become nothing but a civilianisation drive within some commands like the People Capability Command (PCAP).

Many of you may now have seen correspondence from me to the QPS regarding our concerns with SDRP. Our focus is and always will be the wellbeing of our members.

While it is important that we all try to achieve a new approach to meet the increasing calls for service with a finite resource, your Union and I will always consider the industrial, political, and public forums to protest the interests of our members.

Many thanks to the members who have picked up the sometimes poison chalice as a QPU branch official, especially in the Moreton District, to provide the relevant and timely communications to me and the QPU Team, and also back to the membership they represent.

While I acknowledge and thank the QPS for accepting the challenges of SDRP and pausing its rollout until identified issues can be rectified, it is equally important there is consideration and a point in time for acceptance by the QPS that perhaps SDRP can not succeed with the limited resourcing and we have.

The QPS and all officers within the Moreton District must be commended for giving SDRP their all, but that date must surely be approaching.

While often attributed to traumatic events, PTSD research from Canada is emerging that shows it is also caused by non-traumatic stressors such as organisational and operational stressors. The alarm bells should be ringing in HQ. It is quite timely with the recent legislative amendments and the announcement of the presumptive coverage for police and PTSD.

### OUR PEOPLE MATTER

Many thanks to the QPS's various units that recently responded to and assisted with sessions across the state covering leadership and psychological wellbeing.

Sadly, many of our members weren't able to attend due to operational matters, but I urge everyone to search through their District's Workplace page and view the sessions.

Despite the legitimate concerns raised by some regarding the commitment to the Our People Matter philosophy within the QPS, many of us do. We all need to care for each other.



Dr Richard O'Quinn, General Secretary Mick Barnes, Assistant Commissioner Brian Codd and Deputy Commissioner Paul Taylor happy with the feedback from the OPM presentation.



Assistant Commissioner Brian Codd and General Secretary Mick Barnes believe in the principles of psychological wellbeing for all police.

Stay Safe

**Mick BARNES**

General Secretary

0411 453 335

mbarnes@qpu.asn.au





SHANE PRIOR

### JUNIPER – DOOMED TO FAIL!

**Sadly, we have seen the demise of yet another well-intentioned project: Juniper. But are we really that surprised? From the outset, Juniper was ill-conceived, poorly planned, and under staffed, and we have seen it morph into an organisational abomination that ultimately caused more harm than it did good.**

Yes, there was some good work early, and can I say this article is not a reflection on the staff who were given the impossible task of navigating their way through the poisoned chalice that was Juniper.

How did the Juniper wheels fall off so spectacularly? The truth lies within the business model itself, which was created upon the fatal assumption that our organisational cultural problems mirrored other interstate police agencies.

Every workplace and organisation is different. You would think by virtue of this rationale, when determining cultural issues, there is no 'one size fits all' approach. Every organisation needs to carefully investigate and evaluate each challenge and use such findings to operate from the platform of certainty.

The reality, and first fatality, is that Juniper was borne out of the issues identified in Victoria and was simply a knee-jerk reaction by former Commissioner Ian Stewart looking to show that he was indeed on the front foot of dealing with sexual harassment, sexual offences, and negative workplace behaviour.

In short, Juniper was predicated on other organisations' problems, with our management expecting that we would mirror the same issues here. That couldn't be any more wrong!

As it turns out, the cultural problems within our workforce stem from a leadership and management

development capability gap. The Union has long identified this.

The QPS itself has unwittingly allowed our middle managers to be crushed under the weight of ever-increasing frontline demand while failing to equip them with the requisite skills to deal with a multi-generational workforce and the uncertain policing environment. Make no mistake, this is a generational phenomenon.

And herein lies my point. We have not evolved. There is a direct correlation

Juniper, though, was supposed to offer vulnerable members a 'safe space' to report discrimination and sexual harassment under the *Anti-Discrimination Act 1992*. It meant that members who contacted Juniper could be granted an exemption from reporting misconduct. However, the governance system used to determine such Juniper claims unintentionally tethered the program to the QPS disciplinary system.

And herein lies the second fatality: Juniper was never an ESC auxiliary,

**“Juniper’s primary purpose was to facilitate complainant-led action geared towards improving workplace culture or dealing with historical matters that may not involve punitive disciplinary action. The focus was on healing.”**

between our fractured workplaces at the frontline and the former Management Development Program's failings, a program that failed to evolve with the times, thereby failing our members at large.

The development of the new curriculum undertaken at the Leadership Centre now becomes imperative to our future success. The new configuration is due to be rolled out later this year and it can't come quickly enough for our members.

This gap has significantly contributed to some business units succumbing to a poorer culture that has driven the demand for initiatives such as Juniper.

although it was perceived to be by many.

Juniper's primary purpose was to facilitate complainant-led action geared towards improving workplace culture or dealing with historical matters that may not involve punitive disciplinary action. The focus was on healing.

Yet the engagement component of Juniper was not equipped or configured to serve our member's requirements in this regard. Many concerned parties required access to professional counselling services. They invariably found themselves diverted from a 'safe space' to being ensconced within the disciplinary processes and system.

And herein lies the third and final fatality: Juniper's primary calls for service involved workplace bullying claims.

Workplace bullying is now, was then, and always will be reportable conduct. Yet several claims were misunderstood by the engagement component of Juniper and granted reporting exemptions. Serious conduct, which required investigation on face value, could never be given such an exemption.

Again, inexperienced staff, both sworn and unsworn, were left unsupervised to assess and grant exemptions while navigating this complex process at very junior levels of experience. It exposed the organisation, the concerned parties, the subject members, and the Juniper members themselves to unnecessary risk.

Poor conflict management and communication practices within the work unit drove such allegations. A lack of understanding of what reasonable management action looks like also contributed.

Invariably, many of Juniper matters were diverted back through the District's discipline system, leaving local members to deal with it. This caused further angst and frustration throughout the ranks and a mistrust that Juniper took anything seriously.

Concerningly, on some occasions some Juniper members even told concerned parties they would have certain subject members 'removed from their roles and positions', and witnesses were asked, 'Why do you need to speak to the Union if you have nothing to hide?' when asking for a statement. Poor expectation management that was nothing short of a debacle further eroding the brand that was Juniper.

The stark reality is that a system developed to address workplace issues ultimately added to or created more of their own. So-called 'Subject Members' were cast to the side, removed from their workplaces, and marginalised to

only then receive guidance through a Local Management Resolution. I have personally sat with and met members affected as described, and what I witnessed was nothing short of devastating.

People who had dedicated a large portion to this organisation were being left effectively a shell of their former selves, suffering from severe psychological concerns, while their families were left to pick up the pieces. Was all of this worth it for an LMR? Did we really make a positive change, or make anything better?

Ultimately, after the issues described, Juniper was disbanded.

What was needed was a reasonable, carefully considered approach, an approach that was tailored for us after review of the Juniper experiment. The Communications Culture and Engagement Division has taken a 'lessons learned' methodology and configured an entirely new business model to meet and reduce demand in this space.

A monumental body of work has been undertaken, firstly with the 'Juniper Review 2020'. The review was a careful analysis of Juniper's business model, system, and practices and has facilitated the new, holistic, non-adversarial approach to improving our workforce culture.

Members may see the Workplace Assessment and Support Team visiting their units. Their purpose is to speak with members about their concerns, challenges, and issues impacting their workplace culture. It is a non-disciplinary, voluntary, and confidential process.

This team will assess the workplace climate through surveys and face to face consultations and provide honest advice and recommendations to senior QPS leaders. This will help them to understand their workforce concerns and assist them to find solutions.

The findings are used to inform the Cultural Transformation Team, which will conduct tailored workshops to help members address their concerns and challenges within the workplace.

Stay tuned for two packages already rolling out into our Districts: the Developing & Sustaining High Performing Team and the Developing High Performing Leaders Workshop. These programs are bespoke packages that facilitate the development of a Team Charter.

Juniper left a bad taste in the mouth of many of our members. Let's hope that Communications Culture and Engagement Division restore that faith.

**Shane PRIOR**  
Regional Representative  
HQ & Support Region  
QPU Vice President  
0414 383 182  
sprior@qpu.asn.au





PETER THOMAS

## THE GOOD

**As May Day (also known as Labour Day) has just passed, it is timely to reflect on the origins of the internationally recognised day that celebrates labourers and the working class, and to celebrate true Unionism and the fight for worker's rights and entitlements.**

It is not commonly known, but the origins of May Day commenced in Australia on 21 April 1856 when the Australian Stonemasons of Victoria had a mass work stoppage protesting for an eight hour day.

This action was the catalyst for many American workers to protest for the same rights, and it was not until 1889 that international actions were undertaken to enshrine the eight hour day.

Another 15 years passed and at the 1904 Sixth Conference of the Second International Congress, delegates called upon "all Social Democratic Party organisations and trade unions of all countries to demonstrate energetically on the First of May for the legal establishment of the eight-hour day, for the class demands of the proletariat, and for universal peace."

Here we are 117 years later, celebrating the many successes and industrial achievements that have occurred over this time. This does not mean we can rest on our laurels, and now more than ever we continue to advocate for your working rights and entitlements on many fronts, including the SDRP.

Fortunately, we no longer have to deal with the type of violence that occurred in 1904. Workers protesting for the eight hour day and their industrial rights and entitlements became embroiled in a violent confrontation with the police attempting to disperse the mass public rally.

An unknown and unidentified person threw a bomb into the violent crowd, resulting in police firing upon them. The events lead to the deaths of seven police officers and 38 civilians, with 138 civilian injuries and more than 60 police officers injured.

Following the unrest, more than 100 labour leaders and worker sympathisers were incarcerated, with four people being executed by hanging after the trial.

The trial and hangings were later found to be a miscarriage of justice.

Thankfully, negotiations are much more civilised today, with many successes for our members' industrial entitlements, working conditions, and equipment being achieved by the strong working relationships that have been nurtured between QPS management, your Union, and our branch officials.

I make no apologies for the relationships that have been formed with management at all levels within the QPS to achieve the successful outcomes for members across the state and within my Region.

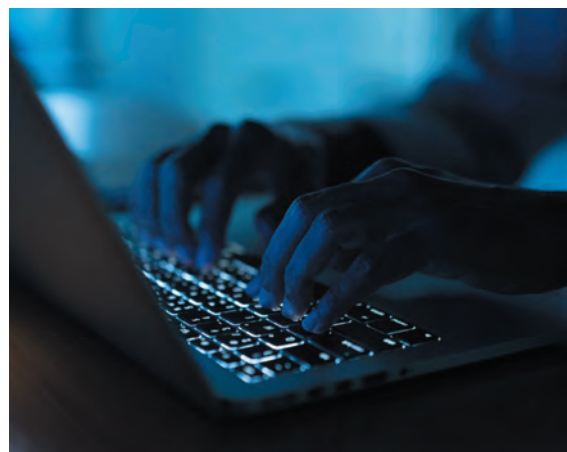
## THE BAD AND DOWNRIGHT UGLY

It has become more evident over the past few years that the only trials and executions that occur upon those fighting for your rights and entitlements these days are the 'keyboard warriors' that troll through social media.

I am sure the above comment will generate a tirade of abuse and vitriol on my social media pages from this minority group; it's something I have learnt to expect after 11 years on the QPU Board.

A very wise man said to me a few years ago that the best response to the negativity is none; don't give the fire oxygen.

This is a practice I have adopted, but I have to ask: what happened to celebrating the achievements and successes of those who tirelessly work to achieve beneficial outcomes for our members?



It is refreshing to regularly have members provide positive comments, support, telephone calls, and emails when the keyboard warriors attack. Most recently it was someone close to me who was targeted by this minority, and it was so inspiring that friends and colleagues across the state contacted me and provided support.



It is terribly sad that these same people who provided support said they would not be game to comment on the social pages because they fear being attacked and bullied by these people.

It really amazes me that keyboard warriors are the same people who purport to be the social conscience for the membership and self classify themselves as welfare ambassadors, but are nothing more than bullies themselves. They exhibit behaviours that we strongly advocate against in our workplaces.

If recent history and precedent in the United States is a guide, it is only a matter of time before litigation action is taken in Australia for 'online bullying' within the workplace via a WorkCover claim for injury.

If you have been targeted by this minority, please take care of yourself. As I personally know the impact that it can have upon your wellbeing.

As we enter a period where a number of Union elections are occurring, I am concerned that negativity on social media will enter into hyper mode. I'm worried the attacks by this minority will increase, with vexatious and baseless allegations being bandied around.

I am not up for election but if you have any questions for me or any member of your Union, please do not hesitate to contact us as a point of truth; don't rely on the untruths of these keyboard warriors.

### FINISHING ON THE GOOD

For us in the Northern Region, we sadly say farewell to Assistant Commissioner Brett Schafferius who takes up the Far Northern AC role.

I could not have asked for a better AC to work with over the last few years and I can proudly boast a number of achievements that have only been achieved by working in collaboration with Schaff and our PPM Mark Camilleri.

As we farewell Schaff, I also extend a huge welcome to AC Mark Wheeler who has hit the ground running and has already met with our branch officials in Townsville and Mt Isa.



*AC Mark Wheeler will not be a 'fly in' AC as he's made long term plans to live and work in Townsville.*

Mark has very big shoes to fill but from the due diligence enquiries I have undertaken from my colleagues (and my dealings with him over the past few weeks), I have no doubt that he will be quickly at ease in his new role and we will achieve great things for our members in the Townsville and Mt Isa Districts.

If there was a trifecta of QPS managers a Regional Rep wished they could work with, for me it would have to be DC Taylor, AC Schafferius, and AC Wheeler.

Mark Wheeler grew up in Bowen and worked as an apprentice carpenter before joining the QPS in 1992. During his 29 years with the police he's spent most of his service in rural and remote locations including Aurukun, Cape York, Pormpuraaw, Yarrabah, Charleville, Toowoomba, Airlie Beach, and the Gold Coast before this latest appointment.

AC Wheeler said, 'This is the first of our 15 relocations without kids. With my partner, we intend to live in Townsville, not fly in or out. We will spend all our time in the Region working and living in the community.'

His service in remote areas gives him a deep understanding of the challenges for police when it comes to transfers. 'I will be empathetic towards staff who are operating in the remote stations. I understand there comes a point in your career where you've been in remote areas and need a break,' AC Wheeler says.

The new North Region officially starts on 1 July and AC Wheeler has set some priorities.

'My first order of business is to engage, listen, learn, and understand the unique policing and community safety issues that all our staff are facing. Secondly, the Youth Justice Reforms have come into play and how



*AC Wheeler made it a priority to meet with QPU Reps in Townsville: Peter Thomas, Troy Bond, Toni Brosnan, Hayley Garrod and Shane Turner.*



AC Wheeler told staff at Mt Isa he wants to improve accommodation for staff in remote areas, to make it as comfortable as possible.

we can use these changes to effect the hard core offenders.

'I've always had a good relationship with the Union, particularly recently when we had to stand up the border operations and COVID hotels with only a few hours notice. Without that QPU support it would've been incredibly difficult. Together we share the desire for a more noticeably healthy workforce, both physically and mentally.

'There's a commitment from Government for more body worn cameras, Qlites, and 150 additional

staff for Northern Region I need to put in the right places. I also want to improve accommodation for staff in remote areas to make it comfortable.

'We've got an obligation that when police finish their service and they go back to their families having completed their duty that we do it in a way where they can go and live the next chapter of their lives and not pay the price for years of serving the community,' Mr Wheeler said.

Until next month or until I see you at your stations, please take care of yourselves, your family, and each

other; attend your next Union meeting; ignore the keyboard warriors; and don't forget: no Union rep = no interview.

**Peter THOMAS**  
Regional Representative  
Northern Region  
QPU Treasurer  
0409 591 270  
pthomas@qpu.asn.au



In a discussion with staff at Mt Isa, AC Wheeler said he will use his experience from working extensively in remote postings when considering transfer requests that come to his office.







## MARTY BRISTOW

**So, we are nearly halfway through 2021 and COVID is still a significant issue, not only in Queensland and Australia, but all around the world. As I'm sure everyone has seen, it's an absolute tragedy what is occurring in India.**

Luckily, we have not been exposed to significant issues such as in India and we have police working hard to ensure the spread or potential spread of COVID is prevented within Queensland.

Recently, a number of senior management changes have occurred in the Far North and we welcome back Brett Schafferius as the Assistant Commissioner for the soon to be reformed 'new' Far Northern Region. Mr Schafferius has plenty of experience in the Far North.

For those who are unaware, prior to his return he was the Assistant Commissioner for the Northern Region for approximately 15 months, after spending 18 months as the Assistant Commissioner of Community Contact Command.

I can definitely understand why he would have jumped at the opportunity to return here, because we all know Cairns is a significantly better place than Townsville.

We also welcome back Chris Hodgeman (who as the District Officer for Far North District has been here for some time, managing the COVID Cell).

Chris has had plenty of experience since leaving the Far North, but I'm certain he is glad to be back in Cairns after the hustle and bustle of the south-east corner.

While we welcome new managers to the area, I must also say a big thank you to Chief Superintendent Brian Huxley for his time and efforts up here as the District Officer Far North District since late 2018. Brian has always been extremely approachable, and is always

trying to assist people to achieve the best possible outcome for all involved.

Brian, I wish you well in retirement: hang up those boots, relax, and enjoy your time with Liz. I'm sure you will be hoisting a few sails on the bay and enjoying some salt water where you can actually have a swim.

Cairns station is in full swing with internal modifications. General duties have been relocated to the first floor while the ground floor is being revamped.

I understand this time will be extremely frustrating for many. Rather than focusing on the current difficult situation, I suggest we look forward to the light at the end of the tunnel where there will be a significantly improved station that will be more user-friendly. We won't have to worry about some of the 'issues' we have had in the past.

**"Something that has caught my eye has been the massive increase in advertisements on RODNOR for positions around the Far North and Northern Regions."**

Something that has caught my eye has been the massive increase in advertisements on RODNOR for positions around the Far North and Northern Regions.

While this may be good for people to do some relieving, to gain higher duties and a bit of coin, I am concerned about the location of these vacancies and how long will we be able to function with all these positions vacant.

I'm well aware some of these positions have been extremely difficult (if not impossible) to fill, or even get applicants for.

Members are either unable to fill spots due to other work commitments, being required to take leave, or they are just at the point of burnout from constantly working with the backlog of business as usual tasks.

Speaking of business as usual we go back to the same old issues that we have been experiencing here in the Far North for as long as I can remember: those two big issues are youth crime and domestic violence.

While there have recently been a number of domestic violence incidents that have tragically involved the loss of life in the south-east corner, many of us know that in some of the smaller areas of the Far North, domestic violence is a day-to-day issue.

As police, we also know that a piece of paper saying 'NO!' will not stop an offender or respondent from committing minor breaches of domestic violence to the most atrocious of them all by either killing their partner or children or both.

Also, as many more seasoned police know, DV legislation is owned by the Department of Communities. That is, they are the agency that has the majority of say as to what occurs.



However, as police we are the ones tasked with enforcing that legislation, which can be extremely frustrating, difficult, and a drawn out task.

I've said it a number of times in Journal articles: the Union made a submission in relation to domestic violence legislation a number of years ago, but I believe our submissions were just brushed off.

I think it is now time to look at prevention of domestic violence rather than legislative changes for breaches of domestic violence. Something needs to be done so all parties are safe.

Then on to youth crime. Once again this is an issue where the cause of these offences needs to be investigated to find out why these children (some under the age of any criminal responsibility) are breaking into houses, stealing cars, assaulting elderly occupants, and using our streets as though they are involved in a game of Grand Theft Auto.

Some of these kids have actually told arresting police that they're driving dangerously as a result of a dare or challenge from other kids.

Children just don't appear. A long time ago it may have been believed that a stalk would bring a newborn baby along, wrapped in a blanket, but we now know that actually doesn't occur.

Children are a product of a couple, and as a result, that couple should have a responsibility to raise that child in line with community standards and expectations. Perhaps that's where things need to be looked at: how these children are being raised and educated to prevent their actions which significantly impact the rest of the community.

So while we are still experiencing trying times at the moment, I again express to all members that working together and assisting each other to achieve better outcomes is what is needed.

If you see someone struggling, help them. If you need help or time out: ask. Don't rave on with negativity. That's not who we are. It can be hard in these times to find something positive, however a BIG positive is that we all have employment and we can all make a difference.

Remember our logo: unity is strength.

### **Marty BRISTOW**

Regional Representative  
Far Northern Region  
0438 767 839  
mbristow@qpu.asn.au

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KEV GROTH

## OVERCROWDED

**The ongoing issues with overcrowding in our watchhouses goes on. We are still holding prisoners for far too long. Corrective services prisoners are sometimes spending up to three weeks waiting in watchhouses for a space to open up.**

This is putting strain on already stretched staff. As I mentioned last Journal, our prisons are full and at breaking point, with no new facilities having been built since 1991. With an ever-increasing jail population over the last 20 years, it is high time this was rectified.

Watchhouses are not designed to hold prisoners for these lengths of time. Perhaps it's time we started charging corrective services for looking after *their* prisoners.

all policy and procedures to the letter. Yet they are still deemed to be at fault and are being pressured into signing statements of regret.

What is regretful is the Government and management hanging hardworking members out to dry for doing their jobs: not for doing anything wrong, but for just doing their jobs.

Perhaps we should start looking more at breaches of *our* human rights.

rolled out without DPS fitted may be recalled and have them retro fitted.

We are also working with Fleet Management in regards to ensuring a safe and stable platform going forward.

Recently, Hyundai announced they will be discontinuing the iLoads, so we will have to find a suitable replacement, as well as continue developing a potential replacement for the current varley pods. Rest assured we will not stop working until we have found a suitable solution.

## VESTS

The ILBV trial has concluded and submissions have been submitted to government for funding. This was an election commitment to roll these out to all frontline staff. We will continue to monitor and push for these long overdue items to be provided to all members to ensure the safety of our members.

## SDRP

The pause button has been hit on the project and the teams sent back to Moreton to try and fix the problems. Whether this can be done or not is yet to be seen, but it would be irresponsible to press on until we learn from the initial mistakes.

Now is not the time to rush into this, creating an unmitigated disaster. Other jurisdictions have tried similar projects and have come up short. If this is to work it *must* be done right, not by half measures to meet unnecessary and unrealistic deadlines.

**“Far too many frontline crews are wasting away sitting in hospitals with corrective service prisoners instead of being out maintaining our core responsibilities. ENOUGH IS ENOUGH.”**

We currently bill them for meals we provide prisoners, but maybe we should start billing them for other things, like all the officer hours used to guard corrective service prisoners at hospitals. Far too many frontline crews are wasting away sitting in hospitals with corrective service prisoners instead of being out maintaining our core responsibilities. ENOUGH IS ENOUGH.

Until senior management start pushing back, we will continue to be used to fill the void as is always the case with frontline staff.

This then brings me to my next topic: human rights.

More and more of our members are being investigated for breaches of human rights when they have followed

Maybe we should start complaining about all the injustices we suffer. Where is *our* right to come to work without being assaulted, bitten, and spat upon? After all, OUR PEOPLE MATTER!

Since last I wrote there have been developments with the Driver Protections Screens (DPS). As with everything else in the past 12 months, COVID has reached in and had an effect here as well. Manufacturing delays due to production issues have put back the timeline for the central airbags. What does this mean for us?

We are currently working with Fleet Management to ensure we will have safe and effective vehicles. This may mean some vehicles that have already

If we cannot meet the requirements due to lack of staffing, perhaps the whole project should be put on hold until after 2025, when the 2025 promised staff increases have been delivered.

### WILLS

Every year I remind all members of the Union's free will service through Sciaccas lawyers. A legal will is imperative for all staff and yet far too often members do not have a will in place.

It is a simple task. Contact Sciaccas and they will send you out the will information kit. You complete the kit and send it back, they then prepare the legal documents to sign, and your will is complete. Every member should do this, no matter your age, health, or length of service, because we never know what tomorrow will bring (pardon the pun).

While on the topic of wills, it is also timely to remind members to

update binding nominations for superannuation. This must be updated every three years. Again, it is a simple process but a vital one to ensure your families are taken care of should something go wrong.

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

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

### Kev GROTH

Regional Representative  
Central Region  
0401 672 997  
kgroth@qpu.asn.au



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need protecting...**

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GRANT WILCOX

## SERVICE DELIVERY AND REDESIGN PROJECT

### Where do I start?

The SDRP project team handed over the implementation reins to the Moreton District just prior to Christmas 2020, with an arbitrary start date of 8 February 2021.

We can all appreciate that 2020 is the year we all would like to forget, but as we have been continually told, COVID is not going away, and the QPS is still impacted to this day.

COVID is still draining resources and this is having an impact across the state, and most importantly for the SDRP pilot in the Moreton District while they are attempting to engage this restructure.

The guiding principles of the implementation of the SDRP were not developed with COVID in mind and in fact the continued intrusion of COVID has not been meaningfully considered.

Or, if it was, then we have truly missed the message of Mr Neil Greenfield's review, with respect to change being appropriately implemented in a scaled approach to deliver the intended benefits.

The Greenfield review has some good inclusions, and its intent was for a pilot program at Moreton and an assessment of what works and what doesn't work. Then, *'if implemented appropriately'* the plan was to drive that level of improvement across the organisation.

The QPS has then engineered the pilot in Moreton District with arbitrary dates for commencement, without meaningful discussions with officers as to how they will support and action the implementation process to deliver the intended benefits using an appropriate, scalable approach to deliver the intended purpose.

There was an e-mail and no meaningful discussion with members as to where they would be positioned and if they were the right fit.

There were going to be exceptions (these are officers who were not placed where they wanted to be with little or no meaningful discussion) as not everyone will get what they want.

In their rushed timeframes to implement, the QPS did nothing to proactively establish

alternatives (rotation) for those who are exceptions for the capacity and capability to successfully implement this restructure.

Three weeks into the commencement of the restructure the penny dropped, and they were looking at what the rotation process will look like. Six weeks in and no answer. Don't forget this had its genesis in 2020 and commenced 8 February 2021.

What it will look like? Are you kidding me. This should have had legs well before the implementation commencement date. Again, the QPS rush with arbitrary commencement has failed to engineer an appropriate, fully considered implementation.

As I write this, there is still no rotation policy to fix the shortcomings of the absent meaningful communication as far as exceptions are concerned or created.

An intent of Greenfield's 22 recommendations was to significantly respond to demand, but these recommendations were not to be the panacea solution: more was going to be required. Significantly, one of our greatest demands is attendance at calls for service.

What appeared to already be working at week three was the engagement of the new SOLVE process. A more calculated and assessable way Policelink, Police Comms and at Moreton, MTAC, address the priority calls for service. We all recognise Code 1, 2, 3, & 4. Generally, these were how we responded as first response police, now the Immediate and Alternative Response Team (IRT/ART).

So, we can look at this project and understand the intended and unintended consequences across the organisation. They further identified that job codes 1, 2, and 3 would be addressed by the IRT and that job codes 4 be undertaken alternatively (including by ART), by appointment, referral or other and that job code 5 be actioned and finalised with no further police response required.

Yes, it appeared to be working and we were advised there were immediate decreases in LCAD jobs for the frontline: nearly 21% at the end of week three. Remember,

there were no figures of what our service counters were already achieving or what our station officers were already engaging without CAD.

Unfortunately, the frontline itself at IRT/ART is not being resourced for demand and in some instances where IRT was covering one division, they will now be first response for three divisions in a worst-case scenario. They are still doing escorts and trips to Emergency with mental health clients, leaving their division unmanned for lengthy periods.

I'll use Redcliffe as an example (Redcliffe is now also North Lakes and Deception Bay). First response at just Redcliffe before this restructure commenced required a minimum of two crews per shift.

The QPS, in their wisdom, has inundated Redcliffe with nine FYC's, (no offence to these officers, but limitations exist with respect to how they can be trained and deployed). Add in sick leave and limited (minimum) IRT numbers, and this can be quite the obstacle for optimising delivery for IRT.

There was initial intent to roster for demand, but when it was established that insufficient numbers existed, the roster was reimagined to roster for minimum demand.

Talking with police at Redcliffe, they are now working with half the staff they used to have on road, looking after three divisions instead of one (worst case), and subject to decisions which leave no ability for development or deployment elsewhere.

Sick leave and inappropriate positioning of officers who were not appropriately consulted to work at IRT are consequences which directly affect those left to achieve the intended SDRP benefits.

The end result of this situation is that those left are under extreme stress attempting to achieve the intended optimum service benefits.

If the true intent of this restructure is to find the ultimate first response option, rather than a cheaper way to do business, then successful and sustainable implementation

for IRT/ART needs to be constantly reviewed to promote future viability

On 3 March I wrote on my Facebook site that the Moreton District Pilot needed more fat across the board. The minimum is the minimum. Our mantra is to look, listen, and act, to support a healthy workplace.

It's the first of the seven recommendations that Greenfield identified for SAP when engaging SDRP. It was also imperative they got this right for Capacity and Capability (Appendix C in the Review Doc).

On 16 March the Deputy was so concerned he came and met the troops (after the QPU sent a letter under the General Secretary's hand). It was a nice open discussion and notes were taken. This was followed up with a statewide QPS e-mail from the Deputy, pausing the SDRP rollout.

As I write this on 7 May, Capacity and Capability meeting demand has not changed in the Moreton trial according to the troops I have spoken to in IRT/ART, Non-Volume and Volume Crime.

