

# POLICE

WINTER 2022

JOURNAL

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



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FRONTLINE FEEDBACK INFLUENCES  
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## COVER STORY

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## VAN PLAN

The vehicle fleet could be in for a few changes that will alter the look of vehicle mounted pods and prisoner transport vans.

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**SUBMISSIONS:** The Journal accepts letters and articles to be considered for inclusion.

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M. Barnes

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



**IAN LEAVERS**

### **It has been a massive few months for the Queensland Police Union.**

Federally, the Queensland Police Union has achieved a spot on the Attorney General Department's First Responder Mental Health Working Group as a part of the Police Federation of Australia. This places us one step closer to our goal of achieving a health benefits card similar to Defence personnel and of achieving salary sacrificing similar to nurses and ambulance officers.

With the new Federal Government having a greater focus on the industrial rights and entitlements of working Australians, I am hopeful we can finally achieve these key advantages for working police as well. I am committed to only having these benefits for current members of the Queensland Police Union of Employees and only extended to those who retire from the job while still being members of the Queensland Police Union.

#### **DOMESTIC AND FAMILY VIOLENCE INQUIRY**

Following the Coroner's reports into the Langham and Clarke cases we now need the Queensland Government to fund the recommendations for domestic violence reform. A good start would be the trial of specialist DV police stations in Logan and Kirwan.

The trial we estimate will cost \$20 million and if the Government can find money for other programs why not this area where lives are at risk. The government has now said they will fully fund this out of their central budget and not the police budget.

I have a real passion about improving the response to domestic violence, however we need reform of legislation because at the moment it is unworkable and cumbersome. Not everything should be left up to frontline police,

other government departments need to step up and respond outside business hours. We need to protect vulnerable people now, we cannot afford to wait weeks or months while politicians argue over funding.

My commitment to Domestic and Family Violence reform will not stop until we have achieved significant modifications to laws and practices that improve how police are trained so they are not set up to fail. I want victims to feel confident to come forward and receive the protection and support they deserve however it all comes back to proper resourcing and for other government departments to not leave it up to police.

That will be a key part of my submission to the Domestic and Family Violence Inquiry.

#### **DUES REDUCTION**

The Executive of the QPU at the QPU Annual Conference with the support of the elected delegates attending from all over Queensland voted to reduce dues.

This follows on from a freeze of the dues in 2021 to assist members during the COVID pandemic and the escalating cost of living expenses.

Even before this decision, the QPU's membership dues were the cheapest in policing for any jurisdiction anywhere in Australia and now are significantly lower than anywhere else by even more!

In recent years, owing to the QPU's astute financial management and responsible budgeting we are very proud that we have been able to reduce the dues, and this now means membership is \$900 a year. It drops

even further to \$810 if paying annually upfront.

This is for many reasons including strong financial management from the QPU Executive Management Team through strong and judicious budgeting, the fiscal improvement the QPU has seen over the last 18 months during COVID with the QPU's expert banking advisors, the actuarial strength of the QPU's investments, the actuarial

**"At the same time, the QPU has been able to ensure a payment of \$1,000 to each member affected by Queensland's natural disasters totalling almost \$200,000 since 2021."**

increase in the QPU's membership owing to the industrial gains the QPU has achieved; and the efficiencies that have been achieved by the Executive in relation to the operation and costs of administering the QPU which means the QPU can reduce membership dues for the first time ever.

At the same time, the QPU has been able to ensure a payment of \$1,000 to each member affected by Queensland's natural disasters totalling almost \$200,000 since 2021.

The QPU's largest outlays are spent providing the best legal services available in the State and that runs into \$4,000,000 spent annually on representing members for discipline,

criminal charges and a whole range of other matters.

Unfortunately because of the ever litigious environment that confronts all members, the QPU's allocated spending for legal defence is projected to increase even further in 2022 and the QPU will continue to spare no expense when it comes to representing and defending all members.

With the QPU's astute budgeting and forward planning, the QPU can pass on savings to members while at the same time expanding our services and member benefits.

The new schedule of membership dues is printed in this edition of the QPU Journal and will commence on 1 July, 2022. For any members who have already paid in advance, watch for your refund as some members can receive savings of almost 25% on last year's full membership dues depending on how you pay.

All dues paid each year also remain fully tax deductible.

#### EB UPDATE

Formal negotiations for the next Enterprise Bargaining Agreement began with the QPS in March this year to establish EB10.

The current Agreement EB9 had a nominal expiry date of 30 June 2022.

Our EB team headed by me have been busy negotiating with the QPS and are meeting regularly to provide a deal that will hopefully improve remuneration for all members and ensure allowances and entitlements are fit for purpose for you, the membership, who are constantly being requested to be agile and flexible.

Negotiations are in good faith, without prejudice, and confidential and, just like the QPS, the QPU cannot divulge the various logs of claim from any other party.

However when an Agreement in Principle is reached, a series of statewide information sessions will be held to provide an explanation of the Agreement and its implications. A full

copy of the log of claims will also be provided to QPU members.

All QPU members will have an opportunity to vote on the proposed Agreement when it has been finalised.

We can say that we have been able to have any pay increase backdated to 1 July 2022.

**“For the first time ever, we are also negotiating to have any and all increases applicable to eligible members of the QPU only applied to members of the Queensland Police Union.”**

For the first time ever, we are also negotiating to have any and all increases applicable to eligible members of the QPU only applied to members of the Queensland Police Union.

In other words, for the first time ever, if you're not a member of the QPU, you won't get any of the benefits we negotiate for you.

#### WARWICK POLICE STATION

The QPU's advocacy to improve facilities for our members across the State has had continuing success with confirmation the Government will spend \$15 million to redevelop the Warwick Police Station.

The original station was constructed in 1901 and is heritage listed. This may create some design issues incorporating modern fit for purpose facilities but I have been assured all the necessary approvals will be granted to provide new work spaces for General Duties, Detectives, Highway Patrol, Intelligence, Education & Training, Prosecutors and Scenes of Crime along with integration with the courthouse and watch house.

Having served as the local regional representative in Southern Region I know how key Warwick Station is and



what a difference this should make for morale when construction starts in 2023.

#### BLUE HOPE

Our members are facing all sorts of pressures and stresses not only from the job but also the increasing strain resulting from the rising cost of living expenses.

The QPU donates over \$80,000 a year to help Blue Hope to provide confidential support to members through specialist programs and 'outreach' conversation starters utilizing the mobile chuck wagon.

We also recently provided a dual cab landcruiser to move "chuck" around the state so as many members as possible can benefit from the services Blue Hope provide.



Co-Founder Andrew Ayers and his team have developed an excellent system that assists police without any connection to the QPS or details linked to any records. It's run by cops for cops. The beauty of that is they know exactly the language we speak and situational awareness of what could be providing the angst you are experiencing.

Please make Blue Hope your first call if you're feeling the pressures and need someone to talk to or help clear the head.

Call 24 hours a day 1300 00 2583

**Ian LEAVERS**

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## MICK BARNES

### MORETON SPEAKS OUT ON SDRP – NOT HAPPY JAN

**The simple mention of the Service Delivery Redesign Project (SDRP) has and still causes many officers to do a double take on whatever they're doing and focus on the conversation at hand. SDRP became necessary and is currently supported by the QPU in an attempt to keep up with the ever increasing calls for service with the limited resourcing of the Queensland Police Service (QPS).**

Not long after SDRP commenced on 8th February 2021 an astute First Year Constable at Redcliffe said, 'Why don't they get rid of SDRP and just keep SOLVE, it works'. And to think the QPS spent millions on a consultancy.

SOLVE being the acronym of the assessment tool to which all calls for assistance are graded to determine if police will actually attend. Often if police are not tasked to attend a call for assistance a job will be forwarded to the DTACC (District Tasking and Co-ordination Centre) who contact the caller to advise them that police won't be attending with an explanation.

One Moreton District Officer in Charge expressed their frustration in the irony of losing staff off the road to staff the DTAC centre 24/7 to ring informants and explain why police can't attend. These same officers being those who would have previously attended those calls for service.

Granted, the Moreton Police District is the initial location for the SDRP trial however when launched the rollout of SDRP was already planned for each and every District across the State. Thankfully after the intervention of Deputy Commissioner Gollschewski, SDRP was 'paused' pending further examination of the concerns being raised by officers in the Moreton Police District.

All hope was put into the Commissioner's Operational Performance Review (OPR) in September 2021 and that some change would be made to rectify the learnings

in Moreton Police District. In a recent ABC interview the Commissioner is reported as saying, *'There were things we definitely could have done better – there were many learnings that come out of that'*.

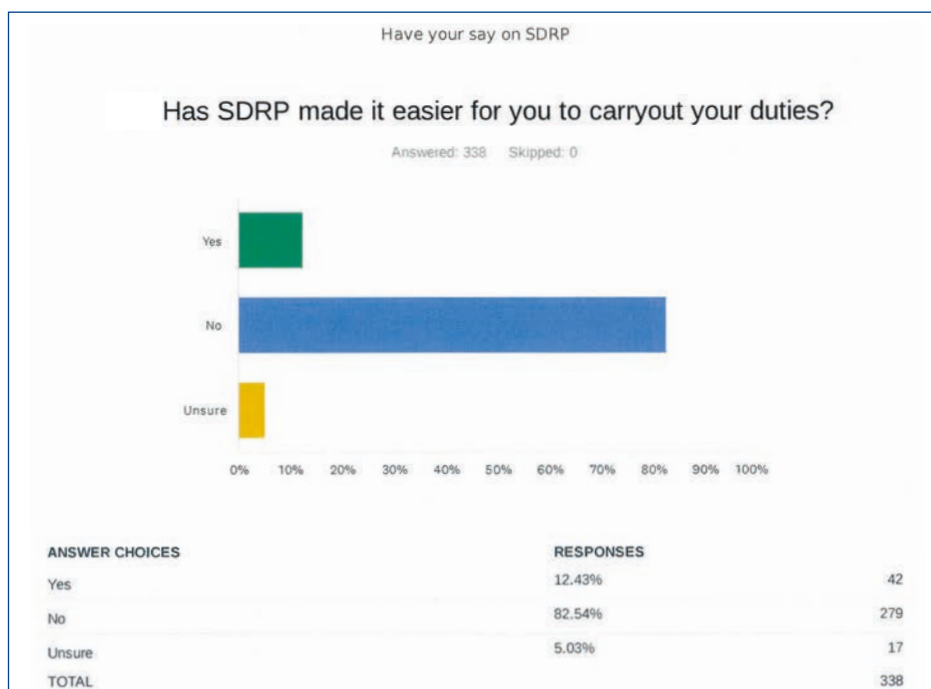
Following on from that OPR for Moreton District was the advice that SDRP was to commence in the Mackay Police District on Monday 10th January 2022. When contacted to arrange meetings for its introduction the Acting District Officer for Mackay was oblivious to that decision.

In one of the most courageous decisions I've ever witnessed, the District Officer and Assistant Commissioner responsible for the Mackay Police District rejected the implementation of SDRP in Mackay for the same reasons that had been raised at Moreton's OPR.

Make no mistake, I am told there are many benefits to SDRP yet there are serious issues with the Immediate Response Teams and Volume Crime Teams. The QPS have done their own surveys with the Working for Queensland survey and another specifically for the Moreton Police District. The responses haven't been shared however word back from some who are privy to the feedback advise it's not favourable.

Faced with this dilemma I conducted my own survey of members in the Moreton Police District and released the results to everyone including the QPS.

As sure as night follows day some have questioned the integrity of our survey however I'd certainly be happy to analyse the results of the QPS' survey too if they chose to release it in full.

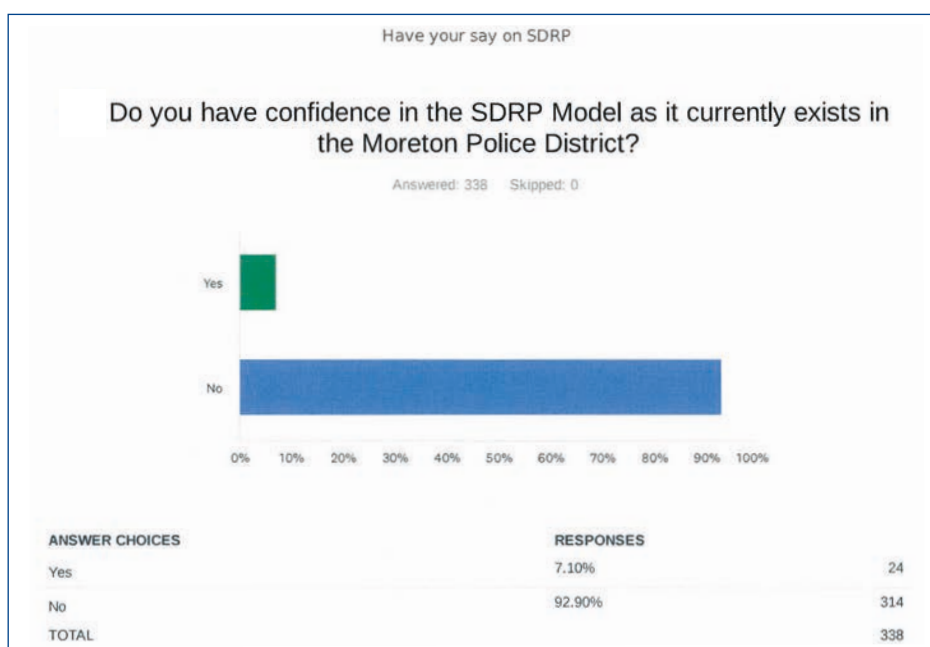




Sgt Mark Farnill, Sgt Dave Wells, and QPU Industrial Manager Mick Barnes at Dave's Farewell Branch meeting.

Stay Safe

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The Logan Police District has commenced preparations for the introduction of SDRP albeit a very modified model with what I believe has no Volume Crime Unit or Prevention Team allowing uniform officers to concentrate on calls for assistance, an accepted option in many quarters and known as Option 2.

We're unsure of the reluctance of the QPS to acknowledge that the trial of SDRP has been valuable but now changes being implemented elsewhere now need to be made in Moreton itself. What has become obvious is a propensity for some to play the man and not the ball.

Correspondence has been sent to the QPS along with each Member of Parliament whose electorate falls within the Moreton District. Watch this space.

#### **MANY THANKS WELLSY**

This July sees Boondall Branch President and former Branch Official of the Year Dave Wells take pre-retirement leave having presided over his last meeting in June. Dave has assisted members for 20 plus years providing a consistent and readily accessible support for members. Many thanks Dave for your selfless service to others along with your friendship and counsel. I wish you and Kylie well into the future.





**SHANE PRIOR**

**QPU members may have become aware of the 'Red Group', which during the pandemic gained notoriety for impersonating unions, as it sought to challenge vaccine mandates and take advantage of the 'anti-vax' movement to grab membership.**

The profit driven Red Group are aggressively attempting to recruit members in Queensland and in a desperate attempt have expanded their recruitment to include police.

This culminated in the creation of the Sworn Officers' Professional Association of Australia, known interchangeably as SOPAA, Sworn Officers' Professional Association of Queensland and SOPAQ.

We have seen the Red Group:

- mislead frontline workers, including nurses and teachers, about their

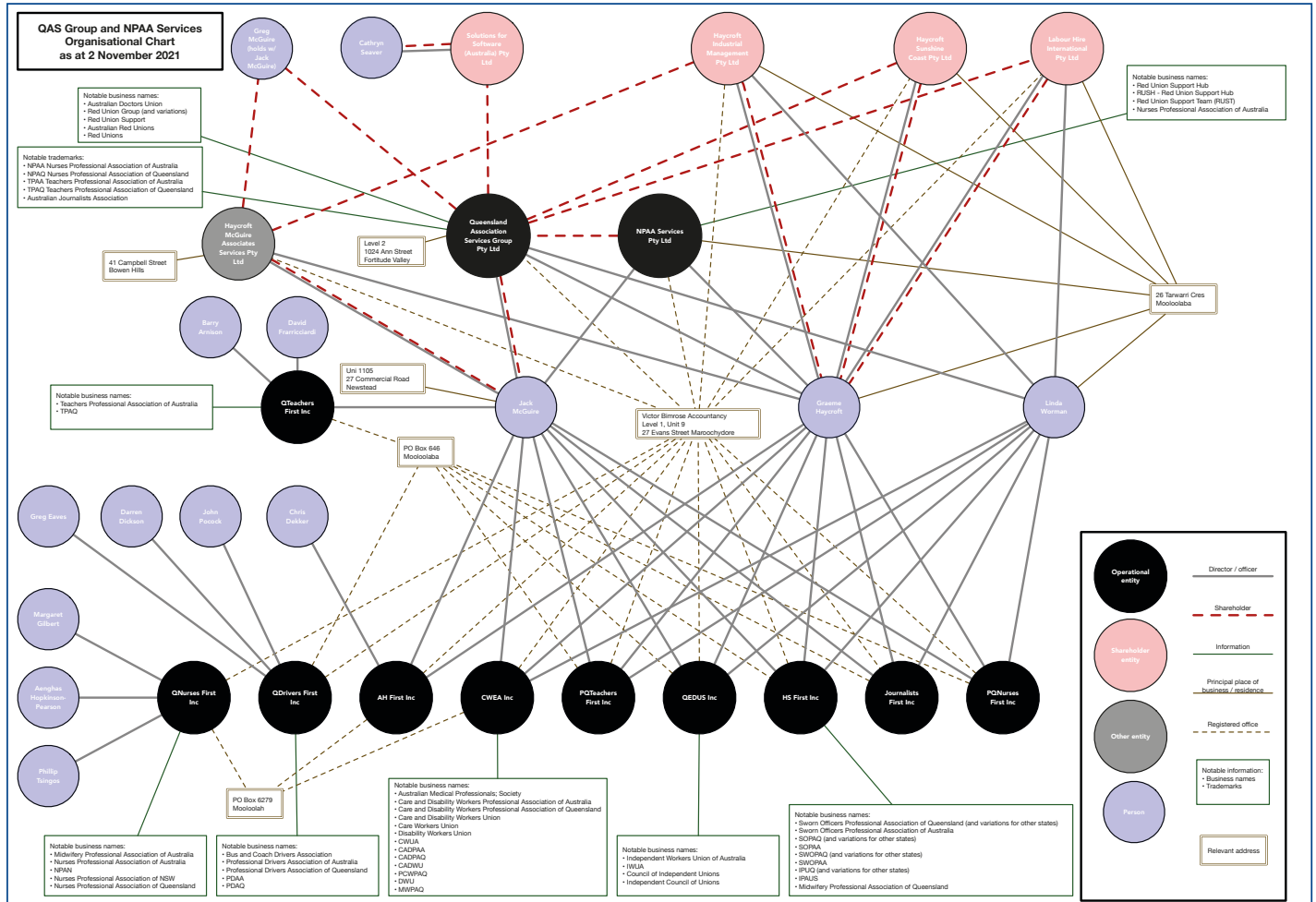
ability to represent public sector workers in enterprise bargaining and certain matters in the Queensland Industrial Relations Commission; and

- do so despite the Queensland Industrial Relations Commission finding that they were not 'an industrial association' or a trade union within the meaning of Queensland's industrial legislation when they tried to do the same thing in respect of nurses.

Once the QPU became aware the Red Group were attempting to do the same thing in relation to policing, an extensive investigation into the organisational model of the Red Group was commenced, some of the findings are set out below. This is only a snapshot of the group during November 2021.

Members can draw their own conclusions.

The QPU has identified misrepresentations made to our members both orally and on the Red



QAS Group & NPAA Services Organisational Chart as at 2 November 2021.

Group website. For example Red Group misrepresented to our members that it has rights, functions and/or powers under Queensland's industrial legislation.

As a result of the industrial legislation in Queensland, and Queensland Industrial Relations Commission findings, the claim that it is able to represent the industrial interests of police officers in Queensland are false.

as a union and misleading Queensland police officers.

I spoke passionately about resisting the Red Groups' attempts to influence our hard working members during the QPU Annual Conference.

As the only recognised Industrial Union for Queensland Police, the QPU is currently in formal negotiations for EB10 and the EB team for the first time

Unity is Strength and when it comes to the Red Group this is more relevant than ever.

## Shane PRIOR

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QPU Vice President  
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**"The Queensland Police Union has taken a strong stance against the Red Group and is seeking orders from the Queensland Industrial Relations Commission to prevent SOPAA and SOPAQ from continuing to misrepresent as a union and misleading Queensland police officers."**

To protect QPU members, and prevent the Red Group from wrongly holding themselves out as a legitimate alternative, the QPU commenced legal action against the Red Group owned Sworn Officers' Professional Association of Australia.

The Queensland Police Union has taken a strong stance against the Red Group and is seeking orders from the Queensland Industrial Relations Commission to prevent SOPAA and SOPAQ from continuing to misrepresent

is negotiating to have any or all wage and allowance increases applicable to eligible members of the Queensland Police Union.

I proudly represent the QPU members for Headquarters and Support Region but I am aware police across all of our Regions read this column, therefore I strongly encourage any Union member who has questions or information about the Red Group, SOPAA or SOPAQ to have a conversation with your Regional Rep or send me an email. You will get honest and forthright advice.



**THERE COULD BE A  
CRITICAL INCIDENT AHEAD!**

If it happens, protect yourself and your family  
by immediately contacting the QPU office  
**Ph 3259 1900 (24 hours)**  
or your regional representative.  
They will steer you in the right direction.

**QUEENSLAND POLICE UNION**

**www.qpu.asn.au**



PETER THOMAS

**It is hard to believe that we are almost halfway through the year. It seems like it was only last month that I was writing my previous journal article saying welcome to 2022.**

#### EB

The Enterprise Bargaining (EB) process has formally commenced. At our recent Annual Union conference your elected delegates were provided with preliminary advice in relation to what the log of claims may look like.

Nothing has been formally agreed upon at this stage. As the formal negotiation process progresses we will be attending your branches to discuss the log of claims in full details. We will keep you updated.

#### SDRP

Much has been said about the Service Delivery Redesign Program (SDRP) over the past years. Can I say that it was refreshing to hear Commissioner Carroll and Deputy Commissioner Gollschewski openly state that the QPS got it wrong with the Moreton implementation model where they did not take the members on the implementation journey.

To continue doing business as we have always done is not going to address the immense work load pressures upon all sections within the QPS; especially our frontline officers.

I look forward to seeing how the rollout impacts the Logan District and if it is successful I look forward to the implementation in the northern part of state.

#### LAYING THE BOOT IN

Something needs to be urgently done about replacing some faulty Magnum brand boots. Members have complained about sole separation, side zips that will no longer bind or the backing material tearing. Some pairs are so bad one Kirwan officer told of literally having her boots flop off her feet as she engaged in a short foot pursuit.

Requests have been submitted for replacement and follow up phone calls made with the West End Supply Centre

**“To continue doing business as we have always done is not going to address the immense work load pressures upon all sections within the QPS; especially our frontline officers.”**

With the commencement of the SDRP rollout in Logan District shortly it is even more refreshing to hear that there is significant engagement by QPS management with local Regional Representative Andy Williams and QPU Industrial Officer Luke Hodge.

It has also been relayed to me that interaction with the members that will have to live and breathe SDRP into the future is imperative.

detailing the urgency but the requests have had little response from the uniform section.

The QPS has a responsibility to supply boots as PPE as standard police issue. If you are having boot issues I encourage you to enter it on the Hazard Management System on the QPS intranet or email QPU Workplace Health & Safety Officer Mel Lenzinger in our Brisbane office [mlenzinger@qpu.asn.au](mailto:mlenzinger@qpu.asn.au)





### WELCOME

A very warm welcome to our newly elected Regional representatives Dion Readman in the Far North and Richard Jackway to Metro North. Both bring an immense wealth of operational policing skill; as well as member focussed welfare skill to the Executive Board.

Also congratulations and welcome to our newly appointed Commissioned Officers that I will be working with across the Central, Northern and Far Northern Regions; many of whom I have had the pleasure of working with over many years. I look forward to continuing our positive working relationships.

### BRANCH ELECTIONS

I have had discussions with your Branch Officials over the past few weeks. Under the provisions of our Union policy elections for Branch Officials are to occur biannually on every odd year. This has not occurred on a consistent basis and with the restrictions imposed by COVID elections have not occurred for some time.

Over the coming weeks elections for all positions will be called in your branches. This is your opportunity to become an active member within your branches.

Many of our branches have vacancies due to Branch Officials transferring,

attaining promotion outside of the branch cluster, or retiring.

If you ever had an interest in becoming an active union branch official this is your opportunity to nominate for elections. Details of the branch meetings and the process will be forwarded by your branch officials to your cluster groups

In closing; thank you for your ongoing support for our Union and myself. Please take the time to look after yourselves and each other. Take the time to attend your next union branch meeting; and remember no union rep = no interview.

### Peter THOMAS

Regional Representative  
Northern Region  
QPU Treasurer  
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**Sometimes our protectors  
need protecting...**

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



QUEENSLAND POLICE UNION OF EMPLOYEES

Telephone: 07 3259 1900 • Fax: 07 3259 1950





**DION READMAN**

**As this is my first article since the election earlier this year. I would like to acknowledge Gil Dyett for his service to the QPU and the members. From the outset of the campaign, Gil and I agreed that the priority was the members and I know from discussions with him post election he is still committed to helping all members.**

#### **CAIRNS STATION**

The past two years have been extremely challenging times for all in the Far North. Like most members, FNR staff have performed duties on borders (International, State and in the early days remote communities), COVID Hotels and Airports, Business and Residential compliance teams to name a few.

The difference though is that during this time frontline staff in Cairns have been working in a construction site.

About two years ago, significant issues were identified with the main station. Rectification plans were developed and eighteen months ago, the upgrade plan was commenced resulting in the majority of staff including management, investigative and support units being relocated to other buildings within the CBD.

Amazingly those who work 24/7 on the frontline weren't relocated and have endured working conditions no other government department would subject their members to.

Now that the repairs/upgrades are proceeding towards completion it's important that management acknowledges those who have continued to provide the community with the high level of service whilst working in intolerable conditions.

#### **NEW MANAGEMENT**

Speaking of management I would like to welcome Chief Superintendent Glen Morris to the Region. From my early discussions, it is clear that his management style will be one of consultation and collaboration with

staff which is needed to overcome the stresses the past two years have imposed on FNR staff.

I would also like to welcome back Superintendent Rhys Newton from the outback and congratulate former QPU members Kev Goan, Mick Searle and Nick O'Brien on their promotion to the commissioned rank. Look forward to working with them and reminding them of their past when discussing member issues.

#### **150 GROWTH IN FNR**

Lack of staff is a reality, but hopefully respite is not far off. Late last year I sat on the regional steering committee for the 150 staff growth submission. OIC's across the region submitted requests and I am pleased to advise AC Schafferius has forwarded the committee's recommendations through to HQ.

The first 50-60 growth positions will be advertised and filled in the upcoming financial year (commencing July 1). The remaining 90-100 will be filled over the following 2 years. The challenge now is getting members to come north.

#### **CAPE YORK DEPLOYMENT TEAM**

One welcome addition to recruitment has been the reinstatement of the short term relieving strategy known as the Cape York Deployment Team. Members from across the state can now apply for 14 day or 28 day deployments to stations on Cape York, a try before you buy approach. So if you want to challenge yourself go to the Job's page on Workplace and search for team details.

#### **MEMBER V MEMBER**

Having been in the role for the past eight weeks the most prolific issue I have been consulted on has been member on member complaints concerning management decisions particularly around entitlements.

It is clear in most of these matters, decisions should have been undertaken by a commissioned officer and not by our members especially when you are working in small frontline establishments.

Important that if you are asked to review other member/s entitlements that you seek guidance from the QPU IR team or myself and I will assist you and the effected member/s to resolve issues where possible.

If this cannot be achieved we will then escalate it to the relevant commissioned officer for their actioning to avoid creating internal issues in your workplace.

#### **Dion READMAN**

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## KEV GROTH

**The QPU Annual Conference has come and gone for another year. Congratulations to Phil Lynagh on being awarded Life Membership. Phil you have been a tireless and often outspoken member who can always be relied upon to ask the tough questions. You thoroughly deserve this recognition for all your work so enjoy your retirement my good friend.**

I would also like to congratulate John Shilton from Headquarters Crime Ops Branch on becoming the latest recipient of the Darren 'Beefa' Lees Branch Official of the Year award. John you are a passionate advocate for your members and do an amazing job. Welcome to the club!



*Congratulations to colleague Phil Lynagh awarded QPU Life Membership after decades of service to our members.*



*The QPU Annual Conference was held in Brisbane during May and the agenda was packed with an array of interesting presentations for delegates.*



*The QPU Annual Conference is an opportunity to discuss a range of issues affecting members and updating important Union regulations.*

Also at this year's conference Lisle Manthey gave a presentation on the new ILBV that will soon be rolled out across the state. Delegates had the opportunity to see the carriers up close and ask questions about the new equipment.

Lisle has worked tirelessly over the past ten years trying to get someone to listen and make this amazing piece of equipment a reality. I too have been pushing hard for these as well for the last five years and once Lisle and I got together momentum started

to happen. It has been a long hard slog but the finishing line is well and truly in sight and we will soon have a piece of equipment that is state of the art and has been purposely designed from scratch to give our members the best protection available whilst maintaining a level of comfort not usually afforded to 'off the rack' armour carrier systems.



*Conference enabled delegates to ask all sorts of questions about the testing, feedback and roll out for the ILBV with Snr Sgt Lisle Manthey and Project representative for the QPU Kev Groth.*

This is just the first step, we need to take a look at the entire uniform and



*John Shilton is known for his love of his Ned Kelly style beard and as an enthusiastic advocate assisting QPU members with issues and advice. Congratulations on receiving the QPU Branch Official of the Year Award 2022.*



Delegates were able to make assessments of the weight and feel of the ILBV plus inquire about the cleaning and storage requirements.



Ballistic hard plates and soft armour for the ILBV attracted a lot of attention due to the minimal weight and the areas provided with protection.

see what else we can do to make a functional, professional uniform a reality. There was a recent post on Workplace in relation to the design of new QPS issue baseball cap that caused more interest than any other post I have seen.

It is a clear indication that our members want some input into our uniforms to make them functional and comfortable whilst still maintaining a professional image. It's high time management start listening to the troops who wear the uniform not just in an office but out in the real world where functionality is a must.

Operational boots should be a priority. The current boots just don't cut it. For operational police who are on their feet for the majority of the shift, wearing the wrong footwear can cause irreparable damage to the body. This then leads to injuries and WorkCover matters that over time will far outweigh the cost of decent quality footwear from the start.

Management need to realise that spending a little more upfront on quality boots will save hundreds of thousands



Frontline police spend a lot of time in their boots and it doesn't take long for the current models to scuff no matter how much polish is applied and begin breaking down.



Broken zips, velcro strips tearing off and soles delaminating are common complaints about the current models that are being issued to frontline officers.

of dollars in WorkCover claims down the track. Prevention is far better than cure.

I encourage you to enter any boot problems you're experiencing onto the QPS Hazard Management System or email QPU Workplace Health & Safety Officer Mel Lenzinger in our Brisbane office on [mlenzinger@qpu.asn.au](mailto:mlenzinger@qpu.asn.au). If you don't speak up we cannot help.

Recently the new Biloela Police station was officially opened and I would like to thank Vice President Shane Prior for attending in my absence. This brand new facility is long overdue and will serve the Biloela community long into the future.

Unfortunately, there are far too many stations out there that are also in need of replacement. Again I come back to the operational life span of our buildings. We as an organisation need and more importantly deserve to be working in a clean safe environment and not in old dilapidated buildings that get smaller and smaller with every coat of paint slapped on them.

The Government puts a retirement age on its officers but not on its buildings. We seem to be the poor cousins in the Emergency Services with our colleagues getting all the shiny new buildings whilst me make do with tired old broken leftovers. ENOUGH IS ENOUGH.



The new Biloela Station has been built to accommodate future expansion.

## Police baseball cap: Option 1



- Polyester viscose twill material
- Running style
- Embroidered badge
- Breathable vents
- Reflective tape
- Velcro close back

Visit the poll in  
Police Notifications to  
select your preferred  
option

One of the three proposed options for new QPS baseball style caps. All three options are available on Workplace.



*Commissioner Katarina Carroll, Biloela OIC Jane Healy & Police Minister Mark Ryan draw back the curtain on a new facilities era for Biloela Police.*

Also at the Biloela station opening the operational roll out of the new camper trailers began for Central Region to assist members deploying to a range of situations. These trailers will afford members a level of comfort whilst performing duties in some remote locations that would never normally be available to them.

The trailers are thanks to AC Kev Guteridge who went into battle to secure funding for these to assist our members. Three trailers have been purchased and will no doubt be a welcomed addition for operational deployment in the future.

I have received numerous inquiries about the upcoming EB. All I can say for now is that as always our team is working relentlessly to get the best possible deal for our members and information will be out soon. Stay connected to the QPU social media platforms and the QPU Journal for more updates.



*The Biloela crew and QPU Vice President Shane Prior on official opening day.*



*The trailer with the annexe provides a shaded seating area and protection for the cooking facilities.*

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  
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*The camper has two built in queen size beds plus another 4 swags to provide sleeping facilities both in the main area and annexe.*



*The on board fridge can also freeze providing an option to carry ice or frozen pre prepared meals or meats.*



*The campers in their first few weeks online have been deployed to assist with protest operations west of Mackay and traffic operations outside of Emerald.*



GRANT WILCOX

**In memory of our friends, Perry Irwin and Dave Masters: -**

***"There are some who bring a light so great to the world that even after they have gone the light remains" – unknown author.***

**Forever in our memory gentlemen.**

#### **WHAT YOU DON'T SEE FOR YOUR UNION DOLLAR.**

Great news that our fees have been re-gigged, and the members are receiving a benefit, when we are all feeling the pinch financially. QLD Police Union membership fees are the cheapest in the country, all done with a great fiscal strategy to return the benefit to our membership.

Additionally, EB is getting some momentum, I'm hoping by the time this is printed we have a great "In Principle" agreement that we can engage our membership with a road show that generally follows to provide details and explanation.

The purpose of this story is to tell what we do with your dollars. You may be lucky enough to never need the QPU through your entire career. But I'm going to tell you about some things your union does that you will appreciate and or may even benefit from in the future. Your dues are hard at work for membership. The following is just some examples of how and as best I can, some deidentified examples.

24/7 access to your Executive, full time officials and local delegates for serious critical incidents. That call that can offer such great comfort and relief at the most important time in your career.

The difficult time where our financial member may suffer a tragic loss of their partner or a child. Your fees have supported members in these difficult times with a monetary grant to lessen the financial burden that comes with the loss. Twelve thousand dollars for

an adult and six thousand dollars for a dependent child. This is a small amount to pay to provide assistance, but that's what your dues can do.

On a brighter note, the QPU has a scholarship program that funds children of officers who are, for example; exceptional sports persons, competing, interstate, nationally and internationally.

The same for children who are gifted as performers or academics. Every year the QPU proffers a range of funds to assist these children in attending and fulfilling their potential, that's what your dues can do.

The QPU is often called upon to sponsor QPU sporting teams and financially we do this as well, that's what your dues can do.

The QPU also provided in recent times flood assistance with grants of money to members, that's what your dues can do.

The QPU engages and arranges training for your local delegates to assist you in Union related matters. Meetings, interviews etc. your Regional Executives, engage also in this activity and facilitate engagements with QPS hierarchy and members in an effort to achieve mutual agreement.

Your QPU provide industrial officers and legal officers at our HQ to assist directly with members who contact the QPU, going to court, writing submissions and engaging the QPS, that's what your dues can do.

Your executive officers also facilitate submissions and hearing responses for members who are engaged in the discipline and LMR system.

Take my area for example, 1500 officers from Redcliffe to Bundaberg and out to Kingaroy. On my days off I am often travelling to engage members for interviews or to provide advice. I live fifteen kilometres or thereabouts from my station at Maroochydore. I have been doing the executive role for the past ten years come October 2022.

For the last five years, I have racked up nearly 175,000 kilometres on my private vehicle engaging in my union activity (No Complaint). My "rest days" are used to travel and engage in Union activity mostly. There is not a lot of Union activity engaged on QPS time, and this is done on purpose so as not to reduce my capacity to undertake my Shift Supervisor duties.

