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# POLICE **UNION** JOURNAL

# 2025

## QPUE ANNUAL CONFERENCE



***“PROTECTING OUR FUTURE - HONOURING OUR PAST”***

OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



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## COVER STORY

## 2025 QPUE ANNUAL CONFERENCE

*At this year's Annual QPUE Conference, for the first time in the event's history, a distinct theme was chosen "Protecting our future - Honouring our past."*

## CONTENTS

General President & CEO .....	2
South East Region Roundup .....	6
Far Northern Region Roundup .....	8
Southern Region Roundup .....	12
Central Region Roundup .....	15
Northern Region Roundup .....	22
North Coast Region Roundup .....	24
Metro North Region Roundup .....	27
Headquarters & Support Region Roundup .....	29
Metro South Region Roundup .....	32
Opening Ceremony .....	34
Conference Theme .....	40
Conference Premier .....	50
Conference Opposition .....	60
Conference CoP .....	68
Conference Overview .....	80
Watch House .....	102
DFV Bill .....	104
WAC .....	116
Her Duty .....	118
QSS .....	120
Honors & Awards Moreton .....	124
Graduation Day June .....	134
Dolphins .....	144
Graduation Day March .....	158
Honors & Awards Gold Coast .....	166
Vegas .....	176
Golf .....	178
League .....	184
Chaplain .....	206
Zillman .....	208
QRPA .....	210

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**SHANE PRIOR**  
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**I WAS PLEASED TO  
BE ABLE TO  
RELEASE THE QPU  
'LOG OF CLAIMS'  
TO ALL MEMBERS  
ON MAY 23 THIS  
YEAR FOLLOWING  
THE QPUE ANNUAL  
CONFERENCE.**

The 'Log of Claims' was developed from over 4,500 direct responses to our EB membership survey.

This 'Log' endeavours to deliver a decent wage rise to ALL members and seeks to address a wide range of important issues including improved OSA, NOSA and Late NOSA, improved OIC Allowances, equitable rosters, addressing staffing issues and providing double time overtime for ALL members.

For EB#11 we have placed particular emphasis on attraction and retention for frontline and General Duties officers.

The stark reality is in the first five months of this year, 164 Officers have resigned from the QPS, probably never to return.

During my regular branch meetings across the state, Constables have repeatedly expressed their disillusionment with the job. These men and women joined the Service to be police officers, not social workers and sadly they are experiencing burnout from the DFV workload in particular.

The EB#11 negotiations have been occurring weekly and the QPU has now tabled all of our claims with supporting evidence and the QPS is in the process of responding to each of those claims.

Due to protocols around 'good faith' bargaining I'm unable to provide a running commentary on negotiations at this stage due to the dynamic and

changing nature of the discussions.

It is still the objective of the QPU to reach "Agreement in Principle" by the end of July. If this occurs, myself as the lead in the EB team, Executives and experienced industrial negotiators will undertake briefing and information sessions state-wide to explain the proposed agreement and what it could mean for your personal circumstances. Details of the membership wide vote will be released once confirmed.

Unfortunately, the offer from the QPS and Government still currently stands as a base salary increase of 3% the first year, followed by 2.5% increases in years two and three of the Agreement. I am still confident, particularly following commitments from the Premier David Crisafulli – that we will get an improved offer, but there is still a lot of hard work to be done.

If you have questions specifically about Enterprise Bargaining and the process I encourage you to utilise our dedicated email [eb@qpu.asn.au](mailto:eb@qpu.asn.au)

### **DFV REFORM**

The Domestic and Family Violence Protection and Other Legislation Amendment Bill 2025 (the Bill) is currently before the Queensland Parliament. The Bill represents the Government's first tranche of reforms to a broken DV system with further reforms signposted for 2026.

The impacts of responding to DV and the associated fatigue are



continuously raised with me by members across the State. On average, each DV incident involving the issue of a Police Protection Notice is taking frontline officers 4 to 6 hours to complete. With so much time spent on each DV job it means calls for assistance back-up and at the end of each shift there can be as many as two hundred un-resourced jobs in the queue in a busy police District.

That's why the QPU launched a statewide public advertising campaign earlier this year to 'Make DV a Crime Every Time', encouraging the community to sign a petition with the State Government to create DFV reform. This was underpinned by our QPU Blueprint for Action on DV. Although the Government hasn't decided to create a standalone DV offence in this tranche of reforms we are pleased to see them take up our Police Protection Direction (PPD) proposal.

The Parliamentary Education, Arts and Communities Committee (the Committee) has conducted a public inquiry into the Bill and the QPU made a written submission to the Committee supporting the Bill.

On June 9, I attended a public hearing to give evidence before the Committee on the Bill. I informed the Committee that:

- DV occurrences are up by 5% year to date and are on track to exceed 200,000.
- Breaches of DV orders are up by 8% year to date and will likely exceed 70,000 in 2024-25.

While those numbers should alarm all Queenslanders, it only represents the tip of the iceberg because ABS research tells us up to 80% of domestic and family violence matters go unreported. What is even more frightening, as I stressed to the Committee, is the prospect of a police workforce so thin there will be no-one available to respond to the

desperate calls for assistance.

Despite the Government's focus on police recruitment and retention, as at May 30 this year the police vacancy rate in Queensland was 6.4%.

In raw numbers that percentage represents almost 1,000 police officers below the number of officers funded by the Government. The police attrition rate for the 12 month period to May 30 2025 was 5.8%.

Unplanned attrition, in other words, officers resigning and walking away from the job made up 3% of the overall attrition rate, meaning more than 400 experienced officers walked out the door over the last year. DV fatigue is a significant contributor to members turning their badges in.

Predictably, voices in the DFV sector have lined up against the use of PPDs because they think you can't be trusted to get it right!

With no hard data to support their claims they assert police 'regularly' misidentify the person most in need of protection. I pointed out to the Committee that police overwhelmingly get it right with 97% of all Police Protection Notices upheld by the courts. There may be a

variety of reasons why the remaining 3% are not, including for example police withdrawing the application because additional information was provided to police after the PPN was issued or changes in circumstances between the two parties.

The Committee is scheduled to deliver its Inquiry Report in late June and debate on the Bill will follow before the end of the year with PPDs expected to commence across the State on January 1, 2026.

The QPU will be paying close attention to implementation activities in an effort to ensure the PPD framework delivers the efficiencies frontline officers are calling out for.

## QPUE 2025 ANNUAL CONFERENCE

From Tuesday May 20 to Thursday May 22, I was honoured to host and chair my first Queensland Police Union of employees Conference as General President & Chief Executive Officer. The Conference was attended by eighty elected delegates plus interstate and international observers at the newly refurbished Union headquarters in Brisbane. By relocating Conference to our own facilities it will save significant costs.



QPU Conference delegates 2025





*QPU Shane Prior with interstate and international observers attending the 2025 Annual Conference.*

We were very fortunate to have both the Premier and Police Minister attend, address delegates and answer questions. It was evident to those present that both are dedicated to making Queensland a safer State and their comments and answers to questions recognised Queensland Police are integral to the community safety commitment they made to Queensland voters and therefore their political success!

Importantly, the Acting Commissioner Shane Chelepy explained his instructions to DFV Command, that he wanted No DV and DV Other classifications to be simplified and to take less time than it will take to issue a Police Protection Directive. He stated his vision is to

ensure a PPD takes only as long as it presently takes to issue a Notice to Appear.

These reforms will result in significant time savings for front line members, and have only been achieved as a consequence of the QPU's DFV Campaign and clear and decisive guidance by the Police Minister as to his expectations on reducing QPS internal DFV red tape.

Coming out of the vigorous debate that occurred at the Conference, were 28 Motions that were passed unanimously. Among them, ground breaking changes to QPU Rules that will lay strong governance foundations to set us up for future success and prosperity. The new Rules bring the QPU into

the 21st Century and align with the model rules the Fair Work Commission required of Unions and Associations. These Rules provide specific governance models which expressly make the Executive and the General President more accountable and require them to act with transparency. Almost a full day was spent by delegates going through each section of the new Rules, with numerous discussions and suggestions. I am pleased to say the new Rules were passed unanimously and represent a positive step in our Union's future. No more will there be an ability for a General President or Executive Member to hide information, decisions, or the reasons for decisions from the membership.

Under the oversight of the QPU Executive, QPU staff have commenced the work of implementing those motions and regular progress reports will be provided on their status.

### **KING'S BIRTHDAY HONOURS**

It is with a great sense of pride and hearty congratulations to four QPU members who have been recognised for their exemplary service to the community throughout their policing careers and have been awarded the Australian Police Medal (APM) in the 2025 King's Birthday Honours List announced on June 9.

The APM, which is approved by the Governor-General, is the highest meritorious award a police officer can receive in Australia.

The worthy recipients of the APM, and a brief extract from their citations, are:

- **Senior Sergeant Ewan Findlater** was sworn into the Queensland Police Service in 1987. Throughout his dedicated career of more than 30 years, he has demonstrated a long-term, sustained commitment to enhancing road safety in the community and reducing road trauma. He has risen through



*QPU President Shane Prior with the Women's Advisory Council members at the 2025 Annual Conference.*



the ranks as a dedicated road policing practitioner to his current role as officer-in-charge of the Rockhampton Highway Patrol Unit. Senior Sergeant Findlater has been a strong advocate for community engagement and education. He has initiated and participated in numerous community outreach programs aimed at raising awareness about road safety. Senior Sergeant Findlater's efforts have significantly contributed to a safer road environment and have left a lasting positive impact on the community.

- **Senior Sergeant Kirsty Gleeson** exemplifies the highest standards of policing through her exceptional service and unwavering dedication. With 26 years of policing experience, including 21 years in the expert field of forensic services, she currently serves as the sole forensic coordinator in the southern region, a role critical to operational success. Her involvement in high-profile investigations showcases her critical expertise in securing forensic evidence that has profoundly impacted the course of investigations and their outcomes. Senior Sergeant Gleeson is not only a high-functioning operational officer but also a compassionate leader who supports her colleagues and their families in times of need.

- **Sergeant David Reid** commenced with the Queensland Police Service in 1990 and has remained committed to being an operational, frontline police officer. During his early years of service, he performed general duties as a constable in the Beenleigh division, progressing to senior constable in 2001. In 2004, he secured a position in the new Oxley Tactical Crime Squad, where he was instrumental in the development and implementation of specialist operations augmenting regional policing activities. In 2008, he was promoted to his current position

as sergeant, team leader within the Tactical Crime Squad. Sergeant Reid has worked tirelessly to not only promote his work unit and build a sense of pride and loyalty, but also develop the skill set of many junior officers who have been fortunate to work with him on tactical policing methods.

- **Sergeant Sarah-Jane Tulacz** has been an operational police officer since 1995, initially with the New South Wales Police Force prior to transferring to the Queensland Police Service in 2005. She achieved detective appointments, acknowledging her professional investigative skills in both the New South Wales Police Criminal Investigation Branch and the Queensland Police Service Child Protection Investigation Unit. During her service in the Far North District, Sergeant Tulacz established herself as a compassionate, professional and highly respected police officer within the local community. She completed development as a police negotiator and search and rescue coordinator, rendering service in these critical and complex tasks, in addition to her role as a frontline general duties officer. Promoted to a sergeant shift supervisor at Mareeba Police Station in September 2024, she continues to build her reputation as a highly capable and courageous leader.

## JACKS LAW

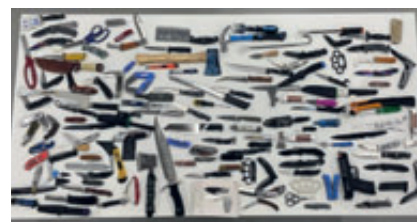
Police powers to conduct wandering operations have been permanently enhanced with the Crisafulli Government in April 2025 overriding the sunset clause for Jacks Law that was due to become operative in October 2026. Jack's Law is now a fixed piece of legislation.

This landmark legislation allowing police to use handheld metal detectors without a warrant was initiated by the QPU through South East Regional Rep Andy Williams following the stabbing death of

teenager Jack Beasley in Surfers Paradise in 2019. Our members contributed significantly to the trial and making the tactics and protocols operationally effective. The law has now been adopted by other Australian states. Again this is a credit to the resourcefulness and knowledge of our members in developing such a useful tool for frontline police.

Since Jack's Law was introduced, 100,000 scans have been conducted in Queensland with nearly three thousand people charged for weapons offences. More than 1,000 bladed weapons have been seized.

Congratulations to all of our members involved in the development of this legislation, you have truly created a beneficial legacy for all police in Australia.





# ANDY WILLIAMS

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## “WHAT’S HAPPENING WITH THE EB?”

**IT’S THE QUESTION I’M ASKED MORE THAN ANY OTHER RIGHT NOW.**

While I’m not part of the QPU EB bargaining team and cannot provide inside updates, I hope that soon we’ll be moving from speculation to education, importantly helping members understand what’s been offered by the QPS & Government and what it means, in preparation for your vote on the deal.

But at this moment, I look across the frontline, especially to our colleagues in nursing, and I’m deeply concerned.

Not just about the fact that nurses are taking industrial action, but about the real, tangible pressures facing those who serve our community every day.

### **NO RIVERS OF GOLD—JUST RISING PRESSURE**

At this year’s QPUE Annual Conference, the Premier made it clear: “there are no rivers of gold.” That may be true, but it doesn’t excuse the growing imbalance between what our members give and what they get in return.

When I was a young Constable, leaving the job meant risking your future with the QPS. If you walked

away, there was no guarantee you’d get back in. These days, with chronic vacancies across the state, we’re practically begging people to return.

Some officers don’t even resign—they become Special Constables, working the occasional weekend shift for a bit of extra cash. If their new career path doesn’t work out, they’re welcomed back onto the roster without missing a beat.

While this flexibility might seem like progress, it’s a sign of a system stretched too thin.

Policing is tough. I’ve lost count of the birthdays, family holidays, and milestone moments I’ve missed. The toll is physical, emotional, and social—it’s real. If we don’t ensure proper support and fair compensation, it’s not just the QPUE members who’ll pay the price. It’s the public who will call Triple Zero and find no-one there to answer.

Unlike other departments, police can’t flick their responsibilities. The job must be done, and if we aren’t there to do it, no one will.



*South East Regional Reps at the 2025 Annual Conference.*



## A TALE OF TWO WATCH HOUSES

Like the ad, let's compare the pair; Brisbane and Southport; both classified as "Super Watch houses" by the QPS and both serving as key overflow facilities for others around the state.

On paper, they look similar:

- **Brisbane:** 91 cells, 91 beds
- **Southport:** 37 cells, 69 beds

But when it comes to staffing:

- **Brisbane** has 91 FTE staff, including an Inspector, a Senior Sergeant, and two Sergeants across every team to share the leadership load.
- **Southport** has just 44 staff in total—1 Senior Sergeant, 6 Sergeants, 26 Constables/Senior Constables, and 11 Watch house Officers.

Based on Brisbane's approximate 1:1 staff-to-bed ratio, Southport is short by at least 25 staff. And that doesn't even account for supervisory roles. Yet QPS continues to ask Southport's officers to do more with less, setting them up to fail.

These numbers aren't pulled from thin air. They come directly from the Queensland Police Union's Watch House Review, a report compiled due to growing concern about chronic underinvestment in Watch house facilities, staffing and safety across the state.



The full document is available via the membership portal on the QPU website or a printed version on request.

## RISK WITHOUT RELIEF

Some of the most troubling findings from the QPU's Watch House Review remain unresolved:

- **Workload imbalance:** Southport Watch house handles not just its own intake, but also overflow from Beenleigh without additional resources. The result is rising fatigue and burnout for staff.
- **Unsafe operating conditions:** Level One of the Southport facility responsible for managing a substantial number of prisoners is often staffed by just one officer, placing that individual at serious risk.
- **Dangerous staff-to-prisoner ratios:** In some cases, five officers are left to manage up to 60 prisoners overnight. This isn't just inadequate it's dangerous, particularly in emergency or evacuation situations.

Each prisoner brings with them volatile behaviours, mental health concerns, and physical risks. Managing them with insufficient staffing puts everyone of our members and prisoners alike in jeopardy.

Here lies the uncomfortable truth: if an officer, pushed to the brink by chronic understaffing and poor prisoner behaviour, were to react poorly in a high-pressure situation, the QPS would move swiftly with disciplinary action. Yet no-one from the QPS is held accountable for the very conditions that led to that moment.

## CORRECTIONS DELAYS: A CATALYST FOR CHAOS

One of the key drivers of overcrowding and strain in watch houses is the refusal or inability of Queensland Corrective Services to promptly take responsibility for their prisoners.

Watch Houses were never designed to hold individuals long-term. They are short-term holding facilities. But thanks to delays in transfers, they're now becoming de-facto prisons.

When prisoners sit for days or weeks in facilities not designed for prolonged detention, tension builds. Boredom turns to aggression. Mental health deteriorates. The phenomenon known as "in custody syndrome" emerges, leading to more hospital transfers, more guards, and more pressure on already stretched staff resources.

Whether this issue stems from indifference or mismanagement on the part of Corrections, the outcome is the same: our watch houses are under siege.

At the 2025 QPUE Annual Conference, members passed a motion calling for a legislative amendment requiring Corrections to take custody of prisoners within 72 hours of their legal transfer. It's a simple, achievable step that would significantly relieve the burden on watch house staff and restore the system to its intended function.

## THE BOTTOM LINE.

Through the Watch House Review, the QPUE has done the hard work of documenting these issues. That review exists not only to inform members but to provide a clear, undeniable record for any future inquiry or investigation. No one can say they didn't know.

We're not asking for rivers of gold, we're asking for fair wages, support, and a safe working environment. The Crisafulli Government must act now, before the cracks become collapses for both members, and those who have pledged their jobs on reducing victims of crime.

For more information on the QPUE Watch House Review contact me or it can be downloaded from the QPU member's portal on the QPU website.



# BEC BRADLEY

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**AT THE RECENT QPUE ANNUAL CONFERENCE, I WAS PARTICULARLY INTERESTED IN THE ACTING COMMISSIONER'S REMARKS REGARDING THE SUPPORT PROVIDED TO LOGAN DISTRICT IN RESPONSE TO INCREASING FRONTLINE DEMAND AND THE UNSUSTAINABLE LCAD QUEUES REPORTEDLY INCLUDING UP TO 40 DOMESTIC VIOLENCE (DV) JOBS AT THE BEGINNING OF EACH SHIFT.**

He outlined the allocation of 20 immediate growth positions to the area and emphasized a borderless policing approach, with additional frontline support drawn from South Brisbane and the Gold Coast.

While the majority of these new officers will be first-year constables, efforts are being made to encourage experienced officers from other Regions to consider postings in Logan. Furthermore, an additional 80 positions are expected to be created for the Region post-June 2025, with Logan receiving the majority share.

As I listened, I felt it was important to ask whether similar support was

being considered for the Far Northern Region (FNR).

I highlighted that Cairns District currently has a vacancy rate higher than any area in the South East Corner and has consistently recorded the highest number of DV occurrences in Queensland each year since 2018. While we fully acknowledge the pressures faced by Logan and support the assistance they've received, it's difficult not to feel a sense of "What about us?"

It's unclear why Cairns doesn't have as many DV jobs queued in LCAD, despite our high reporting rates



*QPU Far North Region Rep Bec Bradley asks Acting Commissioner Shane Chelepy, what about FNQ?*



and comparatively lower staffing levels. This may be due to differences in how LCAD is managed locally, we generally don't leave jobs outstanding for more than two or three days, but that is speculative.

The Acting Commissioner did not provide a definitive response at the time, noting instead that the Logan initiative is a trial whose outcomes will be evaluated before considering broader implementation. (Read the Acting Commissioner's full response in this edition of the QPU Journal covering his Q&A session.)

He did, however, acknowledge the efforts of Acting Deputy Commissioner Kelly in supporting the FNR and noted that vacancy rates in our Region are beginning to decline.



*QPU Regional Rep Bec Bradley lodged clear and concise questions with the Acting Commissioner during the Conference.*

In a more recent conversation, the Commissioner discussed recent changes aimed at improving reporting efficiency. These include the removal of DV reporting requirements for children unless there is an 'intimate partner' or 'informal care relationship' involved, and a reduction in audit requirements for Person-Centred Reviews.

He expressed hope that these reforms will free up time for frontline

officers and operational leaders. He also indicated that further changes, such as reforming the reporting of No DV situations may be on the horizon.



*Far North delegates at the QPUE 2025 Conference*

## QPU WATCH HOUSE REPORT

One of the key highlights of the recent QPUE Annual Conference was the release of the QPU Watch House Assessment Report.

In late 2023, the QPU initiated discussions with Commissioner Carroll following ongoing reports of dangerous overcrowding in watch houses located in Cairns, Mount Isa, and Townsville.

Feedback from QPUE members further revealed that many facilities were unfit for purpose and posed significant physical and psychosocial risks to both persons in custody (PIC) and the police officers responsible for their care, particularly during a period marked by severe overcrowding, staffing shortages, and heightened scrutiny regarding the duty of care for vulnerable individuals.

The QPUE took a proactive approach by conducting a comprehensive review, identifying 64 watch houses across the state and inspecting 62 of them. The findings not only position the QPUE as a key advocate for improving health and safety practices within watch house environments

but also hold the QPS accountable for implementing necessary improvements.

Several watch houses in the Far Northern Region (FNR) were found to be lacking, with numerous recommendations for improvement.

Beyond structural and facility-related issues, the most concerning findings related to staff welfare. These included difficulties in filling vacant positions, the absence of a defined prisoner-to-staff ratio, a perceived lack of consultation and support from senior management, persistent noise due to antisocial behaviour, resource strain from overcrowding, and increased non-compliance among juveniles, all contributing to staff stress and fatigue.

The Cairns Watch House, in particular, is under immense pressure due to the high number of juvenile PICs. Managing these individuals while adhering to strict Human Rights legislation has proven extremely challenging. Ongoing investigations and frequent, often minor, complaints have added to the burden on staff, especially in Cairns and Mareeba.



To read the full QPUE Watch House report login via the QPU Membership portal on the QPU Website or contact the QPU Office in Brisbane for a printed edition.

## COMPLAINTS FROM JUVENILES AND THE WATCH HOUSE

Over the past ten months, I have supported numerous members involved in investigations stemming from interactions with juvenile offenders, particularly concerning their treatment in watch houses.

These investigations have involved both sworn officers and Watch House Officers (WOCs). It is perplexing that so many complaints arise from environments where interactions are consistently recorded via CCTV and Body-Worn Cameras (BWC).

In a recent conversation with the Officer in Charge (OIC) of the Cairns Watch House, I was able to clarify several concerns regarding the volume of complaints.

Despite the transparency of operations, juveniles are afforded multiple daily opportunities to lodge complaints. Stakeholders such as YETI, Youth Justice, Murri Watch, Youth Co-responders, and legal counsel visit daily, providing at least five opportunities for complaints, not including visits from nursing staff or chaplains.

Many complaints are minor and resolved immediately. Common issues include lack of access to showers, cold temperatures, denied access to iPads or phone calls, and restricted time in exercise yards. Ironically, these complaints often come from the same juveniles who engage in destructive behaviour, such as setting fire to cells or assaulting staff.

As if that's not enough, further opportunities to complain arise during intake interviews at youth detention centres, where Youth Justice provides a preformatted police complaint form, complete with emoji-based feedback options.

While some complaints are dismissed by Youth Justice Directors, many proceed as Category 2 complaints and are referred directly to the CCC, even when allegations are clearly

able to be unfounded due to the existence of CCTV or BWC footage.

Supporting members through these investigations, I've witnessed their growing frustration. Officers feel unfairly scrutinised despite clear evidence disproving misconduct.

The OIC of the Cairns Watch House recently gave evidence at QCAT regarding alleged Human Rights breaches, most of which were proven false through BWC footage and affidavits, yet still escalated to a full tribunal hearing.

Our officers are doing an exceptional job under extremely challenging conditions.

They face relentless complaints, constant scrutiny, and the emotional toll of disciplinary processes. Many affected officers are junior or WOCs unfamiliar with the disciplinary system. Even with reassurance, the stress of being under investigation, combined with a lack of control over the outcome, can be overwhelming. Over the past year, we've lost several capable WOCs, partly due to the harsh working conditions and the persistent fear of future investigations. This stress affects not only their professional performance but also their personal lives and mental health.

Despite the high calibre of staff and systems in place, we continue to face an overwhelming number of complaints, many of which are trivial and unsupported by physical evidence.

This may be contributing to the high vacancy rate among WOCs in the Cairns Watch House. Of the 18 positions, 11 are currently vacant, with an additional 3 officers on long-term sick leave.

Filling these vacancies is not straightforward. According to the OIC, recent applicant pools have been problematic: approximately 50% of applicants are only applying to meet unemployment benefit requirements and have no genuine

interest in the role. Of the remaining candidates, half fail psychological or medical assessments, and many of those who remain do not pass vetting.

Coppers being coppers, we look to the silver lining where possible. In other discussions with Senior Sergeant Paul Gardiner, Officer in charge of the Cairns Watch house, Paul articulated the positive impact that the recently completed Wacol Youth Detention Centre is having on the need for youth offenders to be held in police custody.

Whilst once the QPS would have 40 to 50 juvenile offenders in police watch houses across Queensland on a daily basis, watch house officers working with the state custody unit and QGAIR have reduced those numbers to approximately 10 each day across the state (those figures do not include fresh arrests).

We will take the little wins where we can, rest assured knowing that operations within our watch houses impacting on the safety and well-being of our staff will remain a continued focus for the QPU.

### VALE SERGEANT FRANCIS ("FRANK") ROBERT FALAPPI (7 MAY 1968 – 9 MAY 2025 – 57 YEARS)

Frank Falappi died on May 9, 2025. At the time of his death, Frank was a serving member of the Queensland Police Service having attained the rank of Sergeant and Team Leader at the Atherton Police Station.

Frank was a mountain bike enthusiast and had ridden mountain bikes for over 25 years. Frank was an experienced rider and had national and international accreditations in mountain bike coaching and had competed in all mountain biking disciplines including downhill, cross country, enduro and endurance riding.

Frank's competition experience included the 2007 World Police and Fire Games, Trans NZ Enduro



Race, and Simpson Desert Race. In 2019, Frank achieved the title of Enduro State Masters Champion. On May 9 this year, Frank went to the Smithfield Mountain Bike Park with mates to prepare for the upcoming UCI Masters Mountain Bike World Championships, in which he was competing. Frank experienced difficulty when negotiating a section

of the track, he landed awkwardly and succumbed to his injuries

On May 27, 2025 mourners gathered at the International Club Mareeba to pay their respects at Frank's Funeral. Those mourners numbered in the hundreds with hundreds more watching on via a live stream telecast.

Frank was recognised for doing so much to enrich and encourage the lives of others; he will be remembered by many for his strong work ethic, his compassion and the support he offered to his fellow officers through thick and thin.

Frank epitomised the Queensland Police Service values of Integrity, Respect and Courage. Frank will be sorely missed by his colleagues and our sincere condolences are extended to Frank's family, his wife Colleen, his daughters Tanielle and Maddison and their extended family.

At the time of Frank's passing, he was with his mates including other police officers doing what he loved.

Our thoughts are with those who were with Frank at the time. Our condolences are also extended to Frank's broader friendship group which includes the mountain biking fraternity of Far North Queensland.

*Late Sgt Frank Falappi.*



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help, advice or support  
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# JARROD BROWN

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**MANY A BRIGHT-EYED RECRUIT HAS COMMENCED THEIR EMPLOYMENT JOURNEY UNDER THE GUIDANCE OF THE QUEENSLAND POLICE SERVICE WITH DREAMS OF PLAYING A CRUCIAL ROLE IN MAINTAINING PUBLIC SAFETY ACROSS THE STATE SO THAT COMMUNITIES CAN THRIVE FOR GENERATIONS TO COME.**

This dream is sold on the motto of 'Challenging, Rewarding, Policing' and there are many different avenues to explore with the Queensland Police Service.

However, the service grapples with significant challenges that impact its ability to serve the community effectively, with issues pressing an ever-increasing junior workforce and diminishing leadership quality. Compounded with an out of balance workforce, increased scrutiny of officers hiding under the guise of 'governance' and the resulting mental health related battles that officers fight every day, there appears to be some merit in the "Challenging" remark.

## **DECREASE IN LEADERSHIP QUALITY**

One of the critical challenges facing the QPS is the decline in the quality of leadership caused by eroding the depth of experience remaining in the workforce.

Recent conversations with members of the ELT centered around 'why have all our long-term Senior Constable's left the job?'

Simply, they are overworked, completing tasks that fall outside the QPS job description whilst enduring increased scrutiny and a decreasing level of support. The level of focus and attention given to the frontline leadership in regional towns has been waning for some time, with recent attention focusing on positions that serve no other purpose than providing desktop scrutiny and governance whilst leaving the General Duties supervision model understaffed.

Effective frontline leadership is essential for guiding and supporting officers in their daily duties, shielding them from unnecessary burdens whilst steering the ship to maintain operational focus. However, the high attrition rates of experienced officers into other government departments with narrower mission statements have led to a gap in leadership that is still yet to be addressed.

Make no mistake, this problem hasn't even reared its ugly head just yet, that is set to happen over the next ten years when the lack of ability to invest in officer development creates a generation of unconsciously incompetent leaders, something that none of them will strive for but will have it determined by the leadership of today.

## **DECREASE IN EXPERIENCED OFFICERS**

It is well documented that the attrition rate among experienced officers has been rising. This loss of experience is being felt in regional towns across the state where veteran officers possess invaluable knowledge and skills required to efficiently service the community. Their departure leaves a gap that is difficult to fill with new recruits, who require time and training to reach the same level of proficiency.

Working on the frontline as a General Duties officer, I regularly witness the pressures experienced by the fresh faced First Year Constables and their mentors.

Some recent figures indicate that the majority of the large regional towns and suburbs throughout



the Southern Region have 53% of their position numbers filled with FYC's, resulting in almost every officer that has managed to endure years of administering relationship counselling and civil documentation service into their third year of employment becoming a Field Training Officer by necessity, rather than on merit or by choice.

Due to the scenario of 'square peg, round hole' being forced onto the already junior remaining workforce, who are now training the next cohort to become the leaders of tomorrow, they are being denied opportunities to be the master of their own destiny.

With a constant roll call of denied training and development opportunities, the service has effectively pigeon holed the workforce, building resentment and removing the feelings of being a valued employee. For some perspective, a selection of comparable South East Corner stations are currently stacked at approximately 23% FYC's, something a lot more palatable and allowing flexibility for existing employees to access ongoing development.

It further concerns me when I hear comments relating to 'short term pain', suggesting that this is a singular moment in time and a long-term fix is on the horizon. The service has documented the attrition issues, acknowledging the loss to the Senior Constable Rank. We have now encumbered our Constable Rank with the same issues that the former experienced.

This is short-term thinking with a lack of strategic vision as our leadership has an insular focus rather than looking at a legacy that would put the next successor in good stead. This is a cycle, a cycle that is set to repeat itself and continue to undermine the backbone of the service if the current state of play continues.

### MENTAL HEALTH-RELATED ISSUES

The combination of decreasing leadership quality, loss of experienced officers, and increased scrutiny has led to a rise in mental

health-related issues among QPS officers.

Mental health issues can include a broad and diverse range of negative health matters experienced by officers, requiring internal and external assistance, time away from the workplace or a change in the status quo to alleviate symptoms.

At any one time there are approximately one hundred officers within the Southern Region that are managing a work-related injury or illness. Of these one hundred, an undisclosed amount experience either a primary or secondary psychological injury. Of these psychological injuries, approximately 28% are attributed to or exacerbated by leadership within the QPS.

Data compiled by the Queensland Government in the 'Working for QLD' Survey indicated that 33% of members that resigned from the QPS did so due to their belief the Senior Leadership was of poor quality.

In addition to these figures, it would be reasonable to look left and right of where you are right now in your workplace and to assume that these people have been aggrieved by a management decision at some stage. It is shocking to think that a number of these members that we rely upon for our own safety and the safety of others have been subject to decisions that psychologically injure them.

Outdated management styles and the belief that the decision is the factor that causes the injury is naive. We shouldn't shy away from difficult conversations and should do everything we possibly can to explore alternatives to support our colleagues, promoting a sustainable workplace and healthy life, inside and outside of work.

### THE FUTURE

Addressing these challenges requires a novel, multifaceted approach. For future leadership quality, the QPS needs to invest in leadership development programs and mentorship opportunities to cultivate strong leaders from within our Junior

Ranks at a grass roots level, so the future has the best opportunity at breaking the cycle.

The QPS needs to take control of their workforce deployment, engaging with their prospective employees and acknowledging that the needs and wants of the workforce have changed since 1985.

The Queensland Police Service is at a critical juncture. By addressing these challenges head-on and avoiding another dot point in the 100 day review, the next generation of Police can enjoy a prosperous career that will go beyond the limitations of regular employment.

To all the FYC's and Constables that have chosen a career with the QPS, you are the future leaders within the organisation. Leadership doesn't always have to come from above, it can come from the person beside you as well.

### THE FINAL CHAPTER IN A POLICING CAREER

On the 5th of June 2025 Sgt Toni Phelan of the Ipswich District DFV VPU signed off on her final shift after serving the state of Queensland for over 34 years in various roles.

During my relatively short career in the QPS, Toni had been a stoic representation of the service and it's officers in the field of Domestic Violence, providing no-nonsense advice and a realistic interpretation of the legislation and application of the policies.

Toni relentlessly supported her fellow officer's in their decisions, looking past call signs of car crews or registration numbers assigned to reports to see the human element behind the radio or screen.

Regardless of her own roles throughout these decades, Toni reinforced on multiple occasions her admiration for the tireless efforts undertaken by the frontline officers in their day to day roles, comparing their hidden toil to the work of the 'farmers in this country'.

Toni, your career has been celebrated by the service along with your extensive achievements, however you will be remembered by this Union for your passion, friendship and contributions to every member that had the pleasure of meeting you.



*QPU Southern Region Rep Jarrod Brown presenting Sgt Toni Phelan with recognition of 34 years valued membership.*

## **QPUE ANNUAL CONFERENCE**

The QPUE Annual Conference was held from May 20 to May 22 this edition of the QPU Journal details many of the presentations delivered to delegates and many of the details are well worth reading.

I encourage you to take your time to review the material and attend your next local branch meeting. Your voice more than ever is valued and heard by the QPU Executive.



*Southern Region delegates at the 2025 QPU Annual Conference.*





# CLIFF BAIRD

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**AS THE CHAIR OF THE REMOTE LIVING AND POLICING COMMITTEE (RLPC), I'M PROUD TO REPRESENT AND ADVOCATE FOR OUR MEMBERS WHO LIVE AND POLICE IN REMOTE AND REGIONAL AREAS OF QUEENSLAND.**

The RLPC exists to be a voice for those who are often overlooked, reminding the QPS that thousands of officers serve outside the south east corner, delivering the same service to their communities.

Too often, those in decision making positions many of whom have never worked outside the south east fail to understand the unique challenges we face. These include:

- Higher cost of living
- Separation from family and loved ones
- Limited access to dining, fuel, and essential services
- Substandard police stations and facilities
- Restricted education options for children

These are not just inconveniences they are real struggles that affect our members' well-being and their ability to serve effectively. Attraction and retention in these areas remain ongoing challenges.

The QPUE is leading the way in finding solutions. At the 2025 QPUE State Conference held in Brisbane this May, Central Region was proudly represented by five delegates:

- Michael Thomson  
(Vice President – Mackay)
- Melissa Baird  
(Vice President – Longreach)
- Chris Lindsay  
(President – Gladstone)
- Terence Selwood  
(Secretary – Capricornia Coast)
- Brodie Johnson  
(Secretary – Rockhampton)



*Brodie Johnson (Rockhampton), Mick Thomson (Mackay Whitsundays), Cliff Baird (CR Executive Rep), Melissa Baird (Longreach), Terence Selwood (Capricornia Coast), Chris Lindsay (Gladstone).*

Together, we considered 28 motions aimed at improving conditions for our members. All were unanimously supported by your representatives.

Three of these motions are especially close to my heart and fall within the RLPC's scope. These motions reflect our commitment to ensuring that regional and remote officers are not forgotten and that their voices are heard loud and clear.

#### **MOTION NO: FOURTEEN (14)**

*The Conference recommends that the QPU Executive have the QPS immediately review all QPS housing stock, commit to investing in and repairing existing housing stock that is no longer liveable, and develop a plan to address the future housing needs of members in regional and remote places.*

The State Housing Management Committee (SHMC) is responsible for the implementation of the Queensland Police Service Residential Housing Policy.

The District Housing Management Committees are responsible for local decision-making such as allocation of housing to individuals and minor issues.

The concern is the SHMC last met on 17 October 2023. For 18 months there has been effectively no central oversight of QPS District Housing Committees nor any visibility or reports on funding allocation of the rental income received. This has severely restricted the strategic oversight and delivery programs.

Many locations where the state of police housing stock is at its worst are locations where there are critical housing shortages in the broader community, leading to QPU members paying inflated rents.

I sit on the DHMC's for both Capricornia and Mackay Whitsunday Districts, and watch the committee members do the best they can with what they have. It's time for an immediate review of the housing stock and for the SHMC to formulate

a plan for the future housing needs for our central region members.

#### **MOTION NO: FIFTEEN (15)**

The QPS should provide housing assistance for members in regional and remote areas to help officers and their families with the unique challenges of living and working in these locations.

Assistance rental/housing packages are vital in attracting staff to rural and remote locations and form key attraction and retention strategies for Queensland Education, Queensland Health, and the Northern Territory Police.