The troops had historically been identifying the shortcomings and their voices were not heard until 16 March. I would go as far as stating they were being ignored in some instances when they were trying to help support this restructure.

On 1 April the hierarchy were back having staged discussions with Constables and Sergeants. Not one increase has been made to service capacity or capability in the implementation of SDRP to Moreton.

As I have previously advised, SOLVE was working, reducing frontline requests across the District, but our ability to rely upon police to make this assessment and do it well has taken a huge kick in the guts as far as DV is concerned.

The unilateral decision of the Commissioner to make all DV jobs code 3 creates that additional required response to jobs at the frontline. There has been no increase in numbers to address this decision and it can only be seen to add workload. Moreton stopped releasing relevant job stats after this decision was made.

Mr Greenfield said there would be risk in exploring the intended and unintended consequences of this restructure, but I'm sure he had more faith in our members to apply this working project called SOLVE than our own Commissioner has now shown.

So now that the goal posts have changed, what is truly required for resourcing the pilot in Moreton?

The absence of any staffing increase and the increase of workload is truly what we always see: doing more with less. Will this significant, unilateral DV decision equate to

more police numbers? Crickets are all we hear at the moment.

Who is looking after the welfare of the Moreton officers, including their besieged OICs? I see heaps of sick leave and no action from the QPS to address this adequately. It does not support a healthy workplace mantra.

Volume Crime: I understand that when they commenced the pilot, they had extensive legacy jobs and tasks and the QPS and project management want them to close their eyes to this and work like these tasks don't exist. I'm not seeing that as an appropriate option to serve our public.

This work still has to be done. Watch this space after the pilot has all but gone. More stress and no extra numbers to assist, or will there be?

On 24 March DC Gollschewski advised us all that it was still being worked on for Moreton. A further eight weeks was to be invested, and the return of the Project Teams to support the Moreton District in implementation to ensure an effective model moving forward still needed staff to meet demand....(crickets).

One of the overall effects of this restructure was to rob us of positions for development. An example: Shift Supervisors at Redcliffe are looking after three divisions and all but doing the job as a pseudo DDO, minus the rank and pay (its wage theft by stealth).

The loss of a number of actual positions because they don't fit the new model, once accepted, now mean development opportunities are decreased or gone. It's a restructure which incorporates the loss of positions which would otherwise have been seen to be development opportunities.

If the QPS is serious they need to stop (not pause), regroup, and consider the model they are arbitrarily phasing in as a restructure without the proper implementation process Greenfield identified. All guiding principles were required for the implementation. (1. Scalable Approach 2. Capacity and Capability 3. Policing System Focus and 4. Phasing)

I get being ambitious, but it should also be realistic. If the QPS could slow it all down in the Moreton pilot, resource and staff it for a meaningful demand-driven model, and then work on the Commissioner's vision without being too scared about the risk of what we do, then perhaps that's the best way forward to meet this challenge.

Nobody is against improvement for better service delivery. I just think the Service is missing a tailored, properly resourced service delivery model with a connected and engaged workforce.

On that, DV is risky but we have great people with great skill and consideration for

this work. Let us use SOLVE for all incoming work. That was the intent, that supports our people, and that's what the Commissioner has always shown. This one decision (DV Code 3) is not in line with her vision and these priorities.

First get SOLVE right across the state, then apply an appropriate staffing level as required, balancing resources and demand.

Smoke and mirror figures don't justify doing more with less. Advising that SOLVE has reduced 23% of calls to the frontline is great, but Greenfield's review stated we weren't getting to 42% of those calls, anyway.

We are still not getting to 19% of calls and we now have more DV priority Code 3 calls, with less staff on the frontline.

What are those fantastic stats now? Nobody from QPS spooking those stats anymore? Crickets.

I don't understand why sick leave is going through the roof. According to the hierarchy, SDRP is working, reducing frontline jobs and leaving heaps of time for first responders to engage in prevention.

'Stupid is knowing the truth, seeing the truth, but still believing the lies!'

These days the members in the Moreton pilot would be happy to hear crickets, but even those are silent now. I was told the crickets even had sore throats.

We are weeks past and the model shows no improvement for capacity and capability. 'More staff required', the sign should read. Let's meet demand with appropriate demand-based rosters, in IRT/ART, Volume and Non Volume. Get that right before you progress a half-working model upon the rest of the state.

If the QPS is serious and cognisant of what Greenfield identified, the balance must be right to meet the need.

### ONE, TWO, AND SMALLER STATIONS ON CALL

Just a quick note for the Commissioner: when you made all DV Code 3, smaller stations suffered with excessive callouts exacerbating already stretched or non-existent resources. Bring back SOLVE and include DV! How about a policy to ensure staffing in these locations is constant? It's hard to meet demand with no staff.

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

**Grant WILCOX**  
Regional Representative  
North Coast Region  
0411 359 555  
gwilcox@qpu.asn.au



COL MULLER

## LACK IN 'BOOBY TRAPPING' LEGISLATION

**I was recently contacted by Senior Constable Kim Nguyen of Ipswich police, who identified a clear lack in current legislation for when offenders 'booby trap' themselves or their belongings, and the inability to obtain disease testing orders for such offenders.**

Senior Constable Nguyen became aware of an incident at the watchhouse where an offender had secreted syringes in his clothing in such a manner that they would injure any police who was searching him, or patting him down.

This was not a case of him simply having failed to dispose of syringes, but clearly involved him secreting uncapped, used, and bloodied syringes within his clothing in a manner that endangered the lives of police officers.

In consultation with the CIB and the local DPP, the only charge which was able to be successful prosecuted was one of failing to dispose of syringes. Unfortunately, such a charge does not reflect the serious health ramifications to any officer who is subject to a needle stick injury arising out of this type of event.

**"The regime governing disease test orders does not cover needle stick injuries."**

The regime governing disease test orders does not cover needle stick injuries, either.

The QPU calls upon the Government and the QPS to take urgent steps to ensure the safety of police officers by creating a specific offence for offenders who choose to booby trap themselves or their property (such as bags) to endanger the lives of officers who search them.

We also seek the Government's commitment to extend the disease test order provisions to covering instances of needle stick injuries, whether they occur as a consequence of a booby trap or not.

These provisions would not just ensure the safety of police officers, but would also assist paramedics, nurses and doctors who would potentially come into contact with such offenders should they overdose and need urgent medical treatment.

Extending the disease testing regime would also benefit health care professionals by allowing them prompt information on just how at risk they are from a particular needle stick injury.

## RURAL AND REMOTE REVIEW COMMITTEE

I am the QPU Executive's representative on the Rural and Remote Review Committee (the Committee) supported by members of the QPU Industrial Team. Formation of the Committee was provided for in the Certified Agreement 2019 (the EB) and the charter is to explore:

- Possible incentives for officers who stay beyond their tenure period
- Consideration of accelerated progression for officers
- Consideration of exit strategies when officers have completed tenure in rural and remote centres;
- Finalisation and implementation of a rural and remote incentive package, and

- Review of processes relating to concessional flights.

I cannot overstate the importance of attracting and retaining both junior and experienced officers in rural and remote areas. As part of this Committee I will advocate strongly for members performing duty in these areas.

Members who have experience in rural and remote policing are invited to contact me with suggestions and solutions on improving the current incentive framework.

## OUT AND ABOUT IN THE REGION

I spent some time out and about in the Region, and attended the Brett Forte Coronial Inquest. I paid a visit to Dalby station and inspected some issues with their watchhouse.

I attended a Union meeting at Warwick station followed by a social function with a presentation to retired Sergeant Wayne Smith 3123.

I attended a lunch with the Laidley police and a social lunch with the members at Springfield station.



*I attended Toowoomba police station where we had a large gathering at our Union meeting.*





I attended a social function at Warwick Social Club.



I attended the DV Prevention Month candle lighting vigil and march to remember those who died as a result of domestic and family violence.

## Col MULLER

Regional Representative  
Southern Region  
0407 177 207  
cmuller@qpu.asn.au

## Hooroo and Cheers

### RETIREMENT SGT STEVE DRABBLE (5400)

Sergeant Yamanto police station  
38 years service  
Last Day 11.05.21



11 May 2021 marks the retirement of Sergeant Steve Drabble 5400 of Yamanto police station.

Steve was sworn in at the Oxley Police Academy on 1 July 1983 and was assigned to Brisbane City



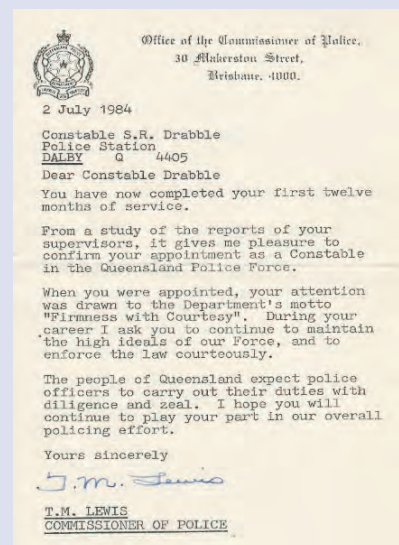
police station. Steve married his wife Carolyn in September 1983 and in August 1984 was transferred to Dalby police station.

Steve's daughter Sarah was born in 1985, his son Christopher in 1988, and his son Gareth in 1992.

Steve relieved at many smaller country stations over the next few years including at Jandowae and Tara, and also as OIC at Jondaryan, Cooyar, Cecil Plains, Meandarra, and Chinchilla.

In 1988 Steve was promoted to Constable 1/c and in 1989 was transferred as OIC to Glenden station, in Central Queensland.

Steve returned to the Ipswich District at Harrisville in 1995 and was promoted to Sergeant at Yamanto in 2001.



Steve's list of achievements in the QPS is long and impressive and would take my entire article to list them all. His biggest achievement is respect and admiration from his work colleagues, earned from many years of support he has shown. Congratulations Steve, and enjoy your retirement.



FRONT ROW: (L to R): Karen Hayes, Stephen Unwin, Jason Schwede, Tom Long, Christopher Fenslon, John Bagler, Susan Wilson.  
SECOND ROW: Lindsey Campbell, Brad Petley, Jim Kennedy, Peter Frith, Garth Peake, David Lane, Kevin Morton.  
THIRD ROW: Gary Tobin, Glen Stent-Smith, Steve Drabble, Peter Simpson.  
Q8212002 B Squad



## KERRIE HAINES

**Welcome Assistant Commissioner Brian Swann to Brisbane Region. AC Swann has previously served as the District Officer for Logan and South Brisbane.**

I met with AC Swann and we discussed current issues in NBD including the impact SDRP will have on rostering, work life balance, Flexible Work Agreements, secondments, and career development. We also discussed the need for communication from management down to the frontline.

AC Swann is keen to visit stations and his newsletters recognising the good work performed by members in NBD and updates on current issues in Brisbane Region have been well received.

The ongoing commitment to the COVID response, SDRP, DV reforms, and juvenile justice deployments continues to stretch the frontline.

The COVID response staffing hotels, the airport, and the DDCC and the recent surge required for staffing the airports is a huge effort and is not over yet.

### YOUTH JUSTICE REFORMS

The implementation of Youth Justice Co-Responder Teams commenced on 29 April. The NBD Team working out of Banyo Police Beat consists of seven staff from CPIU, uniform, and a PLO. The team work with Youth Justice and will provide a 24/7 response to calls for service and further support for frontline staff.

The reforms include bail amendments and electronic monitoring, which alleviates the challenges of frontline staff dealing with youth offenders committing serious crimes and juveniles missing from care facilities.

It is an important step to have that support, including for jobs where parents have no option other than to call police in the early hours of the morning when their teenager is experiencing a psychotic episode after taking drugs and trashing the house, and they've had enough and want them out. Youth Justice is not available, and the watchhouse and hospitals aren't an option.

### DV REFORMS

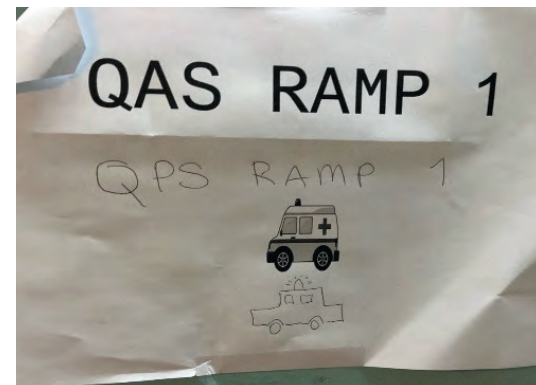
Domestic violence has also had an impact on how we respond and report incidents. There appear to be more LCAD jobs classified as domestic violence and the reporting process can be onerous, including the time it takes to prepare a Brief for a contested DV application.

Considering recent serious DV incidents, I understand the need for risk mitigation and changes required in how we manage domestic violence. It's difficult when crews are off the road dealing with a DV incident which can take hours to investigate and finalise.

The Vulnerable Persons Unit in NBD requires eight uniform staff on secondment from frontline staff, and recently there has been no NBD DFV or VPU coverage because of staffing. I suggest raising an NBD Domestic Violence Co-Responder Team available 24/7 to provide support to first responders attending DV incidents.

### MENTAL HEALTH/WELFARE

The calls for service in relation to mental health incidents and welfare checks appear to be on the increase and clearly QAS is stretched to breaking point. My experience is that



we rarely have an ambulance available to assist with mental health jobs, and in many LCAD jobs, the informant is QAS COMMS.

Police have no option other than to transport and 'ramp' along with paramedics at hospitals. The risk of transporting a mental health patient in the pod of a police vehicle, in addition to the drain of resources when police are required to ramp at hospitals, is well documented by first responders and in DDO logs.

### RECORDING SERVICE DELIVERY CHALLENGES WITH PARTNER AGENCIES

Senior managers in BR acknowledge the challenges of service delivery by the QAS and other 'partner agencies.' Currently there is no centralised, accessible record that provides evidence, or even a record of incidents of repeat calls for service where people have been referred to 'partner agencies'. There appears to be inaction and a lack of response.

A simple database via a link to *Agency Development/Issue Register* to record and provide evidence to the AC is accessible to members to simply cut and paste a log entry.



To influence change, I encourage first response to record what you are confronted with on the frontline and the relationship that exists with other agencies. Where trends become apparent, senior management will brief the relevant area or agency of the issues and deficiencies.

### SDRP

Following correspondence from General Secretary Mick Barnes, members would be aware the rollout of the SDRP across the state was halted.

The SDRP Implementation Team returned to Moreton and the parties are working on a range of serious flaws in the proposal.

I am aware that progress has been extremely slow and that there are major issues with rostering, the role of the on-road supervisor and poor communication.

I am also aware that frontline members who are meant to benefit from the SDRP are becoming exhausted and worn out as a result of the workload.

I can assure members that the General Secretary, the Industrial Team, and I are working tirelessly to address these issues. I acknowledge that it appears that little has changed, but we

are hopeful there will be significant changes in the near future.

To learn more, please read the update on the progress of the SDRP in the Moreton District provided by District Officer Superintendent John Hallam.

### UNAUTHORISED USE OF COMPUTER SYSTEMS

I refer to an e-mail the Commissioner sent during Information Privacy Week. QLITES available to members to access information 24/7 increases the risk of unauthorised access to all QPS computer databases, including QPRIME, LCAD, and Evidence.com.

Accessing information without nexus to your official duties is both a criminal offence and misconduct.

### MEMBERS ACCESSING INFORMATION FOR OWN CURIOSITY IS UNLAWFUL

I have supported members in discipline interviews with ESC and the investigators have provided records of every keystroke. It's distressing to witness our honest, hardworking members subjected to this process because of curiosity and for simply looking at a job on LCAD.

Please take the time to read an attachment in the Commissioner's e-mail: 'Information Misuse Guide – Police Officers.'

### ANZAC DAY

A wonderful day to celebrate a special occasion for our community.



### Kerrie HAINES

Regional Representative  
Metro North Region  
0401 396 053  
khaines@qpu.asn.au

## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



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## SHAYNE TREASURE

### SDRP

**It was the biggest show in town. In fact, I found the whole thing reminiscent of the Fox-syndicated cartoon show with the large yellow man where Springfield got sucked into buying a monorail. Fortunately, sense has prevailed and banging the square peg into the round organisational hole with a sledge hammer is on pause. I am all for change for good. I am all for improving the safety and wellbeing of our members. But from the start the whole process lacked clarity: there were way too many subplots to follow and no one got the same answer or statistics.**

It seemed at times that if you sold this to three of your mates you moved higher up the pyramid. Schemes like this surely aren't kosher. I applaud the Industrial Team at the QPU for getting the handbrake applied on this.

Before any restart/revamp/reset/re-badge/relaunch of SDRP, common sense would scream the following out to Roma Street:

- 1) Let us finish our work on the pandemic. COVID has drained us to the bone.
- 2) Complete, fully trial, and review the initial test phase before a rollout.
- 3) Be brave and insightful in leadership and admit ... this didn't work, that wasn't as good as we expected.
- 4) Be honest and open ... yes truly, not sorta. Really, the subplots without explanation ruined the show. Accuracy, brevity, and clarity.
- 5) Consultation is a long game, not a chat.
- 6) Culture does not change overnight because a consultant says it can.
- 7) Coppers hate change. We require stability as a platform to deal with the unexpected when we walk out the door. The breathtaking absence of operational reality in saying we crave change leaves me dumbfounded.
- 8) Expect an educated, informed workforce to offer dissenting views and often better alternatives than

those at first presented by the organisation.

- 9) Put people *first*. Think of the human factor.
- 10) We need to look where we are at and fix the now. WorkCover premiums are dazzling, as is the rate of mental health issues in the workforce. Not all of this is due to jobs we attend.

I am terrified of groupthink. We all roll along and keep quiet about risks and concerns: don't rock the boat, 'oh you are always negative', etc etc. Then we wrap the matter up with some backslapping and call it a success and move on, only to see things in tatters behind us.

We need to accept input and concerns, allow design from the ground up, and use the vast skill sets we have in this organisation. Groupthink costs money and alienates staff: in some cases lots of money, as we have seen.

Even more concerning to me is that no one I have asked has been able to give me tangible objectives of what SDRP is to achieve. How is success to be gauged? I am amused by the concept that the cost we incur 'doing their work' will be calculated and put to other Government departments. I can see some DG laughing saying, 'That's grouse, bung it on SPER, mate'.

We need to take the lead if we are expected to do the job in a number of areas. We have proved this in COVID

and emergency management. It can be done, and if we police it, they need to support us. Being the monkey instead of the organ grinder gets nowhere in managing these issues: we just dance to different tunes each time.

Effective policing is still Peelian in nature and not unlike asymmetric warfare. We can obtain local dominance over an area only temporarily. We leave and crime comes back in. Without public support for crime not to happen – via not sheltering criminals, providing us with information, and having trust in us – we fail.

The speculative plan that some miracle would occur and other departments fill the void is one that is full of peril and leads to more use of force. We would no longer police by consent.

We already know other departments are not ready (or possibly willing) to manage our calls, and increasingly so will not attend in the future under SDRP. They need to be brought up to speed and fit for purpose to pick up what we will no longer address.

### CARE FACTOR

**Cover A#se Remain Employed factor**

A few basics that will give longevity and tranquillity to one's career.

- 1). Don't look for information unless you really need to. Computer related misconduct issues are on the rise. Don't be the one for whom the bell tolls.

- 2) Don't pursue. Unless it's at the top shelf of reasons and clearly authorised. Don't do it. There are too many variables and a world of hurt awaits if things go bad.
- 3) Don't box in. We don't have the cars, we don't have the training, and the risk is too high. Again, too many variables. Victory has a thousand fathers, and defeat is an orphan. It's not about the law and what is right, it's about ambiguous policy and the 'brand'.
- 4) Be savvy and aware of social media commentary. There is pretty clear case law about commentary on one's own organisation and its characters. The powers that be seem able to track and identify pretty quickly who posted what. Think three times and take a breath before you hit send.
- 5) Use your body worn video. I can say no more.

#### CHECK YOURSELF BEFORE YOU WRECK YOURSELF

We are rapidly approaching the halfway mark for 2021 and blink we'll be working to keep the lid on the Christmas road toll, ready to start again. I would urge every member to consider their health, mental and physical. Policing is an impact sport on the mind and body, and both need monitoring.

Get a half-year physical, a skin check, a bowel screen, a breast screen. Know your health risks, talk to the GP. Those of you around in the mid 2000s will remember how many near misses were detected and blue lives saved by the old Healthstart Program. Know who your PSOs, QPU branch officials, and your workmates are who you can vent to.

Talk it out, and also update or get yourself a will (it's free to QPU members). If there are changes to your circumstances, either positive or negative, it's important. See QSuper, have a binding nomination, and keep it contemporary.

Why? Because more and more of us are breaking. The cruel, pale hand of disease is grasping more and more of the blue family.

The world is turning in ways that challenge our sense of being and the worth of what we do. More than ever the 'black dog' hunts in the shadows bringing down our brothers and sisters. So take a moment. Check on yourself and your mates. It might really make a massive difference to your life or someone else's.

#### FROM A SMALL COG

Commissioner, I took the Queen's shilling and an oath to protect those who cannot protect themselves and dispense the law so the meeker may sleep soundly in their beds. I ask that

we return to the basics, fix the basics, and then look forward while I am talked to and not at.

I think more will willingly come along for the ride, and the risk of the employer/employee relationship becoming completely dysfunctional will abate.

That's my thoughts, for what it's worth.

Just a GD Sergeant.

#### TISM (THIS IS SERIOUS MANAGEMENT)

- Minimum staffing levels
- Deidentified application processes for a true meritorious selection process
- Fulltime Polair coverage
- A workable Injury Management System
- An urgent overhaul of psychological services
- Regional parity for staff, vehicles, and training
- Growth of staff and resources in line with population growth
- Moving our first class people out of third class facilities at the Academy

**Shayne TREASURE**  
Regional Representative  
Metropolitan South Region  
0447 569 483  
streasure@qpu.asn.au



*Sgt Manuel Papoutsakis has seen some significant equipment improvements through his career and says colleagues need to embrace constant change.*

## Hooroo and Cheers

### SERGEANT MANUEL PAPOUTSAKIS (4853)

Sergeant Dutton Park station

41 years service

Last Day 11/09/21

Manuel graduated from the Police Academy after joining as a 19 year old straight from high school and his first assignment was as beat officer in the Brisbane CBD. 'I walked in on my first day, was handed a baton and note pad, and assigned one of the five beats in the city patrol. I had to walk at exactly 2.5 miles an hour so

the shift sergeant could find you if required on patrol.

'You could scream louder than the siren on a police car. I didn't get a pistol for a year and half because there weren't enough to go around. Compare that to the excellent equipment we have issued these days!'



Graduation snapshot for recruit Manuel Papoutsakis in 1980.

After 18 months walking the beat solo, 'Pappy' moved to the Comms Centre before stints at West End, Mt Gravatt, and Annerley. He also spent three years as an instructor at the Academy specialising in Law and Policy along with Firearms and Drill. 'I was one of the instructors that schooled Ian Leavers. But I also had some great times through the years with General Secretary Mick Barnes and former QPU President Gary Wilkinson.'

Sgt Papoutsakis has some significant career credits: serving at two Commonwealth Games in Queensland, a CHOGM, G20, the 2000 Olympics Soccer events held in Brisbane, Cyclone Yasi, Townsville Floods, numerous international sporting events, and a few extra awards.

He also received two Commissioner's Certificates for bravery in forcing entry to a property to rescue an injured victim from an armed man, and rescuing a family from a burning building on his way home from night shift.

Pappy served as a Divisional QPU Rep at Dutton Park and as the Regional Rep for Metro South for two years. 'The Union is important not just as a legal fighting fund for when you do get

in trouble, but they are the reason we have achieved payraises, superannuation benefits, the best Enterprise Bargaining deals possible, working conditions, and additional leave.

'They're also there to look after you in a time of need, either at critical incidents, providing financial support in terrible circumstances, or helping you out if a seriously ill family member needs treatment in Brisbane and your family needs support.

'As a Union rep I'm proud that I could be there to stand up for our members and take things direct to an AC or the Commissioner if required, and also supporting our members in transfer cases. It's always been my view, in whatever decisions I made, to never forget the impact it could have on that copper sitting in a police car at 4am, dog tired and determined to still do the best job possible that comes their way.'

As a Union Rep, Manuel played an instrumental role convincing the QPS to change policy and stop officers having to wear ties as part of the day uniform in 1996.

Pappy opted to take pre retirement leave in May before his age retirement in September. 'SDRP is coming and I couldn't see value in me learning about it all and then not being around to implement it. Police need to embrace change or be left behind. I've only ever

worked as a police officer so it's a bit scary leaving the Service. However, I have a house that needs fixing, two adult sons, a great wife, and two dogs to keep me busy.

'However, I will never ever work another night shift! I will probably volunteer at my local hospital and assist the Greek community, but most importantly enjoy the neverending holiday and proudly tell people I was once a Queensland police officer.'



Sgt Papoutsakis took pride in providing sound leadership and guidance for fellow officers at critical incidents.

General President Ian Leavers paid tribute to Sgt Papoutsakis. 'I have a lot of respect for this man. At the Academy he was no soft touch and you knew where you stood. In the QPU he was a trusted representative and could always be relied upon to be entirely focused on the members. He is a true professional who always looked out for the safety and security of his troops. I'm proud to call him my friend.'



Senior Constable Papoutsakis leading the drill squads at the Academy for three years.



Pappy lead the drive to remove daily tie wearing. Suddenly some of his mates started referring to him cheekily as 'the fashion police'.





ANDY WILLIAMS

**It would be easy to sit here and be negative. Since my last article, three women have been murdered by their partners in the South East Region.**

It would be easy to sit here and point out how we as police take all the blame for the failures of the system, while getting very little of the reward. Every time tragedy strikes, people line up to kick hardworking police for their so-called failure.

Even the most educated victim of domestic violence is more focused on trying to be safe and making the DV stop, rather than understanding the sufficiency of evidence test. I get that. What I don't understand is when our leadership stand back and let the media pile on. Some, I would like to think unintentionally, pour fuel on the fire.

When I joined the job back in 1999, a DV was a job you were unlucky to get once every two-three shifts. It wasn't that difficult: you grabbed the and respondent took them to the watchhouse, where they remained until an application was completed. If it was a breach there was no way they were getting bail.

Fast forward to 2021, and some crews will do nothing but DV in a shift. Plus our political and judicial masters are reluctant to allow all but the worst repeat breaches to be kept in custody. Hey, you get bail for breaching bail these days.

These changes have been driven by other agencies, and police have been criticised for keeping people 'needlessly' in custody.

Those who criticise police fail to realise there has been radical and ongoing change in the way we deal with DV victims.

They don't see the victim that spends six hours waiting in a police station for one of our partners to provide them with assistance. They don't see the countless hours a member puts into a brief of evidence, only to have it fall over because the aggrieved is a no show on trial day.

**"Those who criticise police fail to realise that there has been radical and ongoing change in the way we deal with DV victims."**

They also don't see the countless hours Ian Leavers, Mick Barnes, and your Executive have put into trying to get reforms to make the legislation more efficient and workable.

We have been campaigning to have victims of domestic violence give their statements on body worn camera. This has been working very well in New South Wales, but our pleas have fallen on deaf ears.

We have campaigned to allow police to issue DV orders that would remain in force for five years if undisputed, thus removing the majority of DV document service. Again: crickets. So faced with no traction on these matters, we started to champion that responsibility for DV legislation be removed from the Attorney General and moved to the Police Minister. Again: nothing.

It is about time the people who sit around ignoring the genuine attempts of this Union to make DV legislation workable are held to account by its

failures. The Attorney General is based at Waterford; one would think she has some idea of what is going on in her backyard. If not, I am more than happy to show her.

Way back in 1987 Paul Kelly sang:

*'They got married early, never had no money*

*Then when he got laid off, they really hit the skids*

*He started up his drinking, then they started fighting*

*He took it pretty badly, she took both the kids'*

In this song, *To her door*, Kelly correctly identifies two of the major issues of domestic violence: substance abuse and finances. I would add mental health. There is very little support to assist the perpetrators of domestic violence to overcome their demons before they commit a criminal act.

There is also little in the way of proactive assistance to help those who have issues themselves, which of course impact their partners. This is not a police function, and I respectfully submit that flash new DV courts have done nothing to address this.

Those who seek to criticise police don't see the brilliant work done each and every day to protect the victims of domestic violence, and prosecute the offenders. I am yet to see a system that is perfect, and it is a most unfortunate fact that we don't have a superhuman ability to foresee which of our 79,000 victims will be 'the one', but I'm going to guess it won't be the obvious offender.

For our members on the frontline, it is like Russian roulette: every DV job could be the one. The unfortunate thing about our work is that we can never quantify the number of victims we save. I stand with my members in the South East Region who have by far the most victims in need of protection, and we will support them to the best of our ability.

I further salute the good members of Logan who take on the burden of looking after some of the most complex victims of all crime, while by the Service's own admission being 139 members short of what is required to meet the demand.

I also salute the COMCOs who juggle the urgent calls for service while trying to make the thinnest of thin lines stretch even thinner, and the good members from South Brisbane who come down when things are dire.

#### QPS IS STILL THE AGENT OF LAST RESORT

While we struggle to deal with the explosion of demand (our top seven jobs are no longer crime related), we are still viewed by other agencies as their 'go to'.