I am fortunate that I am supported for critical incidents as an Executive Officer of the QPU. My fellow officers and OIC to the District Officer and Assistant Commissioner all ensure I am able to uplift myself from a Rostered Shift in order to fulfil my role in a critical incident. I am always grateful in this regard.

We sit on many committees as Executives with the QPS in order to achieve quality outcomes for officers to engage their duties, from the latest Integrated Load Bearing Vests and the uniform committee, your elected officials are placing themselves into these roles as content users.

Just looking across your QPU board at the moment and there's experience in GD's, Watchhouse, Detectives/Plain Clothes, OIC's small and large stations, DDO's, Road Policing, Prosecutions, VPU just to name a few operational qualities.

A couple of years ago (at the Monthly Executive Meeting) we were discussing the QPU property portfolio and the possibility of the purchase of another unit in Brisbane to provide accommodation for members when they were attending for serious medical engagements at a Brisbane Hospital.

This was an addition to what the QPS Chaplaincy was able to provide. Hats off to all our valuable chaplains (much respect to you all and thank you for all that you do).

Naturally we looked at the profit and loss of this and weighted it against the need. At that time the local Brisbane unit was operating at a loss. The value of having differing views around the executive table gave us a great advantage for the membership. Rather than focus this purchase to Brisbane we created a fund.

Each year an amount of money is set aside, and we can now provide accommodation for members across the State, when the QPS Chaplaincy has none, for medical emergencies.

Recently your dues helped a QPU member's family spend two weeks in Brisbane at accommodation close by to the hospital where their young child was receiving diagnosis and treatment of a severe medical condition, that's what your dues can do.

So, when you want to know what you get for your dues, I hope this small snapshot gives you some solace that we are doing our best for our members and that if you never use our services, you don't feel like it's a waste or it's being wasted.

I'm in my thirty sixth year with no QPU engagement for myself and I have no concern paying my dues or understanding what it means to receive a benefit from those dues for my brothers and sisters in blue.

There is no other Police Union or body in Queensland that provides this benefit/ service and level of service for its membership.

#### SDRP

I said this in July 2021:

Do what Greenfield said, when you find something that works use that, but don't implement for implementation's sake.

Watch out Logan – Moreton is still broken, short with minimal capacity and capability to meet service demand,

new staff are leaving at an alarming rate according to the gazette.

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

### Grant WILCOX

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## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

**www.qpu.asn.au**



COL MULLER

**Farewell to Southern Region Assistant Commissioner Mike Condon who is retiring from the Queensland Police Service after a long career and welcome to the new Southern Region Assistant Commissioner Charysse Pond. Assistant Commissioner Pond is no stranger to the Southern Region having worked in the Region through many ranks including that of Inspector and Superintendent District Officer at Ipswich.**



Assistant Commissioner Pond.

### POLICE VACANCIES

Looking for some country service and experience in country policing consider the South West District. There are a number of stations that have a regular flow of staff and vacancies. The South West has experienced unprecedented rain over the past couple years and the area



has really come to life. There are often vacancies in Roma, St George, Charleville, Cunnamulla and often in the South Burnett at Murgon.

Having lived and travelled in these areas I would recommend that you consider them, there is a possibility of police housing and a guarantee of a great time and some good memories.

Happy to assist with TAC transfers... give me a call.

### UNION CONFERENCE

I attended the QPU Annual Conference in May with representatives from the Southern Region, Mick Loveday from Toowoomba, Linette Swales from Miles, Greg Shaw from Goodna, Bill Mitchell from Charleville and Liz Murphy from Stanthorpe.

### COMMISSIONER AND DEPUTY GOLLSCHESKI SDRP

Commissioner Carroll and Deputy Gollschewski acknowledged SDRP wasn't actioned well in Moreton to begin with. There has been a survey conducted on people who have had interactions with police since SDRP has been implemented. Overall, the community has been supportive and say there has been an increase in community satisfaction.

Youth Justice: 394 offenders are committing the majority of the offending across the state. As a result, youth crime has risen 9%.

Recruiting: Recruiting is low at present. Most other states have extended recruits time at the academy

and extended their time outside of the academy for their 'first year'. The QPS is looking at extending the time at the Academy for recruits and extending their probation period upon completion from the Academy.

The other states are struggling as much as the QPS are. There are not enough people applying to the QPS. Commissioner Carroll stated that she will be attending areas to speak with OIC's regarding their needs.

There was some good opportunity for questions from our table to the Commissioner and Deputy on staffing and Domestic Violence, there were interesting discussions in these areas from across the room.



### MEMBERSHIP FEES

The QPU is in a unique position currently and the Executive are always looking at ways to ease the financial burden on members. The Union has the ability at the moment to reduce membership fees.

Membership fees reduced to \$900, effective from the first of July 2022.

An advance payment for yearly, half yearly fee discounts still apply. A great initiative given the sharp increases currently being experienced with the cost of living.

### ASSISTANT COMMISSIONER BRIAN CODD ON DOMESTIC VIOLENCE (DV)

Domestic Violence related calls for service (CFS) now contributes approximately 40-60% of CFS. (some areas I would suggest would be higher.) Officers are fatigued and want legislation reform however it is not quite that simple as the QPS does not own the DFVPA legislation.

From the Women's Safety and Justice Taskforce Report, out of 89 recommendations, only 7 were related to police. 11 pertained to the judicial system. 4 phases recommended to be implemented over 5 years, one being criminalisation of coercive control.

There is a 3-day program for DV coming out from July. There needs to be a consistent model through the state and wanting to upskill frontline officers as well.

Improvements made in Qlite- Having the right information in the right place, which members have indicated has been received well.

My advice to members, domestic violence related investigations are quickly becoming one of the main Union involvement matters as the scrutiny of the police actions at these incidents increases. There are serious risks to members for any failures of duty in these areas. This is expected due to the seriousness of domestic violence and the high community expectation.

Do what all police do well, investigate and make good informed decisions to take action where appropriate, seek advice of supervisors and take the time to complete your jobs properly.

If you have any issues raised or are asked/emailed for versions for investigations, contact a Union representative for advice.

### INTEGRATED LOAD BEARING VEST (ILBV) – SNR SGT LISLE MANTHEY



In the near future we will see our new ILBV's. These have been designed specifically for the QPS. The hard plate will be station issue, not personal issue. The hard plate is made of Dyneema which is reportedly the world's strongest fibre.

Every officer will be supplied one and wearing it will be mandatory, unless they have a medical exemption. Plain clothes officers will not have to wear it unless they are going to a search warrant, violent job etc.

These ILBV's will take the requirement to 'vest up' on the way to firearm related jobs. You only need to put hard plate in when required. The hard plate weighs about 450gms.

The weight is about four kilograms when fully loaded as more items will be worn on your belt. Name will change from ILBV to a more appropriate name.

### RETIREMENTS OF SOME LONG SERVING OFFICERS

Congratulation on your retirement to Sergeant Rik Christianson of Toowoomba Watchhouse who retired on 19/04/2022. Rik is retiring local to Toowoomba. Rik served as a Union Representative for many years.



Congratulation on your retirement to Sergeant Mick Youngberry of Darling Downs TCS.



### CLOSURES OF POLICE ESTABLISHMENTS

2022 has seen some changes in Police establishments. We have seen the closure of the Booval Police Station after being the policing hub of Booval for many years. We have also seen the implementation and role out of some of the Mobile Police Beats.



*Out with the old Booval Police Station.*



*In with the new MPB.*

Leichardt police beat has closed after many years of service to the community of Leichardt.

2022 also saw the arrival of the Wellcamp Police Facility born out of the need to address issues around COVID. The facility has now closed, and the police members transferred around the Darling Downs District.



Wellcamp Quarantine Facility.

### BOB ATKINSON OPERATIONAL CAPABILITIES CENTRE, WACOL

With some members of the Toowoomba TCS, I had the pleasure of a guided tour of the Wacol training facility with Acting Snr Sgt Lucas Finney and I can report it's very impressive. The purpose built scenario village is first class.



### AROUND THE REGION

There's been a few medal ceremonies.

#### IPSWICH



#### ROMA



ROMA (CONT')



**Col MULLER**

Regional Representative  
Southern Region  
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cmuller@qpu.asn.au



**RICHARD JACKWAY**

**For those that do not yet know me, I am the new Metro North Region Representative for the QPU. I have been an operational officer for 22 years, and one of the great satisfactions I get out of this job is helping people. Because of this, many years ago I put my hand up to be a Branch Rep, and then put my hand up for the Regional position, so I look forward to working with, and assisting you.**

### **ELECTION**

I'd like to thank everyone who voted in the recent election, including both those who voted for me, and those who voted for the other candidates. Elections are important to the direction and health of our Union. Our Union's health impacts our future prospects for improved pay and conditions.

It also helps protect us right now, by protecting our WH&S rights, Industrial rights, etc. When things go wrong, we have rights written into legislation and policy to protect us but these aren't always known by our members, and they aren't always understood or followed by management. This is one of the areas where we can assist you.

### **RECURRING ISSUE**

One of the least understood rights an officer has, is the right to natural justice. I mention this because in my short time as a Regional Representative, the issue of natural justice has reared its head over and over again. Because of this, I intend to dedicate the rest of this article to natural justice.

Please understand this is not a legal article, but an opinion piece about how natural justice should work, based on legislation, policy, and the principles of natural justice.

### **NATURAL JUSTICE IS YOUR RIGHT**

The Department of the Premier and Cabinet's website describes natural justice as a '*Fundamental Legislative Principle*'. It is supported by the Public Sector Ethics Act, the Queensland Government Code of Conduct, the

QPS Standard of Professional Practice, and the QPS Integrity Framework.

The topic is covered on a whole of government basis on the websites of The Department of the Premier and Cabinet, the Queensland Ombudsman, and the Information Commissioner. Natural justice is not just an optional nicety it is your right.

Natural justice triggers whenever a decision is intending to be made that can negatively impact you. This can include corrective or disciplinary conversations, changes to your physical workplace or changes to arrangements that you work under, like Flexible Work Agreement's.

It requires an open & clearly understood agenda, preparation time to enable meaningful conversation, and that objective consideration be given to your submissions when making the final decision.

To be clear, natural justice doesn't mean 'always finding in favour of the subject member', it means engaging in an open, fair and accountable process.

If this sounds simply like decent, fair treatment of others then that is exactly what it is. For comparison, bullying always lacks natural justice. Because of this, understanding and following the principles of natural justice will also assists managers to reduce bullying complaints, plus assist them in articulating how the process was fair. In other words, practicing natural justice assists both managers and officers.

The 'strange' thing I am finding is that this simple idea of affording officers natural justice appears difficult for many managers. Perhaps it is because they do not understand the principles well, or maybe staff performance reflects on them and they take it personally, or perhaps their difficult conversations skillset isn't well developed, or one of many other reasons that can result in failures in natural justice.

Whatever the cause, having now heard so many stories about the lack of natural justice and its effects on officers morale and mental health (that range from simple up to a dramatic affect), it is safe to say that this is an area the QPS can significantly improve in.

Natural justice as a set of principles plays out slightly differently against different scenarios. I'd like to provide indicators of natural justice occurring and not occurring. I then would like to provide some scenarios that happen in the workplace, and how you can respond to them.

### **Indicators of natural justice occurring:**

- At the start, the manager provides you with the agenda, does not have hidden agendas, and does not change or introduce new agenda mid conversation
- The manager objectively articulates the incident/issues, or provides sound reasoning where the issue is itself subjective.
- You are given the time necessary to prepare and respond in an

informed manner. You are able to postpone the conversation to achieve this.

- The manager asks for and considers your perspective / reasoning. Consideration goes beyond mere 'hearing' of your perspective. Indicators of consideration being given include: the manager asking clarifying questions, paraphrasing or summarising for the sake of clarity, the manager including your circumstances / reasoning within the sound reasoning for the final decision, etc.

#### Indicators of natural justice not happening include:

- Being given told one agenda item, but being asked constant questions about an unrelated matter / having a new agenda introduced without time for you to prepare
- Managers constantly interrupting your explanation with 'but...' or similar
- Where your explanation is complex or not absolutely obvious the managers not seeking to clarify what you are saying
- Innuendo or rumour being used to criticise
- Your circumstances/reasoning not being objectively considered in the final decision

I'll once again re-iterate that the above is not about who is right or wrong it is about fairness of process.

#### Practical examples of natural justice

**Example 1:** You are suddenly called into a Superiors office, and the Superior starts a corrective conversation with you, and you think the assessment is unfair but you can't work out why on the spot. Natural Justice allows you to say things similar to the following:

*"Excuse me boss, can you please provide me the incident details, the issue and its objective reasoning, then*

*can we set a date in the future so that I can have a look at the matter and prepare so that I can meaningfully participate in this conversation?"*

*"Excuse me boss, I would like to postpone this conversation so that I can seek Union advice"*

**Example 2:** You are participating in a corrective conversation with an OIC/ Superior, but they keep talking over you or your situation is complex and they aren't asking any questions to clarify what you are saying, not paraphrasing, not summarising, and/or showing no comprehension

*"Excuse me boss, what do you understand of my circumstances/ reasoning?"*

*"When you keep interrupting me, I am not being afforded Natural Justice" (are they actually considering your rationale if they constantly interrupt?)*

*"I would like to take this opportunity to seek Union advice"*

**Example 3: Natural justice followed:** Your Superior is reviewing your Flexible Hours Agreement. They provide you with enough information to properly understand the current service delivery limitations, and the rationale for change.

Both sides properly understand the issues and negotiate in good faith by problem solving service delivery limitations vs your needs and circumstances. Your circumstances are objectively articulated in a reasoned final decision.

**Natural justice not followed:** At the point where negotiations start - your superior provides only a vague 'we can't meet our service delivery obligations'. Natural justice stops at this point, because the process is neither open nor clear, and if you aren't able to properly understand the issues, then you can't problem solve or negotiate in good faith, which FWA policy requires.

#### SUMMARY

Natural justice doesn't mean 'finding in favour of the subject member' it means taking a respectful, open, informed, fair, considered, and explainable path to a just decision. This can take work, skill, and patience on the part of the manager.

In the end, any person will engage in natural justice if they can answer yes to one simple question which runs through virtually every aspect of the principles of natural justice "do you truly value treating people fairly no matter the circumstances?"

Improving our use of natural justice cannot help but positively affect officers mental health and work performance. This in turn reduces mistakes, improves public interactions, reduces complaints, and increases the community's confidence in police.

In other words, the level of natural justice being exercised within the QPS has a significant impact on our members, our organisation, and on community confidence in police. Because of this, the level of natural justice employed by managers should be of significant importance to the QPS executive.

Natural justice is your right, and it is protected by legislation and policy.

**Richard JACKWAY**  
Regional Representative  
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SHAYNE TREASURE

## ALWAYS DRIVE TO POLICY 'NEVER' TO POLICE

**Most Officers are aware when driving Service vehicles that statute in the PPRA and TORUMs and case law like *Yabsley v Donaldson* and *Fenlon v Bone*, give fair coverage to the exceeding of posted speed limits during normal and urgent duty driving. Your exemptions of course do not give protection against Drink and Dangerous Driving.**

The QPS find themselves in a conundrum in that they are plagued by wanting to chastise and manage speeds incurred but cannot let the public know they don't want their Police driving fast to catch crooks much in the same way we have a convoluted pursuit policy that conceals a similar intent.

The current situation for the QPS is aggravated by recent legal work via your Union the QPU to successfully have the operative aspects of s52 of the PPRA dealt with as subjective in nature particularly in regards to speed and driving manner by Police executing their duties.

I am reliably advised that from recent upholding of this concept by the courts of the subjective aspects of what is 'reasonably necessary' in the mind of the officer, not a 'reasonable person' objective test that the powers to be want a legislative change regarding this sections operations.

So what is the exit ramp for a Police organisation that does not want to publicly announce that it does not want its officers to exceed speed limits to discharge their duties, case law from a higher court. How so? Via dangerous operation matters when routine exceed speeds go horribly wrong.

This way judicial precedent external to the organisation make the decision not the Service, we didn't do this the courts did. This concept is not so much a conspiracy but a very real possibility to be a catalyst in strict policy design.

For those who think nothing will happen I would draw your attention to a recent Tasmanian matter where an Acting Sergeant initiated his own urgent duty driving that went horribly horribly wrong.

In the 2022 case of the *State of Tasmania v Aaron Tasman Bonner*. Though Tasmanian, the codified law is almost exactly the same and would be viewed as highly persuasive in the Queensland context should one of our own fall into the same dilemma.

I would invite members to go to the Supreme Court of Tasmania website and read the sentencing comments by Pearce J and reflect there for the grace of god go I.

I will also point out that the officer was not a member of the Union in Tasmania and according to their Reps paid out over eighty thousand dollars of his own money before entering a guilty plea. Sadly this officer received a custodial sentence with a bottom stretch of eighteen months.

Drive to Policy not to Police. Know the Policy and wrap yourself in the security blanket it provides. Adventures of your own can have outcomes that are less than optimal should things go awry.

If you still don't believe, I would suggest going onto Youtube and watch the speech from End of Watch, contemplate its earthy intent and apply to ones own circumstances. Warning: the clip does have some colourful language.

## POLICE FACILITIES OR RELICS

In the Metro South Union area we have the full spectrum of Police Stations from those built at the end of the Great War through to the most modern at West End and everything in between, including some that are well and truly money pits for maintenance and should've been knocked down some time ago.

Dutton Park and the Specialist Services building at Oxley are both in this category with continual issues around water leaking in and under, asbestos, poor plumbing and alike.

Good money after bad is thrown in to keep these relics going. When will the QPS put a line in the sand to calling these buildings unfit and not financially viable.

I managed to have a pretty close look at the Oxley complex where some of the best trained Police in this nation are housed and found that its really only good for the back drop of a B Grade 70's police drama regarding the décor.

I find this a most embarrassing situation considering we rightly spend a large amount of money and equipment and staff in this complex but nothing on the infrastructure. I'm advised the location is good with access to arterial roads but the building's time has passed.

Dutton Park is little different and is close to future Olympic venues, the décor is long redundant and no longer meets the needs of a GD and CIB establishment in this century.

When will the QPS rebuild on site for our specialist police with suitable infrastructure and move our staff out of the crumbling ruin that is Dutton Park. The up-keeps aren't getting cheaper.

**Shayne TREASURE**  
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#### TISM

##### (THIS IS SERIOUS MANAGEMENT)

- Minimum staffing levels
- De-identified application processes for a true meritorious selection process
- Full-time 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.



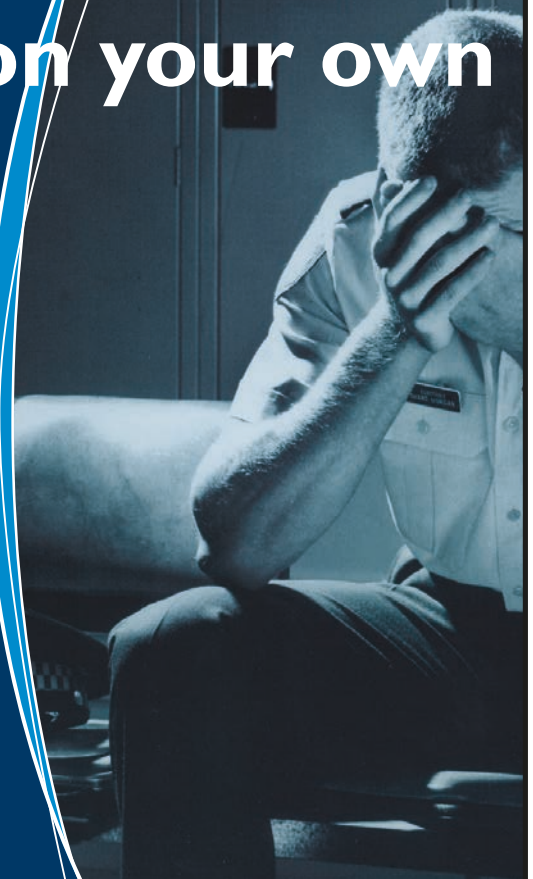
# Without us, you're on your own

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950





ANDY WILLIAMS

**It's June already, where has the year gone? As you pull out the winter woollies, and prepare the tax return.**

### ROSTERS

The power of love is a curious thing. The members love extended rosters that allow them to better balance their work-life and their homelife. I suspect that's part of the reason members are so happy with extended shifts is that extra days off allow for their hyper-vigilance to settle, and allows them to be present for their family and friends.

Doctor Gilmartin tells us that it takes 18-24 hours, so having two days off barely allows for recovery. However, management weep over what they call 'lost shifts'. It seems that no one from management has the creativity to design an overlapping roster that allows work life balance to thrive. In fact, it would appear that the only roster option for SDRP is eight hour shifts.

We are the only emergency service in Queensland that runs an eight hour roster. New South Wales Police runs twelves, I can't see why we can't too.

The old tired lines of 'inability of complainant to contact their investigating officer' no longer hold true, with SDRP immediate response handing jobs over to the Operational Response Team, officers within the ORT hand the files back to the team when they go on days off, it is no longer an issue.

With both New South Wales and Victoria cancelling recruit intakes due to lack of applicants, we can't just say take it or leave it anymore.

### SDRP LOGAN

The planning process is well underway for SDRP in Logan. Rather than being imposed, the 'Logan Model' has had Logan people embedded from the

very beginning, doing their best to ensure that SDRP fits Logan.

So far it looks promising, with extra staff, and more supervision and support for those on the front line. What does it mean for you in GDs?

For most of you I would suggest that you will be in your current location doing initial response, but with the pesky work list removed from your life. It will simply be turn up to jobs, do a top investigation and move on to the next job. Any follow up won't be yours to do.

Your Union has been involved from the beginning, sharing the learnings from Moreton, and making sure your rights and entitlements are protected. Members have asked why we have continued to support the model?

Currently 87% of files are held by first response officers, the pressure to be all things to all people is too much and our frontline is heaving under the weight. Under the new model, the District Officer, not the first response Constable will be responsible for the timely completion of files.

### RECENT COURT VICTORIES

The QPU has had continued success in defending members charged with criminal offences. In two separate cases, members had been charged with serious criminal offences, which if found guilty would have exposed two members to the real risk of actual jail time, and a third of mandatory disqualification of their licence.

On both occasions, it was the belief of the legal team that the briefs were deficient and the chances of successful prosecution were limited. One matter went to a four day hearing

in the Magistrates Court, where the member was exonerated and \$21,000 costs awarded against the QPS.

The other matter was set for District Court trial, some seven years after the event, before yet another submission from the legal team caused the matter to be withdrawn. The legal costs of these matters have been close to a quarter of a million dollars, where there are reasonable prospects of success we won't skimp on the expense to clear your name.

You have to ask if an insurance scheme would keep you on the books knowing such an expense was potentially in your future.



South East Region Rep Andy Williams with Sgt Peter Venz and his wife following a successful result in his matter.

### WANDING TRIAL

From one of my first Journal articles after the tragic death of Jack Beasley to the PPRA. The wandering trial, where portable metal detectors are used to screen patrons of the Surfers Paradise and Broadbeach Safe Night Precincts have been an amazing success.

The trial has seen thousands of knives removed from the streets, and has been received with such positivity from members of the community. What makes this more amazing, is the

fact that the high tourist numbers that frequent the Gold Coast means that most would not have been aware of the existence of the trial. The level of community support has been amazing, to the point there has been not even one complaint about the process.

The trial is being reviewed by Griffith University and I am extremely confident that the review will support the expansion of the trial. Personally, I would expand it to all Safe Night Precincts and transport corridors tomorrow. The community would thank you.



*The Blue Hope chuck wagon is a popular feature when the team drop in to stations providing coffee, a hot meal and an understanding conversation.*

## BLUE HOPE

I am often asked what the Union does to promote the mental health of our members. In the first instance, it is important to remember that the QPS as our employer holds the obligation to look after our people when they are struggling, given that our members regularly face jobs that would keep a civilian awake for weeks, then turn up the next day and do it again. This obligation is not absolved by paying an insurance premium to Work Cover.

I realise that when our people are struggling they often have trust issues with our employer who is often the cause of their duress, via discipline, alleged performance issues or the mere fact that contact with their employer is not conducive to their recovery.

This is where Blue Hope come in. They provide 24/7 crisis support, and can assist with a range of services to help police. Blue Hope is its own organisation, and obviously their clients are confidential to them. Blue Hope is aware of assistance services and can for example assist with a client whilst referring them to the QPU for assistance with a Work Cover claim via Sciacca's (which is free to QPU members).

The QPU supports Blue Hope in their operations by providing a yearly cash grant to assist with the running costs and providing a vehicle to support their operations and to tow 'Chuck' to their various engagement BBQ's. We



*During the trial 11,775 wandings were conducted and 106 people charged with weapons offences, a further 230 charged with other offences.*



*During the trial 3,275 juveniles were wanded and during the twelve months woundings dropped from 17 in Surfers Paradise to two.*



QPU President and Blue Hope co-founder Andrew Ayres from Blue Hope celebrate the ongoing success of the charity's Assistance Line and Psychology Services.

do this at arm's length to ensure that current and former police seeking help can get it.

It is important that Blue Hope stands as its own organisation to assist members in their time of need, and that their funding sources are diverse to give them that independence.

I see members from time to time talking about what can be done to further assist police in crisis.

Can I suggest that if every Police Officer made a \$2 payroll deduction to Blue Hope that would put an additional \$650,000 into the Blue Hope budget. Imagine what they could do with that, their bank account details are—

**BSB: 633-000 (Bendigo Bank)**

**Account: 157988726**

All donations are tax deductible, by police for police means contributions from police!

As always, I am available 24/7

If its important to you, it is important to me!

**Andy WILLIAMS**

Regional Representative

South East Region

0404 460 773

awilliams@qpu.asn.au



## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

**www.qpu.asn.au**



# 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: .....



**Serving in the QPS can take you to some picturesque locations or place you at a time and space when the lighting is just right and the occasion is perhaps a once in a lifetime opportunity for an amazing photo.**

*This photo is of Senior Constable John Wilkins from Indooroopilly Highway Patrol taken during an enforcement operation on Mt Glorious.*

The QPU Journal has two **\$50 BCF Vouchers** for what our judging panel consider the best two snapshots for members who represent General Duties.

**Entries can be sent to [journal@qpu.asn.au](mailto:journal@qpu.asn.au) and will be published in the next edition of the QPU Journal**

# Van Plan

By Darren Curtis

## The vehicle fleet could be in for a few changes that will alter the look of vehicle mounted pods and prisoner transport vans.

**Fleet** assets at Organisational Capability Command are trialling a replacement for the original Hyundai iLoad cargo passenger vans that will no longer be produced, and the favoured option at the moment is the Toyota HiAce LWB 5 seater.

Powered by a 2.8 litre turbo diesel with a six speed automatic transmission, it has rear sliding doors on both sides and includes 9 airbags. The noticeable change from the iLoad is no rear barn doors, the tailgate lifts up. Toyota originally planned for barn doors but has now indicated it won't be a variant in the models the QPS require.

LED flashing lights into the door frame so when the tailgate is raised, traffic coming from behind can rapidly identify it is a police vehicle from all angles.'



Wayne Denman from Fleet Assets and QPU Work Health & Safety Officer Mel Lenzeninger review the placement of LED strobe lights and tailgate height.

positioned between the two front seats, visible by both the driver and passenger. It is constantly loop recording and can be downloaded from the screen cables in the front.



Wayne Denman from Fleet Assets demonstrates the tailgate lift and cargo floor height for pod entry.



The new Toyota HiAce with rear life tailgate.

Andrew Quinlan, Director of Fleet Assets said, 'We believe the HiAce model we are trialling will be a really good work platform and although the tailgate lifts up and it's different from the iLoad, we've had good feedback on that aspect so far in the trials.

'I'd hope operational police will keep an open mind to this slight change. We've also introduced red and blue

The tailgate raises to about two metres from ground level so there's enough clearance for most police to stand underneath it without fear of striking their head. The cargo area is low to the ground enabling most prisoners to easily step into the four seater pod.

A video camera positioned in the corner of the pod is linked to a screen



The viewing screen for the recordable pod camera located in the front passenger area.



The surveillance camera screen and download connection cables. The system can be replayed direct from the screen to check on the prisoners welfare.



*The first HiAce model has been trialed in Fortitude Valley and Broadbeach. A decision is being made on it's next deployment.*

QPU General President Ian Leavers said, 'Police need fit for purpose vehicles and there's no shortage of police who have an opinion on the types of vehicles the service provides. This initial HiAce was trialed at Fortitude Valley and at Broadbeach which are some of the busiest precincts in the State and the feedback provided by the operational police who have used this vehicle will be very important in determining whether it becomes an option or needs further modification.'

The States 374 pod mounted units may also be in for a modification with fleet exploring what options are in the marketplace using different technology and design.

Before the COVID pandemic Victorian manufacturer Centuar was briefed on developing a Queensland specific design of their pod originally created for VicPol.

The Queensland variant needed to be able to fit a Toyota HiLux 8 gen or an Izuzu Dmax chassis, it required separate airconditioning for the pod, surveillance capability for the pod and storage capability for weapons, body armour, and traffic cones. Due to the pandemic delivery was delayed and the first version of the pod arrived at the Alderley depot in June 2022.

At first glance the HiLux with the Centuar pod looks like the VicPol model and the police chequer decals and QPS logo are noticeable from a distance. The model is fitted with the WADE lighting/siren kit enabling push button talk from the steering wheel to the police radio, the neighbouring button also controls siren tone change.



*Rifle case draw.*

One option in the kit allows for the engine to remain running powering all warning devices and air conditioning while the driver steps away from the vehicle with the key. (If there's an attempt to drive off without the key, the car switches off once the brakes are touched) The system also activates hi-vis white LED lights on the bull bar for daytime awareness instead of alternating headlights.

On one of the first days the HiLux Centaur was in the yard at the Alderley



*Storage for vests and ballistic plates.*



*The pod surveillance camera is linked to the vehicles rear view mirror.*



*The New Zealand made WADE siren/light system control panel that has flexible options for officers to utilise the warning devices.*



*The Toyota HiLux Centaur pod vehicle.*

depot, Constable Tom Seddon from Surfers Paradise took the opportunity to give it a quick look over. Wearing his load bearing vest and thigh holster he slid comfortably into the drivers seat.

While he didn't have the opportunity to use the vehicle in an operational capacity his assessment was still keenly viewed by the team from fleet and QPU Vice President Shane Prior who was also giving the Centuar a 'once over'.

Constable Seddon said, 'There's plenty of room between the steering wheel and me with my vest on, it's very comfortable actually. The video and sound connection with the pod is fantastic. Normally with the iLoad or other pod vehicles if we had to check on the welfare of a person in the back the passenger would have to unbuckle their seat belt and turn around to squint through the window to see if they're ok, so this system is a huge bonus and keeps us safe as well.'



*QPU Vice President Shane Prior was impressed with the Centuar pod features and the visibility of the Police decals for high roadside visibility.*

recordable and can be downloaded for evidence or review.

The hinged steel pod door has multiple locking capabilities and slide draws either side of the pod door have storage room for rifle cases and equipment. A side panel has secure storage space for body armour carriers and ballistic plates.

Mr Quinlan said, 'A lot of development went into the requirements for this

The Centuar pod will undergo its first assessment phase with general duties officers at Noosa Police Station and as the hotter months approach it will move to the State's Far North so the independent air conditioning for the pod and rural road endurance can be appraised.

Ian Leavers said, 'The QPU was instrumental in the Toyota Prado's being procured and assigned to areas that needed a fit for purpose four wheel drive. The Union will always support initiatives that provide better resources for police.

'Many of these features are not luxury items for operational police, however they are developments that will make the vehicle safer and provide a secure space for people in custody.

'I encourage everyone who participates in the trial to look at these changes with open eyes, provide honest feedback and I'm confident we will arrive at the best and most cost effective vehicles and facilities available. If you identify an issue that could be improved let our Work, Health and Safety people here at the Union know.'

The HiLux Centaur pod will be the focus of a six month evaluation, while changeover of the 152 iLoads currently in service with Toyota HiAce prisoner transports has been so positive in feedback it's likely to begin within weeks.



*Const Tom Seddon praised the pod surveillance unit and the driver seat comfort of the HiLux Centuar.*

However the Centaur pod is the main attraction, a high definition camera in the pod is linked to the vehicles rear view mirror, officers in the cabin can communicate directly with the prisoner through a push button speaker, any response from the pod can be heard from an inbuilt microphone. Both vision and audio is

pod to make it fit for purpose in Queensland. We are continually evaluating products on the market or what's available to suit our needs. The previous supplier of pods has been very supportive of police but we need to keep our options open to utilise the best innovation and technology.'

# QPU Conference 2022

By Darren Curtis

**The annual Queensland Police Union Conference was held on May 26 and 27, 2022 and after two years of disruptions due to COVID and a scaled back conference in 2021 delegates were finally able to gather as a large group to discuss reports, vote on proposals and hear from a variety of guest speakers.**

**The** Conference was held at the Royal International Convention Centre at Bowen Hills in Brisbane and along with 70 Regional delegates from across Queensland observers from the Northern Territory, Victoria, Western Australia, Tasmania and the Police Federation of Australia attended the scheduled two days of discussion and reports.

Unfortunately our counterparts from the New Zealand Police Association were unable to attend due to a COVID outbreak that affected a number of their officials.



*QPU General President Ian Leavers opened the Conference with a lengthy address on the industrial and legal success along with community influence the Union has achieved over the past twelve months.*

Commissioner Katarina Carroll and Deputy Commissioner Steve Gollschewski delivered a presentation on a variety of issues including SDRP in the Moreton District. Deputy Gollschewski said, 'We as an organisation have realised,

acknowledged we did not do SDRP well in Moreton because we came in with a plan off the back of a review that's showed us that our frontline was really struggling, that the demand that's coming in across the frontline was on a trajectory that was unmanageable and was only going to continue to get worse.

'So not only was it going to completely overload our organisation but we were going to have a community that was increasingly less safe. The mistake we made is that this type of change has to be made with the workforce, you cannot just go in and do it to them.

'We were being told one thing but hearing another from the workforce out there, so myself and the Commissioner intervened very directly and the whole thing was paused, reset and we went back and did more work on it.'

'We have done a community experience survey taking in evidence from 163,000 people across fifteen police Districts that have had interactions with their local police making it statistically accurate and valid, properly constructed and tells us accurately what the community thinks about the services we provide to them.'

Deputy Gollschewski said, 'One of the big take outs was that our response times in Moreton have significantly reduced. There is only one category

satisfaction went down and that was online reporting to policelink. It shows we have a happier community post SDRP but a policing cohort that's not necessarily happy.

'The reality of SDRP is about ensuring our resources are put against where the demand is where we need it for our community to be safer. It means moving away from matrix rostering to some degree to when the community needs them out and about.'



*Deputy Gollschewski spoke openly about the failures of SDRP and the changes adopted to improve future roll outs of the plan.*

Commissioner Carroll also provided an update on the Youth Justice Taskforce aware our frontline members are confronted with this issue during every shift in some Regions. Commissioner Carroll said, 'We've now identified 400 people, now we can see who they are, where they are, what background they come from and now that 400 are being managed at a local level by a committee from all departments who have to wrap around services not only around the

offender but their families. This cohort of 400 commit fifty per cent of the youth crime in this state and I'm talking about 15,000 to 17,000 offences a year. We are now working with Youth Justice and can sit around a table with other departments to try and resolve some of these issues.'



*Commissioner Carroll said the QPS through the Youth Justice Taskforce has brought all stakeholders including groups receiving government funding to provide around the clock support to make them accountable for youth crime no longer allowing the problem to be left with frontline police.*

Toowoomba delegate Mick Loveday took the opportunity to ventilate concerns about a lack of appointed DDO's at Toowoomba, a Category D Station and the lack of consistency when it came to Sergeants in supervisory roles for General Duties.

Mr Loveday armed with his research fired off at the Commissioner, 'In Toowoomba there's one sergeant for fourteen officers, at Surfers Paradise it's an average of one sergeant per six and that's not good enough. I have more responsibility than some OIC's on senior sergeants pay and I'm annoyed there's no consistency.'

Unexpectedly the Commissioner nodded in agreement and said, 'I totally agree. SDRP has actually highlighted the disparity amongst the state and it will be addressed in growth ahead of SDRP.' Deputy Gollschewski chimed in quickly, 'Mick I think you've had a win there, the

Commissioner has just given you an outcome by the sound of it.'