##### **Queensland Education**

Eligible teachers relocating to any of the eligible schools as of 1 July 2024 are entitled to accommodation support for a total period of 12 months in the form of:

A taxable rental allowance equivalent to the employee's weekly rent expense from the start of the lease agreement. For example, if a lease is signed for \$650 a week, a fortnightly tax payment of \$1,300 will be received. The allowance is paid fortnightly in conjunction with salary.

##### **Queensland Health**

When commercial rental accommodation is accessed, an amount of \$82.50 per week is to be paid for a period of up to 17 months from the date of commencing duty at the centre or facility.

##### **Northern Territory Police**

The housing allowance is a taxable allowance that is currently \$31,314.60 per annum. The allowance is paid fortnightly to officers who choose to provide their own accommodation, either renting or buying. This allowance is subject to regular reviews in conjunction with any CPI increases and is also subject to PAYG tax.

The above inter-government and interstate schemes demonstrate how far behind the QPS is in identifying suitable attraction and retention schemes. Time to catch up.

#### **MOTION NO: SIXTEEN (16)**

*The Conference recommends that the QPU Executive approach the QPS to provide Education assistance for employees in remote areas with a view to helping officers and their families with the unique challenges of living and working in these locations.*

Vacancy rates within the QPS Regional Operations portfolio routinely hover around 10%, with a third of these vacancies substantively vacant for more than six months and more than 50% of vacancies located in regional and remote areas throughout Queensland.

Recruitment and retention in remote locations remain a challenge for the QPS, requiring strategies to attract and keep pace with the benefits and services available in metropolitan locations.

Understandably, suitable accommodation and/or subsidised housing is considered vital to the long-term attraction of staff to remote communities. However, the availability and accessibility of educational options for QPS families with children are often overlooked.

There are parallels between police and defence families. Defence Families of Australia (DFA) is the official Defence family's advisory body to the Australian Government. The DFA has developed its Top 5 Advocacy Themes to reflect the things that affect defence families most. Education is Theme No.2.

For defence families, education is one of the key stressors in the posting cycle and beyond – from finding quality schools and enrolling successfully, to supporting the emotional and educational needs of Defence children.

Accordingly, the motion calls on the QPS to provide education assistance for employees in remote areas. Such support could include financial assistance with tuition fees, boarding school, and professional development for spouses whilst living in the community.





*The Central Region delegation at Conference.*



### AROUND THE REGION:

Watch Houses remain some of the most demanding environments in policing. Officers working in these facilities are regularly exposed to some of the most volatile and high-risk individuals in our communities. Watch House Managers across the Central Region continue to raise valid concerns. What they need are the right tools to do their jobs safely and effectively.

These tools include:

- Safe and secure work environments
- Timely responses to identified risks
- Adequate staffing levels to safely manage shifts
- Clear operational support and oversight

The recent QPUE Watch house Review has now been completed, with the report distributed across the Region. The findings are clear: the QPS has fallen short in many areas. The report outlines several key recommendations that must be addressed to bring facilities and practices up to standard. The shortcomings are now on record and it's time for the QPS to act and implement the necessary changes.

Staffing remains a broader concern across the region. However, there are signs of progress. The Mackay Whitsundays District is taking a proactive approach by trialling a new

rostering model aimed at addressing current staffing pressures. This initiative is a positive step forward,

and we look forward to seeing the outcomes and how they may benefit our members on the ground.



*Mackay Watch house – Supervisor Training Day.*



*Mackay Watch house Charge Counter.*



## A NEW STATION FOR CLERMONT

After 85 years of service, the old Clermont Police Station has been decommissioned for a new, modern facility. Opened in 2025, the new Clermont Police Station is a purpose-built, state-of-the-art complex

designed to support frontline policing now and well into the future.

Since 1939, the original station has played a vital role in serving the Clermont community. But as times have changed, so too have the demands of modern policing.

This new station ensures that our members are equipped with the infrastructure, resources, and technology they need to continue delivering the high standard of service to their community.



*Acting Commissioner Shane Chelepy at the Clermont Station official opening.*



*Acting Commissioner Shane Chelepy, Officer in Charge Sergeant Steve French, Police Minister Hon. Dan Purdie, QPU Central Region Rep Cliff Baird.*



*Officer in Charge Sergeant Steve French and his wife Senior Constable Danae French*



*Gym*



*Locker room amenities*



*Meal room*



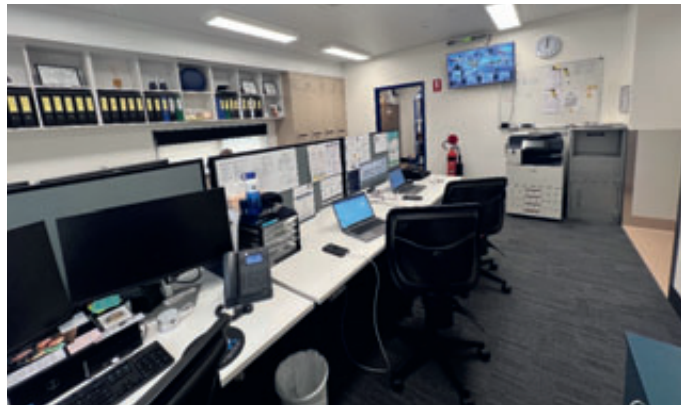
*OIC office*



*Interview room*



*DV safe room*



*Clermont day room.*

## CLERMONT DAMAGE

Less than a month after the official opening of Clermont Station the complex was vandalised and significantly damaged by an offender after hours.

It's alleged a 41 year old Clermont man, known to police, deliberately drove a vehicle into the front entrance of the station and gained access to the building and caused further significant damage inside and set a fire in the station's kitchen.

The alleged offender was unable to gain access to firearms or other sensitive equipment but the station requires extensive repairs.

It's another example of the unpredictable nature of rural and remote policing.



*Some of the Clermont station damage.*





## FAREWELL TO DETECTIVE SERGEANT PAUL ARNOLD

On Wednesday, June 4 2025, the QPS bid a heartfelt farewell to one of its most dedicated and respected members. Detective Sergeant Paul Arnold of the Mackay Criminal Investigation Branch retired, concluding an exceptional 29-year career in policing.

A solemn and dignified piping out ceremony was held at the Mackay Police Station, marking the end of an era for a man whose career has been defined by integrity, professionalism, and unwavering commitment to the safety of the Queensland community.

Throughout his nearly three decades of service, Paul Arnold exemplified the highest standards of policing. As a long-standing member of the QPU, Paul was a steadfast supporter of the organisation and its mission. In a letter penned upon his retirement, he reflected on the role of the Union,

stating:

“Although I was fortunate enough not to call upon the services of the QPU, I have seen first-hand the Union’s response to critical incidents involving members from my immediate work unit, with the welfare and protection of its members prioritised.”

Paul’s words reflect a deep appreciation for the camaraderie and support that underpin the policing profession. His retirement, while a moment of celebration, is also tinged with the bittersweet emotions that come with leaving behind a role and a team he clearly cherished.

“Whilst it is an exciting time to have reached retirement age within the QPS,” Paul shared, “I leave a great job and incredible people who have the safety and best interests of the Queensland community at heart. I leave with no regrets and still having a passion for policing.”

On behalf of the QPU Executive and the broader policing community, we extend our deepest gratitude to Detective Sergeant Paul Arnold for his outstanding service. His legacy will endure in the lives he touched, the colleagues he inspired, and the community he helped protect.

We wish Paul all the very best in his retirement may it be filled with health, happiness, and well-earned relaxation.



*Detective Sergeant Paul Arnold and his wife Lea.*



*A final salute from Mackay Whitsundays District Officer Superintendent Dean Cavanagh.*



*Enjoying the farewell ceremony, QPU Mackay Branch President Micky Thomson and QPU Central Region Rep Cliff Baird.*



*Mackay Criminal Investigation Branch.*



## SCHOLARSHIP

The Winchester Foundation has opened their nomination period for scholarships for the 2026 School year.

This organisation was established to honour Beryl Neilson and has been extended to the families of QPU members living and working in regional and remote areas to assist with education costs for students living away from home.

To see if you meet the eligibility criteria go to [www.winchesterfoundation.org](http://www.winchesterfoundation.org)



### Supporting Education in the Regions: Winchester Foundation Scholarships

The Winchester Foundation, established in 2011 by the late Mrs Beryl Neilson OAM, is dedicated to supporting children from rural and regional areas who attend school away from home, whether at the primary, secondary, or tertiary level.

The Foundation's mission is simple but powerful: to ensure that kids from regional and remote communities have access to the same educational opportunities as those in larger cities.

In a generous and meaningful gesture, the Winchester Foundation has reached out to the Queensland Police Union to offer **scholarships to children of police officers** living and working in regional and remote areas. These scholarships are designed to help cover the costs of study for students living away from home, such as boarding school or university expenses.

If your child is currently living away from home for their education and you meet the eligibility criteria, you are encouraged to apply. The application process is straightforward

and can be completed online.

#### Apply now at:

[www.winchesterfoundation.org](http://www.winchesterfoundation.org)

#### Applications close:

30 September 2025

(for the 2026 school year)

This is a fantastic opportunity to help ease the financial burden of education and support the future of our regional and remote policing families.

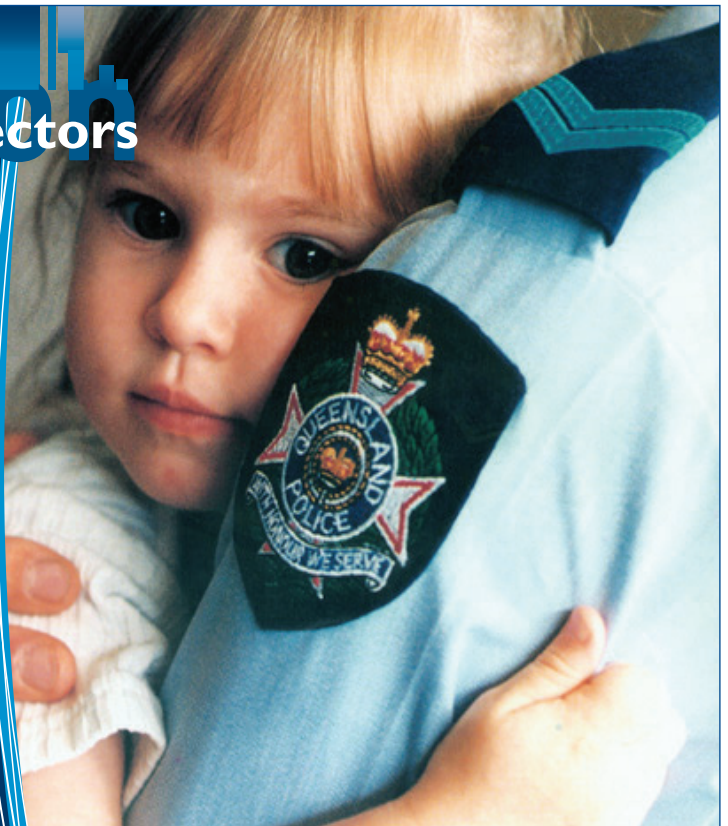
Sometimes our protectors  
need protecting...

*for a fair and  
just outcome  
become a  
member*



QUEENSLAND POLICE UNION OF EMPLOYEES

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# TONI BROSNAN

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## **“PROTECTING OUR FUTURE – HONOURING OUR PAST” WAS THE THEME OF THE 2025 QPUE CONFERENCE HELD IN BRISBANE ON MAY 20-22.**

This reflects the Union’s commitment to advancing policing standards whilst respecting the legacy and contributions of past officers. It was during the Conference that delegates had an opportunity to debate 28 pivotal motions aimed at enhancing the welfare of police officers and refining law enforcement practices across the state.

A full day was allocated to amending the QPUE Rules to align with the rules of the Fair Work Commission. This allowed an opportunity for questions and debate in line with the QPUE structure of openness and transparency.

A significant portion of the conference focused on the Union’s five-point DFV reform blueprint.

Central to this proposal is the introduction of a standalone offence

for “committing domestic violence” and the empowerment of police to issue protective directions (PPDs) without court orders. The Union strongly argues these measures will streamline process and alleviate the burden on front line officers.

Addressing concerns over officer burnout and attrition, the Union proposed several initiatives including wage increases of 8% each year for 3 years, enhanced overtime benefits and regional allowances, and improved rostering systems.

EB#11 negotiations are still ongoing, and the Union is committed to keeping everyone up to date as negotiations move forward.

The Conference also addressed the need for streamlined disciplinary procedures and better legal



*Northern Region delegates at the 2025 QPUE Annual Conference.*

protection for officers. The Union emphasised the importance of safeguarding officers' rights while ensuring accountability and transparency within the service.

### BRANCH OFFICIAL OF THE YEAR 2025 – ADAM KING, MT ISA DISTRICT

Adam has been a QPUE branch official for over 11 years in the Mt Isa District. From 2015 to 2023 he served as a Branch Secretary and since 2023 he has led as Branch President. Adam was acknowledged for his tireless work, his commitment, integrity and leadership in his Union role.

This is particularly important where distance and remoteness can create challenges for assistance and support. I thank Adam for his assistance over the past few months and look forward to working with him in the future. Congratulations.



*QPUE Vice President Andy Williams and QPUE General President Shane Prior congratulate 2025 Branch Official of the Year Adam King.*

### LIFE MEMBERSHIP 2025 – PETER THOMAS

Peter joined the QPUE in May 2005 as Branch President of Townsville Branch and in May 2011 he was elected to the role of Northern Region Representative.

From that day on, he dedicated himself to fight for the rights and entitlements of police. In 2021 he was appointed in a dual role as a QPUE Welfare Officer focusing on the mental wellbeing of officers.



*QPUE General President Shane Prior and QPU Northern Region Rep Toni Brosnan congratulate Peter Thomas on being awarded QPUE Life membership.*

Peter was acknowledged for strength, fairness and unwavering dedication through complex disputes, operational challenges, member tragedies and personal sacrifices. During his time in both Union roles he attended countless critical incidents and supported members in challenging times both professionally and personally.

I'm not only delighted as a colleague to see him receive this recognition but also a proud friend.



*QPU Northern Region Rep Toni Brosnan was one of the first to congratulate Peter Thomas following the announcement of his QPU Life Membership.*

### QPS FLEET

QPS Fleet Management continues to be a hot topic around the state and Northern Region is no exception when it comes to issues with vehicles.

Vehicles due for replacement in 2023 have still not been replaced. Vehicles with over 250,000kms on the clock,

have not been replaced. Vehicles that are not fit for purpose and exceed weight limits have still not been replaced. Vehicles being targeted and damaged by offenders are not being replaced. Vehicles allocated over 2 years ago, have still not arrived. We need vehicles to do our job and simply moving vehicles from one section to another or having to 'beg, borrow and liberate' is just not good enough.



### THE WINCHESTER FOUNDATION SCHOLARSHIPS

The Winchester Foundation is dedicated to enhancing educational opportunities for children and young people in rural and regional areas. They recognize the difficulties faced by policing families in regional and remote locations accessing quality education due to geographic isolation and financial constraints.

Its primary mission is to provide financial assistance through scholarships to students from primary school through to tertiary education. The scholarships aim to alleviate the additional costs associated with accessing suitable educational facilities, such as boarding expenses and relocation costs.

The foundation strives to ensure that rural and regional students have the same educational opportunities as their urban counterparts. The application process is straightforward and can be completed online -

For application criteria go to [www.winchesterfoundation.org](http://www.winchesterfoundation.org)

Applications for the 2026 school year close September 30, 2025





# JAKE LACY

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**EFFECTIVE  
POLICING RELIES  
ON MORE THAN  
JUST DEDICATION  
AND RESILIENCE,  
IT REQUIRES  
SAFE WORKING  
CONDITIONS, PROPER  
RESOURCES AND A  
STRONG SUPPORT  
NETWORK THAT  
ENSURES OFFICERS  
CAN PERFORM THEIR  
DUTIES WITHOUT  
UNNECESSARY  
OBSTACLES.**

While progress is being made in some areas, there are still significant issues affecting frontline members that demand urgent attention.

My article takes an honest look at the good, the bad and the ugly. From strengthening union representation to the serious challenges posed by fleet delays and policy shortcomings, it highlights where we are making progress, where we are falling short and where immediate action is needed to protect the safety and wellbeing of our members.

## THE GOOD

At the QPU Executive Board meeting on May 19, 2025 I introduced a motion to establish two new union branches on the Sunshine Coast. Historically, a single branch has represented the entire district, an uncommon arrangement given the size and complexity of the Region.

The existing branch, led with unwavering dedication by Matt

Campbell, Emily Mahoney and Matt Clark, has carried an immense workload for many years. During my early visits as North Coast Regional Executive, it became clear that their burden was unsustainable, and members across the Sunshine Coast were calling for more localised and accessible representation.

The motion was passed unanimously, and on May 27, 2025 we held the first-ever meeting of the Sunshine Coast South Branch at Caloundra South Police Station, with more than 20 members attending in person and online. During the meeting, four new officials were elected to lead the branch.

President – Meg Rowley  
(Caloundra South)

Vice President – Michael Foreman  
(Beerwah)

Secretary – Shaye Easton  
(Caloundra South)

Assistant Secretary – Steve Frey  
(Caloundra Watch House)

I extend my sincere congratulations to Meg, Michael, Shaye and Steve, and I thank them for stepping up to serve their colleagues. A special acknowledgement also goes to Matt, Emily and Matt, whose tireless efforts have laid a strong foundation for this next phase of growth.

*Sunshine Coast QPU Branch officials Meg Rowley and Shaye Easton with QPU North Coast Regional Rep Jake Lacy*



Going forward, the Sunshine Coast will operate with three distinct branches, each aligned with local patrol groups.

Sunshine Coast South - newly established

Sunshine Coast Central - formerly the Sunshine Coast Branch

Sunshine Coast North - first meeting to be scheduled in the coming months

This restructure reflects the operational realities of the District and is designed to better support the unique needs of each area. While general duties officers will benefit from the alignment, branches remain establishment-based, meaning members in specialist or support roles will belong to the branch associated with their workplace.

For those in the Northern Patrol Group, we are actively seeking expressions of interest for union roles in preparation for launching the Sunshine Coast North Branch. If you are interested, reach out to me at 0499 044 265 or via email. Once we have sufficient interest, a meeting will be arranged to formally establish the branch.

With National Police Legacy Day on June 17, 2025 it is time to reflect on the unwavering support Queensland Police Legacy provides to the families of officers who have passed away or are facing terminal illness. When the badge is laid to rest, the legacy lives on through those left behind.

Many members signed up at the academy, committing just \$2 per pay an amount that has remained unchanged for decades. I urge you to review your deductions and consider increasing them to help sustain this vital support.

You can also show your solidarity by purchasing a St Michael's daisy pin for \$5 through Queensland Police Legacy's website or Facebook page. Every donation helps ensure these families remain connected to our policing community.



## THE BAD

With the Safe Driving Policy amendments set to take effect on June 16, 2025 it is important to highlight an increasing gap between policy expectations and operational capability, particularly in terms of workplace health and safety.

The revised policy places greater responsibility on operational supervisors, including sergeants, to authorise complex tactical decisions. These decisions carry serious legal and operational risks and require real-time situational awareness, often with limited information and insufficient resources. In stations already stretched thin, this additional burden could lead to decision fatigue and increased psychological strain for frontline supervisors.

The policy also restricts the throw method of Tyre Deflation Device (TDD) deployment, which is a much-needed improvement given the risks involved. However, safer alternatives require meaningful investment.

At the recent QPU 2025 Conference, Senior Sergeant Ben Reeve presented on the trials for remote-activated and automated TDD systems, which could significantly reduce risk to officers. Yet funding remains a major obstacle, a barrier that must be addressed if safety is truly a priority.

Perhaps most concerning, the policy makes assumptions about fleet reliability that do not reflect reality. Officers are waiting up to two years for replacement vehicles, dealing with ageing Sprinters prone to breakdowns, or operating vehicles

incompatible with Integrated Load Bearing Vests (ILBV). The new driving policy presumes officers have access to fit-for-purpose vehicles, but we know that is rarely the case.

There is a clear disconnect here, and it is not just operational, it is a workplace safety issue. We cannot expect officers to meet rising tactical expectations unless they have the tools to execute them safely. If policy outcomes are to improve, working conditions must improve first.

## THE UGLY

The state of fleet management within the Queensland Police Service is quickly reaching crisis point. Delays, backlogs, and a lack of transparency have created a situation that is no longer just inconvenient, it is now actively impacting frontline policing.

Across the state, members have been raising concerns about the growing delays in vehicle replacement. Based on multiple firsthand reports, and my own observations as North Coast Regional Executive, it is now clear that the average wait time for a replacement police vehicle has blown out to anywhere between 18 months (generous) and two years (realistic).

This isn't just anecdotal. At Redcliffe Police Station, a shift supervisor's vehicle that was written off while parked at a job in late 2023 was only just replaced on June 4, 2025 almost 18 months later. The replacement vehicle was not even a current model, it was a 2023 build with only 80km on the odometer, which suggests it had been sitting idle for quite some time.

This case seems to reinforce persistent rumours circulating within the membership namely, that up to \$8 million worth of vehicles are sitting behind QPS Fleet at Alderley, waiting for radio installation, auto-electrical work, and decals.

To be fair to the QPS, I acknowledge that this figure is unconfirmed. However, I believe the burden of proof now sits with the QPS to

provide transparency on the issue. If that figure is inaccurate, then I challenge the organisation to share the real number and explain what is causing such a massive backlog.

Members are rightly concerned. It's not just about the wait times. It's about safety, capability, and confidence. When vehicles are delayed, broken, or off the road waiting for minor work, it means shifts are run with borrowed or unsuitable cars, and officers are placed in difficult or even unsafe working conditions. This affects morale, operational readiness, and most importantly, public safety.

At the recent 2025 QPUE Annual Conference, this issue was raised directly with the Acting Commissioner of Police during the Q&A session. I took the opportunity to put a direct question to the Acting Commissioner regarding fleet delays, the backlog at Alderley, and the broader concerns around the privatisation of auto-electrical work. I highlighted the fact that in Brisbane and Moreton Districts, all vehicle faults requiring electrical work are now funnelled through a single private provider, a system that is clearly not coping with the current demand.



*QPU North Coast Regional Rep Jake Lacy asking the Acting Commissioner for a please explain about questionable service delivery from QPS Fleet.*

I also raised concerns about vehicle design and officer safety — particularly with the rollout of the Integrated Load Bearing Vest (ILBV). Many operational officers, particularly taller or larger-built

members, have told me that they physically cannot fit into some of the current fleet vehicles especially the Toyota Camry and Kia Stinger models while wearing the ILBV. The combination of restricted leg room, poor seat configuration, and bulked-up load-bearing equipment makes these vehicles impractical, uncomfortable, and in some cases, unsafe. It's a fundamental issue: if an officer can't safely enter, exit, or sit in their vehicle, that vehicle is not fit for operational use.

The Acting Commissioner answered that he was unaware of the extent of the problems and would speak with his Executive Leadership Team to better understand the issue. While I appreciate the honesty, this response did little to instil confidence that the issue is being treated with the urgency it deserves.



That said, there is cause for some optimism. The motion passed at conference, directing the Union's Executive to lobby the Acting Commissioner to initiate a full and transparent review of QPS fleet processes, has now laid the groundwork for much-needed accountability. The QPU is committed to ensuring that these issues are no longer swept under the rug.

Moving forward, I am hopeful that we will begin to see some pressure applied to fleet management to deliver real, measurable change. It is time for a comprehensive review that addresses:

- The cause of delays and backlogs
- The current state of the Alderley vehicle queue

- The suitability of vehicle models for officers wearing ILBVs
- Whether the current servicing and outfitting arrangements are sustainable
- The urgent need for fit-for-purpose fleet vehicles that support the operational demands and tactical requirements outlined in the revised Safe Driving Policy

For two consecutive journal articles, I have raised the glaring issues with fleet management. I do not want to make this a regular feature, but until real action is taken, it remains impossible to ignore.

Our members should not have to fight for the bare essentials to do their jobs safely. A reliable, fit-for-purpose vehicle is not a luxury; it is a fundamental requirement for frontline policing. Yet officers are still forced to work with vehicles that are outdated, unsafe or simply unavailable.

The time for discussions and delays is over. The Queensland Police Service must take decisive action. If this issue continues to be sidelined, it will not just be an operational failure, it will be a direct failure of duty to the men and women who protect our communities.



*North Coast delegates at the 2025 QPUE Annual Conference.*





**RICHARD JACKWAY**  
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**FROM MY POINT OF  
VIEW IT APPEARS  
THERE'S A TSUNAMI  
COMING OUR WAY.  
WITHIN A DECADE  
WE WILL HAVE 1500  
EXTRA GENERAL  
DUTIES OFFICERS TO  
ANSWER 245,000  
EXTRA DV CALLS FOR  
SERVICE.**

**THIS IS UTTERLY  
UNSUSTAINABLE.**

But where do I get these figures from? At the recent QPU Annual Conference, when asking about frontline staffing, I put the following information to the Acting Police Commissioner Shane Chelepy *"Commissioner...correct me if I was wrong on this claim... The QPS hired Deloitte to do a DV Demand Audit and they said the QPS would need 30,000 Full Time Equivalents within a decade to deal with DV demand.*

*Further, the QPS dashboard shows DV calls for service will likely hit 210,000 this year. In the last 20 years the lowest annual increase has been 8% (and up to 20%). Conservatively then, 8% growth each year for a decade is 455,000 DV Calls for Service. This matches the Deloitte projection.*

The Acting Commissioner corrected neither claim in the forum. Of course they are only projections, but no Commissioned Officer I've spoken to believes this is not coming our way.

As we've risen only 3,000 officers in 25 years, it is safe to say we will be lucky to have 2000 extra officers within a decade. Being an optimist, I then did my own math to arrive at 1500 GD officers for 245,000 extra DV jobs.

This is not a sustainable trajectory, no matter how much red tape is cut.

Don't get me wrong the QPU activity to reduce red tape absolutely needed to be done, and will help for a while... but foreseeably, this will eventually get buried beneath the rapidly increasing trajectory in DV calls for service.

### **THE DISCRETION TO INVESTIGATE**

Given the pending tsunami in DV calls for service – is it time the QPS started formally implementing policy on the discretion to investigate minor matters? Minor matters could include:

- Offences with a minor \$ value
- Noise Complaints with only one complaint
- All non-injury or minor injury crashes
- Petrol drive-offs

These could still be reported, but not investigated, unless say, it involves a recidivist offender.

This proposition is based on the simple question *"when the DV calls for service become overwhelming, should police put an hour into investigating the theft of a \$5 softdrink, or into responding to a queue of domestic violence calls for service?"*

### **THE POLICING BAND-AID**

Has the government ever stopped to ask why DV keeps growing so rapidly?

Is it not obvious that policing DV has always been a band-aid, and not a solution?

The simple fact is police do not have the training, skills, staff numbers nor the resources to address the causal factors of domestic violence which include:

- Financial stress
- Poor Self Esteem
- Poor Anger / Conflict Management skills

- Drug & Alcohol abuse, etc

The band-aid approach has been shown to be an abject failure, as evidenced by the decades long continual increase in DV calls for service.

On the same evidence, the current model of police referrals to community support is not working as intended.

### **CREATE BAND-AIDS, OR ADDRESS CAUSAL FACTORS?**

If the people of Queensland expect this scourge to be addressed effectively (and they should), then a department specialising in addressing the causal factors of DV is absolutely essential.

Imagine a world where an aggrieved and/or respondent could walk into a dedicated DV Support Centre, sit down with a qualified professional and receive help in addressing the causal factors – with access to support, resources & courses designed to help overcome the causal factors of domestic violence.

Or where police respond to a violent domestic, put protection in place, and can still refer both parties to this type of support, so that the causal factors can be addressed.

The ability to address causal factors paints a completely different picture of hope, compared to the current band-aid approach where the haemorrhaging continues to worsen.

The only effective model then, is having one department dedicated to addressing the causal factors at the individual relationship level, and police attending DV incidents when they are occurring.

### **ANNUAL CONFERENCE**

The Union's recent Annual Conference was very well received by delegates. The General President encouraged open participation and a great many were vocal, and heard.

The most important outcome of the conference was the unanimous adoption of modernised QPUE Rules written by a solicitor specialising in union rules. These rules were

lauded by both Fair Work Australia (as reflecting their model rules), and PFA President Scott Webber (who said they would make his life easier).



*Metro North Region delegates at 2025 QPUE Annual Conference.*

Not far behind in importance were the release of the EB log of claims (available for members to view via the ENews link and an in-depth, Statewide Watchhouse Report, available for members to download on the QPU website.

*All the best.*

# 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**

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# JOHN SHILTON

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**WE WILL HOPEFULLY  
SOON BE  
OPERATING UNDER  
A NEW CERTIFIED  
AGREEMENT –  
EB11, OR NOT TOO  
FAR AWAY FROM  
IT. ALTHOUGH IF  
ITS ANYTHING LIKE  
EB10, WE MIGHT  
STILL BE IN HEAVY  
NEGATIONS WITH THE  
GOVERNMENT WELL  
AFTER THE NOMINAL  
EXPIRY DATE OF  
30 JUNE 2025, TO  
ENSURE THAT OUR  
MEMBERS RECEIVE  
THE ENTITLEMENTS  
THAT THEY DESERVE.**

As part of the QPU's log of claims, many members of my Region are well represented amongst the groups being considered for the introduction of a specific allowance and/or a new provision, to acknowledge the important work that they do.

Crime & Corruption Commission, Dedicated Source Unit, Dignitary Protection, Electronic Evidence Unit, numerous units in the Forensic space, Intel, Major Events, Mounted Unit, PCYC, Prosecutions, Railway Squad, Surveillance, Synthetic Drug Operations Unit and Technical Surveillance Unit are all amongst the list of groups seeking new or updated allowances.

This list of groups is also an indication of the operational diversity that exists across Headquarters and Support Region. Whereas other Regions are generally determined by a geographic boundary, Headquarters and Support Region incorporates the non-commissioned members who occupy Police Headquarters, Makerston House and 40 Tank Street, along with the units outside the Roma Street area including Pipes & Drums, Mounted Unit, Policelink, Technical Surveillance Unit, Covert Operations Unit and Surveillance Operations Unit.

## **QPUE ANNUAL CONFERENCE**

The QPUE Conference has been held for another year. This year's conference was an opportunity for us as the Union Executive to unveil the much overdue renovations to the QPU building, and to showcase a venue that can now be used for future events and conferences. Always

having to go off site for Conferences due to a lack of space and facilities is a problem we no longer have!

The theme of this year's conference was Protecting our future – Honouring our past. Highlighting the importance of the new members and what they're yet to achieve, whilst also acknowledging the trailblazing members from past years who have achieved so much for our current members.

My Region was represented by delegates from 6 of my 11 branches. Bree Sonter from Crime Ops Branch, Renee Torok from Forensic Services Branch, Nathan Smeaton from Railway Squad Branch, Wendy Scorey from CCC Branch, Jodie Randall from ESC Branch, Matt Bach from Brisbane Prosecutions Branch, and Brett Vinson from HQ Branch attending as an observer. At least four of the delegates from my Region were first timers to conference. This conference was one for the ages, with a lot of heavy content to cover in three days to modernise our Union and show us moving forward and away from previous regimes.

One of the most significant achievements of this year's conference was the wholesale update of the QPUE Rules. Some of the former rules were more than 20 years old, with a couple of them from the 1980s & 1990s, and while some were still relevant, many were not an accurate reflection of the contemporary Union that we now represent.

There was some lively conversation around the new rules when they were presented, but I was immensely





*Headquarters & Support Region delegates at Conference 2025*

proud of my delegates and all the delegates who sat through a long day of legal discussion before ratifying the motion recognising the updated rules.

### **BRANCH MEETINGS**

I recently attended the AGM for the Railway Squad Branch, which saw a wholesale change of branch officials for the ensuing period. Nathan Smeaton has been the Branch President for more than 3 years and has been a strong and passionate advocate for his members. So passionate that at times I have had to ask him to “take a breath”, but that passion is what we Executive love to see in our branch officials. Nathan didn’t contest the role of President only because he has a pending transfer to a different unit where I know he will continue to stand up and represent his members.

Mike McLoughlin nominated for and was elected Branch President, ably assisted by Vice President Jason “Goody” Goodwin who has vast experience as a branch official. Greg Randall and Michelle Loveday will

step into the roles of Secretary and Vice Secretary for the branch, and although new to the role of union rep, both will work hard for a branch in an area that has experienced some difficulties in the past.

Railway Squad is an area regularly called on to step away from their specialist role and deploy to areas to “fill the gap” left by General Duties vacancies. They do this without complaint, but they shouldn’t be treated as surplus generals crews just because they wear a uniform.

Finally, please allow me to congratulate Soren Widahl on his retirement from the QPS, and from his role as Vice President of Railway Squad Branch. Soren was a loyal member of the QPU for more than twenty six years, and spent many of those years as a branch official and advocating for his colleagues and branch members. The QPU Executive wish him a happy and fulfilling retirement, and thank him for all he has done for the Union.

On May 14, I attend the HQ Branch meeting, ably chaired via Teams by

Branch President Brett Vinson. HQ & Support Region is diverse Region, HQ branch is probably the most diverse of all my branches. Incorporating members from Domestic, Family Violence and Vulnerable Person Unit to Media and Communication Services, Weapons Licensing to Fleet Assets, and Roadside Policing to Olympic and Paralympic Group (and many other important areas that I haven’t included) it essentially includes many of the “back of house” units housed between Police Headquarters, Makerston House and 40 Tank Street. It was during this branch meeting that I had the realisation of how vast this branch is, and that I needed to do more to learn where all my members work and what the critical work is that they do.

I attempted to remedy this during the Teams meeting by asking members of HQ Branch to invite me to come and visit their work areas. Since that meeting I have visited the Domestic, Family Violence and Vulnerable Person Unit, Core Systems, Research and Analytics, and the Electronic

Monitoring (GPS) Bail Management Unit, and on some occasions had the opportunity to discuss with members issues of concern to them. I have an invitation to visit a number of units within Organisational Capability Command in the next few weeks, and last week I visited the Technical Surveillance Unit and the Mounted Police Unit and discussed a number of issues with those members.

I'd like to visit as many of the units within my Region as possible, because although we're all sworn member of the QPS, every unit has that thing that only affects their area specifically, and I like to try and help members to resolve that issue.

### HQ SECURITY

Current update. Nothing has changed at the front doors since my last QPU Journal article. The cattle gates are still in the same spot, no extra screens or glass panels above. Still easy access to level 1 via the stairs. Still relatively easy access to the atrium and lifts if you can make it over the cattle gates.

Another concern is plain clothes members (both sworn and unsworn, commissioned and NCO) still walking down Roma Street with chequered lanyards either around their neck or hanging out of their pocket. I freely admit that I have the bad habit of leaving the blue and white cheq's hanging out of my pocket, and I know it's something I need to stop. I certainly don't advocate everyone having to tool up to go and grab a quick coffee or a bite to eat, but let's not announce ourselves to the undesirables who lurk around PHQ, some of whom would love the opportunity to cheap-shot one of our people out for a stroll.

Potentially a bigger risk is uniformed members walking down Roma Street not wearing any accoutrements all. This leaves them open to not only unwelcome attention from those same undesirables, but not wearing accoutrements also limits their options if they have to take action if they stumble across an incident.

If one or two of the group puts on their belt, if required they can do their job as a sworn member of the

QPS and not put themselves, their colleagues, or members of the public at risk.

As for the basement entry to PHQ, the back roller door goes down after dark, but the boom gate has been absent during the day. When I say absent, I don't mean the boom gate is up. I mean it's not even there anymore.

Anyone intent on getting a vehicle into the basement carpark doesn't even need a runup to smash through the boom gate. They can just drive through at a leisurely pace, and only need to defeat the Protective Services Officer to get the vehicle into the basement.

And all the PSO can do is smile and wave.



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

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



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# SHAYNE TREASURE

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## I'M WONDERING WITH ALL THE HYPE AROUND THE QPS 100 DAY REVIEW DO WE NEED TO START MANAGING OUR EXPECTATIONS?

Ask about anything this year in the QPS, from getting a new pen to having the toilets fixed and it all hangs on the 100 Day Review. What should we expect ?, Should we begin to manage our expectations?

Many are hoping for a miracle that all this internal gazing will manifest for the better. That the conceptual argument will be, the leadership got a lot of things wrong, very wrong and in line with who the QPS are, will they own those mistakes and learn from them. Is this too much an ask? It's what's expected in the rank and file, own up early and learn from what you've done.

The wish list of major issues from the Review is long, but features some of the following; Poor Infrastructure, nay absolutely woeful infrastructure, poor fleet management vehicles not fit for purpose, poor planning- Where did all these juveniles come from? ohh that's right the baby bonus years and years ago, with more than sufficient lead time one would ponder to get ready. The knock on effect of high birth rates and migration, more offenders ergo more prisons and watch houses, again why ? whose responsible ?

We have a mass exodus of staff over the next few years, something known for a long long time, are we prepared? That's a lot of experience to lose in short time frames. I see no planning just crisis reactions.

What can all those other Departments start to do for US instead of us doing things for them. Mental Health, Child

Safety, Corrective Services, Justice Department the list goes on. Again a problem known for a very long time and discussed in detail quite often. In fact I am over stating the obvious.

On that point, Why is everything a crisis ?

Why do we seem to lack pre-prepared responses to what hoves into view? Why does everyone seem to know the major problems and nothing seems to change?

Since the 2014 restructure nothing has been the same and those who've been about tout this as the date when the QPS started to move into a dystopian future.

Will we see some real 'out of the box' ideations from the review or will the failed SDRP concept get a new life?