The ramping at hospitals means that QAS are unable to attend to their duties. It is so bad that not only do we pick up the slack on their mental health transports: it has become so dire that we have been forced to transport a patient with serious bleeding, and a victim of a drug overdose. Both were high risk patients, which would have exposed our members to a Coronial inquest had they died.

I myself was forced to wait an hour with a patient suffering from a drug overdose: you know, the kind that are unconscious yet still doing backstroke on the ground. The very type I have seen very quickly end up in need of very urgent medical intervention.

We still guard Corrections prisoners for no other reason than that they refuse to accept them into custody. That's even though we've got one of

our people on the inside: Peter Martin as Commissioner. Unfortunately, he's been there for nearly four years and there has been no real change.

We involve ourselves in co-response plans which really only exist to remind other Government agencies to do the work they are already paid to do.

Also, let's not forget the COVID effort that still takes large numbers of police to both Gold Coast and Brisbane hotels (and airports at the drop of a hat).



*During the Gold Coast metal detection trial if a person has a knife, obviously they're going to have to explain why they've got that knife. If it's not a reasonable cause suspects will be arrested on the spot.*

#### METAL DETECTOR TRIAL

Weapons, mainly knives, are increasingly carried by members of the public. Recent high-profile knife crime has shown the tragic consequences when knives are used in anger.

That's why I have advocated for the ability to use metal detectors as a random detector of weapons, rather than relying on 'reasonable suspicion' searches.

These powers are being trialled in Surfers Paradise and Broadbeach, and I hope that once proven successful they will be rolled out further.

While the public safety implications are important, more important still is the improvement in officer safety, both in the obvious reduction of risk of assault, but the less obvious and more insidious risk to our mental health

from dealing with victims, and often traumatic crime scenes.

**Andy WILLIAMS**  
Regional Representative  
South East Region  
0404 460 773  
awilliams@qpu.asn.au



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

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950



**Without us, you're on your own**

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



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# QUEENSLAND POLICE UNION

## CHANGE OF ADDRESS OR STATION

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

REGISTERED NUMBER: .....

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

FULL NAME: .....

HOME ADDRESS: .....

POSTCODE: .....

POSTAL ADDRESS: .....

POSTCODE: .....

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

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

WORK EMAIL: .....

HOME EMAIL: .....

RANK: .....

STATION: .....

STATION ADDRESS: .....



# THERE COULD BE A CRITICAL INCIDENT AHEAD!

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by immediately contacting:

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They will steer you in the right direction.



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# Pay Rise 2021

**As part of the current Enterprise Agreement (EB9) the QPU successfully negotiated three payraises of 2.5% (along with various new paypoints, allowance increases, and numerous other improvements).**

**The** first 2.5% increase was paid on 1 July 2019, however the State Government deferred the scheduled 1 July 2020 increase due to the financial pressures associated with the global COVID pandemic.

Although the increase was deferred, the QPU was able to negotiate a one off payment of \$1,250, an additional two weeks COVID leave, increased Annual Leave Management Totals, and other benefits.

This means that QPU members will now receive the two remaining pay rises:

- 2.5% pay rise on 1 July 2021
- 2.5% pay rise on 1 January 2022.

The current Enterprise Agreement (EB9) has a notional expiry date of 30 June 2022.

The QPU is constantly evaluating and working to improve conditions and benefits for its members.

Officially, the Union will commence the process of preparing for negotiations of Enterprise Agreement (EB10) at the start of 2022.



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# Service Delivery Redesign Project

By Senior Industrial Officer Stephen Mahoney and Industrial Officer Luke Hodge.

**Members would be aware the QPS has proposed to fundamentally change the way that Queensland police operate, with the new concept referred to as the Service Delivery Redesign Project (SDRP). The first trial of the SDRP was rolled out in Moreton District on Monday 8 February.**

**I**t is important to note from the start that the QPU supports the concept of the SDRP as any attempt to improve conditions of frontline police is to be commended, and any structure where the QPS takes the responsibility for matters as opposed to individual members is also worthy of consideration.

However, after four weeks of the trial in the Moreton District, the Union became aware of considerable issues of concern. General Secretary Mick Barnes, along with the Industrial Team, attended numerous branch meetings in Moreton where a range of issues was discussed.

Following from those meetings, General Secretary Mick Barnes wrote directly to AC Harsley on 12 March outlining the Union's concerns. The letter identified a range of issues including:

- Lack of staff to enable the project to operate properly
- Engagement with staff
- Human resource issues not addressed
- Deskillling of investigators
- Fatigue management issues
- Development/relieving issues
- SOLVE has been compromised

In response to the QPU's concerns, Deputy Commissioner Gollschewski announced the following:

*'While we have been working closely with your unions and HR through every step of this program, on Friday we were advised of some issues that have been raised by our people. We acknowledge that while a large proportion of this model involves some degree of technical and systems change, at the core of this is a change that affects our people.*

***Because of this (the concerns raised by the QPU), we have made the decision to pause the service delivery rollout and take the time needed to fully understand the issues in order for us to work through them before we move forward with our staged rollout.***

*Further, we will be committing more time and effort to work with all members of the Moreton District to ensure we have done everything that should be to improve our services in that District in a way that supports all our staff.*

*As you may know our next district rollout included South Brisbane, Townsville, Cairns, and Logan. This has commenced over the last two weeks. As of today, we will now*

*pause the program for four weeks to work through your concerns and fine tune our processes before proceeding into this next group of districts. This will be subject to ongoing review'.*

From a Union perspective, we appreciate that many members in the implementation teams and at SDRP may be affected by this decision and the raising of these concerns should not be seen as criticism of those members.

All members, both part of the Moreton Trial and in the SDRP Implementation Teams, have shown genuine commitment to make the concept work.

It is our view that spending more time listening to members at the 'coal face' in Moreton and addressing these issues will be an enormous benefit for ALL members, including those who are tasked with assisting the implementation of the project across the state.

As soon as the rollout was paused, I am pleased to say there has been a significant re-engagement in Moreton.

Mick Barnes and the Industrial Team, along with AC Harsley and AC Condon, have attended numerous face-to-face meetings with members.



General Secretary Mick Barnes and Senior Industrial Officer Steve Mahoney have met with members at various meetings across Moreton District to hear firsthand accounts of the impacts of SDRP.

There has been an enormous amount of work done including:

#### Moreton District

- Project team continues to assist Moreton in SDM re-design and implementation
- Task timeframes for QPRIME Tasking extended from 24hrs/3days to 3days/7days (as a result of efficiencies identified by members)
- Project team is assessing the impact on SDM of recent major investigators in the region
- SDRP members have been working directly in the District with members in roles under the model (Including on Road Supervisors, DTAC and Prevention). This is to thoroughly identify issues raised and provide support.

#### Rotations Policy

- Draft document being communicated/negotiated by QPS IR with QPU Industrial Section
- Plain Clothes Development
- Updated PC Development Policy to be finalised in near future
- Communication to members on

how SDM can support officers' PC Development and Detective applications.

#### Service Delivery Overall

- Work has commenced on examining the impacts of current online reporting systems and protocols through Policelink. The aim is to assess the impact of online reporting on police demands and identify possible efficiencies
- Road Policing demand versus enforcement activities is being considered in view of the reported impacts of service delivery at Moreton
- Engagement / Communications with Districts and members on service delivery is being re-worked
- A/C level meetings have been held with Detective Training on PC Development. A draft update to the Detective Appointment Policy is to be written which will be in line with National Competencies
- The way forward and dates for further implementation and roll out are still to be determined.

Needless to say, there is still much more work to be done. All of the members in Moreton and in the Implementation Teams are to be commended for their hard work and commitment to this project and genuinely engaging to identify the problems.

Despite all of the issues, it has to be said that many members on the ground support the concept and have identified real benefits.

However, the task ahead is massive and given we are talking about the very fundamentals of frontline policing, there will always be issues, but the QPU and its members continue to work towards the best possible outcome.

Letters from Deputy Steve Gollschewski sent to the QPU and all QPS members have been included in the following pages of the Journal, establishing the feedback of our members, General Secretary, and Industrial Team has been acknowledged by the Executive Leadership Team.



**Subject:** Further update on the next step for the rollout of the new service delivery model.

**Sent:** Wednesday, 24 March 2021 16:59

Good afternoon,

Following my email to you all on March 17, I would like to update you on the next step for the rollout of our new service delivery model.

Firstly, I want to assure you our decision to pause the rollout of the next tranche of districts for four weeks was not one we took lightly. We said from the outset that in order to achieve the best Queensland Police Service (QPS), we would not hesitate to make decisions. But with this commitment came a promise that if these decisions were not right - for our people, the Service or the community we serve - we would change our approach or work to find a different way of doing things. Pausing the Service Delivery Redesign Project (SDRP) is an example of this.

This week, we have taken steps to gain a better understanding of the issues we are facing and how we can best address these going forward. We remain confident in the model, but we also remain committed to making sure the implementation is done at the right time, at the right tempo and, across the entire process, places our people at the forefront.

Prior to the pause, the SDRP team had commenced the implementation phase in Far North, Townsville, Logan and South Brisbane districts. With one of the major learnings this week being the timing of the rollout across the 15 districts, **we have now made a decision to stop the implementation work in South Brisbane for the time being.** This is based on the complexities that sit around such a large district and to also allow us time to understand the synergies and linkages across both North and South Brisbane before we move forward in these locations in a coordinated way.

I thank the team in South Brisbane District for their support in this process and I can advise the implementation in this district will still occur, but at a later stage. We will now use this time to our best advantage and continue working with your union and our people on the issues raised. We will also use the time to revisit and support Moreton in these early stages of implementation, to ensure the model is working effectively and listen to the concerns of those impacted by the changes. We will also work closely with Policelink and Communications Group on the triaging and application of the SOLVE model to our calls for service.

Importantly, we will use this time to provide extra support to Logan, Townsville and Far North during this important phase and as we think ahead to our rollout across these districts.

Thank you to all of you who have spoken up and raised your concerns. I will provide further detail as soon as this comes to hand.

Regards



**Steve Gollschewski APM**  
Deputy Commissioner, Southern Queensland  
State Disaster Coordinator  
Overall Commander, Covid-19 Response  
**Queensland Police Service**



**Subject:** UPDATE SERVICE DELIVERY REDESIGN PROJECT (SDRP)

**Sent:** Wednesday, April 14, 2021

Colleagues

It has now been almost four weeks since we paused the implementation of our new service delivery model across the state. During this time, we have visited Moreton District to listen to our people as they shared their issues, concerns and also their positive insights regarding the implementation of the model.

I wanted to start by thanking all of you who took the time to speak up and share your views with us. The engagement sessions were an important opportunity for us to listen to your concerns impartially, in order to get you the answers you need, and help find the best way forward.

We know many aspects of this implementation need to be strengthened, however we are committed to adopting a new way of policing to decrease our demand and, ultimately, the workload on you. We need to get this right - for our people and our communities.

I acknowledge and thank the unions for their continued support, and in particular Mick Barnes the General Secretary of the Queensland Police Union of Employees (QPUE).

So where to from here?

The pause on implementing the Service Delivery Redesign Project (SDRP) will continue until we address the issues in Moreton District. We are committed to doing this and will not continue until we are satisfied we have it right.

At present we are working with our colleagues in human resources, communications, change and engagement and industrial relations to address the concerns raised across Moreton District, including:

- Rostering and resourcing
- Training and support
- Role descriptions and clear identification of duties (including rotation policy)
- Development and upskilling opportunities
- Tasking and coordination

For the next round of districts due for the implementation, Logan, Townsville and Far Northern, I thank you for your continued patience and understanding whilst the implementation pause remains in place.

SDRP teams undertaking preparatory work in these districts will be withdrawn so that they can invest their time back into Moreton District for the time being. We will update you with new district implementation timings as soon as these are available.

We continue to encourage you to raise any concerns or issues you have with either your supervisor, manager or OIC. All supervisors should familiarise themselves with the current process and I ask you to elevate any issues you cannot answer as soon as possible.

Kind regards

**STEVE GOLLSCHESKI APM**

**ACTING COMMISSIONER**



# National Youth Crime Symposium

By Andrea Appleton and Luke Moore

**The spectre of youth crime has long been at the forefront of many of our members' minds. It's the dread of what awaits at a scene following reports of a stolen vehicle and the sickening screech of tyres locked up on bitumen. It's the memory of members of the community clutching their belongings to their chests when walking past groups of kids. It's the heartbreak of welfare checks at houses that could never be called homes, and the frustration of apprehending the same juveniles over and over again, knowing they will likely soon be straight back out in the community causing havoc again.**

**It's** constantly using the terms 'revolving door' and 'slap on the wrist' when referring to the court system, and at times feeling overwhelmed and disheartened about ever effectively assisting to break the cycle of disadvantage and disfunction that leads to young children becoming serious, repeat, prolific offenders.

Our members have contended with a dramatic increase in the intricacies of youth crime over the past few years, while also receiving feedback and figures from some quarters that the incidence of youth crime in Queensland is actually going down.

The confusion caused by such figures stems from reviews that show that youth crime may be going down, but that youth offending in some areas by the same, repeat juveniles or groups of juveniles is on the rise. And it is of course this category of offenders that our members have identified as a serious, ever-present problem in their communities.

Responding to members' experiences, and recognising that something

needed to be done, General President Ian Leavers sought opinions from the Union Executive team and compiled a plan to present to the State Government.

There are many other Departments who share responsibility for the current state of youth justice, but the proposals outlined concepts from a police officer's view, with the intention being to improve the effectiveness of the police response to matters involving repeat offenders, and to enhance community safety for all.

The plan was well received across the community, with Premier Annastacia Palaszczuk and Police Minister Mark Ryan agreeing the Union ideas had merit. A QPS Youth Justice Taskforce was soon established by the Police Commissioner, to focus on the recidivism of some youth offenders and to frame an appropriate policing response.

Buoyed by the impetus created by the Union's proposals, and recognising that a multi-disciplinary approach is required, the Union decided to bring



*General President Ian Leavers.*

other Government Departments, organisations, and stakeholders to the table. The Union decided to host a National Youth Crime Symposium.

The Symposium was held on 15 and 16 April at the Brisbane Convention and Exhibition Centre, with a stated objective to engage stakeholders in the youth crime and justice realm.

As a first of its kind, the Symposium was led by the desire to focus on the issues that underlie youth crime, to further the discussion on gaps in the systems, and to cut through to find real solutions.

The Symposium was pitched at police, and also politicians, policymakers, academics, and advocates. Close





Tim Nicholls MP, General Secretary Mick Barnes, Deputy Mayor of Alice Springs Jacinta Price, Dale Last MP, General President Ian Leavers, Warren Mundine.



Senator Pauline Hanson and Dale Last MP talk on the panel.



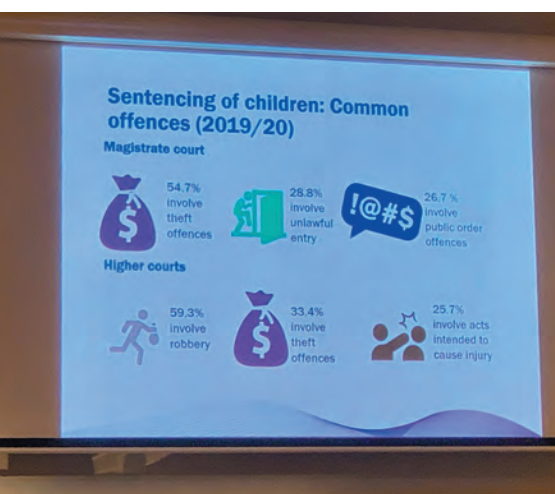
Fiona Reynolds and Deputy Mayor of Alice Springs Jacinta Price.



Chairperson of the CCC Alan MacSporran.



General Secretary Mick Barnes with Warren Mundine.



Police Minister Mark Ryan.



A panel with Director of the Department of Children, Youth Justice, and Multicultural Affairs Michael Drane, Queensland Privacy Commissioner Philip Green, Fiona Reynolds, QPS Assistant Commissioner Cheryl Scanlon.



General President Ian Leavers, former Police Commissioner Bob Atkinson, Minister for Children, Youth Justice, and Multicultural Affairs Leanne Linard, General Secretary Mick Barnes, Director of the Department of Children, Youth Justice, and Multicultural Affairs Michael Drane.



to 100 delegates attended, with representatives from the QPS, the New South Wales Police Force, the Western Australian Police Force, and the Northern Territory Police.

The delegates heard from twenty-nine presenters with a broad spectrum of interests, experience, and expertise: for example, former Police Commissioner Bob Atkinson presented on his Report on Youth Justice, Alan MacSporran from the CCC on assessing the youth justice system, Nick Behrens from

practical solutions rather than allowing the event to devolve purely into a talkfest. The experts, academics, and advocates were invited in common goodwill, with a goal of working towards real and lasting change.

An extensive range of issues and case studies was aired at the Symposium, yet all attendees were in agreement that police have the unenviable and at times seemingly impossible task of trying to deal with a problem when it is already well developed and difficult to curtail.

## **“Police have the unenviable and at times seemingly impossible task of trying to deal with a problem when it is already well developed and difficult to curtail.”**

Queensland Economic Advocacy Solutions on the installation of engine immobilisers, and Dr Molly McCarthy from Griffith University on trends in youth offending in Queensland.

On the second day of the Symposium there were a variety of panel discussions involving representatives from interest groups across the youth justice, indigenous, and political spectrum, including the Deputy Mayor of Alice Springs Jacinta Price, indigenous advocate Warren Mundine, and Senator Pauline Hanson.

Links to the PowerPoint presentations from the Symposium are available on the Union website at [www.qpu.asn.au/nycs](http://www.qpu.asn.au/nycs), and are a must-read for anyone interested in youth crime and justice in Australia.

In hosting the Symposium, the Union recognised youth crime as a contentious issue, and the battlelines that can be drawn from some quarters.

However, the Union did not shy away from bringing a wealth of people with differing views to the Symposium, and determined to focus on real and

The overwhelming view from the Symposium was that the body of work to divert and reduce youth offending has to be directed at the cohort of identified potential offenders far earlier.

Reducing the burden on police thus requires other agencies and players to act sooner and better share their information to ensure effective interventions and diversionary plans are put in place.

A sense of optimism also pervaded the Symposium and it was regularly repeatedly that the QPS has success with 90% of all youth offenders. It is imperative to continue to celebrate this fact as we proceed with managing the 10% repeat offenders cohort.

### **OUTCOMES**

**A number of essential themes emerged during the Symposium:**

- There is more than enough evidence to support identification and intervention with regards to youth offenders
- Queensland lacks the political will to tackle the issue effectively
- Evidence needs to be applied uniformly across Departments

- Agencies need to work more closely together to share information
- Siloing across the sector hinders real change

**Specific solutions that emerged from the Symposium:**

#### **Commonwealth investment**

- The Commonwealth Government must invest in Youth Justice at a national level and ensure that funding is targeted to the right communities.

#### **Funding accountability**

- Funding must be transparent and contracts around funding need to specify the measurable goals and what bang for buck looks like.

#### **Specific, targeted investment**

- Government investment in communities needs to listen to the needs and wants of the community and deliver on that basis. It is a waste of money to see infrastructure like skate parks built in communities that didn't ask for them.

#### **Consistent measures of success**

- Consistent measures of success should be developed across Government to provide certainty to providers and ensure information supplied at the end is consistent across Government.

## **“Government agencies need to act as one with youth offenders: they need to share resources and information to manage the problem.”**

#### **Transparency**

- Contracting in this space needs to compel information sharing back to Government.

#### **Sharing Government resources**

- Government agencies need to act as one with youth offenders: they need to share resources and information to manage the problem.



*Damien Atkinson QC.*

The community expects this and the reality does not match this expectation.

#### **Early intervention**

- Greater investment in early intervention to divert at-risk youth from offending is a priority. We need to see Youth Justice lead this work and be flexible to achieve the outcome.

**“Greater investment in early intervention to divert at-risk youth from offending is a priority.”**

#### **Leaving detention**

- Programs to support offenders leaving detention and ensure their home environment does not contribute to reoffending need to be developed.

#### **Foetal alcohol spectrum disorders**

- We need investment in programs to support at-risk mothers to reduce or eliminate drinking and prevent FASD in future generations.

#### **Engine immobilisers**

- There is a good case for Government to fund 20,000 cars in Townsville to be fitted with engine immobilisers to trial the technology and prove its value.



*Associate Professor Michael Townsley from Griffith University.*



*Warren Mundine, General President Ian Leavers, Deputy Mayor of Alice Springs Jacinta Price.*



*Mick Palmer, former Commissioner of the Australian Federal Police.*

The NYCS Agenda, Program, and PowerPoint presentations are available here:  
[www.qpu.asn.au/nycs](http://www.qpu.asn.au/nycs)



# National Youth Crime Symposium with Dr Homel

Dr Ross Homel

**Ross Homel is a Foundation Professor of Criminology and Criminal Justice at Griffith University. He is a highly cited social scientist and has won many awards for his research on the prevention of crime, violence, and injuries and the promotion of positive development and wellbeing for children and young people in socially disadvantaged communities.**

**In** 2008 Professor Homel was appointed an Officer in the General Division of the Order of Australia (AO), and in the same year he was also honoured by the Queensland Premier as a 'Queensland Great'. Professor Homel's presentation at the National Youth Crime Symposium was very well received and we share it here in the Journal for our members.

## **"Youth crime is going down. But youth offending is going up."**

'In a nutshell, to summarise an enormous amount of work that's been done into one sentence: youth crime is going down. But youth offending is going up. And the second sentence is because there is an increasing proportion of serious, repeat, prolific offenders.

What we know from all the criminology literature about that second group, that prolific, repeat offender group, is that they are multiply disadvantaged.

The problems they are inflicting on the community start early, when they are 16, 15, 14, 13, or whatever age they begin offending, and start to commit damage and theft and so on in the community.

We need to have a double focus. We want to keep that trend of youth crime going down across the state and indeed across the country—because

## **"Risk is not destiny."**

it's happening everywhere, exactly this phenomenon—but we also need to have a special focus on those children who are growing into the most serious, violent, and potentially the most troublesome young people.

It's very important to point out at the beginning that risk is not destiny. Just because young children are behaving badly, it does not mean they are going to turn into hoodlums. This is an opportunity for me to paint a very big picture of what can be done.

## **"Every Youth Justice Department in Australia, including Queensland, is doing a very good job in introducing evidence-based strategies."**

My basic point is that we should be very, very optimistic and hopeful. We can really move ahead as a whole community with this problem if we get organised to do it. The second important point is that we are already doing very good work.

Every Youth Justice Department in Australia, including Queensland, is



doing a very good job in introducing evidence-based strategies that fit the needs of the young people in the communities in which they are working, and the evaluations are beginning to flow which show the effectiveness in what they are doing.

So I essentially want you to be optimistic. There's no point bemoaning the problem: although we do have a problem, and it's a serious problem,

particularly with serious repeat offending.

I am going to paint a large-scale picture of the strategies we need to adopt in Queensland, in a holistic way, and the principles that we should implement in order to make the community safer.

This is ultimately what we're all engaged in, and what we all want. And



secondarily, we want to help these young people have much better lives than they currently have.

It's a win, win, win: it's a win for the community, it's a win for these young people, and it's a win for all the organisations and companies for whom youth crime costs a lot of money.

As I said at the outset, we need a double focus. We need to think about reducing youth crime across the whole community: keeping the numbers coming down. In order to do that, we need to get in early.

It's never too early (and never too late), but it's much better, and much more cost effective, to work at a young age in communities where there are potentially a lot of young people who are going to get into trouble with the police.

A place-based approach is not the only strategy we can adopt, but it's a very good strategy and it's become very popular in recent years. We really should be doing these place-based interventions better.

One of the initiatives that I'm aware of is the Townsville Voice report (*Townsville's Voice: local solutions to address youth crime*) produced about three years ago under the leadership of Major General Stuart Smith for the Townsville community, after listening to what local people were saying about the crime problem and what to do about it.

We need to work with communities and places and with the people who are most affected, who have the biggest stake in finding solutions to the youth crime problem.

We need a community-wide focus, and we probably need to start from about age five. Many of my colleagues would argue for much earlier than that, but at the very least, we shouldn't start any later than when children go to school.

There are strategies like *Communities That Care*: there's an Australian website (<https://www.communitiesthatcare.org.au>), and there's a US website (<https://www.communitiesthatcare.net>). It's developed out of the University of Washington social development group.

It's an extremely effective, proven system for mobilising the community, collecting data on the needs of children and young people in the community, and the risks and the protective factors that are influencing their lives at the community level. What's this community like as a place to raise children?

**“We need a community-wide focus, and we probably need to start from about age five.”**

There's a whole methodology in the *Communities That Care* system for measuring risk and protective factors, and that guides evidence-based action about the risks, or the strengths in the community that should be further reinforced through evidence-based action.

Typically, when *Communities That Care* is implemented you have a range of programs delivered by services or organisations that are working in partnership in a coordinated way to focus on those priority risk and protective factors.

That's a proven methodology. You go right through a cycle of using your data to plan what you're going to do, implement rigorously, evaluate, reassess, and go around the cycle again.

What I've just described is essentially a public health model for youth crime prevention, and it works.

We can reduce youth crime, we can reduce substance abuse, we can keep kids at school, and they can have a more enjoyable time at school and achieve better, if we implement the *Communities That Care* model in

a rigorous and well-supported way, though community mobilisation.

This is a win, win, win for everybody, this strategy. It's a great model, and we should be implementing it in many, many communities in Queensland, and we're not. I don't know why, but we're not organised to do it.

In addition, we need to particularly focus on those children who are perhaps age five, or six, or just in the early years of school. It's the kids who are really troublesome, or difficult. They maybe have ADHD or concentration problems; there's a serious behavioural problem.

We know through our own work in the *Pathways to Prevention Project* (<https://www.griffith.edu.au/criminology-institute/our-research/major-research-projects/creating-pathways-prevention>) that there were four-year-old children in preschool who were failing the behaviour management programs. They were disengaged.

I don't know if you can get suspended from preschool, but certainly the teachers were giving up on them. That is tragic, at age four. We've got to do better. We need to work with these young children, and their families, and their schools, and the community.

I'm not only talking about Aboriginal children. I get e-mails from people when I speak on radio: 'Why aren't you talking about the Aborigines? They are always the offenders.' Many of them are; that's a statistical fact.

But the risk factors are common across the board. This is not a race problem. This is a problem of the conditions under which young children are being reared. It's because families and households are under huge stress.

We still have around 20% of children in this country growing up in poverty: that is, below the poverty line. Is it any wonder that in many of these households there is disorganisation and unpredictability for children?

Children learn to survive very early in life; they adopt strategies that aren't necessarily very socially constructive, but they help them to survive. Of course, many of them tragically come from family backgrounds where they have been maltreated, sexually or otherwise, or where there's violence and instability in relationships.

**"This is not a race problem. This is a problem of the conditions under which young children are being reared."**

This is just a reality of family life. It's not only in disadvantaged communities; we know that this is an epidemic in our society. It's a serious problem. And yet when the children grow a little older, we blame them for the behavioural problems which they've been exhibiting when they're quite young.

I mentioned focusing on these problem young children, but there is a risk in doing that. There's a risk in labelling, and these kids getting a reputation.

But we can handle these interventions in a way which is destigmatising and that fits into a universal strategy like *Communities That Care*, or a whole of school strategy that focuses on social and emotional learning, but has a particular intensive set of resources and interventions that support the families, the children, and the schools that they attend.

A really good example of that is The *Fast Track Program for Children at Risk*, which the Conduct Disorder Prevention Group in the US developed over a 10-year period in a very holistic way.

They reduced serious crime by age 25: they began intervention at age five and tracked these kids for 20 years, and by age 25 there was a 32% reduction in serious and violent offending compared

with the business as usual control group.

This is remarkably effective, but we need to focus on those young children who are conduct-disordered. I don't think we do this in a wholehearted, holistic, evidence-based way in this country in the way that we should.

The name of the game is early prevention. Early prevention won't stop everything. Kids will always slip through the cracks: stuff happens, life happens. Children can encounter obstacles in life—risks, adverse life experiences—which can take them off the rails again. Perhaps it's when they're transitioning to high school.

We need strategies for what to do with those kids who are seriously at risk: they're already at that age range where they're coming to the attention of the police perhaps, or they're at risk of ending up in the youth justice system.

The answer is that we need to strengthen the work of those agencies in Queensland that are already doing good work. Just to mention a few of the good programs that are currently operating in Queensland, administered through Youth Justice: there is the *Transition to Success* program for children aged 15 to 18 years.

**"The name of the game is early prevention."**

It's a 10-16 week program that focuses on training kids in practical social skills, and vocational skills. It's the training they need to get a job. How radical is that? Evaluations show a significant reduction in reoffending when you compare it with a business as usual approach.

I don't know why the Government doesn't advertise their success with these programs. They've been doing restorative justice for years and a recent 12-month review showed that

restorative justice conferencing is having a positive impact on reducing reoffending rates, with 59% of people not reoffending within six months.

Isn't that fantastic? 59% not reoffending is a good result, but let's get it up to 89%, or preferably 100%. There is no limit to our ambition!

To summarise, we need early intervention, or early prevention, combined with early intervention with those who are older and already exhibiting signs of getting into trouble, either at school, at home, or with the police.

There were some terrific ideas in the Townsville Voice report. We don't need to do more consultations or more research. We need to put into practice the really excellent recommendations that were in that report for Townsville, but we could do the same thing in other cities. There are many ways of doing this, and many places we could do it in.