*Toowoomba delegate Mick Loveday delivered facts about appointed DDO positions the Commissioner couldn't argue with.*



*A/C Codd said he can see the fatigue and frustration for frontline police dealing with difficult and complicated legislation around Domestic and Family Violence.*



*Inspector Grahame Pannowitz provided an update on the introduction of the safe site selector for Tyre Deflation Devices.*

Assistant Commissioner Brian Codd discussed the work the QPS is doing in the area of Domestic and Family Violence. Currently direct response to domestic violence, paperwork and administration is taking up on average 40% to 60% of the workload for police

everyday and AC Codd admitted he's seen the frustration and fatigue it's causing frontline police.

AC Codd believes the upcoming Commission of Inquiry will not be a witch hunt against police or delving into minute details of singular cases, Mr Codd said, 'We will accept the areas we need to improve in, but also highlight the great work being done by police and we will take the opportunity to advocate for some reforms we want.'

Other presentations included Inspector Grahame Pannowitz working on the Tyre Deflation Device Project and the Statewide expansion of the technique. Following a successful 18 month trial in the Logan District, the TDD selector plan is rolling out through a digital app on QLite.

Eight districts will be online by the end of June including South Brisbane, the Gold Coast, Capricornia and Moreton. Police will have assurance the sites for TDD deployment through the system are safe after the Project Team peer reviewed each location and 400 nominated sites were rejected for use.

Senior Sergeant Lisle Manthey from the Integrated Load Bearing Vest Project combined with QPU Executive Member Kev Groth for a detailed and informative session on the new vest, it's development and design, testing, capability and planned roll out. During this presentation members were able to inspect the carrier module for the vest and examine the soft armour and hard plates.



*Snr Sgt Lisle Manthey discussed the planned rollout of the ILBV and why it will be tiered rather than the traditional District or Regional implementation.*



Delegates were able to feel the soft body armour inserts that can resist bladed weapon attack and provide protection from blunt force trauma and in vehicle accidents.



QPU General President Ian Leavers praised the ILBV team for an outstanding job in designing the vest and persisting with the project and delivering a life saving product for QPU members.



QPU ILBV Project Member Kev Groth with Snr Sgt Manthey are proud the ILBV has passed every test put forward for certification and now other jurisdictions are attempting to get access to the QLD design.

Conference is also an opportunity for the Union to discuss reforms and vote on proposals and amendments. One of the significant items on this year's agenda centred around protecting the QPU membership from shonky organisations portraying themselves as

an industrial union. John Payne from Hall Payne lawyers detailed proposals to the Union's misconduct rules that allows action to be brought on QPU members who join non registered industrial organisations disguising themselves as a union or any member who encourages people to join such an organisation.

Mr Payne said, 'These organisations have no legal jurisdiction in Queensland and cannot represent people in the Industrial Relations Commission or as part of an Enterprise Bargaining Agreement. They have no elected positions, are not accountable to members and do not have to report to any State or Federal Industrial body.

'They are self invested shonks, money is being filtered up to the owners of the business, like a ponzi scheme. They are not interested in things that wont make them profit, they are not interested in things that don't make headlines for them.'

The rule change would allow for a QPU member complaint to be addressed by the Union Executive to determine action or penalty for the misconduct. The vote to formally introduce the law was carried unanimously.



Delegates voted unanimously on a range of rule changes that will come into effect once ratified by the Queensland Industrial Relations Commission.



Industrial law specialist John Payne detailed the requirements now required for the QPU to comply with changes to Federal laws.



Delegates voted unanimously to adopt changes to Federal Industrial laws.



There was unanimous support for the QPU to advocate with all levels of Government for the planned accommodation at the new Brisbane Police Academy at Wacol to be started as a matter of urgency to provide at least the equivalent of three star accommodation for recruits and in-service course participants.



Tony Ross from Qbank detailed the sponsorships and initiatives the bank is providing to QPU members.

QBank were the main sponsor of the two day meeting and QBank representative Tony Ross provided an update on the support the bank is providing to police members including assisting 220 QPS members to buy a new home since July 2021, 48 of those loans were for first home buyers.

Mr Ross said, 'We want every police officer to review their home loan and give QBank a call to discuss where your members are at, yes we would like your business but if the QBank comparison rates can help police challenge their existing mortgage provider then that's great. We want, for police to be in a better financial position if possible.'

QBank has also recommitted to a number of sponsorship deals that benefit QPU members including the Field Training Officer Awards for the next three years along with the QPS Leading Women Network and the Everyday Hero Awards to be held in Brisbane this year during October.

There's also sponsorship arrangements with the Townsville Murri Rugby League carnival that provides an opportunity for police teams to compete on a basis of assisting reconciliation. QBank are also major sponsors of the Brett Forte Memorial Cup in Toowoomba.

In conjunction with QPU Northern Region Rep Peter Thomas QBank is funding a video to promote attraction and retention in rural and remote communities. It's planned this years target will be showing the lifestyle and work opportunities for police to consider Mt Isa.



*Angelo Russo from Police Health told delegates the industry health fund is in a better pricing position than any of the big name players and returning higher rebates to members for claims.*

Angelo Russo from Police Health spoke on the dynamic growth of the health fund in Queensland, there are now 23,500 members in Queensland and expanding the benefits to police families has been a significant reason behind the increase.



*Police Federation of Australia CEO Scott Weber detailed a new police mental health project that hopefully will assist members to finish their police service happy not broken.*

The Police Federation of Australia provided a briefing on the Federal groups activities through Chief Executive Officer Scott Weber. The QPU is a Branch of the national body that represents 66,000 police across Australia.

The PFA is the only voice of policing, speaking to Commonwealth Government and business groups on behalf of all state and territory jurisdictions. The PFA is also the conduit for all Australian Police Unions and Associations to comply with directions for the Registered Organisations Commission.

Mr Weber revealed the PFA is negotiating to access Commonwealth proceeds of crime funds to assist with a new police mental health project that will be available nationally. The new Federal Government also has a proposal to authorise a Meritorious Service Medal for Police. The background work had been submitted to the previous government and was in the process of final approval when the Federal election was called.



*The QPU Industrial /Work Health & Safety Team Rosemary Featherstone, Steve Mahoney, Laura Forman, Luke Hodge, Mel Lenzinger and Kev Thomas.*



*State LNP Leader David Crisafulli mixed casually with delegates during the Friday lunchbreak.*



*State Opposition Leader David Crisafulli admitted the LNP made some serious mistakes in the party's dealing with the QPU in the past but he intends to be held accountable for any promises he makes to the Union and it's members.*

The QPU Industrial and Workplace Health and Safety team delivered a presentation updating the delegates on committee representation on the sick leave bank, TAC transfers, pay point progression, flexible work agreements and housing. A confidential session also outlined elements of the Enterprise Bargaining Agreement negotiations.

Mick Belliver from Australian Retirement Trust provided a brief on the merger of QSuper and SunSuper and any potential impacts for QSuper members.

Mr Belliver confirmed the Defined Benefit Scheme and the Accumulated Member schemes remain unchanged. The Trust now has 70% of it's members based in Queensland and 90% of the staff who work for ART are in Queensland.

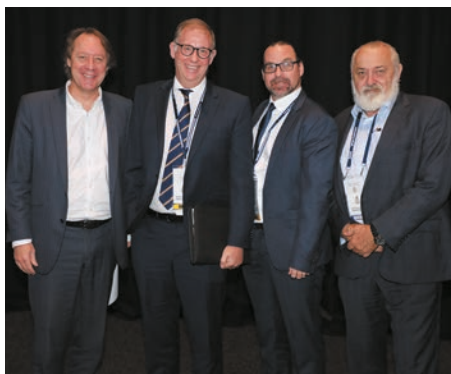
Legal Providers Glen Cranny from Gilshenan & Luton, Calvin Gnech of Gnech and Associates and Ryan Heath from Sciacca's updated the meeting on recent outcomes covering discipline and Work Cover cases. Section 52 of





the Police Powers and Responsibilities Act was also a topic of discussion as the QPU has requested a review of the ruling and the difficulties that may develop if the provision is removed as suggested by the QPS.

Former Queensland Detective Senior Sergeant John Kilburn now a senior executive with Cellebrite, a company initially established to assist with downloading phone data for law enforcement delivered a briefing on the



Legal Service Providers for the QPU Ryan Heath, Glen Cranny and Calvin Gnech with QPU Legal Manager Shayne Maxwell.

The 2022 Branch Official of Year Award, named in honour of Darren 'Beefa' Lees was awarded to John Shilton from Crime Ops Branch. The perpetual shield was presented by QPU Vice President Shane Prior, the wife and daughter of the late Darren Lees were also there to congratulate this year's recipient.

The honour of QPU life membership was bestowed on Phil Lynagh from Headquarters Branch. Phil is only weeks away from age retirement and said the award was unexpected and humbling, 'This to me is a greater honour than an APM or any other medal because it's about the members, helping people. I look at the other life members and I don't feel like I'm in the league of those guys, they are truly up there in my estimation.

'Given where I've worked (ESC) it shows how open you are and willing to listen to a different point of view. Ian Leavers I believe has been one of our best President's in living memory, the effectiveness of this Union industrially, getting a fair go for members with discipline, under Ian's leadership we've gone to a different level. We are not beholden to a political party and that's something to be admired.'



Interstate Police Association and Police Union observers.

evolving nature of crime linked with personal phones and computers. Mr Kilburn said, 'Around 85% of all crime types now have some sort of digital evidence link. Whether its something on a phone, laptop, ipad, car navigation and more. It's up to Queensland police to adapt to the technology change and collect this data. You then need to ask yourself what are you going to do with that data when you extract it and how are you going to manage it.'

The Conference also provides an opportunity to honour members for their service to the Union and its members.



John Kilburn from Cellebrite is a senior manager with the tech company assisting QPS, New Zealand Police, Interpol and Thai police with data recovery.



QPU General President Ian Leavers congratulates new QPU Life Member Phil Lynagh and his wife Donna on his award presented by QPU Vice President Shane Prior.



*Cath Lees, Jessica Less congratulate John Shilton on his award, along with last years recipient David Wells and QPU Vice President Shane Prior.*



*Police Minister Mark Ryan spoke about his determination to provide the best possible resources available to frontline police and ensuring the promised officer numbers are achieved.*



*QPU Life Members at the 2022 Conference Merv Melling, Bill Feldman, Steve Ryan, Bob Simpson, Shayne Maxwell, John O'Sullivan, Phil Lynagh and QPU General President Ian Leavers.*



*It was an emotional moment for Phil Lynagh after receiving his Life Membership and at times he struggled to hold back tears.*



*Police Minister Mark Ryan joined a casual dinner with delegates and QPU guests revealing some funnier moments of negotiations on issues with the Union.*



*Commissioner Carroll attended the dinner to congratulate her old city foot patrol partner Phil Lynagh on his Life Membership.*



*Commissioner Carroll and Deputy Commissioner Gollschewski joined with QPU Life Members to honour the significance of the achievement for new inductee Phil Lynagh.*

The Conference drew to a close on Friday and before the delegates returned home that afternoon General President Ian Leavers had a few parting remarks, 'Thankyou for your input, your contributions have really added to our combined discussions and progressed the resolutions for the benefit of all members.'

'To the branch officials here thankyou, we need you every step of the way. When things happen at certain times we need you to be the eyes and ears of the Union. The Executive do not take for granted the importance of the work you do and we know that can sometimes come as a detriment when you put your hand up but know you are making a positive difference for your colleagues.'



*John Shilton joins an illustrious club of Branch Official of the Year recipients.*



*The QPU Annual Conference Class photo of 2022.*

# Annual Conference Opening Address

***General President and Chief Executive Officer of the Queensland Police Union, Ian Leavers opened the 2022 Annual Conference on Thursday May 26 with a presentation recapping significant events for the Union over the past twelve months and shared some of the forward planning initiatives from the QPU Executive with the attending delegates.***

**The** following is an account of the opening remarks.

I welcome everyone to the 2022 Queensland Police Union Annual Conference.

Over the past few years, we've had some significant disruption due to COVID. It is still with us and it doesn't look like it's going away anytime soon.

What we have shown in policing across Queensland during the pandemic is we have been agile, we've responded and we've done operational things we've never done before.

In some cases you could argue 'is that our core duty?' both sides of that argument have a view but ultimately it was about protecting life and property.

From what I've seen, Queensland survived very well but it was largely a credit to the police across Queensland who did an outstanding job. It wasn't just those working with biosecurity or at the hotels and borders but also those who had to remain at stations and in sections who continued on with business as usual.

It did show policing in a very positive light. We are adaptable and will do any job when it comes to protecting life and property, police certainly stepped up.

We made sure the facilities on borders and other places our members were positioned were up to scratch so your industrial entitlements were met. We did the best we could to ensure our police no matter how remote the location had the best accommodation and facilities possible.



## **PAY DEFERRAL**

The pay deferral in 2021, that was a challenge for the QPU because we disagreed with it, but other Unions said they were happy to go along with it. The QPU however wanted to achieve something on behalf of our people for what they were doing protecting the State during the pandemic.

We secured two weeks COVID leave, a \$1,250 payment, an increase in the amount of annual leave that could be accrued along with changes to MDP. The QPU took the view that MDP should be more fit for purpose instead of doing a 3,000 word assignment on leadership or professionalism that did

not assist you in gaining further skills to perform at the next rank but if you learn to do things that relate to your duties that is certainly more beneficial.

## **VACCINATION**

Another challenge for us last year was the vaccination mandate, everyone has an opinion on this issue. I spoke with our lawyers in January last year and the legal advice we received was the High Court would have supported the mandate, if the Commissioner gives a Direction it must be complied with if it is reasonable.

Our job at the QPU is to tell our members the truth not what they wanted to hear. What we were able to achieve is for those that had illnesses and it may affect them as a result of the vaccination was to get them an exemption, at the time we had some female officers who were in the stages of pregnancy we sought exemptions for those members who had real concerns in relation to the vaccine.

The way the mandate was communicated by the QPS was very poor, initially they only wanted the vaccine for sworn officers and I said hold on if our people are in facilities across the state with the unsworn it's one rule for all, you cannot discriminate. The risk was there for everyone.

## YOUTH CRIME

In regards to youth crime we sought changes in relation to bail so that the onus is on an individual as to why they should get bail. Sadly the judiciary are not up to the task. They continue to release young recidivist offenders out on bail which is creating mayhem in the community. The community deserve to be protected.

We turn 90% of young people around after their first interaction with police so for the recidivist offenders they have to be held to account. There is provision in legislation now for the GPS trackers, it's a great idea but bail is a privilege not a right, sadly the judiciary have only used the option 3 times. We are doing our job I think it's about time they started doing theirs.

We ran last year the National Crime Symposium, the first of it's kind ever in the country. I brought people together from all walks of life whether from the left or right of politics, former judicial officers, the information privacy commissioner, we had a group think of where we need to go when it comes to youth crime and what we can do to change what is occurring, the change will not be overnight it will be generational.

It's particularly challenging for those working in First Nations communities, we now know interaction with police in high school is too late we need to get interaction at a very early stage and sadly some of these young women are falling pregnant at 13 or 14 we need interaction at that point with other stakeholders who have responsibilities. When the child is born and to be involved in a very early age through kindergartens to primary school to try and effect change.

When we have young people where their only safe place is when they are incarcerated I think it needs to be changed and a multi-disciplinary approach, it needs the non government agencies to start working with us because it cannot just be a policing response, we cannot arrest our way out of it.

We have released the symposium report on the evidence and findings but it requires local government, the first nations elders, the state government and commonwealth government all to work together, we see politicians blaming one another but if we are really going to solve this we all need a joint effort to be able to work and move forward if we are ever going to see change.

Often you will hear government departments hide behind the legislation saying we cannot share information however the Privacy Commissioner dispelled a lot of those rumours and work practices.

When it comes to the care of children and protection you can legitimately share information so we've got to break down that myth but it requires further education of departmental staff.

It was good to have some experienced police who had worked in First Nations communities there at the symposium and they provided some valuable input.

One of them a Senior Sergeant said, 'I wish I had of known about the alcohol foetal syndrome and other issues prior to being posted to Doomagee because that would've changed the way I policed and would've given me a better insight on how to deal with these issues.'

So it's important we go to those on the frontline and take their advice and give them constructive feedback. Once you get into remote rural Queensland, police are the only people who respond to those issues, other workers fly in, fly out and it can be suggested their care factor isn't really there but the police are the only constant in the locals lives.

## DOMESTIC VIOLENCE

You will have seen domestic violence is one of the biggest issues affecting police in Queensland and possibly across the country. I will say it's a national issue that needs to be properly resourced and addressed right across the country.

Sadly police were criticised for an incident that happened in Logan where



a lady was murdered and others saw it as an opportunity to put the blame upon police.

We are like everybody else for the most part we do a great job but at times people make mistakes but the criticism was unjust, unwarranted and completely unfair and as a result of me defending police in the media a Brisbane radio station made claims about me and the work the QPU does defending police.

People need to be held to account when they attack and defame people so as a result we took civil action and a reasonable sum of money was awarded to me personally, but it wasn't just me it was every police officer who was affected by those comments, so every cent awarded was donated to charity.

I believe it was the fit and proper thing to do and it was supported by the QPU Executive. We also received an apology as well, it was unjust.

During the Hannah Clarke inquest I spoke with lawyers and we thought the Queensland Police Union should not only represent our members during the inquiry but we sought leave to give evidence in relation to the issues involving domestic violence and I was called as an expert witness.

I was able to represent the views of the 12,500 police to give details from a police officer's point of view. DV response needs to be a multi-disciplinary response that needs to be well resourced, if you are going to have coercive control laws we need people who are trained and skilled in taking those detailed statements, executing the

search warrants to find financial records and phone records.

It's not a simple fix where you can take a snappy statement of two pages and ask a first or second year Constable who does not have that experience and knowledge to be able to do that, they are setting us up to fail. We need workable legislation, we don't need the cumbersome process that we currently have. We've put forward a simple offence of 'cause domestic violence' I think that would be far simpler than what we have.

We also suggested that if you go before the court and a respondent generally partakes in rehabilitation, there should be a discount in penalty because the problem we have now is if we don't change behaviour the cycle will continue to repeat and we will get nowhere. It's not about going soft but rehabilitation has to be a cornerstone otherwise these offenders know no better and the cycle will perpetuate and will continue to occur.

During the evidence I also recommended to look at the legislation in Tasmania, on how to simplify the system of taking out a domestic violence order. Why can't it be like a traffic ticket, where you hand it to the person and say that's the order in place, if you want to contest it go to court. As well as accepting the body worn video evidence. Margaret McMurdo said during her inquiry that the body worn video would show the victim in a poor light, my response was, are we about getting to the truth or sanitising the facts!

The truth needs to be the truth because we need these reforms and changes. We want to reset the agenda, that police are doing the best job possible but give us the resources, the tools and make other agencies do their jobs.

We will be involved in the Commission of Inquiry because we need to see real change, so we can make things better. What we've had to work with for the past 33 years with domestic violence has failed us, and failed miserably.

We also need a national data base for domestic violence. I am hopeful that we get some positive change and make it easier for the men and women of the QPS who are doing the job.

### FLOODS

During the crisis earlier this year our people did an outstanding job in affected communities across the State. For our members who had their own properties affected they were given \$1,000 from the QPU to help them out at that point. It was important to help our people through tough times. It is worthwhile helping our members who suffered a significant detriment.



### BLUE HOPE

The QPU is a proud supporter of Blue Hope and Andrew Ayres and his team do an outstanding job. We donate \$80,000 every year to help them operate. They run a confidential service, we just ask for figures on how many people you have assisted, it needs to be away from the QPS.

You can go to Blue Hope get some help and ensure that it remains in confidence. Because it's run by cops, cops understand cops. We will continue the support because we are seeing them do a great job for our members. We also provided Blue Hope with a motor vehicle, a dual cab landcruiser ute to get the 'chuck truck' around the State of Queensland bringing people together.

### MEMBER BENEFITS

Our stance at the Queensland Police Union is, if you are a member of the Union and remain a financial member while you are eligible to be a member and after you leave the Union you're called back to court or involved in an inquiry we will support you. We've provided legal support for members who were Constables and Senior Constables in the Whiskey Au Go Go coronial this year following the incident in 1973.

### WALL TO WALL

The annual ride for Police Remembrance went to Emerald last year. It's about mates remembering mates, looking after each and it's great when we can catch up with each other, other than at a wake. It brings the retired police together as well who contributed over many years and all the funds raised go to Police Legacy.

Let's hope we can resume the annual trip to Canberra this year to the National Police Memorial and have a record turn out. It brings home the difficult and dangerous job we do. It was said to me at one of these rides, as police we are not paid for what we do, we are paid for what we are prepared to do, so for those who have paid the ultimate sacrifice we should always remember them and look after their families.

Wrapping up, the Queensland Police Union is attempting to increase services to members and lower costs, we are in a good financial position as a result of our strategic plan through to 2040. The stronger financial position we are in people know we can fight to protect and look after our members.

I hope at the end of the conference you take things we've discussed here back your members to provide details on what the QPU is doing and the success their Union has had. Provide them with the truth not what they hear on the rumour mill.

To every delegate here, thankyou for what you do for the members of the Queensland Police Union.

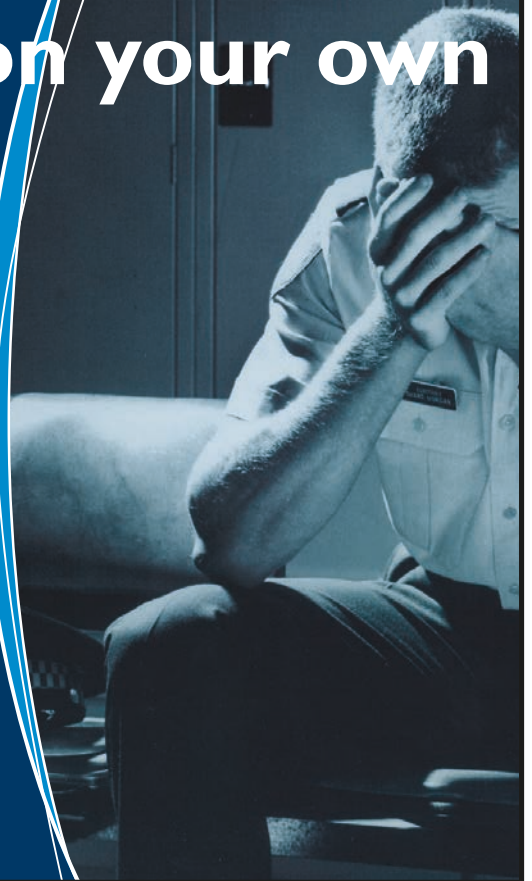
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# Then and Now: Future of Cairns Station

By Rosemary Featherstone , QPU Workplace Health & Safety Committee.

**General President Ian Leavers and Senior Industrial Officer Steve Mahoney attended a QPU Branch Meeting in Cairns back in January 2019 and both of them reported that it was probably the first union branch meeting that revolved solely around health and safety of members and the poor working conditions that Cairns officers and staff were subject to.**

**As** a result of that Union Meeting, the General President tasked the QPU WHS Officer to conduct a WHS inspection. The QPU WHS inspection was carried out (February 2019) jointly with the QPS Safety & Wellbeing and was conducted over 3 days one of the largest inspections carried out.

The Cairns Station was opened in 1992 and located on Sheridan Street and houses approximately 350+staff. It is a multi-storey building with access from the street for parking and pedestrian traffic. The complex includes a Category 1 watch house that is linked from the station to the court house.

On day one of the inspection, it was recommended to the Officer in Charge and the Chief Superintendent to temporarily deny access to the muster room due to a heavy presence of black

mould. The room required an immediate sterilisation/fumigation process before access could be allowed.



Water intrusion through the roof space was obvious.



Mould spores were growing in multiple places.



Shutdown as an immediate health concern.

The overall condition of the building was in a deplorable state. It showed obvious signs of long-term neglect. Maintenance activities appeared to be reactive in its approach only fixing something when it completely broke or was unsalvageable.

Appropriate building asset management practices were not adhered to and it was disgraceful that a twenty-eight-year-old building was in such a state of repair.



Staff reported at that time that they believed that nothing would be done to bring the station up to standard. There were no hazards reported on the QPS Hazard Management System at the time of the inspection and the feedback was that lodging a hazard on the system would not be well-received by management.

Many staff reported health related issues as a result of poor working environment subject to mould, pests and other issues.



Many sections of the Cairns station were in urgent need of basic maintenance.



Cairns staff reported personal gear and uniform kept at the station rapidly developed mould spores.

As a result of the QPU WHS inspection and the advocacy with the QLD Government and Qld Police Service by QPU General President Ian Leavers, the Government announced a \$10 million refurbishment of the Cairns Station.

Two stages of the refurbishment have already occurred: roof repairs and



The early stages of a \$10M redevelopment of Cairns station is underway.

waterproofing to prevent leaks and the complete refurbishment of the ground floor.

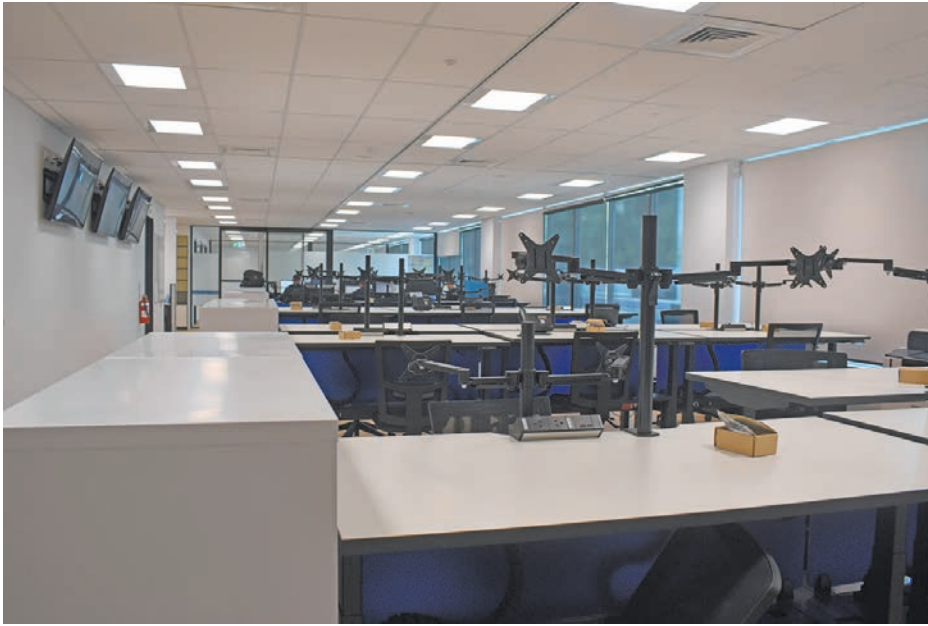
The ground floor refurbishment has not been easy with members and staff having to work in other locations and using a portable building as a front counter. 1st and 2nd floors are now undergoing refurbishment again with members being decanted to other locations.

The ground floor has now been returned to the QPS for use by the Duty Sergeants, Prosecutions, General Duties and TCS. There are a few problems that the building project team are working on and there will be delays in providing a new dining/kitchen area (due to its new location being the property area that has yet to be moved).

The QPU has worked closely with Inspector Monique Ralph and Senior Sergeant James Coate (HSR) to ensure that information is provided in a timely manner and working together collaboratively to address any building problems.



Wall coverings were literally sagging and gave off foul odour in interview rooms.



*QPU General President Ian Leavers tests the suitability of new work stations to ensure they are fit for purpose in Cairns station.*



*During his role as QPU Far North Regional Rep Gil Dyett was involved in ensuring the redevelopment met the needs of Union members including appropriate locker space and security.*



*Ground floor renovations are complete with mould free workplaces for duty sergeants, general duties and tactical crime squad.*

On Monday 11th April 2022, an informal BBQ was held to mark the completion of the ground floor renovation and General President Ian Leavers and QPU Senior WHS Officer Rosemary Featherstone attended and inspected the new ground floor facilities.

In 2019, Mr Leavers stated that staff at Cairns Station were, 'Left working in third world conditions at it was arguably the worst police facility in Queensland.

It is now 2022 and the Cairns Station is now thirty years old and the staff



*Interview rooms, processing areas and staff lockers/changerooms are now mould free, dry, clean and fit for purpose.*

now (and will) have upgrades to office accommodation, interview rooms and staff amenities valued at approximately \$17 million dollars. The Cairns Station will now have contemporary policing facilities which should build police capability and capacity for the future.'

The final stage is now being undertaken with a time line of approximately six months for completion and the final hand over back to the QPS.

It has been a long process and the QPU advocacy for urgent actions has been beneficial to the Cairns Station members' health safety and wellbeing.

The refurbishment achieved on the ground floor has been well received and the QPU looks forward to the final completion and hand over back to the QPS of the first and second floors.

# Frontline Vest Delivery Before Christmas 2022

By Senior Sergeant Lisle Manthey, ILBV Project Organisational Capability Command.

**The Integrated Load Bearing Vest (ILBV) is powering towards the final stages of the formal processes. As exciting as this is, we understand that many officers are still learning about this thing called an ILBV. For those officers, I'd encourage you to go back and read the previous QPU Journal article (*March 2022 pages 26-32*) to build an understanding behind the purpose, the design concept, and the rigorous processes.**

**In** this article, I'll provide a brief account of the process so far, where we are now, and the way forward from here.

## BACKGROUND

December 2019, the State Government announced an election commitment of \$24M to supply every single QPS officer with their own personal ILBV. In preparation for this announcement, the Operational Equipment Office conducted face-to-face engagement with operational officers from all duties across the state. The purpose was to determine what operational equipment presented issues, and/or needed improvement.

A recurring theme was the desire to wear protective equipment to increase

officers' safety, specifically regarding ballistic, edged weapon or blunt force trauma threats. This directed our focus towards the existing QPS Load Bearing Vest (LBV) and the Overt Ballistic Vest (OBV).

## RESEARCH

Officers stated the LBV and OBV, tended to ride up into your throat when seated or when your arms were outstretched at times of driving or holding a weapon at Step 1.

The LBV did not afford any accredited ballistic or blade protection and the OBV did not possess accredited blade protection. Officers stated that trying to combine both items when responding to weapon related calls, resulted in significant time delays of up to 10 minutes.

The ILBV project team carried out a significant body of research with Law Enforcement Agencies, Military Forces and the wearable body armour industry.

Subsequently, a comprehensive market review determined there was no single item available at that time that met the specific needs of the QPS. The ILBV project team immediately undertook a design phase to build an ILBV to meet the demands of policing in Queensland.

## GOING TO MARKET

A formal Invitation to Offer (ITO) released inviting industry to submit prototypes. Over 10 separate prototypes submitted. All were assessed by the evaluation panel against the ITO specifications.

## EVALUATIONS

Only the shortlisted prototypes were selected to progress to the fit, form



Participants in the ILBV trial were asked for feedback on comfort during extended holding positions.



Weighed dummy drag to assess manoeuvrability.

and function day, comprising of fifteen physical tasks that an officer may be expected to undertake during a shift.

These tasks included running (at varying speeds), agility course, moving in and around the cabin of the police vehicle, operating weapons, dragging a weighted dummy, negotiating an obstacle course and more.



Obstacle course evaluation.



Suitability of the ILBV when using various weapons and firearms.



The evaluation list included officers falling into deep water and what effect the ILBV had on their floatation.

At the robust testing day, the prototypes were subjected to extreme duress with a focus on durability and safety aspects of the designs. These tests consisted of an officer wearing the ILBV, whilst another officer launched a series of prescribed attacks on the ILBV to expose any weak points in the attachment systems. Of all the tested prototypes, only 2 were deemed worthy of progressing to operational trials.



Assessments were made wearing the ILBV exiting out of vehicles in a variety of ways and ability to move around in the cabin of various vehicle types.



Participants in fit, form and function testing trialled the ILBV in a variety of tactical techniques.

### OPERATIONAL TRIALS

The operational trials targeted locations with extreme climatic conditions, such as Aurukun, Cairns and Doomadgee. Once the trials were completed in those areas, operational trials commenced in Toowoomba, Fortitude Valley, Southbank, Dutton Park, Charleville and the Mounted Unit.

The information captured was submitted to the ILBV Project Board

who have made a recommendation to Procurement Service on the preferred supplier. The ILBV project team is now moving into the final design phase, working directly with the manufacturer to refine the design.



S/C John Watson from Mount Isa TCS participated in the trial and submitted some valuable input.



Acting Sgt John Moss trialled the ILBV doing traffic duty, SNP patrols and rapid incident response in Fortitude Valley.



S/C Lauren Fitzjohn and Snr Sgt Michelle Blaney from the Mounted Unit participated in the evaluations both preparing and riding their horses.



Water Police also wore the ILBV during a series of testing scenarios.

Focus groups have assisted with feedback on the administration features such as zips and pen holders, that were not the primary focus of the operational trials. Once these refinements are completed Procurement will establish the purchasing contract.



Operational police trialled installing the ballistic armour seated in vehicles to assess its ability to be reconfigured rapidly.

Continuing our partnership with the QPU the ILBV Project team will release more information around the ILBV design, policy, storage and laundering over the coming weeks.

### WHO MAKES THE DECISIONS?

Due to the sheer scale of this project, you may be surprised to know the governance and compliance requirements we have to follow, so I'll outline them briefly from when the project started to delivery phase.

**Desktop Assessments** — To ensure compliance with ITO specifications and suitability of design

Evaluation panel comprised of:

- Procurement Sourcing Lead
- Inspector - Townsville Patrol Group (Ex-SERT)
- A/Inspector North Brisbane RDO
- Inspector – Capital Assets
- Senior Constable – Rockhampton GD's (also chair of the Workplace Health & Safety Board and QPU Executive Member).
- Subject Matter Expert – Operational Assets & Equipment (non-voting member)
- External Probity Officer. Ensuring all processes were conducted in accordance with legislation and government business rules (non-voting member)

**Fit, Form & Function / Robust testing days:** To determine any impact the ILBV has on participants movement patterns when undertaking prescribed tasks, and to ensure prototypes were safe and suitable to progress to operational trials.

Evaluation panel and staff members from Frontline Skills Training co-ordinated and supervised each test.

A/S Sergeant from Townsville Academy - Recruit Training

Sergeants - BAOCC Frontline Skills Training

Senior Constables Boondall RPU, Cairns GD

Constables from Mt Isa TCS, Charleville GD, BAOCC Frontline Skills Training

**Operational Trials:** To determine suitability of each prototype across a range of duties and to further identify aspects of designs that could be optimised in the refinement stage.

Participating officers were:

Sergeants - Aurukun GD, Doomadgee GD, Charleville RPU, Dutton Park

Senior Constables - Aurukun GD, Doomadgee GD, Toowoomba GD, Southbank GD, Cairns GD, Fortitude Valley Bike Squad and Fortitude Valley GD.

Constables Charleville RPU and Boondall RPU

**Project Board:** Supervises project and ensures compliance with the broader need of the organisation.

- Project Executive - Assistance Commissioner, Organisational Capability Command
- Senior Supplier – Director, Procurement Services
- Senior User – Superintendent, Organisational Capability Command

**Project and Business Assurance Members**

- Assistance Commissioner, Northern Region
- Chief Superintendent, District Officer, North Brisbane District
- Executive Director, Finance Division
- Executive Director, Safety & Wellbeing
- Director, Media and Public Affairs
- Project Manager – AO8, ILBV Project Team



QPU delegates were able to get a close up look of the vest and the armour during the 2022 Union Conference.



QPU Exec Member and Chair of the Workplace Health and Safety Committee Kev Groth explained features of the carrier design.



Snr Sgt Lisle Manthey during the ILBV presentation to QPU Members detailing the planned tiered rollout.



QPU Regional Rep Richard Jackway was able to feel the soft armour inserts and inquire about the ability to clean and sanitise the ILBV carrier.

Recognising outside influences around materials and manufacturing lead times, the Project Board has committed to commencing the rollout by December 2022.

In keeping with our commitment to deliver improved safety to officers, we have developed a tiered approach to ensure the correct officers in key areas receive their ILBV's first.