It's hard to be optimistic when people are leaving, experience in the frontline is heamorrhaging out the door and the WorkCover premiums are skyrocketing are we in a crisis of retention or a crisis of leadership?

Some recent work by Griffith Uni discussed at the QPUE Conference tends to show clearly, police are not being broken by the jobs they do but by those who administer the job they are employed in.

Now before everyone in management sentences me to death in absentia or burns me in effigy, we have some marvelous leaders and managers who I will back everyday of the week. It's the culture of the QPS Management system that needs review.

This is a systemic issue not one of individuals, we live in a limbo of a paramilitary and public service methodology of managing people, it is not working and desperately needs reviewing.

Whatever comes out of this Review I hope its starts with returning to the very basics, Bobby Peel I think would cringe at where we are at and how the public are starting to consider us not an option to call if they need help. I'd wish for old Bobby Peel to do an Obi Wan and appear as a hologram to Level 7 at HQ stating, "use my Principles Team, my Principles", just like the Force this may give us some hope. Who knows, I think we are at the stage where we need to try anything regardless .

This concept of why bother calling the police at all should reverberate throughout the organisation as a visible warning of the erosion of confidence and support by the public.

Policing by consent needs us to hold up our end of the bargain. That starts with confident visible street level policing that is backed and supported by its leadership.

Police should not be in fear of being micro-managed and second guessed

on everything. Police should have policy clear of ambiguity. Morale should be the biggest consideration not budget.

That's my wish and that of many others. The QPS ELT need to realise we are not an employer of choice anymore and the Service needs to up our game if we are to attract the talented people we need for a viable future.

#### EB#11

I find the current base wage offer completely unpalatable. I am aware of Government budget issues and

thank the Premier in advising the 2025 QPU Annual Conference of his position but I remind those in power of the platform you rode to victory on is predicated on 'law and order'. The very basic level of what we are supposed to or used to do.

Peanuts mean monkeys and no matter how flash the organ grinder out the front you put in charge, all monkeys are subject to the same issues.

Please pay us what we are worth and keep the profession of policing noble and viable.



*Metro South Region delegates at the 2025 QPUE Annual Conference.*

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***for a fair and  
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become a  
member***



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# QPUE CONFERENCE 2025 OPENING ADDRESS

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**QPUE PRESIDENT  
AND CHIEF EXECUTIVE  
OFFICER SHANE PRIOR  
WELCOMED DELEGATES,  
OBSERVERS AND GUESTS  
ON THE FIRST DAY OF  
THE 2025 QPUE ANNUAL  
CONFERENCE HELD AT  
THE NEWLY RENOVATED  
CONFERENCE FACILITIES  
AT THE QPU OFFICE IN  
BRISBANE.**



*The Conference was held across three days from May 20 to May 22 and included for the first time presentations from the QPU Industrial Manager, Legal Manager and Policy Director detailing the services and advocacy provided for members during 2024.*

*Mr Prior was elected in August 2024 and his presentation reflected his first few months in the role.*

Good morning, delegates and friends. It is the greatest honour of my professional life to stand before you today as your General President. I welcome you, each of you, to this year's Queensland Police Union of Employees Conference.

I welcome you for not just who you are but what we stand for together. This Conference is more than a meeting. It is the voice, the will and the heartbeat of the Union. And, in these challenging times, it must also be our compass.

I come to this role with a very clear vision. I want a Union that listens, a Union that leads and a Union that fights for its members on every single front.

This Union belongs to every member no matter their rank, station or post code, and it's time our decision making structure truly reflected that. That is why we're putting forward bold and necessary reform, to rename this Conference the Union Council and to move a model to elected delegates serving two year terms. It's a simple change on the surface but it signals something far deeper: a shift towards greater democracy, transparency and representation, because when every voice matters, every decision is stronger.

Under this model, we will hold compulsory biennial council meetings right here, thanks to our renovated building in Brisbane. But we're not stopping there. We will also hold a members' Conference every other year for our delegates and members in Northern and Western Queensland to be timed with Cabinet sittings of Government, ensuring that we're not just heard in Parliament but we're present in the Regions. No more flying decisions over the heads of members on the ground. No more policy without participation.

We are building a structure that ensures officers from Saibai Island to Coolangatta, Birdsville to Palm Island have a voice at the table. One that respects the unique challenges of each Region and harnesses the collective strength of the entire state.

A Union is only as strong as its foundation. This reform makes our foundation broader, fairer and more unshakable than ever before. This is how we build a future that includes everybody and leaves no one behind.

Last year, Liam Bailey of Coorparoo was shot in the line of duty. His life was saved, not by chance, but by the quick actions of his partner, first year Constable Boyd Harrington Karaitiana. Boyd had purchased a tourniquet with his own money, knowing full well he was working in an environment that was unpredictable. That decision, made out of courage and foresight, saved Liam's life. Let us be abundantly



clear: it should never have come to that. It is not right and it is certainly not fair that police officers are forced to buy their own PPE just to stay safe. Because of that moment and because of your advocacy, the Government has now committed \$5 million to roll out tactical first aid and tourniquets to every frontline officer in Queensland. This is what action looks like. This is what standing together delivers.

At every police station I go to in Queensland, no issue has been raised with me more often than domestic and family violence. You told us that the system was broken.

At this very Conference last year, you directed the Queensland Police Union to lobby for a stand alone offence of commit domestic violence. We listened and we acted. We launched a six week media campaign that cost \$600,000, just \$36 per member. That campaign didn't just make noise, it made history. That campaign generated over \$1.2 million in free media coverage.

Our petition became one of the most successful in Queensland Government history. Because of your voice, the Government has now introduced legislation allowing police to issue police protection directions for up to 70% of cases as well as the use of body worn camera footage as evidence in chief in the first tranche of reform of domestic and family violence.

We are not stopping there. We will continue to push for more reform. We will be pushing for a stand alone offence of commit domestic violence. We will be pushing for a refined definition of "relevant relationship". We will be pushing for streamlined processes in No DV and DV other occurrences as well as greater authority for officers to act. You made this happen. This is your victory.





Let me speak directly to one of the most important issues on every member's mind, our next Enterprise Bargaining Agreement. EB11 is about respect, not rhetoric. There's been a lot of noise, so let me set the record straight. The State Government offer already made is not good enough. It's insulting and, frankly, a meaningful offer has not yet been made. The only offer on the table so far is the Government's base wages policy of 3%, 2.5% and 2.5% and that simply does not reflect your value, your risk or your sacrifice. We are demanding more and we will not settle for less than what you deserve.

Our 'Log of Claims' is informed by one of the largest member surveys ever conducted.

This EB is about more than money. It is about recognition. It is about respect. During this Conference, every delegate will receive a full briefing on our 'Log of Claims'. At the completion of this Conference, we will send it to the entire membership because transparency is not optional, it's essential.

When we have a deal worth fighting on, voting on, we will take it to you because it is your voice that matters the most. This is your agreement and we will fight for it with everything we've got.

Our fight for better pay is just one part of a broader battle; one for retention, recognition and real respect. We've pushed hard for meaningful, lasting improvements. Salary sacrifice options like those available in the health sector, a Blue Card for all police officers just like our counterparts in the ADF. You deserve every opportunity, every benefit and



health services for what you've put on the line. We've taken our fight to the national stage and now we've been heard. The newly elected Albanese Government has committed to placing police recruitment and retention on the national agenda and we are seeking the Coalition stay true to their pre election commitment with bipartisan support for a Federal Inquiry into retention and salary sacrifice for police across the country. This is the first real step towards winning the long overdue recognition, benefits and conditions that reflect the reality of our profession.

But there's more. The Queensland Police Union took the idea of rapid video response for domestic and family violence matters to the Federal Government and they have now announced that there will be a pilot program. I want that pilot program here in Queensland, in Logan, the very place where our domestic violence campaign began. Imagine the difference if some code 4 and even code 3 jobs low risk, non urgent but time consuming they could be handled via rapid video response.

Imagine not needing to dispatch a unit, not tying up a crew for hours but still giving victims the swift professional help that they need. This is how we shift the workload. This how we protect our people and serve our communities better. Because smarter policing isn't just possible, it's essential. We're not just pushing for more, we're pushing for better, and we won't stop until every officer in every corner of this state feels seen, supported and respected.

We've also transformed our Union building, turning it into a modern, functional and member focused space. These renovations weren't just about appearance or a luxury, they were about purpose. Because of this upgrade, we can now host Union Conference in house, immediately saving between \$15,000 and \$20,000 a year on venue hire and another \$25,000 in AV equipment at every single Conference. That's money going back to where it belongs, into campaigns, services and support for you. This building is now more than just a union headquarters; it is a hub, a place for connection, for action and for bringing us together. This is exactly what our Conference theme is about, protecting our future and honouring our past.



If you have a computer or mobile phone anywhere in Queensland, you can access any of our services and be part of a live meeting. We will be opening up these rooms to be used by members for work or union related meetings at no cost to members.

In honouring our past, we acknowledge the service and contribution of those who have gone before us and who have loyally serviced the members of this powerful Union.

To my right, you will see one of four Conference rooms with the name John 'Bluey' O'Gorman Executive Conference Room on the door. 'Bluey' was Union President from 1989 to 1995 and is the founder of Police Remembrance Day. To me, 'Bluey' is what epitomises the Queensland Police Union and everything it stands for. Can you please join me in acknowledging Bluey's contribution and for all of our Life Members. You are the bedrock of this union and the reason why it exists today.

Most of us have experienced the frustration, watching offenders in stolen vehicles fleeing while we're ordered to stand down. That's not public safety. That's surrender. Our pursuit policy is failing the public and failing our members. It's left you powerless in the face of lawlessness, and accountable for decisions made far from the front line. We are demanding change; legislation that holds offenders accountable for the injuries and damage that they cause when they choose to run and protections for officers who act in good faith to keep our community safe. But we must pair this with

proper support. Mandatory annual driver training, just like our firearms refreshers, and the equipment needed to engage safely and decisively. We do not want permission to be reckless; we want the ability and the backing to do our job.

Our profession bears the weight of trauma few others can understand. That's why we're working with Government to establish a centre for police wellbeing, dedicated to confidential mental health services, modelled on successful programs abroad, but tailored to realities here in Queensland. Because taking care of those who care for others is not optional, it's essential.

Delegates, this is not a moment for caution. This is a moment for courage.



Some of the issues we face today will test us. Some of the decisions we will make will most certainly divide us, but through it all, I make you this promise: the Queensland Police Union will always listen. The Queensland Police Union will always act with integrity and we will never stop fighting for what is right. Together, let us build a Union that is bold, brave and unbreakable. Let us lead that change together. Unity is strength. Thank you and enjoy the Conference.





# **QPS RESIGNATIONS 2025**

## **164 Sworn Officers**

(from January 1, 2025 to May 31, 2025)

The QPU thanks these Officers for their Service and their departure should be a signal for the QPS & Crisafulli Government to focus on retention strategies





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# PROTECTING OUR FUTURE - HONORING OUR PAST

**THE 2025 QPUE CONFERENCE COMMITTEE SETTLED ON A THEME FOR THIS YEARS CONFERENCE AND IT WAS SYMBOLIC AND TIMELY IN MANY WAYS.**

For the first time a Committee comprised of Regional Reps and QPUE staff determined every aspect of the event from timetable, to catering and guest speakers. It coincided with the finalisation of renovations to the QPU Offices and new strategic direction.

As a nod to the proud history of the QPUE dating back to it's early days and the strong advocacy currently delivered every day, the theme was set as "Protecting our future - Honoring our past"

The three Level 2 conference room spaces can form a single room or be divided into individual meeting spaces.

The Executive Board Room, has been named the John 'Bluey' O'Gorman Conference Room after the past President who held the position from 1989 to 1995. The middle room is utilised as a media conference room and it has been named after the longest serving QPUE General Secretary Hugh Talty who held the position from 1917 to 1955. The third room will be known as the Wendy MacDonald Legal Conference room. Wendy was a solicitor who worked for the Union from 2009 to 2015 when she died unexpectedly from a medial issue.



*The John 'bluey' O'Gorman Executive Board Room*

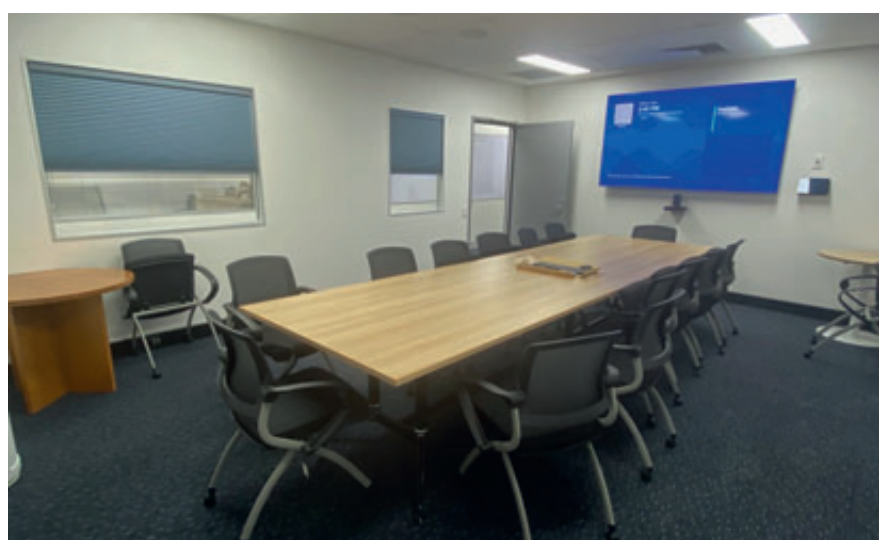


*The Hugh Talty Media Conference Room*



*The Wendy MacDonald Legal Conference Room.*

A new conference room has also been created on the first floor and it will be known as the Col Chant President's Conference room in honour of the well regarded President who served members from 1977 to 1988.



*The Col Chant President's Conference Room*



QPUE President Shane Prior said 'the long and short of it is that this building was falling apart. Internally, it was falling apart and it required significant investment to meet the demands of modern policing. It needed significant investment to be able to reach every corner of this state to every member of the state using the most available technology so we could do that. These spaces are available for our members to use for work related meetings and activities at no charge. I think you will be impressed with the electronic links, back up systems and technology available here every day of the year for our members.'

Life member John 'bluey' O'Gorman officially opened the conference spaces and spoke to delegates about the honour and the lasting values of the QPUE.



*QPUE Fmr President & Life Member John 'bluey' O'Gorman*

**JOHN 'BLUEY' O'GORMAN:** Firstly, I wanted to say what an honour it is to be here and I mean that. I'm not someone who says flowery words that mean bullshit. I want to thank all of you collectively, the Executive, for the singular honour of having anything in this Union named after me. It means... I'm an emotional old prick and it means more than I can put into words.

I was just thinking before, it's 30 years since I was

involved with the Union. I'm nearly 80 and never got much smarter. My old dad great old fella said to me as he was dying, he said, "You know, Johnno, if there's one thing you can be proud of when you've fallen off the twig," like he was about to, "He said, "You're lucky." Well, there's a few things but the two primary things I'm proud of is, one, starting Police Remembrance Day and I'm not going to be falsely modest, I am very proud that I did that; and the other one is the way we dragged the Union, as members, through that shit fight called Fitzgerald Inquiry.

I was lucky, no, I wasn't lucky I was in the position where I knew that no one could make any allegations of corruption against me, at all. And I was no different to 4,500 other coppers. There was 4,500 of us in there. 4,500 honest people and we all know what happened at the end of the inquiry. It was an unbridled shit fight and the lawyers had an opportunity to kick shit out of us and they did but we came out of it and we came out of it looking good.



Only for the Union, and I'm not saying me, I was only one of them, only for the Union, the Queensland Police would have been devastated and decimated by that inquiry. Your Union dragged us through that inquiry and we did well.

I still have got my heart with the coppers. If I could ask you one thing when you go back to your people, line them up and tell them to stand tall, stand proud because they deserve it. You all do a fantastic job. You do a job that no one else is prepared to stand up to do and you all do it so well and at massive cost to yourselves. You need to be congratulated but make sure that your people know that they can be proud of what they do. Thank you.



*Acting Sergeant Liam Bailey recovering in hospital from a gunshot wound.*

As part of the 'protecting the future' element of the conference theme Acting Sergeant Liam Bailey spoke with delegates following a critical incident on January 10, 2025 where he was allegedly shot with his own weapon by an offender during a violent struggle at Annerley.

Liam's partner was First Year Constable Boyd Harrington Karaitiana who luckily was carrying a self-purchased tourniquet. The use of this device undoubtedly saved Liam's life. QPUE President Shane Prior immediately contacted the Police Minister Dan Purdie and urged the QPS to supply Tactical First Aid Kits including a tourniquet as personal issue for every frontline police officer. The Government approved a \$5Million dollar additional spend supplementary to the exiting QPS budget to fund the purchase, roll out and maintenance of the medical kits.



*Police Minister Dan Purdie, Acting Sergeant Liam Bailey, Constable Boyd Harrington Karaitiana and Police Commissioner Steve Gollschewski.*

To express his gratitude to the QPUE for their support and advocacy, Liam spoke in an interview format with President Shane Prior.

**SHANE PRIOR:** It's an absolute privilege that we have Liam here with us today to talk about his experience and what he's had to endure over these last nearly six months. You are here amongst a room of friends that are so incredibly proud of what you've had to go through and how you've come through and how you are at this point right now sitting on this stage to talk about your experience. How about we start with what happened?

**LIAM BAILEY:** Firstly thanks for having me here today, not just as a fellow officer but someone whose life changed in an instant on that day, but someone who can still be here today to be able to tell the story and that's hugely thanks to, I guess, not just the training that we receive but the support from Shane Prior, Shane Treasure, and the Union, and just the fact that on that day, I was luckily working with Boyd and, thanks to him, we had the right tools with us at the right time, with his tourniquet and first aid kit.



It was just a regular job. It was a job that we deadset do every day. You know, a couple of times a week we'll go to these jobs. Just came over, trespasser job. A fellow in the backyard. The residents there didn't know him, however, he was pretty much naked in the backyard, just swinging sticks and stuff at frogs around a pond that they had there.



So, Boyd and myself rocked up. A lot of these jobs you sort of rock up and you expect it to be dealt with by the time you even get there. Usually that person's already left or something else has happened and the situation's all calmed down. However, this time we were greeted at the front of the house by the informants in a panic, so at that stage we knew that the job was still on and we had to go back there and find this gentleman.

You could immediately tell he was high on drugs and there was some mental health things going on in his head, so the negotiations with him were not really going very well or going too far at all.

The backyard, it was a mud pit. It was not a good place to be working in. This gentleman had been swimming in a pond beforehand. He was covered in slime. He wasn't wearing any clothes so going hands on with him was going to be messy. So, we just continued to try and see if we could coach him out to the front to at least get him on the roadway where, you know, we weren't tripping over bushes and sticks and ponds and fighting through the mud there.



It was some time, getting him up the front and that's where he's just turned to me and he's looked me in the eyes and said, "I'm gonna kill ya." I'm like, "No one's dying here today, mate. No one's dying today." And the bit I remember well from there is just him reaching down and just grabbing for my firearm, which was still holstered. I think there was a bit of talk about how it all played out but to this day I still don't know how he got it out but we got into a wrestle, fell on the ground, I was on top of him and then all I hear is "bang".

At that stage, I could feel a bit of pain in my leg but I was looking for Boyd and I was hoping that it was Boyd that fired that shot but, yeah, unfortunately Boyd's hands were free and my leg was going numb and it was about that time when we knew we were in for a fight for our lives. We'd, I guess, lost the initiative of the job and we had to try and get that back. So under the pressure there, we were in a big wrestle fighting for my gun back and it took a bit of time but we got it and we made it out of there.

**PRIOR:** I think I speak on behalf of everyone here but I just think you are just so incredibly brave. Are you back at work?

**BAILEY:** Today's day one. So, day one today and it's good to spend it here with you and not the office.



**PRIOR:** It's nice the OIC gave you the day one as the pass to come in. Everyone wants to know this, how's your recovery going?

**BAILEY:** Every day it gets a little bit better. Leg's still sore every day. It aches. It's lost a bit of feeling through it. So, the round actually went through my upper leg and went all the way down behind the knee and lodged in the bone down behind the calf muscle there. So, it's sort of like it tore apart a few muscles and damaged a bit of bone but I'm back walking and can run around a bit. I mean, I still go to physio. The physio told me I could start running again. I thought, "Mate, I haven't run in the last 40 years." I'll give it a go. I'm moving around. Leg works. Doesn't fully straighten or bend just yet but I'll continue to do physio and keep working on it.





**PRIOR:** Last question, because what we managed to achieve as a result of what happened to you is significant. We managed to get an extra \$5 million of funding, new money, not reallocated budget money, new money from the Government to deliver tactical first aid kits and tourniquets to every frontline officer in Queensland. That's because of what happened to you.

How does it feel that your incident was the catalyst for the delivery of life saving PPE to all frontline police in Queensland?

**BAILEY:** I think you've done a fantastic job with that and it had to take something, I suppose, for this to happen. I'm glad it was me that it happened to and not poor Boyd. He was still in his first year at the time or anyone else really for that matter, but I think you might have said it at some stage but, you know, we don't send coppers out without a vest or a radio and this really made me realise we probably shouldn't be sending them out without a first aid kit or a tourniquet either. I'm aware that we have them in the cars, however, we don't go to jobs thinking, "Better open the boot, grab it out and throw it in my pocket before I go there," as well. So, just having it on us is a massive, massive win, and a real life changer possibly, so I think you've done a good job with that. If it had to happen, I'm glad it happened to me I'm glad you were there as well to push for it. Thank you.



**PRIOR:** This is a different job from the one I joined 20 years ago. The violence predicated towards our people at a rate of 12 serious assaults a week are happening to our police. And it's these kind of incidences that are happening out on the road regularly or people's willingness to engage with police in a violent manner. It was ridiculous to us at the Union that we were at a stage where it required someone to be shot in the leg before we were given the proper equipment and the life saving PPE that we need to do our job every single day. So on behalf of everyone here, thank you for your generosity and your time today. I know it wasn't easy but, on behalf of everybody here, thank you for your bravery and good luck being back at work.



**BAILEY:** Thank you. I'd like to also thank the Metro South Regional Rep Shayne Treasure as well, ever since the incident, I think Shayne might have even beat me to the hospital. He was one of the first faces I remember seeing there. And didn't leave my side every day. Every day he was there. Just a voice in the room. I've known Shayne for a while and he's always been a supporter and I'm a big fan of him so thanks, mate. Thanks to you, Shane, as well. Appreciate it. Thanks for having me here and I'm glad to be able to start being able to talk about it.



*QPUE Life Member Phil Lynagh*

Honouring the past continued with Life Member Phil Lynagh speaking on behalf of all of those bestowed with the prestigious honour of life membership of the QPUE. Phil spoke of the heritage and the impact the Union had on his life and policing career.

**PHIL LYNAGH:** It's an honour to stand here in front of you all and speak as a Life Member. I really see these other guys (life members) here and what they did was just amazing so I'm very grateful and very honoured.

This is my third union. I left school at 17, joined the bank, bankers' union. Never saw them. Got offered a job in the public service. Got paid more, did less. Joined their union. Never saw them. I thought, "I might go join the police." So I did and at 18 at the academy and just before we got sworn in I think we joined. I don't think we could be members as probationaries back then, so I joined that union. Well, we'd see that union all the time. It was there. It was always everywhere. And at 19, just before we got sworn in, we joined, or we signed up. We joined for a couple of reasons. We joined for Legal Defence, they were there to back you. And that was the big thing. They really pushed that, Legal Defence, you know, for discipline matters and court proceedings, and then the industrial side of things. Things that you can't gain as an individual.

So, when people say, "The union does nothing for me," just have a look at your conditions. Just have a look at the allowances. And the third reason I joined was I didn't want to be a scab. You know, you don't want to bludge on your mates. Just wanted to be part of the group. You want to be part of the police force, as it was then. And being part of the union and the police force and if you were in the police, you had to be in the union. So, I think we had 99% coverage.





So, it was about identity, being the collective, you know, and this is just a little bit of my background. Through my career, I was general duties, I was a detective during Fitzgerald actually. I never was named, thank god, not that I did anything, maybe a beer or two. Short stint as undercover, had a bit of a disagreement with a detective inspector, back to uniform.

Can I say of anywhere I've worked and later I went to Comms. Never worked a day there. I got promoted twice there. Nothing wrong with Comms. Very good place. Two hardest places I've worked is general duties and Comms. My hair went white at Comms.

At one stage, as senior sergeant on shift at Comms, I was the senior officer in the building after midnight. There was no one else in the building but that was okay. And I think most people get involved in the union when something happens, generally, so for me, about the year 2000, promotion process, got subject to an unfair procedural thing. Got on to Paul Mullins, Muggins, he stood by me. The union supported me. Long story short, I got promoted and I decided to get involved in the branch, so I decided to go to branch meetings. Then I decided I'd like to be a Branch President. Apparently you're supposed to be a Branch Secretary first but didn't worry, just became a President.

So, some people find progressing through the ranks to commission rank and there's nothing wrong with that but I found being a branch delegate, a branch official, delegate, that was like a calling to me. I really enjoyed it. And at my very first Conference I never said a word. I never got up, I never asked a question, I never challenged anything. At the end of Conference I thought, "I'll never ever let that happen again," and now I've got this reputation for always speaking. But as branch officials and delegates, ask questions, challenge and then you've got to accept the majority view. You've got to accept that.

I got asked to be a scrutineer at the Australian Electoral Commission offices at North Lakes when Shane went to become regional rep. Anyway, Michael Kelly was the regional rep and we were mates and weren't real partial to Shane at that time. Anyway, so the counting and it comes down to a tie a dead tie of counts. So, dead tie of counts at North Lakes and on you what they do in a dead tie of counts? They flip the coin. That's official they flip the coin.

So, just before they're going to do that, and Shane's future as regional rep at that moment rested on the coin toss, then the electoral officer goes, "let's just have a recount." There was a packet of votes for Shane that went to Michael Kelly so when they

worked it out, he'd won clearly. So, anyway, good day for Shane, bad day for Michael.

And then just talking about Conference, there was a Conference motion years ago, it was Shane's first one, about election of the assistant general secretary. It's changed its name now. I opposed the motion, my branch opposed the motion and Shane and I argued. We argued and we're on the same table, we're arguing speakers you know I wanted to lay one on him, I tell you. Anyway, they won, I accepted it and that's all water under the bridge. All I'm just trying to say to you is you can have your differences of opinion in the room but go outside and have a beer and relax and enjoy.



As a Life Member I'd like to mention this. Col Chant, what I remember about Col Chant when I was a 19 year old, he was President that wasn't a full time position back then. They did it as a part time role. He stood up to Joh Bjelke Petersen. I don't know what it was about but it made every paper, it was on telly. So, people took notice.

And then 'bluey' came along with Police Remembrance Day, it's a fantastic thing, don't get me wrong but during the Fitzgerald Inquiry, 'bluey' stood firm. He stood up and told the public that we were still good people. Morale was not good but he got us there. He got us through that time and I remember that of him.

Gary Wilkins, he coined the phrase "cowards' castle" for Parliament House because of abuse of parliamentary privilege, but he set the finances up in the union to a professional way. He set the investment up and that helped. So, that was great.

Dennis Fitzpatrick, you know we had a march on a Sunday. We marched the streets to Parliament House in our uniforms. Coppers don't march. They lock up protestors. We don't march. Anyway, we did and we got one of our best pay rises that time.



And then Ian Leavers, calling out "Can do Campbell Newman" on radio just before the election, saying he was a liar, that was top stuff. That was tough. And the other thing under Ian was the EBs we got, with Steve Mahoney and Simon Tutt, Tutty was incredible at wrangling the politicians.

All that work behind there for the EB's the base wage rises mean better super, better overtime, all of that. So, and then Leavo pushing for the domestic violence changes, commit domestic violence as a stand alone crime, that was a great thing.

Then there was Mick Barnes, our retired General Secretary. Always had a priority for the members' welfare, Mick. And then his stewardship of the legal and industrial sections.

And now Shane Prior leading the charge to modernise the union, upgrading the offices, embracing new technology. Ready for the next generation. Domestic violence reform, reduction of that onerous bureaucratic red tape, introduction of the criminal offence, the campaign, the e petition and the advertising campaign he mentioned resulting in the Government adopting the union's proposal of increased police power and protection for victims with police protection direction. So, that's just fantastic.

But what I should say is the unsung heroes of the union are the branch officials. Day in, day out going out there, travelling long distances in regional and country areas. Members raise concerns with them, organised meeting, connect members with services in the union here. It's just fantastic.

Protecting our future, well, to me it looks like it's being protected well.

It's a member led organisation. Communication's the key. So, could I just suggest about the younger generation that, you know maybe some podcasts on topics of discipline interviews and critical incidents. Maybe something like that.



And the other constant through the years has been Annual Conference. You know I believe annual Conference is sacrosanct. But can I say, in whatever form it takes in the future, it will build on the past. So, very few unions have anything like it. Very few unions have our participation and our involvement. Someone said to me, "You should mention what about new recruits," and, basically, what you would say to new recruits is the Legal Defence will protect your financial future. You know a million dollars we spent on Chris Hurley, a million dollars, so I think in the long run that because, you know, when you join now, you don't know what you're joining when you join the police. You don't even know what really policing's about. You think you know. Then you join the union and somewhere along the track you get more involved but for young members now, their life's not fantastic if they've got a big mortgage or they're renting, you know they're not earning all the money on specials, they're just trying to get through the process to get through their first 12 months, get their head around it. So, joining the union protects their financial future. They don't have to get their hands in their pockets if anything goes wrong. So, they're the future and they're a different cohort.

The great thing about this union is an officer who's not long been in the union can come to Conference, get up, challenge the union, challenge the Board and have their say. What other organisation could you do that? So, that's great.

I really appreciate the time to speak to you. Unity is strength.



# QPS RECRUITS

# 815

Recruits in training at Academies  
in Oxley and Townsville June 2025

1,890 recruit applications in process.



# TRIUMPHANT PREMIER RETURNS TO CONFERENCE BUT WHAT'S HE PROMISING?

**AFTER SPEAKING  
AT LAST YEAR'S  
QPUE CONFERENCE  
AND BEFORE HIS  
DECISIVE VICTORY IN  
THE OCTOBER 2024  
QUEENSLAND STATE  
ELECTION, DAVID  
CRISAFULLI PROMISED  
TO COME BACK TO THE  
QPUE CONFERENCE  
IN 2025 AND TALK  
ABOUT GUARANTEES,  
COMMITMENTS  
AND WHAT HIS LNP  
GOVERNMENT CAN OFFER  
HARD WORKING POLICE.**

*With negotiations underway for EB #11 and the initial offer from the Government set at 3% for the first year, 2.5% for the second and third years for all public servants, the QPUE delegates were eager to discover if he was genuine in wanting to deliver resources, retention incentives and a respectable pay offer.*

*Accompanied by Police Minister Dan Purdie the Premier detailed the Government's achievements since coming to office and some insight into their future plans.*

*The QPU Journal has compiled the presentation delivered on Wednesday May 21, 2025.*

**SHANE PRIOR:** I'm very privileged and honoured to introduce to you, two very fine men who I've been working with very extensively for the last six months. And frankly, they've hit the ground running.

Just two weeks ago they introduced, a bill to the House that is going to see generational change in the way that we deal with domestic and family violence.





Now, to give some context, generally to get a bill before the House you're looking at anywhere between 12 to 18 months, but they have done it in light speed and they have introduced this bill in six months.

Working with these two gentlemen has been absolute privilege. And it has been a lot of work. Please welcome the Premier of Queensland, David Crisafulli, and the Police Minister, Dan Purdie.

**PREMIER DAVID CRISAFULLI:** I want to thank you all very much for your time today. Thank you for what you do in your communities.

I'm going to just make some high level observations, but then I want Dan to go through and unpack some of the things that we have done and some of the things that we want to do into the future.

But, I'm here to say that we are doing what we promised you that we would do, including I said that I would come back and address your conference. And I'm really glad to be afforded the opportunity.

In this game there is always going to be to's and fro's, and that is the way things should be, but I couldn't be more pleased with the relationship, how it's going, to be frank.

I just want to make a couple of observations.

We have actually done site visits together to places; myself and Shane were in the Isa not so long ago looking at some pretty shoddy accommodation and a few other

things, but thanks for the way that you've negotiated with that.

I want to start with the two things that we have spent the most time on. The first is the EB.

I'm mindful in your roles that's a big deal and it's what a lot of you will be judged on, so it's important we can negotiate with you in good faith.

We don't have rivers of gold and you're not going to be able to get everything you want, but I do think we can come to an agreement that shows the fact that we do value and we respect you, and we do think there are some things that we can strike that show the value that we place on the work you do.

The second is around DV. Yes, that legislation went to Parliament. There's still a bucket load of work to be done. Quite frankly, the reason why we have been able to land it the way that we did is the way that you, as a collective, ran the campaign early on.

Now, again, you didn't get everything you wanted but, I will tell you what, based on the first analysis of that legislation, it is going to change the way that you do business, and so it should.

We will, wear a little bit of bark amongst some quarters, but I think overwhelmingly it's a good outcome not just for police and for your ability to police, I think it's a good outcome for vulnerable people as well. I really do.

And when Dan and I have gone to stations and I've had a look at the job log, and we've done this a few times, and to see, you know, north of 100 jobs pending and so many of them are DV, you're making decisions, and your members are making decisions, in real time that if they get it wrong it can change your career.

I think what we're proposing won't be perfect, but it's going to be a really, really big step forward and I think that's really important.



It leads me to my next point that I want to talk about, which is around attraction and retention.

A mate of mine who serves in North Queensland mentioned the other day, when Dan went and spoke to some of those stations, there was a senior constable in that room who was days away from handing in their piece of paper to call it time. However this person was holding on, on the back of that legislation, which comes into effect on 1 January. And that really makes me pleased, it really does.

I want you to share with your members that, yes, it's not going to flick a switch overnight and on 1 January policing is going to go back to the nirvana of everything being a completely a perfect world.

But I think based on some of the changes that we're making to laws, some of the resources that we're giving you and that change to DV, it will be a damn site better than what we've seen. We are starting to see the early seeds of that with some of those numbers.



Now, we want to focus on a couple of things. The first is, ultimately, this nonsense of only being judged by this number of recruits. That is a fanciful figure and I will never use it, right. We will talk about record number of recruits, but it is about net increases.

To give you an indication of what net increase looks like, in the last 4 years in its entirety, the net increase to the QPS was 174 officers. Net increase. 174.

Now, unfortunately, the only figure that ever got parroted was, "We've put on a record 2,200 recruits." Well, it means nothing if the experienced ones are leaving quicker than they're being replaced.

In the first 200 days since we came to office, the net increase is 240. Now, I hope a lot of that is because people are holding on for better times. And we're going to give you those better times, I can assure you. So, I think it is an indication of where things are heading.

In terms of that figure, we want to do two things: One is and these are the numbers I will be holding Dan accountable to, I do want to see what the overall attrition rate is, but I also want to break it down between forced attrition, aged out and medical, as well as people who are leaving.



And it's the latter number that I really want to focus on because, you know, we can't do anything about the first. We've obviously got to monitor it because it will give us an indication of how people are aging out and what that looks like, but ultimately, the accountability has to be on are people choosing to leave the job

before they should. And, if so, why? What can we do to stop them doing that? That looks like a raft of different things.

And the final thing I wanted to say is to repeat what I said last year when I was here: I look at section 2.3, I know what it does to you and your members and you don't want to be babysitters, you don't want to be anything other than police officers.

I reaffirm my commitment from last year that that will be rewritten to make sure you can go back to doing what it is you need to do.



#### **POLICE MINISTER DAN PURDIE:**

At last year's QPUE Conference with the Premier I remember speaking about domestic violence. I remember speaking about mission creep and I also remember speaking about the attrition rate. And I finished my contribution with an acknowledgment of the then Opposition Leader, the now Premier, talking about him and, as he mentioned, the close friendships he's got in the Queensland Police on the frontline.

He respects the police, he understands the work you do. And we trust you. And should we end up in the privileged position of being in Government and should he be the Premier and should I be the Police Minister, that we do trust police to give them the tough laws they need to do their job.

I think I've got some proof points to go through in the first 200 days since we have had this Government, we've

shown that, through DV legislation and Jack's Law and others.

So, I just wanted to start with domestic violence legislation. It was the Union, thanks to Shane and thanks last year to Ian Leavers this started. Thank you for the work you've done with me and my team to land where we did with the current DV legislation.

We didn't get everything we want. And as Shane and I know, if we had sat down with this group and wrote the legislation ourselves it probably would have been a little bit different, but we had to take a lot of other influences and stakeholders and groups into account. I think we've landed in a pretty good position to get started.



There will be other amendments. I can assure you of that. There will be other reform done in the DV space. The DV Minister, Amanda Camm, is looking at the definition now, how can we focus that on an intimate partner relationship or the person most in need of protection.

So, we are doing a bigger body of work. It doesn't end here. I have just been on a roadshow talking to frontline coppers around the state. Shane came with me to half of it. And I tell this story, the Premier hasn't heard me tell this story, we were at Upper Mount Gravatt on Labour Day, the public holiday, and the Premier and I were talking to all the frontline troops. And I said, "Look,



guys, hang in there. You know, we're trying to get this operationalised by 1 January next year," and the Premier looked at me in front of all the uniformed coppers and said, "It will be operationalised by 1 January next year otherwise this guy will be wearing a blue uniform and working with you guys again."