Let's strengthen the good work of the Government, but let's get a bipartisan approach to this. I cannot stand the way youth justice and crime is constantly politicised, particularly as we come up to the next election.

Looking at the LNP's youth crime media release from last year, there were some terrific ideas in there: for example, they recommended the adoption of the justice reinvestment approach that's been proven effective in Bourke in western New South Wales in reducing Aboriginal reoffending.

So there are some seriously good ideas in this plan, and I think the Government should look at these strategies. What I don't like is terms like 'crackdown' and 'epidemic of youth crime' and 'it's all out of control'.

I don't care if there is a Liberal National Party Government or a Labor Government: nobody in the community benefits from this this kind of extreme politicisation.'

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# Allowance Success

By Darren Curtis

## Strong lobbying from the QPU backed by a solid industrial argument convinced the QPS to agree to pay the Field Training Officers Allowance for QPU members who partnered with newly graduated Constables during the 2020 Schoolies Operation.

**Due** to the increased staffing demands of COVID border compliance, 79 First Year Constables were deployed just after their graduation ceremony to assist with the Schoolies Safety Operation in Surfers Paradise.

South Eastern Regional Rep Andy Williams said at the time that mentoring the new Constables was very intense, requiring a steep learning curve to ensure the new police adapted quickly to the procedures and safety required.

the Journal in December 2020 and received widespread support.



*The skills and techniques passed on by experienced police during schoolies will stay with the First Year Constables for the rest of their careers.*

\$51.15 a shift. It's expected the extra allowance will be paid within two pay cycles of applying.

**"Each eligible officer has to comply with the FTO Allowance provisions in the Certified Agreement to receive the allowance. The FTO allowance is 15% of the employee's base rate per shift."**

Andy Williams said, 'The QPU is very happy with this result. It should have been a consideration when the plan was established to place the new graduates in a concentrated area during a demanding task like schoolies.



*Experienced officers taught First Year Constables critical skills on reading crowd behaviour during Schoolies.*

The mentoring rolled across two weeks on the Gold Coast because the Operation spanned the cross over between Queensland and interstate school leavers.

The intention to pursue for the FTO Allowance was highlighted in

Each eligible officer has to comply with the FTO Allowance provisions in the Certified Agreement to receive the allowance. The FTO allowance is 15% of the employee's base rate per shift.

For a Senior Constable on paypoint 2.5 working an 8 hour shift that equals



*With so many recent graduates concentrated in one operational area, there were concerns that issues could have developed rapidly without the mentoring of experienced police.*

'The senior and experienced officers who were assigned the mentoring role had the responsibility of not only teaching the basics of police operations but also instructing the First Years how to detect the changes and subtleties of working in large crowds and determining when things were going to escalate. Plus, they had to keep themselves and the new officers safe.'

'The QPS should be commended for acknowledging the hard work our experienced police provided during this period and for accepting the advice from the Union's Industrial team.'



*Experienced officers were buddied up with the First Year Constables in Surfers Paradise for two weeks, teaching them the fundamentals across some of the most basic skills.*

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# Origin Opportunity

By Darren Curtis

## It will be a curtain raiser creating history when the Queensland Men's Rugby League side take on the New South Wales Police as the opening game at the NRL State of Origin Game in Brisbane.

**A** late invitation from the NRL created the opportunity for a one-off clash to be played at 6pm on Sunday 27 June at Suncorp Stadium. It will be the genuine curtain raiser to the main game and QPSRLA President Garry Watts said, 'We've played against NSWRL on NRL Origin Game day previously but it was much earlier in the afternoon and the stadium was pretty much empty. This will be in the real build up and the vibe from the crowd is going to be intense.'

'This is a one-off game. This is just for bragging rights and the ultimate dream for any police footballer. It shows the faith the NRL has in the standard of police football across Australia that they would showcase our teams.'

'The game at this stage is for the history books only. There's no trophy we are playing for at this stage, however the opportunity is always there for something memorable to be instituted or a really worthy cause to be honoured.'

The Queensland team will be hoping a win over NSW Police in front of a home crowd at Suncorp will set up a strong psychological advantage over the Southerners ahead of the Australian Police Rugby League Tri-Series and also that the team can claim a win without any significant injuries.

The Queensland team was selected after the Regional Carnival held in Townsville in March. Selectors watched over all eight Regional sides during the competition, and due to the unpredictable weather there was an opportunity to see how the players performed in dry and very wet conditions during the five day event.



The Mt Isa Mongrels and the NQ Stingers played following a torrential rain storm.



The wet weather suited the Wide Bay Crocs and the SEQ Muddies during their Friday game.



Brisbane Bulldogs revelled in the dry against the FNQ Marlins.



Mt Isa's Jake Lacey struggled in the Townsville humidity.



A big 'don't argue' in the sweaty afternoon game between Mt Isa and SEQ Muddies.



The QPSRL team to represent Queensland during 2021 just moments after being presented with their team shirts in Townsville in March.





The Southern Boars always knew where they wanted to be on the field.



It was hard running that earned the CQ Razorbacks forward Andrew Dunkley an Origin selection.



Wide Bay Croc Peter Chang-Chien couldn't resist highlighting where he scored against the NQ Stingers.

Garry Watts said, 'I thought all the games throughout the entire carnival were played at a really high level across the board. It was great to see some new and young players coming through, creating a solid mix of talent. We had in excess of 300 people at the carnival which shows the

QPSRL is doing well and the men and women playing in the competition are enjoying the football and camaraderie as well. We've been able to select a strong Queensland men's side that has a lot of old experienced heads but some exciting new talent as well. The women's side keeps going from

strength to strength as well and I'm confident our two state coaches have selected the best teams possible to win.'

For the record, Central Queensland Razorbacks won the Championship Final 10 - 4 over the Brisbane Bulldogs and in the Plate Final the South East Queensland Muddies defeated the Wide Bay Crocs 38 - 6.



Russell Satour from the Brisbane Bulldogs was the recipient of the John Weir Player of the carnival trophy sponsored by Sciacas Lawyers, presented by Sciacas legal team of Ryan Heath, Jason McAuley, and Conrad Freeman.



The victorious CQ Razorbacks, QPSRLA Champions 2021.





The SEQ Muddies squad crowned winners of the plate final 2021.



Jarrod Knox from the CQ Razorbacks was named Player of the Final. The award was sponsored by Sciacas Lawyers and presented by QPSRLA President Garry Watts.



SEQ Muddy's player Joe Alofipo was awarded Defensive Player of the carnival sponsored by QBank and presented by QBank Director Paul Wilson.

**The 2021 QPSRLA State Representatives and support staff selected for the NRL State of Origin curtain raiser on 27 June and the Australian Police Rugby League Tri-Series on the Gold Coast in July.**

Joseph Alofipo (SEQ Muddies)  
 Rhys Bennett (Brisbane Bulldogs)  
 Daley Boney (FNQ Marlins)  
 Logan Bower (SEQ Muddies)  
 Jake Carl (SEQ Muddies)  
 Andrew Dunkley (CQ Razorbacks)  
 Ben Gadsby (Southern Boars)  
 Adam Harwood (Mt Isa Mongrels)  
 Al Heldsinger (Mt Isa Mongrels)  
 Zac Holliday (NQ Stingers)  
 Ryley Kajewski (Wide bay Crocs)  
 Jarrod Knox (CQ Razorbacks)  
 Hayden Lea (Brisbane Bulldogs)  
 Lachlan Lundin (Brisbane Bulldogs)  
 Cody Maughan (Brisbane Bulldogs)  
 Mick O'Keefe (SEQ Muddies)  
 Carter Ozanne (CQ Razorbacks)  
 Troy O'Sullivan (FNQ Marlins)  
 Alex Patikura (CQ Razorbacks)  
 Russell Satour (Brisbane Bulldogs)  
 Will Scanlan (Brisbane Bulldogs)  
 Jordan Tusa (Southern Boars)  
 Nick Paterson (Coach)  
 Daniel Hess (A/Coach)  
 Andy Linton (Manager)

Hayden Lea (Manager)  
 Gary Zealand (Trainer)  
 Hayden Scott (Trainer)  
 Russell Mundy (Trainer)  
 Ben Sawden (Trainer)

The 2021 Regional Carnival was also the farewell for long time QPSRL player and referee Senior Constable Glenn Schwartz from Gordonvale station.

For 17 years, Glenn has been involved in all levels of Police Rugby League, mostly in the Far North. During his last game he subbed in for the Wide Bay Crocs team and set up the side's only try of the game. At the end of the game he stepped off the field through a cheering honour guard.

He may have been tough with the boots on but he was struggling to hold back the emotions by the time he reached the end of the impromptu cheer squad. He said, 'It's been an honour and a



Players and support staff from all teams formed a guard of honour to cheer Glenn off the field for the last time.



pleasure playing with these fellas. Not just the blokes from the Far North but the camaraderie of police footy is phenomenal. You can't beat it.

'Police footy is very tribal. When you get into a team there's an instant connection I guess because of the job we do, and by osmosis you blend with the rest of the police family. It's brilliant.'



*Glenn Schwartz has agreed to hang up the boots as a player and referee but he won't break away completely from police footy carnivals.*

'The beauty of police footy is you don't have to be a crack player and you can still have a run with a team, or you can take on a support role, volunteer, or just be a passionate spectator. I will be retiring from the QPS on 15 June, but that won't end my association with the sport. I will be back every year enjoying the games from the sideline

and catching up with former colleagues and team mates.'

The QPSWRL continue to forge their own sporting bonds and history. The annual City V Country clash was only the third time the game has been held as part of the QPSRLA, and it was also the first time a Queensland State of Origin Representative Squad has been selected to play New South Wales during the Australian Police Rugby League Tri-Series Carnival in July.



*The QPSWRL team had to use all their acquired skills to complete every section of the Lavarack Barracks Obstacle Course.*

The two teams went into camp in Townsville for a week in March leading up to their game, and during the build-up both teams combined for a full schedule of training activities including sessions on the Army's obstacle course, Castle Hill run squads, and promotional opportunities to promote the football carnival.



*QPSWRL training sessions on public fields across Townsville attracted significant community interest.*

The extra promotional work was noticed in the community and many people believe their presence attracted a lot of interest as a potential recruiting tool in the Townsville community.

QPSWRL President Liv Smith said, 'I think the more ladies we have returning every year, the higher the standard rises every season. For instance, Cass McMullan, who is one of the forwards for Country Thunder: she has worked so hard during the off season and she came into the Townsville game a totally different player. She annihilated the opposition.

'Cass knew there was a chance for an Origin position and she was totally driven to achieve it. To see the level of self development and effort like Cass is putting in before camp is super impressive.'

Country Thunder were victorious in the game, claiming the Karyn Murphy Shield for the second year in a row. The final score was Country 14 - City 8.



*Country Thunder celebrate their six point win over the City Cyclones in Townsville.*



*Teamwork and cohesion were essential dynamics preparing for the City V Country QPSWRL Game in Townsville.*





Country Thunder player April Albury was awarded the 2021 Player of the Match and the Brett Forte Shield for the City V Country game. April collected \$250 from award sponsors the QPU and another \$200 from co-sponsor Gnech & Associates Lawyers.



Country Thunder player Nyree Gilluley was awarded Player's Player by both teams and collected \$100 from award sponsor Gnech & Associates lawyers. The award was given for not only on field performance but training commitment and spirit.

President of the QPSWRL Liv didn't take part in the selection process and instead made a comeback from injury to play for the City Cyclones. Like every other player she was full of anxiety as they read out the names for the 2021 Origin Squad, 'It took my breath away to hear my name called. When we gathered for a photo the smiles on the players around me were beaming.

Every person there knew how much it meant to each of us, and what we sacrificed and paid out of our own pockets to get there. It meant so much.'

### **The 2021 QPSWRL Queensland Origin Team to play New South Wales Police in the Australian Police Rugby League Tri-Series Carnival in July.**

Nyree Gilluley (Country Thunder)  
 Britt Mace (Country Thunder)  
 Courtney Holmwood (Country Thunder)  
 Sophie Gunn (City Cyclones)  
 Amanda Way (Country Thunder)  
 Sam Bliss (Country Thunder)  
 Savannah Pratten (City Cyclones)  
 Steph Hancock (City Cyclones)  
 Lauren Bisset (City Cyclones)  
 Gracie Ryder (City Cyclones)  
 Syndee Storey (Country Thunder)  
 Fran Wilson (City Cyclones)  
 April Albury (Country Thunder)  
 Teresa Anderson (City Cyclones)  
 Mallory Hofmeier (Country Thunder)  
 Kaitlyn Cantrell (Country Thunder)  
 Cass McMullan (Country Thunder)  
 Liv Smith (City Cyclones)  
 Mekilah Acworth (City Cyclones)  
 Donna Davis (Country Thunder)  
 Jorgia Gray (City Cyclones)  
 Tracy Bailey (City Cyclones)  
 Karyn Murphy (Coach)  
 Amy Bock (Assistant Coach)  
 Linc Mcleod (Assistant Coach)

Paul Renouf (Manager)

Kirsten Claydon (Manager)

The QPSWRL V NSWPWRL Origin game will be played at 2pm on Saturday 17 July at Pizzey Park, Miami and Liv Smith said it's important QPS members and their friends and family come along to apply maximum home game pressure.

'We need people to watch and create a real atmosphere. I know the ladies will respond to the classic 'Queenslander' chant from all around the ground. So please follow us on social media, comment, and talk about the team or the game and help us build the hype for our Origin debut.'



The QPSWRL are confident it will take a home crowd advantage to win an Origin against NSW and feel even more emotional than claiming a City V Country win.



Elated members of the QPSWRL named in the 2021 Queensland Origin Team to play NSW.



## Origin Opportunity

The promotional work has already produced other benefits for the QPSWRL: the Origin team has received an invitation to play an Australian Defence Force side during the 9/11 Memorial Carnival at Eatons Hill in Brisbane on Sunday 12 September.

Liv said, 'This came as a result of the training sessions we did with the Army in Townsville. It's another rare opportunity to represent the Queensland Police Service as a State Rep. We will rely on the same team that will play Origin this year.'

'I hope when the ladies look back on their career with the QPS they look at these games as a highlight and a foundation stone for building another sporting legacy for the QPS.'

General President Ian Leavers said, 'The Union is immensely proud of what the QPSRLA has achieved and in particular we've been delighted to assist with the development of the QPSWRL. Police sport brings together officers from every Region and work group in the QPS.'

'So many of our members have enjoyed enduring friendships that started as a result of their



QPSRLA President Garry Watts, QBank Director Ray Brownhill, and General President Ian Leavers enjoyed the standard of play between the Regional Rep Teams at the Townsville carnival.



They may have spread out around different Regions during their careers but friendships formed at the Brisbane Bulldogs are lasting.



The Wide Bay Crocs.



involvement in Service sporting teams. I encourage you to put in for time off in the roster where you can to get along to the Tri-Series.

‘These are our mates and just think of the psyche benefit they will get when they run onto the field and know their colleagues are cheering for them. It’s likely to mean a difference in the scoreline.’

The first game in the APRL Tri-Series will be between the QPS Men’s team and NSW Police at CBUS Stadium in Robina as the 6pm curtain raiser to the Titans V Parramatta on Friday 16 July. The men will also play the Affiliated Team on Sunday 18 July at Pizze Park, Miami.

The QPSWRL will play at Pizze Park at 2pm on Saturday 17 July and NSWPRRL will also play the Affiliated States later in the day. Entry is free.



*The Southern Boars.*



*The Mt Isa Mongrels.*



*Brisbane Bulldogs and the FNQ Marlins.*



# Women's Day 2021

By Darren Curtis

**International Women's Day 2021 was celebrated on 8 March and this year's event triggered some spirited conversations about merit based promotions and gender diversity.**

**Police** Commissioner Katarina Carroll joined a panel discussion of speakers including QFES Commissioner Greg Leach, Inspector General Emergency Management Alistair Dawson, Chairman of the Crime and Corruption Commission Alan MacSporran, Acting Chief Operating Officer PSBA Kurt Marsden, Corrective Services Commissioner Peter Martin,



*Over 200 locations logged onto the live stream meeting to watch a spirited debate on women's career development.*

Managing Director of Corporate Governance Firm Board Matters Jennifer Robertson, and Queensland Integrity Commissioner Dr Nicola Steponov that was linked out to over 200 police stations and workplaces across Queensland.

One group watching were in Makerston House with representatives from Operational Support Group including members from the Rail Squad, the Dog Squad, and the Mounted Unit.

Event organiser Senior Constable Amy Dalton said, 'We took some strong points from the panel discussion, in particular how females can be strong leaders without having to take a masculine approach. The reality is you can be soft and passive and still a good leader.'

'It is very refreshing to hear the Police Commissioner clearly state that success for both male and female officers is important. It's about equality not gender. If you are good for the job you're good for it, not because you are male or female. Take the gender part out of it.'

'For me I get empowered when I get good leaders that can teach me to



*S/C Dalton believes gender based bias is lifting and female officers are no longer derided for attending International Women's Day functions.*

be a better police officer. So if I have the support of leadership, no matter whether it's a man or woman, I can do the job better.'

Sergeant Lynette Baldwin agreed that talking about gender bias can be daunting and something that's usually undertaken in whispered conversations. The live stream conversation brought it out into the open. 'It's great to know the Executive Leadership Team are aware of it and doing something about it,' she said.

'It's very important to know that promotions will be based on merit, so everyone knows you won a position based on your ability not because of gender or quota. In the past some female colleagues have been reluctant



*Sgt Lynette Baldwin believes International Women's Day is encouraging honest feedback from frontline police.*

to put in the hard work, believing that they will be overlooked in favour of a male officer. It's all very encouraging and inspiring to hear merit will be the basis for future promotion. Any step is a step forward.'

Some women feel they have not encountered discrimination or harassment, or faced systemic barriers to their success. But that's not the experience of all women.



Officers from Ipswich attended the International Women's Day breakfast at the Ipswich Zonta Club and were recognised for their community leadership.

During forum discussions, some female officers described how they felt they'd been bullied in the workplace but didn't report it. There was a fear there could be a stigma, or that they could be labelled as a troublemaker for rest of their careers.

Vice President Shane Prior joined the conversation with officers from Operational Support. 'Its important to



Vice President Shane Prior has pledged to get more male police involved in discussions around International Women's Day in 2022.

attend events like this because you get a sense of what's really happening. 'Women in this job still feel maligned and they feel they don't get as many opportunities as their male counterparts. It's really important for us as Executive Members of the QPU that we engage with our members when we are making decisions around this topic.'

'On International Women's Day we should have both males and females here to talk about these issues. Next year I'm determined to have more male police participate and hope we will have so many police attend that we will need to hold the meetings in larger venues.'

Mr Prior also raised the issue of paternity leave, believing it's time to have a mature discussion and the possibility of extending leave

entitlements to men so they can stay at home and a female officer can return to the workplace. It's particularly hard trying to accommodate shift work and child care for families where both parents are police.

'I've raised this at the Police Federation of Australia through the Women's Advisory Group, trying to encourage flexibility so a mother can return to the workplace in a shorter time and not feel like her skill set is diminished from having time off to have a child. As I said we should have both males and females here to talk about these issues.'

The global theme for International Women's Day 2021 was 'Women in Leadership: Achieving an Equal Future in a COVID-19 World'. The thrust of conversation was aimed towards how COVID-19 amplified the inequalities women face every day.

Commissioner Carroll consistently reinforced her view that promotions in the QPS will not be based on a gender



Operational Support Staff watched the panel discussion with interest from Makerston House, confident next year's event will attract more officers to engage in the debate about promotion equality.



Sgt Nadine Webster was presented with a District Officers certificate for her work in the Ipswich community.



quota or tokenism to satisfy lobby groups. She is determined merit based selection is the way of the future, with plenty of transparency.

**"Commissioner Carroll consistently reinforced her view that promotions in the QPS will not be based on a gender quota or tokenism to satisfy lobby groups."**



Thirty staff attended the International Women's Day luncheon at Yamanto station.

At Ipswich around 30 staff dialled into the panel discussion, happy to celebrate those female officers who came before them, who stand alongside them, and who will come after.

The day concluded with a number of District Officer certificates presented for outstanding work to Sergeant Nadine



Sergeant Kerry Olsen was presented with a District Officers Certificate for her work in the Ipswich Community.

Webster, Senior Sergeant Kerry Olsen, and Senior Constable Paula Owens. A02 Amanda Dunsmore received a highly commended award for Women in Policing for most outstanding female administrator.



A02 Amanda Dunsmore received a commendation for her Women in Policing as most outstanding administrator.

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# A Goodyear on the M1

By Darren Curtis

**Two Gold Coast General Duties officers endured a terrifying experience on the M1 at Helensvale when their iLoad van was struck by a runaway wheel during a torrential midnight storm.**

**Senior** Constables Josh Lloyd-Jones and Jordan Pickrell were on their way back to Coomera station towards the end of their shift on 22 March when a wheel, including the tyre, hub, and brake assembly, bounced into the view of their headlights a split second before impact with the police vehicle.



*The bonnet and windscreen crumpled from the runaway wheel that was bouncing down the motorway.*

Snr Const Lloyd-Jones said, 'It all happened in a split second. I looked up and saw the wheel in the air about three metres off the roadway, heading straight for us.'

'My brain was doing a quick calculation: we were either going to collide with it or I could swerve at 110 kilometres an hour in the heavy rain and potentially roll the van. So I hoped for the best and in the blink of an eye it hit us.'

'The impact was massive. It sounded and felt like we'd hit a wall. Glass splinters covered us as the windscreen shattered. We managed to activate the lightbar and safely pull to the left side of the motorway.'

**"The impact was massive, it sounded and felt like we'd hit a wall. Glass splinters covered us as the windscreen shattered. We managed to activate the lightbar and safely pull to the left side of the motorway."**

The damage was severe. However, the integrity of the laminated windscreen prevented the wheel from protruding into the cabin. The wheel striking the bonnet and deflecting up probably stopped the entire projectile punching through the windscreen.

Snr Const Lloyd-Jones said, 'We got out of the van and Jordan was really shocked when he saw the damage that was mainly on his side. If it hadn't hit the bonnet, Jordan wouldn't be with us today. I said, "Mate you are so XXXXing lucky" and then I guess as a stress relief we both burst out laughing. For a while we sat on the guardrail in the pouring rain and had a cigarette.'

It's believed the wheel separated from a truck that had been about 60 metres



*The passenger side of the van was extremely damaged but the two officers inside were only hit by glass fragments.*

ahead of them at the time. They found the wheel another 100 metres south of the impact point.

It was still too hot to touch, with the brake drum sizzling from the rain drops hitting it. A driver did come forward later and reported that he believed it came from his vehicle, but at this stage no action has been taken.

Snr Const Lloyd-Jones said the incident did give him a bit of a scare. 'I didn't go and buy a lottery ticket, but I did go home and increase my life insurance on my QSuper account. Last year I was involved in the rollover of a police Rhino at Coomera and I was thrown out of the vehicle. I expect there will be a few jokes coming soon about being a jinx.'



*The runaway tyre located 100 metres away was still sizzling with heat after shearing off a truck and striking the police van.*

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# Back in uniform & loving it

By Darren Curtis

**Riding home after a shift at the Maroochydore Watchhouse on her motorbike almost cost Sunshine Coast police officer Ellie Jupp her life, but after nearly two years she is back in uniform under a return to work plan.**

**The** mother of two was on her motorbike on 24 January 2019 when she was hit by a vehicle that travelled through a T intersection, slamming her against some of the car's most solid metal panels. The impact broke Senior Constable Jupp's ribs and neck, collapsing her lungs and creating significant brain bleeds.

Specialists at the Sunshine Coast University Hospital believed her life was in the balance and she may not survive if she wasn't airlifted to Brisbane rapidly.



*Snr Const Ellie Jupp has returned to work after an horrific accident on her way home from work in 2019.*

Ellie's husband Jason is also a police officer and the blue family instantly rallied around the couple. Ellie said, 'The notion of the blue family is absolutely true. From the moment the accident happened, our colleagues were there by our side. My mum couldn't get into the hospital room because there was a sea of blue in there. Everything they've done since I've been thankful for.



*Ellie and Jason Jupp are happy Ellie is exceeding expectations in her recovery.*

'Our mates in the job have been amazing. After I returned home they would mow the lawns, take the kids for a couple of hours, or invite themselves over for a cuppa with some delightful baked goods. They'd check in with my husband and my mum to see how we were all going.'

Snr Const Jupp is progressing well in her recovery and earlier this year started partial shifts again at Nambour police station and the Maroochydore Watchhouse. 'My needs are quite complicated because my injury is intense, and a lot of people need to sign off on my suitable duties plan. But I've found everyone has been very helpful. To get back into a station is fantastic; it's like a first step in getting back to my normal.'



*The crash scene at Maroochydore.*





*Ellie spent time in critical care units at Sunshine Coast University Hospital and was airlifted by Life Flight to Royal Brisbane and Women's Hospital for urgent surgery to relieve pressure on her brain.*

General Secretary Mick Barnes has closely followed Ellie's progress through the Union's Industrial Team, and the QPU is assisting Ellie with advice about WorkCover and other matters to make her transition back to work easier.



*General Secretary Mick Barnes has offered Ellie the Union's assistance to clear any obstacles in her return to work plan and WorkCover.*

Mick said, 'There's nothing better than seeing someone happy when the time is right for them to get back into the workplace after such a traumatic injury. We know Ellie's pathway back to work hasn't been easy, and things have to be worked through the injury management section.'

'It can be a challenge and it's good to have the support of the Union to assist navigate the difficult moments. The good thing about the Police Service is there are so many different types of roles and duties within the QPS, and through our network with the Union, sometimes we can find the right spot.'

Ellie believes the support of the QPU has been invaluable, 'I've been lucky through most of my career. I haven't needed any direct help from the Union, but I now know it's the kind of thing that if you need it, you want it there.'

'When I first started experiencing a few difficulties with some work administration and WorkCover things, to hear from Mick Barnes and to feel like he took an actual legitimate interest gave me such a sigh of relief in the battle I'm facing. I know I'm not facing it alone now.'

The QPU offers assistance to all members who have been injured at work or off duty and are transitioning back to work. Mick Barnes said, 'Any injured QPU member should make contact with us. We are here to help every officer return to the workplace, and we hope it's on a full time basis. Ellie is a classic example and I think the same of all of our members. Ellie has already contributed a lot to her community and I think there's still an awful lot she can still offer. Her expertise can be put to good use.'

Ellie is keen to progress her rehabilitation further and get back to full operational duties. 'If I could get back out on the road again, it would be the tick in the box for me. I may not immediately be able to do a full shift because my brain injury is still healing, but even if I could get out there for part of a shift I'd be happy.'



*General Secretary Mick Barnes has assured Snr Const Jupp of continuing Union support as she progresses through her rehabilitation.*



*Snr Const Jupp has encouraged other QPU members to call the Union about returning to work following an injury. She believes the Union can provide help you may not have known was available.*



# First Nations Ambition

By Darren Curtis

**Gordonvale OIC Sergeant Adrian Geary believes it's an exciting time for First Nations people to be part of the QPS in 2021 and he's confident there are now pathways for indigenous police to reach the Executive Leadership Team.**

**Sergeant** Geary started as a police trainee with the Justice Entry Program in 1998 before completing the recruit course at the Oxley Academy in August 1999. He was one of 21 recruits who identified as indigenous in the same intake.



*Gordonvale OIC Sergeant Adrian Geary helped establish the First Nations Network.*

While he was proud to start a career as a police officer, the sentiment wasn't shared by his family at the time. Sergeant Geary says breaking the news to his parents wasn't easy, 'I didn't tell Mum and Dad that I'd joined the police initially. When I did tell

them. Mum's reaction wasn't good. She really questioned why I did it and had fears that I would be exposed to racism within the Service, or that I would be seriously injured.

'That thinking was from a time in history when policing wasn't popular within indigenous communities. Even today, indigenous people are still over-represented in the justice system and over represented as victims of crime.

'I believe it's important for indigenous people to change that narrative. It will take a generation to change.'

**"I believe it's important for indigenous people to change the narrative. It will take a generation to change."**

Throughout his career, Adrian has worked through the ranks to become a leader of teams in stations at Mackay; he has spent eight years relieving as a Senior Sergeant, he's been a watchhouse supervisor, a District Duty Officer, and served in remote indigenous communities.

He's also been an active member on the board of the Queensland Indigenous Family Violence Legal Service, an advisor to White Ribbon Australia to establish effective

campaign messaging in indigenous communities, and he's helped establish the First Nations Network (FNN) within the QPS.



*Sergeant Geary encourages indigenous officers and PLOs to earn promotions on merit.*

The FNN is one of his proudest achievements. 'The First Nations Network is there for us to support each other and encourage colleagues to undertake study and strive for promotion. You will find most indigenous people don't want to be gifted a position because of their heritage. They want to win positions on merit like everyone else.

'If I was able to secure a position at the First Nations Unit I would be super keen to look at ways to enhance professional development.

'Encouraging our mob to study to earn promotion, to look at tertiary study

and scholarship opportunities to do the hard yards and get educational qualifications under their belt and use it within the QPS and bring value to the organisation.'

Peer Support Officers is another area Adrian is confident could be enhanced, 'Not everyone wants to reach management level, but if they wanted to join SERT, the dog squad, become a detective, or any other specialist field, we could assign them a mentor.