Traditionally equipment rollouts have focussed on saturating one region at

a time before moving to the next. With the ILBV we have utilised demand modelling extracts with a focus on jobs involving weapons, which we cross referenced against officers' injury notifications.

The ILBV Project team will be in contact with each OIC first, and then each individual officer will have to undertake a measuring protocol to ensure correct sizing. Video's will soon be available to view ILBV destructive ballistic and edged weapon testing.



Kev Groth and Lisle Manthey are confident the ILBV Project Team have designed the best option for police serving anywhere in Queensland and devised a roll out that will get individual issue vests rapidly to frontline police.

## 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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By Darren Curtis

## On March 24, 2022 recruit intake 5/2021 graduated on the day fifty years earlier the very first class entered the Oxley Police Academy to begin training.

**The** 122 Constables were applauded as they passed through the historic gates by hundreds of family and friends invited to line the edges of the sacred acre for the Thursday morning ceremony.

Queensland Police Union President Ian Leavers said the FirstYear Constables can expect a rewarding career. 'You are entering the Queensland Police Service at a very challenging and difficult time but you have undertaken some of the best operational skills training available in the world.

'Every shift you can expect to face an unknown and unpredictable

environment and your training will be the auto reflex that will keep you safe. The training and support staff at the Academy have taken an interest in preparing each one of you for the demands this job will require.

'Often the trainers and facilitators are in the background during graduation day but their work should be appreciated by you every day.

'Today will hold a very special place in your heart and I enjoy the reunions that often occur at graduations particularly when you see family members following others who have also taken the oath of service.'

The members of the six squads represent over twenty different cultures. Recruits born in Queensland blended with others from Ukraine, Russia, El Salvador, South Africa, Korea, India, New Zealand, the United Kingdom and Ireland.

They come with a variety of experience before joining the QPS with diverse careers from aged care, the Australian Defence Force, marketing, Disability Support, Aerospace, retail and a variety of trades and retail sales. A number of recruits also had previous experience working with the QPS as Scenes of Crime Administration, Communications and a PLO.

Commissioner Katarina Carroll reminded the new FirstYear Constable to maintain the highest professional standards and integrity with every single community interaction they are

**"You are entering the Queensland Police Service at a very challenging and difficult time but you have undertaken some of the best operational skills training available in the world."**



Intake 5/2021 during their graduation ceremony.

involved with throughout the length of their career, 'Every moment of adversity you have overcome in your life makes an impact. From your proudest moments in your life to your toughest times your life experiences are your greatest assets.'



*Constable Cassidy Cleary grateful to graduate after being injured in a traumatic crash while on station duty.*

**"Every shift you can expect to face an unknown and unpredictable environment and your training will be the auto reflex that will keep you safe."**

There were a few members of the class lucky to be alongside their colleagues for the ceremony including Constable Cassidy Cleary. The 23 year old was injured after a man crashed into the police van she was travelling in on March 12.

Constable Cleary said, 'To go through something like that where you're not really expecting that type of incident as a recruit and still be able to graduate makes me grateful and never in doubt about this career. It will be a long process but I'm lucky to have walked away with the injuries that I do have and I will make a full recovery.'

Constable Casey Skalski took her oath with an arm cast on. The former environmental scientist broke her forearm two days before the graduation ceremony playing soccer between class sessions at the Academy.

Constable Skalski said, 'We thought we'd kick the ball around for a bit to keep active and next thing snap, but there was no way it was going to stop me being here. My first station is Jimboomba so I guess they will certainly remember me when I walk in with this cast on.'

**"Every moment of adversity you have overcome in your life makes an impact. From your proudest moments in your life to your toughest times your life experiences are your greatest assets."**

PCAP management initially refused Constable Skalski permission to participate in the graduation ceremony despite having completed all competencies and protocol sessions. The QPU intervened on Constable Skalski's behalf and took the matter to Acting Deputy Commissioner Shane Chelepy requesting an urgent clearance on our member's behalf.

A/DC Chelepy agreed with the Union's position and further advised QPU General Secretary Mick Barnes that his decision had now set a precedent if further incidents/injuries occur to recruits in similar circumstances the recruit will not be held back from graduating.



*Constable Skalski was determined to line up alongside her friends from squad 200.*

There were some strong family connections at the graduation ceremony. Constable Jackson Law joined the QPS following a long family

tradition of police service, his father Sergeant Craig Law OIC of the Sunshine Dog Squad was there along with his grandfather Garry Law a retired NSW Senior Sergeant. Jackson is the fourth generation to serve as a police officer, his other grandfather William Grant served in the Victorian Police.



*The Law family tradition continues, grandfather Garry Law and Craig Law share a special family moment with First Year Constable Jackson.*

It was also a moment of sweaty palms and high anxiety for Constable Madeline Yunker who was sworn in by her mother Acting Inspector Alice Cannes. Constable Yunker said, 'To walk up to



*Keeping emotions in check Constable Yunker and mum Acting Insp Cannes.*

the desk I had the jitters and my heart was racing because mum was sitting there trying to hold back tears. Joining the QPS is something I've been wanting to do for a long time. Mum, Dad, my stepfather and two brothers are all police officers. Dad has retired now but this has been a lifelong dream.'

The Smith's also had the honour to face each other across the ceremonial table. Constable Benjamin Smith stood to attention while his father Inspector Andrew Smith accepted his salute. The father and son proud the moment will remain a cherished memory.

Recipient of the Queensland Police Union sponsored Dux Award for intake 5/2021 was Constable Anne Donaldson. It's a big career change for the single mum who had previously worked as a sales rep for a flower rental company.

Constable Donaldson said, 'I have never received an Award like this before, this new career will allow me to make a difference in the community. People deserve to feel safe and I want to be part of that and I'm not afraid to go hands on plus I'm heading to Carseldine Station and I hear everyone there is really friendly and the OIC is a legend.'



*QPU President Ian Leavers congratulates Dux Award recipient Constable Anne Donaldson.*



*Andrew Smith hands his son Benjamin his QPS badge and identity card.*

During her speech to the graduates Queensland Governor Dr Jeannette Young said the Police Academy for the past fifty years had a well structured culture of service, excellence and agility, 'I can say with absolute confidence the Academy has met and exceeded community expectations in producing quality police officers.'

youngest recruit to start the formal induction process. Originally Ralph and others spent three years at the Academy, two completing the equivalent of school years 11 and 12 while undergoing police drills and skills training.

The third year was all police studies, administration and duties classes, law



*Queensland Governor Dr Jeanette Young praised the agility of Queensland Police to adapt to change.*

A sentiment echoed by many of the former recruits who marched into the Oxley Academy on its opening day on March 24, 1972. The group were invited as special guests to the 2022 graduation and arranged a reunion before the ceremony.

Ralph Knust remembers arriving at Oxley to start his cadet training after leaving the family dairy farm. He was aged 14 and 11 months perhaps the

and firearms skills. Although Ralph completed his three years he still was not qualified for the job.

Mr Knust said, 'You had to be 19 to be sworn in, so for me I didn't turn 19 until February 1976 so after finishing at the Academy in December 74, I had to serve 14 months as graduate cadet, rotating between Brisbane City stations doing administration work until I could be sworn in to instigate my police powers.'



Members from the Oxley Academy class of 1972.

Ralph stayed with the police, retiring in 2014 as a Detective Inspector, 'I was in the police forty two and half years, thirty eight and half of them as a sworn officer.

'I'm very proud of my service. Our cohort were thrown into a very progressive agenda in terms of police training. It shaped us to be relevant to the community and I feel our legacy is the entire QPS has built itself to be

adaptable and progressive across it's training and policy.'

Although an estimated forty thousand recruits have passed through the Oxley Academy over the past five decades the Premier Annastacia Palaszczuk confirmed its time for complex to shut down and relocate. Discussions are underway to relocate the Academy to the Police Precinct at Wacol.



Retired Detective Inspector Ralph Knust agrees the training curriculum has changed dramatically since 1972 but recruits still need exceptional communication skills to engage with the public.

QPU President Ian Leavers said he has been advocating for the move to accommodate recruits and training staff in new fit for purpose buildings and facilities and the Union intends to be involved in the development and design of the new Academy.



Premier Annastacia Palaszczuk told the recruits policing is one of the most important jobs in society and it was the Governments responsibility to support police and provide a new modern Academy.









# QBANK EVERYDAY *Heroes* AWARDS

NOMINATIONS NOW OPEN!



It's that time of year again when hundreds of Queensland's Everyday Heroes will be recognised for their contributions to the community, as the eighth annual QBANK Everyday Heroes Awards returns in 2022.

The awards put the spotlight on the hard work, dedication, and exceptional service of Queensland Police, Fire, Health, Ambulance, Corrections, Justice, and Public Service employees.

Anyone in the community can nominate  
a local hero for a  
QBANK Everyday Heroes Award.

*Award recipients will receive a \$1,000 cash deposit into a QBANK account and \$1,000 donated to their charity of choice.*

**Nominations can be made via: <https://www.qbank.com.au/everydayheroes>**

# Biloela Station Creation

By Darren Curtis

**After decades enduring a police station with 100 years of 'character' staff at Biloela are now enjoying the benefits of one of the State's newest police facilities.**

**Reconstructed** on the site of the original police station in Grevillea Street, the new Biloela station cost \$4.95 million dollars and with involvement from the QPU it is built fit for purpose to generate effective workflows and provide a safe, secure workspace.

The station has an extensive security surveillance system along with fencing, covered vehicle parking bays and people brought into the station for breath analysis, interview or charging are away from the day room, detective offices and other areas of the complex that may contain sensitive material.

Officer in Charge, Senior Sergeant Jane Healy, said the design is very focussed on serving the needs of operational police, 'Operationally the flow of the station has a lot of common sense about it, safety not

only for our people but anyone who may be brought into the station or into the holding cell with a minimum of fuss and risk.'

Currently Biloela has ten General Duties officers, sergeant shift supervisor, intel officer, administration officer plus three members of CIB and two highway patrol officers. A prosecutor also uses the complex during court weeks along with a scenes of crime officer when required and a member assigned to PCYC duties.

It sounds like a full house but the station has been designed for future growth Senior Sergeant Healy said, 'We have three CIB officers here but their space is set up for a crew of five and a sergeant. There's also nine different workstations in the day room and often we have just three officers on a shift.

QPU Vice President Shane Prior attended the official opening on May 31 and believes the Biloela Station redevelopment is proof that no matter where our members serve in Queensland they should have high quality facilities.

Mr Prior said, 'We heard the old station well out lived it's usefulness, there were even occasions when staff fell through holes in the floor. Good riddance to a dangerous dump.

'This building is all single level, with good locker rooms, bathroom amenities, and space to get the online work done without feeling cramped or feeling fatigued from harsh summer time temperatures. The Union is proud that feedback from our frontline staff is being listened to and incorporated into the designs of new police facilities.'



*Biloela Police Station.*



*The Biloela Team at the official opening.*



*Retired Assistant Commissioner Laurie Pointing told a variety of 'war stories' about his time serving in Biloela in the seventies, some of the detail will be included in his next book on the history of the QPS.*

Former police officer and now author Laurie Pointing was special guest at the opening having served at Biloela in the 70's as a Detective Senior Constable he recalled as the only detective in the district for five years he knew just about every person in the community by name and where they lived.

The patrol along with the population has increased significantly since then but he said the values of policing in towns like Biloela remains the same, 'The majority of people in town are very decent people and the style of policing I learnt here set me up for my entire career. I just hope it doesn't take another 100 years for the police station to be replaced next time.'

Assistant Commissioner Kev Guteridge explained the new station was more than bricks and mortar, 'I'd rather people think of this not as a government building in the middle of town because this is a gift to the community of Biloela and the entire Banana Shire. This isn't only to support the operations of policing in Biloela, it extends out to Moura, Banana and Theodore becoming a critical community asset.'

The Police Minister Mark Ryan was there to reveal the official opening plaque and confirmed the Government is committed to honouring a



*QPU Vice President Shane Prior, Assistant Commissioner Kev Guteridge, Police Minister Mark Ryan, Biloela OIC Snr Sgt Jane Healy & Commissioner Katarina Carroll.*

\$300 million pledge to the QPU to improve Police infrastructure across Queensland.

Mr Ryan said, 'Ian Leavers has mounted good arguments for regional Queensland to get a significant slice of the works budget. I agree that police need to have good facilities, technology and the latest resources. I believe there's a lot of community pride in seeing modern police facilities in their town.'



*New staff amenities include personal lockers, showers and change room space.*



*Shift Supervisor Sergeant Col McLean at his desk that forms a centrepiece for just about all movement through the station.*

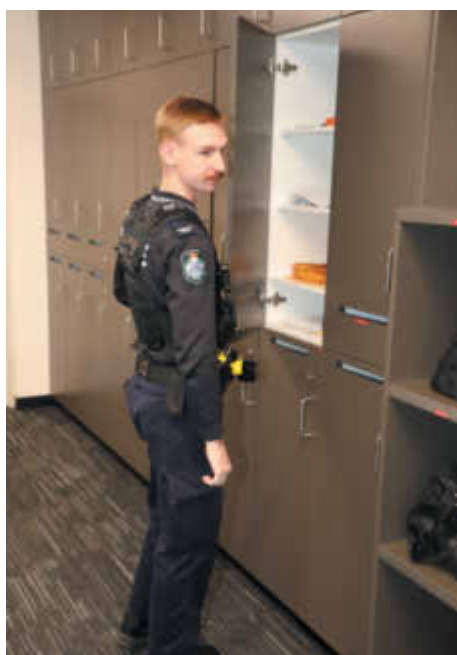


*Biloela CIB Det Snr Sgt Tony Andersen, PC S/C Rachael Robson & Det S/C Evan Stanford.*

While the Biloela redevelopment is appreciated the QPU is also maintaining its advocacy to have the station's watch house upgraded as well from a demountable.

Just after construction handover Biloela station was struck by lightning, the surge damaged every electrical device that was plugged in including the desk mounted radios.

Most of the equipment has since been replaced but the incident also gave the OIC an opportunity to put into practice real time disaster recovery plans so



*Constable Jacob Withoos is impressed with the storage areas in the day room and how it has been designed with practicality.*



*The new holding cell at Biloela.*

the crews could continue to answer calls for service.

During the Biloela opening ceremony the Police Minister also showed off the first of three outback camper trailers to be used by officers on extended duty in remote areas where accommodation is difficult or operationally is not suitable.

QPU Central Region Rep Kev Groth was instrumental in putting forward a business case in conjunction with AC Guteridge for the camper use.

Mr Groth said, 'We have highway patrol units that travel out towards our State's most distant borders for extended periods on enforcement operations so the campers will help manage fatigue and reduce the need to travel hundreds of kilometres to reach suitable accommodation.'

'Scenes of Crime officers can often be dispatched to collect evidence in very rugged terrain for days at a time. This will give them an opportunity to have some air conditioning, a cold drink, fresh food and importantly a place to escape flies, bugs and dust.'

The campers are mega slide out SUV trailers complete with raised suspension, gas bottles, on board



*Constable Rikki Hunter believes having a workspace away from the areas visitors are permitted in the station is a significant benefit for Biloela staff.*



One of three SUV camper trailers to be based at Longreach, Collinsville and Rockhampton.



The campers will be able to be used not only for fatigue management but also as a forward command post if required.



Additional swags will also be carried to provide sleeping space in addition to two on board queen bed spaces.



The campers are fitted with cooking, fridge, generator and hot water shower facilities.

water, generator, cooking facilities, a fridge, two Queen size beds and an additional 4 swags with fully enclosed annexe, the entire set up can be assembled in 30 minutes and is able to be towed by a QPS four wheel drive.

Three of the campers will be pre deployed to Longreach, Collinsville and Rockhampton for use across Central and neighbouring Regions.

Central Region Operations Officer, Senior Sergeant Anthony Houston said the campers are very versatile and will enable police to conduct operations autonomously and at a variety of scenarios, 'These will be used by the stock squad, at regional rodeos, community race meetings, Agrow festival in Emerald, Mt Isa traffic ops, response for protest incidents in the Galilee Basin or basically anywhere our police need a forward command post or mobile police facility.'

# QBANK EVERYDAY *Heroes* AWARDS



## Do you know an Everyday Hero working to make Queensland a better place?

The QBANK Everyday Heroes Awards puts the spotlight on the hard work, dedication, and exceptional service of Queensland Police, Fire, Health, Corrections, Justice, and Public Service employees who have gone above and beyond to protect, serve and heal their communities.

The awards program aims to recognise and reward their vital role within our community and is a chance to thank them for everything they do.

Anyone in the community can nominate a local hero for a QBANK Everyday Heroes Award. The nominated person must be over 18 and a government employee (Local/State/Federal) residing in Queensland and be employed in a job that is principally concerned with the administration of justice and protection of life/property.

The six category award recipients will each receive a \$1,000 cash deposit into a QBANK account and \$1,000 donated to their charity of choice.

Nominations now open for the QBANK Everyday Heroes:  
[www.qbank.com.au/everydayheroes](http://www.qbank.com.au/everydayheroes)



### NOMINATIONS NOW OPEN

To nominate, scan the QR code or visit:  
[qbank.com.au/everydayheroes](http://qbank.com.au/everydayheroes)

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# National Youth Crime Symposium Report

By Darren Curtis

**The first National Youth Crime Symposium produced a report that has identified some real practical solutions aimed at creating lasting change with the intention of improving the situation for frontline police dealing with young offenders and enhancing community safety.**

**QPU** General President Ian Leavers shared the symposium findings in a comprehensive report with key stakeholders including the QPS, various Government Departments, academics, non government agencies working in the sector and youth justice advocates during a meeting in Brisbane on March 15, 2022.

Since the National Youth Crime Symposium was held in April 2021 the evidence and discussion has been analysed and distilled from 29 presenters and close to 100 invited delegates to produce the report. It was a first of it's kind gathering arranged by the Queensland Police

Union to bring together a multi-faceted approach of Government Departments, politicians, policy makers, esteemed academics, youth justice advocates and frontline police to talk about the issue in a robust

all the voices we gathered to provide evidence it's clear none of us want to see juveniles in watch houses. We want to give children a chance in life but I think we all admit we've got a fair bit of a challenge.

**"That 10% of real hard core problem juvenile offenders if we can drop their number to even 8% we've had a major win however we then still have another 8% to work hard on."**

manner with evidence and facts of what's occurring in Queensland neighbourhoods.

As he offered the report to the stakeholders to review QPU President Ian Leavers said, 'After listening to

'It's easy to be critical of Government Departments but the reality is we are all in this together and we have to achieve a common goal. That 10% of real hard core problem juvenile offenders if we can drop their number to even 8% we've had a major win



Key stakeholders who gave evidence and participated in the review of material produced from the National Crime Symposium.



*QPU President Ian Leavers told the participants youth offending has a direct impact on police working on the frontline across Queensland.*



*Professor Lorraine Mazerolle praised the dialogue of the symposium as open, honest and with the potential of good ideas to come from the evidence.*

## **Professor Lorraine Mazerolle, Australian Laureate Fellow University of Queensland said police are the only ones responding to incidents in the middle of the night and those frontline officers should be able to access information not have it locked away with selected units.**

however we then still have another 8% to work hard on. That task is especially challenging in remote and regional areas.'

The work of the Taskforce lead by the Queensland Police Service is seeking collaboration from all agencies. At the moment police cannot access information on youth offenders from Health, Housing, Education and other services working with juveniles.

There's a strong view that critically important information should not be guarded or siloed, particularly if it's being held by a Government agency or a group funded by the taxpayer. We are all one entity.

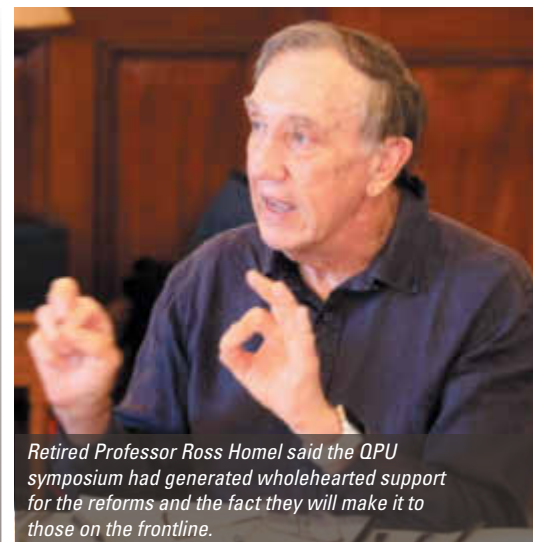
The Juvenile Taskforce is attempting to build a database on these critical youth offenders. The common roadblock has been departments falling back on the line 'it's a privacy issue' however during the QPU National Youth Crime Symposium the Queensland Privacy Commission was unequivocal that privacy is not a

barrier to information sharing on this issue. The barrier is administrative will, agencies need to want to share information.

Professor Lorraine Mazerolle, Australian Laureate Fellow University of Queensland said police are the only ones responding to incidents in the middle of the night and those frontline officers should be able to access information not have it locked away with selected units.

Professor Mazerolle said, 'Integration of the police computer system with the youth justice system to provide real time profiles of the juveniles they are dealing with needs to be at their fingertips.

If they had added input from health and education they would have a much better understanding of what they are heading to at an incident or address. It's going to be complicated but it should be a piece of work that gets done.'



*Retired Professor Ross Homel said the QPU symposium had generated wholehearted support for the reforms and the fact they will make it to those on the frontline.*

Retired Criminology and Criminal Justice Professor Ross Homel agreed information sharing should be a priority. Professor Homel said, 'Everybody wants to share but it hasn't been happening on the ground. There has to be a mechanism to bring all the data on a specific child that requires intense care management together.

'Many of these problem offenders have every disorder known to humanity, if we don't have accurate data on these kids you can't actually deal with the causes of their behaviour.'

'The QPU is taking the initiative here with real goals,' Professor Homel said, 'Police are a critical institution

in society. When academics, youth workers and police are on the same page there is the possibility of bringing political parties into unison for real change.

'We have a chance now of making positive change. Having Police on board in a way that was not the case twenty five years ago when all these groups were fractured and very divided on how to approach this issue of juvenile crime is a signal positive change can occur.'

doesn't work, that's not their job, it's not what they are trained to do best, let them do what they are trained to do best.

'Youth workers and social workers are trained to work in these areas but we are often hamstrung because of funding cycles. There's no evidence what the Government is trying to do is working or not.

'There is no public evidence on this stuff. There's some good

**"We have a chance now of making positive change. Having Police on board in a way that was not the case twenty five years ago when all these groups were fractured and very divided on how to approach this issue of juvenile crime is a signal positive change can occur."**



*Youth Justice worker Katie Acheson said the symposium evidence confirmed there's ways to support the public awareness of the police efforts in dealing with youth crime.*

Chief Executive Officer of the Youth Advocacy Centre Katie Acheson admits she was a little sceptical that a symposium established by a Police Union could readily hear evidence that what police do when dealing with young offenders isn't always perfect.

Ms Acheson told the group, 'Using the police as a social tool is not effective to stop behaviours. Using police as a parenting tool doesn't work, using police as a deviation from crime

reports being produced but it's in Cabinet confidence. There's great conversations like this happening but as far as public awareness there's nothing being released.'

Assistant Police Commissioner Cheryl Scanlon agreed the burden is often dropped on police to solve every problem. AC Scanlon said Police are becoming adaptable and agile but the partners in this area need to do the same, 'The non-government



*Assistant Commissioner Cheryl Scanlon says police are being adaptable and agile but they need to see the same flexibility of working hours from other government departments involved.*

organisations have to move with the times, juveniles are not in bed at 10pm anymore. The reality is the service groups have to move outside the 8am to 4pm work cycle. They need to be agile to manage bail outside office hours.'

'When I saw that the QPU came up with this symposium idea I was wondering how this is going to play out but this has proven to be a very powerful group that you've brought together Ian Leavers.' Said AC Scanlon, 'This is such an important issue because we are trying to stop these kids ending up in adult prison.

'Juvenile crime is not an issue we can be divided on, I would like to meet again and give feedback to everyone from the symposium on how things you've suggested and ideas we've discussed would work with the Juvenile Taskforce.'

There was an honesty amongst the group providing ideas to the symposium that everything that's put forward may not work. Some suggestions will need to be trialled and if they don't produce the intended result they can be scrapped, adapted or tried in a different environment.

Matt Noffs is the Chief Executive of the Noffs Foundation, the largest

drug and alcohol service provider in Australia for people under 25 said change isn't going to occur instantly however, 'I feel like I'm sitting at an incredibly progressive table having a very progressive meeting and it fills me with a lot of hope. This

high harm group of offenders of around 10% will need to be located, arrested and be held on bail in a bid to minimise harm to themselves and others but while in custody there's an opportunity for therapeutic interventions so when they are

really good advice coming from around this table and we should really lend our support to these ideas and if we can get a reduction of children ending up in the watch house or in detention that would make a huge difference."



*Noffs Foundation CEO Matt Noffs believes the QPU has started the ball rolling on incremental change in dealing with youth justice reforms.*



*First Nations leader Warren Mundine says every State and Territory political needs to look at the reforms presented by the QPU.*

symposium report has put together a lot of strategic frameworks. It's obvious we can achieve incremental change little by little working with each other.'

Indigenous leader, businessman and political strategist Warren Mundine believes the proposed strategies can have an impact in First Nations communities.

Mr Mundine said, 'This is amazing that the QPU has been able to pull this together, when I tell people I'm meeting with the Queensland Police Union and various stakeholders about juvenile justice some just shake their heads but I say we are not going to be sitting waiting for politicians to do things, we are working on ways to improve things and it's hard.

'It's hard for some people in other States to comprehend the Union is the catalyst to make this happen. It's great leadership and the QPU and Ian Leavers should be congratulated on this.'

It was apparent to all symposium participants that police cannot arrest their way out of this problem. The

released from custody they don't go back to that behaviour.

Ms Acheson's Youth Advocacy Centre offers free legal services, youth support and assistance to young people between the ages of ten to eighteen who are at risk of entering the youth justice system or child protection but her final comments to the panel members was poignant, 'We are all fighting for the same thing and we're all coming from lots of different angles.

'I would be willing to be part of this group if there was an action item in helping areas like Townsville shift the dial on the way young people are perceived and there's early intervention. Harassing young people is not the answer, police and youth justice sector need to work closely together. The Police Union members and many Youth Justice members are very different people but there's a lot of commonalities when we sit around a table.

'This group of people have expertise and suggestions with positive changes in mind. I feel there's some



*Assistant Commissioner Mark Wheeler discusses some of the evidence and the impacts youth crime is having in North Queensland with Dr Lisa Pollard from Youth Justice.*



*Tony Craig Director of the Youth Justice Review Unit was enthusiastic to add real world anecdotes to some of the evidence presented alongside Dr Troy Allard from Griffith University.*



*The Symposium Report produced strong opinions and options to trial some ideas that may have an impact on youth offending.*



*Retired Police Commissioner Bob Atkinson, Ian Leavers and Warren Mundine believe the symposium has created an atmosphere to embrace change to assist communities and police on the frontline.*

Ian Leavers believes the Union is not just about representing industrial issues for its members, that a lot can be done to improve situations for those on the frontline.

Initiatives like the National Youth Crime Symposium are part of efforts by the QPU to provide effective support and safety for general duties staff having to deal with juvenile offenders while the rest of the community is asleep. There is a real opportunity through the evidence provided to the symposium to create positive change.

The full symposium report can be downloaded from the QPU website [www.qpu.asn.au](http://www.qpu.asn.au) or by contacting the Union's Brisbane Office on 3259 1900 to request a copy.



*Ian Leavers and Professor Lorraine Mazerolle spent time discussing how important it is for frontline police to be able to access a variety of information at any hour of the day when responding to calls for assistance.*



*Warren Mundine and Matt Noffs were buoyant at the conclusion of the symposium meeting that real options have been generated by the QPU bringing so many specialists together without politics in the way.*

# Remembering Dave

**As the QPS flag fluttered off the memorial stone a few tears rolled down the cheeks of Sharon Masters, she tried to stay strong but the significance of the moment was difficult, the stone was another reminder of the loss of her husband Senior Constable Dave Masters.**

**Just** a few weeks short of the first anniversary of Dave's murder the stone was unveiled at Deception Bay Station where he was based at the time of his death. It was the culmination of a lot of hard work from his colleagues and the incredible generosity from the local community.

The owner of Brett Moore Excavations at Caboolture heard about the dilemma and donated his machinery and time to put the stone in place.

Deception Bay OIC Jason Higgs and other staff took on the role of grinding a smooth surface for the bronze plaque.



*The Deception Bay crew did try to slide and roll the memorial stone but it was beyond their combined strength.*



*Sharon and Jack Masters unveil the memorial stone at Deception Bay Police Station.*

A local landscaping supplies company offered the staff of Deception Bay station to select any stone from their stock that they thought was appropriate. A piece of ripped sandstone weighing over one tonne was chosen and transported free of charge to the station yard.

The Deception Bay crew may believe they're bulked up but there was no way they could manipulate the rock to the flagpole.



*That's one big chunk of rock.*



*Brett Moore handled the rock as a professional and set it perfectly in place.*

Even though it was sandstone the challenge took hours and a few grinding wheels to make it millimetre perfect.

The Queensland Police Union covered the cost of the plaque and installation.



*The precision grinding for the plaque became a team effort on the tools.*

The wording reads:

***In Memory of David Masters***  
***Senior Constable 29765***  
***Killed in the Execution of Duty***  
***26 June 2021***  
***"With Honour He Served"***

QPU President Ian Leavers said, 'The Queensland Police Union will ensure the memory of Dave Masters is never forgotten. We will forever stand by his wife Sharon and son Jack but also the police from Deception Bay and the Mounted Unit who are still acutely feeling the hurt and loss of Dave. It is clear just how valued he was as an officer and loved family man.'



*Sharon Masters touches the plaque honouring Dave.*

**Senior Sergeant Jason Higgs said, 'We still have people dropping off letters of condolence, flowers and cards on a weekly basis. I don't think anyone here at the station will forget the memory of that day we lost Dave. It's a sombre reminder of every day we come to work what could occur.'**

The unveiling was a small service held on Friday June 3, 2022. Deception Bay officers and staff gathered along with the Police Minister Mark Ryan, Deputy Commissioner Steve Gollschewski and a group of community members to watch Sharon and Jack Masters reveal the stone and thank all of those involved in the project.

Senior Sergeant Jason Higgs said, 'We still have people dropping off letters of condolence, flowers and cards on a weekly basis. I don't think anyone here at the station will forget the memory of that day we lost Dave. It's a sombre reminder of every day we come to work what could occur.'

'There are triggers that spin us back into instant grief, it could be something that happens at home or during a shift. It's difficult but I don't



*Snr Sgt Jason Higgs and Al Masters during the emotional ceremony for Dave.*

think it's going to pass by quickly because Dave Masters was such a beacon of light at Deception Bay



Sergeant Damien Douglas presented a cheque to Sharon Masters for money raised through the sale of Dave Masters memorial stubby coolers and merchandise by staff at Deception Bay Police Station.



Jack and Sharon Masters are thankful for the ongoing support and the permanent memorial to Dave.



Brett Moore was presented with a District Officer's Certificate of Appreciation for his donation of time and resources in setting in place the Dave Masters Memorial stone.



Darren Kopacz from Challenge Coins was presented with a District Officer's Certificate of Appreciation for donating the fundraising challenge coins sold on behalf of the Masters family.

**"QPU President Ian Leavers said, 'The Queensland Police Union will ensure the memory of Dave Masters is never forgotten. We will forever stand by his wife Sharon and son Jack but also the police from Deception Bay and the Mounted Unit who are still acutely feeling the hurt and loss of Dave. It is clear just how valued he was as an officer and loved family man.'"**



The Dave Masters challenge coin, all proceeds went to the Masters family.



S/C Timothy Leybourne presents Sharon Masters with an array of challenge coins produced by the area's dog squad and sold to benefit the Masters family.

## Remembering Dave

and the energy he brought into the workplace will never be replaced.'

Dave's brother Al spoke on behalf of the Masters family. He said, 'These next few weeks are going to be painful because it's an anniversary nobody ever wanted. We still feel his loss everyday and the police family are constantly doing everything they can to help us with the pain.'

'Dave was a perfectionist in everything he did so I know he would be so very proud of the work that's gone into this stone, humbled believing he probably didn't deserve it but we know this memorial means so very much to our family.'

The anniversary of Dave's death will be on Saturday June 26, the Masters family intend to mark the day together

and with some of Dave's mates however the Deception Bay police will hold a candle light sunset service around the memorial stone.

A free community BBQ at the station is also planned as a thank you for the ongoing support and sympathy expressed by the Caboolture communities since Dave was killed.



Deputy Commissioner Steve Gollschewski and Acting Supt Paul Ready present a District Officer's Certificate of Appreciation to Dog Squad Officer S/C Tony Leybourne for his initiative in fundraising and support for the Masters family.



Blue Hope Co-Founder Andrew Ayres and Caboolture District Administration Officer Danielle Smith are presented with a District Officer's Certificate of Appreciation for a fundraising event at Lakeside Raceway that donated proceeds to the Masters family.



The Masters Family appreciate the ongoing support from the QPU, extended police family and the local community in recognising the loss of S/C Dave Masters.

# Sandy Boots

By Darren Curtis

**The first day in May has become a special calendar event for frontline emergency services at Coolangatta as the local surf club celebrates the combined efforts to protect the community and commemorates lives of fallen volunteer lifesavers.**

**Organiser** Danny Hoyland extended an invitation to local police and QPU General President Ian Leavers to be part of the memorial service. Officers from Coolangatta station were able to attend and were impressed with how the Surf Club highlighted the bonds between police and the beach volunteers.

For Coolangatta OIC Senior Sergeant Rob Finlay the connection is almost in his blood. He said, 'I was a captain at Kurrawa surf club before I joined the police, I later became a rescue crewman in the SLSC helicopter and when Polair started I came across as one of the first crewman and set up the police training systems. The Polair choppers are run by SLSQ and they provide the pilots as well so there's a very strong decade long association.'



*Snr Sgt Rob Finlay with event organiser Danny Hoyland and Coolangatta volunteers.*

Senior Sergeant Finlay has made it one of the priorities for his officers to engage with the surf club volunteers,

'We have a great relationship with the surf clubs around the beaches here, the ATV's get out on the beach and often the volunteers will approach us about potential criminal activity and provide assistance that produces a better intel picture. There are also lots of our police who do patrols and compete in SLS competitions. It's an extension of what police do in their paid role.'

One of the Coolangatta team at the ceremony is also a member of the neighbouring Greenmount Surf Club. Sergeant Steve Esgate has been with the same club for thirty five years, he said, 'I started there in nippers and some of the same blokes we still do beach patrols together.'



*A beachfront ceremony was held at Coolangatta to honour frontline responders.*

'The basic principal of saving life is a natural synergy between police and lifesavers. I see lots of young lifesavers that would make excellent police officers. It provides great fitness, discipline and basic things like turning up on time and a good work ethic.'

The Police Minister agreed. Mark Ryan was at the ceremony and wondered out loud whether surf life saving volunteers could become a strong recruiting stream for the QPS.

Mr Ryan said, 'We know getting into the police service is highly competitive

because we want the best citizens and surf life saving not only attracts good citizens but it builds better citizens, so what better way to find a pathway for someone who is ambitious to be a police officer than to help your community first than by being a lifesaver.'

The ceremony on the beachfront moved down to the waters edge where wreaths were placed into the swell of the Coolangatta Bay to honour those lifesavers who have died. The moving moment was followed by a low level fly past by the SLS rescue helicopter.

The President of the Coolangatta Surf Club Garry Bell has two sons in the QPS, Scott is at Broadbeach and has completed over 10 years service, another son Nicholas is part of the Gold Coast RAP.

Mr Bell said, 'Both of my boys are in the job and I can only see the good things it's brought out in them. This technically is memorial day for volunteer lifesavers and when we present patrol caps to those who have



*Sgt Steve Esgate said it's important to see the community come together acknowledging local emergency services and volunteers.*



*Sgt Steve Esgate, Insp Bruce Kuhn, Police Minister Mark Ryan, Snr Sgt Rob Finlay, S/C Ray Collihole.*



*The SLS Rescue Helicopter dropped wreaths into the surf as a mark of respect for lifesavers who have served their community and have since died.*



*A low level fly past by the rescue helicopter was a stirring moment in the ceremony.*



*S/C Ray Collihole during an emotional moment in the memorial service.*

qualified in all aspects of beach safety and rescue, but the bonds are so strong between the blue caps of police and the red and yellow of surf I wanted to extend this service as a thanks to all frontline responders.'