So, the Premier is passionate about making sure not only did we table this legislation in record time, but to make sure that the police are trained and operational and the Police Commissioner and others are working on that piece of work to try and streamline the whole DV process.

Essentially, it was Ian Leavers last year, who said for 10 years the Queensland Police Union and the Queensland Police Service had been going to the former Labor Government warning that calls for service for DV were going up 20% a year and police were drowning under the weight of it with the current processes, and the four to six hour's time it took to put an application before the court.

For 10 years the former Government knocked that back, they didn't trust the police to be able to make that determination and rapidly put a protection order in place to protect that person most in need of protection.

And we, in stark contrast, as we committed to doing at the Union conference last year, trusting you and giving you the laws and the processes you need, we have drafted that legislation.

We are, essentially, excluding the court in a long list of circumstances where police will be able to make that determination on the spot. A sergeant will have to approve it if there's mandatory conditions only, if there's ousted conditions, a senior sergeant will have to approve that.

I think that will go a long way, a big step forward in helping police get their head above water when

it comes to protecting vulnerable victims of domestic violence and get to the next call for service and maybe even get back to some practical policing and turning some cars over and, you know, stopping crime across the board.

We also spoke about youth crime at the last conference. I know you guys follow politics and you follow other media. It was a big commitment of ours leading up to the last election. We spoke about it at last year's conference, about giving police the laws back that they need to do their job and hold young offenders accountable.

So, we made a commitment before the last election that we would implement tough laws in our making Queensland safer laws. And you guys know all about adult crime, adult time.

We're looking forward to today in Parliament passing the second tranche of those laws, which will include another list of offences, which if a juvenile commits they'll be treated as an adult.



And one that I'm passionate about, obviously, is the ramming of emergency services vehicles and injuring police officers, because what we've seen in Townsville and in Cairns and even been instances on the Gold Coast, I say are a crime class that essentially is pretty unique to Queensland and created over the last

10 years of young offenders stealing cars, hunting police, chasing them and ramming them.

When I was in Opposition and got a call from mates in Townsville to tell me about a code 1 job where every unit in Townsville had been sent back to the station code 1 to hide, essentially, because there was a gang of young offenders in a convoy of stolen cars hunting them, and then around that time when OWL and others, you know, Tac crime squads were getting sent to Townsville to help out, and a mate of mine on the Sunshine Coast told me they went up there for a 10 day deployment and before they could leave the station and go and patrol in Townsville they had to do a quick little course about what to do if they're being chased by young offenders in stolen cars.

We knew we had to draw a line in the sand.

The second tranche hopefully will be passed tonight. Well, everything going to plan. Looking at the numbers that we now hold in Parliament, I'm confident we might be able to get that through Parliament tonight. But that's not like DV.

There's always been sentencing provisions adult crime, adult time. And everyone in this room understands we need the court then to start setting those higher sentences to set a precedent. And that might take a while to filter through.





We know that bail is a privilege and not a right.

So if we need to look at other amendments, we'll continue to talk to Shane and all of you guys and all your troops across the state to ensure that you do have the powers that you need, not just in sentencing for the courts, but in bail law or the pursuit policy.

Another issue you obviously read about Anzac Day in Townsville where these young offenders were driving around in a stolen car and they had to delay the march by almost half an hour.

And what I found outrageous about that is, essentially, because of the pursuit policy, or whatever, these Diggers and the community had to just wait. We had to just wait for these young offenders to lose interest and go find somewhere else to drive around recklessly.

And we need to get back into a position where police are empowered and protected to be able to take decisive action to apprehend those offenders and protect the community, because we've seen unfortunately even they put themselves at risk by allowing them to, or discontinuing a pursuit and allowing that to continue, innocent people have been injured and the offenders themselves have also died.

The union and I have always been, even when I was a copper, very supportive of not asking young coppers to chase young offenders in a stolen car and put themselves, their safety or their lives at risk to

apprehend young offenders who we knew were going to be released before they had time to finish a QP9.

It was pointless, the means didn't justify the end. I was supportive of police not chasing young offenders in stolen cars. What we needed to fix first was to make sure that if they did take decisive action to apprehend these young offenders that they could be held to account.

So, that's what we need to look at now, we need to look at, making sure that we do take back control of the streets and give the balance of power back in favour of the police. So not only coupled with our tougher laws, be able to hold these young offenders to account.

Another proof point I want to talk about is Jack's Law, and another commitment we made about trusting the police with the laws they need to do their job.

I know from the shifts I did at Surfers Paradise over Schoolies, and the onerous safeguards that were increased every time the former government expanded the prescribed locations. I know at Schoolies, because it's essentially a three week event, they could only issue 12 hour orders, there was about 30 different pack reports that needed to be entered and justifications and days of paperwork just to allow police to be able to wand in those specific classified locations.

So, we have removed all of that in the legislation we've tabled. I should say we've tabled that and it's now going before the Committee. But the draft bill is removing all those onerous burdens about the senior sergeant having to do all that paperwork and authorise those wandering operations in those already defined locations.

But we've also expanded to everywhere, which the former government was adamant that they wouldn't do. They didn't trust the police to be able to make those determinations on intelligence and

with approval from the inspector to be able to do a wandering operation. Because we know the culture of young people carrying knives is something that we need to break. And the way we do it is giving you guys and your troops the powers you need to do that job.



Now I just want to talk about mental health support and other things Shane and I have been talking about at length. And this ties into the 100 Day Review.

Mission creep and tying into mental health support. You would see we've announced a 100 Day Review. I'm mindful that the QPS is the most reviewed organisation in the history of organisations.

But this one was very clear, we identified three ex police officers. I don't think anyone in this room would disagree they're probably awfully highly regarded and well respected, in Ross Barnett, Mark Ainsworth and Brett Pointing to do this review with two, two key priorities to realign everything police do back with their core responsibility, as defined in 2.3 of the Police Service Administration Act, essentially, fighting crime and keeping people safe.

The second arm is about welfare, health and safety support, and that ties into the attrition as well. We need to make sure that we have all the services around our serving police.



Our announcement before the election, which we're still working on a model for, is \$13.5 million to better support police while they're in the service, but there is a big gap for those that leave. And we want to protect those people who have, essentially, been broken by the QPS, we want to make sure that we do have services for them.

But we want to send a message to the younger troops to say, well, we're not just going to protect you while you're doing the job. If we do break you, we're going to support you after you leave as well.



**NATHAN SMEATON:** Premier, you've talked a lot about building a world class public service and backing the frontline workers, but Queensland Police still aren't allowed to take industrial action even if it's a last resort during EB negotiations. Would you support legislation change to allow fair bargaining rights and set proper minimum staffing levels to ensure both officers' welfare and public safety?

**CRISAFULLI:** I hope the answer to the first is we don't have to. I hope we can show that we've negotiated in good faith and that it won't come to that. Look, we're not flush with rivers of gold, right, but I make one observation and tell you what we won't do: The last EB, which an amount was set, wasn't funded, and if you ask your senior brass how it was funded, it was funded because of vacancies. And I'll never do that to you. The agreement that we sign with Shane Prior will be funded, every single cent of it, for the life of the

agreement, and then it will be funded afterwards as well.



I'll never use you for a political point and then have to see it being dealt with after the election, which is what has happened to you. Now, others can judge why that occurred. I am not in a position to say that. You might be able to ask someone else that at a later time.

On the other one, about minimum staffing levels, well, the first issue is I'd like to staff what's there at the moment. And I know from my own station that looks after my part of the world, which is Runaway Bay, yes, it is a much smaller station, but I've seen the vacancy rates there for a long period of time and, as a result, between babysitting at the Southport watch house and going to Coomera to plug holes with DV, there's not a whole lot of people left to look after the area that I represent.

So, I think my first priority would be let's fill what we've got, but happy to talk about it into the future, I can tell you.



**SHAYNE TREASURE:** With regard to the 100 Day Review In the last 11 years, since we had the deconstructed QPS, all we get is the same management style. No one is innovative, there's no agility in the management group, there's no

courage in the management. Because yesterday's superintendent becomes tomorrow's assistant commissioner.

We need to really look at the management culture, is it fit to what we're doing? We've got a 33% attribute to resignations directly to management. We have a soaring work cover premium that's costing you guys money, it's costing me money as a taxpayer.

The bad guys don't break coppers. Our own management inefficiency breaks coppers.

**PURDIE:** We are very aware of that, and Working For Queensland surveys show it. Which is one of the reasons why we did announce another 100 Day Review.

We wanted them to run their eye over the current management structure, run their eye over the exit, even though they're not doing interviews, but we need to change that, as to why people are leaving. And they are focused on that.

I hope you people have had the chance to sit down with that review panel because they're not just getting the information from the ELT, they are travelling around the state interviewing OICs, interviewing frontline people and they're getting to the bottom of that.



We're only 55 days into the 100 Day Review, but I can tell you that this isn't going to be a sugar coated report. I can tell you now. It is not going to be something we get and say, "Okay, we did the report. It is in the top drawer." It is going to have



some findings, it is going to have some findings we have to address.

The leadership is a big thing they're looking at. And I can assure you of that. And let's wait and see what they come back with.

**CRISAFULLI:** Let's not get carried away here. We won't be using the excuse, "That's operational." Ultimately, the buck stops with him. You've got a minister and he has to be held accountable. And he'll work with the Commissioner. He's not going to be directing constables where to go, that's the role of the Commissioner. But in terms of what that structure looks like and how that's empowered in the feedback, that is his responsibility.



**EMILY MAHONEY:** Police officers are also parents and caregivers. How is the Government supporting better work life balance for those trying to raise families in this career because at the moment it's not working?

**CRISAFULLI:** I think housing's got a pretty big part of it, particularly in regional areas. There's nothing worse than when you're having to be separated, go somewhere and live in single quarters if you are someone who's married. So, I think, that is one thing we are going to take front and centre.

But, as part of the EB we're happy to look at what that looks like, right. If you come to us and believe there is flexibility that can be built in that

helps that, that's what I would rather, I would rather the EB focus on getting a system that attracts and retains and embeds conditions that makes your job better, and I'd rather the EB focus on what are the resources you need, what are the laws you need, rather than ambit claims about, you know, figures that we can never afford and we just quite simply couldn't pay, right.



So, rather than shut the door on you and say "No", back to your point from before, I'd rather it be a negotiation in good faith. If there's a way that we can affect balance into that, that makes it more attractive. And I think there's some mutual opportunities there. In many cases, it doesn't cost us money and it becomes a catalyst to attract and retain.



**DAMIEN NEVILLE:** Premier I'm Damien and I work at Coomera. You just alluded that the EB could try and address that question relating to work life balance, and the service has an aversion to changing the eight hours to nine hours to allow some flexibility in days off, you know with 152 working hours in a roster. Is that something that you are going to seriously have a think about?

**CRISAFULLI:** It's not something we've discussed. I just asked Dan now. That genuinely is something you'd have to work through the system. I'll be honest with you, I haven't discussed it. It hasn't come across my desk yet.



**SHANE PRIOR:** That's something that we will talk to you about in EB, yeah. Obviously, you have heard about our log of claims. Work life balance is absolutely something that we're going to be looking at because the survival of the workforce demands it, frankly, yeah.

So, absolutely, it's a priority of ours, which will eventually turn into a priority for the Government, I expect.



**DION READMAN:** Premier, my name is Dion Readman I'm the Industrial Manager. Focussing on attrition rates, I am just interested why medical retirements has been put into the planned attrition rate because they've gone up 260% since 2013. And following Shayne Treasure's comments most of that is around members being broken by either the discipline or management decisions. There are still members being injured, still members being fatigued from the job, but our anecdotal information is more around the discipline and the managerial decisions. So I would be interested on your thoughts around that.



**CRISAFULLI:** It is my call, so I'll take responsibility for it. The reason why, is I want visibility for him (Dan Purdie). So, you'll still get them all compartmentalised. What I didn't want to do is set just an overall figure which masks the true extent of where we really need to focus.

Now, if there is a growing cohort of those medical and it relates to more than a spike in people who are injured and/or mental health, well, if anything, it gives us the ability to

focus more heavily on it by breaking it down.

I am obsessed with KPI's. And this is the best way, I don't want to be a micromanager, I just want to set tasks for all of them, in whatever portfolio, and say, "These are the things you've got to hit." For every portfolio I have set them, and in many cases I've listed them in their charter letters.

So all it is, is about greater visibility. So, if anything, it might actually help you rather than burying it in one

bucket that just says, "Here it is all is," and then you just can cherry pick whatever I want out of that and there is no visibility. It's better to do that, to separate it, and then he can be held accountable for all of those.

**SHANE PRIOR:** Delegates, friends, can you join me in thanking both the Premier and the Minister for their time this morning.

**CRISAFULLI:** Thanks very much. Thanks, everyone. Thank you.



# QPS VACANCIES

**Sworn Police Officer Vacancies  
June 2025**

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983 frontline officers

*\*police officer vacancy is the gap between substantive  
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# STEVE & GLENN TALK OPPOSITION AMBITION

**STATE OPPOSITION  
LEADER STEVEN MILES  
AND HIS SHADOW  
POLICE SPOKESPERSON  
GLENN BUTCHER SPOKE  
TO QPUE DELEGATES  
DURING A SHORT BREAK  
IN PARLIAMENT WHILE  
THE QPUE CONFERENCE  
WAS CONVENED IN  
BRISBANE.**

*Steven Miles was leading the ALP when they were defeated by the LNP at the 2024 election and Glenn Butcher was Minister for Water. After the election the former maintenance tradesman was selected as the Shadow Police and Crime Prevention spokesperson. Glenn Butcher has no policing experience and has been the Member for Gladstone since 2015.*



**SHANE PRIOR:** Delegates, we've got two gentlemen here, one that used to be the Premier but now is the Opposition Leader of Queensland. As well as the new Shadow Police Minister, Glenn Butcher.

**STEVEN MILES:** Good morning, everyone. It is fantastic to be here with you. I wanted to start by acknowledging all of the workplace, the rank and file leaders of the Queensland Police Union. We really value the work you do. And the work you do representing your colleagues is really important as well.

I really wanted to be here today to talk about how much I valued the relationship we had with the Queensland Police Union in Government and how I see that changing but continuing now that we're no longer in Government.



Glenn's here as our new police spokesperson after what was a record term by Mark Ryan. Mark Ryan was the longest serving Police Minister that we can find a record of. So, he assures me he misses you all, but he's playing a different role now for our team and Glenn has taken over there.

My point today is to thank you for the work we were able to do together in Government and commit to continue to work alongside you. Our focus in Government really went to three areas: We were focused on delivering more police in Queensland, making sure that our police are well paid, that you have the best pay and conditions in the country, and that you had the resources that you needed to do your job.



And in the one budget I delivered as Premier, we funded a record number of police. You'll all know that we did go through a difficult period in terms of recruitment, but we had turned that around and had a large number coming through the recruitment pipeline.

Deeply conscious, though, that there's two elements to delivering more police. It is not just recruitment, but also retention. And that was something Shane Prior and I were working on. That's not just because keeping our

existing police is good for our police numbers, but also we acknowledge how important it is to have experienced police there to work with and train new folk coming through.

We did deliver the best EBA in the country. That's not me saying that, that's what Ian Leavers called it when we signed that EBA. And we want to continue to see you have the best pay and conditions.



On resources, I don't remember a single time that we knocked back a request from police for new resources, whether that was vests or cameras, new comms, helicopters, the immobiliser trial in North Queensland. We did all of that because we wanted to back you to recognise how important and sometimes dangerous your job is, but also community safety really is a foundation of what governments need to do.

Now that we're no longer in Government, obviously our role changes, but hopefully our partnership with the Union doesn't.

We want to, to continue to work alongside you to support your campaigns to back you to keep getting more police on the ground, better pay and conditions and better resources for you to do your job over the next couple of years.



That will be calling upon the Government to do things, but then as we get towards the end of the term, leading into the election, we'll want to take a really strong policy to that campaign that hopefully we'll have worked with you on and you can all support.

So, thanks so much for giving us a chance to chat today. I'll let Glenn say a bit more.



**GLENN BUTCHER:** I would like to just thank everyone for allowing us to be here today and come and have a conversation with you. I would like to acknowledge Shane Prior, the President. Certainly, in my short term as being the Shadow Minister for Police, I have got on exceptionally well with Shane and what we need to be doing here in Queensland. To Andy Williams, the Vice President, thanks for having us, mate. To all the police, to the delegates and to the union members and also the life members of the QPU that are here today as well.

It is good to be speaking at this conference here in Brisbane. I hope it's encouraging and productive for everyone.

As the Shadow Minister for Police here in Queensland and Prevention of Crime, we have an honour to support our community through my role, as member for Gladstone for the last decade, which has been absolutely fantastic. My involvement with the Queensland Police has certainly been well done in my area, particularly because I'm an identical twin and my identical twin, Wayne, is a police member in Gladstone as well.

So, that does have challenges when you're a policeman and a politician in the same city.

The policing industry is still working consistently, undergoing significant transformation as a lot of you know due to several key factors here in Queensland. We know about the technological advances that are reshaping on how law enforcement operates here in Queensland.



It certainly is a challenging time, as we've talked about, particularly with the 24 hour news cycle that people now see and follow further intensifies the challenges that you guys as police have, creating that certain constant pressure from immediate responses, to those sensational headlines that we see often at the expense of the truth. So we want to make sure that we continue to support our police here in Queensland.

While that ever evolving relationship between law enforcement and the community certainly presents both challenges, but also presents opportunities.

While trust in police has fluctuated over the years, the demands from communities for greater accountability, certainly as we've seen in the last decade in that responsiveness service, continues to rise for our police, making the balance between meeting all of those expectations of the communities and effectively maintaining public safety is more and more critical than ever.

So, what are we doing? Confronting these challenges while working to grow our workforce. And as Steven said, record number of additional police coming into Queensland. I acknowledge Shane Prior and his commentary around the fact that the current Government is claiming credit for all of these recruits coming through.

All of these recruits are on the back of Labor investment to get those recruits through and out on to the beat. So, we made a decision to do that, thanks to Mark Ryan, the previous Police Minister, but also from Steven, when he came into the role, to continue to make sure that we continue to get the recruits to come through.

Unfortunately, what that does, and many of you know in the room here, is only keeps the balance of what's currently happening at the moment. There's no extra police by the current Government to lift the numbers of policing here in Queensland, only to keep it at a stable level.

We know how important it is that we make sure those 1,600 recruits that we put on, we get them out and about, but the new Government really needs to be held account to make sure they lift those numbers, not just keep them at what they are now.





Because we do know that there are a lot of police leaving the QPS each year, whether that be for personal reasons or health or just taking time off, it certainly means a lot to the police force to know that you can take a holiday or a decent break or if you're crook that your position's covered.

So, we'll continue to make sure that we hold this current Government to account. I'm new to the role, I am learning a whole lot of things, but the relationship that I have now, I'd like to see into the future is continuing to work with all of you. I think that your Union is strong here in Queensland and our comrades certainly let us know about it.

The EBA is coming up. And we have some real concerns around that about what that means. I always know when the EBA's up with my brother because he rings me the next day and tells me that the offers are not acceptable to what we want and need here in Queensland.

We had Queensland Police in a really good position where it was a place to come and work, but also a place you could have a well paid job with support from a Government that looked after you.

So the scraps that you've been delivered in the early part of the EBA we believe isn't good enough and we want to make sure that we, as an Opposition, hold



this Government to account to make sure that we do everything we possibly can to make sure that our Police Service gets the reward for the work that they do and the really serious work that you guys do.

Just looking in the report that Shane puts out through the Union and the starting wage for a junior constable. I started a 20 year old girl in my office a month ago and she's on \$6,000 more than a first year constable here in Queensland, just in a political office in Gladstone.

So that's where we need to get an understanding of how that relates to the position, you know the struggles that you have and the challenges that you have to be paid properly to do that even as a first year constable, right the way up.

I may not know the answers to all of your questions, as I said this is all new to me, but more than willing to, if we need to, get some advice later on and let youse know through Shane and Andy.



**ANDY WILLIAMS:** This organisation has spent a fair bit of time and effort getting traction in changing laws around domestic violence. You're responsible for the previous laws around domestic violence. What commitment can you give us that you're not going to reverse the laws again if you come back into power?

**BUTCHER:** Certainly, I acknowledge the work that's been done by the Queensland Police Union putting forward their roadmap of what they're looking for here in Queensland. As an Opposition we'll be making sure that we have been supporting Shane and the Union through that. Obviously, the Government needs to make these decisions on what that looks like, but as I said before, there's a real fine balance going on at the moment where the Government's trying to work through issues of family and domestic violence, but also trying to do an EBA as well.

My concerns are that they'll be looking to balance out, you know, either pay conditions, or things that make your job

easier through family and domestic violence and the work that Shane and the Union has done to lighten the load on police so they can actually get back to doing their actual jobs.



I had the pleasure of going to a few of the recruit functions and I talked to a lot of them, particularly ones who come to Central Queensland. I ask them why do they want to be in the police force. They said, "I want to make a difference." When you're out doing five, six, seven hour domestic and family violence, that's not doing your job and making a difference, it is actually what a lot of people want to do, is get on the ground and doing policing, not having to do all the paperwork and everything else associated with family and domestic violence.

So, we will hold them to account. We want to make sure that what the Union puts forward is listened to and we've certainly supported a lot of the measures in the blueprint.



**BREE SONTER:** I'm a police officer here representing the Specialist Detectives of the Crime and Intelligence Command. I just wanted to address the attrition rates.

I'm reading one of the primary reasons behind any police officer's desire to leave their current position was senior leadership is of a poor quality. That's from the Working for Queensland Survey and that's 33% of respondents stating that.

I have seen in the specialist sections people going out into the private sector from homicide group, from fraud and cybercrime, and a lot of it is because it is a

workers' market. Everyone in this room could go and do something else for much more money and probably better conditions, but most people don't because you do join to help people and it is meaningful work and it is good work.

The issue that most of my members have is police management. We are losing people to poor management, we're losing people to prolonged workplace and internal investigation matters. And it's never been easier walk out the door into a better job. So, I just wanted to raise with you the recruitment, that's great, but we need to keep our qualified people.

**BUTCHER:** In response to that, we made a decision when we were last in Government to make sure we did get recruits to help.

A lot of people are held back from taking leave, going on long service leave, having to fill in continuously, so workload hours are horrific for some people. We want to make sure that we'll continue to push to have more police on the ground because we don't want to be static. We need to lift the numbers.

That's what a Government should be doing, is listening and acting on that. We will hold them to account on that. That's all we can do now as Opposition, but hopefully in four years' time, we've set a platform when the next election comes up. And if we win, we can really start to act on the things that you guys have put forward as a Union.



**CLIFF BAIRD:** I'm the Central Region Rep, and a big advocate for remote and rural policing, or regional policing for that matter. Both while you were in Government and the sitting Government have given their promises on our ageing infrastructure, especially in remote Queensland, and that up in the Cape.

I'd love to see if you can keep the current Government accountable on their election promises but also you going around and visiting our remote stations to see how old our infrastructure is.

Longreach Station, for an example is a 60 year old station, and we've got a sub human watch house. It would be lovely to see the Shadow Government holding the current Government to their promises of upgrading our infrastructure.



**BUTCHER:** I visited Hervey Bay Police Station and they had a \$28 million funding commitment to rebuild the station there and the infrastructure that goes with it. So, we're holding them to account and already asked questions and written a letter to the current minister to make sure that Hervey Bay gets that \$28 million that they were promised.

And housing for our police as well, which is critically important.

I was the former ministerial champion for the northern Peninsula area, so when I travelled around the Cape I did see exactly what you're talking about, the issues that are up there, the conditions that our watch houses are in. It's just not acceptable.

And we started to really get some traction on that and then obviously we ended up in Opposition. So, we certainly will be holding them to account on infrastructure.

The Cairns watch house, I visited there recently. It's dreadful. An absolutely dreadful place, not only for the people in it, but for the workers as well and the staff that are there. Townsville's not much better.

One of the things that is a condition that is always a challenge is land mass, where the current stations are, where the current watch houses are, where the current facilities are is how do we separate from a courthouse where the watch houses are, or do you keep them together, trying to build that at the same time as trying to maintain.

A normal station and normal watch houses is challenging, but you've got to make a decision and you've got to get on with it. You can't continue to pander.



**SHANE TREASURE:** As a whole of government level, we seemed to have just missed the boat with juvenile crime response. We weren't proactive in starting to design juvenile detention facilities, we weren't proactive to start to bring in more specialist educators and OTs and stuff in the education system to divert kids.

Should you guys come back into power, there will be something else that will occur that will have a long, long

notice of it coming, what will you do to get ahead of it before it's a crisis?

**MILES:** I was health Minister for four years and I reckon health did have a lot to do with it, and I can't tell you how frustrating it is that there isn't those boffins that saw this coming. And, like so many social issues, you guys are our backstop. You know, when everything else fails, it's you guys dealing with it.

My frustration, is that a lot of it should have been addressed in Health and Education.

So health in particular is very demand driven. So, if you're not a parent demanding a paediatrician's appointment for your kid, your kid is probably not going to get a paediatrician's appointment.



What really struck me was, a midwife can tell you a kid who's probably going to be a problem the day they're born. The day they deliver that baby, all of the causal factors are there and yet we send them out into the world for five years and then they arrive at prep and it's the teacher's problem, and then Education probably doesn't do a very good job of managing their behaviour and only coming to school a couple of days a week, and they are not bringing lunch, so they are the only kid without lunch. Like, all of those things you could be dealing with but those two agencies didn't deal with that.

I think what I'm saying is if we got the chance again we would start there, not finish there.



**NATHAN SMEATON:** When it comes to EB we are hamstrung with not being able to take any industrial



action. We don't have a minimum staffing level either. If you guys get back in power, will you support allowing the police to take some form of industrial action if EB negotiations fall down so we can get a good pay deal compared to other areas and also minimum staffing levels?



**MILES:** I might not commit to that, but can I just say even given all of that your Union finds a way. So I've never felt as a minister like the Police Union didn't have enough leverage. So, you do alright.



**JIM ELLIS:** I'm Branch President of the Stanthorpe Branch. Just a follow up question, you started to allude to it that the police became a bit of a stop gap for picking up all

of those issues. I know there is a bit of work happening at the moment around section 2.3 of the Police Service Administration Act, which is the function of police. And I'm hopeful that we're going to see winding back of duties that police have picked up.

Is that something you could commit to furthering if you were to come back into power?

**MILES:** Jim, it's not a process I'm familiar with, but I think anything that makes your job clearer and easier to do, we want to do.

**BUTCHER:** Prior to the election, previous minister, Mark Ryan, had already been working with the Union in relation to family and domestic violence in a way that we can lighten the workload up.

And everyone here in this room knows that now about 60 to 70% of your jobs is related to family and domestic violence. Some of the things that we had in place or we're going to put in place is what Shane has put forward through the Union to help with some of those issues to get policing back to being policemen and women.

So, we certainly will continue that if we get back into Government. Obviously, from now until the next election it is probably something we will continue to focus on and what that looks like, what the Government hasn't done, how your workload hasn't decreased. So, we'll continue to do that because we know how important it is.

But the Gladstone Police Station, where I'm from, doing the transporting patients, passengers, or criminals, or prisoners, clients, whatever from Gladstone to Rockhampton daily. That's not their job. That's Corrective Services' job. Once they're incarcerated that's their job, but Queensland Police are doing that work for them. So that's the sort of stuff we want to try and help.

**PRIOR:** Everyone, can you please join me in thanking both Steven Miles and Glenn Butcher for their time today.



# QPS AGE RETIREMENT

## 53 Officers

Between January 1, 2025 and May 31, 2025 fifty three Officers reached the compulsory retirement age of 60

The QPU President Shane Prior and the entire QPU Executive thank you for your service to the people of Queensland and your loyalty with the QPU.

May you enjoy good health, happiness and the relief of passing the responsibility of policing issues to the current first responders.



# ACTING CoP REVEALS SHIFT IN OPERATIONS WHILE HE'S IN CHARGE

**ACTING POLICE  
COMMISSIONER SHANE  
CHELEPY SPOKE TO  
DELEGATES AT THE QPUE  
ANNUAL CONFERENCE  
AND REVEALED HE ISN'T  
INTENT ON AVOIDING  
HARD WORK AND  
TRANSFORMATIONAL  
CHANGE WHILE HE'S IN  
THE JOB.**

*After Police Commissioner Steve Gollschewski stepped down in March 2025 for extended leave due to a health issue, Deputy Chelepy was 'gifted' the role of the State's top cop and it could've been an opportunity to slow reform or avoid conflict internally and keeping Government relations steady until the boss returned, instead he's determined to turbo charge change.*

*The Acting Commissioner presented a lengthy address before taking questions from the delegates. The QPU Journal has compiled the session held on Tuesday May 20, 2025.*



**ACTING POLICE COMMISSIONER SHANE CHELEPY:** I think the best value we can get in a place like this is for me to actually give my thoughts and address some of the things that are on your mind, good, bad or ugly.

I really do appreciate the ability to come and speak to you today and I really appreciate and I want to acknowledge the work that the QPUE does every day, and particularly the Executive and Shane in working with us as the Police Service, as the policing organisation, to try to achieve those results, those



common results that we're all trying to achieve. Now, we don't always agree, I've got to point that out there. And I call myself the "accidental commissioner" because I've dropped in when Steve's had to drop out, but, you know, there's going to be points where the service and the Union won't agree on stuff. That's okay. There's going to be stuff where we do agree but we agree to go a different way to achieve something, and that's okay.

Most things that I speak to the Union about, there's common ground. And it's about how we get that common ground that has to be done respectfully, it has to be done transparently and it has to be done in partnership, pretty well, because we all need each other to achieve good outcomes for our workforce.



We do share that common goal of ensuring that we have a supported, well equipped workforce who's respected, who's looked after, who can turn up to work every day and go home to their families or loved ones every night. And when they leave our great organisation, they leave in a way that's respectful, that they're healthy and they can actually enjoy the fruits of their retirement that they well deserve. That's my simple view on things.

Since I've come into the role in March, I have been absolutely passionate about since I heard from the your workforce around stations that you're right, DFV is right there. Everywhere I've gone, domestic and family violence became the conversation. I'd sit in the stations and say, "When you come to work every day, tell me what pisses you off." Right, and then that opens the floodgates and DFV's very front and centre.

And there's two sections to DFV that, you know, we're working with the Union on. The first one is the stuff that we can take through Government and the PPDs is the first now. The sample we've done around when we were looking at the PPD legislation is we think somewhere

around about 70% of the jobs we attend to we should be able to do a PPD. Now, I've said it really clear, a really clear mandate to the Executive leadership team who have now got to work through and write the policy and work through the legislation and take it through the House, and this has come from the troops that I've spoken to on the ground. I expect a PPD to be no more complex than an NTA. That's what I'm trying to get. Now, that comes from the troops on the ground. I said, you know, "Where do we land on this? What would you think's reasonable?" They said, "Boss, we already do an NTA, why is it any more complex than an NTA?" So, that's what I've taken back to my staff, to the leadership team.



We turn up at a job. I want a PPD to be able to be issued on an iPad if it can be. I've told them go away and pull apart the electronic service stuff and work out what the barriers are and why that's not working. It should be that simple. If we can't, we should be able to write the equivalent of an NTA, serve a PPD, go back to the station and do exactly what we do with an NTA. Now, I've got to tell you, just because you're Commissioner doesn't mean anyone listens to you. I've already had staff come back to me and go, "We can't do this. We can't do this, you know, the electronic service, there's problems with it." And I'm not here to make a political statement because I've got to be apolitical, but can I tell you with the current Government, the willingness to change legislation to bring in police efficiencies is like I've never seen before. And that's just my personal opinion. That's not being political either way.

So, I've said to the staff that when you do come up against those issues about why we can't do electronic service and why we can't do this, bring it to me and I'll take it back and I'll fix it.

Don't lose our efficiencies just because the legislation's a problem. Now, in six months' time you'll probably say, "The Commissioner got it wrong." That's alright.

One of the things that I've been doing with all the change is, again, I've committed to the workforce to listen to them. So, I've actually annoyed some of my own staff by just randomly setting up reaction groups I call them, randomly just picking people who don't agree with me.

Yesterday I had one, sergeants, senior constables who are dealing with this stuff on the road all the time and when people come and say to you, "This is how it's going to work, boss," I dial them into the meeting and I say to them online, "What do you think of that?" And they'll say, "That's rubbish." So actually listening to the workforce because what happens in the past, some of the people we deal with just tell us what we want to hear, right, and then the staff on the ground get the outcome, right. I'd prefer to know upfront if it's not going to work.

The one we worked on yesterday was PCRs, person centred reviews. Again, the workforce said to me, "It's good that you're dealing with stuff that the Government has to deal with," No DVs, DV Others, I heard it loud and clear going around the stations. We control that. There's no legislation in Government requiring us to do any of that. And this is the sad thing about it, right, we control it.

My view is, and I'll probably be criticised for it, is that the organisation has become so risk averse that we're trying to get a zero risk tolerance in domestic and family violence. It doesn't matter how hard we try, you'll never get a zero risk tolerance. And you know people criticised me when I went out and we employed a Chief Risk Officer and employed another SES level person. That person is becoming invaluable to us. That person is looking through a real risk lens and saying, "What you're doing's crazy here." An expert to back us up in some of these decisions we're making.

We will reduce that auditing on PCRs from 100% to probably around about 5%, which equates to each district auditing one DV per day. That's it. That's where I'm trying to get it to. No guarantees. You can hold me to it, right. I said it.



Now, we do it for three months and if it's good we keep it, if it needs tweaking we tweak it but we're not going back to 100%. 100% guarantee you on that. That is killing our frontline supervisors and my calculation is it's going to give somewhere between about 36,000 hours to 48,000

hours back to our sergeants in the stations. That's a lot of staff, right. But the tradeoff is I'm going to ask all those NCRs to invest that time into leadership and supervision of our frontline staff. Get it right at the scene not back at the station three days later.

That discussion on PCR's, I'm addressing the leadership team tomorrow morning on it and hopefully by the end of the week, I've just asked for some paperwork to come to me to sign the document.

Next one is No DV and DV Other. I don't have the outcome for you. Separate the two. No DV, DV Other. The troops telling me the risk sits in DV Other, not NDV. But we will reduce the burden on No DV, I can assure you. I don't know what it looks like yet. I've actually given the challenge to the leadership team again, worst case scenario, we should go to a job, we should be able to write it off within five minutes sitting in the car. That's my view. We shouldn't be going back to the station and spending 30 minutes, 40 minutes sitting in front of a computer writing as to why a job is a No DV.

We already attend the job. The ask for the troops is to attend the job with your body worn on, get it on body worn. Get your decision making process right. Write it off as a No DV, do a code change, how we record it. No more than five minutes and get on with the next job. And if we do have to go back and audit it, we'll have a look at the body worn when something happens so we can prove our troops did the right thing not so that we can prove the troops did the wrong thing. That's my simple view of it.



If we can free up our supervisors and we can free up some of that burden on our front line around No DV/DV Other and then look at the PPD. The other one, is redefining the relationship status around DV and if we can get those things I think we can actually free up our staff to do the job that we want them to do and it is an absolute focus of mine and you'll see that change I reckon within the week, maybe two weeks' max, we'll see the PCR change and then my next one is No DV. I'm like a dog on a bone on it.



And why am I like a dog on a bone on it? Because it's at the centre of everything. Every time I go around, every time I start digging into stuff; I dig into police attrition rates, I dig into our culture, I dig into our welfare, I dig into everything and it comes back to DV sitting right in the middle. And I have not heard one staff member, not one copper that I've sat around the stations in, say to me, "Boss, we shouldn't go to a DV." they know it's their job, right.

Let's face it, if something's happening, if a DV's happening, they know it's our job to keep people safe. That's what we signed up to do. That's what I signed up to do. We did DVs when I was a constable but then they just weren't called DVs. Those who have been around long enough there, was No DV but we still turned up to the blues, didn't we, and we still kept people safe. No one's saying we shouldn't do that. They just want the tools to be able to do it better and that's what I'm focussing on.



If there's anything I can change while I'm doing Steve's job, it's that. And it's not out of step with what Steve was doing. When Steve Gollschewski came in, he was asked "You know, you've been around a bit, you know 40 years of service what's your legacy?" And Steve said, "I don't really want to be known as a legacy but what I want is at the end I want someone to say, "He's not a bad bloke. He had a crack. He tried to change DV." So even he recognised that it's the guts of everything. So, that's what we're trying to do.

Custody, I know it's an issue. We're hearing it loud and clear. To me, it's right up there with DV. You know, that's our next challenge, is custody.

You may have heard me speak publicly about the Watch house Review that we've had going. Got delayed by about seven weeks. I've got a draft report of it right now. It's in draft. I've had it for a couple of weeks now. I want to work through that with the leadership team and actually work out how we're going to address it but it comes down to three things in my view. It comes down to making sure our places are good, so that's the physical locations; make sure that our processes are good; make sure that our staff that are working there are well looked after, well trained and equipped to do their job. That's what it comes down to because custody's always going to be part of our job.

We've still got to lock crooks up, we've still got to take them to the watch house. But we've looked at it from end to end and, yes, there's those bigger challenges that are going to take longer. There's those challenges about should crooks be in our watch house longer than 72 hours? I've heard that. But if we change that today, the system's not ready for it.



It's about making sure that our places are as best they can be with what we've got, our people that work in there are trained, well equipped to do their job and we've got the right processes in the watch house to be able to deal with it. Frankly, some of our watch houses are disgusting. There's been no investment in it, there's been no thought into it from an organisation. It's just organically grown like a mushroom, and we're in the point where, you know, staff are taken off the road and thrown in the watch house. They're not trained. We don't train kids at the academy how to do custody anymore, so what makes us think we can just pull a crew off the road and shove them in the watch house and everything will be good? Or, let's face it, someone does the wrong thing (as an officer), where do you end up? Watch house (duty).