'For me, if we got it right as an organisation, you would see indigenous people represented from the top of the organisation at senior executive level to our Academy recruits: the same as women and the LGBTI(plus) community. If that happened it would be proof we are doing well.

'I believe in policing and what we do, so let's do things better.'

General Secretary Mick Barnes said he's impressed with Adrian's desire to enhance the reputation of the QPS to all areas of the community, 'I've only

it would be fitting to utilise that experience in the First Nations Unit.

'I've listened to Adrian's passion about his culture, his people, and his family, and I find him and his love quite inspirational.'

**"The opportunity to represent the QPS as an indigenous Queenslander was another learning experience, 'I was honoured to represent every Queensland Police Officer at the ceremony. At the same time the awards were on, Chicago was also hosting a police convention."**

known Adrian for a very short time and you can tell immediately that he's a very proud First Nations officer, and the fact he's a sergeant and an OIC in charge of a Division where there is a large multicultural and indigenous community in the Division, I think

Adrian was part of the team that developed the 'Look to the Stars' QPS exercise that won international acclaim as a community policing project. He was nominated to accept the award at the International Association Chiefs of Police in Chicago in 2019. The



Sergeant Geary invests time in promoting the opportunities for indigenous people to consider a career in the QPS and infuse more cultural understanding.





*The Geary family.*

opportunity to represent the QPS as an indigenous Queenslander was another learning experience, 'I was honoured to represent every Queensland police officer at the ceremony. At the same time the awards were on, Chicago was also hosting a police convention. I was exposed to all sorts of police equipment, body worn cameras, training packages, simulation techniques, and role play systems using virtual reality. It really ignited my thinking.



*Accepting the International Community Policing Project Award on behalf of the QPS at the IACP ceremony in Chicago.*

'I would have no hesitation in my children or relatives joining the police. I would say it's a great time to join right now. I may not reach any dizzy heights in the police but I think by the time I retire the pathways will be in place for First Nations people to really excel in the job.'

**"Adrian was part of the team that developed the 'Look to the Stars' QPS exercise that won international acclaim as a community policing project."**

Mick Barnes said he believes Adrian's vision is an achievable legacy, 'It would be a lost opportunity for the police service to not have somebody like Adrian actively engaged in First Nation's liaison. It's clear Adrian has a lot to offer the whole of the QPS and the community of Queensland.'

Adrian is a father of five, and his children range in age from 16 to eight-year-old twins. He's also married to Jessie, a fellow police officer. So, after 22 years in the job, does his mum have a different opinion of his career choice now?

'Mum is as proud as punch and those fears she had for me initially have subsided. She now introduces me as a police officer to her friends. Her views have changed and she's a big advocate for more indigenous people to join as sworn officers or PLOs to serve in indigenous communities.'





# X Marks the Spot

By Darren Curtis

**After 160 years there's still no definitive answer on where the first Queensland police officer to die on duty actually lost his life.**

**Southern** Region Police Chaplain Jeff Baills is working on a project focused on locating the exact spot Constable Matthew Connolly drowned crossing a creek at Laidley in 1861. Despite the officer being acknowledged as the first Queensland police officer to die assisting his community, no one has been able to pinpoint the place where he attempted to cross the floodwaters.

Chaplain Baills said, 'I think it's important to locate the exact spot because it gives certainty. We know the date Const Connolly died, how he died, and we know the vicinity. But it would give police and the community a place to be able to say, "This is where this brave officer died," and maybe even follow up with a plaque or memorial to honour his loss. That's important to do that for all police. His sacrifice must never be forgotten.'



*Southern Region Police Chaplain Jeff Baills is on a quest to establish a memorial where Constable Matthew Connolly lost his life.*



*The Laidley creek is still prone to flooding.*

Const Connolly was the watchhouse keeper at Gatton and on 25 August 1861 had transported a prisoner to Ipswich. On his way home, a local doctor asked him to deliver some desperately needed medicine to two families in Gatton. One lot was for the wife of his OIC, and the other for the wife of the District Magistrate.

**"That's important to do that for all police. His sacrifice must never be forgotten."**

Normally he would have waited for the floodwater to subside, but according to a witness he decided to press on, wanting to assist the sick ladies requiring the phials of medicine.

Despite the rushing water, Const Connolly rode out into Sandy Creek at what would normally be a regularly used crossing. The horse lost its footing and the officer and his mount became separated. Const Connolly soon disappeared from view.

His body was found the next day downstream. Incredibly, the medicine was intact and delivered to the ill women.

This year will mark the 160th year since Const Connolly's passing. Chaplain Baills said its crucial timing to locate the spot. 'This year we would like to conduct a service of commemoration. What I'd like to do is hold it at the exact location where he died. We are trying to collate the facts together so we can accurately and definitively say, "This is the spot."



'Although he died in August, it would be appropriate to hold this service on 28 September as a candlelight vigil, linking it with the eve of National Police Remembrance Day honouring all police who have died in the line of duty.'

It's obviously a long time ago, and the waterway has had a name change from Sandy Creek to Laidley Creek. However, the course it runs hasn't altered dramatically. It's hoped long term property owners in the region may have a significant clue about the original crossing, or have had the story handed down to them by relatives.

Chaplain Baills said, 'I would love to find a history buff who knows something. Any details in the



*Laidley Creek is wide in some places, with steep banks, and can become very narrow a few hundred metres downstream. It's hoped a local historian may provide the clues to determine where Const Connolly attempted to cross in 1861.*

**"Every police officer is committed to honouring those who made the supreme sacrifice. The death of Constable Connolly may have occurred 160 years ago, but he was married with six children, and for his family, life was never the same again."**

community or family that have a link to Matthew Connolly, or the capacity to reveal information on where he died in Laidley, would be appreciated.

'To have someone come forward and say we can help you with this and ideally the spot where it happened would be of significant benefit to the QPS.'

General President Ian Leavers said, 'Every police officer is committed to honouring those who made the supreme sacrifice. The death of Constable Connolly may have occurred 160 years ago, but he was married with six children, and for his family, life was never the same again.'

Constable Connolly has his name included on the State Police Memorial in the Brisbane City Botanic Gardens, on the memorials in Ipswich and Toowoomba.

'I believe it would be appropriate to have a fitting tribute marking the place of his sacrifice as a tranquil place of reflection by Laidley Creek for all current and future generations of police,' he said. 'I encourage anyone who has details to come forward.'

Any details can be forwarded to Chaplain Baills via the QPU e-mail: [journal@qpu.asn.au](mailto:journal@qpu.asn.au)



*The touchstone honouring Const Connolly at the State Police Memorial in Brisbane.*

# Get Your Bum Into Gear

By Darren Curtis

## Bowel cancer is the second highest cancer killer in Australia and Queensland has some of the highest rates of bowel cancer in the country.

**During** April two mates set off on a journey to try and encourage police to undergo a bowel screening test. They travelled over 4,500 kilometres, stopping in at many rural and remote stations. They visited a string of police facilities along the east coast handing out free testing kits.

Part of the distance was done on pushbike, trying to attract attention for the project. Mal Padgett took on the cycling sections and at times he was joined by local police or other enthusiastic riders.

Mr Padgett has no direct link to the 'blue family', but his brother died of bowel cancer when he was 47 years old, after

it was detected too late. His brother's death was devastating for his wife and three children. Mal has since been a strong campaigner for early testing.

When Mal heard a former female police officer from Logan with two young children had been diagnosed with incurable bowel cancer, he volunteered to raise awareness of early testing for the police community.

Despite the demands of extensive therapy and medical treatments, Bek Smith became the face of the campaign: 'Get your bum into gear! Supplying kits for cops'. Bek is 46 and she wants police to be aware that bowel cancer is not an older person's disease.

Her husband is still a police officer and they hope the campaign will prompt colleagues to talk about cancer, take the test, and to do something about it, if there are issues detected. There's a 98% success rate if treatment is started early.

'If it means one other cop goes and gets checked and their journey ends up different to mine then it's been worth it,' Bek said.



*Bek Smith with husband Kris and their two kids. They are determined to highlight the need for people under 50 to undergo bowel screening.*

'Bek's story was very poignant for me. She's too young to be facing this diagnosis. We are focussing on the under 50s because over the last two decades bowel cancer has really been rising in this age group. 11% of all bowel cancer cases are in this group and it affects both men and women. Most of the people didn't even realise they had it,' Mal said.



*Bowel Screening Advocate Mal Padgett started his 4,500km journey in Towoomba with a police escort.*



'Police are on the frontline in every community. We appreciate the job they do and want them to stay healthy, and also they are often the focal point in many remote towns. I believe if we can get police talking about this issue it will naturally percolate across many of the people they come into contact with,' he said.



Mal and John met with police in Charters Towers to deliver some pretty sobering facts, including that 850 Queenslanders die every year from bowel cancer.

General Secretary Mick Barnes said the Union funded hundreds of the testing kits to be handed out at police stations.

'The QPU Executive have identified this is a good campaign for everybody's health. You can be the most active, healthy officers and this can still affect you,' he said.

'A bit of self pride probably stops many of us from doing a self health check, but this is one everyone needs to step up to the mark to do.

'There's nothing to be embarrassed about taking one of these kits and doing the test. I encourage everybody to get involved; its for your own health and well being. Bek Smith has shown enormous courage to be involved in this campaign and I know she often says if it results in one person getting early treatment, then it's been a success.'

While Mal Padgett completed many of the long cycling challenges, fellow Rotarian John Lehane was leading the support crew. Mr Lehane is a bowel

cancer survivor and wants police to know it can be detected by screening to hopefully prevent officers from going through what he did.

'We are so grateful the Police Union is helping to promote Queensland Rotary's Bowel Scan Campaign,' Mr Lehane said. 'I was actually surprised when we stopped into so many police stations how many officers had some sort of connection to a family member or friend that had bowel cancer.

'We know the Federal Government sends out a free bowel screening kit when you turn 50, but we really need people in the younger age groups to start taking a bowel screen test every year.'



Mal Padgett and John Lehane with Toowoomba RPU Officers Sgt Kane Hardgrave and S/C Scott Bidgood.



John Lehane, Const Kyle Peters, Const Gabe Martin, Snr Sgt Peter McFarlane, Sgt Daniel Laas, Mal Padgett and General Secretary Mick Barnes with bowel screen test kits dropped off to staff at Emerald police station.



Other cyclists joined Mal on sections of the ride to show their support. General Secretary Mick Barnes rode with Mal on a stretch during the leg from the Gold Coast to Logan.

In Queensland, Bioela has a 20% higher average of bowel cancer than the rest of Australia, and it's even more significant in Warwick, where preventable bowel cancer rates are sitting at 27% higher than the national average.





Stopping into Logan station, Mal Padgett and John Lehane met up with Acting Insp Brett Jackson, Acting Supt Peter Miles and Sgt Lisa O'Connell and General Secretary Mick Barnes to distribute kits for officers at Logan to use.

The tour started in Toowoomba and headed through Roma to Emerald, Charters Towers and Cairns before coming down the coast to Townsville, Gladstone, Noosa, Coolangatta, Logan, Brisbane, and finishing at Warwick.

QPU members who may have missed Mal and John at their station can still receive a bowel testing kit by contacting the QPU office in Brisbane on 32591900 or sending an email to [bowelscanqld@gmail.com](mailto:bowelscanqld@gmail.com)

The QPU would like to thank the Rotary Clubs of Queensland for their support of this project and the volunteer work of fellow Rotarians Mal and John to raise awareness of this issue for all police members.



Mal received a police escort from Parliament House to City station on one of the last legs of the 'kits for cops' campaign.



Mal briefed officers at City station on the need for all officers to undergo the screening once a year.



Toowoomba officers Brett, Jasmine, Greg, and Cam took up the challenge to discuss the importance of bowel screening with their colleagues.



# Sweaty Boxers

By Darren Curtis

## Police in Charleville are helping a group of youths punch away their frustrations and develop a strong rapport with local officers.

**A**t the Charleville Showgrounds, a group of police are volunteering to run the 'Blue Light Boxing Gym' all year round. Often they are operating in 40 plus temperatures guaranteeing a true sweat session.

Constable Myee Kuss said, 'Some afternoons during summer it can be 47 degrees outside and in the block shed it's even hotter. Our biggest numbers turn out in winter, but there are some dedicated kids who come all year round. They don't care how hot it is; they just want to get here and work over the heavy bags'.



*Some of the dedicated youngsters learning the skills and discipline of boxing.*

The officers involved in the Blue Light Gym obviously have a knack for attracting attention. Despite being 700 kilometres from Brisbane, the facility has a great array of equipment and a full size boxing ring with competition standard flooring. Apart from the boxing gear, there's all sorts of kit for outdoor sports.

Const Kuss said, 'It's a fun facility to train in: it can be hot but we also do a lot of stuff outside. The aim is to give the kids in Charleville something to do.

I don't think there's a lot of variety with organised sport in the region, so this gives them an outlet. We are aiming at disadvantaged and at risk youth, but also any kids in the community, because it's somewhere to go that's organised where they can do some fitness, suck in some fresh air, and have a positive interaction with police.'



*Outdoor sports and activities are also included in the 'blue light gym' program.*

The determination of the officers is already paying dividends. Const Kuss said, 'There's been a couple of kids who were brought down to the gym by their parents who asked for a bit of assistance to work on the aggression they were seeing in these kids. They've really

responded well and have gone back to school really settled. What we offer is working really well for them.

'We have a couple of boys who make a beeline for the gym straight from school, just to take out everything on the bags. This is good because they are not turning that frustration on other people. We have one boy in particular who storms in and says, "I've had a rough day" and gets in the ring and gives our instructors a good workout. He's only 10 years old. But it's good he knows he can come here and do that instead of taking his aggression out on others.'



*Police have found some kids really need to unwind and release some tension after a tough day trying to control their aggression.*



*Const Myee Kuss is determined to give 'at risk' children a positive role model and opportunity.*

Constable Kuss says not every child who steps into the ring has a natural talent or flare for boxing but that's ok. 'I'm not seeking to create a boxing champion. I'm content with getting some 'at risk' kids to have exposure to positive policing and a different outlook from walking around the streets creating mischief.

'My aim is to get more and more of those kids in and to have a positive policing experience and work on having that rapport with them so they can approach us if they need to.

'Mentoring them is a great opportunity to let them know there are different directions to take. They just need to take the first step and it could change their life. They don't need to keep following in the footsteps of possibly generations of their family that have been in trouble with the justice system.'

sport or joining in for a game with them. Const Kuss says she laughed for quite a while after hearing some kids say 'these cops even talk like normal people' following a game of soccer.



*Const Kuss says she has laughed hearing kids say police talk just like normal people because they join in with the activities.*

'We've got another female officer Demi Tomlinson who is very passionate about this project. She used to be a basketball coach so she is big on helping kids and we've got a First Year Constable, Gareth

## **"The officers involved in the Blue Light Gym also regularly attend the local schools and feature in the Adopt a Cop program. It's become an almost three pronged response to generating positivity towards police."**

The officers involved in the Blue Light Gym also regularly attend the local schools and feature in the Adopt a Cop program. It's become an almost three pronged response to generating positivity towards police.

Constable Kuss transferred to Charleville from the Sunshine Coast and said, 'When I first came here there were a lot of kids apprehensive about the police, because kids here often only see the negative side of the police when we've gone to a job at their home.

'I think working through the gym and the schools, the kids we've met will come up and talk to us at school and have a chat and their friends start coming over and talking to us as well. They can see we are normal and doing a job for the community.'

That definition of normal is enhanced when children see the police playing

Bamin, who is a former boxer. He's a big, tall, bulky dude but the kids love him because he is very approachable and gets in playing sport with them all the time and sets challenges for them.'



*The dedicated officers giving their time to make a difference through the Charleville Blue Light Gym: Const Gareth Bamin, S/C Chris Seng, Const Myee Kuss, Insp Wayne Rasmussen, Acting S/Sgt Jon Roche. Not shown Sgt (ret) Peter Le Gros.*

The training pool is significantly boosted by Senior Constable Chris Seng who is a former pro boxer. He's the OIC at Adavale and every week drives two hours one way to Charleville to train many of the adolescent boxers. He's an accredited trainer with boxing

Queensland and his experience is invaluable for those boys and girls who are thinking about boxing seriously.

Chris said, 'I enjoy the fitness it brings. Boxing has been a passion of mine for a long time and from a police point of view, you hope you can guide a kid in a different direction through boxing. Rather than them ending up in the lock up, you give them a purpose and discipline in life.'



*Police are confident they can ignite a spark for children to make fitness and healthy living a passion.*

The former pro says he enjoys watching boxing change attitudes, 'The bullies all think they can fight, but when they step into the ring they realise there's a lot of technique involved. When these big, bad fellas have a go and realise a person who isn't violent can box, there's a big shift in their thinking.

'I've also been trying to get a similar program started in Cunnamulla to try and take the impromptu street fighting into a controlled environment.'

Southern Region Rep Col Muller said, 'This is not traditional policing but it's working with the community to achieve positive results. The commitment of Chris Seng to a four hour round drive to train these young people is to be commended. I know he even spent 16 hours once taking a boxer to a tournament to help them achieve their desire for a real competition bout.

'Myee, Gareth, and Demi are to be applauded for taking on this challenge, and it's great to see children flock around them when they walk into the school grounds. It's a positive sign they are making a difference.'





Const Kuss is about to lead a campaign to increase membership to the Blue Light Gym following a return to full operations as COVID restrictions ease.

COVID was tough on the Blue Light Gym due to health guidelines about potential cross contamination. The gym introduced extensive cleaning procedures on all touch surfaces and regular disinfectant throughout the entire tin shed and boxing ring.

The team also developed a leasing plan for boxing gloves so the members

could continue to train without the concern of reusing equipment and droplet risk.

The gym team are about to launch a campaign to increase memberships post COVID using Facebook, school visits and the local radio station.

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# It's just around the corner

By Darren Curtis

## Beenleigh PCYC staff set themselves an endurance challenge to improve facilities at their club, and incredibly raised more money than their target before they had even set off.

In past years the Beenleigh PCYC had opted for 12 hour treadmill runs and they were well supported, but during February Sergeant Mark Haestier came up with the concept to run from the Beenleigh club to the Gold Coast, covering 50 kilometres.

Sgt Haestier said, 'We've always tried to do a 12 or 24 hour fundraiser each year to fund building upgrades or youth programs. We are now looking at upgrading our gym facility and our toilets to improve disability access. We've done a marathon before, so we thought let's go a step further and have a go at 50 kilometres. That would make a significant challenge.'



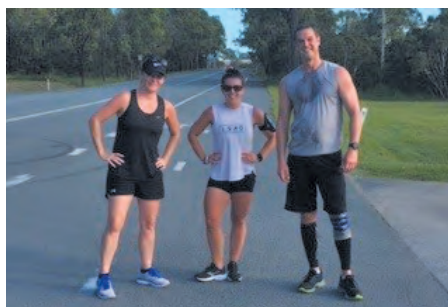
About to head off from Beenleigh: Natalie Haestier, Bert Van Manen, Mark Haestier, Brooke Tobin, and Karen Murphy.

During COVID, Beenleigh PCYC endured as tough a time financially as every other Club in the Service, because all streams of income ceased. The same impact was being felt in the wider local business community, so it was with some trepidation Sgt Haestier and his team approached local companies requesting support for the challenge.

To their surprise, the response was astounding. Sgt Haestier said, 'People in our community believe in what we do here. That's extremely wonderful for us trying to help the community. I went into one company to drop off a flyer about the challenge and walked out of there with a cheque for \$5,000. I was a bit emotional when you realise people are struggling out there and they are so generous to our club. I went back to the office with the cheque and I had to check it multiple times that it was \$5,000 not \$500.'

'One company provided \$2,500 and another \$2,000. The local Junior Quota guys gave us \$750, which meant a great deal: young people assisting other young people is wonderful. Then Logan City Council stunned us all with \$50,000.'

'To sum up the Beenleigh community: it's inspiring. We set out to attain \$35,000 to invest \$25,000 for the toilet upgrade and another \$10,000 for youth programs. Within a week we had raised \$61,150.'



The Challenge day was hot and humid but the runners still managed to keep smiling as they headed towards the Gold Coast.

On the day of the challenge, the weather was hot and humid. The running team included Sgt Mark Haestier, fellow Beenleigh PCYC Officer Senior Constable Bob Caunt, and Gym Manager Brooke Tobin.

The team had morale boosts with runners joining them for short stints, including Mark's wife Natalie, Brooke's husband Garth, Logan Councillor Karen Murphy, Federal Member Bert Van Manen, and State Member Melissa McMahon.

'In a sick kind of way, it was a pleasurable experience. Brooke and I pretty much jogged all of the 50 kilometres, other than a few hills. It was beautiful, because we knew what we were doing it for, and that eased the pain,' said Sgt Haestier.



The distracting motto on the run was that the finish line was 'just around the corner'.

'I kept saying to Brooke, "It's just around the corner!" After 6 hours and 15 minutes there were a lot of laughs when I finally stopped saying that because we reached the finish at Southport and dived into the



Broadwater to cool off. We completed the challenge and had done something that will benefit the community of Beenleigh for generations.' Sgt Haestier said.

South Eastern Region Rep Andy Williams said, 'The Beenleigh PCYC staff have proven yet again they have a real connection with their community and that appreciation is reciprocated. Local businesses are prepared to invest in projects that have an impact and they've identified what the Beenleigh crew are doing is helping young people.

'I've driven the roads the runners took and I can honestly say that is a challenge and testimony to their determination not to quit.'

The funds will now be invested into upgrading the Beenleigh PCYC fitness centre with a goal to make it the most attractive gym in the community, ensuring the Centre's financial viability.

The male and female toilets will also be redesigned to include disability access and at least three shower cubicles in each section. Architects and structural designers are now finalising plans and construction should start shortly.



*Challenge completed and time for a saltwater soak for Garth Tobin, Natalie Haestier, Brooke Tobin, Mark Haestier, and Bob Caunt.*

With such a successful challenge completed, what are the Beenleigh PCYC staff planning next? Sgt Haestier said, 'We will get these projects finalised first, and then work out what else needs to be done to improve our facilities and programs further. I can't



give anything away, yet but you can bet it's going to be dynamic.'

#### BEENLEIGH 50KM CHALLENGE SUPPORTERS

\$50,000	Logan City Council
\$5,000	Lohrsch Funerals
\$2,400	G&L Formwork
\$2,000	Australian Order of Old Bastards
\$750	Junior Quota Beenleigh

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# Training Sessions

By Darren Curtis

## Training for QPU Branch Officials has resumed in Brisbane following a COVID enforced suspension through 2020.

**The** rebooted instruction sessions got underway in February, followed by further training groups in March and May. Participants came from across the state, including Thursday Island, Longreach, Whitsundays, Sarina, and St George. They joined members representing Brisbane Metropolitan stations and stations throughout the Gold Coast.

General Secretary Mick Barnes facilitates the training and said, 'Branch officials training is always a good mix of Union members from varied backgrounds and diverse places where they serve the people of Queensland.'

'We strongly encourage all branch officials, new and experienced, to spend three days training with us to either learn new skills or be updated on contemporary issues facing our people.'

Industrial officers provide advice on issues regularly raised by members around pay and conditions, and workplace health and safety specialists discuss hazard reporting and protection. Ethical Standards Command also contribute to a question and answer session.

**"It's important we keep our people represented during these challenging times."**

Mick Barnes said the three day course is intense but provides a comprehensive overview of what the QPU provides for members. 'Branch officials training is not designed to make everyone an expert in every aspect, but it gives our officials

different stressors in their private and work life that we can offer specific assistance for.

'It's important we keep our people represented during these challenging times.'

Union members are encouraged to become active within the QPU at all levels of the organisation.

General Secretary Mick Barnes said there's an open invitation for members to nominate for training or taking on a



Members who participated in the training during May.



Members who participated in the training during February.



Members who participated in the training during March.

Presenters at the course include a mix of the lawyers who assist QPU members with legal defence matters, critical incidents, the free Union will service and participating in discipline interviews.

exposure to what the QPU does every day, and increases their confidence to tackle issues at a local level.

'It highlights that each individual member is different and are facing

role in their local area. 'Give me a call on the mobile or make contact through email, and I'm sure I can find a role for you or provide access to enhanced membership training,' he said.



# Compensation Amendments for First Responders with PTSD

By Melinda Lovell, Solicitor, Sciacas Lawyers.

**Post traumatic stress disorder is a debilitating and often chronic mental health condition associated with exposure to a single or multiple traumatic events. First responders have a high risk of developing PTSD because they work in potentially traumatic environments every day.**

**Fortunately,** there is an increasing awareness of the impact on mental health from acute and cumulative trauma exposure experienced by many first responders, and the importance of supporting their mental health and wellbeing.

As official lawyers for the Queensland Police Union of Employees, Sciacas Lawyers are proud to continue to offer our services to physically and psychologically injured members. If a member suffers an injury in the course of their employment, whether physical or psychological, they are entitled to lodge a statutory claim for WorkCover benefits.

We encourage members to seek our advice prior to lodging their application with WorkCover to allow themselves the best chance of having their claim accepted. We provide this advice to members at no charge and with no ongoing obligation.

A WorkCover claim will be accepted if the injured worker can establish that:

- they are a worker
- they have suffered a personal injury, and
- their work was a significant contributing factor to that injury.

## PSYCHIATRIC INJURIES

Historically, it has been very difficult for a worker to make a claim for a

psychiatric injury. There are often difficulties involved in proving the legislative test for 'injury'. This is because many first responders are unable to identify just one particular incident causing their decompensation due to their cumulative exposure to trauma.

Unfortunately, many insurance companies deny liability on genuine claims when a claimant presents with a psychiatric condition. By denying the claim and prolonging the process, the insurers are often exacerbating the psychological injury of the claimant.

## THE NEW BILL

The *Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill 2020* (the Bill) introduces presumptive workers' compensation laws for first responders diagnosed with PTSD.

Under the new laws, members who are struggling to cope with PTSD will not have to prove their work is a significant contributing factor to their injury. It will automatically be presumed.

This new change in law will be highly beneficial for members struggling with PTSD. Previously, members would be put through significant delays and unnecessary investigations in order to prove their PTSD was work related.

For members who do not have a psychiatrist's diagnosis to support their claim, this will be arranged and funded by WorkCover. The

revised approach is designed to make it easier for first responders to come forward and seek treatment early.

The changes to Queensland legislation is a step in the right direction for QPU members exposed to trauma and will provide an alternative claim pathway for members who are struggling to cope with PTSD. The new legislation essentially reverses the onus of proof away from the claimant and promotes an earlier acceptance of claims.

The bill was referred to the Education, Employment and Small Business Committee for detailed consideration and report in February 2021.

## WHAT IF MANAGEMENT ACTED REASONABLY?

The presumption can be rebutted if it can be proved that the member's injury did not arise out of, or in the course of, their employment. However, it is important to note that the presumption *cannot* be rebutted on the basis the first responder's injury arose out of reasonable management action taken in a reasonable way.



This is because a psychiatric diagnosis of PTSD requires exposure to specific traumatic incidents which cannot arise from reasonable management action taken in a reasonable way.

#### REVIEW TO THE WORKERS' COMPENSATION REGULATOR

If the application is rejected by WorkCover, we can further assist members in applying for a review of their decision to the Workers' Compensation Regulator. Sciaccas Lawyers will obtain and examine the member's WorkCover file and advise the member of their prospects of success in overturning that decision. We note that members have three months to lodge this review.

If a WorkCover claim is accepted, the injured officer is entitled to receive payments for time off work and for medical expenses until their injury is deemed to be 'stable and stationary'. Subsequently, the officer may receive a Notice of Assessment from WorkCover containing an offer of lump sum compensation based upon their degree of permanent impairment (DPI).

When a member receives the Notice of Assessment, Sciaccas Lawyers provide a further service in assessing whether the injured officer has reasonable prospects of success on a

common law claim. Should Sciaccas consider there are reasonable prospects, we will act for the injured officer on a no win, no fee basis.

Strict time limits apply that may prevent members from bringing a claim if they are missed. Usually members have three years to bring a common law claim. However, if the injury occurs over a period of time, members have one year from the date a material fact exists to bring a claim.

#### OTHER SERVICES OFFERED

Sciaccas Lawyers continue to provide a no win, no fee service for members who suffer a personal injury in a motor vehicle accident. We also offer a free will service for all members.

We further provide a no win, no fee service for total and permanent disablement (TPD) claims arising from medical retirement.

Sciaccas Lawyers strive to provide professional legal services to all members of the QPU and their families. We look forward to being able to assist members struggling with PTSD to navigate this new area of law to enable them to access the treatment they deserve.

Should any members have any queries relating to the new legislation or

the services we can provide, please contact us on 3867 8888.



*Solicitor Melinda Lovell has been admitted to the Queensland Supreme Court to represent clients in personal injury law.*

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# Alternative options to charging offenders

By Craig Pratt and Sarah Ford, Gilshenan & Luton Lawyers

**Charging a person criminally can have far-reaching consequences, not only for the charged person, but also for their family, the community, and the criminal justice system. In this context, police officers are often confronted with the unenviable task of charging a person even if the officer's personal morals weigh against doing so.**

**It's** important to remember, though, that charging a person is a discretionary exercise and the commencement of proceedings is not mandatory. In fact, and as stated in the Operational Procedures Manual ('OPM'), prior to commencing proceedings, officers are to first consider whether an alternative option to charging is available.<sup>1</sup>

This article outlines some of the options officers should consider before commencing criminal proceedings.<sup>2</sup>

## TAKING NO FORMAL ACTION – THE PUBLIC INTEREST TEST

Generally, a person can be charged and prosecuted upon an officer being satisfied that there is sufficient admissible evidence to prove, beyond reasonable doubt, that the person committed the offence. However, sometimes public interest factors weigh against commencing a prosecution.