QPU General President Ian Leavers said the memorial service was started ten years ago but the inclusion of police had only strengthened it's relevance for the community.

Mr Leavers said, 'It's important police attend events like this to actually see the nicer side of the community. It's another reminder the majority of people are good, do the right thing and truly appreciate the work police do.'



## Intake 6/2021 formally graduated at the Queensland Police Academy at Oxley on Thursday May 5, 2022.

**The** 68 recruits were welcomed into the Service by Deputy Commissioner Steve Gollschewski and QPU President Ian Leavers during a morning ceremony in twenty nine degree heat.

Members of the three squads bring a variety of working experience to the QPS with backgrounds in Youth Justice, Protective Services, The Australian Defence Force , Paramedic medicine, teaching and a

host of trades including electricians, mechanics, baker, tree lopping and a few uncommon occupations joining the ranks including a commercial pilot, Park Ranger and pawnbroker.

Former QPS Communications Operator Kiah Finch requested her former supervisor Acting Inspector David Eugarde be her table officer.

Constable Finch said switching from the Comms Room to the frontline at Goodna will be a very different perspective, 'I feel extremely lucky to have had the exposure of Comms and the logistics of how a job starts from the triple zero call through dispatch and onto the car crews.'

**"The diversity of people joining the Queensland Police from all areas of our community is a real strong point."**

However Constable Finch does have a long term goal for her service after studying Forensic Molecular Biology at University before starting at Comms. The twenty seven year old said, 'Hopefully I can expand my career using my degree. I studied it for a reason, with the purpose to become a uniformed officer and move into the specialty of forensics.'

QPU President Ian Leavers believes the previous occupations of the new Constables will really contribute to the wealth of knowledge of the frontline.



*Constable Kiah Finch is hoping to move into forensics following the positive example from mentor Acting Inspector David Eugarde.*

Mr Leavers said, 'The diversity of people joining the Queensland Police from all areas of our community is a real strong point.'

'We never know what we will face when responding to a call so to have people with such dynamic careers in our ranks is an advantage and we just never know when that will pay dividends protecting each other or helping out someone in the community.'



*Constable Dan Murray recipient of the QPU Sponsored Dux Award.*

Recipient of the QPU Sponsored Dux Award for Class 6/2021 is Constable Dan Murray. His trajectory to join the QPS is another example of a varied career before becoming a recruit. The twenty nine year old was working as a customer billing administrator for a software company dealing with thousands of clients from a computer at home.

The switch to face to face contact with people and around the clock shifts is a big change but he said he's ready to embrace the challenge, 'I did a lot of conflict resolution and de-escalation courses in my previous roles and I think now that will be really helpful.'

'During the first few weeks of the recruit course we did a lot of theory understanding legislation but the staff at the Bob Atkinson Capabilities Centre were really helpful with our practical skills training and the knowledge

they shared gave us all confidence to handle just about any situation.'

He remembers vividly a presentation from the QPU President at the Academy. 'I get the clear impression the QPU always is there to back up officers when they need help particularly if you make an honest mistake.'

He said, 'Ian Leavers told us you can always call his mobile phone and he will help us out. Which is just great to know heading into a new job when you never know what you're going to see.'

Some of the recruits however did have an idea what the job can be like and the impact it can have on family life, mainly because they have parents, siblings or relatives already serving.

Detective Inspector Grahame Pannowtiz and his wife Senior Sergeant Jacinta Pannowtiz welcomed their daughter Ella into the QPS and it was a struggle trying to keep their emotions concealed during the ceremony.

Detective Inspector Pannowtiz said, 'Ella has always wanted to be a police officer, she knows there's some challenges and her mum has had that

motherly instinct and tried to shield her a bit but we are both super proud she's made it through the course.'

'Her first station will be Runaway Bay and I've told her she needs to be resilient, she's going to experience things you cannot always prepare yourself for but there's always a way to overcome a difficult situation.'



*Senior Sergeant Mitch Benson was able to present his brother Andrew with his police badge.*



*Sergeant Mark Brand from the Homicide Squad was able to present his son-in-law Chris Owen with his police badge.*



*Constable Ella Pannowtiz was sworn in by Dad Grahame and handed her badge by mum Jacinta.*



*Inspector Lukia Serafim presented her godson Matthew Ziebarth with his police badge. Matt's father Paul was Acting Chief Superintendent of South Brisbane when he died off duty in 2016.*

In his speech to the graduating class Police Minister Mark Ryan told all of the new Constables to ask themselves everyday when they put on their uniform and pick up their badge whether they are worthy of it. Mr Ryan said, 'I want you to be proud at

the end of every shift that you acted honourably, and everything you did was ethical and completed with integrity.'

QPU President Ian Leavers said training was at the core of producing quality police officers. Mr Leavers said, 'I've always advocated that only the best candidates in our community are selected to become Police Officers and the training they receive should be world class.

'I thank the trainers, educators and staff that prepared squads 205, 206 and 207 for their entry into the Queensland Police Service. I remind all the new Constables to never forget the skills you have been taught, look after your mates and look back on this time as one of the best moments in your life.'









# New Gear for the two wheelers

By Darren Curtis

**The bike squads at Fortitude Valley secured funding for the purchase of two new trail bikes and ten new pushbikes that will improve officer safety and efficiency.**

**Mountain** bikes have become a key component in crime disruption and an effective method of reaching calls for service through congested city streets. Bike Squad OIC Senior Sergeant Jason Laffey said, 'People still don't expect police to be riding push bikes and that includes people involved in committing criminal offences. Offenders we apprehend are genuinely surprised we move into spaces vehicles can't and across areas officers on foot cannot move as quickly.'

The 10 Mountain Bikes are Merida Big Trail 500's with 29 inch wheels. They're a fit for purpose replacement for the existing ageing fleet making it easier for officers to clear obstacles, stairs and with a smoother ride.



*The gun metal grey coloured bikes have basic police decals. The riders also carry a specialist cycling backpack with additional equipment.*

Sergeant Laffey said, 'The previous bikes were always maintained to a standard that was safe for our riders but they were three years overdue for replacement and the older the bike the more money was being required for maintenance and that's where they become less cost effective to run.'



'Part of the design of these new bikes as well is to use a single reflective sticker on the main stem, moving away from the traditional white frame allowing us to be overt when we need to but also maintain a degree of stealth. We appreciate the interest the



*The ten new mountain bikes valued at around \$2,000 each.*



*Senior Sergeant Jason Laffey said the bike squad are not restricted to roads & pathways occasionally they will deploy by train to conduct operations.*



Members of the Fortitude Valley Bike Squad are still smiling after having a funding proposal supported to provide ten new mountain bikes.



Superbright LED lights have been installed on the trail bikes to provide all round visual awareness.

QPU has in ensuring we have fit for purpose equipment when we spend so many hours a shift in the saddle.'

New resources as well for the team of trail bike riders based at Fortitude Valley with the purchase of two new Suzuki DRZ motorcycles. The new bikes retail for around \$10,000 and the QPS has spent a further \$7,000 adding super bright LED red and blue flashing lights, front, sides and rear along with a siren kit, air horn and an LED white light bar.

Senior Constable Greg Fairbrother said, 'We are now really visible from all sides and the light bar enables us to see both sides of a road if we are looking for someone hiding in shadows. These bikes give us fast access along bike paths, across parks, up stairs over traffic islands and we can scoot up one way streets utilising footpaths.

'We've become a resource not just for the SNP precinct but recently we were called in to assist with the search for the missing police dog at Ipswich, a search and rescue mission in the Boondall wetlands and a few protest marches in the city.'

Police Minister Mark Ryan was part of the official handover of the new bikes, he said, 'This is an investment in the police frontline, something I'm constantly reminded is essential by the Queensland Police Union. Providing police with the latest equipment available to get the job



S/C Greg Fairbrother with one of the new police enhanced trail bikes.

done is a symbol to the community that our police are supported with good resources which shows the government and community support police.'

There's something about police on bicycles that also seems to make them more approachable to families in parks and along pathways. QPU General



Sgt John Moss explains to Police Minister Mark Ryan that the gearing on the new Merida bikes can have them comfortably maintain speeds of 20km/hr.



Sgt John Moss stops during a patrol at New Farm to chat after 4 year old Reuben and his mother Courtney Ingle waved him down to look at his new bike.

President Ian Leavers said, 'Often the first interaction people may have with a police officer around the Valley and New Farm could be an officer on a pushbike and generally it's pretty informal compared to officers arriving in a car so that's got to be a good thing.

As a recreational bike rider myself I see the health benefits that come from our members riding pushbikes.

'The Union is always advocating for the frontline to have the best resources available whether it be helicopters,

cars, boats or technology, so I really thank Minister Ryan for listening to our common sense requests and providing this new equipment.'

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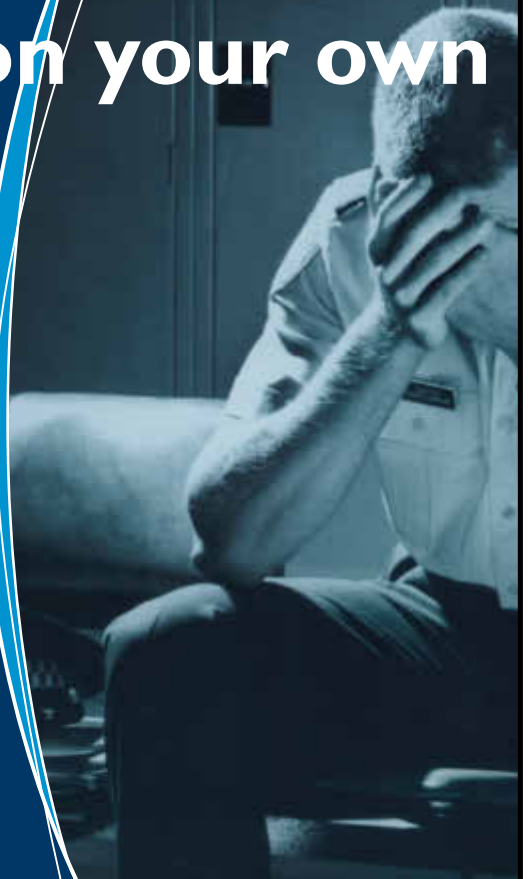
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# Double Jeopardy

By Calvin Gnech, Criminal Lawyer, Director Gnech & Associates.

## This question periodically arises: Is it unfair for a person to be dealt with in both the 'criminal jurisdiction' and then again in the 'discipline jurisdiction' for the same conduct?

It is not that unusual sports persons, medical staff, teachers, police officers and privately employed staff all routinely face serious consequences from their employer or registration body separate from any penalty (or acquittal) the courts impose. This employment/disciplinary action is often far more severe than the action taken by the courts.

On 14 June 1991 the front page of *The Courier-Mail* carried an article reporting comments made by the Queensland Police Union to the Criminal Justice Commission Parliamentary Committee. The Union criticised the Criminal Justice Commission for not applying "normal British justice standards" to police who had accusations made against them.

Specifically, the union complained about police who had been cleared by the courts still having to face police disciplinary proceedings.

This resulted in a public report by the then Criminal Justice Commission outlining how such a process was not prohibited.

### APPLICATION OF SECTION 16 CRIMINAL CODE (QLD)

In Queensland, the starting point for consideration of the law applicable to 'double jeopardy' principles commences with section 16 of the *Criminal Code*, which relevantly provides that a "person cannot be

twice *punished* either under the provisions of this Code or under the provisions of any other law for the same act or omission..."

Importantly, the term 'punished' is used. As demonstrated below, the authorities determine that the imposition of a disciplinary sanction does not amount to punishment and therefore section 16 (or any double jeopardy principle) does not apply to disciplinary action unless specifically stated within legislation.

For example, in the *Corrective Services Act 2006*, section 115 provides that a prisoner cannot be prosecuted for a criminal offence if the conduct has been dealt with as a breach of discipline and vice versa.

### THE LAW PRIOR TO THE INTRODUCTION OF THE HUMAN RIGHTS ACT 2020

The law dating back many years has consistently recognised the distinction between criminal and discipline proceedings and therefore ousted any 'double jeopardy' principles from operation across the two jurisdictions.

In *R v White; ex parte Byrnes*,<sup>1</sup> the High Court of Australia held that administrative tribunals charged with the responsibility of hearing and determining breaches of discipline do not sit as a court of law and that 'disciplinary' offences are not 'criminal offences'.



**GNECH AND ASSOCIATES**  
LAWYERS

It has been stated that the hearing of a disciplinary charge is neither criminal nor civil action.<sup>2</sup>

The object of discipline proceedings is not to punish or extract retribution, but to protect the public, maintain proper standards of conduct by members and protect the reputation of the organisation.<sup>3</sup>

In *Hardcastle v Commissioner of Police*<sup>4</sup> the appellant was a member of the Australian Federal Police who was charged with five breaches of the relevant police disciplinary regulations. Those breaches included that he was knowingly concerned in the commission by another police officer of various assaults on civilians.

Hardcastle was found guilty of all five charges by applying the civil standard of proof. The matter was first unsuccessfully judicially reviewed and then appealed to the Full Federal Court.

The Full Federal Court unanimously dismissed the appeal. Amongst other things, it was submitted by counsel for the appellant police officer that the discipline proceedings were prohibited

because it exposed the officer to 'double jeopardy'.

At page 597 the Federal Court unanimously stated:

"There is no room for the application of what is sometimes misleadingly called the principle of double jeopardy in this case. If the appellant were charged with, and convicted of, the same unlawful assaults as were the subject of the disciplinary offences he would not face double jeopardy or be punished twice for the same offence. He would be convicted of an offence against the criminal law and be guilty of a breach of the disciplinary code of the Australian Federal Police. The proceedings are essentially different in character and result."

In *Re Seidler*,<sup>5</sup> the applicant was employed by the Cairns Hospital Board and was charged with stealing a switchboard, the property of the employer. At his trial, the Crown entered a nolle prosequi – withdrawing the charge. Subsequently the employer charged the applicant with two disciplinary offences under the *Hospitals Act* for the same conduct.

Seidler was found guilty of those two disciplinary offences. On appeal, it was unsuccessfully argued that the previous acquittal of the criminal charges prohibited the disciplinary offences on the basis of 'double jeopardy' principles. In denying the application his Honour said:

"This divergency between standards of proof is a strong ground for denying operation to the double jeopardy principles as applicable to criminal and disciplinary tribunals."

In 1997 New South Wales courts were asked to consider this point in the case of *Litchfield*.<sup>6</sup> In *Litchfield's* case, a medical practitioner was subject to disciplinary proceedings for inappropriate sexual conduct with a patient in circumstances where the practitioner had already been acquitted

of criminal charges alleging the very same conduct.

The court unanimously rejected a submission that the earlier acquittal operated as a bar to the subsequent disciplinary proceedings. The court noted that it was long established that disciplinary proceedings consequent upon a conviction of criminal proceedings are not barred by the principle of double jeopardy.

The law has been decisively settled in this respect except for one anomaly which occurred in the Queensland Supreme Court in 1994. In *Pennisi v Wyvill and O'Sullivan*<sup>7</sup> a stay was ordered by the court on 'double jeopardy' principles in circumstances where a police officer had been convicted of offences and then faced disciplinary action.

This decision of *Pennisi* appears to have been an ex tempore decision and there is nothing to indicate that the relevant line of authority was brought to the trial judge's attention.

The underlying assumption seems to have been that an officer subject to police disciplinary processes was "punished" for the purposes of s16 of the code by having a sanction imposed upon him. Such a finding was not consistent with the authority discussed above.

In the 2006 Queensland Court of Appeal case of *R v NG*,<sup>8</sup> a student who was sentenced in the Children's Court for offences and then expelled from school argued he was being twice punished under 'double jeopardy' principles for these two actions.

The Court of Appeal unanimously found 'double jeopardy' principles were not applicable. The court unanimously declared *Pennisi's* Case should not be followed because disciplinary proceedings, due to their nature, do not equate to a punishment within the meaning of section 16 *Criminal Code* and therefore nor could

it be said it was an abuse of process. The appeal was dismissed.

## INTRODUCTION OF THE HUMAN RIGHTS ACT 2019 IN QUEENSLAND

On 1 January 2020 the *Human Rights Act* commenced in Queensland, bringing with it section 34 of the Act:

"A person must not be tried or punished more than once for an offence in relation to which the person has already been finally convicted or acquitted in accordance with law."

The *Human Rights Act* protects the right not to be tried or punished more than once for an offence. This right is based on Article 14(7) of the International Covenant on Civil and Political Rights. Australia ratified this treaty in 1980. The right is also essentially a restatement of the principle found within section 16 *Criminal Code*.

Although Queensland only introduced human rights legislation in 2020, the *Charter of Human Rights and Responsibilities Act* has been operating in Victoria since 2006.

In the Victorian Civil and Administrative Tribunal (VCAT) case of *Psychology Board of Australia v Ildiri*,<sup>9</sup> Ms Ildiri had been found guilty of numerous fraud offences under the *Crimes Act 1958* (Vic.). The board knew of the convictions. As a result, the board ruled that Ms Ildiri had also engaged in unprofessional conduct under the *Health Professions Registration Act 2005* (Vic.).

The tribunal found the disciplinary action did not violate the right not to be tried more than once under section 26 of the Victorian Charter [which is the equivalent of section 34 under the *Queensland Human Rights Act*]. This was because, consistent with the above-stated law, the purpose of disciplinary proceedings are "primarily to protect the public, and not to punish the practitioner"

### IN CONCLUSION

Double jeopardy principles apply within the criminal jurisdiction so a person cannot be twice punished for a criminal offence.

At the same time, it also appears there is little doubt the double jeopardy principle operates within a disciplinary/employment scheme. This means a person could not face a disciplinary sanction twice for the same conduct. The double jeopardy principle does not, however, cross over between the two differing jurisdictions.

No court in Queensland has yet been asked to consider the application of section 34 of the *Human Rights Act* (Qld).

However, it appears likely a court would not depart from the long history of decisions which has concluded double jeopardy prohibitions do not survive across the two different

jurisdictions of criminal and discipline/employment. A person can be charged criminally and still lawfully face disciplinary action from their employer.



*Calvin Gnech, Legal Practice Director of Gnech & Associates. Calvin sits as the Chairperson of the Queensland Law Society Disciplinary Law Committee and is a member of the Queensland Law Society Ethics Committee. Calvin has also been recommended by the Doyle's Guide in 2020 and 2021 as a Criminal Defence Lawyer.*

**\*This article was initially published by the Queensland Law Society in Proctor 4 November 2021**

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# Liaison Officer Conference

By Luke Hodge, QPU Industrial Officer.

**On Tuesday the 24th May 2022 QPU General President Ian Leavers and a representative from the QPU Industrial Team attended the Queensland Police Service Academy at Oxley for the inaugural Queensland Police Liaison Officer and Torres Strait Islander Police Liaison Officer Conference.**

**Attendees** included Police Liaison Officers and Torres Strait Island Police Liaison Officers from across the State as well as sworn members from Communications, Culture and Engagement Command.

hours in discussion with the group answering and responding to a variety of questions about pay, industrial entitlements, and ways PLO's can provide more assistance to sworn officers.



Thomas Pedro, Roneece Cupitt, QPU Industrial Officer Luke Hodge, Katrina Rapson, QPU President Ian Leavers, Elsie Nona, George Sam.

This Conference was about twenty years in the making and the exchange of ideas and experiences amongst the group was very interesting to hear. Not all of the PLO's were from far remote areas many of the Officers working in the South East corner had some really absorbing interactions to share.

President Leavers and the QPU delegation spent a number of



PLO's travelled from across Queensland for the Conference.



PLO's were advised that sick leave has been built into superannuation should extended leave be required if the officer suffers a loss of income.



QPU President Ian Leavers discussed issues affecting PLO's and what the Union can do to assist.

Mr Leavers said, 'My job is not to promise something I cannot deliver about pay, sick leave or industrial entitlements. I may not understand everything about First Nations culture or any of the wonderful cultural groups that now find safety and security here in Queensland but I will often say to officials in communities, we as police will work with you but people in the communities where your serve will often only listen to elders and the people they respect in the community and quite often that's you and I think in your roles you can achieve a lot in breaking down barriers.'

'There's a possibility you will at some stage of your career be involved in an incident that will end up in everyone involved needing legal assistance.'

Mr Leavers said, 'It would be a terrible situation if the sworn member is in the QPU and is looked after and you are on your own without legal assistance. We're also there for discipline interviews, whether it's about your performance at work or making a mistake.'

Workplace Health and Safety the QPU has it's own specialists, so if there's an issue in your workplace we can assist to ensure the QPS is doing the right thing by you.

Work Cover assistance is also available if you end up injuring yourselves or have a medical condition that's work related. The QPU has some of the best legal advisors in Sciacca's lawyers to act on your behalf and the QPU funds the action.

The attendees were advised of the significant achievements the QPU has made for the non-sworn cohort over the life of EB, starting with EB2 in 1997.

There has been significant increases not just to pay levels/points but increases in entire pay bands. PLO's originally commencing as Operational Officer level three (OO3) now having access to OO4 and OO5 pay bands.

The significance of this was shown when comparing the starting level for PLO's in 2022 (\$65,400) in comparison to a Protective Service Officer (formally State Government Security),

OO3 level to OO4 level, and obtaining locality allowance and critical incident leave for our non-sworn members.

Conversation during the conference involved what options the Union may be able to achieve moving forward particularly in relation to EB shift allowances, professional development mentoring and transfer provisions.

President Leavers provided detailed examples on the work the QPU is doing behind the scenes with the State Government and the QPS, also



Conference convener Snr Sgt Anna Dwyer said the delegates spent the time at Oxley, sharing experiences, learning and networking.



QPU President Ian Leavers reminded the Conference members to not let their Liaison Officer role get blurred becoming involved in enforcement.



QPU Industrial Officer briefed the Conference on achievements the Union had secured specifically for PLO's through the Enterprise Bargaining.

Industrial relations assistance is also a core issue for the QPU in assisting PLO's, if you have issues with rostering or overtime, work patterns, rec leave, contact our industrial team. The Union does not rely on QPS

starting on \$53,000 per annum . Prior to 1991 the starting salaries of both designations was the same.

During EB 9 (2019) the QPU continued to deliver with TSIPO's moving from

as President of the Police Federation of Australia he is regularly lobbying members of Federal Parliament for better resources for all police.

Mr Leavers said, 'You are the Union,



*Mt Isa PLO Roneece Cupitt, QPU Industrial Officer Luke Hodge and Elsie Nona Bardo Island TSIPLD.*

it's time for non-sworn officers to stand up and be part of the QPU. I encourage every person here at the Conference to get involved, become a delegate that's how you can influence real change, don't leave it up to others. If you are passionate about achieving

a particular result tell us what you want and get involved.

'If you don't get something in this EB don't think your idea wasn't worthwhile or valued and that's the end of it, the reality is sometimes it takes years to set up EB benefits. The

QPU works really hard to look after our PLO's but we can only do that if you are a QPU member.'

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By Darren Curtis

## Members of Recruit intake 46 graduated from the North Queensland Police Academy Campus in Townsville on Thursday June 2, 2022.

**The** ceremony held at the Townsville Basketball Stadium coincided with the 25th Anniversary of the first class to graduate from the Townsville facility in 1997. Since opening its doors the Academy has prepared and graduated 1,816 recruits.

skills required are more advanced than when he signed up but he did have something from his time in uniform he wanted to share.

Mr Loveridge said, 'The one pearl of wisdom I have is exactly the same as my group, the major commodity you bring

with you to this job is your integrity. Don't lose it, keep it and everything else will work out.'

The 2022 graduation class consisted of 44 recruits split into squads 208 and 209 with both groups completing 27 weeks of training at the Belgian Gardens complex.

The Constables bring an interesting collection of careers, trades and service experience to the QPS including primary school teaching, disability support workers, avionics engineer, medical imaging and a community corrections officer.

For some of the recruits the progression to First Year Constable felt a bit like a continuation of the family business. Superintendent Craig Morrow was the table officer for his nephew Cody Morrow, with Cody's father Dale who is the OIC at Petrie Station joining them



*Squads 208 and 209 graduate from the Townsville Academy.*

Retired QPS Superintendent Bob Loveridge was the honoured guest for the swearing in as 2022 marks sixty years since he graduated.

Mr Loveridge believed being part of the current recruits 'most special day' was very humbling. He said, 'They are just as excited as we were, big difference is there were no females in our squads, the ceremony however these days has a lot more ritual to it, when we graduated you marched on, took the oath then it was like nick off and get to work.'

Mr Loveridge said he doubted he could be a police officer these days as the



*QRPA members Bob Loveridge and John Urquhart with QPU Vice President Shane Prior and QPU Northern Region Rep Peter Thomas.*

once the paperwork was complete to hand his son his badge.

For Constable Jack Newman policing is definitely in his veins, his father Highway Patrol Cyclist Sergeant (ret) Doc Newman was there and his wife Senior Constable (ret) Kim Newman was able to pass the badge to Jack and they were joined by Jack's brother Scott who is a VicPol Officer.

both. Cooper spent a year at TAFE, two years at University to get here and he's been thinking about this day for a long time.'

Graduation day will also remain significant for Constable Kiern Scholl, the former legal assistant was presented with her ID wallet by mum Senior Constable Nickie Rozman, her father Sergeant (ret) Richard Scholl was proud

as well to see his daughter join the service.

It was also the last graduation Inspector Glenn Doyle will attend in an official capacity and it was a perfect moment as he confirmed the affirmation of his son Samuel as a Constable.

QPU Vice President Shane Prior congratulated all the Constables



Constable Cody Morrow with his father Dale and Uncle Craig.



Constable Jack Newman is the latest Newman to commit to a career of police service.

Just two years after the Townsville Academy opened Cooper Harland was already in the classrooms and corridors. His father now Capability Command Inspector Darren Harland was a recruit instructor at the time and would bring his infant son to work somedays, so the facility should have been familiar during Cooper's training. It's easy to tell why it was an emotional experience as he collected his badge from his dad.

Inspector Harland said, 'It's been a fantastic collection of memories for us



A proud moment for the Doyle family celebrating the swearing in of Samuel.



Constable Cooper Harland with his father Acting Superintendent Darren Harland.



Constable Kiern Scholl with her mother Senior Constable Nickie Rozman.

for their decision to commit to the profession of policing. Mr Prior said, 'Policing is one of the most honourable professions anyone can undertake and there's no doubt it will be a challenging and at many times a very rewarding career.'

Recipient of the QPU Dux Award for Intake 46 Constable Caitlin Edgar is relocating to Rockhampton with her husband for her First Year and said she's keen to explore a new city and learn from experienced staff, 'I like taking on responsibility and the constant change

twice and was rejected the first time but I reapplied as soon as I was eligible again and it's worked out brilliantly. I was able to go through the Townsville Academy and the staff there really know you and seemed to have a personal investment in your progress and

**"I commend all the graduates for their willingness to work in some of the most remote communities in Queensland but remember no matter where you are in this State the QPU is available to assist you with welfare issues, pay and industrial entitlements at any stage of your career."**

'I commend all the graduates for their willingness to work in some of the most remote communities in Queensland but remember no matter where you are in this State the QPU is available to assist you with welfare issues, pay and industrial entitlements at any stage of your career.'

Over the next twelve months the 44 First Year Constables will undertake station based training where they will be assessed on their ability to learn and make decisions with real effects for the people they are dealing with.

The Constables of Intake 46 will be spread across four Regions and multiple police districts. Northern Region will receive twenty six new officers, with five

of pace that will come from being frontline response and the uncertainty of what is coming next. This has been my dream job, my dad joined the police when I was nine and I knew from then that's what I wanted to do.'

Constable Edgar was working in a hospital ER before joining the QPS but it wasn't an easy path. She said, 'I applied

success. Regional Rep Peter Thomas and the staff from day one explained and showed to us how much support we have through the Union. All of us graduating know the QPU has our back and we can turn to them for anything we need.'

Twenty three year old Caitlyn was also the recipient of the Commissioner's



*QPU Dux recipient Caitlin Edgar accepts the award from QPU Vice-President Shane Prior.*

each to Kirwan and Townsville Stations and four to Mundingburra and Mt Isa Stations. Nine officers are heading to the Far North Region, seven to Central Region and two to Southern Region to settle into Dalby and Ispwich.



*QPU Vice President Shane Prior, and QPU Northern Region Rep Peter Thomas congratulate Constable Caitlin Edgar on her graduation.*

Award for high achievement in leadership, skills performance and academic results, 'I said I was going to give the course everything I had and to get the most out of it and it worked out pretty successfully for me.'



Constable Caitlin Edgar and Constable Breanna Durnan collected multiple Awards for their efforts during training at the Townsville Academy.



Constable Steven Ross presented with the Traffic Award from Acting Superintendent Joe Kitching.



Constable Melissa Peronis is presented with the QBank Achievement Award from Tony Ross.



Constable Luke George accepts the Operational Skills Award from Acting Assistant Commissioner Mark Kelly.



Constable Breanna Durnan accepts the Leadership Award from Superintendent Kerry Johnson.



Constable Mitchell Patterson is presented with the Physical Skills Award from QRPA Member John Urquhart.



Constable Caitlin Edgar accepts the Commissioner's Award from QPS Commissioner Katarina Carroll.



Constable Breanna Durnan is presented with the Community Service Award from Superintendent Kerry Johnson.

Police Minister Mark Ryan thanked all of the graduates for opting to make a positive decision to serve their community and join the police ranks.

The Minister said, 'Many Queenslanders are looking for purpose in their lives particularly after the past two years of COVID disruption and natural disasters. A career as a police officer is admirable and will definitely be rewarding.'











# Anti-Discrimination Laws, 'Human Rights' and Complaints against Police

By Melanie Morris, Director Gilshenan & Luton Legal Practice.

## The *Anti-Discrimination Act 1991* makes unfair discrimination, sexual harassment, vilification and victimisation unlawful in Queensland.

**Police** officers, like everyone, are protected by anti-discrimination laws. In recent times however, there has been a noticeable increase in the number of complaints being made against individual police officers for breaching anti-discrimination laws in their dealings with members of the public. These complaints are often accompanied by complaints that police have breached the 'human rights' of persons.

In this article, we look at what anti-discrimination and human rights laws are and how these complaints are made and dealt with before the Human Rights Commission.

### **ANTI-DISCRIMINATION ACT 1991**

In 1991 the Queensland Parliament passed the *Anti-Discrimination Act* (the Act) which aims to protect people in Queensland from unfair discrimination, sexual harassment and other objectionable conduct and provides a means to bring a complaint and have it resolved.

For conduct to be unlawful discrimination under the Act, it must:

- Be based on an attribute listed in the Act;
- Take place in an area of activity listed in the Act; and
- Result in a person being treated less favourably than someone without that attribute.

The Act prohibits discrimination on the basis of the following attributes:

- Sex
- relationship status
- pregnancy
- parental status
- breastfeeding
- age
- race
- impairment
- religious belief or religious activity
- political belief or activity
- trade union activity
- lawful sexual activity
- gender identity
- sexuality
- family responsibilities
- association with, or relation to, a person identified on the basis of any of these attributes.

The Act also defines certain areas where discrimination on any of the above attributes is unlawful. One of these areas is in the administration of state laws and programs (therefore the enforcement of laws by police).

### **COMPLAINTS AGAINST POLICE**

It is not uncommon for members of the public who have been arrested or had some dealings with police, to complain that the action taken against them only occurred as a result of discrimination due to 'an attribute' and was therefore unlawful. Frequently, these complaints



are accompanied by complaints that police breached a person's basic 'human rights'. For example, it is not uncommon for a person to allege that they were only arrested by police due to their race or age and were therefore, unlawfully discriminated against. Further, that the conduct of the police, breached their human right of 'recognition and equality before the law'.

It is important to note that the Act permits police to do any act that is '*necessary to comply with or is specifically authorised by an existing provision of another Act*'. Therefore, any conduct of police or any power exercised by them that is in accordance with legislation, will be lawful. In this regard, body worn camera footage and contemporaneous notes are vital to defending complaints made by members of the public to the Commission.

### **WHAT ARE HUMAN RIGHTS?**

In Australia, 'human rights' are protected and promoted under both Federal Law and State Law. In essence, they are a basic set of rights and freedoms available to everyone at all times.

With respect to 'federal laws', human rights are defined in the *Australian Human Rights Commission Act 1986*

(AHRC Act) as the rights and freedoms contained in specific international instruments that are scheduled to, or declared under, the AHRC Act.

With respect to 'state laws' (Queensland), the *Human Rights Act 2019* (HR Act) protects the rights of everyone in Queensland. The HR Act protects 23 human rights consisting of:

- Right to recognition and equality before the law;
- Right to life
- Right to protection from torture and cruel, inhuman or degrading treatment;
- Right to freedom from forced work;
- Right to freedom of movement;
- Right to freedom of thought, conscience, religion and belief;
- Right to freedom of expression;
- Right to peaceful assembly and freedom of association;
- Right to taking part in public life;
- Property rights;
- Right to privacy and reputation;
- Right to protection of families and children;
- Cultural rights – generally
- Cultural rights – Aboriginal peoples and Torres Strait Islander peoples;
- Right to liberty and security of person;
- Right to humane treatment when deprived of liberty;
- Right to a fair hearing
- Rights in criminal proceedings
- Rights of children in the criminal process
- Right not to be tried or punished more than once;
- Retrospective criminal laws;
- Right to education; and
- Right to health services.

### WHERE ARE COMPLAINTS MADE?

Usually, and as against police officers, both complaints of unlawful discrimination and breaches of Human Rights are made to the Queensland Human Rights Commission (QHRC). Sometimes, they are made to the Australian Human Rights Commission (AHRC).

### WHAT HAPPENS AFTER A COMPLAINT IS MADE TO THE QHRC OR AHRC?

Once a complaint is lodged, the Commission will assess the complaint as to whether there may have been a contravention of the law.

If the Commission considers there hasn't been a contravention of the law, the person making the complaint will be informed and the matter will not proceed further. If the Commission considers there has been a contravention of the law, it will send the complaint to the person accused of the breach (the respondent).

Following that, the complainant and respondent will be directed to attend a conciliation conference to try and resolve the matter. At such a conference an impartial third party will assist the parties to consider different options to resolve the complaint. This may be by way of an apology, change of policy, compensation or other outcome.

Where matters are unable to be resolved, they may then be referred to a Commission or Tribunal for a hearing.

### WHAT HAPPENS IF POLICE RECEIVE A COMPLAINT AS THE RESPONDENT?

Usually, when a person complains to the QHRC against the conduct of a police officer, the complaint will be also be made against the Queensland Police Service (as the organisation). Often, the QPS will appoint a legal representative to act both for the organisation and the individual police officer.

This can at times, be disadvantageous to an individual police officer particular where the QPS wishes to settle the

matter, but the police officer wishes to contest the complaint made against them. Depending on the findings made by the QHRC it can initiate a misconduct investigation or reopen a previously finalised misconduct investigation.

For these reasons it is recommended that if an individual police officer receives a complaint as the respondent, they should immediately contact the Queensland Police Union of Employees for assistance and to seek separate representation.

The QPU continues to support its members in responding to complaints against them to both the QHRC and AHRC so that members can achieve the best possible outcomes arising out of complaints to the Commission.



*Melanie Morris is a Director of Gilshenan & Luton Legal Practice, specialising in employment law, administrative law, occupational law, administrative law, occupational and disciplinary law.*

# Fee Decrease

**During the QPU Annual Conference in May 2022 the QPU Executive with the support of the elected delegates attending from all over Queensland voted to reduce dues.**

**This** follows on from a freeze of the dues in 2021 to assist members during the COVID pandemic and the escalating cost of living expenses.

Even before last week's decision, the QPU's membership dues were the cheapest in policing for any jurisdiction anywhere in Australia and now are significantly lower than anywhere else by even more!

the actuarial increase in the QPU's membership owing to the industrial gains the QPU has achieved; and the efficiencies that have been achieved by the Executive in relation to the operation and costs of administering the QPU which means the QPU can reduce membership dues for the first time ever.

At the same time, the QPU has been able to ensure a payment of

all members, the QPU's allocated spending for legal defence is projected to increase even further in 2022 and the QPU will continue to spare no expense when it comes to representing and defending all members.