So, we've got to get better at it, right. We've got to see it as part of policing for a bit, we put a police officer on the



road and we equip them, we train them, ask them to do a job. We've got to look at our watch house as just parts of that and that's the next bit that we've got to try and crack. So, I have got the Watch house Report sitting in front of me. Again, it's a bit like DV; some of that stuff in there we actually control as an organisation so we're looking at what can we change? What can we make different?

And I'll be frank, there's some of that stuff I'm going to have to go hat in hand to the Government with, through proper process, with evidence and say, "We need money to fix our watch houses. We need your support to change the way courts are dealing with prisoners, the fact they're



back in our watch houses sitting there for three, four, five days." It's a whole of system reform on this one. It's not simple. If it was simple it would have already been done. So, it is one right up there with us.

Everywhere I go I'm hearing about housing. More outside of Brisbane, but pretty well it works out like this: if you've got positions that are vacant it's because you haven't got a house. Pretty well. That's what I'm hearing. So, we've got to tackle housing. I don't have a solution on housing. I'm just putting out it's on my radar.

And the reason all of those things are on my radar is they all come back to all the things that matter. Right, you put them at the centre and then you just draw tentacles out to everything it impacts. It impacts our attraction, our retention. So, the money we're spending recruiting people should be redirected into some of this other stuff. We won't have to recruit as many, right. We'll retain them longer. So, attraction, retention. Our culture, our workforce welfare, all of it just comes back to these two or three big things that sit at the middle.



We've got the 100 day view going on and we've got an independent advisory panel going on with that. People say it's not independent because they're all ex deputy commissioners of police and what would they know, but they are independent. They are reporting directly to Government but they do report in to me as well. And we have independent people who aren't Deputy commissioners on it and what they will tell me is the exact same thing, "Commissioner, three things for you to focus on while you're in your job: custody, housing and DV, and that will make a difference to your workforce." So, that's where my focus is.

I'm going to stop there. I've spoken pretty openly and honestly to you. Those who know me know it's my way. But I'll tell you something right now: we will land PCR by the end of next week. So, there you go. Thanks, everyone. Questions?



**RICHARD JACKWAY:** When I first joined there was something around a bit over 9,000 coppers; there was nine ACs, one Deputy and a Commissioner. We're now somewhere around 12,500 police. There's 27 AC's and five Deputies. I see minimal growth in the front line and a great deal of growth in the back end.

Is the service actually going to stop creating background people and putting troops on the front line?

**CHELEPY:** Good call. We've put far too many people in the back of house. 100 day review's looking at that. I can tell you there will a reduction in the SES levels of the organisation. The review focuses on two things for me; it is get the support services back to the front line, as close as possible to the front line. That includes injury management, HR, everything else, back there. Decentralise it from headquarters. Get them back out there, where you're actually in your district, in your region for you to talk to. And the second thing is getting decision making as close as possible to the frontline. Now, if you do them two things, it actually allows you to redesign the back of the house.

But I just will clarify a few things. We are now much bigger. One of our Deputies has now inherited SES, MRQ and DM. I'm not here to litigate that. Government decision. That's the way it is. That pretty well is a separate section of our organisation and runs a Deputy over the top of that. But what we've done is we have seven regions. We had about eight regions in the past. We had 13 at one stage, but seven regions but we've got too much at the back of the house.

Now, if you break down those services at the back of house and with your investment in your front line, you've got to balance it with your investment into your non sworn staff. You really do. You can't be having coppers writing rosters. Sorry, but that's something 30 years ago. You know, like, we've got to get those non sworn staff back out in our districts and our regions and balance it and that's how it used to be, for people who want to live in the past, myself included, you go into the regions and districts regions in particular, you had your HR section, your finance section, your procurement section and all that stuff that we're doing now in stations was done for you and that's what we're trying to get back out to.

Already, a round about 81% of the organisation's budget is spent on people, on wages and conditions. 81% of the budget is. We keep going the way we are, we won't be able to deliver services. It's front and centre to us.



**NARESH CHAND:** I'm from Inala police station. I used to whinge at the start of my shift I've got 20, 25 jobs but when I learned what's happening in Logan, 150 jobs pending, can you just tell us what's happening in Logan, please?

**CHELEPY:** I asked for a surge capacity in Logan. When you rock into a place like Logan, you see they've got 150 jobs outstanding at the beginning of the shift. One evening there I just went there randomly. It was a Thursday nights. Went up in the comms centre and sat in the comms centre for half an hour. 52 unresourced DVs. And that's what drove me about the PCR stuff and everything too and the No DV stuff. People talk about managing risk, right. We're trying to manage a risk that we've already attended to. We already know the job's happened, there's 52 of them sitting in the queue we haven't even got to yet. There's a bit of risk sitting there, let me give you the drum. I spoke to the staff, they were broken. They were deadset broken.

So, I made a commitment to the staff that we would do a couple of things. We would immediately bring forward vacancies into that area, which we did. And the staff there said to me, "That's great, boss, you're going to create vacancies but how the hell are we going to fill them?" Sorry to everyone outside of Logan in this by the way too. Short term, I said we were going to do surge capacity into Logan and we do have staff working up into Logan from other regions and other districts. I thank them for that. I really do. But it brought those jobs way down. You've got crews in Logan now who are saying to me, "Boss, when we're getting flogged and we call up for a code 2 there's another car turning up. How good's that." That's all we want, right. And that's what's happening in Logan now.



We did a statewide EOI. All of my own Executives said to me that no one will go to Logan, you're just going to create more vacancies. Well, 25 people put their hand up to go to Logan. That made a hell of a difference. I went out to the academy, I readjusted recruits going in. They said, "Don't just give me recruits," we put PACE graduates in, and I thank the crews from southern region, Brisbane region and southern region who are supporting Logan at the moment. I was there with the DO the other day; the positive mood in Logan is amazing. They are now starting



with 30, 40 jobs outstanding. And, you know, that's still a lot, right, but they're happy because they were having 200 odd jobs outstanding. When they're getting into a blue, they're getting another car turning up to back them up and some of those unresourced DV jobs are disappearing really quick. It has made a massive difference in Logan and that's one area. That's what we need, I did that purposely as a model to see what it does to our culture, what does it do to our workforce, how do we support our workforce better and we'll slowly pick them off.



**MATTHEW BACH:** You spoke to the PPD being as simple as an NTA. There's a certain amount of cultural shift required. I'm currently the acting OIC at Pine Rivers Prosecution and one of the issues I'm seeing is that we've got staff members and sworn members who are subject to applications for domestic violence orders. I can do anything I want with any other DV but an Assistant Commissioner has to sign off on a sworn member or a staff member and that's creating unnecessary delays. The membership are spending vast sums of money to defend what they shouldn't have to defend in some cases. Is there some plan to move forward with that?

**CHELEPY:** No, but it's nice you raise it to me, I'll be honest. Something I'm happy to have a look at. I'm happy to have a look at it but I can't give you any... I always say I'll listen but it is really important that we do address it but let's do it in a step process where we build trust along the way, that's all I'm saying.



**CLIFF BAIRD:** I'm the Central Region Exec for the union. Our biggest challenge for regional policing is attraction and retention. So I'm chasing what commitment has the ELT got to providing better housing?

**CHELEPY:** I don't think we understand the problem probably yet, so thank you for raising it. Just recently, I was out west, up north and it keeps getting raised with me all the time. I don't have the solution yet and I don't even think we understand the problem properly yet. But the comment I'll give you is as part of our governance restructure, we had one committee called the Demand and Capability Committee. We've actually put a dedicated Assets and Infrastructure Committee on there, for no other reason but to start driving these issues separately and understanding what the issues are.

When I started to look at where the money's being spent in the organisation, my view is it should only be spent in three areas at the moment and that is police stations, place housing and police watch houses. That's where we need to start spending our infrastructure money. So, we've got a lot of work to do. We're not good.

I actually don't think the ELT know the problem yet so I know we had the Housing Committee stood up a while ago. I think it's actually time to stand something back up with the Unions and the staff to actually work out what the problem is, what the potential solutions are and actually go to Government to try and get an outcome.

Maybe it's a range of flexible models, you know using the housing market where it's available, using hotel accommodation. I don't actually know the answer and I'm being honest with you. I don't know the answer.





**ANDY WILLIAMS:** My question is around police discipline. You talked about running a risk management lens over DV. We don't seem to have a risk management lens over police discipline. We suspend, we stand down for a matter that will inevitably be a bit of community service or a fine which to me seems like a terrible waste of police resources and, in fact, money, that's someone stood down for 12 to 18 months that could be doing productive work but then you look at the other risks where you have someone where you may have a use of force problem and you put them in the watch house. So, is there any view of looking at that and looking at the risk management lens rather than just what feels good to somebody at the time?

**CHELEPY:** Mr Gollschewski came in and stood up the Integrity and Discipline Board for that reason. It was the first action he did as the new Commissioner and it was actually to take ownership of discipline. The people who sit on that are the Deputies and the Commissioner and it was to take ownership of that discipline tone and culture from the top and we've started to dig into it now and we've actually spent some time admiring the problem. And there was a view that the discipline system's broken and it needs to be fixed. It was interesting, I was speaking to Calvin Gnech and he has a different view. He says the discipline system's not broken, it's just actually the way you apply it.

I see too often people who are suspended or stood down and at the end of a very long time nothing happens. This is dear to my heart and, you know the QPUE backed me when I was a senior constable and some of the people sitting in this room backed me when I was stood down. I was suspended without pay. I worked as a chippy for nine months. Then I got suspended with pay for another 13 months and then I got stood down for another eight months. I went through two criminal trials and a discipline matter and at the end of it I had nothing. Not one thing. So, I understand what you're saying. And I see it far too often coming across my desk where people have been suspended, stood down for long periods of time and then at the end of it either nothing comes of it or it's a minor infraction. When it first happens it comes across as, you know, this heinous crime and when the facts come out, you know, so it is about getting balance right.

It's also about a real change in our culture, about trying to get stuff that should be in the HR system out of the discipline system.

So I get what you're saying and that work's happening in the Integrity and Discipline Board. I think we can make a review decision on that a hell of a lot quicker rather than waiting to the end. As that investigation starts and information starts coming in, I think we can make that decision and take that impact off someone a lot quicker, that's all. And that's speaking from someone who's been subject to it so it's well and truly sitting in my mind.



**SHAYNE TREASURE:** In the 100 days review, are we having a good look on Level 7 with the way we do business? So, 33% of our people who leave blame management.

I've had six assistant commissioners in my region in two years. That means that major things don't get signed off, people are afraid to spend a large amount of money. They have to defer to someone who's acting up. That instability really affects a lot of what goes on in a region. Does police management style and the culture of management in the QPS need to be reviewed? Are we having a look at the way we're doing business?

**CHELEPY:** Yes we are, and that's exactly what the 100 day review's about. Exactly what it's about. So, 2013, we did a major review and we cut lots of people out of the organisation. And it was done for a reason because the Government of the day decided it was a better money saving exercise. Since 2013, we've done that review three more times, three more reviews. Every time we change structure but we don't change the way we do business. Structure will not fix the QPS. Structure's part of it. But it's actually got to be structure and it's got to be the systems and the processes on how we operate.

You wonder why an inspector or superintendent's not making a decision? That inspector and that superintendent, they don't feel trusted or empowered to make that decision either. Their decisions are being questioned the whole time.

So, part of this review is actually about getting the resources back out there to enable DOs, inspectors, supers, to actually run their own patch as a DO like they used to pre 2013, and be able to be confident making decisions and getting our delegations back down into those levels to allow that to happen. But one thing the Independent Advisory Board has spoken to me about, they said the instability in leadership has caused a massive problem in the organisation. Op Support Command's another one, six seven ACs, so they said, "Whatever we come up with this time, when you put your

people into the spots they've got to be there. They've got to stay there," and that's what we need to address going forward.



I was a DO and even then I felt I had more authority to make decisions there than what a DO would now. It's not just about getting the decision making back to sergeants, it's about getting the decision making back to the closest point where it has an impact so every decision doesn't have to come up the line.

Because I'll speak frankly, I think it's broken. There's stuff that comes up to my office just relieving as the Commissioner, that should not even get near my office.

So, if I'm spending 70 or 80% of the time on what I call working in the business, doing day to day stuff in the business, how do I find any time to actually work on the business which is the more strategic issues which you'd think the Commissioner should be doing. I'm administering the business 80% of the time, I'm not leading the business at all. And then the same thing's happening with the Deputies, the same thing's happening with the ACs. So, we've got to get that top level out of the business a bit and get the business back down there in those who actually know the impact.

Police are really good at police work and police should be police and I know you probably don't like hearing it but I'm a strong advocate for our non sworn staff because for me, there's three layers; there's police who do police, there's our non sworn staff who are very good at what they do in here to run the business of policing, not policing, and then there's specialists that sit outside our organisation and should be doing that and I agree there's some functions in the organisation that police shouldn't be managing, without going into specifics.



**JAKE LACY:** I'm the Executive North Coast Region. Across the service, we're seeing growing frustration with the state of the management of QPS fleet. We've still got vehicles in operation that are sitting at about 300,000 kilometres on the odometer. Sedans are no longer fit for purpose and they're not meeting the demands of frontline work. With the rollout of the ILBVs, even the newer RAV 4s don't accommodate a large portion of our workforce, especially those over six foot tall and with a build like most of the Union Exec. In the Moreton District, any vehicle that requires servicing or repair must be taken all the way to Eagle Farm which, in day time traffic from Caboolture, is an hour each way. We're expected, as frontline officers, to be the ones driving that down for repair. So, when officers call Fleet to check on replacement vehicles they're told "We're backlogged, we're overworked, we're understaffed." So, given these challenges, how can the QPS streamline the fleet management process and prioritise investment in vehicles that are generally fit for purpose, meet the physical needs of our members and support the delivery of frontline policing?

**CHELEPY:** To be honest, in all the places I've gone around, it hasn't been raised with me so I haven't come prepared for an answer. It actually hasn't, DV overshadows everything, it really does, and then custody. So, it hasn't been raised with me but I'll take it on board and I'll actually go and make some inquiries around our Vehicle Committee and find out what's going on. So, thank you but it hasn't been raised with me.





**NATHAN SMEATON:** Currently, LCP is the only way for people to progress and develop themselves, however, if you're not on the rank you can't progress any further with the LCP training. Is that something you could look at to allow officers wanting to get further forward in their career?

**CHELEPY:** I know it's being looked at as part of the 100 day review team around the whole leadership and development pathways for our staff and I know LCP's in there. I don't know the outcome yet.



**BEC BRADLEY:** I'm Bec Bradley from Far North Region. In our region, Cairns district in particular has the highest amount of reporting of DV, we put the most DV occurrences on every week, by far. We have less staff than Logan. Logan's vacancy rate is currently about 6% or a little bit higher, our Cairns Division vacancy rate is in the high 11%. Our officers on the front line in Cairns District are getting absolutely flogged. In light of what you've done for Logan, what are your plans? How are you going to help us in the Far North Region and Cairns Direct? What are you doing for our vacancies?

**CHELEPY:** Can I just say Logan to me was an experiment, I'll be honest. I needed to make sure that we can have a model that actually starts to address the issues. So, Logan became a real focal point of mine, mainly because it was raised with me.

So, I'm not ignoring the rest of the state when I say we had to fix Logan and I'm acutely aware of the issues that we have in Cairns. We are working with each DO around where we need to put police based on demand.



So what we tried with Logan, can we adjust the growth model? Now, unfortunately, when we start playing with that someone misses out. That's the reality of it. But, from my perspective, I've got to apply it on risk and demand and that's the model that we trialed there and that's the model we're going to do.

So, the Regional Deputy is leading a body of work right now around where next and adjusting this model that just says everyone gets 100 positions at the same time. We do have to address it on risk and demand.



**DAMIEN NEVILLE:** I work at Coomera on the Gold Coast. My question is about getting balance for staff welfare around rostering. But it's having long term impacts on their wellbeing.

**CHELEPY:** It's a balance for everyone. So, I've got to say as the Commissioner, or Acting Commissioner, I've got a job to use the resources the best way I can to provide community safety on one hand. On the other hand, I've actually got to try and balance the welfare of the organisation. So, it's a very fine line between maximising the resources on the road to support the community and making sure that we don't burn our staff out. It is a real balance.

We don't always get it right. There is some work being done around best rostering models, OSA, that will be in EB. But we are having a really good look at it, it is a very live issue but it's also a very emotional issue.





When I actually dig into it, there's some areas of the organisation that probably could do a bit better, and there's some areas of the organisation that probably haven't got the balance right. And I'll be honest with that, it's hard, we're a 24/7 organisation, we're here to serve the community. That's what we sign up to do. I'm not saying we should give away all of our work life balance rights but I've got to get that balance right are the limited resources I've got as well.

Maybe that's something we can continue working with the Union on. I'm not saying eight hour shifts are right either but we've got to look at the whole workforce model and again look at where it suits. I still get areas who say, "We want eights." I get other areas who say, "We don't want eights." It's not a one size fits all because look at Queensland community, it's very different. So, we've got to recognise the areas that are getting flogged, high demand, what's the best model for a 24 Metro area, what's the best model for a regional area, regional remote area, and we've just got to work through that and untie all that with everything that we talk about with EB, you know awards, industrial entitlements, that's what you try and unpack and that's what you're trying to design.



**JODIE RANDALL:** Jodie Randall from ESC sub-branch. I'm actually also a training coordinator so I'm quite linked in with the training network. With all the increases to boots on the ground, every inquiry, review we have, it always seems to result in more training. Training's the solution, same with discipline system, officers go for more training as a result of state discipline notices. Is there any consideration around improving staffing and resources within training networks around the state?

**CHELEPY:** I get your point. It's an easy recommendation, that's the reality of it. The answer in short is yes. We're trying to get the resources back out to the front line so that local training, local support to our troops can be done in the way that it used to be done.



We have that much training put on us all the time we've even lost focus on the prioritisation of our training. And I only had this conversation with the AC of PCAP the other day to say, you know, let's get some prioritisation back. The tools of our trade have to come first. So, obviously firearms training, but things like TDD training, taser training, all that tools of our trade training has to come first before we start worrying about OLPs for declarable associations.

The 100 day review is definitely looking at our whole training structure and looking at it from cradle to grave basically, on how we manage our training, how we structure our training between Brisbane and the Far North as well, so Townsville, what the Townsville academy is now and what it can be and how we do that as a whole.



**JARROD BROWN:** I'm the Regional Rep for Southern Region. Talking to the district officers across our region they have future projected plans where they know when they're going to have mass in and mass out and that goes

on years on years. This is something that's been going on for decades at this stage with no real future planning.

Coming from a previous background in private enterprise where we always planned two, five and 10 years in advance for our workforce, what's the service doing, I suppose, to support the districts, out in the regions, with future proofing these communities and these police stations?

**CHELEPY:** We used to do it well. I know for the ACs that I worked for when I was an inspector, a super, a DO, they'd have infrastructure plans in place, they'd have staffing plans in place and they used to have things called project inspectors and project officers who would do all that planning out there. They would have HR officers sitting in their region. Five of them, not one of them. Five of them. They would have procurement officers, they would have finance officers, four of them sitting in their region. So, you could actually do that work at a regional and district level and you would have good, strategic planning in place so that when you were putting bids in to Cabinet and other places and wanting staff, you had good evidence base behind it. We pulled it apart. We were forced to pull it apart.

This is what the 100 day review is actually about. At the end of the day, we're not going to draw a structure and go, "Ta da, there's all the staff," because they're not there. That's what it would need to then grow to, that model. But we've got to be consistent. We've got to stop chopping and changing. We need to say, "That's our operating model and that's what we need to deliver."

It's not going to give me an implementation plan that says on 1 July I flick a switch and everything's going to be good again. There's going to be some stuff that's going to be requiring some more detailed work but it will give us a roadmap on what we want to re create ourselves to be.

We're structurally deficient. That's the answer. We know that we're not structured properly for a modern Police Service in a decentralised state as big as Queensland. We're probably structured right for Victoria.

There is nothing out of scope. There you go. There is nothing out of scope. There is no decisions made, there's no hidden agenda. There is nothing out of scope. Everything is in scope. Every part of sorry, that's not true, there is something out of scope because it was put out of scope in the terms of reference. MRQ and SES were put out of scope by Government because this Government had just supported that through the House to bring them in and they needed to be somewhere, and they weren't about to unscramble that.

**SHANE PRIOR:** Sir, on behalf of everyone here, can I express our gratitude for coming today, taking questions from the floor and presenting to us. You've given us an extra half an hour than what you originally committed

to, so I really do appreciate that. From a personal standpoint, can I thank you personally, and Commissioner Gollschewski, for being so accessible and working with the Union as well as you do. I know our PFA friends around the room, will attest to the fact that they don't necessarily have the same relationship with their commissioners that we've got with ours. And that helps us get done what we have to get done. So, for that, can we thank you.

Just as you leave today please take this, it's still hot..its the QPUE Watch house Review.



**CHELEPY:** Thank you. I will continue to fight hard for DV reform, Can I ask everyone: can you please work with us to fix the problem where the problem is. Encourage our supervisors out there, our sergeants, our senior sergeants, our NCOs to get back out there with the time savings that come from PCR reform and take that reinvested time and invest it into leadership into our front line because they're crying out for it and they need it. So, thanks everyone.





# QPUE CONFERENCE 2025

**AT THIS YEAR'S ANNUAL  
QPUE CONFERENCE, FOR  
THE FIRST TIME IN THE  
EVENT'S HISTORY, A  
DISTINCT THEME  
WAS CHOSEN  
"PROTECTING OUR  
FUTURE - HONOURING  
OUR PAST."**

This underscored the importance of acknowledging the rich traditions and legacies of those who had come before, while also focusing on the collective responsibility to safeguard the well-being and future of all members.

At the heart of the QPUE Conference there were some very frank discussions on a wide range of issues, including EB#11 negotiations, future industrial entitlements, workplace safety, new QPUE Rules and demands for QPS Management to push back against Government Departments not taking ownership for their work and leaving it for police to handle.

Beyond the formal proceedings, the event provided an invaluable opportunity for camaraderie and networking among peers while fostering a sense of unity and solidarity.

A highlight of the conference was the special recognition given to QPUE members who had demonstrated exceptional dedication and support for their colleagues. Those individuals who had gone above and beyond the call of duty were honoured with prestigious awards.

QPUE General President Shane Prior confirmed the QPUE Executive Board had validated the nomination of recently retired QPUE Northern Region Rep and QPUE Welfare Officer Peter Thomas as the 2025 recipient of QPUE Life Membership.





Mr Prior said "There are those who contribute to our Union and there are those that help shape its very foundation; leaders whose dedication, courage and service leave a lasting legacy. Today, I have the honour, to honour one of those leaders. His journey began in the shadow of a defining moment for Queensland policing. The Palm Island riots of November 2004. It was during this time, when tensions were high and trust was low, he stood up, not just for himself but for every member who needed a voice. That moment sparked a life long commitment to QPUE service. In May 2005, he was elected as Branch President of the Townsville Branch. From day one, he was a tireless advocate, driven by principle, respected by peers and trusted by members. Then in May 2011, he took on a role that would define much of his legacy, Northern Region Executive Member. For the next 14 years, he represented one of the largest and most challenging Regions in our state. He did so with strength, fairness and unwavering dedication. He didn't just turn up, he led. Through complex disputes, operational challenges, member tragedies and personal sacrifice, he stood firm. In 2021, this individual took on a position of Welfare Officer for the Queensland Police Union. His dedication to the mental wellbeing of members and Queensland Police is unwavering, something I intend on engaging with him in the years to come. After two decades of service, he stepped away or stepped down, rather, in January 2025 but his impact remains deeply woven into the fabric of our Union. Today, we do more than thank him. We formally recognise the depth of his contribution. Ladies and gentlemen, please join me in awarding Life Membership to a true servant of the membership, a steady leader of the North, a man of deep integrity and a very dear friend of mine, Peter Thomas.



*A standing ovation for Peter Thomas announced as the 2025 recipient of QPU Life Membership*

After working his way to the stage through back slapping and handshakes Peter Thomas offered a response. Mr Thomas said "Wow. Didn't expect this. Shane, the Executive, Life Members, staff, delegates, Branch officials, thank you. I'm truly honoured, humbled and proud to be receiving this award. You all know that this is a 24/7 job. The phone never ends. It just keeps going. So, I must

acknowledge my wife and her unwavering support. The phone would ring and the first thing she would say is, "How many days? Am I packing a big thermos of coffee or just a flask?" and would see me out the door. The other part I've got to acknowledge is our staff members, our external partners, my Executive peers because whenever we would have a critical incident, they would be on the phone 24/7 with us, supporting us through. So, a massive thank you to my Northern Region delegates, Toni Brosnan, who's filled my shoes as I've started pre retirement leave without her it wouldn't be possible. I've said to Shane and the members on the Executive that I wish I was going to be around for another few years under Shane's stewardship. This organisation is now an organisation that is open, transparent, honest. The Executive members get to be part of the decision making process and I wish I was around for a bit more of that. As it is, I've only had Shane's stewardship from August to the December period, so in that time you can actually feel a sense of change and the positivity in the room. Life Members that are here, thank you for your counsel over the years, especially when I first started on the Board. Billy Feldman gave me a few kicks in the arse and arse chews to pull my head in and grow up; Bobby Smithson led me astray along with Ryano and others. John Sullivan, you taught me to eat sausage rolls. Thank you, all. This is a true, true honour and I'm very proud to receive it. Thank you.



*Peter Thomas accepting his QPUE Life Membership Award.*

The Branch Official of the Year Award not only acknowledges the commitment of a local Branch member who has delivered meaningful assistance to fellow members but has had a pivotal role in linking frontline police with QPUE Executive members and staff when matters are unable to be solved locally and require escalation.

The recipient is also presented with the Darren 'Beefa' Lees Memorial Trophy, traditionally it's announced by Lees family members but this year they were unable to attend and it was left to the QPU General President Shane Prior to bestow the award on the 2025 recipient.

Mr Prior said "I've been really looking forward to awarding Branch Official of the Year. In every organisation, there are individuals who not only do their job but embody the very spirit of service, commitment and integrity. In our Union, especially in some of the most remote parts of Queensland, this kind of leadership is not only valuable, it's essential. For over 11 years, this individual has served in the Mount Isa District across a range of policing roles. But it's his tireless work in a Union capacity that truly sets him apart. From 2015 to 2023, he served as a Branch Secretary and, since 2023, he has led as a Branch President. Through both roles, he has been the constant, reliable presence that members in Mount Isa have depended on. In a Region where distance and remoteness can easily create isolation, he has made it his mission to ensure members are never left behind. He regularly attends meetings and represents the district at events and forums that a regional rep would typically handle, because when it comes to looking after his members, there are no excuses and certainly no obstacles. He is always available, always honest and consistently displays a level of integrity that is nothing short of inspiring. He doesn't seek recognition, but today, if he likes it or not, he's going to get it as it's long overdue. Everyone, please join me in recognising an outstanding Union leader, a true advocate for the bush, a tireless representative of our values, and my friend, Branch Official of the Year for 2025, Adam King.



*QPUE Branch Official of the Year Adam King congratulated by QPU General President Shane Prior.*

Adam appeared initially startled when colleagues from his Region began cheering for him and clapping. Soon the entire conference room were on their feet acknowledging his accolade. Adam said "thank you very much for this recognition. I feel very undeserving. I don't believe I deserve it at all, looking around the room. There's a lot of people that have done a lot more than me. Obviously, in Mt Isa we've got a small staff number that I looked after, compared to everyone. But we do look after a third of the state. We do have different challenges out there. I suppose housing is one of them and keeping new recruits and things like that. I thank everyone on the committee. Good to see that on the Executive, there's some more representation from the west, it's not just outside of the Queen Street Mall. So, hopefully we can get some change but I appreciate this honour. I don't feel I deserve it but thank you very much."



*Adam King during his acceptance speech as QPUE Branch Official of the Year.*

Adam revealed that he took on the Union role after watching so many officers spend just a few years in Mt Isa and then move on, he felt there needed to be consistency with Union support. He's now spent eleven years in Mt Isa and raised a family "I wanted to help people and support them. It's never nice when you get complaints against you from the public or blue on blue. I try to be a voice of reason in their time of distress and assure them it will all be fine or sort out the best assistance to get them on correct pathways. I've had a lot of help from people all across the Union, in particular Peter Thomas as our Regional Rep, he was always just a phone call away and his advice was always appreciated."

During the Conference the importance of Queensland Police Legacy was woven through many discussions and the important work they do supporting police families.





*QPU Branch Official of the Year, Adam King reflects on his time assisting colleagues in the Mt Isa District.*

Queensland Police Legacy President Kent Ellis told delegates “As you know, we support police families, whether it be a police officer that's died, or a spouse of a police officer that's died, or a terminally ill police officer, or spouse, during their most toughest times of their life. We support the educational needs of the children of those families which is, you know, valuable work and something that I'm passionate about and will continue to do until they don't want me to do it anymore.

“June 17 is the anniversary of the establishment of Queensland Police Legacy fifty four years ago, the first of it's kind in Australia and this date has now been chosen as National Police Legacy Day. This inaugural year we've produced a lapel pin using the St Michael daisy. Saint Michael, the patron saint of police” Mr Ellis said.

The lapel pins are \$5 and the money raised will go direct to Police Legacy.

Shane Prior presented Queensland Police Legacy with a cheque from the money raised by Queensland riders in the 2024 Wall to Wall Ride of Remembrance to Canberra.



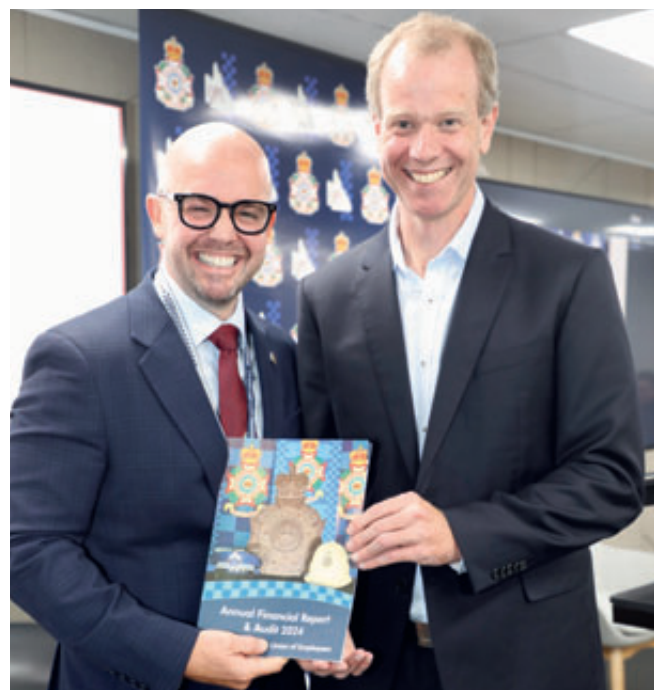
*Shane Prior hands over a donation to Qld Police Legacy President Kent Ellis from the Wall to Wall Ride of Remembrance.*

The finances of the QPUE were reviewed and examined as part of the mandatory auditing process however this year a new company was engaged to assess financial compliance.



*Auditor Graeme Kent from MGI Accountants and Auditors.*

Graeme Kent from MGI Accountants and Auditors confirmed for the Union's Financial Year of January 1, 2024 to December 31, 2024 there had been no contraventions of the applicable code. During his presentation Mr Kent said “There are a series of acts and reporting guidelines and rules that we have to follow so these accounts are presented in a certain way, which means that these accounts are presented in the same way as every other trade union in this country, or in this state, because it's a state union. We also review the control environment which means that when you pay your dues into the union, you can have confidence that they make it into the Union bank account and that it's spent in accordance with approved policies. I'm not here to make comment on the strategic direction of the union. I'm not here to comment on leadership of the union and what they may or may not do. That's a decision for the members who will ask these questions but that's not my role. We don't go looking or searching for fraud because that's not what is in our scope. If we find it then, great, we have an obligation to report it, but we don't go looking for it.”



*QPUE General President Shane Prior happily accepts the 2024 Financial Report from auditor Graeme Kent from MGI Accountants and Auditors.*



Members are able to access the QPUE Financial Report via the members portal on the QPU website or obtaining a printed version by contacting the QPU Office.

QBANK was started in conjunction with the Queensland Police Union to provide a pathway for police officers to be able to buy a home due to difficulties with the lending practices of the major banks.



*QBANK CEO Byron Fuller a proud partner in banking with the QPUE.*

QBANK CEO Byron Fuller told delegates from humble beginnings, Qbank now has over one billion dollars in assets. Mr Fuller said “in 1964, there were 23 people who were present at the inaugural meeting of the credit union and today we have 24,000 members. Our loan and deposit portfolio is in excess of about \$800 million. Last year, we provided 400 new home loans to our members, we attended to 75,000 member calls and inquiries. We give back to our communities through our sponsorships and our donations and our education programs. We attend graduation ceremonies, Remembrance Days and all the charity initiatives that we can. Looking forward, even though we're small, we'll continue investing in our systems, our data security, our people, our process automation, you know, online lending, apply online, mobile app development. You know, all that time you've also got to maintain some of those services for your older members because your older members still aren't necessarily comfortable with internet banking or mobile apps, so you still have to maintain some presence in terms of cash and cheques.”



*Mitch Taylor from ART spoke about ways to increase superannuation benefits for QPUE members.*

Australian Retirement Trust also provided a presentation about providing education for members about the benefits of having a dedicated relationship manager.

Mitch Taylor from ART said there has been a steep increase in the number of police processing through medical retirement. Mr Taylor told delegates “about six months ago we had an escalation come to us via QPU Industrial team that a member who was being medically retired, had been in the job for about 25 years. Seen things and done things and wasn't doing very well anymore himself. So, he was being medically retired, being pushed out, and was going through a lot personally. We gave him the right information at the right time in conjunction with the QPUE and that meant for him as he was discharged on total permanent disability, the outcome for himself was \$60,000 more than it would have been if he hadn't received that information. These are the kind of stories where that support and that union membership really does strengthen the relationship on what we're able to achieve together. Every member is entitled to financial advice at no additional cost. You get to go and speak to an advisor. It is not 45 minutes anymore, they've extended it out, it's more than an hour and a half.”



*Police Health CEO Scott Williams announced a Qld only deal for members.*

Police Health CEO Scott Williams took the opportunity to defend recent price increases around their rates and the decision to remain with only a single tier gold level product that delivers high returns for members without any excess.

Mr Williams said “if you look at the market, we did on average a 9% premium increase this year. It wasn't easy and we had a lot of planning and rationale. The only thing that was driving our costs up was claims. Now, that's a good news story because it means people are using the product. The average premium increase for Gold in the same year was 12% and in the last four years, our product, on average, increased by 8%, the industry increased by 48%. So, what you don't see when they do that premium round table, where Police Health featured at the top, is if a fund has gold, silver, bronze and basic, then it's the average of all the averages. So, it's not for

profit necessarily fair or like for like reporting. But we're one of only a few now that offer a gold product without any excess. We obviously try to give 80% back on Extras. Massage is one of the exemptions because it's a set fee, but we are reviewing that currently to consider that in the new premium round uplift. We also have the rollover, which is one of our points of difference, which means if you have glasses, for example, you get \$350 a year. If you don't use it in one year it rolls over to the next year, so you get up to \$700. That's only to a maximum of two years. We're trying to look at partner, this is specifically for Queensland so I'm happy to announce it at this forum and this is thanks to the conversations I've had with Shane Prior, you're our biggest state, so we want to do something a little bit special and we're in discussions with dental chain around the fact that if we can negotiate with them when you go to a dental practitioner you get 80% back on your benefit. We're trying to negotiate that if we said this was a provider that you'd be able to access, that they would cover it 20%, you cover the 80% and you end up with no gap. That's something specifically we want to target for our Police Health members here in Queensland, as a pilot."



*Dr Jacqueline Drew discussed data on police well being.*

Dr Jacqueline Drew from Griffith University presented survey data gathered from QPUE members from a survey conducted in late 2024 about whether the QPS was perceived to be doing enough to support police officers.

Dr Drew said "over 75% of officers agree or strongly agree that their service with the QPS has in some capacity affected their health, with stress or personal impacts on their health. So this is the QPUE data. And about 75% also said that the QPS fails to adequately assist officers in dealing with stress or the personal impacts on their health. 76% of officers are concerned if they raise issues with QPS management about their personal health it will have a negative impact on their career. Police work and police structures are the perfect storm for embitterment to take hold. You feel betrayed, you feel let down, often by leadership, most often by leadership, but also the public and the justice system itself. It's the perfect formula in which to feel this way and likely to be particularly relevant

for those of you who hold a profession that is strongly tied to your identity. Leadership, organisational processes and policies and discrimination, harassment and bullying, unfair bias promotion processes and internal investigation compound the feelings."



*Dr Drew believes since the departure of Commissioner Carroll the QPS has lost momentum to tackle health issues for police.*

Dr Drew said "87% of our officers here in Queensland have medium and high levels of burnout and 12% of our officers are severely psychologically distressed. That is the most extreme level of psychological distress, and 12% of our officers are turning up every single day under this level of distress. In the normal population, that's anyone other than police officers, about 1.5% of the population can get up every day and go to work under that level of distress. To me, this is simply an untenable situation. We are harming people by simply turning up to do their job. And these figures are not changing. These figures have not improved over a decade of investment in mental health."