The 'public interest test' involves '...determining whether, in light of the facts and the surrounding circumstances of the case, the public interest will be served in pursuing a prosecution.'<sup>3</sup> Some of the public interest factors which arise for consideration when applying this test include:

- (i) *the seriousness or triviality or technical nature of the alleged offence*

- (ii) *any mitigating circumstances*
- (iii) *the youth, advanced age, intelligence, physical health, mental health or special infirmity of the alleged offender*
- (iv) *the alleged offender's antecedents and background*
- (v) *the degree of culpability of the alleged offender in connection with the offence*
- (vi) *whether the prosecution would be perceived as counter-productive to the interests of justice*
- (vii) *the availability and efficacy of any alternatives to prosecution*
- (viii) *the prevalence of the alleged offence and the need for deterrence either personal or general*
- (ix) *whether or not the alleged offence is of minimal public concern*
- (x) *the cost of the prosecution relative to the seriousness of the alleged offence, and*
- (xi) *vexatious, oppressive or malicious complaints.*

In our criminal defence experience, some officers tend to take the approach that public interest considerations are a matter for the prosecuting authority – however, this is not the case. The decision to charge a person ultimately



rests with the police, and therefore, the public interest test should be applied at that stage. Applying that test may (appropriately) result in a decision not to take any action.

Charges are regularly discontinued by the prosecution (and at an early stage of the proceedings) based on defence submissions to the prosecution applying the public interest test.

In many cases, had the arresting officer assessed public interest factors prior to charging, the unnecessary expenditure of court and prosecution resources could have been avoided.

Examples of when it might be appropriate for an officer not to charge someone based on public interest grounds include:

- When the offence is of a minor or technical nature, but the ramifications for the offender are very serious and outweigh the level of offending. For instance, simply by virtue of being charged the offender faces deportation or the loss of a professional licence
- If the offence was a minor stealing offence but the offender has

returned the stolen property and no loss or harm has been occasioned by the victim

- If the offending was low-level and the offender clearly has mental health issues which were causative of or contributed to the offending.

### ADMINISTERING A CAUTION

Previously, the OPM only allowed officers to issue cautions to elderly people or intellectually disabled persons for minor criminal offences. Now though, cautions can be administered to any person for any offence that can be dealt with summarily, except for an offence:

- Involving domestic and family violence
- Involving drink or drug driving
- Against the *Drugs Misuse Act*
- Involving injuries to a victim that constitute or are more serious than bodily harm
- Involving outstanding financial loss to a victim because of the offending.<sup>4</sup>

A caution is a formal warning and is a means of dealing with lower-end, non-habitual offending without commencing a proceeding. Officers can administer cautions as long as the offender does not deny committing the offence and provides informed consent to being cautioned for the offence.

The OPM prescribes the following considerations in deciding whether it is appropriate to administer a caution:

- if the person has recently been cautioned for a similar offence
- characteristics of the person, such as age, mental health and special needs
- seriousness of the offence
- the person's willingness to consent to a referral to an available support service
- the relevance and recency of any criminal history of the person.

Importantly, a victim's consent is not required for an officer to administer an adult caution.

In terms of examples of when cautions have been issued, we have seen cautions given for allegations including:

- Indecent treatment
- Possessing restricted drugs
- Dangerous operation of a motor vehicle.

### ADULT RESTORATIVE JUSTICE CONFERENCING

Adult restorative justice conferencing ('ARJC') used to be known as 'justice mediation'. It involves the facilitation of a conference between the offender and the people most affected by harm occasioned by the offender (usually the victim). Typically, it allows the parties to discuss what happened, the impacts of the incident, and how any harm could be repaired and addressed.

The OPM allows officers to refer a matter to ARJC as an alternative to commencing proceedings for the offence – meaning a person does not have to be charged prior to a referral being made.

Should the matter be successfully finalised by way of the ARJC process, the police investigation should be discontinued and the matter is to be finalised as 'in the public interest'.

In the event that the matter is unable to be resolved via the ARJC process, the investigating officer can decide to commence proceedings.

Matters we have seen referred to ARJC (and which have been successful) have included where there are allegations of rape, sexual assault, fraud, and violence (including assaults against police officers).

In our experience, often appropriate agreements can be reached between the parties without the need for the matter to proceed through the criminal justice system. Such agreements can

include the issuing of a formal apology, or the payment of compensation or restitution, or undertakings to do or not do certain things (such as undertaking counselling).

### DRUG DIVERSION ASSESSMENT PROGRAM

In certain circumstances, minor drug offenders can be ordered by the court to attend a drug diversion program. That typically occurs when the offender has been charged and pleads guilty to the charge.

However, there exists an option for police to offer an eligible person the opportunity to participate in a drug diversion assessment program, as an alternative to prosecution.

Ultimately, a drug diversion assessment program is a brief health intervention and educational session that helps people address their drug use and associated offending behaviour.

For a person to be eligible, the person must:

- be arrested for or questioned about a minor drugs offence. Minor drug offences are the possession of 50g or less of cannabis or possession of a thing that is used, or has been used, for smoking cannabis
- not have committed another indictable offence in circumstances related to the minor drugs offence
- not have been previously sentenced to serve a term of imprisonment for supply, trafficking or production of a dangerous drug or precursors
- not have been previously convicted of an offence involving violence against another person or if they have, the rehabilitation period must have expired
- admit to having committed the minor drugs offence during an electronically recorded interview, and
- not have previously been offered drug diversion by an officer.



If an officer deems a person to be eligible, and the person agrees to participate in the program, a form QP 0701: 'Minor Drugs Offence Diversion (Agreement and Requirement to Participate in, and Complete, or Refusal of Offer)' must be signed, and an appointment with a program provider made (by the officer).

The practical outcome of police-issued drug diversion is that the person will not be charged and therefore the court will not have to deal with the very minor offence.

### CONCLUSION

The options outlined in this article are QPS authorised alternatives to charging a person, and when used appropriately, they can effectively manage lower-end offending, divert offenders from the criminal justice system (but still act as a sufficient deterrent), and reduce the disproportionate use of prosecution

resources for minor matters by finalising matters in an efficient and effective manner.

In circumstances where the criminal justice system and corrective services facilities are already overburdened, alternative options to commencing criminal proceedings should be at the forefront of an officer's mind. This is particularly so when the allegation is of a lower-level in terms of seriousness and when the Court is likely to impose a minor penalty.



*Craig Pratt, Gilshenan & Luton Director. Craig is a specialist in criminal law. He represents clients in CCC investigations and he's experienced acting for police officers in discipline proceedings and QCAT.*



*Sarah Ford, Gilshenan & Luton Senior Associate. Sarah has extensive experience acting for police officers in disciplinary matters and has law articles published on coercive hearings and compulsive interviews.*

- 1 OPM s3.1.1.
- 2 This article will consider options available to adult offenders only.
- 3 OPM s3.4.3. See also the Office of the Director of Public Prosecution Guidelines.
- 4 OPM s3.2.
- 5 To obtain informed consent, the officer must adhere to the requirements of s3.2.3 of the OPM.
- 6 OPM s3.2.3.
- 7 OPM s3.3.2.
- 8 OPM s3.3.6.
- 9 For example, if the Dispute Resolution Branch deems it unsuitable, or either party withdraws consent to participate, or the conferring was unable to result in an agreement between the parties.
- 10 OPM s3.3.5.
- 11 See s379 Police Powers and Responsibility Act 2000 and

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# Learning Some Discipline

By Calvin Gnech, Criminal Lawyer, Director Gnech & Associates.

**The scrutiny police are under on a daily basis means that as a serving police officer you are more than likely to come into direct contact with the police discipline system at some point in your career. It is therefore in your best interest to at least have a basic understanding of the processes and law which is applicable.**

**If** you are unsure, your Regional QPU Official is available as a first point of contact to assist you. The QPU has a very generous and unrivalled legal defence program for officers in need of more extensive assistance.

This is the second of a six-part series of articles which will step you through the significant aspects of the Queensland Police Discipline System. I have broken the system down into 10 separate parts for ease of analysis.

- (1) Purpose of Discipline Proceedings and Legislative Overview – See QPU Journal February/March 2021 Edition
- (1) Complaints
- (1) Criminal Interviews and Discipline Interviews
- (1) Investigation Stage and Report to Ethical Standards Command and Crime and Corruption Commission
- (1) Interim Action: Professional Development Strategies/Local Management Resolutions/Redeployments/Stand Down/Suspension with salary/Suspension without salary
- (1) Statute of limitations in relation to disciplinary action
- (1) Abbreviated Discipline System (ADP)
- (1) Discipline Proceedings

## (1) Sanctions

- (1) Queensland Civil and Administrative Tribunal (QCAT) Overview

### ***R V WELLINGTON [2018] QDCPR 24*** **CRIMINAL INTERVIEWS AND DISCIPLINE INTERVIEWS**

In 2018 the Queensland Police Union funded a legal challenge in regards to the way the QPS investigated police officers for criminal offences. This legal challenge was successful and was the first of its kind in Australia.

This case is now used across the nation as authority for the proposition that police services must ensure the 'lines are not blurred' between their law enforcement duties to investigate crimes and their employment powers investigating aligned disciplinary complaints.

In *R v Wellington* the officer was indicted on one count of 'Acts intended to Cause Grievous Bodily Harm' pursuant to section 317 *Criminal Code*, alternatively 'Threatening Violence at Night' pursuant to section 75 *Criminal Code*.

At all material times the officer was on duty as a Queensland Police officer. The conduct subject to the count on the indictment arose out of a dynamic operational policing event



that occurred on 17 May 2015 at Pacific Pines on the Gold Coast, Queensland.

The officer was involved in a pursuit of a stolen vehicle with many other police and police vehicles. The stolen vehicle became stationary and as a result of attempting to apprehend the driver of the vehicle at that time, officers, including officer Wellington, exited their police vehicles. The wanted driver then accelerated heavily backwards and forwards, ramming police vehicles.

As a result, a Senior Sergeant first discharged his service issue firearm on two occasions, and then officer Wellington discharged his service issue firearm on two occasions. The Senior Sergeant was not criminally charged, however officer Wellington was. The discharge of the officer's service issue firearm on two occasions was the conduct relied upon to support the count on the indictment.

The investigator from the Queensland Police Service Ethical Standards Command was assigned carriage of both the criminal investigation and the



disciplinary investigation into officer Wellington's conduct on behalf of the Commissioner of Police pursuant to the *Police Service Administration Act*.

In this role, the investigator attempted to interview officer Wellington pursuant to the *Police Powers and Responsibilities Act* on multiple occasions in respect of criminal offences. On each occasion officer Wellington declined to answer questions.

The investigator then immediately used the Commissioner of Police's extraordinary employment power to compel the applicant to answer questions. This occurred on four separate occasions spanning the six months immediately after the incident and at various points of the investigation.

There was evidence the investigator provided the contents of the compelled interview to an expert witness intended to provide expert evidence about police use of force options. There was evidence the investigator prepared an interview matrix analysing both the compelled evidence together with the evidence obtained for the criminal investigation.

The final Ethical Standards Investigation Report, which was of some considerable substance and detail, was prepared personally by the ESC investigator and intricately applied the compelled evidence (officer Wellington's compelled confession) against any criminal defences that may have been available to officer Wellington. Further statements and addendum statements were then sourced by the investigator at various points during the investigation and after each of the compelled interviews held with officer Wellington.

The essence of the officer Wellington's complaint to the court during the criminal proceedings was that the investigator relied upon the

compulsorily obtained information to identify defences or other exculpatory matters that might potentially be raised by officer Wellington in his defence to the criminal charges.

As a result, the investigator obtained a substantial number of witness statements (and addendum statements) that in many cases explicitly purport to directly controvert matters raised by officer Wellington in his disciplinary interviews.

### DISCUSSION

In court proceedings before the District Court it was conceded by the Director of Public Prosecution that there is no power to force police officers to answer questions for the purpose of assisting or advancing criminal investigations of a police officer.

It was argued by officer Wellington's legal team that due to the unique position of the Commissioner, care should be taken to ensure that 'lines are not blurred' between criminal investigations and the linked departmental investigation.

It was argued had the investigator been involved in either the investigation about the criminal offence or the employment interviews, but not both, there would have been no complaint. It was argued that there was no reason why an independent investigator could not have been assigned by the Commissioner of Police and that it would be easy to do so.

### JUDGMENT

In applying the principles as stated by the High Court in *X7 v Australian Crime Commission* [2013] 248 CLR 91 and the commonly accepted principles in regards to applying stays in criminal proceedings, Her Honour Dick DCJ ordered this was such a case that warranted the court ordering a permanent stay of proceedings.

This judgment fundamentally changed the way the QPS Ethical Standards

Command went about their business.

**These changes are now meant to ensure police officers who are suspects in criminal offences are treated more like any other member of the public.** QPS policy was changed directing criminal investigations be 'siloed' from any disciplinary investigation.

This does not mean the same investigator might still be assigned both the criminal investigation and discipline investigation in some circumstances.

However, now a criminal investigation must be completed before the QPS can progress to a disciplinary investigation, and due diligence must be undertaken to ensure an investigator is not unfairly gaining an advantage by 'blurring the lines' between the two investigations (criminal and discipline).

### CRIMINAL INTERVIEWS SHOULD YOU PARTICIPATE?

A police officer should never agree to participate in a police interview in regard to a criminal investigation without first obtaining advice from a lawyer.

This can be arranged by contacting your Union Regional Representative or alternatively contacting the legal department of the Queensland Police Union.

Police themselves often criticise lawyers for advising clients not to participate in PPRA interviews. With respect, this is a naïve attitude as to the objective of a police investigator.

You may feel you wish to participate in an interview to preclude being criminally charged, but the prospect of an interview persuading a police officer not to charge is remote. It would therefore be a rare occasion where a lawyer could diligently advise a suspect to participate in a police record of interview.

There are a number of reasons generally why competent criminal defence lawyers provide advice to clients not to answer questions from a police officer in regards to a criminal offence. Some of those reasons are:

- (1) There is only one reason a police officer asks a suspect to participate in a PPRA interview and that is to attempt to gather more evidence against the suspect – not for the purpose of obtaining a defence
- (2) An investigator has no obligation to disclose any evidence or advise the state of the evidence to a suspect before being interviewed. The suspect is in essence being ambushed in the interview setting
- (3) The law around confessional evidence is very discriminatory in nature. That is, if a suspect participates in a criminal interview and makes statements against self interest, the law states such a confession is reliable evidence and police can use that evidence in the prosecution against the suspect. If the suspect makes statements in favour of their own interests, then the law deems such a statement as unreliable and self-serving and there is no obligation for the prosecution to even present that evidence to the court or jury.

In regard to point three above, we recently defended a police officer on an excessive force charge of common assault. The officer was asked to participate in a criminal interview. He declined, but did provide a written statement explaining his actions. His statement explained his actions and raised a valid defence under the Criminal Code.

The ESC investigator disregarded the statement on the basis it was a self-serving statement. The investigator did not even include the statement in the brief of evidence. The private barrister retained by ESC to prosecute

the case did not lead the evidence, nor could we introduce it.

This is a primary example of how unfair the law is at times, in that this officers' version of events was never presented to the court because in substance the confessional statement helped the officer rather than the prosecution case.

As you can see, rarely is there any benefit for a suspect to participate in an interview with police. Please seek advice from a lawyer before agreeing to answer questions in a criminal interview.

#### **DISCIPLINE INVESTIGATIONS – WHY DOES A POLICE OFFICER HAVE TO ANSWER QUESTIONS WHEN DIRECTED BY THE COMMISSIONER?**

In Queensland the Commissioner of Police has the implied power pursuant to the *Police Service Administration Act 1990* to order an officer to answer questions for the purpose of maintaining a disciplined police force. This order lawfully overrides the common law right of privilege against self-incrimination for what can best be described as an employment purpose.

In 2016 the Queensland Police Union funded an unsuccessful challenge all the way to the High Court arguing it was unlawful for the Commissioner to force an officer to answer questions when they are a suspect for a criminal offence. See *Nugent v Stewart (Commissioner of Police) & Anor* [2016] QCA 223.

The rationale of the Courts for finding in favour of the direction to answer questions was based upon a series of High Court cases dating back to the 1980s which held that such a power needed to exist to maintain a disciplined police service.

The consequences are that if you, as a police officer, receive a direction to answer questions by a disciplinary investigator, you must comply with that direction. Otherwise, you may

expose yourself to misconduct charges for failing to comply with a lawful direction.

If you are directed to participate in a discipline interview you should first make contact with your Union Regional Representative.

In the next edition we will discuss the Investigation Stage and Report to Ethical Standards Command and Crime and Corruption Commission.



*Calvin Gnech  
Legal Practice Director  
Gnech & Associates*

*Gnech & Associates are experts in criminal law and professional misconduct law. Calvin is currently the Chairperson of the Queensland Law Society Disciplinary Law Committee and has been recognised by his peers in the 2020 Doyle's Guide. Calvin and his team are a preferred supplier of legal services for Queensland Police Union members.*



# Police Recipes

## TURKEY BEAN CHILLI

The cooler months are the perfect time to get out the slow cooker and produce an easy high protein dish that can be served immediately or reheated for a shiftwork comfort feed.

Turkey bean chilli takes just ten minutes to prep and can sit in the slow cooker for six to eight hours.

More Australians are including turkey as a regular source of protein instead of just a festive season food, and this is because the meat is low in saturated fat and contains less cholesterol than chicken, pork, and beef. It's also rich in niacin, zinc, and vitamin B. Scientific studies are also pointing towards turkey as having anti-cancer properties.

### What you will need:

500g turkey mince  
400g canned diced tomatoes  
500ml passata  
2 x 400g rinsed red kidney beans  
1 small chopped onion  
2 x Jalapeno chillies sliced and deseeded  
1 x teaspoon of chilli powder  
1 x teaspoon cumin

### For the topping:

200g sour cream  
1 x avocado  
1 x small red onion  
1 x punnet grape tomatoes  
1 x block tasty cheese

### What to do:

Brown the turkey and onion in a pan on medium heat until cooked through.



*A complete meal that produces great aromas and is full of freshness. Leftovers can also be frozen.*



*Affordable and fresh ingredients that produce an energy boosting meal that has anti-cancer properties.*

Transfer to the slow cooker, adding kidney beans, diced tomatoes,



*The toppings can be varied, including adding more sour cream if you want to increase the chilli heat.*

passata, chillies, cumin, and chilli powder. Mix well.

Cook for six to eight hours on low heat.

### Serving suggestion:

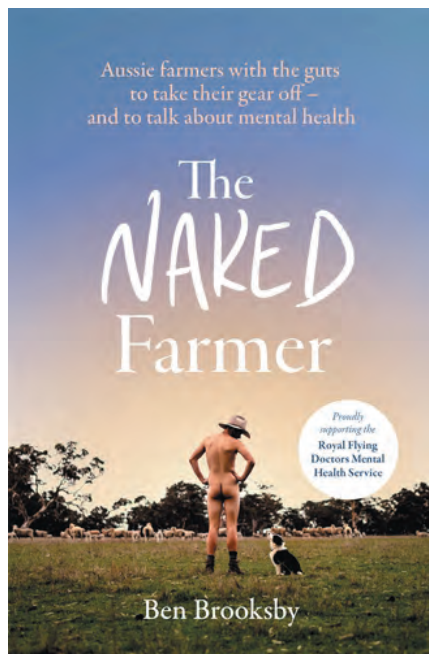
Spoon into a bowl, adding a dollop of sour cream, diced tomato, and onion, and sprinkle with grated cheese.

**Do you have a favourite recipe that you'd like to share with members?**  
**E-mail us at [journal@qpu.asn.au](mailto:journal@qpu.asn.au)**

# Book Review - The Naked Farmer

By Darren Curtis

**The book that was born following a single Instagram post of a farmer laying naked in a truck full of lentils that's now become a major project to assist people to talk about mental health.**



**Fifth** generation farmer Ben Brooksby came up with a slogan, 'It takes guts to get your gear off and it takes guts to talk about mental health.' His original social media post in the lentils attracted a lot of attention, and the charity's Facebook Page now has more than 20,000 followers.



Farmer turned author Ben Brooksby with the photo that started a movement for better mental health.

The hook for the book is a collection of tasteful photos of farmers naked in their natural environment talking about aspects of mental health and the challenges they need to overcome facing drought, bushfires, floods, family and financial stress, and battling low prices for their products.

Many of the short stories are heartwarming and candid, reinforcing the value of discussing mental health and how many hurdles can be improved by banding together as a community.

The entire concept of creating a book started in true country fashion: a farmer who believed the stories uncovered could perhaps save a life donated \$1,000 from the sale of a purebred show limousine heifer to help offset the initial costs.



Many of the farmers believe the book and the opportunity to tell their story has given them a new direction and a renewal of confidence.

All profits from the book are donated to assist the Royal Flying Doctor Service to provide a rural mental health service.

Could there be a sequel with police dropping their kit and talking about the frontline challenges they face dealing with confronting issues?

*The Naked Farmer* is printed by Macmillan Australia and is available from Dymocks for \$29.99.



The photos are meant to be an icebreaker to open a discussion on mental health and a reminder that talking about mental health is not something to be scared of.



# Police Living

By Darren Curtis

## SLEEP ASSISTANCE DEVICE

Anyone who has suffered from insomnia knows how frustrating it can be staring at the ceiling trying to get some rest. Using medications can have different effects and often leave people feeling groggy and not particularly rested when they do wake up.

The Dodow device is a metronome LED lighting system that assists to guide your breathing patterns and give the mind something else to focus on away from distracting thoughts. It's pretty simple. The device can be placed on a bedside table and its three small blue lights shine onto the ceiling. The pattern pulse expands and contracts the light circles in size. The idea is to breath in as the circles expand and breath out as they shrink. Following the pace of the lights lowers your breathing to six beats per minute, and this controlled breathing lulls your brain into quiet mode and deep, restful sleep.

It has two settings lasting 8 minutes or 20 minutes, it's silent, and it turns itself off at the completion of the cycle. There's no dangerous side effects and the makers claim a person who would normally take 60 minutes of restlessness to fall asleep will be sleeping soundly within 25 minutes using this distraction technique.

The device is powered by three AAA batteries and retails for \$79.90 on [amazon.com.au](https://www.amazon.com.au) It also has a 100-day money back guarantee.



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

# A Birthday for all Police to Celebrate



By Andrew Gough, Police Legacy Manager

**17 June 2021 marks the 50th anniversary of the creation of the Queensland Police Legacy Scheme. Over five decades, Queensland Police Legacy has assisted 255 Queensland police families that have suffered the death of a parent, and supported the education of 461 legatee children.**

**Prior** to 1970, the death of a Queensland police officer often meant poverty for their spouse and children, along with the inability to lead anything other than a difficult life. Those children often failed to reach their potential in life due to a lack of opportunity.

Back in those days, life insurance was not often held by police officers, generally only one parent worked, and WorkCover (workers compensation as it was then known) was not a significant help. It only applied to circumstances where a police officer passed while on duty.

In June 1969, the Executive of the Queensland Police Union of

Osborne as Treasurer, and Ronald Youels as Secretary.



*Jack Wright, one of the original Directors of Queensland Police Legacy, presents legatees Glenn and Patricia with establishment grants upon graduation from Mt Gravatt Teachers College and the University of Queensland.*

With assistance from the Commissioner, a voluntary payroll deduction system for

On 18 May 1972, Queensland Police Legacy was incorporated as a charitable institution under letters patent by the Deputy Governor of Queensland. In late 1973, Queensland Police Legacy commenced providing financial assistance for the education of those dependent children in accordance with its constitution.

The primary focus of Queensland Police Legacy was to ensure the education of legatee children was not disrupted by the death of their parent.

That focus remains intact today, with Queensland Police Legacy striving to ensure children receive the education their parents had originally intended for them, that they deserve, and that circumstances might have deprived them of.

The original constitution and policies only covered educational assistance for the dependent children of families of deceased Queensland police officers and retired Queensland police officers regardless of the circumstances of their passing.

In 2004 amendments were made to cover the families of serving and retired Queensland police officers who were suffering a terminal or incurable illness.

**“In June 1969, the Executive of the QPU was requested by the membership to institute a ‘Police Legacy’ system to care for the surviving single parent and dependent children of deceased Queensland police officers.”**

Employees (QPU) was requested by the membership to institute a ‘Police Legacy’ system to care for the surviving single parent and dependent children of deceased Queensland police officers.

The Queensland Police Legacy Scheme was established on 17 June 1971 with serving Queensland police officers Francis Atwood as Chairperson, Brian

serving Queensland police commenced on 6 July 1972 and continues to the present day.

While established by the QPU and receiving support from both the QPU and the then Queensland Police Force, Queensland Police Legacy functioned independently of both, a status that remains to this day.





*Legatees celebrate the birthdays of all the children being assisted by the scheme with the help of Commissioner Katarina Carroll at the 2019 annual legatee holiday.*

In 2005 further amendments were made to also cover the families of serving and retired Queensland police officers whose spouse had passed given that those Queensland police families found themselves in the same situation as if the police officer parent had passed.

This support allows serving officers to continue working while being available to their children when needed most. In 2016 benefits were expanded to include Queensland police families where the non-police parent was suffering a terminal or incurable illness.

Queensland Police Legacy is currently supporting 47 Queensland police families:

- 31 families of deceased Queensland police officers
- 9 families of serving Queensland police officers whose spouse has passed, and
- 7 families of serving Queensland police officers where a parent is suffering a terminal illness.

Queensland Police Legacy is meeting the educational expenses of 80 dependent children ranging in age from 1 to 24 years old:

- 12 are studying a fulltime undergraduate degree at university
- 2 are studying a TAFE course
- 3 are taking a gap year with the intention of continuing their studies in 2022
- 31 are in high school
- 29 are in primary school or prep, and
- 3 are under school age.

The Queensland Police Legacy Scheme receives income from various member charity fundraising events, public donations, donations from Queensland Retired Police Association (QRPA) branches and retired Queensland police, corporate sponsorship from QBank and Police Health, investment returns and advertising royalties from the distribution of the Queensland Police Legacy Child Safety Handbook.

Almost 70% of income is received from serving Queensland police officers via fortnightly payroll deductions. Over 80% of serving Queensland police donate fortnightly to Queensland Police Legacy.

It is this generosity and desire to look after workmates' families that are doing it tough that has enabled Queensland Police Legacy to make a massive difference to the lives of Queensland police families for half a century.

If you don't currently donate to Queensland Police Legacy and would like to make an ongoing commitment to assisting those Queensland police families needing a hand, please complete the payroll deduction authority form in this edition of the Journal and e-mail it to [qplegacy@bigpond.com](mailto:qplegacy@bigpond.com).

Similarly, if you've been donating the same amount for a while and are in a position where you think you might be able to help out a little more, please do the same to amend your current fortnightly payroll donation.





Queensland Police Legacy volunteers with legatees at the family fun night during the 2019 annual legatee's holiday in Caloundra.

The Queensland Police Legacy Scheme is a charity registered federally with the Australian Charities and not-for-profits Commission (ACNC) and with the Queensland Department of Justice and Attorney-General – Office of Fair Trading.

For further information please refer to the Queensland Police Legacy website located at <https://policelegacyqld.org.au/>



In our care

## 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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In our care

## QUEENSLAND POLICE LEGACY SCHEME

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

### AUTHORITY TO DEDUCT

Payroll and Establishment Services  
QPS Payroll  
GPO Box 2946  
BRISBANE QLD 4001

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

the sum of \$ \_\_\_\_\_ :

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

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

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

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

**MAILING ADDRESS:** \_\_\_\_\_

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

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

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

# Anzac Remembrance

By Darren Curtis

**ANZAC day is one of the most solemn commemorations on the Australian calendar. It also involves a lot of our members either pre planning events or providing parade escorts and crowd control at services from the Brisbane CBD to the smallest country towns or islands.**

**The** COVID pandemic changed the way Australians commemorated the event. In 2020 public events were cancelled, and even with exemptions during 2021, social distancing was still in place at many venues and mask wearing was required at most indoor events.

Increasingly, police are also requested to lay wreaths and take a prominent role in recognition of those who died during conflicts or later lost their lives as a result of their military service.

On Wednesday 29 September, police throughout Queensland will pause to honour all police whose lives have been cut short as part of National

Police Remembrance Day. The QPU Journal wants to publish and acknowledge as many Remembrance Day commemorations as possible. So capture a few pics of your local event or even a selfie after the official service and send it to [journal@qpu.asn.au](mailto:journal@qpu.asn.au) and include the location.

## BRISBANE



A crowd of approximately 10,000 returned to the Brisbane Shrine of Remembrance for the dawn service this year.



Many QPU members also served in the military before joining the QPS and Anzac Day has special significance for them.



Along with co-ordinating dozens of officers and providing public safety along the parade route, Snr Sgt Dan O'Connor, the Operations Leader at Brisbane City Station, had a moment to chat with the lead mounts and their riders before the parade.



The traditional Anzac Day Parade was lead through Brisbane City streets by the QPS Mounted Unit.