With the QPU's astute budgeting and forward planning, the QPU can pass on savings to members while at the same time expanding our services and member benefits.

The new schedule of membership dues is printed in this edition of the QPU journal and will commence on 1 July, 2022. For any members who have already paid in advance, watch for your refund as some members can receive savings of almost 25% on last year's full membership dues depending on how you pay.

All dues paid each year also remain fully tax deductible.

As always, if you have any queries please contact the QPU at [queries@qpu.asn.au](mailto:queries@qpu.asn.au) or call the Union's Brisbane office 32591900.

**"With the QPU's astute budgeting and forward planning, the QPU can pass on savings to members while at the same time expanding our services and member benefits."**

In recent years, owing to the QPU's astute financial management and responsible budgeting we are very proud that we have been able to reduce the dues, and this now means membership is \$900 a year. It drops even further to \$810 if paying annually upfront.

This is for many reasons including strong financial management from the QPU Executive Management Team through strong and judicious budgeting, the fiscal improvement the QPU has seen over the last 18 months during COVID with the QPU's expert banking advisors, the actuarial strength of the QPU's investments,

\$1,000 to each member affected by Queensland's natural disasters totalling almost \$200,000 since 2021.

The QPU has been able to also underwrite assistance for Blue Hope with support well in excess of six figures.

The QPU's largest outlays are spent providing the best legal services available in the State and that runs into \$4,000,000 spent annually on representing members for discipline, criminal charges and a whole range of other matters.

Unfortunately because of the ever litigious environment that confronts

# THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

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

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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

# Union Dues

## Union Dues for 2022/2023 Ticket Year

<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>Fortnightly</i>
<b>Sworn</b>	\$900.00	\$810.00	\$450.00	\$427.50	\$225.00	\$213.75	\$34.50
<b>Recruits</b>	\$450.00	\$405.00	\$225.00	\$213.75	\$112.50	\$106.90	\$17.25
<b>PLO's/Pipe Band &amp; Watchhouse Officers</b>	\$674.30	\$606.85	\$337.15	\$320.25	\$168.60	\$160.15	\$25.85
<b>PLO's/Pipe Band &amp; Watchhouse Officers P/Time</b>	\$506.10	\$455.50	\$253.05	\$240.40	\$126.55	\$120.20	\$19.40
<b>Part Time 2 - 64</b>	\$674.30	\$606.85	\$337.15	\$320.25	\$168.60	\$160.15	\$25.85

The 2022/2023 Membership year runs 01/07/2022 to 30/06/2023.

- Union dues are GST inclusive.
- To receive the yearly discount (10%) the dues must be paid in full by 1 July 2022.
- To receive the HalfYearly discount (5%) the dues are paid prior to 1 July 2022 and 1 January 2023
- To receive the Quarter discount (5%) the dues are to be paid in advance before the start of the Quarter 1 July 2022, 30 September 2022, 1 January 2023, 1 April 2023.

If a member wishes to change their payment method to take advantage of the discount, please contact Kaye, Carly or Melissa at the Union Office prior to 30th June 2022 or email [membership@qpu.asn.au](mailto:membership@qpu.asn.au)

Half Year Payment Dates:

- 30th June 2022
- 21st December 2022

Quarter Payment Dates:

- 30th June 2022
- 30th September 2022
- 21st December 2022
- 31st March 2023



# QSuper now a part of Australian Retirement Trust

**QSuper is venturing into a new era following the official merger with Sunsuper to create Australian Retirement Trust, to become one of Australia's largest superannuation funds.**



**Australian** Retirement Trust takes care of more than \$200 Billion in retirement savings for more than two million members. Over 18,000 members are serving or retired Queensland Police. QSuper is now part of Australian Retirement Trust, and QSuper account holders will still be able to utilise the products and services previously available to them.



## **BENEFITS OF QSUPER AND SUNSUPER MERGER**

The Boards of both QSuper and Sunsuper believe it will take two years to fully integrate however they will be able to deliver benefits to members through greater efficiencies and lower costs. It's anticipated from July 1, 2022 the first planned fee reduction will take effect.

The merger is one of the largest in the superannuation industry and is aiming to deliver long term investment returns using proven investment philosophies.

## **NO CHANGE TO QSUPER ACCOUNTS**

QSuper account holders are now members of Australian Retirement Trust, and it's important for members to know that there are no changes to their:

- Investments
- Insurance
- Account details (including any beneficiaries and authorities)
- BPAY details
- Contribution arrangements with employers
- Pension payment amount and frequency (if applicable)
- Defined Benefit entitlements (if applicable)
- Current insurance claims (if applicable).



Members can visit ART centres to discuss their accounts and options at two locations in Brisbane between 8.30am-5pm Monday to Friday:

30 Little Cribb, Street Milton  
70 Eagle Street, Brisbane QSuper



*QPU Legal Manager Shayne Maxwell represents the interests of Police Union Members on the new ART Board.*

The QPU Representative on the ART Board is the Union's Legal Manager Shayne Maxwell. Mr Maxwell has been a Director of QSuper since 2018 and is also a Director of the Queensland Police Legacy Scheme and he is an Executive Member of the Queensland Council of Unions.

As a member of the QPU Executive and a member of the Australian Institute of Company Directors Mr Maxwell said the financial future of every police officer is at the core of his thinking, 'I encourage every QPU member to see a licenced financial planner to ensure they have a solid plan for their retirement.

'To help with this planning the Union offers a reimbursement up to \$200 to meet with an external qualified financial adviser and this can be utilised every three years.

'It's easy to claim, simply contact our membership team at the QPU Brisbane office on 3259 1900 with receipts confirming the planning meeting was conducted and the reimbursement will be processed.'

ART Members can also call the Trust's assistance line on 131 184 to discuss their account.

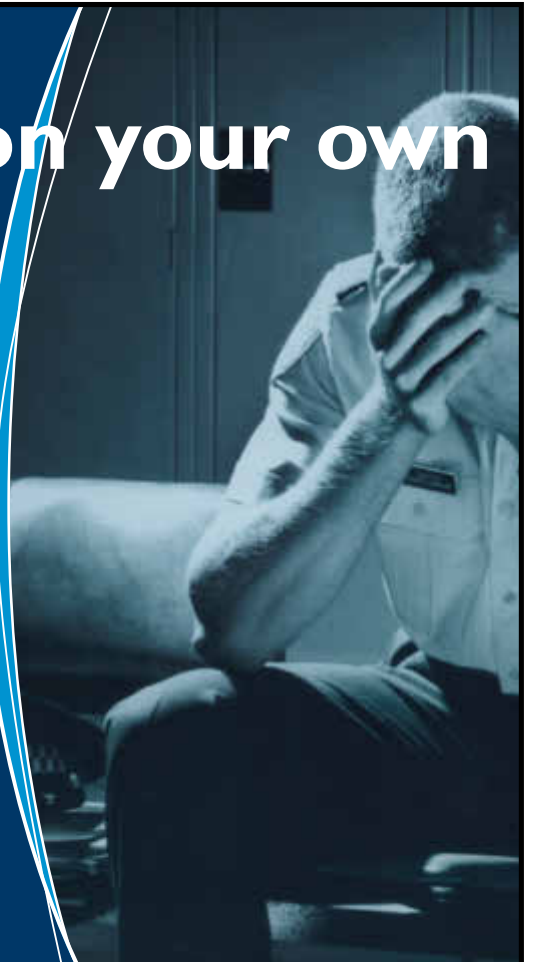
# Without us, you're on your own

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



**QUEENSLAND POLICE UNION OF EMPLOYEES**

Telephone: 07 3259 1900 • Fax: 07 3259 1950



# Scholarship Assistance

By Darren Curtis

**The QPU Scholarship Program could be the 'X factor' that provides a special element of assistance for the talented child of a QPU member to help them obtain success and recognition in their chosen field.**

**For** 2022 the QPU has set aside \$30,000 to be bestowed as scholarships for the children of current serving Queensland Police Officers who are members of the QPU to provide financial assistance to attend high level competition or events in sport or academics.

The scholarship scheme will provide assistance for one event per child during the 2022 calendar year and it must be a recognised State, National or International competition. For academic events the scholarship activity must be outside normal schooling requirements.

One of the 2016 recipients was Lachlan Andrews, he was provided with nearly

\$3,000 to attend the World Robotics Championships in St Louis Missouri.

The opportunity to be surrounded by futuristic ideas and concepts added to Lachlan's learning desire and in 2021 at the completion of Year 12, Lachlan was awarded Senior Dux of Sheldon College. He obtained a near perfect score in specialist mathematics, bio, physics, chemistry and literature. He's now preparing to study medicine at the University of Queensland.

His mother Janelle was a Senior Sergeant when Lachlan was awarded his scholarship, she said, 'The scholarship funds supported Lachlan's travel costs and registration fees in representing Sheldon College at the

International First Lego League Finals in Missouri, United States in 2016.

'Through the scholarship Lachlan was lucky to experience an international competition with over 40,000 participants, to meet like-minded students and to learn lifelong lessons about striving to be the best you can be in whatever you choose to do and how to manage disappointment when you don't always succeed.'

'I highly recommend QPU members to nominate their child for the QPU Scholarship which is not restricted to excellence in the sporting, dance and theatre fields but also academic excellence programs.' Ms Andrews said, 'We will always be grateful to the QPU for having the Scholarship Scheme available for members to seek support for their children to excel.'



QPU Scholarship recipient Lachlan Andrews named 2021 Senior School Dux at Sheldon College.



Lachlan found inspiration in the International Robotics Competition.



*The trip to Missouri was a life changing experience for Lachlan and his family encourage others to apply for a QPU scholarship.*



*Isabel Nezc was recognised with a QPU Scholarship to compete at the State Pony Club Championships in 2021.*

The family of 2021 recipient Isabel Nezc believe the scholarship helped the 14 year old equestrian competitor take her desire for elite competition to the next level.

Detective Senior Constable Alex Nezc said, 'We are in Yeppoon and a lot of the top level state competitions are held in the South East Corner and there's always travel involved. Towing a horse float 600 kilometers each way is pretty costly so we were able to use the \$900 scholarship money to cover fuel costs and entry fees for Isabel at the State Pony Club Horse trials in 2021.'

Proud dad Alex continued, 'Isabel finished 7th overall after competing in the dressage, show jumping and cross country events. Isabel has now set a goal to be top 3 in the State and it is possible with her enthusiasm and training.'

'I'd tell any QPU member it's definitely worth applying for a scholarship because it can provide really valuable assistance, we know the cost for children to compete in any sport is financially huge but this boost from the Police Union can help your child achieve their goals.'

QPU Industrial Manager Mick Barnes heads up the scholarship assessment



*Isabel Nezc competed in the show jumping, cross country and dressage.*

committee that includes QPU Life Members and the QPU Executive. The scholarship program has a core belief that excellence is defined by the ability to grow, improve and to get better. The pursuance of excellence motivates and generates discipline and determination that requires courage, honesty and self confidence.

Mr Barnes said, 'They are all traits the parents of the scholarship nominees demonstrate daily in their roles as Police. A scholarship bursary can make the difference between our members children being able to access the events they are gifted in or missing out. It's yet another benefit the QPU provides

to members supporting them and their social health.'



*Recipients of the QPU Scholarships like Isabel Nezc must show courage, honesty and self confidence like their police officer parent.*

Applications are currently open for scholarships but the closing date for 2022 funding is Friday September 30, 2022.

The forms outlining the details required and the scholarship process can be downloaded from the QPU website by typing in this link <https://www.qpu.asn.au/news/the-queensland-police-union-of-employees-scholarship-scheme> or by calling the current scholarship co-ordinator, Mel Lenzinger at the QPU office in Brisbane on 3259 1900.

# Employers Duty of Care for Psychological Injury

By Ryan Heath, Special Counsel Sciacca's Lawyers.

**As members would be aware, Sciacca's Lawyers continues to provide advice to police in both WorkCover statutory claims and common law claims arising from psychological injuries suffered in the course of their employment.**

**These** claims can arise either through repeated exposure to trauma, a one-off traumatic event or workplace stressors including unreasonable management action.

It is well established case law that an employer has a duty of care to ensure a safe system and safe place of work. However, what constitutes a 'safe system of work' depends on the circumstances of a particular case.

In *Koehler v Cerebos (Australia) Limited* the High Court held that an employer was not liable for a psychiatric injury suffered by an employee. In that case the employee was a sales representative and was required to visit a number of stores on a single day.

The employee had told her employer she could not complete the tasks within the required time frame. She had suggested changes to her role which her employer ignored. She eventually was diagnosed with anxiety and depression.

In that case the High Court held that the employer would not have foreseen the risk of the psychiatric injury to the employee, firstly because the employee had agreed to perform the duties and secondly the employer had no reason to suspect the employee was at risk of psychiatric injury.

Given that decision of the High Court, in advising police regarding their prospects of success in a claim for a pure psychiatric injury, we are required to obtain evidence of what the QPS knew or should have known as to the officer's psychological wellbeing prior to their decompensation.

However, the High Court in a recent decision of *Kozarov v The State of Victoria* has provided further clarification on these matters.

Ms Kozarov was a solicitor who worked in a specialist sexual offences unit (SSOU) in the Victorian Office of Public Prosecutions. She claimed damages in respect of a psychiatric injury that she alleged was sustained during the course of her employment.

In her role Ms Kozarov worked on child sexual abuse claims. She suffered chronic post traumatic stress disorder and a major depressive disorder as a result of her exposure to vicarious trauma in her case load.

In arriving at its decision, the High Court sought to distinguish Ms Kozarov's factual circumstances from the *Koehler* decision, noting that *Koehler* was concerned with the extent to which reasonable care for the mental health of an employee may require the employer to be alert for signs that, by reason of the nature of the employees work, that the employee is at risk of mental illness.

The High Court stated in the *Kozarov* decision that there is no question as to whether the employer was duty bound to be alert to the risk of the psychological injury given the nature of the work. In this regard their Honours Keifel and Keen stated as follows:-

*"In light of the undisputed facts, it is clear that officers of the respondent who were responsible for the management of the SSOU were duty bound to exercise reasonable care to protect Ms Kozarov against risk to her mental health that were actually known to the respondent. That this is so readily apparent from the terms of the vicarious trauma policy (the VT policy) adopted by the respondent for the protection of the psychiatric health of employees within the SSOU before Ms Kozarov's employment commenced. No further warning signs were necessary to establish that the content of the duty of care owed by the respondent to Ms Kozarov included active steps for the care of her psychiatric health."*

Their Honours went further commenting on particular types of employment which may put employees at risk. They stated as follows:-

*"The circumstances of a particular type of employment may be such*



*that the work to be performed by the employee is inherently and obviously dangerous to the psychiatric health of the employee (just as other kinds of work are inherently and obviously dangerous to the physical health of the employee). In any such case, the employer is duty bound to be proactive in the provision of measures to enable the work to be performed safely by the employee."*

There are some general observations that can be made regarding the attitude of the High Court in the *Kozarov* decision as follows:-

- (a) The duty of care owed by an employer to an employee in certain workplaces can include active steps for the care of the psychiatric health of the employee.
- (b) There may be features of particular employment which will mean that the work is inherently and obviously dangerous to the psychiatric health of an employee. In those circumstances the employer has a duty to be proactive and to provide measures which enable the work to be performed safely.

- (c) An employer's internal policy or procedures may indicate that the employer has a lively appreciation of the serious risk to the mental health of employees posed by the work. In those circumstances the employer does not need any further warning sign to take reasonable steps to safeguard an employee's mental health.

The *Kozarov* decision certainly provides assistance in advising police regarding their prospects of success in common law actions. Previously we needed to show that the officer had obvious signs of psychological distress or symptomology prior to their decompensation. Generally speaking, absent such notice of the officer's wellbeing, the QPS could argue that the provision of HSOs, PSOs and police chaplains was sufficient to discharge their duty of care.

However given the nature of policing and the fact that they are regularly exposed to trauma, we consider it can now be argued that the QPS has a duty to be proactive and to provide measures which enable work to be performed safely.

In circumstances where the QPS have internal policies and procedures

regarding psychological wellbeing, it can now be argued that failure to comply with those policies and procedures may lead to a finding of fault or negligence on behalf of the QPS.

Members are encouraged to contact Sciacca's Lawyers on 1800 658 525 to obtain advice regarding any workplace injuries, in particular psychological injuries, at the earliest opportunity. Staff at the Union's Brisbane Office can also assist on 3259 1900.



*Ryan Heath has over 25 years experience and specialises in assisting first responders with WorkCover and Disability Claims.*

## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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# Good Mental Health is for Everyone

By Rosemary Featherstone QPU Workplace Health & Safety Committee

**Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood.**

**For** first responders there are some troubling statistics:

- One in three emergency workers suffer from high to very high levels of psychological distress.
- One police officer, firefighter, paramedic is taking their life every 6 weeks.
- 10% of frontline workers have probable PTSD, compared to an estimated 4% of the general population. (A1 Source)

QPU General President Ian Leavers has advocated for and successfully lobbied the Queensland Government for a simplified worker's compensation process that does not require an officer to prove their diagnosed PTSD was caused by work.

From May 2021, due to the nature of the work that first responders do they will be considered to have PTSD classified as a work related injury unless there is evidence to the contrary.

The QPU is referring any member with a Workcover claim to Sciacca's Lawyers for assistance.

The QPU through the Union's WHS Committee, are collaboratively working and consulting with the QPS to ensure that members who require mental health assistance are provided with appropriate services, that all QPU members are part of a change

management process that promotes personal wellbeing and mental health care and that they need to be drivers to encourage themselves and others to seek help.

Anxiety, depression, PTSD and substance abuse are just some of the mental health issues that can occur as a result of policing duties.

Members of the QPU WHS Committee recently attended the 2022 Frontline Mental Health Conference on the Gold Coast in March 2022. The Frontline Mental Health Conference is designed to develop the knowledge and skills of first responders in leadership positions, so that they can actively promote positive mental health within the organisation.

The theme of this year's conference was "Working Together-Exploring an Integrated Health and Wellbeing Approach." The QPU along with colleagues from the QPS Wellbeing Strategy and Programs Team were also there gathering the skills for driving meaningful change and developing and sustaining a mentally healthy workforce.

The speakers came from all walks of life and experience – from Commissioners to academics to medical professionals and especially to those with genuine 'lived experience' who discussed the important role in understanding the journey that they undertook while having a mental health illness.



*Dr Jacqueline Drew is undertaking a research project in collaboration with the QPS on employee health and wellbeing.*



*QPS Inspector Don McKay has had a career in General Duties, SERT and Forensic Services. He's also passionate about teaching resilience strategies to first responders.*

Don McKay from the Queensland Police Service provided a, "High Performance People-Resilience & Performance Strategies," workshop.

Dr. Jacqueline Drew (Griffith University) presented on, "Leadership and Mental Health: An Agenda for Developing Police Leaders," which gave an insight into a recent survey and how that data may well be able to assist in identifying issues facing the QPS and how the Service may address them.

The last item on the conference was a panel/workshop on, "Practical Strategies for Preventing Mental Ill Health," one of the panel members was Qld Police Service Assistant Commissioner Brian Swan who discussed incorporating leadership accountability.



Assistant Commissioner Brian Swan was part of conference panel discussing practical strategies for preventing mental ill health.

Ms Dianah Brown; from SafeWork Australia, speaking on Managing Psychosocial Hazards for First Responders, resonated with the QPU WHS Committee and has the potential



Dianah Brown co-ordinates the mental health advisory group for Safe Work Australia and discussed how to minimise psychosocial hazards at work.

to have a significant impact within the QPS.

In May 2021, the Federal, State and Territory Ministers responsible for Work Health and Safety met and voted to amend Work Health and Safety Regulations. The amendments, once passed, will see the inclusion of specific provisions on psychosocial risks in their respective regulations.

New South Wales recently released a Code of Practice, "Managing Psychosocial Hazards in the workplace", and Safework Australia has issued a guide on, "Work-related psychological health and safety: a systematic approach to meeting your duties."

It is expected that Queensland will amend its WHS regulations and release a similar Code of Practice in the near future.

Psychosocial hazards at work are aspects of work and situations that may cause a stress response which in turn can lead to psychological or physical harm. Introduction of these legislated changes will require the QPS (PCBU) to ensure that psychosocial hazards at work are effectively managed by first trying to eliminate psychosocial hazards, and only if that is not reasonably practicable, then by minimising the remaining risks so far as is reasonably practicable.

NSW Code of Practice has identified the following common psychosocial hazards:

- Role overload (high workloads or job demands)
- Role underload (low workloads or job demands)
- Exposure to traumatic events
- Role conflict or lack of role clarity
- Low job control
- Conflict or poor workplace relationships between workers and their supervisors and co-workers
- Poor support from supervisors and managers
- Poor co-worker support
- Workplace violence
- Bullying

- Harassment including sexual harassment
- Inadequate reward and recognition
- Hazardous physical working environments
- Remote or isolated work
- Poor procedural justice (processes for making decisions)
- Poor organisational change consultation

QPU members have been subject to many of the identified hazards (listed above) on a regular basis and have identified them to the Union who believe that these activities may have increased the risk of work-related psychological and physical injuries, incidents and error.

Some hazards by themselves have the potential to cause serious harm, such as experiencing occupational violence. In most circumstances, hazards will not occur alone but together with a range of psychosocial and physical hazards. As part of the risk assessment process the frequency and duration of exposure to psychosocial hazards will need to be considered. The more psychosocial hazards that are present, the more likely there is for harm to occur.

It is a wait and see period to assess what the Queensland Police Service releases but it is obvious that psychosocial hazards (however identified) will have an impact on the QPS.

The QPU WHS Committee will provide further updates as legislation changes and encourages you to report **any** hazard on the QPS Hazard Management System.

Reporting a hazard on the system is a requirement under legislation for every individual and is QPS policy to identify workplace hazards. The QPU awaits the lodgement of psychosocial hazards once the legislation is amended.

#### Sources:

(A1= National Coronial Information System *Intentional Self-Harm Among Emergency Services Personnel* 2015.  
National Mental Health and Wellbeing Study of Police and Emergency Services (2016-2020)).

# Gold Coast Honours and Awards

By Darren Curtis

**Gold Coast Police were honoured during an Award ceremony in June that acknowledged not only some incredible acts of bravery by frontline police but also outstanding honourable service to the community of Queensland.**

**QPU** Vice President Shane Prior attended the ceremony at the Southport Sharks Convention Centre on Thursday June 9, 2022 and spoke with the recipients of the pride the Union has in their selflessness and resolute attitude to continue such enduring years of service through a variety of challenges including the COVID pandemic.

The Police Minister Mark Ryan echoed Mr Prior's sentiments telling the recipients and their families that these honours are not just handed out like a participation ribbon they are an acknowledgement of serving the people of Queensland with integrity.

Dog Squad Officers Sergeant Benjamin Staples and Senior Constable Nicholas Donald received the Queensland

Bravery medal for an incident in November 2014 at Southport where a man was threatening his mother with a meat cleaver. The officers put themselves between the offender and his mother and were forced to use their firearms when the man charged with the meat cleaver at S/C Donald.

Sergeant Staples said, 'While we don't do what we do for recognition, it's nice to receive it and to thank our family who support us while we are at work. This particular job was confronting and not the outcome we were looking for so to be recognised for protecting the people around and the other police at the scene it was quite humbling.'

His partner on the night Senior Constable Donald said, 'I'm proud to receive this award with Ben. This is the

final step for the entire incident, it's been going for nearly eight years and it's good to know it's sorted both in terms of the job and in our minds.'



*QPU Vice President congratulates Senior Sergeant Troy Lehmann from the Coroner's Support Unit who received the National Emergency Medal for his work in North Queensland Disaster Recovery 2019.*



*Now Senior Sergeant Ben Staples and Senior Constable Nicholas Donald with their citations and Queensland Bravery medals.*



*Sergeant Michael Coad is presented with the National Emergency Medal for his Disaster Recovery work in North Queensland 2019 from Deputy Commissioner Steve Gollschewski and Police Commissioner Mark Ryan.*



National Police Service Medal recognising 15 years of Police Service Det Sgt Michael Bradley, Sgt Natalie Gorman, Det S/C Jason Sheldon, S/C Dean Lefel-Hogan, S/C Andrew Magro, S/C Jane Murray and Former S/C Tracy Ruthenberg.



Det Sgt Michael Bolin received his second clasp for the National Medal.



30 year clasp recipients for the Queensland Police Service Medal Snr Sgt Matthew Howard, Sgt Todd Miller, Snr Sgt Andrew Disley, Snr Sgt Angelique Maloney, S/C James Gallagher, Det Acting Supt Christopher Ahearn.



Snr Sgt Kenneth Koplick and Sergeant Rodney Venn received 35 year clasp for the Queensland Police Service Medal.



20 year clasp recipients for the Queensland Police Service Medal Ms Leanne Dayton, S/C Brenda Lee, Sgt Doneena Henry, S/C Kelly Ac.



15 year clasp recipients for the Queensland Police Service Medal Acting Sgt Jay Terry, Acting Sgt Sarah Burgess, S/C George Aitken, S/C Joseph Alofipo, S/C Nicholas Donald, S/C Richard Ellis, Det S/C Monica Herrmann.



10 year clasp recipients for the Queensland Police Service Medal as a group S/C Claire Sullivan, S/C Shaun Cash, Former S/C Benjamin Doyle, S/C Gareth Toogood, Ms Julie Porter, S/C Garry Aurisch, S/C Alicia Te Mete, S/C John Rowe, S/C Suzanne Whitaker, Det S/C Prue Donald, S/C Troy Docker, Mr John Miller.



Det S/C Craig Andrew recipient of the Deputy Commissioner's Certificate of Appreciation for his work in assessing funding applications for community based crime action committees.



QPU Vice President Shane Prior with Dog Squad member S/C Joseph Alofipo awarded an Assistant Commissioner's Certificate for the work he and PD Bravo did to arrest a man with a sword who was threatening police at Parkwood in August 2021.



QPU rep Sgt Todd Miller is congratulated after the ceremony by QPU Vice President Shane Prior.



Constable John Hinds and Constable Samuel Casperson were awarded Assistant Commissioner's Certificates for their part in rescuing a family from a diesel soaked house in April 2021 and apprehending the armed violent offender threatening to ignite the building.



S/C Scott Kay was awarded an Assistant Commissioner's Certificate for his work as an Intelligence Officer that lead to multiple drug arrests, firearms and substantial proceeds of crime.



Sergeant Michael Coad and Const Simon Bryant were awarded Assistant Commissioner's Certificates for their part in rescuing 60 residents using a council tip truck from floodwaters in Townsville in 2019. Both officers were commended for their leadership, compassion and professionalism during the rescue operation.



Deputy Commissioner Steve Gollschewski said the ceremony was a tribute to the QPS members who upheld the highest ethical standards and have worked hard to make their communities safer.



They can smile now but it's been a stressful 8 years for both Snr Sgt Staples, S/C Nicholas Donald and their wives since the incident. Now both dog squad members have a significant award to honour their bravery and the actions they took on the day.



QPU Vice President Shane Prior congratulated Bravery Award Recipients Snr Sgt Ben Staples and S/C Nicholas Donald for their actions considering they were both at extreme risk of being killed during the incident with a violent armed man.



S/C Simon Bryant was happy he could share his special day with those closest to him.

# EB Update

## Formal negotiations for the next Enterprise Bargaining Agreement began with the QPS in March this year to establish EB10.

**The** current Agreement EB9 has a nominal expiry date of 30 June 2022.

Our EB team headed by General President, Ian Leavers, have been busy negotiating with the QPS and are meeting regularly to provide a deal that will hopefully improve remuneration for all members and ensure allowances and entitlements are fit for purpose for you, the membership, who are constantly being requested to be agile and flexible.

Negotiations are in good faith, without prejudice, and confidential and, just like the QPS, the QPU cannot divulge the various logs of claim from any other party. However when an Agreement in Principle is reached, a series of statewide information sessions will be held to provide an explanation of the Agreement and its implications. A full copy of the log of claims will also be provided to QPU members.

All QPU members will have an opportunity to vote on the proposed Agreement when it has been finalised.



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Australian Government  
Australian Taxation Office

## If you're a police officer it pays to learn what you can claim



### To claim a deduction for work-related expenses:

- you must have spent the money yourself and weren't reimbursed
- it must directly relate to earning your income
- you must have a record to prove it.\*

You can only claim the work-related portion of an expense. You can't claim a deduction for any part of an expense that does not directly relate to earning your income.

\* You can use the [myDeductions](#) tool in the ATO app to keep track of your expenses and receipts throughout the year.

### Car expenses



- ✗ **You can't claim** the cost of normal trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – for example, night or public holiday shifts.
- ✓ **You can claim** the cost of using a car you own when you drive:
  - directly between separate jobs on the same day – for example, from your first job as a police officer to your second job as a security guard
  - to and from an alternate workplace for the same employer on the same day – for example, travelling from the police station to a crime scene
  - from home directly to an alternate workplace – for example, travelling from home to work at a station other than your normal station for the day.
- ✓ In limited circumstances, **you can claim** the cost of trips between home and work, where you carry bulky tools or equipment for work. You can claim a deduction for the cost of these trips if all of the following apply:

- the tools or equipment are essential to perform your employment duties and you don't carry them merely as a matter of choice
- the tools or equipment are bulky – meaning that because of the size and weight they are awkward to transport and can only be transported conveniently by the use of a motor vehicle
- there is no secure storage for the items at the workplace.

If you claim car expenses, you can use the logbook method or the cents per kilometre method to calculate your deduction.

If you use the logbook method, you need to keep a valid logbook to work out the percentage of work-related use along with written evidence of your car expenses.

If you use the cents per kilometre method, you need to be able to show how you calculated your work-related kilometres and that those kilometres were work related.

If you claim your work-related car expenses using one of the above methods, you can't claim any further deductions in the same tax return for the

If you're a **police officer** it pays to learn what you can claim (continued)

same car. For example, petrol, servicing, and insurance costs.

## Clothing and laundry expenses (including footwear)



- ✓ **You can claim** buying, hiring, repairing or cleaning clothing if it is considered:
  - a compulsory uniform – clothing you are explicitly required to wear by a workplace agreement or policy, which is strictly and consistently enforced, and is sufficiently distinctive to your organisation
  - protective – items that have protective features and functions which you wear to protect you from specific risks of injury or illness at work.
- ✗ **You can't claim** the cost to buy, hire, repair or clean conventional clothing you wear for work, even if your employer requires you to wear it and you only wear these items of clothing at work. 'Conventional clothing' is everyday clothing worn by people – for example, business attire or gym wear.

If you're working as an undercover police officer, you may be able to claim a deduction for the cost of conventional clothing you wore during a specific operation. The clothing must be directly related to your income-earning activities as a police officer. For example, clothing worn to pose as a member of a gang.

- ✗ **You can't claim** a deduction if your employer pays for or reimburses you for these expenses.

## Phone, data and internet expenses



- ✓ **You can claim** phone, data and internet costs apportioned for private and work use, with records showing your work-related use.
- ✗ **You can't claim** phone, data and internet use where you only use your phone to communicate with your manager about your shifts or use the internet to check payslips, rosters or income statements.



**This is a general summary only.**

For more information, go to [ato.gov.au/police](https://ato.gov.au/police) or speak to a registered tax professional.

## Self-education and study expenses



- ✓ **You can claim** self-education and study expenses if your course relates directly to your employment as a police officer and it:
  - maintains or improves the skills and knowledge you need for your current duties
  - results in or is likely to result in an increase in income from your current employment.
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help you get a new job. For example, you can't claim for your Bachelor of Nursing if you're working as a police officer.

## Other expenses



- ✓ **You can claim** the work-related portion of other expenses that relate to your employment, including:
  - union and professional association fees
  - technical or professional publications
  - personal protective equipment you buy, such as gloves, face masks, sanitiser or anti-bacterial spray, if your job required close proximity with customers.
- ✗ **You can't claim** private expenses such as:
  - 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)
  - flu shots and other vaccinations, even if you're required to have them for work.



# ANZAC Remembrance

By Darren Curtis

**April 25 is our National Day of Remembrance for those who lost their lives in combat or as a result of their military services. The day starts with dawn services across Queensland from cities to small towns, followed by street marches to give former and current servicemen and women the opportunity to commemorate their service but every event has police involvement.**

**From** pre-planning and executing security plans, to crowd and security safety at events. Many QPU members themselves served with the Australian Defence Force before joining the Police, for them the day has more significance than just a regular shift assignment.

An increasing number of Police are being requested to lay wreaths and deliver ANZAC commemoration speeches on behalf of their communities.

ANZAC Day 2022 was a strong return to traditional services after COVID restrictions eased however many families have opted to continue Light Up the Dawn ceremonies in their driveways. Wherever you chose to be it's a wonderful tradition to pass onto future generations.

On Thursday September 29, police throughout Queensland will pause to reflect and honour all police who lost their lives serving the Queensland community.

The QPU Journal would like to publish as many photos as possible from National Police Remembrance Day services across the State. If your crew or station want to be represented send your pics to [journal@qpu.asn.au](mailto:journal@qpu.asn.au)

## FAR NORTH REGION



Innisfail



Boigu Island



Aurukun



Cooktown

## METRO NORTH REGION



Anzac Square Dawn Service.



Police Pipes & Drums prominent in the Anzac City march.



Brisbane City march in steady rain.



Police provided route and VIP security for the City march (photo courtesy of Snr Sgt Dan O'Connor).



Snr Sgt Dan O'Connor during the brief for recruits assisting with security and traffic control during the City march.



Heavy rain during the City march and infrastructure breakdown proved challenging for the teams. (Photo courtesy of Snr Sgt Dan O'Connor.)



Light Up the Dawn home commemoration services in Paddington.

## METRO SOUTH REGION



S/C Kevin Mulhall from Cleveland Station with sons Blake and Dean who are with 217 Sqn Airforce Cadets.



Lending a raincoat to a veteran during the Anzac march at Cleveland.



The Cleveland crew with partner agencies with the area's MPB unit.



Redland Bay



Redland Bay



Redland Bay

## SOUTH EASTERN REGION



Currumbin Beach Dawn Service.



Redland Bay



Currumbin Beach Dawn Service.



Redland Bay



Currumbin RSL Anzac Service.



Police provided traffic control at hundreds of small country town's to enable local marches and commemorations to take place safely and without disruption.



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# New recruits

By Darren Curtis

## The QPU has recently been bolstered with the addition of two new staff members working for members from the Union's Brisbane Office with Industrial, Work, Health and Safety matters.

**Laura** Forman comes to the QPU Industrial section after previously working as an industrial officer at the Together Union. Prior to her Union service Ms Forman worked in a variety of small businesses including catering, earth moving and the automotive industry.

Ms Forman is relishing her role assisting members, 'Let's face it no-one ever reaches out to the Union when they are having a good time at work. They come to their Union because they are unclear about their entitlements, something's gone pear shaped, they are significantly unwell or have been injured in the workplace.

'I'd like to know if I was in their position at work someone would have my best interest at heart, that's why I will always be honest and get back to the member with solid advice.'

The mother of two said the range of inquiries from QPU members varies from questions that require fast simple answers about a pay issue through to quite intense matters. Ms Forman said, 'So many police are trying to be stoic about issues at work and it can really manifest into a drama for them, what they often don't realise is they can pick up the phone and there's a big chance we've heard it before and can give them clear easy to follow assistance.

'With someone like Steve Mahoney here, who has been in the QPU industrial section for 25 years and industrial officers Luke Hodge and Kev Thomas who were police officers themselves there's a lot of experience available in the industrial section.'