One element raised was whether the QPS was recruiting officers over the past decade that were less resilient. Dr Drew answered that new officers probably have a different view on how much they are willing to put up with. The employment market is providing so many options for them to walk away and begin a new career on higher incomes and better work life balance. There's very few in the job anymore as 'lifers'.

QPUE General President Shane Prior confirmed the research could give consideration to the QPUE initiating a stand alone confidential health hub for members through a funding stream from Government.











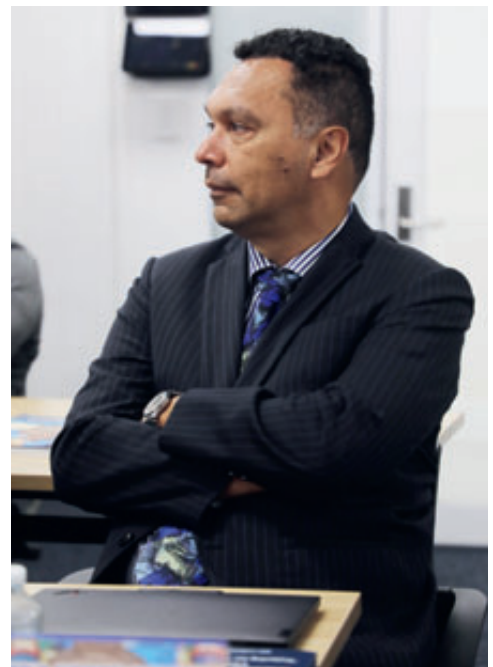
















QUEENSLAND POLICE UNION JOURNAL

















Police Federation Chief Executive Officer Scott Weber spoke about the initiatives the Federal body is working on with Government in particular a Blue Card to provide free health care and allied services to current serving police along with a national approach to recruiting.



*PFA CEO Scott Weber outlined the progress in negotiating benefits for police with the Federal Government.*

Traditionally the Federal Government says recruiting is a state based issue despite 7,000 job vacancies for police along the eastern seaboard. Mr Weber said Federal politicians took the issue with a bit more interest through the Federal election campaign “because terrorism is probable. One thing to note is that I've never seen the Labor Party and also all politicians scared. They got a lot of death threats and a lot of intimidating phone calls and emails during this federal election, so policing was relevant in their mind. And it's all well and good to ask for police assistance, but if there's no one answering the phone and no one in the truck, we can't help. And that's what's happening across the board. We look forward to having further conversations with the Prime Minister and his Minister's once they settle into Parliament. You guys at the QPU though during the campaign, it was Queensland at it's best. They decided to do a campaign with mug shots on the side. It was very pertinent in progressing this message for us. It was quite clear Shane and his mugshots scared the shit out of the Coalition.”

The other issue The PFA is pursuing is salary sacrificing options for all police. Mr Weber told delegates “it's a fringe benefit concessional tax. So we would like to salary sacrifice our mortgages like nurses, like ambulance officers do. Now, we don't fit into benevolent society status. Technically we don't sit in benevolent society status because we're not a charity. So, we're not asking for the charitable status, which gives you the option to salary sacrifice \$30,000, we are asking for the health status which is \$17,000. We think we fit into that because I think the primary responder to the COVID outbreak, which is sometimes a bitter pill, was police. We were the primary response to COVID. We do health services all the time. Just look at the way we deal with mental health across all our jurisdictions.”



Mr Weber was also critical of senior management both in Queensland and around the country, he said “ it's extremely hard to get our bosses to do the right thing, and it's because we have a massive lack of leadership. We really have a void in leadership. And that's why it comes back to the people in this room directing your Executive and directing this conference and Shane to do the right thing. We do have Commissioners that are still in that old mindset. They're in command and control, they do say, "Have a cup of concrete" because they're on old defined benefit schemes, so it is beneficial for them to stay 30 years. I want the Commissioner to look after the most important asset, which is people. The biggest issue, too, is that 85% of our budget is all about wages. So, why isn't that in their performance indicators? Why isn't that the key? A prime example of that, too, is in South Australia. Their recent EB, the Police Association of South Australia, did not even discuss the pay deal with the Commissioner. They went directly to the Premier and Treasurer. The first time the Commissioner or the police force new about the pay deal was on the morning that it was released in the media. It just highlights these days that the commissioners do not have their legitimate authority in regards to financial decisions anymore. So, let them deal with what they can, the budget they have already, and let them manage that.”

The Conference also provided delegates with an opportunity to receive briefings on equipment updates and project development.

Suppliers of the ILBV discussed improvements they have put forward to the QPSs on holster design that enhances security and prevents offenders from removing the weapon from an officer. LEGEAR Director Jason Semple offered display samples for delegates to review for both the Glock and Taser. Mr Semple said “ there's a mechanism in terms of releasing the pistol's hidden. It's designed in the way in which your biomechanics work, hands just come straight down and it is a natural progression to removing the weapon. We wanted something that is seamless with its retention systems, but also we wanted you to have like a really high spec bucket. We obviously refer to the main containment part of the holster as the bucket. We wanted you to be absolutely seamless with draw strokes.





LEGEAR are also developing lightweight ballistic shields for General Duties crews. Mr Semple said “if you go back to the shooting that occurred at Wieambilla a few years ago and the bravery of other police, later that evening to go and rescue the bodies, you know something is needed. Some people go, “Like, why would you risk everyone’s lives going up to retrieve the body?” You haven’t been in the cops if you need an answer to that question. That being said, they did it without any protection, you know, so it was normally, they’d be wearing some sort of vest, but there’s no access to shields. So, there should be a shield behind the counter at every police station. And maybe one in every supervisor’s vehicle. When you need it you need it. If you’re getting shot at, when rounds are coming everyone is hiding behind poles that wide, you know. We basically want something that’s literally 1100mm by 600mm wide, and we want it at a weight where it is manageable for short periods. We only see it as being a short period capability required for uniform because few incidents last that long in that uniform space. If it sieges out, then other people come in. Yeah, we’re trying to keep it in a real affordable space, but it’s a definite threat gap that hasn’t been met.”



*LEGEAR Director Jason Semple explains equipment design being offered to the QPS.*



Less than lethal capability Manager Senior Sergeant Simon Lowcock from Operational Equipment gave an update on new equipment including QPS approval for personal purchase of protective gloves “these are called ghost gloves. So, this was something I got into the service last year. Basically they are the highest level cut protection in the thinnest available liner globally at the moment. With these guys you can wear them weapons handling, you can literally wear them your entire shift. Touch screen compatible. The thing with those gloves is they are also 360 degree cut protection. They are slash resistant, they are not penetrative resistant. So, if you get stabbed, you get stabbed. However, slash resistance for the gloves. So full force drag a knife across the hand, in between the fingers, back of the fingers, palm of the hand, grab knife/blade iron out of someone's hands, twist it out, a large human, too. They are phenomenal for what they are. About \$50 retail. The actual grip on those when you use a weapon is better than flesh for me. Because you get that thin sheen of sweat if you're holding a weapon. With those things, it is literally like a gecko.”



Senior Sergeant Lowcock also gave an update on the Taser 10 roll out “Taser 10, the two main benefits of it are range and no hot reload under stress. The range is phenomenal. 13.5m, no problem at all. A little bit of practice is all it takes. I can put it in the hands of someone who has never touched a Taser before and they'll be hitting the target at 10m no problems at all on the second shot. The accuracy is excellent. They are dialled in at 10m. The longest shot recorded to date is 15.2m, 51 feet, so its actually further than the weapon capability, so to speak, but you also gain

an extra metre when you extend your arm. Basically, we have got 580 weapons at the moment in service. Some of those are in the training environment, January this year, I was happy to be given some money by the Government and I purchased enough weapons basically to do 100% saturation of Townsville District as of January this year. So, they've started their training program, but they're actually doing that training on top of all their additional mandatory training at the moment.”



Inspector Darren Harland also from Operational Equipment confirmed more money would be spent in the 2025 financial year to purchase more Body Worn Cameras. 300 cameras were given to watch house officers from the existing supply and a further 100 were damaged during weather events in early 2025. The AB4 BWC model the QPS is purchasing has improved battery life, enhanced camera and microphone. It also comes with an inbuilt speaker that could allow a senior officer to remotely talk through the BWC if the officer became unconscious or disabled. There's also an option for a direct language translator. Inspector Harland said there's also been improvements made to evidence.com “it has a transcription capability, you may not be aware that any audio inside evidence.com you can turn into a transcription at the press of a button. It's actually quite good. For those of you that have used it, its accuracy is very good. It is dependent upon the recording quality, of course. Evidence.com, the ability for us to interface with the courts and go to electronic briefs of evidence is something that we'd be very keen to do. The efficiency gains out of that are huge.”





*S/Sgt Simon Lowcock and Insp Darren Harland discuss work the Operational Equipment Unit has undertaken.*

The QPUE successfully advocated for the Crisafulli Government to provide an additional \$5M to fund tactical first aid kits as personal issue to every first response officer following a recent critical incident at Annerley where Acting Sergeant Liam Bailey was shot by an offender who managed to access the officers firearm. Sergeant Dusty Osborne has adopted the Tactical First Aid concept as a passion project. During his presentation to the delegates Sergeant Osborne said “since July 2017, these products were pushed out into vehicles. To February 2025, we have deployed approximately 9,200 TAC First Aid kits on the road. What I can tell you now is that at 17% of cases that we go to and apply Tactical First Aid to, there is a life threatening injury present, so that person has a mass bleed, traumatic thoracic injuries, they need help and if we don't intervene they will die. So, when I actually crunch those numbers, we've saved approximately 476 lives since introducing this product, up to 1,360 lives as a service since 2017. I think that's something that we should be exceptionally proud of. We've hit an amazing chord with the Queensland Police Union forcing this forward, getting the new Government to take heed.



*The Velcro attached carrier concept for the First Aid kit on an ILBV.*



*The concept carrier for the personal issue tourniquet to be worn on an ILBV.*

The contract to supply personal issue tourniquets and first aid kits to be worn on the ILBV is still with QPS procurement. Sgt Osborne showed his personal ILBV set up as an option “this is just one of the concepts of carriage. It's just a small pouch on the side that has the Elias bandage and trauma shears and the chest seals. On this side here you have the tourniquet. So, the way it functions is simply the tourniquet goes on the dominant side where your firearm is, which can be reached with your non dominant hand, so you can still present a firearm and deploy the tourniquet if you need. The pouch here is attached with velcros so then I can pass that to a colleague if I need to or leave it. If I'm doing traffic control and don't think I need it, just strip it off your body. The good thing about it is we also function and work in hot zones, warm zones, cold zones. If I put this on the ground in a hot zone and need to move with it, I can pick it up, hit it anywhere and I go. So, I'm now movable, I'm now agile, I can move with my casualty, or I can leave him if I need to. So, again, simple solution, bold concept, get them on everyone. I'm 100% committed to working on this more and more to keep the project going. It's super hard. I'm kind of it when it comes to it in a lot of senses, so I have appreciated the internal support through the Union, the interest is always greatly needed as well.”



*Sgt Dusty Osborne during his presentation on Tactical First Aid.*



One of the most popular segments of the Conference is hearing from the expert team of legal professionals the QPUE hires to handle matters on behalf of members. This year's focus centred on discipline matters.

Calvin Gnech, Practice Director of Gnech and Associates shared with delegates recent matters where the QPS actions were considered unlawful and outrageous "just in the last few months, we're in a situation where the court has ruled that ESC has been unlawfully and misusing confidential DV information from DV proceedings in police discipline proceedings. Now, that in particular, and as was stated to the court, is a criminal offence with two years maximum penalty, imprisonment for doing so, and that was done knowingly, without any contrition at all for the purposes of disciplining police officers. The only other thing I was going to add in that space is what's developed, and I think it's even coming through with some of the decisions from the Office of State Discipline, is words such as "therapeutic". Jurisdictions like the Coroner's Court, and the Queensland Police Service are starting to use that. And that's good and it's bad. But it's really obvious when you get a workplace behaviours complaint and every interview with the complainant is cuddly and furry and no direct questions and no probing questions as to whether their version of events are true or not, and then the subject officer is treated with no dignity or respect at all and treated as if they're a criminal from the moment they walk through the door of the interview room."



*Calvin Gnech Practice Director at Gnech and Associates discusses discipline investigation failures by the QPS.*



*Gilshenan and Luton Director Craig Pratt*

Director at Gilshenan & Luton Craig Pratt added "we've also noted in the last little while, especially the last 12 months, there's been a large number of matters which have resulted in criminal charges against members that have finished up in trials, and some quite high profile ones resulting in acquittals that then, despite the acquittal, filter back through to the discipline system. And we're finding that sometimes in those circumstances the general premise of there being a scope of investigation around the disciplinary proceeding tends to be a little bit rubbery and there is a bit of a stretch on that. I think anybody who's been through one of the education sessions we do will note that we regularly make the point that if the scope of the investigation is A, B and C, then an investigator stepping outside of that scope should be stopped and should be advised that if you wish to ask point D, you invite us back again or talk to the PPM and have a new direction issue, but you should at all times in those situations be strong enough to say that's outside the scope and the member won't be answering those questions."



*The Conference legal panel, Calvin Gnech, Craig Pratt, Rachel Tierney and Anna Waite.*



*Gilshenan and Luton Senior Associate Rachel Tierney*



Senior Associate at Gilshenan and Luton Rachel Tierney delivered a case study for delegates to put into practice “I just think there is a real role for you to play, obviously, in your roles in these interviews. And you certainly should not be giving an inch whatsoever if you think something is wrong. Maintain the scope. And there is no harm in saying, “No problem, we’ll come back another time when you’ve sorted out for yourself what that scope is if you need to go back and give us another one. I had a particular matter, we got a very swift acquittal in a criminal trial. And there was no softening of the approach in the disciplinary sense whatsoever. ESC was going hard. So, this was a prime example of where the scope that we were given about the allegation was well and truly out stepped. And what I mean by that, there were questions about this officer’s marriage at the time, all sorts of different things, which was just objectively outrageous. The interviewer turned up to the interview with academic research on complainants turning to alcohol and we were asked to comment on that. It was just wild. When I raised the issue about scope and not adhering to the scope, I was told, “Why do you keep referring to this scope thing?” It was outrageous. Don’t be pressured time wise. I know it’s really hard, everyone’s so busy, but just don’t be pressured whatsoever.”



*WorkCover Special Counsel Ryan Heath from Scaicca’s Lawyers discusses discipline cases that lead to increased payouts for QPUE members.*

WorkCover specialist Ryan Heath from Sciacca’s lawyers said discipline matters were also spilling over into his field “the starting point is if a member is subject to a disciplinary process it can’t form the basis of a WorkCover claim. There is a specific section in the legislation. But what is relevant is if that disciplinary process is not conducted reasonably, if it’s not a reasonable process, or not conducted reasonably it can form the basis of a WorkCover claim. And more importantly, as outrageous as it gets, the better for any potential civil claim down the track. So, in circumstances where the conduct is so

far outside of the boundaries of what is reasonable and acceptable, it can on occasions not just form a WorkCover statutory claim, so compensating the officer for time off work or for treatment, but if it results in some sort of long term impairment, or loss of job, or loss of operational service allowance, then a civil claim can step in and compensate the member in those circumstances.”



*Anna Waite from Gnech & Associates highlighted the frustration with the QLD Human Rights Commission.*

Anna Waite Senior Associate and Practice Manager at Gnech and Associates said the QPUE is increasing being drawn into another area of complaint “every year we receive a number of complaints against police officers from the Queensland Human Rights Commission. It’s a really frustrating area of work because the Commission has no obligation to actually investigate the complaints, or even determine if they have any merit before they proceed with them. Instead, they just direct the police officer and the Queensland Police Service to attend a conciliation conference. And what we’re often told is that instead of going along and reaching a resolution, that is the correct resolution, you should just find a resolution that you can live with, whether that’s issuing an apology for something that didn’t actually happen, or the Queensland Police Service potentially coughing up some funds in compensation. There’s not too much that can happen for police officers at that initial stage. We’re very robust in terms of defending those claims in the Human Rights Commission, but you can then end up with that complaint being referred through to the Queensland Industrial Relations Commission, and that can be a really lengthy difficult process that then goes on for a number of years where you’re defending this claim that ultimately can just have no evidential basis.”

The 2025 Conference was spread across three days and feedback following the event confirmed the new QPU Conference facilities were appropriate and there was a strong satisfaction rating from participants being engaged in debate on motions and directions. It was almost a unanimous vote from this year’s delegates for others to nominate and extend their experience levels by attending QPUE Conference in 2026.



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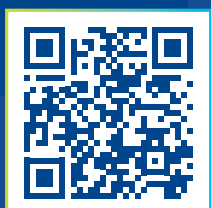
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# WATCH HOUSE CRISIS

By the QPU Workplace Health and Safety team

## UNION-LED INSPECTIONS REVEAL SYSTEMIC FAILURES AND URGENT SAFETY RISKS

A sweeping Work Health and Safety (WHS) inspection program led by your Union has uncovered alarming conditions in Queensland Police Service (QPS) watchhouses, exposing a crisis of overcrowding, under-resourcing, and systemic neglect that endangers both staff and persons in custody (PIC).

In 2024 alone, over 78,524 alleged offenders were processed through QPS watch houses, with custody hours projected to exceed 3.8 million, a 7% increase from the previous year. Despite this surge, frontline staff report chronic under-resourcing, unsafe working conditions, and a lack of managerial support.

Following a tragic death in custody and mounting media scrutiny, the QPU requested a state-wide WHS audit. When these calls were ignored, the QPU took decisive action, conducting independent inspections across 62 of the state's 64 operational watchhouses.

### KEY FINDINGS FROM THE INSPECTIONS

The QPUE Watch House Report revealed:

- Overcrowding and outdated infrastructure
- Inadequate staffing levels and insufficient training
- Exposure to traumatic incidents, violence, and biological hazards
- Psychologically unsafe environments, with staff

reporting burnout, PTSD, and depression

- Lack of medical support including managing mental health crises and drug withdrawal
- Overlooked WHS obligations, including evacuation drills and hazard reporting
- Inter-agency failures, with adult and juvenile detainees held far beyond legal timeframes

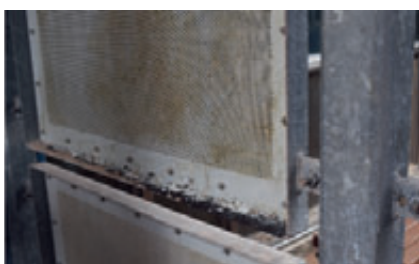
Watch houses, originally designed for short-term detention (up to 72 hours), are now housing adult prisoners for up to 21 days and juveniles for up to 30 days, exacerbating the crisis. Officers are diverted from community policing to perform transport and court escort duties, further straining resources.

### BREACH OF DUTY OF CARE

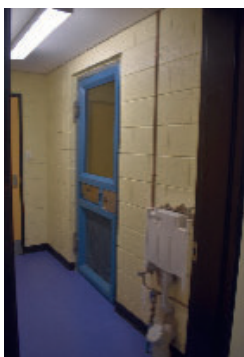
The inspections suggest that QPS may also be in breach of its obligations under the Work Health and Safety Act 2011 (Qld).

Staff report being excluded from risk management processes, and many facilities are decades old, underfunded, and ill-equipped for modern custodial care.

Cleaning contracts are inadequate, and officers are often required to handle hazardous waste without proper training or equipment. Gaps in training for new officers and Watch House Officers (WOs) further compound safety risks.



Lockhardt River Watch House



Woorabinda Watch House



### “UNDERVALUED AND UNSAFE”

Staff consistently report feeling undervalued, unsupported, and exposed to daily physical and psychological harm. They fear that a death in custody could have not only tragic human consequences but also significant professional consequences.



Kowanyama Watch House

### QPUE CALL TO ACTION

The QPUE is demanding an urgent overhaul of custodial care practices in Queensland.

Key recommendations include:

- Immediate state-wide WHS audits of all watchhouses
- Investment in staffing, facilities, and training
- Clarification of inter-agency responsibilities for long-term PIC management
- Reclassification and standardisation of custodial facilities
- Establishment of a fully resourced QPS State Custody Command
- Specialist classification for watchhouse staff, with tailored recruitment and training
- Enhanced psychological support and robust hazard reporting systems

### A HUMAN RIGHTS CRISIS

This is not merely an operational failure, it is a human rights issue affecting both staff and PICs. Without swift and decisive action, the safety and wellbeing of all involved remain in jeopardy.

The QPUE stands firm: Queensland’s watch house system must be reformed, urgently, comprehensively, and with the safety of our members and the community at its core.

The full report can be accessed via the membership portal on the QPU website or by contacting the QPU Office on 32591900 for a printed edition.





# DFV BILL SCRUTINY

**IN APRIL 2025, AMANDA CAMM THE MINISTER FOR FAMILIES, AND THE PREVENTION OF DOMESTIC AND FAMILY VIOLENCE INTRODUCED THE DOMESTIC AND FAMILY VIOLENCE PROTECTION AND OTHER LEGISLATION AMENDMENT BILL 2025 INTO THE QUEENSLAND PARLIAMENT.**

WINTER 2025

The Bill was referred to the Education, Arts and Communities Committee for detailed consideration. As part of their examination the Committee held a number of public hearings including evidence from QPU President Shane Prior.

During live streamed hearings on Monday June 9, 2025 Mr Prior was offered the opportunity to deliver an opening statement as the QPU DFV Blueprint for Action was considered by the Committee as providing a significant foundation to the creation of the Bill. The QPU Journal has published a compiled version of the presentation. The full hearing can be found on the Queensland Parliament website.



*QPU President Shane Prior along with Policy Director Tony Brown and Barrister Troy Schmidt discussed the Union's support for the Bill during the Parliamentary Committee hearing.*

Shane Prior said “this Bill is welcomed by the QPU because the future of policing in this state is at a tipping point due largely to the fatigue of responding to the escalating scourge of domestic and family violence

When I took up the position of Union President in August last year, Family and Domestic Violence was the number one issue raised directly with me by members. Their gripe was not about DV not being real police work it was about the excessive time it takes to resolve an incident. On average each incident involving the issue of a police protection notice is taking frontline officers anything from four to six hours to complete.

With so much time spent on DV jobs it means calls for assistance back up at the end of each shift and that could be as many as 200 unresourced jobs in the queue in a busy police District.

Although the Government has decided to not create a stand alone DV offence in this tranche of reforms, we are pleased they have taken up our proposal of Police Protection Directions.

I have read about criticism of PPD's and that they are only about police efficiencies at the expense of victim survivors. This is simply not the case. One of the prime objectives of the Bill is to definitely improve police efficiencies but it will not be achieved by compromising the safety of women and children.

If people take the time to properly examine the Bill they will find it contains sensible safeguards and the issue of PPD's prioritise the safety of victim survivors and mitigate risk in misidentifying the person in most need of protection.

If you want police to have good culture you must back it up with good processes and that is exactly what this Bill seeks to do and that is why the Queensland Police Union is backing it."



The Bill proposes amendments to the Domestic and Family Violence Protection Act 2012 (DFVP Act) to improve productivity for operational police officers when responding to DFV, provide victim survivors with immediate protections against respondents and make other technical amendments to DFV legislation. The Bill also proposes to amend the Evidence Act 1977 to expand the video-recorded evidence-in-chief (VREC) framework.

The objectives of the Bill are to:

- establish a framework for police protection directions (PPDs) to improve efficiencies for police responding to DFV and reduce the operational impacts of the current DFV legislative framework. The Bill proposes to empower police officers to administratively issue immediate long-term protection directions without filing an application for a proceeding before a court.
- support an electronic monitoring pilot for high-risk DFV perpetrators, with devices to operate 24/7 and alerts to be monitored and responded to. Safety devices will also be offered to aggrieved persons and named persons.
- simplify, streamline and expand the VREC framework to all Magistrates Courts in Queensland to support victim survivors of DFV when giving evidence.
- clarify that a VREC statement can be considered in civil proceedings under the DFVP Act.
- make other technical amendments to the DFVP Act to strengthen the maintenance of the Approved Provider List (used by courts when making an intervention order that requires a respondent to attend an approved intervention program or counselling facilitated by an approved provider).

The full QPU submission to the Education, Arts, and Community Committee has also been included for QPU members to review.

The Committee is scheduled to table it's full report in late June 2025.





# QPU DFV COMMITTEE SUBMISSION

## Queensland Police Union of Employees

217 North Quay, Brisbane, Qld 4000. Telephone (07) 3259 1900

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Email: [president@qpu.asn.au](mailto:president@qpu.asn.au)

30 May 2025

Mr Nigel Hutton MP  
Member for Keppel  
Chair  
Education, Arts and Communities Committee  
[eacc@parliament.qld.gov.au](mailto:eacc@parliament.qld.gov.au)

Dear Mr Hutton

### **Inquiry into the *Domestic and Family Violence Protection and Other Legislation Amendment Bill 2025***

I would like to take this opportunity to make a submission about the *Domestic and Family Violence Protection and Other Legislation Amendment Bill 2025* (the Bill).

The Queensland Police Union (QPU) represents over 13,000 members, the majority of whom are on the front line providing policing and emergency responses for the Queensland community. Whilst the QPU is committed to obtaining the best industrial outcomes and entitlements for its membership, it is also committed to contributing to the law and order debate to obtain realistic and workable solutions for combatting crime and protecting our community.

The QPU places on record its support for the Bill and commends the Crisafulli Government for acting on its commitment to provide Queensland Police with the laws they need to do their difficult jobs effectively.

The alarming escalation of domestic and family violence (DFV) occurrences in Queensland is adversely impacting the ability of police to keep the community safe from both the scourge of DFV and other serious criminal offending.

On 13 February 2025, the QPU launched a statewide public campaign to make domestic and family violence a crime (every time), underpinned by an e-petition on the Queensland Parliament website. At the close of our e-petition on 28 March almost 50,000 Queenslanders had added their voices to our urgent call to action. This result is among the best achieved for an e-petition and is a significant demonstration of public support for the QPU campaign.

Shane Prior, General President, QPUE, PO Box 13008, George Street Brisbane Qld 4003

# QPU DFV COMMITTEE SUBMISSION

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The QPU Blueprint for Action on DFV (the QPU Blueprint) provided the narrative for our statewide campaign and was a living document throughout, with refinement and iterations over several months based on numerous discussions and meetings with frontline police, sector stakeholders, victim survivors, politicians and academics. The final version of the QPU Blueprint is included as part of this submission for the Committee's information.

Priority 1 of the QPU Blueprint called for a standalone offence of 'committing domestic violence' supported by the introduction of Police Protection Directions (PPDs). The QPU welcomes the Government's initiative in introducing a PPD scheme in Queensland that largely mirrors the proposals outlined in the QPU Blueprint. The QPU understands this is the first tranche of DFV reforms announced by the Government with further reform activity signposted for 2026. The QPU will continue to advocate for the introduction of a standalone DFV offence as a mechanism to deter DFV and hold perpetrators to account.

The QPU makes the following observations about various elements of the Bill.

## Police Protection Directions

*The complexity and thresholds for issuing PPDs.*

The Bill and Explanatory Notes outline circumstances in which a police officer can issue a PPD as well as various exclusions preventing the issue of a PPD.

Before issuing a PPD, under section 100B of the Bill, an officer must consider:

- the principles for administering the DFVP Act, including the principle that the safety, protection and wellbeing of people who fear or experience domestic violence, including children, are paramount;
- the criminal history and domestic violence history of both parties;
- whether it would be more appropriate to take action that involves an application for a protection order;
- any views or wishes expressed by the aggrieved about whether an application for a protection order should be made (this is to ensure the aggrieved's wishes, particularly whether they would prefer to go to court, are taken into account by the police officer); and
- other matters listed in new section 100E of the DFVP Act (discussed further below under the heading 'Other matters for consideration before issuing a PPD').

Additionally, there are nine specific exclusions preventing the issue of a PPD under section 100C of the Bill and a further exclusion under section 100D if a PPD may interfere with any arrangements involving a child under the provisions of the *Family Law Act 1978* (Cth) or the *Child Protection Act 1999*. Officers must also consider a range of other matters listed in section 100E of the Bill, including:

- whether the respondent may cause serious harm to the aggrieved or a named person if the respondent commits further domestic violence;



# QPU DFV COMMITTEE SUBMISSION

3

- whether additional powers of a court in making a protection order may be necessary or desirable (such as imposing a monitoring device condition);
- whether either party has a conviction for a domestic violence offence; and
- whether the respondent is not present at the same location as the police officer.

Finally, first response officers will also be required to seek approval from a supervising officer at the rank of Sergeant or higher for a standard PPD and Senior Sergeant or higher for a PPD containing an ouster or no contact provision.

The QPU acknowledges these safeguards and considerations are designed to:

- address any concerns about the added power police will have to make decisions impacting a person's daily life without automatic judicial oversight;
- reduce the potential for misidentifying the person most in need of protection; and
- limit any impacts on a person if misidentification occurs.

The QPU has been advised by the Queensland Police Service (QPS) PPDs will be available in 60-70% of all DFV matters. However, the QPU is concerned the complexity and thresholds for issuing PPDs could undermine the operational policing efficiencies promised to frontline police. The QPU notes these concerns have already been raised in evidence provided to the Committee at its public hearing on the Bill at Mackay on 23 May 2025 as detailed below:

**Ms Stacy Irwin, Practice Manager, Mackay Women's Services:** *We recognise the assertion that the proposed amendments are designed in part to enhance the operational efficiency of police. We would challenge that, without additional recommendations being met, the burden on police will increase and the risk to victim-survivors will either not be mitigated or may be increased. Examples of policing challenges include: eligibility for the issue of police protection directions due to a prior protection order involving another person; family law proceedings restricting capacity to issue a police protection direction in instances where police are not aware of active proceedings....*

**Ms McMillan MP:** *Will PPDs help hold perpetrators to account?*

**Ms Sharon Parker, Manager, Counselling Services, Whitsunday Counselling and Support Inc.:** *In the long term, possibly not. When you look at the exclusions anyway, it is whether there is any previous violence, whether there are any weapons. I have the exclusions written here. I had to actually put them into dot format because reading through them they were so confusing. That is why I talked about the efficiencies as well because I do not know whether it is creating the efficiencies that police need.*

**Mr Dalton MP:** *Thank you for your superb evidence. I agree that the exclusions are complicated.*

To overcome these concerns the implementation of PPDs will require the careful development of streamlined operational police processes, including pre-populated and/or automated forms and Qlite fields where possible, as well as comprehensive police training.

New section 192A in the Bill provides for the review of PPD provisions two years after commencement. A criterion of the review is whether PPDs have improved the efficiency of the exercise of police powers. The complexity and continuing need for some of the exclusions and other thresholds for issuing PPDs should be central to that consideration.

Whilst the QPU appreciates the Government's caution by specifying the exclusions, the QPU believes they are complicated and urges the Committee to recommend the removal of the nine exclusions. In particular, the QPU does not support the exclusion under s100D concerning interfering with child care arrangements.

## *Identifying the person most in need of protection*

One of the consistent issues raised by stakeholders with whom the QPU consulted during the development of the QPU Blueprint was police misidentifying the person most in need of protection in DFV occurrences and the potential for a stand-alone DFV offence and PPDs to exacerbate the impacts of misidentification on the true victim survivors. This issue was also raised at the public hearing on the Bill at Mackay on 23 May 2025 and will likely be raised by other submitters.

Domestic and family violence is gender-based – it is overwhelmingly perpetrated by males against females. In the context of contemporary DFV discussions among Queensland stakeholders, 'misidentification' is the notion in some instances police incorrectly identify females as the predominant aggressor in a DFV incident rather than the person most in need of protection.

**It is therefore important to stress the PPD scheme proposed in the Bill does not include a single provision which might increase the potential for police to misidentify the person most in need of protection.**

In fact, the PPD scheme proposed in the Bill places more rigour around the potential issue of a PPD than for existing Police Protection Notices and includes two legislated options to review the issuance of a PPD as well a QPS commitment to review every PPD naming a female as the respondent (predominant aggressor) within 24 hours.

The QPU acknowledges for a range of reasons, on a very small scale, police may not correctly identify the person most in need of protection in a DFV matter. The QPS has rolled-out comprehensive specialised DFV training to police officers since the final report of the Commission of Inquiry in Police Responses to DFV was delivered in November 2022. At that time the number female respondents in DFV matters recorded by the QPS was reportedly around 22-23% of all matters. In 2025, that figure is understood to have fallen to around 12%. The accepted level according to researchers, academics and experts in the DFV sector is around 8%. The concerted efforts of the QPS to deliver cultural change within its workforce and uplift police capability and expertise in investigating and responding to DFV has been positive and overwhelmingly Queensland Police correctly identify the person most in need of protection.



# QPU DFV COMMITTEE SUBMISSION

To provide further context, DFV statistics published on the Queensland Courts website show for 2024-25 YTD (to 30 April 2025) 17,724 Domestic Violence Orders (DVOs) have been made. In 10% of these matters (n=1,767) the aggrieved (person most in need of protection) was male and the respondent (predominant aggressor) was female. Approximately 84% of all DVO applications are made by Queensland Police.

According to data released by the Queensland Government in 2023-24 Queensland Police issued 23,364 Police Protection Notices (PPNs) of which 97% were upheld in court. There may be various reasons the courts did not support the remaining 3% (n=700) of PPNs, among which misidentification of may account for a small number.

In an opinion piece published by *The Courier Mail* on 1 May 2025, Aimee McVeigh, Chief Executive of the Queensland Council of Social Service, the interim peak body for the DFV Sector in Queensland, wrote:

*The well-established issue of police regularly misidentifying men as the person most in need of protection in domestic and family violence incidents means that the use of PPDs will further diminish the safety and wellbeing of women and children.*

Despite this assertion, the available data does not support Ms McVeigh's statement about police regularly misidentifying men as the person most in need of protection. Likewise, there is no evidence to support Ms McVeigh's claim the use of PPDs will further diminish the safety and wellbeing of women and children. On the contrary, PPDs promise to enhance the safety and wellbeing of women and children by returning time to frontline police to get to the hundreds of jobs, the majority of which are DFV calls for assistance, that go unattended for hours, days and often weeks without an adequate police response.

As referenced below, public statements made by QCOSS about PPDs were canvassed by the Committee at the departmental public briefing on the Bill in Brisbane on 21 May 2025:

**Ms McMillan MP:** Director-General, QCOSS has made a public statement outlining that PPDs will not improve the safety and wellbeing of victim-survivors. Given QCOSS's comments, what evidence is there that PPDs are beneficial to affording victim-survivors protection from domestic and family violence?

**Ms Belinda Drew, Director-General, Department of Families, Seniors, Disability Services and Child Safety:** ...The PPD framework aims to improve the response to domestic and family violence by frontline police officers through reducing the operational impacts of the current legislative framework. It is intended, as you have heard from my colleagues in the QPS, that by improving the effectiveness of frontline police responses more focus can be placed on victim-survivors. We will certainly continue to work with QCOSS through the domestic violence peak and the sector to make sure those services for victim-survivors are available.

**Ms McMillan MP:** This question is directed to the police. Given QCOSS's comments and your response to the question, is the primary purpose of the PPDs police efficiency?

**Deputy Commissioner Harsley:** No. I believe the primary purpose is the protection of victim-survivors. I will share with the committee my personal experience of attending a domestic and family violence matter a few months ago, being out on the road. It was a circumstance that lends itself to issuing a PPD. Unfortunately, that was not available to us. We went to the house and investigated it, but by the time we went back to the police station, completed paperwork and returned to the address the respondent had taken off to avoid police. It took some four days before we could serve that person with appropriate paperwork, so the protection of the victim-survivor in that period was really open. I firmly believe the PPD is a way of providing protection then and there, because if police leave that address and then get called back two hours later then we could at least take some more affirmative action than we did when we first attended or in the current circumstance. I think it will firm up more protection for victim-survivors. Police efficiency is a by-product. I am not overly concerned with police efficiency as much as protecting our community. The best way we can do that is by providing that protection at the initial outsource.

## Electronic Monitoring Pilot

*Information relating to monitoring device condition.*

Sections 66F and 66G of the Bill limit the use of information derived from the imposition of a monitoring device on a person. This means police investigating a crime, other than in relation to a relevant proceeding for a domestic violence offence, are unable to use evidence potentially available from a monitoring device imposed on a high risk DFV respondent. The QPU asserts information available from a monitoring device should be available to police in the same way CCTV footage is routinely provided to assist with criminal investigations.

The reality is, allowing police to use such evidence to prove other offences against these perpetrators, is in the best interest of victim survivors and their children, as well as the community as a whole. Victim survivors simply want the abuse to stop. Protecting victim survivors and their families is paramount, and this can equally be achieved by police locking up perpetrators for other serious offences as well.

*Fitting and administering monitoring devices.*

Section 66E allows the court to impose a monitoring device condition on a respondent to facilitate the operation of the device. The Bill includes the following example:

*a condition that requires the respondent to attend at a stated place to be fitted with the monitoring device.*



Such a condition is vital in ensuring a prescribed entity has the necessary power to detain a respondent and fit a monitoring device. An explicit provision in the Bill allowing detention for the purposes of fitting, rather than relying on the court to make such a condition, may be beneficial.

The Bill and Explanatory Notes are silent on which 'prescribed entity' (defined in section 66A) will be responsible for the various functions listed in section 66E(2) of the Bill. As specified in the ministerial charter letter for the Minister for Police and Emergency Services, the Queensland Government has committed to return police to their core functions as outlined in section 2.3 of the *Police Service Administration Act 1990*. In keeping with this Government commitment and the activity currently occurring as part of the Police Commissioner's 100 Day Review of the QPS; the QPU recommends the QPS be explicitly excluded from section 66E(2) of the Bill.