The public security team for Anzac Day in Brisbane was provided by General Duties and Bike Squad officers from Brisbane City Station, Railway Squad, RPU and PSRT.





*Snr Sgt O'Conner thanked the large SES contingent that assisted with traffic and crowd control during the Brisbane dawn service and march. Many of the volunteers committed to nine hours supporting the police operation.*



*Significant police resources were deployed for the Brisbane Anzac city march.*

## ROCKHAMPTON



*The QPS Flag Bearers along with uniform and plain clothes officers during the Rockhampton Anzac March.*



*The Rockhampton crew who participated in the City's Anzac March. Many proudly wore their own medals and service awards.*



*The emergency services frontline members: QPS meeting up with QAS and QFRS staff to form a significant contingent in the Rockhampton Anzac March.*



*Dog Squad Officers Cam O'Sullivan and Jacob Bates who were prominent in the Anzac March. We're told they were very popular with the large Rockhampton crowd.*

## BRISBANE



*The QPS also provided public safety support for the annual Queensland Students Anzac Service at Anzac Square on 23 April, attended by the Governor and other VIPs requiring DigPro support for the Operation.*



*The significant numbers of students and teachers at the event required an operation involving General Duties and Bike Squad officers from Brisbane City Station, Railway Squad, City Road Policing Unit and Public Safety Response Team.*



## RECONCILIATION REMEMBRANCE



*Superintendent Kerry Johnson heads the QPS First Nations and Multicultural Affairs Unit. During National Reconciliation Week, he represented QPS members at the Indigenous Veterans Ceremony at the Brisbane Shrine of Remembrance. He lay a wreath alongside Warrant Officer Class 2 Annie Dufficy.*



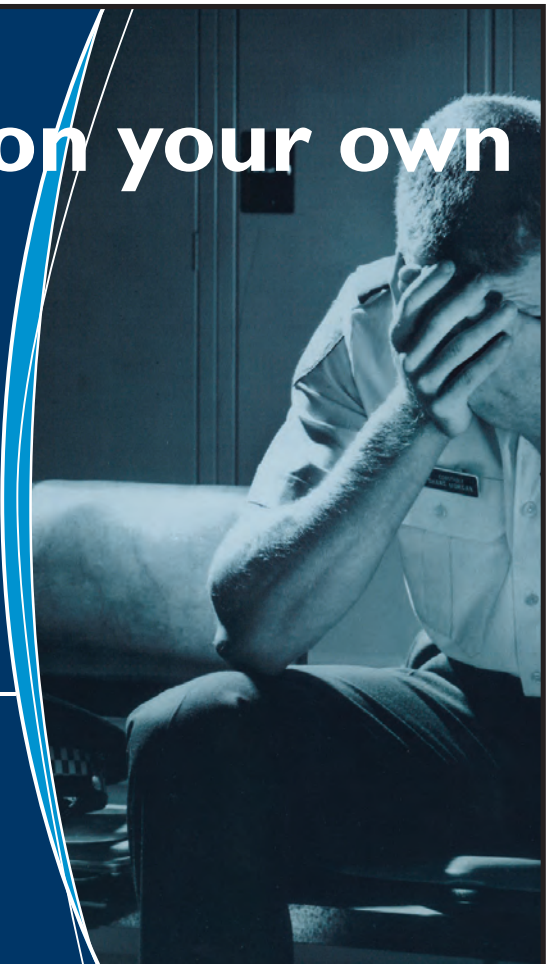
# Without us, you're on your own

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

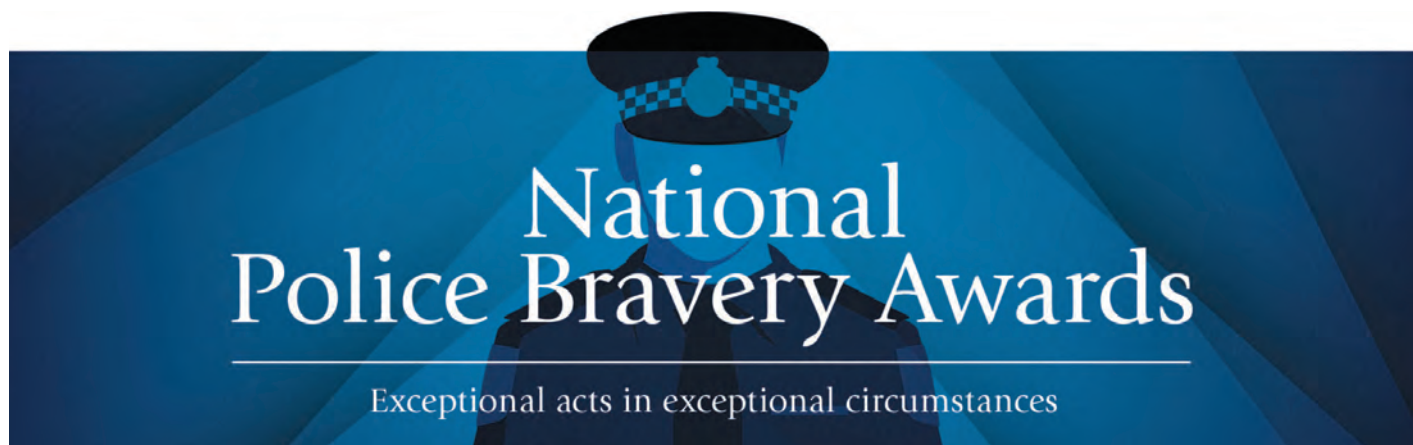


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## AN AWARD FOR POLICE, BY POLICE 2021

**Police** work is inherently dangerous. Daily, police officers across Australia put their own lives and safety at risk to protect members of the Australian community. The National Police Bravery Awards seeks to recognise exceptional acts in exceptional circumstances undertaken by Australia's police.

The Police Federation of Australia (PFA), as the 'National Voice of Policing', represents the professional and industrial interests of Australia's police officers.

Officers across the country make an Oath, pledging that they will act to protect the community, 24 hours a day, seven days a week, both on and off duty, regardless of the risk to their own health and safety. They constantly place their lives at risk while protecting the life and property of others.

Currently, there are a number of ways a police officer's bravery may be recognised. These include: awards given by individual jurisdictions, the Australian Bravery Decorations as identified in the Australian Honours and Awards system, other national and state awards such as the Royal Humane Society of Australasia, the Royal Humane Society of NSW, and other organisations' awards processes. Each have their own protocols for dealing with nominations, which can mean that some heroic actions by police are overlooked and are never formally recognised.

The **NATIONAL POLICE BRAVERY AWARDS** is not intended to replace other bravery awards (no medallic recognition will be awarded) and has been specifically developed as 'an award for police by police'. This award will transcend all state and jurisdictional divides, making the recipients truly national heroes.

Bravery means different things to different people.

In the context of these awards, individuals must have undertaken an outstanding act of courage or bravery by selflessly putting themselves in harms way to protect others, going well beyond the call of duty.

The 2021 National Police Bravery Awards ceremony will be held at the Police Federation of Australia's Conference Dinner at the National Museum in Canberra on Wednesday 22 September.

Nominations for the Award are sought from police officers, for police officers, across Australia.

## **NOMINATIONS:**

Any sworn police officer can make a nomination.

### **Who can be nominated?**

The nominee must have been a serving police officer at the time of the incident for which the nomination has been received.

Where feasible, it is anticipated that the incident being recognised would have taken place in the preceding 12 months to the nomination, from 1 July 2020 to 30 June 2021.

Exceptions could include where the matter is subjudice or if other unavoidable delays have occurred preventing the incident from being recognised in the preceding year in which it occurred.

**Please note that no self-nominations will be accepted.**

Nominations are encouraged to include relevant newspaper or other media of the incident including video/tv footage or other photos.

### **Who judges the nominations?**

An eminent national selection panel has been assembled, which includes current and former members with significant relevant experience.

All nominations will be treated as confidential.

**Nominations close on 30 June 2021.**





# If you're a police officer it pays to learn what you can claim at tax time



## To claim a deduction for work-related expenses

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.\*

You can only claim the work-related part of expenses. You can't claim a deduction for any part of the expense that relates to personal use.

\* You can use the ATO app myDeductions tool to keep track of your expenses and receipts throughout the year.

## Phone and internet expenses



- ✓ **You can claim** phone and internet usage if your employer needs you to use your own personal devices for work. You can only claim the work-related portion of the use of your personal device.

## Car expenses



- ✓ **You can claim** a deduction when you:
  - drive between separate jobs on the same day – eg travelling from your job as a police officer to a second job as a security guard
  - drive to and from an alternate workplace for the same employer on the same day – eg travelling to a crime scene.
- ✗ **You generally can't claim** the cost of trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – eg night or public holiday shifts.

In limited circumstances **you can claim** the cost of trips between home and work, where you were required to carry bulky tools or equipment for work and all of the following conditions were met:

- The tools or equipment were essential for you to perform your employment duties and you didn't carry them merely as a matter of choice.
- The tools or equipment were bulky – meaning that because of their size and weight they were awkward to transport and could only be transported conveniently by the use of a motor vehicle.
- There was no secure storage for the items at the workplace.

If you claim car expenses, you need to keep a logbook to determine the work-related percentage, or be able to demonstrate to the ATO a reasonable calculation if you use the cents per kilometre method to claim.

## Self-education expenses



- ✓ **You can claim** a deduction for self-education expenses if your course relates directly to your current job – eg defensive driving course.
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help get you a new job outside of the police force.

## Other common deductible work-related expenses



- ✓ As long as the expense relates to your employment, **you can claim** a deduction for the work-related portion of the cost of:
  - union and professional association fees
  - technical or professional publications.
- ✗ **You can't claim** a deduction for the cost of:
  - haircuts, grooming, weight loss programs or supplies even though there may be specific regulations
  - attending social functions
  - fitness expenses except if your role requires a level of fitness well above ordinary police standards, such as special operations.



## Clothing expenses



- ✓ **You can claim** a deduction for the cost of mending or cleaning your police uniform.
- ✗ **You can't claim** a deduction for the cost of buying or cleaning plain clothing worn at work, even if your employer tells you to wear it, and even if you only wear it for work.

This is a general summary only.  
For more information, go to [ato.gov.au/occupations](https://ato.gov.au/occupations)



Australian Government  
Australian Taxation Office

# Union Dues

## Union Dues For 2021/2022

<i>Rank</i>	<i>Yearly</i>	<i>Yearly Discount 10%</i>	<i>Half Yearly</i>	<i>Half Yearly Discount 5%</i>	<i>Quarter</i>	<i>Quarter Discount 5%</i>	<i>Direct Debit, Credit Card Payroll</i>
<b>Sworn</b>	\$1038.20	\$934.40	\$519.10	\$493.15	\$259.55	\$246.55	\$39.80
<b>Recruits</b>	\$519.10	\$467.20	\$259.55	\$246.55	\$129.80	\$123.30	\$19.90
<b>POs/Pipe Band &amp; Watchhouse Officers</b>	\$726.75	\$654.10	\$363.40	\$345.25	\$181.70	\$172.60	\$27.85
<b>POs/Pipe Band &amp; Watchhouse Officers P/Time</b>	\$523.25	\$470.95	\$261.65	\$248.55	\$130.80	\$124.25	\$20.05
<b>Part Time 2 – 64</b>	\$747.50	\$672.75	\$373.75	\$355.05	\$186.85	\$177.50	\$28.65

The 2021/2022 Membership year runs 1 July 2021 to 30 June 2022.

- Union dues are GST inclusive.
- To receive the Yearly discount (10%) dues must be paid in full by 1 July 2021.
- To receive the Half Yearly discount (5%) dues are paid prior to 1 July 2021 and 1 January 2021.
- To receive the Quarter discount (5%) dues are to be paid in advance before the start of the Quarter: 1 July 2021, 30 September 2021, 1 January 2022, and 1 April 2022.

If a member wishes to change their payment method to take advantage of a discount, please contact Kaye, Carly, or Melissa at the Union office prior to 30 June 2021 or e-mail [membership@qpu.asn.au](mailto:membership@qpu.asn.au)





# Blue Bonds

By Darren Curtis

**The clinking of glasses was full of enthusiasm. The small tumblers may have only contained chilled water, but it was the bond of camaraderie that it signified that made each lady chuckle and smile.**

**They** are widows of retired police officers, coming together to share the bond of friendship that was formed while their husbands served the community.

talk to some of the other widows and share with them how we are coping, and dealing with grief. Having a bad day and talking about it really helps. I regularly ring around the group to

During the group's March meeting at the Ipswich Brothers Leagues Club, General President Ian Leavers was guest speaker along with Ipswich Inspector Kylie Rigg.



*Cheers to friendship: Ipswich Police Widows Beth Dilger, Margie Kussrow, Di McCrae, Sue Hughes, and Pat Priddle.*



*Sharing police experiences: Sue Hughes, Margie Kussrow, Inspector Kylie Rigg, Margaret Crawford and General President Ian Leavers.*

The Queensland Retired Police Association branch at Ipswich boast that they are the first to blend a Widows Association into their fellowship. There's around 15 ladies who regularly get together at the local QRPA meetings and participate in the fraternity meetings and social get togethers.

Di McCrae heads up the Widows Association and said it's more than sisterhood. 'I lost my husband John recently and he had committed 39 years of his life to the police.

'After you lose your partner you are a bit lost. Family helps, but to be able to

make sure they are ok and see if there's anything we can do for each other.

'When our husbands retired from the Police Service there's a link in the chain that's missing. It's like their whole world stops and our life together changes too.

'For nearly 40 years we worked our lives around shiftwork. Suddenly we are with each other 24 hours a day and then when he dies you're all alone. I really embrace this group. It's good for the ladies, but also the men here really need this outlet,' Di said.

Mr Leavers spoke about developments in the Service and the changes that have an impact on every officer's shift. 'We have more legislation and



*QRPA Ipswich President Ken Morris and Branch Secretary Ken Martin wish General President Ian Leavers success in creating positive change through the Union's National Youth Crime Symposium.*

more equipment now than we've ever had before, but it feels like the job is getting harder. I thought it was tough when I started just using a notebook and pen, because the notebook always contained the truth, but if its not on video now it doesn't account for anything,' he said.

The QRPA were also given an insight into the Queensland Police Union establishing a National Youth Crime Forum in April. 'Traditionally you'd never see a Police Union host a forum like this, but it's about time we brought every level of government and people with ideas together,' Mr Leavers said.

'Youth crime is a mess across the country and no one seems to be doing anything worthwhile about it. We're bringing people together from across the nation because real change needs to happen.'

The widows and QRPA members appreciated the openness from Mr Leavers rather than hearing about the forum through the media once it was underway. 'Hearing about what Ian and the QPU is trying to do is wonderful,' Di McCrae said.

'Ian knows the old school police ways and is up-to-date with modern policing. By listening to our input as well he's bringing a well rounded approach to a very complicated issue.'

The Widows Association and QRPA at Ipswich are also keen for more current serving police to drop in to a few meetings.

They can't promise there won't be a few old 'war stories' about their days in the job, but the retirees believe those wearing blue today may appreciate the technology they have now and learn a few old school proficiencies around people skills.

They think new generation police could put more effort into better communication with the public.



*General President Ian Leavers and Margie Kussrow discuss the benefits of generations of police exchanging ideas and experiences.*



*General President Ian Leavers talking about the Union leading the discussion in improvements to the youth justice system.*

'These old boys had a presence when they were on the beat or spoke to people. Words and body language went a long way,' they said.

The Ipswich Branch of the QRPA and Widows Association meet at Brothers Leagues Club in Ipswich every month.



# Police Health



*'I died for 15 minutes. When I woke up in hospital from an induced coma, I had lost 20 years of memory. I was asking for people no one knew. My wife and two sons, who were 10 and 7 at the time, were sitting at the end of my bed and I didn't know who they were. I also didn't remember I had bowel cancer.'*

– **Jade Andrew Lay,**  
WA police Sergeant and ex-Detective



I asked, 'So we're married?' And she said, 'Yes.' 'And those are our kids?' She said, 'Yes.' Naturally I said, 'Well, I did pretty well for myself, didn't I?'

While this made them laugh, many of the jokes I made hurt people's feelings, because my humour and mindset were from a different time period.

Over time, I began to remember things. It's funny how the brain works.

I remembered feeling very tired as I was riding home from work on my bike. That was my last memory before the incident.

I remembered I could grow a beard.

And I remembered the love I had for my wife, so I asked her to marry me a second time.

But there was secondary grieving, too, in having to process the losses of my loved ones again. Some returned memories weren't the ones I wanted.

The cancer and chemotherapy were quite easy, but it was the memory loss I struggled with. The doctors told me I'd suffered a heart attack after an allergic reaction to the chemotherapy drug, which affected the electrical signals from my brain to my heart.

So within the space of six months, I had been diagnosed with bowel cancer, lost 20 years of memory, and had my colon removed. Now I need to wear a colostomy bag for the rest of my life.

In this line of work, it's hard not to get jaded. I was a regular, healthy, fit 37-year-old with no prior health issues. I never smoked, hardly drank, and I exercised every day. I definitely had all the 'why me' emotions to deal with.

Working as a Detective in anti-child exploitation, I'd seen a lot of bad people

who 'deserved' it more. But you can't stay in this headspace. It'll ruin you.

After coming to Australia from New Zealand at 17 years old, with nothing but a backpack and \$200, I viewed this as yet another challenge to overcome. I had to buckle up and do something about it.

Detectives are intrinsically-driven people. We're motivated to catch the bad guys. But after my memory loss, I started to see things in a different light. My work was not who I am: it's what I do.

Most of my memory came back within six weeks, but I still struggle from time to time. I'm just so grateful for the care I've received.

Thanks to both Police Health and WA Police, I didn't wake up to debilitating medical bills. The wait for radiotherapy and chemotherapy in the public system is six weeks. Through Police Health, I received my treatment within 24 hours.

My wife's family was exposed to the public system recently and we saw the stark difference. It's not always easy to see the need for private health until someone close to you goes through a life-threatening and life-changing experience.

Let me be that person for everyone else.

**Jade and his family have claimed over \$111,000 in benefits from Police Health since joining the fund in 2008.**

With two active boys who regularly need new mouthguards, orthodontic appointments, physiotherapy and other health services, we need this generous level of coverage.

I have seen a lot: as a parent, Detective, and Sergeant. I know

anything can happen. There's not much you don't see as a police officer.

Working in child protection investigations is extremely rewarding. The work is usually black and white; you don't hurt kids. If we can intercept the situation before the kids get hurt, then they get to avoid trauma that otherwise completely changes the trajectory of their lives.

It's fascinating work and being in the force is the best job I've ever had. I'm never leaving Police Health.



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# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Winter 2021



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### GETTING GOING AGAIN

It is great to advise that all branches have returned to meeting again and all now have set dates for their annual luncheons/dinner. All branches seem to have survived the pandemic very well and no doubt

are looking forward to continuing a more relaxed 2021.

### FIRST LUNCHEON FOR THE YEAR

Senior State President Bob Pease and I attended the Redlands luncheon held at the Redlands Sporting Club on 23 February. (Report included in Redlands Branch information).

### LUNCHEONS/DINNER TO BE HELD

**25 May** Sunshine Coast, Headlands Golf Club, Roly Dargusch 5479 4651

**22 June** Hervey Bay, Hervey Bay RSL Club, Ian Anderson 0457 686 108

**13 July** Gold Coast, Twin Towns, Dave McNamara 0458 778 792

**16 July** Southern Downs and Granite Belt, Warwick Golf Club, Monica O'Mara 0438 154 834

**23 July** Far North Queensland – venue to be advised – Brigitte McKaskill 0408 281 979

**24 July** Gladstone, Chinatown Restaurant, Darryl Saw 0447 417 746

**24 July** Van Diemen's Land AGM and annual dinner, Tamar Valley Resort, Andy Beasant, 0409 030 142

**20 August** Near North Coast, Lakes Sports Club, Caboolture, Merv Melling 0408 587 624

**25 August** Gympie, Gympie Bowls Club, Southside, Gympie, Veronica Kane 0408 827 433

**13 September** State, Geebung RSL, Bob Pease 3355 7441; 0401 399 839

**13 October** Near North Coast, Caboolture Central Sports Club (old RSL), Merv Melling 0408 587 624

**15 October** Mackay Whitsunday, South Suburban Bowls Club, Dennis Hansen 4957 2699

**21 October** Logan Beenleigh, Club Beenleigh, Col Thorne 0407 905 017

**28 October** Darling Downs, Toowoomba TAFE College, Mike Jordan 0438 111 423

**15 November** Rockhampton, Frenchville Sports Club, Dennis Smith 0408 321 416 (Dinner)

**1 December** Bundaberg, Bundaberg RSL Club, Rowan Bond 0409 286 483

**1 December** Townsville, Carlyle Gardens, John Urquhart 0407 734 497

**9 December** Ipswich, Brothers Leagues Club, Ken Martin 0407 345 500

### NEW MEMBERS

- Former Senior Sergeant William John Trenaman - Rockhampton
- Former Senior Constable Alexander Singleton - Darling Downs
- Former Superintendent Michael John Brady - Near North Coast
- Former Constable Margaret Mary Crawford - Ipswich
- Former Sergeant Paul Taylor - Gladstone
- Former Detective Sergeant Michael James Forbes - Near North Coast
- Former Detective Sergeant William Bruce Sanders - Rockhampton
- Former Inspector Dennis Raymond Fitzpatrick - Far North Queensland

### NEW ASSOCIATE MEMBERS

- Julie Elizabeth Davey, spouse of member Frank Davey - Gympie
- Majella Mary Hancock, partner of member Graham Hancock, Bundaberg
- Leanne Kay Richter, former QPS Public Servant - Gladstone

### QRPA Certificates Veteran Member

(over 75 years and 10 years continuous financial membership)  
Raymond John Hodgson, Mackay-Whitsunday, Leonard Frederick Trendell, Logan-Beenleigh, Samuel Lewis Hopper, Near North Coast, Trevor John Muller, Near North Coast, John Daniel Thomson, Far North Queensland, Errol Reginald Bartels, Logan-Beenleigh, Melvyn Edward Brosnan, Logan-Beenleigh, Francois-Louis Charles Geist, Darling Downs, John William Lyttle, Logan-Beenleigh, Graham Arnold McIntosh, Redlands, Brian James Smith, Rockhampton, Patrick William Crotty, Gold Coast, Peter Joseph Freestone, State and John Kenneth Raatz, Ipswich.

### Veteran Associate Member

(over 75 years and 10 years continuous financial membership)  
Fay Mary Lone, Townsville, Anne Maurice Enright, Logan-Beenleigh, Marilyn Klupfel, Logan-Beenleigh, Robyn Dale Ellsworth, Logan Beenleigh and Jennifer Ann Hall, Redlands.

### Senior Member

(over 65 years and 10 years continuous financial membership)  
John Dominic Hegarty, State, Garry Raymond Jamieson, Hervey Bay, Adrian Robert Mergard, Bundaberg, Simon

Richard Young, Gladstone, Edward John Grace, Darling Downs, John Clark Just, State, Warren Lester Griggs, Sunshine Coast, Grahame John McLeish, Townsville, Ian Richard Quinn, Logan-Beenleigh, Kenneth Terence Walsh, Sunshine Coast, John Caesar Ellsworth, Logan-Beenleigh, Peter Guild, Sunshine Coast, Garry John Moloney, State, Kenneth Alan Fitzjohn and David Andrew Lynch, Darling Downs.

### Senior Associate Member Certificate

(over 65 years and 10 years continuous financial membership) Marilyn Button, Logan Beenleigh, Thelma Downs, Mackay-Whitsunday, Janice Dawn Hodgson, Mackay-Whitsunday, Helen Rose Young, Gladstone, Lorraine Mary Duncan, Mackay-Whitsunday, Maureen Therese Robson, Townsville and Annette Ahearn, Logan-Beenleigh.

### 90 And Over

Veteran member Thomas Graham Burgess, State, 90 years on 15 March, life member Keith Frederick Chandler, Townsville, 95 years on 18 March, life member Spencer Moray Hale, State, 95 years on 31 March, member Karl Richard Osterlund, Bundaberg, 90 years on 21 March, veteran member Evan Arthur Reason, Far North Queensland, 91 years on 31 March, life member Kevin Thomas Weise, Darling Downs, 94 on 30 March, Vince Beutel, Ipswich, 97 on 5 April, Alma Cecilia Edwards, Redlands, 99 on 14 April, James Joseph Long, Redlands, 90 on 12 April and Leslie Lloyd Schultz, State, 92 on 14 April.

### OBITUARIES — May they Rest in Peace Members

Veteran member and former Sergeant 2/C Gordon Raymond Storer, 9 February, aged 79 years, member and former Inspector Leonard Trevor Eltherington, 16 February, aged 90 years, life member and former Inspector Othello (Boyd) Dempsey Barratt, 18 February, aged 96 years, member and former Senior Constable Max Henry Mienert, 20 March, aged 88 years, veteran member and former Sergeant 2/C Norman Walter (Norm) Wesener 20 March, aged 90 years, veteran member and former Inspector Robert (Bob) John Dempsey, 3 April, aged 79 years, veteran member and former Senior Constable Graham Leslie Newman, 3 April, aged 82 years, life member and former Constable 1/C Clarence August Blissner 5 April, aged 90 years, member and former Constable 1/C Robert George (Bob) Osborne 8 April, aged 68 years.

### Family

Stephen David Betts, son of QRPA Life Member and Sunshine Coast Branch Secretary David Betts and wife Lynette Betts, 12 February, aged 55 years and Ralph Victor Maidment 3 March, father and father in law of former Queensland police officers Brad and Sue Maidment.

### Non-members

Former Constable 1C Edwin (Ted) Frederick Forbes, 12 February, aged 79 years and former QPS officer and AFP Leading Senior Constable Peter Maclean Baker, 21 February, aged 53 years, former Sergeant Adrian Edward Staples 19 February, aged 52 years, former Sergeant Glen Edward Taylor 14 February aged 75 years, former Sergeant Kenneth Richard Eustance

17 March, aged 80 years, former QPS officer John Humphrey Osborne 13 March, aged 83 years.

### Serving member

Police Liaison Officer Shane Plummer, North Brisbane District 24 March.

### AROUND THE BRANCHES BUNDABERG

Meeting held on 26 February. A Veteran Member certificate was received for presentation to Keith Lipp. This will be presented at a suitable time in the future. Welfare: President Grannie Pearce reported he was in fine form after his recent heart surgery in Brisbane. Mary Waugh is out of hospital and recuperating at home with assistance of Blue Care. Margaret Francis has had a shoulder replacement and is recuperating at home. Robyn Bond had carpal tunnel surgery and is recovering movement well. Grannie commended the QRPA website to members and offered to assist anyone having trouble accessing it. Appreciation was shown to John Lewis for his twenty page newsletter which was described as magnificent. An associate member application was received from Majella Mary Hancock and was recommended for approval. The Bargara Bowls Complex is excellent and ready for use on 3 May for the annual Bowls Day. Meeting held on 26 March. Welfare: Ian has spoken to Keith Lipp who is going along OK. He visited John and Marie Read and they too are going along OK. Mary Waugh is making a slow recovery with her foot and leg problem but is on the mend. Margaret Francis is going well since her shoulder replacement surgery. Planning was well advanced for the Bowls Day on 3 May.

### GOLD COAST

Meeting held on 2 March at the Southport RSL Club for the first time since March 2020. Welfare: Roy Graves, at the time of the meeting, was in hospital undergoing tests. Bill Lane gave a brief update on Ray Gough who has Huntington's Disease. Val Jones (wife of late branch member Arthur) is very ill. The 25 February social get together held at the Nerang RSL Club was well attended. (Most members are quite pleased with the venue's location as most only have a 10-20 minute drive to Nerang). The social get together held on 25 March at the Currumbin RSL Club was the first visit to the Club for some time. It was well attended. Meeting held at Currumbin RSL Club on 6 April. The annual luncheon will be held at Twin Towns on 13 July. Des Sorensen will act as Secretary at the 4 May meeting. The 29 April social meeting will be held at the Lone Star Tavern while the 27 May social meeting will be held at the Paradise Point Bowls Club. Welfare: Roy Graves – home from hospital. Roy has passed on his appreciation to Col Sullivan for his assistance. Neil Raward, at the time of the meeting, was in hospital suffering from aspirational pneumonia. Guest speaker: John Coggan, a highly decorated army pilot from the Vietnam conflict, gave members a very interesting talk about his life which included snippets of his time in Vietnam and later as Kerry Packer's pilot.





Neil Raward, recipient of a large canvas photo from the Branch in appreciation of everything he has done for members over the past 17 years as the Branch Treasurer and Social Secretary.