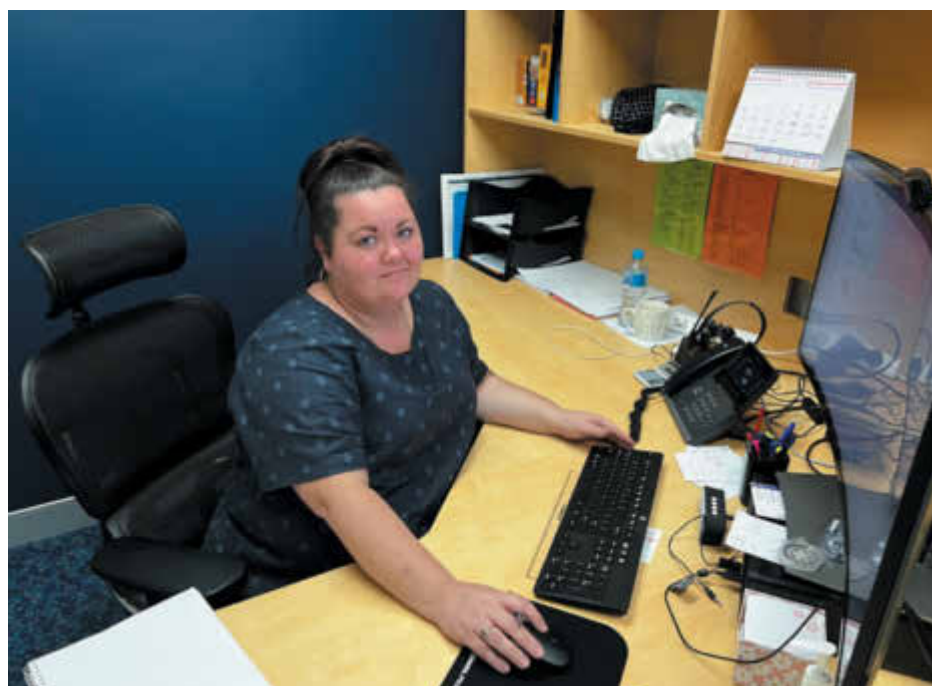


*Work, Health & Safety Officer Mel Lenzinger says she's enjoying the opportunity to improve safety for members now and into the future.*

The Work, Health and Safety division has a new officer Mel Lenzinger who came across to the QPU after working in the Health and Safety area at the QPS. A change that was similar to a top level sports person switching teams mid-season.

Ms Lenzinger said, 'Its very interesting being on the other side of the fence coming from the QPS, it's a really nice feeling now fighting for the QPU membership rather than against the workforce.'

The decision to join the Union came after Ms Lenzinger worked with QPU stalwart Rosemary Featherstone on the Hazardous Materials Working group.



*Industrial Officer Laura Forman says the QPU provides more services and support than any other union in Queensland.*



Mel Lenzinger with mentor and colleague Senior Work, Health and Safety Officer Rosemary Featherstone.

As part of the QPS team on that committee Ms Lenzinger was in awe of Rosemary with her point of view on how debate on every issue had to be geared entirely towards helping QPU members and how Rosemary had an ability to get things done when the QPS often seemed stalled on making change.

Ms Lenzinger said, 'The Hazard Management System is your friend and members should definitely use

it. It doesn't mean we can magically fix everything but once you enter the details there's a record of what's happening and you're taking the first step to getting the problem corrected, if you do nothing the next person coming on shift will only encounter the same problem. It's not just about you but the police officers coming after you.'

Both QPU Officers are strong believers in members never hesitating to make

an inquiry or emailing in a question or perhaps asking for advice. Both Ms Lenzinger and Ms Forman can be contacted at the QPU Brisbane Office on 3259 1900 or through email [mlenzinger@qpu.asn.au](mailto:mlenzinger@qpu.asn.au) or [lforman@qpu.asn.au](mailto:lforman@qpu.asn.au)

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# Feeling secure at home?

By Mel Lenzinger, QPU Workplace Health and Safety Officer.

## How checking the security at your home and workplace could make a difference.

**I**t is no secret that some police establishments and housing are a little on the ancient side in both design and the facilities they offer, however despite their age one thing they should all be, is secure.

We have all heard the stories of close calls relating to security at police establishments whether it be individuals hiding under parked police cars, threatening ramraids or break and enters. The security, safety and wellbeing of members is always a top priority for the Queensland Police Union.

Under WHS legislation the QPS has a duty of care to provide all workers with a workplace that is safe, this includes ensuring it is secure.

Depending on the area you live or work in this could include providing things such as security lighting, CCTV, bollards, fencing and lockable entry and exit points. Accommodation supplied by the QPS as a condition of employment is also considered a "workplace."

The QPU continues to work with members and the Service to ensure that these types of security features are installed where appropriate. There are measures available that individuals can take to improve the security of their workplaces and homes.

So, what makes a property secure? The QPU, in conjunction with the QPS, have developed a Security Factsheet that includes a checklist which can be found on the QPU website and Safety and Wellbeing SharePoint site.

Utilising the six-layer approach you can take steps to improve home security.

All security breaches and near misses should be recorded on the QPS Hazard Management System and your Regional Executive member notified.

If you have any concerns about the security of your workplace or police housing please contact your local Health and Safety Representative, Regional Executive Member or speak to the QPU Workplace Health and Safety Team at our Brisbane office on 3259 1900.





# Prevention Together Home Security Guide



Use this guide in conjunction with the Queensland Police Service 'Home Security' and 'Property Identification' information sheets to assist in reviewing your current home security measures.

House-breaking is one of the most common crimes and can occur at any time of the day or night. This guide is designed as a practical tool to help you review your current home security measures and identify potential security risks. Good home security can be achieved by following these key principles:

- Make it easy for an offender to be seen
- Make it difficult for an offender to gain entry
- Make it difficult for an offender to exit with your property
- Make it difficult for an offender to gain benefit from your property.

A simple and effective way to review your home security is to start from the outside of your home and work inwards, using a layered approach. For most homes, including units and townhouses, **there are six layers that can be used to identify existing and desirable security.**



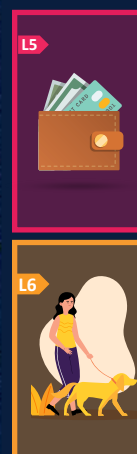
It is important to remember that security changes may require some modification to your everyday behaviours. Locking doors and windows as part of your daily routine and being conscious of where you place your personal valuables such as keys, jewellery and mobile devices are all positive security habits.

This guide has been designed to help you take a fresh look at your home security. Where a specific risk to your security is identified, you are encouraged to consult industry specialists to discuss treatment options.

Using a layered approach to conduct your review will enable you to identify the most appropriate layer(s) to introduce additional security measures.

Focus on these layers with security measures relevant to your circumstances and lifestyle considerations.

## Layered Security Assessment



- L1** **External perimeter** (fence line, yard, vegetation, veranda, balcony)
- L2** **External walls and access** (doors, windows, roof, access points, external design)
- L3** **Internal walls** (entry points, visibility)
- L4** **Interior public and private areas** (CCTV cameras, alarms)
- L5** **Property** (security and access to items of value, property identification)
- L6** **People** (personal safety, security behaviours)

This information sheet contains only general guidelines for increasing home security. The Queensland Police Service, in providing this information, makes no representations nor gives any warranty or guarantee concerning the safety of persons or property.



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# Prevention Together Home Security Guide cont.

**L1****External perimeter** - make it easy for an offender to be seen**Notes**

Is your home easily identifiable by emergency services? (house numbers should be clearly visible from the road)	
Can your home be seen by people walking or driving past? (clear visibility supports offender identification)	
Do trees/shrubs require trimming to ensure doors and windows are not concealed?	
Do you have sensor lighting in 'high risk' areas? (sensor lights can alert residents to movement outside the home at night)	

**L2****External walls and access** - make it difficult for an offender to gain entry

Are external doors and frames solid and fitted with adequate locks and other security features? (security screens, grills, blocker plates/finger guards)	
Are windows adequately protected (protective films, locks, grills, security screens) and outside areas free of potential projectiles and items that might be used as a ladder?	
Are other access points secure? (roof, access holes, garage doors)	
Are CCTV cameras installed that monitor the perimeter of the home?	
Is there signage or stickers advising of existing security features? (do not knock, no trespassing, dog onsite, CCTV cameras, alarm monitoring)	

**L3****Internal walls** - make it difficult for an offender to exit with your property

Do internal areas have security features such as door and window locks, patio bolts?	
Are internal locks keyed alike and keys removed from locks? (a single key for all door locks assists safe exit in an emergency)	
Is the door from the garage into the house lockable?	

**L4****Interior public and private areas**

Are security systems installed and of sufficient quality to effectively detect/identify/record/unwanted activities? (CCTV cameras, alarms, lighting)	
Where CCTV cameras are installed, do they record to an Internet Protocol (IP) address and receive regular maintenance?	
Does the alarm system have the capability to alert you immediately for follow up action?	

**L5****Property** - make it difficult for an offender to gain benefit from your property

Is property appropriately marked and recorded and your personal code provided to local police? (refer to the property identification information sheet)	
Where a safe is installed, is it securely anchored?	
Are keys and valuable items kept out of sight?	
If you have firearms (licensed) are they secure? (firearms must be unloaded and secured in a locked safe with keys/combination unable to be readily located by unauthorised people. Ammunition must be locked in a separate container.)	
Is the firearms safe secure? (safes under 150kg must be bolted to the floor or frame of a permanent building)	

**L6****People**

Are residents in the habit of using existing security features? (key locking doors and windows, turning on security devices and monitoring)	
Are suspicious behaviours reported to police (Policelink or Crime Stoppers)?	
Do residents dispose of personal documents in a secure way? (documents containing personal details should be shredded prior to placement in the wheelie bin)	
Do residents ensure information about security arrangements are kept private?	
Are important phone numbers including emergency services, Policelink, Crime Stoppers, SES and trusted neighbours stored in your phone?	

# Retro in the Metro

By Darren Curtis

**One of the most highly successful QPS Rugby League Carnivals was held this year in Brisbane with the organisers combining a strong promotional theme around the event both on and off field.**

**Tagged** 'Retro in the Metro' the concept was to encourage all teams to revert to their original jumper styles, names and for players to embrace the seventies style moustache for the event set over four days in April.

Weeks of intense rain covering almost the entire State in the lead up to the carnival had proved disruptive for some teams to train, work on skill sets and set moves.

The venue at Manly West home of the Wynnum-Manly seagulls withstood not only the prolonged rain but also the extended rounds of games, culminating in the grand final between the SEQ Muddies and NQ Stingers on Friday.

QPSRL boss Garry Watt said, 'We were lucky to get away with this carnival considering the weather and some teams impacted by COVID

cases. We saw a repeat of last year's grand final between CQ Razorbacks and the Brisbane Bulldogs early on and the Razorbacks were rolled and that's not a bad thing as we now see different teams in the finals and that makes for a really strong competition.

'There's also been a fair bit of movement through the organisation with work transfers and that has really changed the fortunes of some teams.'

The QPSWRL featured their annual City V Country match that was also a selection game to form a Queensland Rep side to play New South Wales in the first ladies State of Origin Police game.

The QPU has proudly sponsored the QPSWRL since it's inception and backed it up with a \$250 cash prize for each of the players player awards. This year Country Thunder's Kaitlyn Cantrell was the recipient along with Lea Piccinelli for the City Cyclones.



*The QPSWRL teams post match.*



*QPSRL Champions the South East Queensland Muddies.*



Country Thunder's Players Player Kaitlyn Cantrell with QPU Vice President Shane Prior.



City Cyclone's Players Player Lea Piccinelli with QPU Vice President Shane Prior.

Kaitlyn also took out the Player of the Match title, affectionately known as the Brett Forte Shield sponsored by Gnech and Associates lawyers.

The final score in the QPSWRL game was Country 14- City 8. It's the third year in a row that Country have claimed the title. Again the QPSWRL players wrapped in a number of community interaction events during the carnival period.

QPSWRL President Liv Smith said, 'Playing sport and displaying a healthy image for the community to see police is valuable. We hope these reach out events we do will perhaps inspire

people to join the QPS and make it their career of choice. We continue to turn heads with community organisations when they realise we are not just sports-people but also dedicated police officers working on the frontline. It's all sweetened for us with the opportunity to be selected for a Queensland team and represent the QPS in a State of Origin.'

The QPSRL also selected a State Team to play in the National tri-series event that will resume after two years of postponements due to COVID restrictions.

Garry Watt said, 'There's a couple of new faces along with solid reliable old heads for experience. The ability to have a quality interstate challenge



QPSWRL Players spoke to facilitators and participants in the Yiliyapina Indigenous Program at Richlands. The program is achieving success assisting at risk indigenous youth.



QPSWRL players found the 'Yili Academy' is working well to assist families.



QPSWRL Country Captain Sam Bliss was interviewed by Murri Radio encouraging First Nations People to join the QPS.

is a great motivator, the idea you can play well here and go onto potentially play for the Australian Police side is a reality through police sport.'

A quick glance of the sideline in any of the men's games gave an indication of just how intense the competition was between the sides with multiple players injured or requiring medic intervention.





The onsite medical team treated players for a variety of injuries and at one stage had ambulance dispatch on speed dial.

One of the standout players of the carnival was Jarwin Blackman, the Wide Bay Whales centre proving to be incredibly elusive to opposing teams. In the Plate Final against the FNQ Marlins he bagged 3 tries.

Northern Stingers fullback Zac Halliday was another to impress in his side's game against the Mt Isa Mongrels. He had players grasping at thin air as he scored a length of the field solo effort.

The plate final between the FNQ Marlins and Wide Bay Whales was a win for Wide Bay 44 to Nil. Wide bay coach Scott Warwick wondering where such blistering ability had come from and why his side hadn't played that way in every earlier match.

The Championship final between the SEQ Muddies and NQ Stingers was a true battle of attrition, both sides altered by injuries and feeling the hurt from days of high impact tackling. The Muddies claiming the title 16 to 4.

Both QPS State teams are sponsored by the QPU, General President Ian Leavers said "rugby league really brings our people together and I enjoy the spirit the State Championships are played in each year. It's great the games are now being broadcast on social media so workmates and family

across Queensland can watch the teams wherever they are. I believe the Brisbane Bulldogs should be congratulated on this year's carnival, the idea of wrapping a theme around it has been another string to the four days of competition and I look forward to the next few years to see what concepts are developed. Sponsorships are becoming increasingly difficult to secure from corporates as the economy changes so I would encourage every player to acknowledge the support you have received. Wear the QPU logo proudly on your Origin jersey and know the police family are cheering you on to do your very best."

Next year's State Championship will be held in Mt Isa as part of the City's centenary celebrations, it will be known as the Mt Isa Muster and will run from April 17 to 21, 2023. Teams and supporters are encouraged to begin fundraising early as the travel costs and accommodation could be restrictive.











QPSWRL Country Thunder.



Brisbane Bulldogs.



QPSWRL City Cyclones.



SEQ Muddies.



Mt Isa Mongrels.



CQ Razorbacks.



NQ Stingers.



FNQ Marlins.



Wide Bay Whales.



South West Scorpions.

## The QPS Rugby League Men's Team 2022

Richie Lowder (SEQ Muddies)  
Rhys Bennett (Southern Boars)  
Jack Hargreaves (Wide Bay Crocs)  
Logan Bower (SEQ Muddies)  
Jake Carl (SEQ Muddies)  
Andrew Dunkley (CQ Razorbacks)  
Dane Stretton (SEQ Muddies)  
Jono Peters (Brisbane Bulldogs)  
Al Heldsinger (Mt Isa Mongrels)  
Carter Ozanne (CQ Razorbacks)  
Ryley Kajewski (Wide Bay Crocs)  
Luke Polson (CQ Razorbacks)  
Matt Munckton (NQ Stingers)  
Lachlan Lundin (Brisbane Bulldogs)  
Dave Cutler (Wide Bay Crocs)  
Steve Holland (SEQ Muddies)  
Troy O'Sullivan (SEQ Muddies)  
Alex Patrikura (CQ Razorbacks)  
Russell Satour (Brisbane Bulldogs)  
Will Scanlan (Brisbane Bulldogs)  
Ross Jenkins (FNQ Marlins)  
Angelo Cuevas (NQ Stingers)  
Andrew Cridland (Brisbane Bulldogs)

Coach: Nick Paterson  
Assistant Coach: Daniel Hess  
Managers: Jason Klimis  
Hayden Lea  
Trainers: Gary Zealand  
Russell Mundy  
Ben Sawden

## QPS Rugby League Women's Team 2022

Ayden Bain (City)  
Brittany Mace (Country)  
Cass McMullan (Country)  
Courtney Holmwood (Country)  
Donna Davis (Country)  
Ella Briscoe (City)  
Fran Wilson (City)  
Gracie Ryder (Country)  
Jorgia Gray (City)  
Kaitlyn Cantrell (Country)  
Mik Acworth (City)  
Nikki Aglio (City)  
Nyree Gilluley (Country)  
Sam Bliss (Country)  
Savannah Pratten (City)  
Shaye Easton (Country)  
Sophie Gunn (City)  
Steph Hancock (City)  
Syndee Storey (Country)  
Teresa Anderson (City)  
Tahnee Guinea (Country)  
Tonia Bradford (Country)

Coach: Karyn Murphy  
Assistant Coach: Tracy Bailey  
Manager: Nathan Bedford

# Doggy Coins

By Darren Curtis

**It's fifty years since the first Queensland Dog Squad was officially formed and the current squad members are planning to commemorate those who have gone before them and celebrate the effectiveness of the unit to modern policing.**

**The** Brisbane Dog Squad has minted a series of one-off challenge coins to honour the different streams of working dogs and the fifty year anniversary.

In July 2022 the Australian and New Zealand Tracking and Capability Workshop will be hosted by the Brisbane Dog Squad. Teams representing New South Wales, Victoria, South Australia, Western Australia and New Zealand will compete against the best dogs and their handlers from Queensland.



Sgt Nathan Hester OIC Townsville Dog Squad with PD Mace.

The challenges will compare tracking methodologies of high level tracking teams. Each dog team will complete a minimum of six operationally based tracks and a number of cognitive decision making scenarios focused around sound decision making whilst operating under stress.

These tracks will be focused to replicate current crime trends relating to our operational tracking deployments including fresh, aged, multiple offenders, contamination, and hard surface.

These skills will form a framework for future skills enhancement training in the led up to the 2032 Brisbane Olympics. The Queensland Police Union is a major sponsor of the Dog Squad 50th commemorations however the unit has established the Challenge Coin Project to raise additional funds for the celebration activities.

There are three coins to purchase, the Drug Detection Specialty coin is \$20 plus \$4 postage, the General Purpose Duty coin is \$20 plus \$4 postage plus the rare and limited 50th Anniversary coin is also \$20 plus \$4 postage.

These coins are a tribute to all current and past dog teams and sadly the sacrifice made by a few.

There will only be one run of these coins so if you are interested in buying any, please send an email to [DogSquad.50thAnniversary@police.qld.gov.au](mailto:DogSquad.50thAnniversary@police.qld.gov.au) with the quantity you want to purchase.

Direct deposit into the Brisbane Dog Squad Social Club Coin account:

**QBank**

**BSB: 704-052**

**Account number: 100207755**

Use your surname as reference for payment and attach copy of receipt.

Coins will not be allocated until payment is received.



# Police Health



***'The most memorable moment I've had in my 17 years of service is delivering a baby. I had no idea what I was doing but it was 2.10 am so I just put my gloves on and told her to push. Not many people can say they've done that.'***

- Margaret Little, Constable, Tasmania Police

'As an older female recruit, and at a time when there weren't a lot of women in the service, it was incredible to find myself in a situation early in my career that called for my maternal instincts. My male partner wasn't game enough to come into the birth room. Being a mother myself, I just tried to keep her calm. I got to hold this beautiful baby girl and even guessed the weight.'

'They certainly don't teach you how to deliver a baby at the academy.'

'Out in the community, there's no rhyme or reason. This is both exhilarating and exhausting but being able to come home to the support and safety of my family makes it possible. I met my husband while I served in the army reserves for 12 years. We have three wonderful daughters, all who encouraged my dream to transition into the police service.'

'When I became a police officer, I welcomed a second family into my life. If anything happened, my blue

family was there for me – a death in the family, multiple knee surgeries, and supporting my foster son who has complex needs. They're the scaffolding behind everything that makes me a good police officer.'

'Police Health are an extension of my blue family. To have Police Health put my foster son as a dependent on our policy and to be recognised as a member of the family is the best way to describe the level of personal support. He's already had two operations in his life, both of which were covered by Police Health, no questions asked.'

'Due to wear and tear, years of physical work and getting older, my knees have suffered. I've had 17 operations across both of my knees. My body rejected the first implant in my left knee. My right-side has a crater in it, so I'm mentally preparing for the operation and recovery.'

***"The Little family have received more than \$235K in benefits from their Police Health policy."***

The Little family have received more than \$235K in benefits from their Police Health policy.

'There are a lot of opportunities to stay in the service, which I'm thankful for. I've been moved from the frontline to Radio Dispatch Services.'

'Because it's a state-wide service, we never know what calls we're going to take. Much like any other policing role, it's about forging a community connection. It's not just sending a car, but more, making someone feel

like they're not alone. Sometimes, I'm the only person they talk to all week. The role has taught me the value of compassion, patience, and the power of listening.'

'I'm able to open my heart and time to these people, because my blue family and Police Health have got my back. When I joined Police Health, I never expect to have issues with my knees. You never know what's around the corner. I've lost count of how many times I've been in hospital. Police Health have always been there for me.'

'As officers, we're exposed to situations the general public isn't. It's comforting to have Police Health as a support that's always there, in what's a very unpredictable field.'



Margaret and her husband are looking towards a positive outcome as Margaret faces multiple surgeries on her knee.



Margaret's daughters were supportive of their mum joining the Tasmanian Police.



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\*In a recent Healthcare & Insurance Australia research survey conducted in 2021. IPSOS research conducted every 2 years. Police Health Limited ABN 86 135 221 519 © Copyright Police Health.

# Certifying Detectives

By Darren Curtis

**Some of them spent their careers undercover and seeking anonymity others proudly wore suits with ties but in retirement their past lives as proud Queensland Detectives is now being recognised with official QPS certificates confirming their appointment as Detectives.**

**In** a ground floor conference room in the Roma Street Police Headquarters on March 7, 2022 Commissioner Katarina Carroll presented certificates to fifteen police officers many of them appointed as detectives early in their career who found a real niche in Criminal Investigation.

One of the first to be called forward was Detective Sergeant (ret) Alex Granlund, he was once the boss for the officer presenting the certificates Commissioner Carroll.

Mr Grandlund said, 'I was her boss for a while and obviously some of my teaching must have rubbed off! I was surprised to be told we were receiving the certificates as I graduated in 1975 and spent a lot of my service in Brisbane along with the drug squad

before finishing up at the Cold Case Homicide Unit in 2009.

'Although I've been out of the job for a long time now receiving this certificate is another bond that keeps us affiliated with the blue family and that's always a good feeling.'



*Retired detective Alex Granlund was happy to relive some 'master and apprentice' moments with the current Commissioner.*

Retired Commissioner Bob Atkinson humbly accepted his Detective Certificate and said, 'Twenty years of my career was in plain clothes working across Brisbane City, Fortitude Valley, Sandgate, Goondiwindi, Tewantin, Noosa and Maroochydore.

'It's a significant time in your career being a detective and it doesn't mean for a moment being a detective makes you better or more important than anyone else, far from it but to have the opportunity to be part of the teams that solve serious crime is an important thing for the community.'

Originally the name of an officer appointed to the designation of detective would appear in the Gazette and apart from an informal celebration with colleagues that was about the extent of the official recognition.



*Proud of their years serving as Detectives solving crimes and providing answers for Queensland families affected by crime.*

The presentation of certificates started as an initiative from the Queensland Retired Police Association branch at Ipswich and it has now been adopted by the Crime Intelligence Branch State wide becoming a centre-piece of the 90 year celebrations to mark to start of the QRPA.



Former QPS Commissioner Bob Atkinson receives his detective certificate.



Retired Sergeant Domenico Cacciola receives his detective certificate.



Michael O'Brien receives his detective certificate.



Stephen Kenny Retired Sergeant 2nd Class receives his detective certificate.



Kevin Hedges receives his detective certificate.

**"The presentation of certificates started as an initiative from the Queensland Retired Police Association branch at Ipswich and it has now been adopted by the Crime Intelligence Branch State wide becoming a centre-piece of the 90 year celebrations to mark to start of the QRPA."**



James O'Donnell receives his detective certificate.

State QRPA President Greg Early believes the certificates may be a little late in the recognition cycle but he can tell those receiving them are often bursting with pride when it's handed over, accompanied with a round of hearty applause.

Mr Early said, 'It's due recognition for these people who dedicated often the bulk of their career to being a detective. Once you received detective classification you always maintained it and if you went into a uniform position and back to detectives you didn't have to be re-appointed you always maintained that prized classification.'



QRPA State President Greg Early is ensuring Detective Appointment Certificates are a key component of the QRPA 90th celebrations.

There were also those who were trailblazers in their careers like Detective Sergeant (ret) Janet Brady (formerly Janet Macrae-Whitworth) appointed as the first female detective in Queensland in 1975.

Ms Brady laughed when she said, 'It took fifty years to receive this and I'm lucky I've last long enough to get it! I spent seven years in plain clothes before I was appointed and not long after I was the first female detective to go on extraditions and travel to Perth and Melbourne to bring back

offenders. There was also a bit of shock and surprise when I turned up at crime scenes but eventually I was accepted.

'It was a tough road though, as female detectives we had to fight for equal pay, equal ranks, equal superannuation and even carry the same accouterments including a firearm.'

Ms Brady established a strong presence in the detective ranks, assigned over ten years in the Criminal Investigation Branch before completing another fifteen years dealing with child abuse and juvenile aid bureau.

At her retirement in 1993 Ms Brady was Acting Detective Senior Sergeant, 'I would say to the young female officers today, have an appreciation for what we did years ago, we really had to push through the glass ceiling.'



*Janet Brady said it took five decades to receive official acknowledgment of her role as a detective but she's proud to finally have it in her hands.*

Not all detectives stayed with the Queensland Police Service but they credit their time developing investigative skills as a foundation for their career outside of the QPS.

One of those who benefited from the insight of being a detective received his certificate during the March ceremony was Detective Sergeant (3rd Class) (ret) Barry O'Sullivan. After being appointed to detective in 1980 he

trained with the FBI Academy to profile serial offenders and was involved in instituting Fitzgerald Reforms and later the Black Deaths in Custody Royal Commission recommendations before retiring in 1990.

His career post police included specialising in litigation investigations in connection with aviation accidents, property development before being appointed as a Queensland Senator for five years. Mr O'Sullivan said, 'Being a police officer and an investigator sets you up for life and you can do anything you like when you get out of the service.'

'It was very valuable for me as I went through life, I don't know how many times my police service as a detective served me well in my political career. The recognition now of being appointed a detective is only sad because we've lost a lot of colleagues that really would've enjoyed this honour as much as I have and my friends here today.'



*Barry O'Sullivan said his detective certificate isn't headed for the 'pool room' but will be centre-piece of his office wall.*

With so many achievements in his career we had to ask where this certificate would sit amongst those life milestones and Mr O'Sullivan responds without hesitation, 'This certificate is going on the wall of my office and I don't care what I have to take down so it can go up.'

'I can tell you my grandchildren are fascinated with my time as a police officer and a detective so I'm sure

this will be a treasure for them when they come over. This will have pride of place no question at all.'



*Daniel Mahon receives his detective certificate.*



*Robert Pease receives his detective certificate.*



*Frank Lippett who retired as Constable 1st Class receives his detective certificate.*



*Retired Senior Sergeant Reginald Freier receives his detective certificate.*



*George Pugh receives his detective certificate.*



*Peter Coyle receives his detective certificate.*

QPU Headquarters and Support Regional Rep Shane Prior said the certificates were not only a recognition of QPS service but another display of the community respect for the work police do.

Mr Prior said, 'So many people who take on the role of detective give so much of themselves to the task. Often that dedication to solve a crime comes at the expense of treasured family time or social get-togethers with mates however it's part of the DNA of a good investigator.

'It's great that this initiative started with humble beginnings and has been embraced by Crime Command, in other jurisdictions the appointment of detective is something of great fanfare and celebration because it can be such

a defining moment in your career and life. I clearly remember the day I was awarded my designation as detective and I'm confident these certificates will become a treasured memento for all Queensland detectives.'

All retired detectives or their families are encouraged to contact QRPA President Greg Early via email: [early.gregory1@gmail.com](mailto:early.gregory1@gmail.com) to inquire about qualification guidelines and when the next certificate presentation event is scheduled for their Region during 2022.



## THERE COULD BE A CRITICAL INCIDENT AHEAD!

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**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



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



# QUEENSLAND RETIRED POLICE ASSOCIATION

## QRPA NEWS – Winter 2022



### MESSAGE FROM GREG EARLY, STATE PRESIDENT

#### LUNCHEON ATTENDED

The first luncheon for the year was held by Sunshine Coast Branch on 24 May 2022 at Headlands Golf Club. While the numbers were down on previous years, it was a pleasure to be able to attend the luncheon and enjoy

the great two course meal and excellent hospitality.

#### 90<sup>TH</sup> ANNIVERSARY OF QRPA

This will occur on 5 September 2022. The State Management Committee has purchased some 2001 rare tawny port and rare liqueur muscat from member Andy Williams of Hidden Creek Winery, Ballandean, as well as a commemorative coin. Each Branch will receive three bottles of each and these will be conveyed to the Branches by the State Management Committee member who will be attending the Branch's annual luncheon or dinner.

#### DETECTIVE APPOINTMENT CERTIFICATES

The State Secretary put together a list of 114 requests from members to be issued with a Detective Appointment Certificate by the Queensland Police Service. The Crime Intelligence Command handled this matter. The certificates have been presented state-wide. At the ceremony at Police Headquarters in Brisbane on 7 March 2022 the following were issued with their Certificates: Janet Brady, Bob Atkinson, Mick Cacciola, Peter Coyle, Neal Freier, Alex Granlund, Kevin Hedges, Steve Kenny, Frank Lippett, Dan Mahon, Mick O'Brien, Jim O'Donnell, Barry O'Sullivan, Bob Pease and George Pugh.

#### NEW MEMBERS

Former Sergeant Kevin Paul Whicker, Gladstone; former Senior Constable Gwenda Mills, Gladstone; former Sergeant 1/c Shaun Terence Molloy, Sunshine Coast; former Senior Sergeant ACT Police Garry Owen Patrick Maher, Sunshine Coast; former New Zealand Police Officer Christopher James Reid, Sunshine Coast; former Detective Senior Constable New Zealand Police Manu (Joe) Diamond, Sunshine Coast; former Acting Senior Sergeant Harold William Christensen, Darling Downs; former Senior Sergeant Nicholas Paton, Hervey Bay; Former Detective Inspector Douglas Charles Lawlor, Gold Coast; former Acting Senior Sergeant Stephen Peter Holland, Gold Coast; and former Sergeant Malcolm Andrew Meadows, Far North Queensland.

#### NEW ASSOCIATE MEMBERS

Maureen Veronica (Broisy) Paton, partner of new member Nicholas Paton, Hervey Bay; Zoe Dione Lawlor, partner of

new member Douglas Lawlor, Gold Coast; Marion Maureen English, fit and proper person known to Darryl Saw, Secretary, Gladstone Branch; and Carmela Zappala, partner of member Allan Dredge, Far North Queensland.

#### QRPA Certificates

##### Veteran Member

(>75yrs & 10yrs continuous financial membership)

Keith Noel Bunkum, Gympie; David Bruce Leet, Redlands; Evan Thomas Morgan, State; Douglas John Sologinkin, Mackay-Whitsunday; Ian Ross Townsley, State; Graham Frederick Kassulke, Sunshine Coast; Desmond Alfred Libke, Logan-Beenleigh; Edward Timothy Roberts, Hervey Bay; George Anthony Nolan, State; Terence Tyler, State; and Douglas George McKinnon, Redlands.

##### Senior Member

(>65yrs & 10yrs continuous financial membership)

Jeffrey Arch Bremner, Logan-Beenleigh; Edoardo (Eddie) Gallo, Redlands; Brian Kenneth Weston, Townsville; Thomas James Andrews, Mackay-Whitsunday; Carmel Marie Harris, State; Brendan Jones, Rockhampton; Russell Vincent King, Gold Coast; and Monica Annette O'Mara, Southern Downs and Granite Belt.

##### Senior Associate Member

(>65yrs & 10yrs continuous financial membership)

June Robyn Weston, Townsville; Debbie Hillier, Mackay-Whitsunday; and Dennis Herbert Doring, Mackay-Whitsunday.

##### 90 and Over

Thomas Graham Burgess, State, 91 on 15 March 2022; Keith Frederick Chandler, Townsville, 96 on 18 March 2022; Robert James Dunkinson, State, 90 on 7 March 2022; Spencer Moray Hale, State, 96 on 31 March 2022; Evan Arthur Reason, Far North Queensland, 92 on 31 March 2022; Kevin Thomas Weise, Darling Downs, 95 on 30 March 2022; Norah Gwenllian Spreadborough, Mackay-Whitsunday, 90 on 3 April 2022; Vince Beutel, Ipswich, 98 on 5 April 2022; Dulcie Green, Townsville, 90 on 11 April 2022; Alma Cecilia Edwards, 100 on 14 April 2022, Redlands; Patrick Desmond Kelly, Near North Coast, 90 on 27 April 2022; Jean Goldstraw, Townsville, 97 on 6 May 2022; Stanley Albert Hanke, 96 on 2 May 2022, State; Allan John Hilker, 90 on 5 May 2022, State; Arthur James Jamieson, 98 on 17 May 2022, Gympie; Beryl Pocock 91 on 14 May 2022, Far North Queensland; June Margaret Close, 92 on 13 June 2022, Hervey Bay; Betty Hood, 91 on 20 June 2022, State; and John Conway Howard, State, 92 on 17 June 2022.

## OBITUARIES - May they Rest in Peace Members

Veteran member and former Sergeant 1/C Eric Millman Hopper 27.02.2022, aged 92 years; Veteran Member and former Sergeant Barry Reginald Nugent 07.03.2022, aged 78 years; Veteran Member Arthur (Artie) John Law, 13.03.2022 aged 75 years; Veteran Member John Edward Benfer 29.03.2022, aged 87 years; Member and former Inspector Graham John Weeks 03.04.2022, aged 80 years; Veteran Member and former Superintendent Barrie Allan Johnson 24.04.2022, aged 83 years; Life Member and former Inspector Neil Douglas Raward 29.04.2022, aged 79 years; Veteran Member and former Detective Senior Constable Mervyn George Fisher 06.05.2022, aged 87yrs; Associate Member Esma Haupt, 11.12.2021, aged 92yrs; Life Member and former Superintendent Kevin William Monaghan 31.05.2022, aged 99 years; Veteran Member and former Inspector John Desmond Bosel 29.05.2022, aged 80 years; and Veteran Member and former Detective Inspector Tyrone Edward Swift 29.05.2022, aged 79yrs

## Non-members

Former QPS Protocol Officer Barry Martin, 02.03.2022; former Sergeant 1/c Vaughan Francis Gooley 11.03.2022, aged 90 years; former Constable Lenore Grace Kropp 28.08.2021; former Detective Senior Sergeant Glen R McNeill 25.03.2022, aged 62 years; former QPS officer Frederick Elliott Crozier 31.03.2022, aged 77 years; former PW39 Karen Maud McPherson (formerly Weller) 15.04.2022; former Sergeant Neil MacLochlan Maclean on 25.04.2022, aged 63 years; and former Sergeant Rahul Ahmed Raza 20.05.2022.

## Family

Jacqueline Carolle Marks 15.04.2022 aged 77 years, wife of retired Inspector Tony Marks.

## AROUND THE BRANCHES BUNDABERG

Meeting held on 25 February 2022. Welfare: Grannie Pearce had a fall at the Across the Waves Club which resulted in a four night stay in hospital. Meeting held on 25 March 2022. Welfare: Margaret Francis had a nasty fall at Coles Kensington. Inspector Ann Vogler attended the meeting and presented Detective Appointment Certificates to Chris Sidey, Keith Lipp and Grannie Pearce. Meeting held on 29 April 2022. Welfare: John Lewis is touring but still able to produce a great newsletter. President Grannie Pearce presented Mary Waugh with her detective badge. Meeting held on 27 May 2022: Welfare: Bob and Cherrol Hayes have recently moved into Seabrae Manor at Rothwell. Ian and Lyn Hargreave have sold up in Bundaberg and are moving to the Gold Coast in the near future. They will be looking for a replacement Welfare Officer to help Mary Waugh when Ian leaves. The Bowls Day was very successful, Appreciation was shown to everyone who helped out with organising and running the day. Special thanks were given to Peter Kapellas for doing the cooking to feed the hungry. Raffles were very successful and the proceeds of the day \$3,500 have been donated to the Queensland Police Legacy Scheme. Next meeting: 24 June 2022.