Currently Queensland Corrective Services (QCS) fit monitoring devices to individuals subject to orders under the *Bail Act 1980*. It is submitted QCS is best placed to continue this work using its Parole and Probation Offices throughout Queensland.

## Statement of Compatibility with Human Rights

### *PPD impact on Aboriginal and Torres Strait Islander people and exclusion of police officers*

The Statement of Compatibility (SoC) states that allowing police officers to issue PPDs will engage and may limit a number of human rights under the *Human Rights Act 2019*, including:

- the right to recognition and equality before the law (section 15).

As the SoC explains – 'The rights to equal protection of the law without discrimination and to equal and effective protection against discrimination (section 15(3) and (4)) embody the notion that all laws and policies should be applied equally and must not result in discriminatory treatment or effects. The definition of discrimination under the *Human Rights Act* includes discrimination as defined under the *Anti-Discrimination Act 1991*.'

The SoC suggests the amendments – 'may have a greater impact on Aboriginal and Torres Strait Islander people, who are disproportionately represented in the criminal justice system and are at increased risk of misidentification as the person most in need of protection. Overrepresentation of Aboriginal and Torres Strait Islander peoples in a new PPD framework may also lead to a greater number of Aboriginal and Torres Strait Islander people being sentenced to a period of incarceration for breaching a PPD'.

However, as pointed out earlier in this submission, the amendments do not include a single provision which might increase the potential for police to misidentify the person most in need of protection. Nor do they open an avenue for a greater number of Aboriginal and Torres Strait Islander people to be incarcerated for breaching a PPD. This suggestion is unsupported and lacks logic. In fact, the default five year duration of DVOs made following a PPN compared to the 12 month duration of PPDs reduces the opportunity for any person to commit a DFV breach.

The more conspicuous deficiency of the SoC is the failure to address limitations on the human rights of police officers through their exclusion from the PPD scheme. Under section 100C of the Bill a PPD must not be issued against a respondent who is a police officer. The specific exclusion of police officers, either as an aggrieved or respondent, is a significant limitation of the right to recognition and equality before the law. The only explanation offered for the exclusion of police officers, in either the Explanatory Notes or the written departmental brief provide to the Committee is:

*This is to ensure DFV matters involving police are heard by a court and not handled internally.*

This meagre explanation leaves observers to draw their own conclusions for the need to exclude police from the PPD scheme. However, the unexplained reason for the exclusion of police from the PPD scheme is likely to be the apparent continuing lack of faith in police stemming from the 2022 Report 'A Call for Change' from the Commission of Inquiry into Queensland Police Service Responses to domestic and family violence (the Commission of Inquiry).

In relation to police perpetrators of DFV, the Commission of Inquiry found:

- When police officers perpetrate domestic and family violence, they are particularly dangerous as they have access to information and weapons which other perpetrators may not; and
- When police officers are accused of domestic and family violence, it is possible those officers may respond to domestic and family violence calls for service differently and at times with scepticism.

The Commission of Inquiry subsequently made the following relevant recommendations:

## **Recommendation 30**

Within 12 months, the Queensland Police Service develop and implement a requirement that members who are respondents to a Domestic Violence Order complete a mandatory domestic and family violence informed assessment and, if considered desirable by the assessor, counselling, prior to their return to normal duties.

## **Recommendation 31**

Within 12 months, the Queensland Government amend section 6.1 of the *Police Service Administration Act 1990* to require the Police Commissioner to suspend, on full pay, a member who is charged with breaching a Protection Order at least until the matter is resolved, unless the member is able to prove, on the balance of probabilities, that exceptional circumstances exist such that the suspension should not occur.

In its report the Commission of Inquiry noted 'Recommendations 30 and 31 may limit the human rights of an officer who is a respondent to a Protection Order, or who breaches a Protection Order. The requirement to participate in counselling and potential suspension pending resolution of a breach of an order may limit their recognition and equality before the law (s 15 HRA)'.



# QPU DFV COMMITTEE SUBMISSION

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The QPS has responded to both recommendations and instituted policies and procedures to deal with police officers involved in DFV matters. Given the strong internal oversight and scrutiny applied by QPS to officers involved in DFV matter there is no plausible reason to exclude police from the PPD scheme. The exclusion of police from the PPD scheme should be removed and if not the SoC should be amended to reflect the human rights limitation on police officers. At the very least, the fact an aggrieved is a police officer should not exclude that individual from the protection offered by a PPD.

I trust the information contained in this submission assists the Committee with its Inquiry into the Bill. I am available on (Telephone) 3259 1900 or via email ([president@qpu.asn.au](mailto:president@qpu.asn.au)) should you have any questions about the QPU submission.

Yours sincerely



**Shane Prior**  
**General President**  
**QUEENSLAND POLICE UNION**

Enc.

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# FORMATION OF THE QPUE WOMEN'S ADVISORY COMMITTEE

**FOLLOWING A RECORD  
NUMBER OF WOMEN  
ATTENDING THE QPUE  
CONFERENCE IN MAY  
2025 AND WITH TWO  
WOMEN NOW HOLDING  
EXECUTIVE POSITIONS  
ON THE BOARD OF THE  
QPUE, THE QUEENSLAND  
POLICE UNION OF  
EMPLOYEES BELIEVES  
THERE IS NO BETTER  
TIME TO SPOTLIGHT THE  
GROWING DIVERSITY  
WITHIN OUR UNION  
MEMBERSHIP.**

This milestone also marks the introduction of a new committee dedicated to broadening the perspectives brought to the executive table.

The newly established Women's Advisory Committee (WAC) has Far North Regional Rep Bec Bradley as it's inaugural chair and Northern Regional Rep Toni Brosnan on the committee. This formal working group has been created to provide stronger representation and a more unified voice for the women of our Union.



*Female delegates at the QPUE 2025 Conference.*

## ABOUT THE WOMEN'S ADVISORY COMMITTEE (WAC)

The WAC has been established to advocate for the interests and welfare of female members of the Queensland Police Service (QPS) and to support gender equality across the organisation. While the committee is still finalising its terms of reference, its purpose is to:

- Represent the views and interests of female police officers and staff.
- Promote initiatives that support women's professional development and career progression within the QPS.
- Address workplace culture, equity, and safety issues affecting women in policing.

The WAC is committed to achieving the following goals:

- Providing a platform for female members to voice concerns and share ideas.
- Developing policies and programs that promote gender equality and inclusivity.
- Collaborating with other committees and organisations to advocate for women's rights and welfare in policing.
- Organising events, training, and resources focused on women's issues in the profession.

Since its formation, the committee has been meeting monthly to refine its direction and gather ideas that will guide its future initiatives. The committee aims to have a representative in each Region to support members on matters within the scope of its mandate. These representatives are of various ranks, roles, and experiences within the Queensland Police Service.

While the WAC does not hold a voting position on the QPUE Executive Board, the committee chair Bec Bradley will report directly to the Board. These reports will include updates on progress, challenges, and recommendations for policy changes and initiatives, ensuring the perspectives of female members are heard and considered.



*QPU President Shane Prior with QPU Executive members Toni Brosnan and Bec Bradley.*

## BALANCE PROGRAM SCHOLARSHIP

In line with its commitment to supporting women's professional development, the WAC is proud to announce a new scholarship opportunity.

After extensive research and successful advocacy by the committee chair Bec Bradley, the QPUE Executive has approved funding for a scholarship to the Balance Program, a leadership initiative for women delivered by the Australian Institute of Police Management.

Details on how to apply for this valuable opportunity will be released soon.



*3 of our committee members at IWD event sponsored by the QPUE with President Shane Prior.*





# HER DUTY – HER UNION

## *From Reporter to QPUE Branch Official*

**DETECTIVE SERGEANT  
JACQUELINE (JACKI)  
GOODWIN CURRENTLY  
SERVES AS THE  
PRESIDENT OF THE  
THURSDAY ISLAND  
BRANCH OF THE  
QUEENSLAND POLICE  
UNION OF EMPLOYEES  
(QPUE).**

### **DETECTIVE SERGEANT JACKI GOODWIN**

Elected in 2024, she is steadily establishing herself in union leadership and takes great pride in representing the resilient and remote members of the Torres Strait.

Prior to her policing career, Jacki worked as a journalist. After three years of backpacking around the world, she returned to Australia seeking a more meaningful path. Like many aspiring police officers, she was drawn to the profession by a desire to help others, the promise of job security, and the values of camaraderie and service. Principles she was familiar with, having grown up in a predominantly defence force family.

Jacki entered the Queensland Police Service in 2004, training at the Townsville Academy. Initially envisioning a brief tenure in general duties before transitioning to media and public relations, she began her career in Innisfail.



*Detective Sgt  
Jacki Goodwin*

She quickly adapted to policing, noting similarities with journalism, particularly the unpredictability of each day, the need for quick thinking, and the importance of building rapport. Reflecting on her early experiences, she shares: “you will never know all the answers to every situation, experience is golden and learn who and when to seek advice from”.

Her career progressed with a move to Edmonton Police Station, where she balanced part-time shift work with raising two children.

A temporary assignment in the Criminal Investigation Branch (CIB) confirmed her aspiration to become a detective. Seeking both adventure and financial opportunity, Jacki relocated her young family to Weipa, initially intending a two-year stay.

With the support of a live-in au pair, she returned to full-time general duties before securing a position as an investigator in the CIB, where she remained for 11 years. She reflects “I enjoyed the variety of work and the autonomy and trust to get the jobs done in sometimes a challenging and remote environment”.

In 2022, with her children attending boarding school, Jacki was promoted to Officer in Charge of the Thursday Island CIB, a role she continues to enjoy. She attributes her satisfaction to the lifestyle and the strong sense of community among police in remote areas.

Jacki’s involvement with the QPUE began unexpectedly. Nominated by the outgoing branch president and elected in her absence, she felt both humbled and committed to the role.

In remote regions, having a local representative who understands the unique challenges of the job is essential. Notably, all three

official positions in her branch are currently held by women, a rare and empowering dynamic.



Serving as a union official has been an enlightening experience for Jacki. Gaining insight into the breadth of support available to members has enhanced her ability to assist colleagues. Never one to shy away from new challenges, she recently served as a relieving case officer for the Police Professional Standards (PPM) team, witnessing firsthand the stress associated with disciplinary processes. “I feel really grateful that in my role as a QPU official I can help explain the process and alleviate some of the stress the officers are under at the time.”

Jacki strives to hold monthly branch meetings and maintain clear, accessible communication, ensuring members are aware that support is always available. Reflecting on the benefits of union involvement, she notes: “Knowledge is key. By becoming an official you learn all about the behind the scenes stuff like pay awards and our entitlements, the discipline and complaint process. You join another family and have some really smart and knowledgeable contacts on speed dial”.

She acknowledges that many female union members continue to juggle work, family, health, sport, and other commitments. While the Queensland Police Service and QPUE have made significant strides in supporting women in the workforce, Jacki emphasizes the importance of maintaining and expanding flexible work options, particularly amid ongoing staffing shortages.

If given the opportunity to effect one change through her union role, Jacki would advocate for a culture where the term “blue family” is more than just a phrase—it becomes a guiding principle. When we care for each other beyond the shift, we create a stronger profession and a safer space. The union can and should lead this charge.

Her final words of encouragement: *“It’s surprising to me how few women are in leadership roles in the union. It’s important the union reflect our workforce. If you’re thinking about stepping up, you won’t regret it. The knowledge and contacts you gain far outweighs the little bit of extra time spent helping out your mates.”*





# PAYROLL AND WORKCOVER DEBACLE

By QPU Industrial Manager Dion Readman

## MEMBERS URGED TO SCRUTINISE PAY AND WORKCOVER



*“Those who cannot remember the past are condemned to repeat it.”*

- George Santayana

This quote rings especially true as we witness the same systemic failures resurfacing within the Queensland Police Service (QPS) and its reliance on Queensland Shared Services (QSS) to process members pays.

Since the start of this year your Union has received a growing number of payroll complaints from members, echoing past public sector scandals and raising serious concerns about fairness and accountability in the QSS payroll system used by the QPS.

## A FAMILIAR PATTERN: OVERPAYMENTS CHASED, UNDERPAYMENTS IGNORED

Members have reported that when payroll errors result in overpayments, QPS acts swiftly and forcefully to recover the funds—often without adequate explanation or consideration of the circumstances.

Invariably these payments are due to processing or delays caused either by management or QSS / QPS payroll and not you, the members.

However, when underpayments occur, responses are slow, inconsistent, and sometimes entirely absent.

This pattern is disturbingly similar to the Queensland Health payroll disaster of 2010–2011, where a flawed system left tens of thousands of workers underpaid.

At the time, 71 staff were assigned to recover overpayments, while only 21 were tasked with resolving underpayments.

The issue persisted for years, with some workers still affected as late as 2022.

The situation also draws comparisons to the Federal Government Robodebt scheme, where automated debt notices were issued to welfare recipients based on flawed data-matching.

The program was ultimately ruled unlawful but not before it caused significant financial and emotional harm.

The parallels are clear: the current QSS system prioritises debt recovery over fairness, and places the burden of proof on the individual with little to no accountability to the organisation for its incompetence.

### **WORKCOVER WARNING: CHECK YOUR ENTITLEMENTS**

In addition to payroll discrepancies, members are strongly urged to review their WorkCover compensation payments carefully.

Recent cases suggest that some members are being underpaid, with QPS—acting as the intermediary for WorkCover Queensland—failing to ensure accurate disbursements.

Errors were rectified as soon as they were brought to your union's attention, but this is yet another example of the organisation failing its employees at their greatest need.

These are not isolated incidents—they are symptoms of a system that continues to fail the frontline

### **LEADERSHIP COMMENTARY: PAY NOT A PRIORITY?**

In the QPU Autumn Journal, Acting Commissioner Chelepy was quoted discussing EB negotiations by saying:

*"Cash might give you a very short term sugar hit, but I think if you are turning up to work everyday and nothing has changed, that sugar hit will disappear pretty quickly. I don't think EB is always about cash. I think people get it wrong. There's a cash element to it, but it is also about what makes you tick."*

That may be true when you're on his wage.

But for you, the members, we're fairly certain that's not the case.

Based on those comments, it's clear the Acting Commissioner won't be pushing the government hard for pay rises.

But what he can do is fix QSS, so at the very least, you receive your current pay and entitlements correctly and on time. That I am sure will get a big tick from all.

So important you:

Review your payslips and WorkCover statements regularly

Document any discrepancies or communications with payroll

Report underpayments to the union immediately

With new federal laws criminalising intentional wage underpayment, it is more important than ever that QPS ensures its payroll practices are both lawful and equitable.

If you have any concerns or queries regarding your pay or WorkCover entitlements, please contact the QPU Industrial Team at: [industrial@qpu.asn.au](mailto:industrial@qpu.asn.au)

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

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

**Ph 3259 1900 (24 hours)**

or your regional representative.

They will steer you in the right direction.



**QUEENSLAND POLICE UNION**

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





## **SUPPORTING EDUCATION IN THE REGIONS:** **Winchester Foundation Scholarships**

The Winchester Foundation, established in 2011 by the late Mrs Beryl Neison OAM, is dedicated to supporting children from rural and regional areas who attend school away from home, whether at the primary, secondary, or tertiary level.

The Foundation's mission is simple but powerful: to ensure that kids from regional and remote communities have access to the same educational opportunities as those in larger cities.

In a generous and meaningful gesture, the Winchester Foundation has reached out to the Queensland Police Union to offer **scholarships to children of police officers** living and working in regional and remote areas. These scholarships are designed to help cover the costs of study for students living away from home, such as boarding school or university expenses.

If your child is currently living away from home for their education and you meet the eligibility criteria, you are encouraged to apply. The application process is straightforward and can be completed online.

**Apply now at:**

[www.winchesterfoundation.org](http://www.winchesterfoundation.org)

**Applications close:**

**30 September 2025 (for the 2026 school year)**

*This is a fantastic opportunity to help ease the financial burden of education and support the future of our regional and remote policing families.*

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# AWARDS AND HONOURS MORETON DISTRICT

By Darren Curtis

**MORETON DISTRICT  
POLICE OFFICERS  
WERE PRESENTED  
WITH QUEENSLAND  
POLICE SERVICE  
MEDALS AND AWARDS  
DURING A CEREMONY  
ON WEDNESDAY, JUNE  
4 2025 AT REDCLIFFE  
LEAGUES CLUB.**

The spacious top floor functions room looked cavernous but just a few minutes before the official starting time police officers and their families surged in through the doors and assembled together bouncing banter between themselves and enthusiastically introducing loved ones and children to work colleagues.



QPU Regional Rep for the North Coast Jake Lacy proudly said “this is what these ceremonies should be about, relaxed and an opportunity for our families who are our biggest supporters to feel the pride and acknowledgement of our service. I particularly liked watching Team 3 from Petrie, the entire team turned up to watch their colleague Stuart McWilliam receive his National Medal. That’s friendship you wish you could bottle. There are two people here today receiving 40 year clasps for their Queensland Police Service Medals at a time when many people don’t stay in a career for life, that is something to really celebrate. One of them is a Senior Sergeant the other is a Senior Constable that tells me they really enjoy frontline policing and obviously they both like to share their knowledge with others.”



*Petrie Team 3 turned out to support their colleague S/C Stuart McWilliam who received his National Medal.*

During his welcoming address Acting Superintendent Craig White said “many of you are being recognised for years of service, proof that you are not just a number but a testament to your integrity and resilience. The work you do matters deeply.”



*Senior Sergeant Donald Schouten is congratulated by QPU Regional Rep Jake Lacy on being presented with the QPS Exemplary Conduct Medal.*

Senior Sergeant Donald Schouten was presented with the QPS Exemplary Conduct Medal with Leadership Clasp, along with a 40 year clasp for his Queensland Police Service Medal.

Don joined the QPS in 1985 and for the past 18 years he has served as a District Duty Officer, taking command at a variety of serious incidents including murders, police critical incidents, hostage situations and providing well grounded sound advice to junior officers. Don said “I don’t feel special at all.

**MANY OF YOU ARE BEING  
RECOGNISED FOR YEARS  
OF SERVICE, PROOF THAT  
YOU ARE NOT JUST A  
NUMBER BUT A TESTAMENT  
TO YOUR INTEGRITY AND  
RESILIENCE**



I just represent every other DDO working hard out there that's trying to back the troops up. I don't think I've done anything exceptional that is deserving of this award but I will be humble and accept it on behalf of all the other DDO's out there and what we represent."



Senior Sergeant Schouten also developed in partnership the Operational Supervisors 5 -Day Course which is now considered the QPS benchmark for delivering high level strategic and tactical leadership. Don said "myself and retired Inspector Pat Swindells wrote that a few years ago and it's been working well for a lot of people and I still get a lot of positive feedback about the course. I take a lot of pride in that."

When Senior Sergeant Schouten was called up to accept his award a nearby sergeant leaned in and said 'he's one of the good guys. That award is so well deserved' when this story was later relayed to Don he became flushed and embarrassed "those comments mean a lot, a hell of a lot. I qualified many years ago to move to an Inspectors spot but I really like being a DDO operational and hearing that from the frontline means the world to me."



*QPU Regional Rep Jake Lacy congratulates Acting Inspector John Fowles on presentation of a QPS Exemplary Conduct Medal.*

Senior Sergeant John Fowles was also presented with and Exemplary Conduct Medal with Leadership Clasp for his work in Disaster Management during the COVID-19 pandemic and the bio security operation he led at protect the vulnerable First Nations community of Doomadgee.

Now an Acting Inspector John said "Doomadgee has a population of around two thousand people and the predictions if COVID got into the community would result in hundreds of deaths particularly the elderly who play a huge role culturally. We could've lost 50% of the town in a short space of time. We had to operate multiple road check points plus continually engage with the local council to maintain support. We needed to share their local knowledge to keep COVID out of the community. It was multiple long days and the staff around me were second and third year constables who were also isolated and away from their families. I'm immensely proud of the work my team did and we achieved so much, COVID did not reach the community we had a mission to protect and not a single life was lost from the disease."



During the ceremony there were plenty of giggles as PD Gator was presented with his Canine Service Medallion. Assistant Commissioner Glenn Morris attempted to place the medallion and ribbon over the dog's head but gave up after repeated efforts staring closely at the glistening death of Gator. The award was presented to handler Senior Constable Tim Leyburn who nonchalantly accepted the award and placed it around his partners neck.

*S/C Tim Leyburn with PD Gator wearing his Canine Service Medallion*





*Const Peter Nixon was awarded an Assistant Commissioner's Certificate in recognition for his diligence and professional conduct at a critical incident when a police officer was stabbed attempting to arrest an offender in 2021.*

WINTER 2025





















# ATHERTON HINTERLAND MOTEL

At the Atherton Hinterland Motel we appreciate the challenging work and dedication it takes to be a front-line worker.

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# GRADUATION DAY JUNE

By Darren Curtis

**ON A VERY COLD WINTER'S EVENING 130 NEW CONSTABLES WERE SWORN IN DURING A CEREMONY AT THE OXLEY ACADEMY ON THURSDAY JUNE 12, 2025.**

It's estimated the friends and family members who came to watch numbered more than 700 with the temporary seating and paved areas around the Tom Molloy parade ground crowded. The overflow spilling into the quadrangle towards the Academy gym.

QPU President Shane Prior said "not because it's damn cold tonight but graduations give me a tingle down the spine because it is such a milestone moment. To look around and see so many excited families here is brilliant. In this intake there are 13 Constables who already have strong links to the QPS family, along with 5 former QPS employees who made the transition to become sworn officers and 8 officers who have transitioned from another State, they all sort of have an idea what to expect but for the bulk of the intake

this is momentous. The pipes and drums even played 'we will rock you' that hyped the crowd."

The QPU Sponsored Dux Award was presented to Constable Stephen Murray who was born in Northern Ireland, served in the British Army and was later a police officer in the UK before coming to Australia.



*QPU General President Shane Prior presents Constable Stephen Murray with the Dux Award for intake 8 2024.*

Forty three of the Constables were born overseas providing intake 8 of 2024 a very significant multi cultural feel.

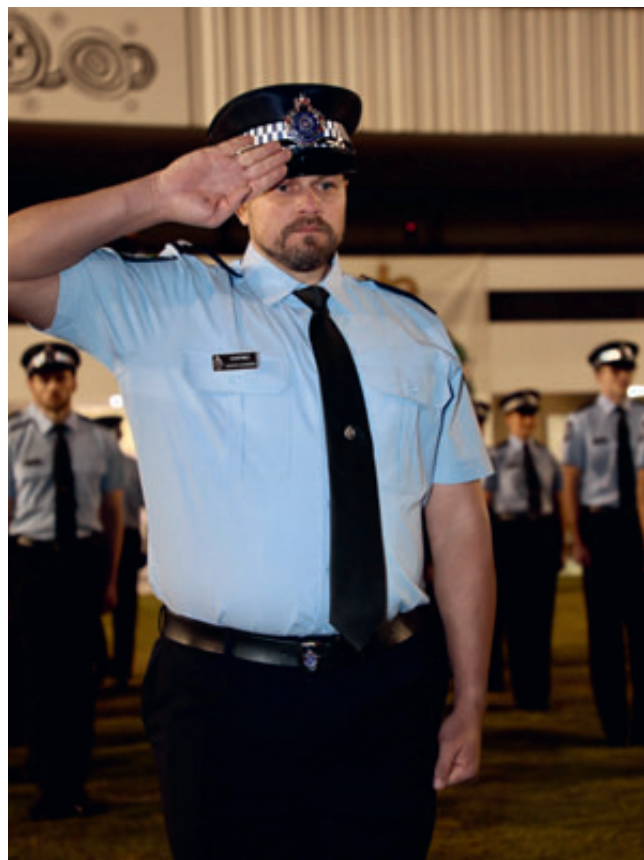


Constable Leighton Johannesen from Squad 203 felt an extra presence nudging him through every movement on the parade ground. Two rows of QPS chaplains studying his every move didn't leave him intimidated, more like providing him with an inner peace. They were there not to critique his drill movements or watch over him as a soul needing guidance, Leighton used to sit amongst them in the QPS Chaplaincy. Constable Johannesen said "seeing the need for more officers on the road really moved me. I grew up overseas and I saw a lot of bad things but through my chaplaincy I've realised 90% of police work is communicating and I can do that well. As a 38 year old I thought being a police officer was past me but as a QPS chaplain I was able to go out on the road with a crew in Rockhampton and we attended a DV. The respondent engaged with me and after we talked the job ended very differently than the way I thought it was going to go. It was a good result and the crew said thank you. At that moment I knew I could do this."



*The holy four celebrate a new but well known member of their QPS flock Constable Leighton Johannesen.*

For eight months Leighton's wife, a Scenes of Crime Officer cared for their four children on her own in Rockhampton. He's ecstatic to be assigned a station back in Rockhampton.



*Former Chaplain, Constable Leighton Johannesen will spend his First Year as a first response officer in Rockhampton.*

The Graduation parade was dedicated to Constable Patrick Moynihan who took leave from the Queensland Police in 1914 to join the Army for World War One. He was one of the first ashore at Gallipoli and moved rapidly ahead of the main force but was later fatally shot. His body was never recovered. Patrick grew up at Allora and



was one of twelve children. His great nieces Lorelle Saul and Leah Saul laid a wreath in his honour and accepted the posthumously awarding of a QPS Blue Heart Medal honouring his service to Queensland. Lorelle said "I honour Patrick every Police Remembrance Day at the Queensland Police Memorial service in the Botanic Gardens. Today though is extra special and a lovely thought knowing he has not been forgotten. Leah said

"it's incredibly important that he is remembered by the police service."

Acting Commissioner Chelepy left these parting words with the new Constables "today now that you are sworn in, from this day forward your role is to keep Queensland communities safe and just as importantly make people feel safe."



*Acting Commissioner Shane Chelepy presents the QPS Blue Heart medal to the nieces Leah and Lorelle of Constable Patrick James Moynihan.*







*Constable Charlotte Linnell was presented with the Domestic and Family Violence Training Award.*



*Constable Martin Monaghan was presented with the Sondra Lena Memorial Award for Physical Skills sponsored by the QLD Retired Police Association.*







Constable Nathan Poy was presented with the Leadership Award sponsored by the QLD Commissioned Officers Union.







*Constable Robert Schanknecht was presented with the Operational Skills Award.*





*Constable Rebeckah Sweet was presented with the Community Service Award sponsored by the QLD PCYC.*







*Constable Curtis Dansey Smaller was presented with the Dan Stiller Memorial Award by Joshua Cooney on behalf of sponsor RACQ)*







Constable Michelle Morris was presented with the Achievement Award sponsored by QBank.







*Constable Hamin Kim was presented with Commissioner's Award by Acting Commissioner Shane Chelepy.*





# TRY TIME FOR LEGACY

**ON FRIDAY JUNE 6, 2025 QPU PREFERRED LAWYERS AND NRL DOLPHIN SPONSORS GNECH AND ASSOCIATES PLEDGED \$1,000 PER TRY WOULD BE DONATED TO QUEENSLAND POLICE LEGACY.**

With 10 tries scored by the Dolphins on the night, \$10,000 was immediately donated to Queensland Police Legacy to benefit families of Queensland police officers and reinforcing the firm's commitment to social responsibility and community support.



## UNDERSTANDING POLICE LEGACY

Police Legacy is a charitable organisation dedicated to supporting the families of police officers who have died in the line of duty or have a terminal illness. It's mission is to provide ongoing care, financial assistance, and educational support to the children and dependants of police officers, ensuring the sacrifices made by members of the police community are honoured and their families are not left unsupported.

Police Legacy initiatives often include scholarships, welfare programs, and community events, all aimed at fostering a sense of solidarity and remembrance within the law enforcement community.

The importance of QLD Police Legacy is underscored by the special relationship Gnech and Associates Lawyers has with the police community and the Queensland Police Union.

The risks faced by police officers and their families, including threats to personal safety and psychological distress, highlight the essential role of organisations providing a safety net and a source of comfort for those left behind.

Supporting QLD Police Legacy is not only an act of remembrance but also a tangible way to ensure that the families left behind are cared for, respected, and given the opportunities they deserve.

## 10 TRIES, 10 THOUSAND DOLLARS

After the game and an incredible 10 tries by the Dolphins, QLD Police Legacy President Mr Kent Ellis and Vice President Mr Jason Goodwin were presented with a \$10,000 cheque.



*Gnech Practice Manager Anna Waite, Gnech Lawyers Director Calvin Gnech present a \$10,000 donation to Qld Police Legacy President Kent Ellis and Qld Police Legacy Board member Jason Goodwin.*

Mr Ellis said, "On Queensland Day, we witnessed something truly special. The partnership between the Dolphins, Gnech & Associates, and Queensland Police Legacy showcasing everything that's good about Queensland. Mateship, support, and showing up for those who've given so much. Tonight, for every try scored in the Dolphins v Dragons game, \$1,000 was donated, raising an incredible \$10,000 for Queensland Police Legacy. But it's not just money raised. For every try scored, a life was touched and given hope. As President of Queensland Police Legacy, I was honoured to be there and feel the genuine spirit behind this initiative. Thank you to the Dolphins and Gnech & Associates for turning a game of footy into something far greater. Your support means the world to the families we stand beside."



*Gnech Lawyers Calvin Gnech at the pre game coin toss with the team captains and referee*



Legal Practice Director Calvin Gnech had the privilege of participating in the official coin toss before the match. Mr Gnech said “We could not have asked for a better outcome or a more memorable occasion for our inaugural game day partner event with the Dolphins. The energy and sense of community on the night was truly inspiring. Supporting Police Legacy is a cause that sits at the heart of our firm’s values, and it was a privilege to stand alongside Kent Ellis and his dedicated team, whose tireless work ensures the families of our police community are never forgotten. This event is a testament to what can be achieved when organisations come together with a shared commitment to service, respect, and making a meaningful difference.”

### ABOUT GNECH AND ASSOCIATES

Gnech and Associates Lawyers is a Brisbane-based incorporated legal practice, led by Legal Practice Director Calvin Gnech. The firm is recognised for its expertise in criminal law, professional misconduct, and disciplinary proceedings, with a strong reputation for representing members of the police and emergency services. Gnech and Associates is committed to excellence, integrity, and community engagement, as reflected in its longstanding relationship with the Queensland Police Union and its active participation in Police Remembrance Day and other community initiatives.

The firm’s partnership with the Dolphins NRL is a natural extension of its values, bringing together sport, law, and community service. By supporting Queensland Police Legacy and the broader police community, Gnech and Associates demonstrates its dedication not only to legal excellence but also to making a meaningful difference in the lives of those who serve and protect.



Gnech and Associates are proud to stand beside the Dolphins, and prouder still to support the families of our police community. The event was an overwhelming success and will be back again next year in 2026.





# 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)



# GRADUATION DAY MARCH - PACE

By Darren Curtis

**FIFTY THREE OFFICERS  
WITH PREVIOUS  
POLICING EXPERIENCE  
WERE SWORN IN DURING  
A CEREMONY AT THE  
OXLEY ACADEMY ON THE  
EVENING OF APRIL 3,  
2025.**

The graduates of the PACE (Police Abridged Competency Education Program) completed twenty weeks of training enhancing their skills, expertise and knowledge of Queensland laws.



QPU President Shane Prior welcomed the new 'Queenslanders' to their adopted home and said their decision to relocate will not be disappointing "when you reach your stations you will be welcomed and your new colleagues will not hesitate to share traditions and knowledge from their local area. Many of you will benefit from the \$20,000 relocation incentives on offer. I want you to know this was only possible because our Union put this forward to Government. The same with the free accommodation and meals during



training here at the Academy, another incentive initiated by the QPU. You've already seen the value in being a member of the QPU and I want you to know we will be with you for the rest of your career."

A thunderstorm broke over the parade ground during the ceremony but the new constables didn't flinch remaining stoic. Their steadfast display inspired confidence that these were officers of determination and value.

The Pace Course 4 of 2024 includes officers with previous experience interstate and countries including New Zealand, the United States, United Kingdom and Germany.



*Brodie Stiller lays a wreath honouring his father Sgt Dan Stiller.*

The tradition of honouring a fallen officer continued with this ceremony acknowledging the loss of Sergeant Dan Stiller who died in December 2010 when a truck collided with his police motorcycle during a wide load escort. His wife Julie Stiller and their son Brodie laid a wreath and were later presented with the QPS Blue Heart Medal, an initiative of the QPU to honour members who have been killed or seriously injured during their service to the Queensland people.



*Acting Commissioner Shane Chelepy presents Brodie Stiller and his mum Julie with the QPS Blue Heart Medal.*

## THE PACE GRADUATES WERE SPLIT ACROSS THE STATE FOR THEIR FIRST POSTINGS

**SOUTH EASTERN REGION (13), METRO SOUTH (11),  
METRO NORTH (8), FAR NORTH (7), SOUTHERN REGION (6),  
NORTH COAST (5), CENTRAL REGION (2) AND NORTHERN REGION (1)**









QUEENSLAND POLICE UNION JOURNAL



















**GNECH AND ASSOCIATES**  
LAWYERS

# LEGAL EXPERTISE WITH UNDERSTANDING

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family and friends.**

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- ✓ Coronial Inquests and Inquiries



**Calvin Gnech**  
Managing Director  
and Principal Lawyer



**Anna Waite**  
Associate and Practice  
Manager (Operations)



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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

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.

**i** **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.







# GRADUATION DAY

## APRIL 2025

By Darren Curtis

WINTER 2025

**JUST DAYS BEFORE  
EASTER 2025 FORTY  
TWO NEW OFFICERS  
FROM INTAKE 7/2024  
GRADUATED FROM THE  
OXLEY ACADEMY.**

The officers aged between 19 and 50 years old were congratulated by Acting Police Commissioner Shane Chelepy who said “each of you bring fresh energy, determination to make a difference and diverse skills and perspectives which will help shape the future of the QPS and enhance the safety of our State.”



*Constable Jacob Murphy is the inaugural First Year Constable to start on Thursday Island.*

For the first time Thursday Island will have a First Year Constable deployed to begin his policing career. Constable Jacob Murphy accepted the position in Far North Region after indicating he was keen to serve in a rural community. Jacob said “I grew up in Townsville and was a data technician before joining the QPS. I’ve wanted to be a voice for people who cannot speak up for themselves during vulnerable moments.”

QPU President Shane Prior said “Jacob is heading to the very far north but he will find any services or assistance he requires from the QPU will be just as easily available to him as any other officer in Queensland. I’ve upgraded the technology in our Brisbane offices and we can direct video link to any location in Queensland now at extremely short notice. Obviously my team will always prefer to meet face to face where appropriate but sometimes that means significant delays in travel time. I’m proud that we now have a system that can offer immediate assistance.”

Recipient of the QPU Dux Award for intake 7 was Constable Ben Poetschka. Before joining QPS recruit training Ben studied law at University and worked at PoliceLink. He’s confident his call centre experience was a distinct advantage “I think learning how to speak to people in a policing context through all levels of background, education and location in Queensland is a definite skill. To win this award from the QPU is nice to be recognised but it feels a bit like a group award for me when you spend so much time studying with people at the Academy and you become really close friends and those bonds you form with them is probably more valuable than anything. But it is cool to be honoured.”

Every First Year Constable will face multiple DFV jobs within the initial weeks of their deployment. Constable Poetschka said the Academy instructors reinforced the importance of being prepared for significant DFV calls “DV is drilled into us as one of the most important things we do. Certainly through our training everything in the DFV space is held to a higher level, assessments in this area are also less forgiving. The importance of getting those jobs right is always stressed on us.” Ben will spend his first year in Metro North Region at Hendra Station.



*QPU President Shane Prior congratulates Constable Ben Poetschka on receiving the QPU Sponsored Dux Award.*



*QPU Dux Award recipient Const Ben Poetschka celebrates his graduation with family.*





*Acting Commissioner Shane Chelepy presents the Commissioner's Award to Constable Victoria Merrick.*







*Recipient of the Commissioned Officers Union Leadership Award Constable Ryan Broomhall.*







*Constable Dean Benson was awarded the Operational Skills Award for competency in physical skills, firearms and officer safety.*







*Constable Trey Wiseman was presented with the QBank sponsored Achievement Award.*



*The Sondra Lena Memorial Physical Skills Award sponsored by the Queensland Retired Police Association was presented to Constable John Mowrey.*





*The Domestic and Family Violence Training Award was presented to Constable Katherine Hunter.*



*The Community Service Award sponsored by Queensland Police Citizens Youth Clubs was presented to Constable Regan Henderson*





*The Dan Still Memorial Traffic Skills Award was presented to Constable Kieran O'Connor.*





# HONOURS AND AWARDS GOLD COAST

By Darren Curtis

**IN ONE OF THE LARGEST CEREMONIES OF IT'S KIND THIS YEAR 100 OFFICERS FROM THE GOLD COAST DISTRICT WERE PRESENTED WITH QPS HONOURS AND AWARDS AT A CEREMONY HELD AT THE SHARKS AFL CLUB AT SOUTHPORT ON THURSDAY JUNE 12, 2025.**

The National Police Service Medal, National Medal and Queensland Police Service Medal were a testament to each Officer's commitment to serving with integrity and honour.

QPU South East Regional Rep Andy Williams congratulated every recipient 'these medals and clasps are a reflection of the gratitude and respect the people of Australia and Queensland hold for those of us on the frontline. The awards ceremony on the Gold Coast has really been embraced by our local police and I'm thankful our members no longer receive their awards just dropped at their station pigeon hole. Many of my colleagues were also on the very frontline of border security during COVID and have still not received their designated medal, I'm hoping this administrative obstacle will be cleared before our next ceremony.'

During the presentation for clasps for the Queensland Police Service medal it was observed there was a combined policing experience of 255 years, with two recipients achieving 40 years of service and another five officers with 35 years service.