## GYMPIE

Meeting held on 3 February at the Tin Can Bay Country Club. Julie Davey's application to join as an Associate Member was recommended for approval. Julie is the spouse of member Frank Davey. Welfare: Unfortunately Peter Eiby is quite ill at present. Welfare Officers Norm Breen and Tony Barton advised the members they had contacted were doing quite well. Some ideas were put forward for a trip sometime in 2021 and after discussion it was resolved that the next social outing would be to the Gympie Mining Museum on 24 June. Meeting held on 7 April. President Laurie Pointing encouraged members to make contact with local members who are sadly not keeping well. This is what our Association is all about. Reaching out to members to find out how they are, if they need assistance and how we as members can help. Even if it is just a matter of arranging for a lawn to be mowed, taking someone out for a beer at the pub, making a phone call to an agency to find something out or to be picked up and brought to our meeting, etc. Andrew Marnie of the QFES will be guest speaker at the annual luncheon on mitigation and back burning of property in the local fire region. So that he can concentrate more on the Treasurer's position, George Moczynski resigned as Vice President and Keith Bunkum was elected in his stead. Welfare: Laurie advised that Rex Allison recently had a pacemaker fitted. Ken Salmon advised that Dick Mattingly is unable to attend meetings as he cannot walk or drive in his current condition. Action is being taken to compile members profiles and photos. Guest speaker: Rod Frain spoke on a caravan trip he took with his wife and another couple from Pomona west to Birdsville then north to Kurumba and home via Charters Towers. The journey of six weeks and 6,000 kilometres included some highlights and mechanical setbacks along the way.

## LOGAN-BEENLEIGH

Meeting held on 18 February. Welfare: Eileen Riley indicated that it had been a quiet time since the last meeting and it was good to see Lance Stephenson back into the fold. Eileen also mentioned their tour to the Albert River Winery. Guest speaker: Chief Superintendent Brian Swan, Logan District, gave a very informative presentation particularly relating to the developments within the Logan-Beenleigh District which were occurring at present and potentially into the future. As several of the retired attendees had worked within the Logan-Beenleigh District the indication of a bit of déjà vu was apparent when some of the issues were discussed and some could cast their minds back to previous decades with youth crime, drugs and mental health and levels of stress on the frontline members. Jeff Bremner agreed to take on the position of Secretary until the

AGM in July. On accepting the position, Jeff acknowledged the efforts of Terry Ahearn in the position for a long time. Meeting held on 18 March. Guest Speaker: 'Our own resident pilot', Greg Davidson, provided a most informative presentation. Initially, Greg told the story of the crash of a Beechcraft Bonanza aircraft at Palmwoods several years ago. As a retired radiographer, Greg then proceeded to provide age appropriate information regarding the most current treatments associated with prostate problems. John Lyttle and John Ellsworth were each presented with their respective certificates by President Gerry Stevens. A new executive position of Assistant Secretary/Treasurer was created and Lance Stephenson was elected to the position. Welfare: Eileen Riley advised that several members continue to undergo tests and treatments for various ailments and illnesses and that David James recently spent several days in Coronary ICU. Twenty members enjoyed a wonderful day at Albert River Wines. The weather was kind, the food exceptional, the tour entertaining and the company outstanding. A great day was had by all. Meeting held on 15 April: Guest speaker: Melissa McMahon MP gave a wonderful presentation about her time in the Army and service in QPS which included stations on the Gold Coast, Slacks Creek, Police Academy and in the Domestic Violence area, resigning as an Acting Senior Sergeant when she became a Member of Parliament. (Melissa will be joining the QRPA). Welfare: Eileen Riley advised several members have had various procedures relating to heart issues and many with cataract surgeries. At the time of the meeting, Nev Hunsley had been in hospital for some weeks.

## SUNSHINE COAST

The 25 January and the 23 February meetings were cancelled due to renovations being undertaken at the usual venue, Headlands Golf Club. Meeting held on 23 March at the Caloundra Power Boat Club. This meeting was the first for the year and again held away from the usual venue – Headlands Golf Club. Welfare: A report was received from Welfare Officer Margaret Williams on several members. Unfortunately, one of those members was Clarrie Blissner who passed away on 5 April. State President Greg Early spoke on recent amendments to the Funeral Planning Request Form and commented on the number of members in the over 90 category, one of whom is member Horrie Robertson, 91 years. Meeting held on 27 April at the Power Boat Club. Welfare: Vice President Dick Turpin indicated Welfare Officer Margaret Williams' involvement about the health of the following: Jack Dunn, Basil Glover, Barrie Johnson, Tom Strain, John Bosel, Jeff Smith, Bruce Shillington, Horrie Robertson, Narelle Walker and Trevor Chalk. President John Walker thanked those members who had attended the funeral service for Life Member Clarrie Blissner which was held on 15 April. In doing so, John indicated that Clarrie had joined the Association on 8 May 1988, almost 33 years ago. Also, from the outset Clarrie was an active member of the Branch, was appointed Secretary and served in that position for 16 years. Because of his loyalty, his commitment to the ideals and charter of our Association and the untiring performance of his executive duties, Clarrie was awarded life membership of the QRPA, an award thoroughly deserved. Over the years he contributed much to the activities of the

Branch (along with his wife Charmain) and his presence at our meetings will be sadly missed. Rest in peace Clarrie.

### SOUTHERN DOWNS AND GRANITE BELT

A combined meeting between this Branch and the England Branch of the New South Wales RPA was held at the Tenterfield Bowls Club on 5 March. President Laurie Bell acknowledged New England Branch members and welcomed everyone to the meeting. New Branch members John and Tracey Read were given a special welcome by Laurie. Discussion ensued about the AGM and annual luncheon. Welfare: Madonna Foan is still receiving chemotherapy. President Laurie and several other members attended the funeral of Ted Forbes.

### ROCKHAMPTON

Meeting held on 3 March. The Secretary Dennis Smith tabled all correspondence relating to a donation to the Leukaemia Foundation. A contractor has submitted a quote regarding the restoration of the grave of Constable James Harris who died on 24 August 1915. The quote has been passed to the Friends of the Queensland Police Museum. Advice will be provided about any ANZAC Day observances at the next meeting. The 37th anniversary of the death of Constable Michael Low was noted. The annual dinner will be held at the Frenchville Club on 15 November. Meeting held on 7 April. An application to join the QRPA by former Detective Sergeant Bruce Sanders was recommended for approval. Members have been invited to march with the QPS contingent on Anzac Day. President Barry Self gave feedback on the 'barbecue in the bush' at the Cockscorn Retreat on 21 March. Member Brian Smith was presented there with his Veteran Member's Certificate by Assistant Commissioner Kev Guteridge.



Brian Smith being presented with his Veteran Member Certificate by Assistant Commissioner Kev Guteridge.

### MACKAY-WHITSUNDAY

Meeting held on 20 February. Merv Fisher addressed the meeting and expressed his appreciation to Welfare Officer Barry Downs and Secretary Dennis Hansen for their visit to him while in hospital; also to all members for their thoughts and messages of condolence following the passing of his partner Val Gehrmann. Welfare: Recently hard-working Welfare Officer Barry Downs suffered a serious episode of low blood pressure and collapsed. Luckily, Barry was at his doctor's surgery, was given immediate medical attention and transferred to the

Mater Hospital Barry spent a few days in hospital and was then sent home to recuperate. Welfare report by Barry. Since our last meeting, which was in December, I have been in contact with the following members: Bob Maher, Col Duncan, Ray Hodgson, Tony Wynne, Arthur Brooks and Michelle Sheehan. I also wish to thank everyone for their kind thoughts and visits while I had three days in the Mater Hospital. I am out and about now and hopefully on the road to recovery. Several members attended the Service for Val Gehrmann, partner of member Merv Fisher. Member Craig Joy was presented with his Senior Member Certificate by President Bob Maher. The major raffle for 2021 was a success with \$1,095 being raised, plus a \$5 donation. Winners were John Lovi and K Webber (Charters Towers). The donors, Stu Halls and Sandra, were again thanked. The second prize was kindly donated back to the Branch by Kylie Webber of Charters Towers and will be redrawn by the Executive. Guest speaker: New associate member, Jim Paton, gave a talk on his previous life and work history before he became an associate member through his work as a Volunteer in Policing in Mackay. Members had discussion as to any worthwhile project the Branch could assist with. Brian Cumming is to liaise with the Sarina State School and the O/C of Sarina Station about the possibility of painting a large besser block wall within the Sarina police station barbeque area. In the meantime members were asked to think about any worthwhile project/donations that the Branch may make and bring their suggestions to the next meeting. Meeting held on 20 March. Welfare: Barry advised he had been in touch with Bob Maher, Col Duncan, Tony Wynne, Merv Fisher and Arthur Brooks. He met up with Ray Hodgson at the Icon Centre where Ray had an appointment. He mentioned also he had an angiogram at the Base Hospital and all went well. It was good to see Patricia Gray back after being hospitalised in Rockhampton and Brisbane. Uncertainty exists on what the local QPS will be doing on Anzac Day. However, arrangements are being made for the Branch to lay a wreath. Tail Twister: Several members were relieved of a gold coin or two for indiscretions uncovered during recent weeks. Guest speaker: Paramedic Amanda from the local QAS spoke about heart attacks, other trauma which frequently occurred in the home and how the QAS responded. She also gave valuable advice on what should be available to the QAS, e.g. current medications and the reasons for taking them as well as medical and family contacts. Her talk was very informative and appreciated by all attendees. Meeting held on 17 April. Appreciation was shown to Secretary Dennis Hansen and Treasurer Bev Houley for visiting Lorraine and Col Duncan so that Lorraine could receive her Senior Associate Member Certificate. Col's health prevents him and Lorraine attending meetings. President Bob Maher advised the current position in regard to a Facebook post to try and generate new members. Welfare Officer Barry Downs had contacted the following members: Bob Maher, Lorraine Duncan who had a few days in the Base Hospital recently, Bev Houley, Arthur Brooks and Tony Wynne. Ray Hodgson returned to Mackay on 20 April for further tests. Branch decision on Anzac Day: If QPS members are marching so will Branch members. If there is no march, members will gather at the Cenotaph. Suggestions were made to explore the introduction of something similar



to video conferencing to allow members with health problems to participate in meetings; also to approach the local Superintendent to see if the Branch could assist local policing in any way and thereby build up the Branch's profile with the QPS.



*Craig Joy receiving his Senior Member Certificate from President Bob Maher.*



*Lorraine Duncan receiving her Senior Associate Member Certificate from Treasurer and Newsletter Editor Bev Houley. (Unfortunately Lorraine cannot attend meetings due to caring for husband and Veteran Member Col.)*

## IPSWICH

Meeting held on 11 February. Special guests: Lysa White – daughter of QRPA Sunshine Coast member John Fox, Sue Hughes, Karen Dixon, Mary-Lou Polzin, Margaret Crawford, Detective Acting Inspector Heath McQueen. Welfare Report by John Hawkins: John stated it was good to see Greg Polzin at the meeting following his recent stroke. John had spoken to widow Dot Hogan and Heath McQueen, nephew of Dot, related that Dot was thankful of the contact made by QRPA. Merle Wallace is still at the Salvation Army Home at Riverview and receives some comfort from her tame rainbow lorikeet named Harry. Alison Yarrow suffered a broken elbow after falling over a tree branch. Cec Horne is still managing wife Merle's everyday needs. Ken Farquharson is far from well at St. Mary's Nursing Home. Vince Buetel's legs are cause for concern and he hobbles around his favourite area under the house. Ken Morris is still recovering from hamstringing injuries following a wrestle with his trailer. Ron Lobwein is unable to attend further meetings due to illness. Murray Cavanough had two knee replacements during the latter part of 2020 and is recovering slowly. Fred Maynard is home from hospital after suffering a viral infection. Gladly Waters was unable to attend the meeting. Di McCrae's Report: Di introduced prospective new member and police widow Sue Hughes. General Business: Detective Certificates were presented to: Cliff Dieckmann, John Fox, John Hawkins, Di McCrae and Bruce Raymond by Detective Acting Inspector Heath McQueen. Guest Speaker: Dan Murdoch. Dan previously worked in the Queensland Magistrates Courts, Commonwealth/Federal Police and the Queensland Police Service retiring as a

Detective Senior Sergeant, Logan CIB, in order to commence his own business. He is involved in intelligence gathering in the cyber world uncovering illicit traders in medicines, including counterfeit medicines, leading to global investigations and undercover operations. He works with law enforcement agencies for the prosecution of perpetrators. On 11 March the Branch held a Police Widows Morning Tea at Brothers Leagues Club. It was sponsored by the Queensland Police Union and Brothers Leagues Club. Special guests were Ian Leavers, General President and CEO of the Queensland Police Union of Employees, Inspector Kylie Rigg, Southern Patrol Group, Ipswich Police District, Jeffrey Baills, QPS Chaplain, Southern Region, Patricia Holden and Jillian Steinkamp, State Secretary and State Treasurer of the QRPA respectively. Ian spoke on challenges facing police and the community through youth crime and of the proposed QPU response involving all levels of government. Inspector Kylie Rigg spoke of her career in policing and the challenges she and her husband, also a police officer, have met. Her husband was recently severely injured while laying stingers and he returned to work the day of the meeting. Kyle spoke of the camaraderie within the Service that has really inspired her. Kylie presented Noleyne Milne with her detective's certificate. Noleyne was the first female detective appointed to the Ipswich District which now has a perpetual award named in her honour. Chaplain Jeffrey Baill spoke on the need to offer others a helping hand and of the study into police moral trauma. QRPA Ipswich Branch Police Widows Coordinator, Di McCrae, provided an update on her group and presented each of the widows with a small gift. Meeting held on 8 April: An application to join the QRPA by Margaret Crawford was recommended for approval. John Hawkins Welfare Report: John had visited Vince and Ailsa Beutel and found them still battling on. Vince turned 97 years on 5 April and enjoyed the day in his favourite location under the house. Ron Lobwein is now in rehab at St Andrews and has a long road ahead. Alison Yarrow is now out of hospital and recently went on a road trip with Len. Dot Hogan says she is not a people person and not yet ready to attend functions. Shirley Zillmann is very happy with the content of the newsletters. Di's Report: Di reported she and some of the ladies met at Shailer Park for a coffee and chat. Four of the group had lunch following the meeting. Members of the Branch will be involved when the ashes of the late Rex Trower will be placed at the Pine Mountain Cemetery on a date to be determined. In the absence of a guest speaker, Ken Morris, John Hawkins and Len Yarrow offered some entertaining stories from past experiences.



*QPU President Ian Leavers speaking at the widows morning tea at Brothers Leagues Club.*



*Insp Kylie Rigg presents Noleyne Milne with her detective's certificate.*



*QPU President Ian Leavers with Ipswich President Ken Morris and Secretary Ken Martin.*



*Police Chaplain Jeff Bails at the Widows Morning Tea.*

## TOWNSVILLE

The meeting planned for 3 February was cancelled due to the venue being unavailable. Meeting held on 3 March. Welfare: Gordon Thomas advised he is keeping in touch with the Hoopers (Brian is still having trouble with his legs). The Urquharts are having problems (John has to go to Brisbane to see a specialist about his leg and Jenny is having trouble with her back and neck). Laural Angus was having a medical treatment in the Mater Hospital. Margaret Butterworth has had her thyroids removed and was waiting for the results. Gordon



*Guest speaker Dan Murdoch.*



*Dan Murdoch and Trevor Albury.*

Duncan has spent some time in a nursing home in Bowen because his carer had to go to Melbourne to look after a family member. The annual trip in June to Ingham was discussed and Fred Angus is being asked if a venue will be available. It was resolved to donate \$300 to the Queensland Police Legacy Scheme (\$141 from a raffle prize donated by Key Motors and \$159 from Branch funds). Member Dave Finlay gave a talk on his life as a motor cycle police officer in Bundaberg. Life member Vince Bye and his wife Beryl celebrated their 74th wedding anniversary on 22 March, Congratulations. Meeting held on 7 April: Welfare Officer, Gordon Thomas, informed the meeting that he was still keeping in touch with Brian and Margaret Hooper. He also contacted Joan Maynard. She is alright but is finding life a bit difficult because of the COVID restrictions. The annual trip to Ingham will occur on 2 June. Lunch will be held at the Royal Hotel. Barbara Zupp, as usual, will be providing morning tea. Assistant Commissioner Brett Schafferius has been transferred to the Far Northern Region and Assistant Commissioner Mark Wheeler will replace him. Both made contact with the Secretary recently. Congratulations were extended to Graeme McLeish (now a Senior Member), Fay Lone (now a Veteran Associate Member) and Tess Robson (now a Senior Associate Member).

## GLADSTONE

Meeting held on 3 March at the Club Hotel, Gladstone. Senior Vice President Denis Connolly chaired the meeting. Welfare: John Sayre reported on the health of Val Caterson who looks well. Wayne Lamb has had stents put into both of his legs to improve circulation. Sharon Noy is going well as is Glen Josefski. Chris Lette reported on Sergt Dan Stiller's roadside memorial upkeep. Meeting held at Calliope Central Bowls Club on 7 April. During the reading of the obituaries, members remembered their late member Max Mienert who passed away on 20 March. Welfare: John Sayre reported Graham Cousins had visited the doctor about his legs. He has his ups and downs and his engraving business keeps him occupied. Jim Winn has to have an operation under anaesthetic on an ear; otherwise is doing OK. John spoke with Ann Vidler on the phone who said that she is doing OK. Unfortunately John will be absent for several months and Secretary Darryl Saw will fulfil his role during his absence. Darryl reported that Glenn Josefski is still doing OK apart from back and shoulder pain. Several Members played barefoot bowls and enjoyed lunch at the club. Doug Jones cut his 90th birthday cake presented to him by Helen Vale. Trivia question winners were Doug Jones, Helen Vale, Dave Thomas and Chris Coleborn.



*Doug Jones cutting his 90th birthday cake presented to him by Helen Vale.*





Gladstone QRPA Members attending the 7 April 2021 meeting.

## DARLING DOWNS

Meeting held on 11 February. President John Sullivan welcomed all to the meeting and he gave a special welcome to member Dan Brown who was accompanied by his wife Diana. These days they live at Yarraman. President John also introduced Alex Singleton who gave a brief rundown on his service history. A tentative date of 28 August has been set for the Memorial Wall Remembrance Day. Meeting held on 11 March. Roger Deshon stated he would be willing to take on the role of Secretary for Shaunagh House which is a residence owned by the QPS and given over to Community Supporting Police to provide emergency accommodation to serving police officers and their families. Welfare: On the day of the meeting Ray Laidlaw picked up his wife from the Royal Brisbane and Women's Hospital. Steve Steenstrup's wife Sue was still unwell after chemotherapy treatment. Alan Lane stated that he would meet with representatives from TAFE to determine a date in October for the annual luncheon and determine the cost and catering style. President John Sullivan stated that the police plaque at Crows Nest would be dedicated on Anzac Day. Guest speaker: Chrissy Isselink addressed the meeting and gave a report on the safety and security measures that had been put in place during her recent trip to New Zealand. Meeting held on 8 April: John MacKay acted as Secretary in the absence of Secretary Mike Jordan. Member Ray Briese, am RSL Member, will unveil the Police Plaque at Crows Nest on Anzac Day. Welfare: It was reported that Colleen Laidlaw and Faye Hohenhaus were travelling well. The rededication of the Memorial Wall at Drayton and Toowoomba Cemetery will take place on 7 August commencing at 10 am. Alex Singleton introduced and nominated Brendan Ryan to be a member of the QRPA. Brendan's application was recommended for approval. He gave a synopsis of his service career.

## NEAR NORTH COAST

Meeting held at the Caboolture Sports Club on 15 February. Former Superintendent Mike Brady was welcomed to the meeting and gave a short resume of his activities in the QPS. Later in the meeting his application to join the QRPA was recommended for approval. Welfare: Allan Hawkins reported on welfare issues involving Norm Wesener, Des Kelly and Gerry Morgan. October is the favoured month to hold the annual luncheon and further inquiries are being made in regard to a suitable date and venue. Further discussion was had regarding more social activity by the

Club. Meeting held on 15 March in the office of Terry Young MP in King Street, Caboolture. A special welcome was given to Superintendent John Hallam, District Officer, Moreton Bay District. Also welcomed were long time member Hilary Berger, Paul Doyle, Bill Feldman and new transferee from the Sunshine Coast Branch, Ray Hoelscher. Welfare: Allan Hawkins reported on welfare issues involving Norm Wesener, Des Kelly, Gerry Morgan and Artie Law. Guest speaker: Superintendent Hallam mentioned changes within the Moreton District including the trial of new procedures in responding to calls from the public. All calls now receive a code and the code in turn results in police attending a scene or not, or how they proceed to the scene. It has been discovered in recent assessments that police spent a lot of unproductive time in attending all complaints that did not require action by police but rather another department. This usually tied up two officers going to the scene. The new procedures allow the complainant to be advised over the phone as to which Department handles the complaint. It is a new trial which will be evaluated and if successful will be implemented state wide. Meeting held at Woody Point on 19 April. Ray Hoelscher has transferred from Sunshine Coast Branch to the Near North Coast Branch. Welfare: Allan Hawkins reported on welfare issues involving Des Kelly, Gerry Morgan and Artie Law. It was resolved that the annual luncheon will be held on 13 October at Caboolture Central Sports Club (old RSL Club). A sumptuous BBQ, courtesy of the ladies, followed the meeting.

## REDLANDS

Meeting held on 19 January. Welfare: Ken Luskie advised that Mike Mills is taking a break for a while to get on top of a few issues, Clarrie Staib is at home and receiving physio (recovering well and hopes to be back at the odd meeting soon), Barry Ingham is improving slowly and hopes to attend the annual luncheon and Secretary Eddie Gallo is recuperating well from recent surgery although he is still experiencing considerable pain. A vote of thanks for those involved in organising the Christmas lunch was carried by acclamation. Members were urged to complete a funeral planning request form which is available on the QRPA website or from the Secretary. Report by Laraine Coleman: Our Annual Luncheon was held on Tuesday 23 February. It was very well attended in view of the current COVID climate. A/Chief Superintendent Andrew Pilotto represented the Police Commissioner. Paula Galea from QBank attended along with Greg Early, State president, Bob Pease, Senior State Vice President, Julie Talty – Deputy Mayor, Councillors Lance Hewlett and Wendy Boglary along with several serving members of the police. Andrew Pilotto spoke to us on policing during 2021 COVID restrictions and how policing is moving forward in today's age of technology. Our President Marty spoke on the year just gone, the impact of COVID and the hope that things will slowly start improving. Meeting held on 23 March. Vice President Paul Oates chaired the meeting and welcomed Bob Ridgeway, a former Papua/ New Guinea Law Enforcement Officer, to the meeting. Welfare: Ken Luskie is going to check on the welfare of Mike

Mills from time to time. Merv Collins was in hospital with pneumonia and at the time of the meeting was still not well with health issues. The meeting was informed of two new members of Redlands Branch of QRPA: Alec Frank Jones and Mark Norriss. Member Jock MacDonald gave an interesting talk and insight into policing in Cape York and how he led the last ever horse patrol from Coen to Lockhart River Mission Weipa Arukun- Edward River (Now Pormpuraaw) and back to Coen in the early 1960s. The patrol took about six weeks to complete with only himself and two Aboriginal Trackers in the party. Good reports were received about the annual luncheon. Special appreciation was shown to Rosie Nicol, Pat Priddle, Sue Luskie and Jenny Hall for their efforts; also to those who donated raffle prizes. Members were reminded of the provision in the updated Funeral Planning Request Form which refers to next of kin being included. Appropriate recognition will be given to Alma Edwards when she turns 99 on 14 April.



*The array of prizes which were all won by luncheon attendees. The display of the five flags on a stand made by a local Mens Shed is unique among the 17 Branches of the QRPA.*

## FAR NORTH QUEENSLAND

Meeting held at the Carrington Hotel, Atherton, on 26 February. Special guests were: Chief Superintendent Brian Huxley, Acting Chief Superintendent Chris Hodgman, Inspector Russell Rhodes, Inspector Joe Kitching, (visiting from Townsville), and Senior Sergeant Kyell Palmer, OIC Atherton. Welfare: Brigitte McKaskill gave a brief update: Bob Adamson had undergone several small surgeries and was recovering well. Brad Eaton had shoulder surgery and was recovering well although housebound at that time. Graham Jonsen was being treated by a plastic surgeon after dropping an air-conditioner on his leg prior to Christmas. Ray Stubbins had undergone shoulder surgery and was recovering well. Message received from Jock McDonald: I want to thank you so much for the beautiful floral tribute you arranged on behalf of the FNQ Branch for Valmai's funeral service. It was a wonderful expression of consideration for Valmai that I and her family appreciated so much. The funeral service went off very well and I'm sure that Valmai would be so pleased with the final 'farewell'. Please convey my thanks to all FNQ Branch members for their messages of condolence. We also offer our condolences to Brian and Liz Huxley on the passing of Liz's mother. Card and note received from Craig and Heather Visini: Thank you for acknowledging Jason's passing and fine qualities. Being a police family, the QRPA's support is very much appreciated by us. We are proud of QPS support and organisation of Jason's funeral – so helpful and considerate of our wishes. We are very grateful for this support. Chief

Superintendent Brian Huxley gave a regional report and also spoke about his pending retirement. He mentioned particularly how his wife Liz had accompanied him all over the region and how much their visits were appreciated. He spoke about youth crime being a big problem in the city, presented some statistics regarding the offenders, mentioned ongoing operations, what police are doing with new technology, and how domestic and family violence is still of great concern to the service. President Mal and those present expressed their appreciation upon Brian's retirement and wished him and Liz all the very best on behalf of all QRPA members. Meeting held on 26 March at the Parkview Hotel at Gordonvale. President Mal McKaskill gave a warm welcome to everyone and especially Inspector Russell Rhodes, Mareeba District Police Chaplains, Karen Allen, Tablelands, Will Spann, Cassowary Coast new faces, Mark Jackson and Dennis Fitzpatrick. Special guest was Dalitta Wright. Welfare: Arthur Lynch is recovering well at home, having had viral pneumonia. Joe Moran has had another fall and was to see specialists regarding his shoulder. Kim Eaton has had an operation on her achilles, is recovering well and Brad is still recovering well from his shoulder surgery. Bob Adamson has had some further minor procedures and is awaiting admission for his knee operation. Graham Jonsen has been in hospital for a number of weeks. Trevor Adcock read out the valedictory for Senior Police Liaison Officer Paul Ray Dai whose funeral was held on 24 March. SPLO Dai served with honour for over 38 years. President Mal McKaskill introduced special guest, Dalitta Wright, Project Communications Manager, E2G – Edmonton to Gordonvale Project, who gave an excellent and informative presentation on the project works underway from Edmonton to Gordonvale. Meeting held on 23 April at the Mareeba Gateway Hotel. A special welcome was given to Assistant Commissioner Brett Schafferius, Acting Chief Superintendent Chris Hodgman, Inspector Russell Rhodes and Police Chaplain Karen Allen. Welfare: Beryl Pocock suffered some concussion as a result of a recent fall. Bob Adamson is waiting on a surgery date. Graham Jonsen is recovering well. Brad and Kim Eaton are doing well. Joe Moran's shoulder is mending well. Allan Wall had to attend the hospital for some further treatment and could not attend the meeting. Guest speaker: Assistant Commissioner Brett Schafferius advised he has formally moved back to Cairns and will be heading the new Far Northern Region when it officially commences on 1 July. At the present time, significant work is being carried out into making sure everything is ready to go on that date. The new regional boundaries will mirror the current district boundaries and will be the same as the previous Far Northern Region prior to 2013. Brett outlined he was honoured when asked by Commissioner Carroll to head the new Region and he looks forward to continuing his link with the Retired Police Association. Brett reminisced that he first came to the far north over 30 years ago as a Constable 1/C and now has returned as the Assistant Commissioner and views himself as being blessed with the opportunity to lead the policing efforts in 'God's Country'. Assistant Commissioner Schafferius presented John Thomson with his Veteran Member Certificate.





Assistant Commissioner Brett Schafferius presenting John Thomson with his Veteran Member Certificate.

## HERVEY BAY

Meeting held on 16 March. President Ian Anderson thanked those members who attended the BBQ at The Pines on 16 February. Welfare: Graham Newman was in hospital first in Bundaberg and more lately in St Stephens Hervey Bay. He had a cardio version which was initially successful but later his condition returned to irregular heart rhythm. At the time of the meeting it was likely he would be transferred to Brisbane for further treatment. Greg Morrow continues with his cancer treatment. He is in good spirits. Guest Speaker: Acting Inspector Wade Lee from the local command spoke on the many ways that technology is impacting on how police conduct business. It was a very informative address with many questions put to Wade by the members. Discussion ensued about the annual luncheon planned for 15 June. The next BBQ will be held at Quota Park, Hervey Bay, on 20 April.



Acting Inspector Wade Lee addressing the 16 March meeting.

## VAN DIEMEN'S LAND

Meeting held on 28 March at Bracknell Reserve. President/Secretary Andy Beasant thanked Brad and Cheryl for a fantastic morning tea. Guests welcomed were Goldie Byrne and Bailey Geeves. The only item for discussion was the location of the 2021 AGM. It was resolved to meet again on 24 July at Tamar Valley Resort. (When we met last year at Bracknell, it was one of the last meetings to be held anywhere in Australia before the COVID shutdown. Andy Beasant, President/Secretary).

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Touchwood – 31 Church Street, Stanley.

Chris & Gretta Blom 03 6458 1348

enquiries@touchwoodstanley.com.au



Members attending the 28 March meeting at Bracknell Reserve.

### State President:

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

### State Secretary:

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

QRPA website: [www.qrpa.asn.au](http://www.qrpa.asn.au)

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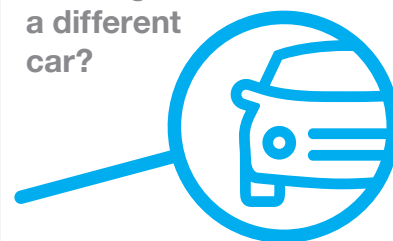
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