Grannie Pearce receiving his Detective Appointment Certificate from Inspector Ann Vogler.



Keith Lipp receiving his Detective Appointment Certificate from Inspector Ann Vogler.



Chris Sidey receiving his Detective Appointment Certificate from Inspector Ann Vogler.

## GOLD COAST

Meeting held on 1 March 2022 at the Southport RSL Club. Acting Superintendent Mark White, who was assisted by Ben Coleman and State Secretary Patricia Holden, presented Detective Appointment Certificates to the following: Mike Sparke, Wayne Doss, David Manfield, Paul Jones, Des Sorensen, Col Sullivan, Des Thornton, Nev Hackett, Greg Bignell and John Wilson. Meeting held at Currumbin RSL Club on 5 April 2022. Welfare: Kev Sauer's partner Wendy was still recovering from a nasty leg injury. Sue Sorensen had completed her radiation treatment and Russell and Beverley Robertson were recovering from covid-19. Guest speaker: New member Doug Lawler gave a brief but interesting insight into his policing career. Meeting held at the Southport RSL Club on 3 May 2022. The transfer of Christine Dewey from Townsville Branch to the Gold Coast Branch was recorded. Len Reynolds was presented with his Veteran Member Certificate. Detective Appointment Certificates were presented to Greg Bignall and Haydon Stokes. Guest speaker: Senior Sergeant Leon Wort, Officer in Charge of the Gold Coast Scientific Section, gave a very interesting

address updating members with the latest innovations in crime fighting. The last social get together was held at the Paradise Point Bowls Club on 26 May 20. Meeting held at the Currumbin RSL Club on 7 June 2022. Particular reference was made to the passing of Associate Member Esma Ann Haupt, widow of the late Noel. The annual luncheon will be held in the Riverview Room at Twin Towns on 12 July 2022. The next social gathering will be held at Diggers and Sports Club, Surfers Paradise, on 30 June 2022. Long-serving Secretary, David McNamara, will be stepping down as Secretary at the August AGM. Naturally a replacement is required to fill the void which will be left when David steps down. Guest Speaker: Andy Reynolds gave an interesting talk on birding. Next meeting: Southport RSL Club on 5 July 2022.

#### QRPA Gold Coast Branch – Detective Appointment Certificate Presentation

Held at Southport RSL – 01 March 2022



Back Row: Mike Sparke, Wayne Doss, David Manfield, Paul Jones, Des Sorensen, Col Sullivan.

Seated: Des Thornton, Nev Hackett, Act. Superintendent Mark White, State Secretary Patricia Holden, Greg Bignell, John Wilson.

Apologies

Garry Binding, Roger Collins, Phil Clohesy, Brad Eaton, Nev Huth, Peter Le Gros, Graeme Millard, Haydon Stokes, Keith Woodbridge.

Recipients of Detective Appointment Certificates at the meeting held on 1 March 2022.

## GYMPIE

Meeting held on 6 April 2022. President Keith Bunkum advised that twenty members and friends went on the bus trip to the Zoo at Woombye, that it was a great day but a bit strenuous for some when it came to the walking component. Welfare: Frank Davey is having some difficulties with recovery. Immediate Past President Laurie Pointing presented Keith Bunkum with his Veteran Member Certificate. Detective Acting Inspector Wade Lee, Wide Bay Burnett Criminal and Support Services, presented Laurie Pointing and Chris Sang with their Detective Appointment Certificates. It was decided to have a Social Secretary and a Newsletter Editor and Helene Gordon and George Moczynski volunteered respectively to undertake these roles. Meeting held on 1 June 2022 at the Tin Can Bay Country Club. Wayne McDonald was welcomed as a visitor but later his application to join the Association was recommended for approval. Welfare: Unfortunately Peter Eiby 's cancer is progressing and Peter is feeling down with his frequent visits to doctors. Laurie and Norm visited Landes Crosby following the last meeting. Landes is not well but he does have some good days. Currently Landes is at Eden in Cooroy where he is being assessed concerning full time care. Marion Allison recently had a second stent inserted into an artery. A social outing at the Bauple Park Farm Café at Chatsworth is being planned for when it opens later in the year. It was resolved that future meetings will continue to alternate between Gympie and Tin Can Bay. It was also resolved to donate \$400 to the

Queensland Police Legacy Scheme. Next meeting and AGM on 27 July 2022 at the Victory Hotel.



President Keith Bunkum being presented with his Veteran Member Certificate by Immediate Past President Laurie Pointing.



Detective Acting Inspector Wade Lee presenting Chris Sang with his Detective Appointment Certificate.



Detective Acting Inspector Wade Lee presenting Laurie Pointing with his Detective Appointment Certificate

## LOGAN-BEENLEIGH

Meeting held on 17 February 2022. Guest speaker: Danni Williams who is from the Brisbane based charity organisation Orange Sky. At the conclusion of his presentation, the Branch donated \$500 to this worthy charity. The Branch is going to source new Branch shirts from Winning Spirit, a NSW based company. Ian Quinn was presented with his Veteran Member Certificate by President Gerry Stevens. Meeting held on 17 March 2022. President Gerry Stevens welcomed all to the meeting with a special welcome being given to Assistant Commissioner Brian Wilkins who later provided an insight to managing the South Eastern Police Region, the policing response to COVID and border lockdowns. A digitech audio speaker system has been purchased and will be put to good use. Assistant Commissioner Wilkins presented Detective Appointment Certificates to Maurice Alker, Robert Sawford,

Rod Bloss, Eileen Riley (Chataway) and Michael Dunn. The Assistant Commissioner also presented John Murnane with his Senior Member Certificate. Welfare: Eileen Riley advised that none of the Branch's members was severely impacted by the floods although some sustained some damage and others were home-bound due to flooded roads. Many members continue with their treatments and procedures and it was wonderful to see Mike and Judy Dunn and David James at the meeting. Meeting held on 21 April 2022. President Gerry Stevens welcomed all to the meeting with a special welcome being given to Guest Speaker Julie Campbell, Community Services Officer with the Logan City Council, Detective Acting Superintendent Mark White, Regional Crime Co-ordinator for South Eastern Region and Reg Langusch, a prospective new member. Later in the meeting Mark White presented Teg Roberts with his Detective Appointment Certificate and Secretary Kevin Francis accepted the Certificates for Darryl Murtha and Ken Fitzjohn. President Gerry presented Des Libke with his Veteran Member Certificate. Planning is well advanced for the 90th Anniversary Luncheon which will be held at Beenleigh Tavern on 7 September 2022. Welfare by Eileen Riley: Many of our members continue with their treatments and procedures. Ian Sieber recently had a heart scare which necessitated a Careflight evacuation from out west to Brisbane for treatment. A stent has fixed the problem and Ian is recovering well. It was wonderful to see Jock MacDonald back among the group following his recent cancer battle and to hear all of his positive news. Meeting held on 19 May 2022. President Gerry Stevens welcomed all to the meeting including guest speaker Lisa Jones, Curator of the QPS Museum. Lisa provided some very interesting information about the Queensland Police Force from its commencement in 1859 to 1900. Welfare by Eileen Riley. Don Martin had a very serious fall resulting in two weeks in hospital. Don is home now and slowly recovering; Carolyn Martin had COVID; both John and Bev Taylor have been unwell with respiratory problems; David James continues to battle with heart issues and is awaiting a procedure to place a flow valve in his heart; Nev Hunsley is okay at present but he is not travelling real well. Next meeting: 16 June 2022.

## SUNSHINE COAST

Meeting held on 22 February 2022. President Dick Turpin gave a special welcome to James Lergessner, Author and Musician, who later gave a positive presentation examining how ageing occurs, on life span, on the importance of time, how time appears to go quickly over years/decades and how we seniors are positively resetting this concept for all generations to follow. State President Greg Early presented Greg Rainbow with his Veteran Member Certificate. Meeting held on 22 March 2022. Acting Detective Inspector John Mahony presented Detective Appointment Certificates to the following members: Greg Early, Basil Glover, Jim Dowden, Richard Nicola, Allan Dean, Brian Eastgate and Dick Turpin. Welfare: Meeting held on 26 April 2022. President Dick Turpin made special reference to the passing of Sunshine Coast Branch Veteran Member Barrie Johnson on 23 April 2022 and had conveyed members thoughts and prayers to Barrie's wife Muriel and family. Graham Kassulke was presented with his Veteran Member

Certificate by State President Greg Early. Guest speaker former Premier of Queensland and Minister for Police and Corrective/Emergency Services Russell Cooper who spoke about growing up on sheep and cattle properties, moving into Local Government as a Councillor, later as a backbencher as member for Roma and ascending the ladder to become a Cabinet Minister. It was a most informative and enlightening address with a number of anecdotes about state politicians of various political persuasions. A number of his anecdotes were taken from his book *'Coop The Reluctant Premier'* which was in demand after the meeting. State President Greg Early moved a vote of thanks to Russell and commented particularly about the part Russell played in getting legislation through Parliament which made it an offence to carry a bladed weapon in a public place with the onus of proof on the carrier to provide a lawful reason for doing so. The annual luncheon was held at the Headlands Golf Club on 24 May 2022. Forty one members and associates attended and partook of an excellent two course meal. Widows Betty Taylor, Muriel Johnson and Jeanie Cogill attended. There were 31 apologies. Paul Wilson, Director of QBank, mentioned the assistance given to members who had experienced difficulties in recent times and the financial advice given to members. State President Greg Early spoke about the 90th anniversary of the formation of the QRPA on 5 September 2022 and the formation of the Sunshine Coast Branch in 1983. 30 prizes were won by attendees. Next meeting: 28 June 2022.



*Greg Rainbow receiving his Veteran Member Certificate from State President Greg Early.*



*Graham Kassulke receiving his Veteran Member Certificate from State President Greg Early.*

## SOUTHERN DOWNS AND GRANITE BELT

President Laurie Bell welcomed all who attended a combined meeting with the New England Branch of the Retired and Former Police Association of New South Wales at the Tenterfield Bowling Club on 25 February 2022. Welfare: Maureen Love is now 'moon boot' free and regaining mobility. Allan Domjahn

is recovering from surgery and Madonna Foan is doing well. Following the passing of member Felix Grayson, it was resolved to donate \$500 to prostate cancer research. Meeting held on 6 May 2022 at the Stanthorpe RSL Club. Welfare: The return of Maureen Love to the meeting following complex surgery was acknowledged and welcomed. Susan Burgess was unable to attend the meeting due to an assessment for upcoming surgery. Ian and Lynda Ramma were also unable to attend due to a medical issue. Guest Speaker: President Laurie Bell provided a précis of his adventurous post QPS life, dealing with pest control, involving pest management of termites, arachnoids and, by default, cranky reptiles (in particular snakes). The presentation suggests he is very brave or something else. His efforts were appreciated and acknowledged by acclamation. Next gathering: AGM and luncheon at the Warwick Golf Club on 15 July 2022.

### ROCKHAMPTON

Meeting held on 2 March 2022. During the meeting President Barry Self introduced Detective Inspector Darrin Shadlow, Capricornia District CIB, who spoke to the members and presented former Detective Sergeant Adrian Martion with his Detective Appointment Certificate. Members were advised the certificates were a project of State Secretary Patricia Holden who approached the Crime Intelligence Command to have the certificates issued in conjunction with the Association's celebration of its 90th anniversary. Welfare: President Barry advised member Merv Deakin was in rehab at the base hospital. Meeting held on 6 April 2022. Guest speaker: Dianne Hull of Suncare regarding packages and assistance available through Suncare and My Age Care. Meeting held on 01 June 2022: A minutes silence was observed for late member Graham Weeks and Owen Trenaman, brother of member John Trenaman. Welfare: Follow-up to be made on the condition of member Merv Deakin. President Barry Self gave feedback on the BBQ at Cockscombe. Barry also gave feedback on the cremation service for Graham Weeks and thanked all members for their attendance. (The 4 May 2022 meeting was cancelled so that members could attend the service). QPS Chaplain Rev Glenn advised he is moving to Townsville to take over from QPS Chaplain Horst Sauer who is retiring. Glenn has been a great supporter of the Branch. Member Terry Connolly spoke on his search for a particular WWII piece of memorabilia consisting of a signed Red Cross flag. The annual dinner will be held at the Frenchville Club on 21 November 2022. Next meeting: 6 July 2022.



*Detective Inspector Darrin Shadlow presenting Adrian Martion with his Detective Appointment Certificate.*

### MACKAY-WHITSUNDAY

Meeting held on 19 February 2022. A good roll up of members attended the funeral of Ray Hodgson at Proserpine on 7 January 2022. Senior Sergeant Nathan Blain spoke on behalf of the QPS and presented Ray's Certificate of Service to Dawn and family. President Bob Maher spoke on behalf of Retired Police and presented a framed copy of the Ode to the family. Branch members joined a strong contingent of serving police in a guard of honour. A piper played during the guard of honour and again at the cemetery. Welfare: Barry Downs advised that since the meeting in December 2021 he had contact with Bob Maher, Bev Houley, Lorraine Duncan, Arthur Brooks, Craig Joy, Doug Sologinkin and Dawn Hodgson. He also mentioned Craig Joy having had an overnight stay in the Mater Hospital. The outing at the Surf Club on 20 January 2022 was a success with 21 attending. Meeting held on 19 March 2022. President Bob Maher welcomed all to the meeting, with a special welcome being given to Detective Inspector Tom Armitt who later presented Detective Appointment Certificates to Kev Burger, Andre Wijtenburg, Kev Wall and Dennis Hansen. Welfare report by Barry Downs: Since the last meeting I have been in contact with Bob Maher, Bev Houley, Merv Fisher, Craig Joy, Doug Sologinkin, Lorraine Duncan, Denis Doring and Kev Hill. Bev Houley's daughter Donna has had recent surgery in the Mater and the Base hospitals, is back at home and all appears ok. Michelle Sheehan had a collision with a solid 16 year old boy on court while refereeing, resulting in Ambos to the hospital with a diagnoses of severe concussion and brain bleed. After three days of close monitoring, meds and daily scans, the bleed stopped, thanks to a 'clean living, healthy body'. Secretary Dennis Hansen reported on the farewell function for retiring Inspector Ian Haughton where a Certificate of Appreciation was presented to him on behalf of the Branch. President Bob presented Doug Sologinkin with his Veteran Member Certificate. Meeting held on 21 May 2022: President Bob Maher asked those present to remember those who had passed away since they last met, with particular reference to retired Detective Senior Constable Merv Fisher and Veteran Member of the QRPA. Welfare by Barry Downs who had been in contact with Shane Fisher, Merv's son, about his passing. He had contact with Bob Maher, Bev Houley, Craig Joy, Doug Sologinkin, Dennis Doring, Arthur Brooks and Peter Hinch. A meeting at Brisk Bay has been postponed in view of Debbie's commitments to her parents. The Branch will make a donation to the Cancer Fund in lieu of sending flowers/wreath to Merv Fisher's memorial service. President Bob presented Tom Andrews with his Senior Member Certificate while Dennis Doring received his Senior Associate Member Certificate. The majority of members adjourned to the Bistro for a meal and refreshment, during which a birthday cake was provided to celebrate Kev Hill's 80th birthday. Next meeting: 18 June 2022.



*Doug Sologinkin receiving his Veteran Member Certificate from President Bob Maher.*



*Nora Spreadborough who celebrated her 90th birthday on 3 April 2020.*

## IPSWICH

The 13 January 2022 and 10 February meetings were cancelled. Meeting held on 10 March 2022. Detective Acting Superintendent Steve Blanchfield, Regional Crime Coordinator, presented Dan Murdoch with his Detective Appointment Certificate. Di's Report. Welfare by Bruce Raymond and John Hawkins: Graham Broom is still going strong and supporting the local baseball competition. Cec Horne is not happy about not being able to drive. Greg Polzin is now cancer free. Vince Beutel was visited. He is having trouble with his lawn and several suggestions were made re assistance. Doug and Dawn Trace are to undergo a health assessment. Beth Suhr no longer has 'chooks' after finding a snake in the house. Russell Ladlay is settled in Nowlanville. John and Joy Raatz had no water problems like in the last flood but they were without power for several days. Meeting held on 14 April, 2022. President Ken Morris welcomed special guests: Assistant Commissioner Mike Condon, Det. Inspector Heath McQueen, Det. Sgt. Wayne Francis and State President Greg Early. John Hawkins advised Fred Maynard was under-going back surgery at the Wesley Hospital on the day of the meeting. He visited Vince Buetel who is going OK. Greg Polzin was having heart problems. Di McCrae reported on the widow's birthday card initiative and said she had already posted several out to birthday recipients. Assistant Commissioner Mike Condon presented a Detective Appointment Certificate and lapel pin to Greg Tutt. State President Greg Early presented a Certificate of Appreciation to Det. Sgt Wayne Francis for his efforts in bringing about the presentation of Detective Appointment Certificates to former Detectives and members of the QRPA state-wide. Guest speaker: Retiring Assistant Commissioner Mike Condon. Mike gave a 'warts and all' overview of his 40 years of policing. Mike has had an outstanding career in the main as a dedicated Detective involved in many high profile cases including the Daniel Morcombe murder investigation. Mike was wished a healthy and happy retirement. Meeting held on 12 May 2022. Planning is well advanced for Christmas in July on 14 July 2022. Welfare: Greg Polzin had swollen feet following fire-ant stings and Cliff Dieckmann was down with pneumonia. Meeting held on 9 June 2022, Welfare: John Hawkins is currently suffering from a severe chest infection. Bruce Raymond visited Vince and Ailsa Buetel prior to the meeting and both are still battling along. Bruce welcomed back Fred Maynard following his recent back operation. He had recently met with John and Joy Raatz and had a long discussion regarding Covid. Di McCrae

informed the meeting the police widows were hibernating during the winter months. Guest speakers: Rachel King from the Intelligence Unit, Ipswich District, and Detective Senior Wayne Francis provided an overview of the prevalence and challenges facing police with cybercrime and gang crime being committed within the district. Next meeting: 14 July 2022.



*Detective Acting Superintendent Steve Blanchfield presenting Dan Murdoch with his Detective Appointment Certificate.*



*Margie Kussrow, Bob Bairstow and Di McCrae cutting their birthday cake.*



*Detective Sergeant Wayne Francis receiving a Certificate of Appreciation from State President Greg Early.*



*Greg Tutt receiving his Detective Appointment Certificate from Assistant Commissioner Mike Condon.*

## TOWNSVILLE

President Merv Johnston welcomed all to the Branch's first meeting for 2022, 2 March which was held for the first time at Toms Tavern. A special welcome was given to Assistant Commissioner Mark Wheeler and retired Victoria Police Officer John Postmer. Welfare: Gordon Thomas was welcomed to the meeting. Brian Bensley has had another fall and was recuperating at home. Because of this he was unable to attend and receive his Detective Appointment Certificate. Peter Hardy was receiving radium treatment five days a week. Assistant Commissioner Mark Wheeler presented three members Clare Murphy, Brian Weston and Martin Arrowsmith with their Detective Appointment Certificates. He addressed the meeting and spoke on several matters concerning police in the state as well as in the Townsville Region. Several members attended the funeral of senior member Nev (Noddy) Ingram which was held in Ingham. Life member Gordon Schultz had requested a simple grave side funeral. The service was held in the Ingham Cemetery on 7 March 2022 and there was no involvement by the Branch. Congratulations were extended to members Des Bourke for becoming a Veteran Member and Teres Bourke for becoming a Senior Associate Member. The Branch donated \$300 to the Queensland Police Legacy Scheme. (\$120 from the Christmas raffle and \$180 from Branch funds). Meeting held on 6 April 2022. President Merv Johnston welcomed all to the meeting. He gave a special welcome to Fred and Laural Angus from Ingham, visitor Richard Johnston and guest speaker Sergeant Else Feltham, OIC of Domestic and Family Violence and Vulnerable Persons Unit, Townsville. Welfare: Ian Palin advised he had visited Brian and Margaret Hooper, with Brian still suffering with leg problems. Secretary John Urquhart advised Linda Janetzki had caught COVID and was almost recovered; also Life Member Keith Chandler is now in the Parklands Residential Aged Care Facility, Kirwan. President, Merv Johnston, presented Life Member Vince Bye with a 75th Anniversary Wedding Card which had been signed by the members present. Sergeant Elise Feltham told the members that family violence took up a considerable amount of police time and resources. She spoke on the work being carried out by her section under the current Queensland laws. The annual trip to Ingham will be on 15 June 2022. Townsville Police Chaplain Horst Sauer is retiring and his retirement function will be held on 30 June 2022. Merv Johnston, Treasurer John Cran and Secretary John Urquhart attended the Assistant Commissioner's office to witness the presentation of Detective Appointment Certificates to Member Rod Tibbey and Mackay Branch Member Ted Swift by Superintendent Glenn Kachel. The service history, Police Ode and Detective Appointment Certificate for our late member Gordon Robert Schultz will be presented to his family when the Ingham meeting is held. Meeting held on 4 May 2022. A special welcome was given to the guest speaker, Inspector Joe Kitching, Officer In Charge of the Townsville Police Academy. Welfare: Ian Palin was very pleased to report that there were no welfare matters for him to report. John Urquhart reported that Peter and Jill Hardy had both fallen ill to COVID. Roger Bow was in the Townsville Hospital with trouble with one of his legs. The 15 June 2022 meeting will be held at the Royal Hotel, Ingham. Members

will travel there by bus and once again morning tea will be supplied by Barbara Zupp. Cairns member Annette Willett has moved to Ingham and will be joining the Branch at the Ingham meeting. Brian and June Weston attended the Ravenswood dawn service on Anzac Day and placed a wreath on behalf of the Branch. Guest speaker Inspector Joe Kitching gave a very interesting talk on the current training system for recruits. He is now responsible for recruit training and the next 12 months of their training. He outlined how, because of the change required in training recruits, the curriculum has changed to suit the expectations of the community and government. Next meeting: Royal Hotel, Ingham, on 15 June 2022.



*Superintendent Glenn Kachel presenting Ted Swift with his Detective Appointment Certificate.*



*Superintendent Glenn Kachel presenting Rod Tibbey with his Detective Appointment Certificate.*



*President Merv Johnston presenting Vince Bye with a 75th Anniversary Card.*

## GLADSTONE

Meeting held at the Club Hotel, Gladstone, on 2 March 2022. Welfare Officer Keith McCann advised that Val Caterson is still receiving weekly treatment and is very tired. Ann Vidler is going well. Dena Wisniewski-Cousins is going well. Graham Cousins is going well. He is walking regularly and has lost weight. Doug Jones had a fall at a Hash House Harriers meet and sustained a few injuries to his head, legs and other places.

David Thomas advised that his health issue was a small kidney stone which has been flushed out. Mike Ball advised that he is well and will be on medication for the rest of his life. President Glenn Churchill advised that he and family members were to travel to Cape York and distribute the ashes of his deceased brothers Mal and Ian. Wayne Lamb was presented with his Veteran Member Certificate by President Glenn Churchill. Meeting held at the Calliope Central Bowls Club on 6 April 2022. Welfare by Keith McCann. He had seen Val and John Caterson a number of times. Val is still receiving weekly treatment and battling on. Graham Cousins is going quite well, getting fitter and looking better. He visited Sharon and John Noy. John is not travelling real well. He is using a small white board to communicate but retains a cheery outlook. Roslyn Thomas and Gail McCann both had appendix operations. Darryl Saw reported that Glen Josefski is still going well despite having the usual pains. Meeting held on 4 May 2022 at the Club Hotel, Gladstone. Welfare by Keith McCann: Val Caterson is still receiving treatment each Monday and is happy. Graham Cousins is going along quite well. Dena Wisnewski-Cousins is receiving physio for an injured shoulder. Kevin Kelly recently celebrated his 80th birthday. Kevin is in good health and will keep on working as long as he is required by his employers who regard him as very conscientious and reliable. Both Neil and Chris Coleborn have had COVID. Meeting on 1 June 2022 at the Harvey Road Tavern. Welfare: There is no change with Val Caterson who improves after her regular treatments then lapses back, suffering migraine headaches etc. Keith and Gail McCann visit them regularly. Graham Cousins is going well. Dena Wisnewski-Cousins is receiving physio treatment for her back to improve her walking. Doug Jones reported that Marlene Archer recently received 'Gamma Shock' treatment for her shingles condition. (Medical practitioners have reported good results in patients with this treatment). Keith and Gail saw Paul Taylor recently and he is looking well. Darryl advised that Glen Josefski is still doing well apart from the usual aches and pains. Next meetings: AGM and general on 6 July 2022 at the Queens Hotel.



*President Glenn Churchill presenting Wayne Lamb with his Veteran Member Certificate along with Secretary Darryl Saw.*

**Gladstone meeting 1 june 22.jpg NOT REC'VD**

*Gladstone members attending the 4 May 2022 meeting.*

## DARLING DOWNS

Meeting held on 14 April 2022. Welfare: Bob Scarff reported that Roger Harvey was receiving radium treatment for prostate cancer. Mike Jordan stated that Ian Hegarty was at home recovering from a heart operation on 16 March. Malcolm Twine stated that Tom Tilbrook had been very sick. John MacKay gave a report on the funeral of late member, Barry Nugent. Meeting held on 12 May 2022. Welfare: Mike Jordan stated that Ian Hegarty was now undergoing cardiac rehab at Baillie Henderson Hospital. John Sullivan stated that he had re-considered his decision to postpone his hip replacement operation and had made an appointment with the surgeon. It was resolved to give a donation of \$100 to the charity Homeless for a Week. John MacKay reported that John Sullivan was now recovering from his hip replacement operation; also some members had come away from the last meeting thinking that he had caught COVID but he now believes he was simply suffering from a bad reaction to the vaccination. Bob Lehfeltdt is looking into providing a new Honour Board as the current one is full. John MacKay stated that the plaque for Barry Nugent was currently being made and hoped that it would be finished in time for the Rededication Ceremony which will be held on 27 August 2022 commencing at 10.00 am. Next meeting: 14 July 2022.



*Member Col Watson receiving his Detective Appointment Certificate from Detective Acting Inspector Paula Smithardt.*

## NEAR NORTH COAST

Meeting held on 21 March 2022 at the Bribie Island RSL Club. President John O'Gorman welcomed all to the meeting and gave a special welcome to Acting Detective Superintendent Ben Fadian, Regional Crime Co-ordinator for the North Coast and Central Regions. Later in the meeting Ben presented Detective Appointment Certificates to Dennis Rayner; Neil Campbell; John O'Gorman; Michael Forbes; Bob Munt; Ray Holscher; Paddy Higgins; Allan Hawkins; and Nicholas Glaser who accepted the Certificate on behalf of his partner Julie Nielsen. Welfare: Ray Holscher outlined matters relating to the death of Member Artie Law. He spoke about conversing with the daughter and spouse of Artie and attending the Memorial Service for him. Allan Hawkins mentioned welfare reports on Gerry Morgan and Des Kelly. In general business Secretary Merv Melling spoke about obtaining members' next of kin information to assist in contacting family in the event of sickness or death and Treasurer Paddy Higgins undertook to seek this information from members. (The State Management Committee is going to suggest all Branches do this if they don't have the information on file already). Recognition for the work done by Jeff Field, a friend of member Ian Whyte, on the design

of the commemorative medallion was raised for reference to the State Management Committee. Meeting held on 11 April 2022 at Woody Point. Welfare: Ray Hoelscher outlined matters relating to the health of Gerry Morgan who required further medical treatment. Allan Hawkins mentioned that Des Kelly was OK at that time. Discussion ensued about luncheons of other Branches, as was also a venue for the Branch's annual luncheon. Treasurer Paddy Higgins is still working on next of kin information to assist in contacting family in the event of sickness or other circumstances of concern for members. The 16 May 2022 meeting which was to be held at Woody Point was cancelled due to wet weather. Next meeting: 20 June 2022.



*Detective Acting Superintendent Ben Fadian presenting President John O'Gorman with his Detective Appointment Certificate.*



*Detective Acting Superintendent Ben Fadian presenting Treasurer Paddy Higgins with his Detective Appointment Certificate.*

## REDLANDS

The meeting on 25 January 2022 was cancelled as was the annual luncheon which was to be held on 22 February 2022. Meeting held on 22 March 2022. President Paul Fitzpatrick welcomed Detective Inspectors C. Williams and S. Thow from the Crime and Intelligence Command as well as new members John Graham and Mark and Anbn-Maree Stiles. Welfare: At the time of the meeting Doug McKinnon was in hospital, Rosie Nicol was recovering from an operation, Eddie Gallo was ill and could not attend the meeting, John Benfer was in hospital, member Martin Turpin was ill and in a facility within the Redlands and Mike Mills was recovering. Mervyn John Collins was presented with his Detective Appointment Certificate by Detective Inspector C Williams. The Certificate for William John Knowles will be presented at a later date. It was also generally resolved the idea of social functions in place of some monthly meeting had merit and required further investigation as well as an attempt to organize the Branch meeting calendar. Secretary Eddie Gallo and member Peter Flexman were given authority to begin arrangements for this year's celebration of National Police Remembrance Day in the Redlands. Meeting held on 26

April 2022: Vice President Paul Oates acted as President and welcomed the following guests: Deb Mole, Bob Pease, Senior State Vice President of the QRPA, Kim Richards, MP for Redlands, Mayor Karen Williams, Glen Faulkner and Lois Neal. Mark Stiles acted as Secretary in the absence of Eddie Gallo. Welfare: A message from Secretary Eddie Gallo was read to the meeting. It outlined in detail Eddie's current state of health and issues Sharon and he are facing. Sharon Gollo accepted from Senior State President Bob Pease Eddie's Senior Member Certificate. Bob also presented Alma Edwards, on the occasion of her 100th birthday, with a card and recognition from HM Queen Elizabeth. Bob also presented Bill Knowles with his Detective Appointment Certificate. Other items received by Alma: Card and recognition from Governor General, General David and Mrs Hurley, Card and recognition from Queensland Governor, Dr J Young, card and recognition from Qld Premier, Annastacia Palaszczuk, card and recognition from local Redlands MP, Ms Kim Richards, card and recognition from Mayor, Redlands, Ms Karen Williams and card and recognition from Bob Pease on behalf of the State Management Committee. Branch members and guests celebrated Alma's birthday at lunch with

her and her daughters. Meeting held on 24 May 2022. President Paul Fitzpatrick welcomed Valerie Caldwell from Qld Health, Forensic and Scientific Services. He also welcomed back Allan and Rosemary Nicol as well as Greg MacPherson who was back in Queensland for a visit from Tasmania. Paul is also looking to advertise meeting information in the local paper to gather more interest from other retired police in the area. Next meeting: 28 June 2022.



*Senior State President Bob Pease presenting Alma Edwards with a card and message from Her Majesty The Queen on the occasion of her 100th birthday.*

## FAR NORTH QUEENSLAND

Meeting held on 26 March 2022 at Parkview Hotel, Gordonvale. President Mal McKaskill welcomed Assistant Commissioner Brett Schafferius and the 34 members who attended. Welfare: Brigitte McKaskill gave an update on members: Ian Swan is almost finished his first round of treatment and he is doing well. Joe Moran is undergoing treatment again. Diane Mills has been unwell and Annette Willett who joined a few months ago from NSW has just moved into an aged care facility in Cardwell. AC Schafferius spoke about the refurbishment of the Cairns Station, where the bottom level was almost completed and upstairs CIB area would be next. The refurbishment may take another 12 months for the whole building to be completed. AC Schafferius went on to say that QPS officers are doing an unbelievable job in the circumstances and are being inventive

and showing a lot of initiative in their roles. He presented Detective Appointment Certificates to Ashley Charles James Snook, Caroline Marion Barker, John David Hartwell and Neville Allan Wall. Meeting held on 27 May 2022 at Fullers Sports, Edmonton. President Mal McKaskill welcomed all to the gathering with a particular welcome being given to Police Chaplain Pastor Will Span and his lovely wife Rose; also to new members Jenny and Peter Whitson and Beryl Pocock. Welfare by Brigitte McKaskill: caught up with Ian Swan and he is doing well. Peter Hilder is in Townsville receiving further treatment and is expected to be there for another month. Graham Jonsen is having some further issues post an ear operation. Ken Willimott is waiting on a surgery date. Vicki Crofton has sold her house in Redlynch and is moving to Brisbane to be close to family. Louise Vickers shared the 'ODE TO INSPECTOR GADGET' (which was an anonymous poem someone had written for her late husband Graham) which Louise had found among Graham's things. Next gathering: Kairi Hotel on 24 June 2022.

### HERVEY BAY

Fourteen members attended a BBQ at Dayman Park on 15 February 2022. The weather was kind, the food was great and a good time was had by all. Unfortunately President Ian Anderson will be having a surgical procedure that day, will be unable to attend and Vice President Derek Mayne will chair the meeting. New members Nick and Brosy Paton and possibly Kevin Thomson, who attended the BBQ, will attend the meeting. Also, Emma Brown and Wayne Cracker from the Veterans of Australia group will attend to meet and greet. Meeting held on 15 March 2022. Vice President Derek Mayne chaired the meeting in the absence of President Ian Anderson. Derek thanked those who attended the February BBQ. Welfare: Ian was scheduled to have a medical procedure at the Hervey Bay Hospital on the day of the meeting but his surgery was cancelled at the last moment. He was then put on a short 'urgent' list for the surgery. Inspector Wade Lee of the local Hervey Bay command attended and presented member Shane Moss with his Detective Appointment Certificate. Wade spoke of local issues and technological advances, both current and anticipated. Trevor Trost was presented with his Veteran Member Certificate. Wayne Craker of Veterans of Australia attended and met with members. He passed on information as to the functions of the organisation. Applications for membership were received from Nick Paton and his partner Maureen Paton and were recommended for approval. Member Martyn George has transferred to the Branch. A BBQ was held on 19 April 2022 at Dayman Park. Meeting held on 17 May 2022. Travellers: Greg and Roslyn Morrow are caravanning around the border area. Welfare: President Ian Anderson has had surgery and is well. Ted and Kathy Roberts both contracted COVID a few weeks ago. All well now. Garry Jamieson also contracted COVID and was very unwell for some time. Still feeling the effects now. Ross Skyring also contracted COVID and is clear now. Greg Morrow has received a clearance for his illness and is doing well. Russell Lewis had surgery a few weeks ago and has fully recovered. Bevan Bradshaw is still battling on with his medical issues. He keeps up a positive attitude.

Margaret Bradshaw has had a shoulder reconstruction. The unsatisfactory aspects of Police Link were raised yet again. A relevant motion has been forwarded to the State Management Committee for consideration. The AGM and general meetings will be held on 19 July 2022.

### VAN DIEMEN'S LAND

April 2022 newsletter. We held our first meeting for the year on 27 March 2022 at Bracknell which is towards the north of the State near Longford. Our hosts were Brad and Cheryl Hafner and our meeting place was at Bracknell Park which has a very nice shelter with a BBQ, table and benches and a beautiful river nearby. We gathered from 10 am and this year it was decided to stay at the Reserve and have a barbeque instead of going to the local hotel. Needless to say we were very spoilt with the spread of scones with homemade jam and cream (made by Brad and Cheryl). We did manage to have a meeting then had the barbeque later. The weather stayed sunny and warmish and it was not until after 2.30 pm that people started to leave.

Two of our families have decided to return to Queensland because of family reasons. Craig and Helen Robertson and Brian and Debbie Cook both left in early May. Our Annual General Meeting will again be held at Tamar Valley Resort on 25 June 2022. Until next time, stay safe and remember if travelling down this way, please let us know if we can help you in any way. All the best from Tasmania.



*Attendees at the 27 March 2022 meeting*

#### State President:

Greg Early, [early.gregory1@gmail.com](mailto:early.gregory1@gmail.com), 0407 960 588

#### State Secretary:

Patricia Holden, [zhende4854@gmail.com](mailto:zhende4854@gmail.com), 0428 455 406

**QRPA Website:** [www.qrpa.asn.au](http://www.qrpa.asn.au)

**Email:** [qldretiredpolice@gmail.com](mailto:qldretiredpolice@gmail.com)

**Courtesy support service available to retired Queensland Police Officers 24/7 1800277478. If you know someone of QPS, confidential psychological doing it tough, please urge them to use the above free service or talk to you or someone.**

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