Senior Constable Benjamin Miles was presented with a Commissioner's Certificate of Notable Action for his efforts to protect a pedestrian who had been struck by a vehicle on the M1 at Reedy Creek in 2024. In the dark, Ben positioned himself on the roadway with a torch trying to divert oncoming traffic from further striking the unconscious man until further emergency services arrived.



*QPU South East Regional Rep Andy Williams congratulates S/C Benjamin Miles on receiving a Commissioner's Certificate of Notable Action.*



*QPU South East Region Rep Andy Williams congratulates S/C Helen Redhead for her mentoring that led to an Assistant Commissioner's Certificate of Appreciation.*

Senior Constable Helen Redhead was awarded an Assistant Commissioner's Certificate of Appreciation for her initiative and leadership in facilitating training for colleagues around Domestic and Family Violence and Vulnerable Persons. Helen utilised 'our people matter' funding to deliver support and wellness training for junior officers at Mudgeeraba Station affected by attending multiple serious DFV matters.



*Paramedics Salena Catchpole and Emma Sapienza receive acknowledgement as part of a QPS Group Bravery Citation.*

*QAS paramedics Salena Catchpole and Emma Sapienza were honoured as part of a QPS Group Bravery Citation for their actions at a triple homicide in 2022. Despite concerns a gunman may still be concealed in the area, the paramedics remained on scene with police and were prepared to respond without hesitation.*





WINTER 2025





*Recipients of the 25yr clasp to the National Medal.*











*Acting S/Sgt Scott Muldoon and S/C Norbet Foessel celebrate receiving the 25yr clasp to the National Medal.*







*S/Sgt James Winter and S/Sgt Matthew Ward are congratulated by QPU South East Regional Rep Andy Williams on presentation of their 30yr clasp to the QLD Police Service Medal*







*S/Sgt Dan Underwood and S/Sgt Graham Ruhle are congratulated by QPU South East Region Rep Andy Williams on presentation of their 40yr clasp to the QLD Police Service Medal.*









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# BLOOD, SWEAT, PRIDE AND HONOUR

By Bree Sonter, Homicide Squad

## *The 2025 Baker to Vegas Reemembrance Run*

**IT WAS A DEATHLY COLD,  
DARK AND WINDY 2AM  
ON THE SIDE OF A LAS  
VEGAS HIGHWAY WHEN  
IT REALLY HIT ME, WHAT  
IN THE WORLD HAD I  
SIGNED MYSELF UP FOR.**

I'd been training for months, but it didn't feel like enough, I was nervous, I was freezing, and I was getting ready to receive a baton and run my heart out. This was the Baker to Vegas, and it was time to grip it up and get it done.

Not even 24 hours later I was sitting with the QPS Teams in the huge Rio Grande Convention Centre amongst thousands of law enforcement officers from all over the world as huge cheers, hooting, clapping and loud whistling went up from the crowd all around me.

You could easily mistake these joyous outbursts for winning celebrations but that's not what was happening. It was the Roll Call of Heroes, the photos of each officer lost in the line of duty over the past 12 months posted up on two massive screens beside the stage that was eliciting the cheers. As each officer's photo was shown, Baker 2 Vegas participants from their respective policing jurisdictions whooped and cheered for their lost colleagues.

When QPS's own Senior Sergeant Brendan Wiblen's photo came up on the big screen you'd better believe the QPS Teams let it rip! There was not a bum on a seat as we jumped up and cheered with the best of them. To make it even more special, Brendan's son Liam was with us in the crowd.



S/Sgt Brendan Wiblen

That was the why. It seems like a strange thing to do, run through a desert halfway around the world to honour fallen officers, but I can tell you when you're there, you feel the passion and the reverence. You see thousands of other officers running their guts out and honouring their fallen and you get it. This is police.



*QLD night runners.*

The Baker to Vegas Challenge Cup relay is the world's most prestigious and unique law enforcement footrace. Starting in Baker, California and ending in Las Vegas, Nevada, law enforcement officers from around the globe battle it out every Spring for the chance of winning the coveted cup trophy, or in the case of the Qld Police Teams, a giant and very heavy stein glass!

The relay first commenced in 1985 and is the largest event of its kind in the world, welcoming teams from the United States, Europe, South America, Canada and Australia.

The QPS first participated in 2001 as the first Australian team to enter the relay and this year we competed for the ninth time with two teams of twenty runners each plus support staff, family, friends and US allies. The race is 120 miles (approx. 193Km) and runners can expect anything from blistering heat and whipping winds in the day time to freezing temperatures and even snow in the evenings. It's a veritable "lucky dip" of conditions which can change in an instant.



*Susie Forte crossing the finish line in Las Vegas.*

This year 65 QPS members attended the event, and we did it in style! The formidable Susie Forte crossing the finish line in a tutu and tackling a blow-up crocodile was followed shortly after by newlywed Larissa Miller in all her Vegas bride glory, white veil trailing behind her as she ran across the finish line!



*Newly wed Larissa Miller with her veil crossing the finish line in Las Vegas.*

All of this was made possible by our wonderful sponsors, including Qbank, Blue Hope, Australian Warfighters Coffee, Get Some AU, SRW Security - specifically Scott who came all the way to Vegas to support! Wilson Security, Emporium Hotel Southbank, Rydges Southbank, Shokz headphones, Havoc-06 and many more, we thank you all.



*The QLD team running through the desert.*

A few years ago I read a quote from an NYPD officer speaking of a fallen colleague and I feel like it sums up the 'why' of the Baker to Vegas. "We call it 'the job' but it's more than that, it's a calling, you can make a difference, you can save a life. But it demands as much back, you may give your life. No other profession will give you as much or take as much. The thing that keeps us, is that no one dies in vain."

Long live the Baker 2 Vegas. See you again in 2027.





# FAIRWAY SWEETPLAY

Information provided by charity organiser Detective S/C Luke Heffron

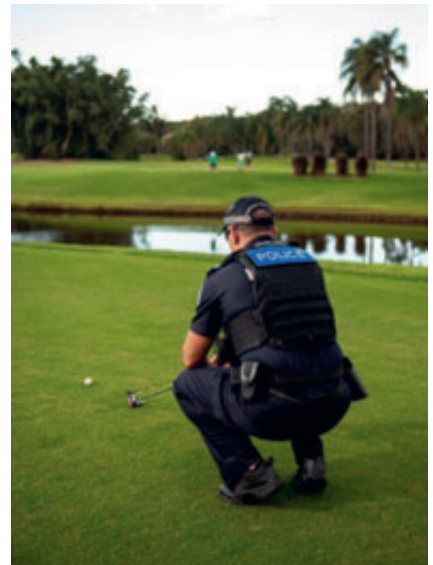
## THE ANNIVERSARY OF A DARK DATE IN QUEENSLAND POLICE HISTORY IS ALSO ONE OF THE MOST GENEROUS.

The annual Gold Coast Police Golf Club Charity Day honours the lives of Detective Senior Constable Damian Leeding and Senior Constable Brett Forte who were murdered by offenders on May 29 six years apart.

The day has been established to raise funds for a number of police related charities Blue Hope, QLD Police Legacy and Fortem Australia.



128 golfers lined up for a two ball ambrose vent using the Peoria scoring system (it's built around counting the scores for six holes only known to the organisers.)



Over \$13k in prizes were donated including three major sponsors who purchased individual hole sponsors including Sciacas Lawyers, ESKA Gloves and Sungrass Group.





Ten companies and businesses set up on holes and interacted with the golfers as they moved around the course. These companies donated their time and products to the event, to greater enhance the event experience.

The QPS South East Region Wellbeing Unit consisting of S/Sgt Megan Beer, Lauren Phillips and Elise Stephens set up on the 1st hole, interacting with the golfers and handing out goodies

and officer selfcare information. Grant from QBANK and Tony from RemServ also were set up on the 1st hole and handing out information and gifts.

Melissa Beck, SEQ community engagement officer from Fortem Australia was set up on the 17th hole, passing out lollies, snacks and Fortem activity information.

Current 2025 AFLW GC Suns players Tara Harrington (plays off 7 handicap

– really good golfer!) & Ella Smith came and played in the field. Other AFLW GC Suns players were set up on the 3rd hole, running a hole activation. Golfers had to kick a goal through Auskick goals set up on the tee-box, if they did they advanced down to the front tee box, if they missed they had to hit from the rear tee box (50m disadvantage).







Nev Austin from Tee Block Hope Island was set up on the 4th hole, with a trackman device which measured how far the golfers hit their drive.

David Wakefield of Haitch Golf was set up on the 5th, golfers having to hit Haitch golf custom golf wedges to win an NTP prize.

Mr Consistent Premix Cocktails was set up on the 8th hole, shaking fresh cocktails for golfers.







Cassie Sutton Director of Sales and Marketing of Mercure Resort Gold Coast, set up on 9th hole handing out goodie tote bags, resort discounts and detox elixir shots.

Jesse Goodman of Black Hops Brewery was set up on the 10th hole, handing out fresh beverages and a 'Top Gun' knock em down hole activation, won by A/Insp Chris

Tritton being a brewery tour for 6 people and drinks.

Golfer Girl Jasmine Finlay was on the 18th hole, teeing drives for golfers.



The overall winners were Senior Constables Andrew Graham & Richard Johnson from Gold Coast RAP (net 60), Runners up being Detective Senior





Constable Stu McClean and guest Sharon Douglas (net 62).

The event raised \$13,743.75 for the three charities, with the fundraising pool split three ways between the charities.

A huge thank you to the sponsors who didn't hesitate to offer prizes to support the day including:

• **The Langham Gold Coast**

1 night accommodation in a deluxe Room with breakfast for 2 adults. **Valued at \$1,200.00**

• **Q1 Resort and Spa, Gold Coast**

2 nights' accommodation for 4 x guests in a 2 Bedroom Ocean Apartment + tickets to Skypoint Observation Deck. **Valued at \$1,200**

• **The Tee Block Indoor Golf Simulation**

1x 2hr indoor golf venue hire, Hope Island, up to 20x persons + 1x Tee Block logo polo shirt for winner. **Valued at \$1,050.00**

• **Sungrass Property Group**

4 nights' accommodation in Liberty One Apartment Tower, Footscray Victoria. **Valued at \$800.00**

• **Mercure Gold Coast**

1 night accommodation in a Resort Room including buffet breakfast for two people + \$50.00 dinner credit at The Green Dining. **Valued at \$460.00**

• **QT Gold Coast**

1 night accommodation with breakfast for two & complimentary parking. **Valued at \$500.00**

• **The Tee Block Indoor Golf Simulation**

2hr indoor golf venue hire for 20x persons + 1x Tee Block logo polo shirt for winner. **Valued at \$1,050.00**

• **Sofitel Broadbeach**

1 night accommodation in a Luxury Room Ocean View including Buffet Breakfast for 2. **Valued at \$588.00**

• **Novotel Surfers Paradise**

1 night accommodation in a Deluxe Room with breakfast for 2 adults. **Valued at \$250.00**

• **Dreamtime Resort Sunshine Coast**

3 nights' accommodation in 2br apartment for 4x guests. **Valued at \$765.00**

• **VOCO Gold Coast**

1 night accommodation in premium ocean view with breakfast for 2 adults. **Valued at \$250.00**

• **AFLW GC Suns**

Signed 2025 Men's AFL GC Suns guernsey. **Valued at \$600.00**

• **Pacific Pines Tavern / BWS**

Alcohol package. **Valued at \$235.00**

• **Balter & Asahi Beverages**

10x Balter cartons and clothing packs. **Valued at \$1,394.50**

• **Drummond Golf, Biggera Waters**

2025 premium golf cart bag. **Value at approximately \$300.00**

• **Top Golf**

Top Golf booth and drink package for six people. **Valued at \$298.00**

• **Dreamworld**

4x Annual passes. **Valued at \$636.00**  
4x Single day passes with express ride access. **Valued at \$1,035.80**

• **Bunnings Nerang**

5x \$50 Bunnings vouchers. **Valued at \$250.00**

• **Mike's kitchen, Carrara**

1x \$150 dinner voucher. **Valued at \$150.00**

• **Queensland Police Union**

2x QPU backpack and gift packs. **Valued at \$100.00**

• **Birds of Condor**

Online gift voucher. **Valued at \$50.00**







# FAR-Q-CUP 2025

By Darren Curtis

**BRISBANE BULLDOGS  
ARE THE QPS RUGBY  
LEAGUE STATE  
CHAMPIONS FOR 2025  
AFTER A 24 TO 20 WIN  
OVER THE SOUTHERN  
BOARS IN THE  
FAR-Q-CUP.**



Captain of the victorious Bulldogs Hayden Lea said “ we hardly had any ball in the first half forcing us to play grind football and that’s what we pride ourselves on, solid defence. It was even at halftime and we were a bit flustered with that, but our forwards have been dominant all carnival and on the edges there was speed. We are very proud of this win, we have a few players who will probably retire now so this is very special.”



*The Brisbane Bulldogs celebrating their 2025 QPSRL Championship Title.*



*Brisbane Bulldogs Captain Hayden Lea.*



The Women's Competition was determined through a three-game challenge across the carnival. The City Cyclones claiming the title with three straight wins, the final game finished 26 to 4 against Country Thunder.



City Cyclones made it a three game clean sweep to become QPSRL Champions for 2025, post game the two teams enjoyed the celebrations together.

The evergreen Teresa Anderson from City Cyclones was stepping and placing kicks with accuracy all across the field in every game. Teresa said "I really enjoyed the three game concept if scores are tied it can make that third game vital. Women's league is improving every year but with so much of our workforce women I'm sure we could get to a point of including more teams in future carnivals. By the way I'm not retiring either."



Teresa Anderson has no plans for a sporting retirement.

For Country Thunder rookie Emma Chesterfield the carnival ended before it began. On the last training session before Game 1, Emma dislocated her ankle and snapped her fibia requiring surgery. Emma said "I'm very frustrated on the sideline, this is not ideal as a FYC I was excited to make the team and play in front of my work colleagues here in Cairns but I'm now off work for a month now and probably six months until I can recover properly. My plan is to make the team again and play next year."



Broken but not beaten, Emma Chesterfield has vowed to make a comeback in 2026.



The Plate final was a brutal game played at times in torrential rain bursts. The South East Muddies won 8-4 over the Wide Bay Whales. Ken Agius from Gold Coast RAP said “we had two draws and a win. We were good but didn’t make the Championship game but playing in the rain after sweating it out in the earlier games meant we could really wind up and give it to the whales defence. I’m 42 years old and I’m going to keep going until my body gives out, I’d bleed for this team.”



*The Muddies claimed the Plate Final.*

Former Kiwi cop Terry Phillips led the Stingers to victory in the first final of the day. His team showing form that seemed to desert them in the earlier rounds by winning 26 to 4 against the Far North Marlins. Terry said “we lost to Far North last year so this was a bit sweet but it’s a tough tournament. Cairns have been really good hosts, they’ve promoted the championship really well, in fact it’s been a great week.”



*Stingers Captain Terry Phillips saturated but satisfied his team delivered in the final.*

The three days of competition were held at Gordonvale between April 28 to May 2. Carnival organiser Carl Erhardt said the grounds and facilities were a credit to the local community who stepped up to host the event as a funding opportunity for the Southern Suburbs club. Mr Erhardt said “there were plenty of volunteers every day but also a lot of preparation was done beforehand. The standard of food they supplied was top notch and that was evident by how much the players spent through the canteen. The atmosphere here at Gordonvale was really good as well, away from a big sterile stadium the teams mixed well and were at the ground well before and after their games. Organising an event like this probably takes twelve months so that would be my advice to those responsible for this comp in the future, don’t leave anything to the last minute.”

It was the first experience of QPSRL for FYC Jake Field and he admits to now being hooked on playing and will be back every year. Jake said “police footy is very competitive and its great meeting with cops from other Districts and hear about the different types of jobs they are doing compared to my station at Bundaberg. I like the idea we are all here on one level, no rank just playing hard.”



*FYC Jake Field believes the carnival is also a learning experience on police work.*

Away from the field, the Blue Hope Team set up at the back of the Cairns Police Station serving coffees and light meals each day. Most of the teams were staying in the Cairns CBD and the 'chuck wagon' became a focal point for players and local officers to mix.

Blue Hope Founder Andrew Ayers said "we've been making over 200 coffee's a day through the entire carnival and this has been a conversation starter for the alpha males that are here for the football, seriously if you cannot talk to blokes here are suffering the same issues as you where could you do it. One thing however is the female police officers really have that ability to chat, we've got to learn from them to start fixing what we feel is wrong."



*'Chuck Wagon' is a critical tool for Blue Hope.*

At the conclusion of the event Queensland QPS men's and women's teams were announced to play in the Police National Championships on the Gold Coast in July.

During Far-Q-Cup awards presentation function QPSRL President Danny Hess announced a new award would begin for the 2025 Police National Championships for both Queensland Teams. The Jay Notaro Queensland Spirit Award in honour of Inspector Jay Notaro who went missing in the surf in March 2025. Danny said "he was a proud, passionate player, trainer and mentor for Queensland Rugby League Teams and this award will be his legacy of selflessness, resilience and dedication for the Queensland jersey, team mates and opponents. This award will not be based on performance but more a players character."

## 2025 Queensland Women's Team



Allanah Phineasa  
Belinda Patrick  
Ayla Ovari  
Shannon Piccinelli  
Jorjia Gray  
Brooke Kingdom  
Teresa Anderson

Steph Hancock  
Gabriel Carsten  
Paige White  
Fran Wilson  
Mekilah Acworth  
Savannah Pratten  
Kirsten Everett

Kaitlyn Cantrell  
Ayden Bain  
Sophie Gunn  
Holly Littlejohn  
Tonia Bradford  
Mallory Hofmeier  
Katia Whitford

**Coach: Rothana Baira**



# 2025 Queensland Men's Team



Rhys Bennett  
Nelson Gibuma  
Jake Carl  
Tom Cordwell  
Angelo Cuevas  
Dave Cutler  
Andrew Dunkley

Harry Graham  
Riley Kajewski  
Isacc Lehman  
Josh Munckton  
Matt Munckton  
Troy O'Sullivan  
Tom Patula

Terri Phillips  
Sam Pierce  
Luke Polson  
Will Scanlan  
Justin Smith  
Kane-Paul Smith  
Alex Williams

Coach: Nick Paterson



























Justin Smith was awarded Men's Player of the Final.























Justin Smith was awarded Men's Player of the Carnival.











Brooke Kingdom was awarded Women's Player of the Carnival.







Alex Williams was awarded Defensive Player of the Carnival.















Holly Littlejohn was awarded Women's Defensive Player of the Carnival.





# MISTAKES, I'VE MADE A FEW ...

By Police Chaplain Reverend Peter Devenish-Maeres

WE ARE ALL HUMAN AND  
WE ALL MAKE MISTAKES.  
I HAVE AND STILL MAKE  
PLENTY, SO I GOT TO  
THINKING: HOW DO WE  
'GET THROUGH' WHEN  
WE MAKE MISTAKES.  
I RECKON TOO THAT  
MISTAKES GO 'HAND IN  
HAND' WITH INTEGRITY,  
SELF-FORGIVENESS AND  
HONESTY.



The other day, a public figure was told that they had made an inaccurate public statement. Their immediate reaction was:

- Disappointment... embarrassment and shock!

These are all fair responses. Then, what amazed me was them asking “what do I do now?” I was moved by their honesty and willingness to own and to fix the issue. *Easier said than done!*

After their initial embarrassment, they decided to slow down and think calmly which gave way to honestly asking “**how do I fix it**” and be open to ongoing feedback in life?

I hope and pray that we don't get too stuck in our mistakes. They will be good teachers.

The public person came to realise that not only did they need to own up they also needed to be kind to themselves and remind themselves that it was not intended and that we all make mistakes. It is human and doesn't diminish their or our humanity. They took action:

- **Owned and corrected** the error
- **Saw the mistake** as a way to **learn and grow**
- **Got help and support**
- Realised that **we all make mistakes** and that they can **be compassionate to ourselves and those around us who make mistakes too!**

And because I am a chaplain I must mention something spiritual; self-compassion. Self-compassion is simply the process of turning compassion inward. Being kind and understanding rather than harshly self-critical when we fail or feel inadequate. We speak to ourselves that is respectful rather than being cold or judgmental when challenges and difficulties arise in our lives. Research indicates that self-compassion is one of the most powerful sources of coping and resilience we have available, radically improving our mental and physical wellbeing. It motivates us to make changes and reach our goals not because we're inadequate, but because we care and want to be happy.

They are and were still valuable and worthy of respect...as we are!!

**"You are not defined by your mistakes but you can own them and learn from them"**

Blessings to you all.

*Padre Peter*

Rev. Dr Peter Devenish-Meares

**"You are not defined by your mistakes, but you can own them and learn from them"**

**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





# VALE STEPHEN ZILLMAN, BARRISTER AT LAW

By: Steve's friends and colleagues Calvin Gnech, Gnech and Associates, and Glen Cranny, Gilshenan & Luton

**IT IS WITH  
DEEP REGRET AND  
PROFOUND SADNESS  
THAT WE ADVISE OF THE  
PASSING OF STEPHEN  
'STEVE' ZILLMAN ON  
SATURDAY, JUNE 7, 2025  
AGED 72.**

He will be well known to, and fondly remembered by, many QPU members.



*Courtesy Courier Mail.*

The son of a policeman, Steve was called to the Bar in 1976 and practised continuously until his retirement in 2024. Over nearly five decades, Steve's career was defined by his unwavering commitment to criminal law.

He was a formidable presence in many of Queensland's most significant trials and inquests. His advocacy was not just an occupation, but a calling, one he answered with integrity, courage, and a fierce sense of justice.

If you visited Steve's chambers at Inns of Court, where he worked for some 40 years, you might not immediately notice what set it apart. Only after settling in would it become clear, under the multitude of papers and briefs, there was no computer.

Despite practising until 2024, Steve never owned or used a work computer, preferring to rely on paper, loose leaf law reports and his remarkable (almost photographic) memory.

Steve was an expert in navigating clients through coronial inquests into police shootings and inquiries of various nature.

His work in this area was extensive and highly regarded, with many complex and sensitive matters entrusted to his care. He had an uncanny knack for making the most complex of legal issues simple, an art that is somewhat lost these days.

This ability brought comfort and clarity to clients facing the most daunting of legal challenges, and it set him apart as a true master of his craft.

From 1987, Steve represented police officers funded by the Queensland Police Union.

Many owe their liberty and careers to him. He appeared in all manner of cases for QPU members, including alleged excessive force, corruption, and in later years, matters involving computer hacking.

His reputation for knowledge of his brief was legendary; he could recall evidence by page and line from transcripts upon transcripts, his incredible memory serving him as

well in the courtroom as it did in the pub, where he would often break into song, recalling lyrics with the same precision.

Steve's career was marked by his involvement in some of Queensland's most high-profile and challenging matters.

He stood firm defending those involved in the Fitzgerald Inquiry and subsequent CJC/CCC investigations. He guided clients through the Palm Island inquests and prosecution, navigating complex legal, cultural, and community sensitivities. He also played a key role in the defence of Gabe Watson in the internationally scrutinised "honeymoon scuba death" case.

Steve lived life on his own terms but always with a deep pride in his late wife Sue and his children, Michael, Nicholas, Richard, and Stephanie, above all else.

He was also a devoted grandfather to seven grandchildren. Though he could easily have taken silk, Steve chose instead to remain at the coalface, dedicating himself to being one of the last true criminal trial lawyers in Queensland.

He was a raconteur and a great companion - his love for a yarn, a beer, a bet and a smoke was well known.

Steve stood apart in every way: as an advocate, his courtroom presence was commanding, principled, and fearless; as a mentor, he gave freely of his time and wisdom, shaping the careers and character of countless young lawyers; and as a friend, he was loyal, honest, and ever generous.

His loss is not only personal to those of us who knew him, it is a loss to the legal profession itself. We will not see his like again, and the world and the legal world is poorer for his absence.

**Vale, Stephen Zillman.**







# QUEENSLAND RETIRED POLICE ASSOCIATION

NEWS



## MESSAGE FROM GREG EARLY, STATE PRESIDENT

**Quarterly Newsletter:** This newsletter is edited by myself and its formatting, printing and postage are paid for by sponsorship from QBank. Many police widows receive this newsletter free of charge. If a police widow out there would like to receive the newsletter, all I need is their details and I will make sure they receive a copy. Also, several members who are not on email receive the newsletter by post. If a member not on email would like to receive the newsletter by post, they should contact me by the most convenient means.

**Funeral Planning Request Form:** This form is available for voluntary completion by our members for recording at a member's Branch or by the State Secretary. If a form has been completed before a member's passing, there is less stress on the next of kin. The seventeen Branches have done and continue to urge members to complete one of these forms.

**Veteran Associate Member Certificate:** Recently Veteran Member and former Assistant Commissioner David Jefferies presented Betty Barratt with her Veteran Associate Member Certificate which she promptly displayed on the wall of her new accommodation. In the below photo, beside the Certificate, is a photo of her late husband, Othello Dempsey Barratt, former Life Member and Inspector.



**65 YEAR REUNION:** It is fairly common to have a 50 Year Reunion from when members were sworn in as Constables but I have never heard of a 65 Year Reunion before until 21 March 2025 when four former Police Cadets and one Probationary, who were sworn in on 21 March 1960, had a reunion at Hornets Club in Carseldine,

Brisbane. They were: Former Senior Sergeant Bob Sebbens, former Senior Sergeant Vern Walker, former Sergeant Ken Hoggett, former Sergeant Len Trendall and myself, Greg Early, former Assistant Commissioner. Former Assistant Commissioner John McDonnell was unable to be present due to some urgent surgery.



*Bob Sebbens, Vern Walker, Ken Hoggett, Len Trendall and Greg Early.*

**New members:** Former Senior Constable Mark Shaun Keogh, Gold Coast, former Sergeant Gordon Frederick Reynolds, Darling Downs, Former Detective Senior Constable John Gerard Graham, Ipswich, former Sergeant Nigel John Lewis, Ipswich, former Sergeant David John Chalmers, Redlands, former Detective Senior Constable Beverley Susan Chalmers, Redlands, former Inspector Wendy Forrest, State and former Acting Deputy Commissioner Donald Anthony Wright, Darling Downs.

### QRPA CERTIFICATES

**Veteran Member** (75 years & 10 years continuous financial membership.)

Mervyn Victor Johnston, Townsville, John Thomas Maher, Southern Downs and Granite Belt, William Francis Gittoes, Sunshine Coast, Edward John Grace, Darling Downs, Neville Robert Huth, Gold Coast. David Andrew Lynch, Darling Downs. Peter Andrew Cahill, Townsville, Carmel Marie Harris, State and Adrian Robert Mergard, Bundaberg.

**Veteran Associate Member** (75 years & 10 years continuous financial membership)

Betty Barrett, Gold Coast, June Weston, Townsville, Heather Lewis, Far North Queensland, Maren Phyllis Sologinkin, Mackay-Whitsunday and Melyndda Walliss, Redlands.

**Senior Member** (65 years & 10 years continuous financial membership) –

Steven Ross Gillis, Mackay-Whitsunday, Donald Gordon Green, Redlands, Jonathon Brian Purcell, Mackay-Whitsunday, Ian James Sieber, Logan-Beenleigh, Alexander Wayne Smith, Southern Downs and Granite Belt, Leon Ivan McKenzie, Gladstone and Trevor Bruce Wickham, Far North Queensland.

**90 and Over:** Dulcie Green, Townsville, 93 on 11 April 2025, Patrick Desmond Kelly, Near North Coast, 93 on 27 April 2025, Norah Gwenillian Spreadborough, Mackay-Whitsunday, 93 on 3 April 2025, Allan John Hilker, 93 on 5 May 2025, Betty Hood, State, 94 on 20 June 2025, John Conway Howard, 95 on 17 June 2025 and Earl Howard Sanders, Near North Coast, 90 on 4 June 2025.

**100 and Over:** Vince Beutel, Ipswich, 101 on 5 April 2025 (unfortunately Vince passed away on 17 April 2025 – rest in peace Vince) and Arthur James Jamieson, Gympie, 101 on 17 May 2025.

## OBITUARIES – MAY THEY REST IN PEACE

**Members.** Member and former Senior Sergeant Brian Douglas Johannessen passed on 14-03-2025 aged 81 years, Veteran Associate Member Constance Caroline Schultz, widow of QRPA Life Member Gordon Robert Schultz, who passed in January 2022, Life Member and former Sergeant 2nd Class Vince Beutel 17 April 2025, Veteran Member and former Inspector Charles Grant (Jock) Lumsden, 24 April 2025 aged 94 years, Veteran Member and former Sergeant 2nd Class Allan Lindsay Dean, 24 April 2025 aged 79 years, Veteran Associate Member Constance Caroline Schultz, March 2025 aged 95 years (widow of Life Member Gordon Robert Schultz who passed in January 2022) and Member, former Sergeant Christopher Terrence Hickey, 7 May 2025 aged 72 years, Veteran Member and former Constable First Class (Tasmania) Adrianus Hans Vervaart, 29 May 2025 aged 85 years and Veteran Member and former Detective Senior Sergeant Rowland Graham Leadbetter, 23 May 2025 aged 82 years.

**Non Members:** Former Chief Superintendent Francis Cecil Wagner passed on 13-03-2025 aged 84 years, former Senior Sergeant Janet Loch Makepeace passed on 01-03-2025, former QPS Officer Douglas John Tronc passed on 31-03-2025 aged 83 years, former QPS Officer Keith Hambleton passed on 21-03-2025, former QPS member Barry Easy, passed 22 April 2025 aged 88 years, former QPS member Anthony Martin (Tony) Coates, passed 7 May 2025 aged 72 years, former QPS member Vivian Walter Partridge, passed 6 May 2025 aged 72 years and former QPS Sergeant Francis Falappi, passed 9 May 2025.

**Family:** Judith Lorna Jones, 20 May 2024, widow of deceased QRPA member Elwyn George Jones.

## AROUND THE BRANCHES:

**BUNDABERG:** Meeting held on 28 March 2025. Vice

President Mick Harvey chaired the meeting. Welfare: Nil to report except Geoff Hosking having an argument with his lawn mower and injuring his arm. Bowls Day: From minutes: Some prizes are coming in and sponsorship is still being pursued. Following previous discussion to give the late Grannie Pearce recognition for all the years he put into organising the Bowls Day, it was resolved that the Bundaberg Branch expend \$250 to purchase a perpetual shield trophy to be called the Granville (Grannie) Pearce Memorial Charity Bowls Shield. The shield is to be presented to the winning team on the day and will be retained by the Branch and the name of the winning team placed on a small nameplate on the shield. Members present expressed appreciation for the Spotted Dog Bistro hosting the monthly meetings for the past three months while the RSL Club was being renovated. Meeting held on 2 May 2025. Welfare: John Lewis advised that as per his notes in the Newsletter Rod Strong slipped on a wet concrete surface at home and injured his coccyx. He was enduring physio treatment and will await a prognosis in the near future to determine if surgery is necessary. Sixty raffle prizes were sorted out on 27 April in preparation for the Bowls Day on 5 May 2025. Nita Pearce donated several items for the raffle that Grannie had left and also one of his QRPA shirts. Meeting held on 30 May 2025. The inaugural Granville (Grannie) Pearce Memorial Charity Bowls Day was held at Bargara Bowls Day on 5 May 2025. As a result of a very successful day, the Branch has donated \$6,000.00 to the Queensland Police Legacy Scheme. Sponsors who have supported the day for the past three years will be presented with a Certificate of Appreciation. Two of the certificates will be presented to the White China Restaurant and the management of the Spotted Dog Restaurant in the Railway Hotel. Next meeting: 27 June 2025.

(Secretary – Rowan Bond – 0408 286 483)



*The winning team of the inaugural Grannie Pearce Memorial Charity Bowls Day shield: Geoff Bradley, Paul Kucharski, Neta Pearce, President John Lewis, Linda Rose and Craig Teys.*



*Neta Pearce and President John Lewis holding the inaugural Grannie Pearce shield.*



**GYMPIE:** Meeting held on 2 April 2025. Welfare: Welfare Officer Norm Breen spoke of Brian Johannessen's funeral. General Business All agreed that the pending QRPA Challenge Coin would be very useful for prizes at luncheons and also for presentations for guest speakers at luncheons and QRPA meetings. It was resolved that the Branch provide and pay for named membership badges to all new joining members and associates along with those transferring from other branches to Gympie Branch; also to those members who do not have one. **Meeting held on 4 June 2025.** The Branch resolved to purchase fifteen of the Challenge Coins when they become available. Welfare Officers : Norm Breen and Annabel Andrews: It was mentioned that Glen Teske was having 25 days of treatment at the Toowoomba Hospital and Marge Durre is very unwell at the moment. After much discussion it was decided to hold the annual luncheon at the Southside Bowls Club on 27 August 2025. Secretary Wayne McDonald presented Rod Frain with his Senior Member Certificate. (Secretary – Wayne McDonald, 0406 728 070).



*Rod Frain receiving his Senior Member Certificate from Secretary Wayne McDonald.*

**LOGAN-BEENLEIGH: Meeting held on 26 March 2025.** President Col Thorne welcomed Claire Blake, QIMR Berghofer Medical Research Institute and Tricia Henigan, a potential member. Wayne Barnes was presented with his Veteran Member Certificate by Branch President Colin Thorne at the Branch Management meeting on 19 March. Guest speaker: Claire Blake QIMR Berghofer Medical Research Institute. In 1945 The Queensland Parliament decreed a bill to establish the Queensland Institute of Medical Research (QIMR) as part of the Queensland State Health Department Laboratory of Microbiology and Pathology. First Research was Q Fever and Typhus - at the time major health problems for Queensland. The Institute was first established in disused US Army huts in Victoria Park. The Institute now occupies an area in the RBH with research into Cancer, Mental Health, Immunotherapy and many other illnesses. The Institute is recognised as a leader in medical treatments and research across a wide range of existing illnesses and health problems. At present the Institute engages about 1,000 staff and students who work in the facility every day. The Institute is now called the QIMR Berghofer Institute primarily due to the philanthropic contribution of Clive Berghofer. Claire provided a very informative and revealing

presentation into the development and workings of the Berghofer Institute. Welfare: Rod Bloss is now doing well and Elaine still has to have another operation. Tom Van Zyl is still undergoing tests and is due for a procedure in the near future. **Meeting held on 23rd April 2025.** Rolly McCartney has transferred to the Sunshine Coast Branch. Guest Speaker: Lisa Jones – Curator, Qld Police Museum: Lisa provided a very interesting presentation concerning the investigation of the murders of Acting Sergeant Marquis Cummings and Mrs Eileen Walsh on a nature reserve near the Bogga Road goal on 23.12.1926. The murders remain unsolved. Cummings was supposed to be on duty at the time of the murder. However, due to the circumstances of the murder, his name does not appear on the police killed on duty list. Welfare: Lola Wagner was undergoing a leg operation and Andy Watts recently underwent procedures to remove cancer from his stomach. Meeting held on 28 May 2025. President Col Thorne welcomed Bob Burns and Wayne Coyne from Friends of the Queensland Police Museum as well as Patricia Henigan. Bob Burns, who is the President of the FQPM was introduced by Colin Thorne (although he didn't need introducing as Bob is a member of the Branch). Bob provided the members with an explanation of the aims of Friends of the Queensland Police Museum and how they assist the Police Museum. He provided an example that the Museum didn't have a 1988 World Expo sword in its collection and asked the FQPM to locate one. One was located. However, the vendor would only sell as a package of four swords. As luck had it, the unwanted swords were on sold with one, an early rare bayonet, bringing in as much as the original purchase. Bob provided details on a few projects that have been undertaken such as finding the sign which marked the old Roma Street Police Station and the presentation of the 150th anniversary sword to the Queensland Governor. He detailed a number of police graves which had been located and refurbished with the assistance of local businesses, local police and local QRPA members. The FQPM have a website with a range of information concerning the projects they are undertaking, plus items for purchase and membership details. In Memoriam Page: An In Memoriam page has been created on the Branch page on the QRPA website. This has been approved by the State Management Committee. St Michael Medals: One of the Branch's members, Noreen, had raised that the officers who are currently been sworn in receive a St Michael medallion from the QPU. Inquiries were made with the QPU and as a result of those inquiries the QPU gifted a number of the medallions to the Branch. In keeping with the QPU process, a St Michael medallion will be provided to each former sworn police officer member of the Branch. The members present were each given their medallion. A donation was made to the Go Fund Me page for former QRPA member Bethany Chambers. An open invitation has been extended to Logan Police District Officer, Chief Superintendent Mel Adams, to attend any of the Branch's general meetings as a guest. It was also resolved to provide an invitation to

all QPS members serving within the Logan District, who are retiring in the next 12 months, to attend the Branch's general meetings. Beenleigh PCYC Driver Trainers Branch member Greg Davidson provided information concerning the PCYC program to assist young learner drivers in obtaining their P licence. President Colin Thorne provided an update on a number of members who are unwell and recovering. Next Meeting: **25th June 2025**. (Secretary Kevin Francis 0401 668 760)



*President Col Thorne presenting Wayne Barnes with his Veteran Member Certificate.*



*President Col Thorne presenting Ian Sieber with his Senior Member Certificate.*

#### **SUNSHINE COAST: Meeting held on 25 March 2025.**

The Branch committed to an initial purchase of twenty five Challenge Coins. President and Welfare Officer Dick Turpin presented his welfare report. He updated those present on the medical situation of a number of members who continue to suffer ill health. It was resolved that those members who cannot receive the Branch newsletter COP THIS by electronic means would have a newsletter posted to them. It was also resolved that all new members will be provided with a name badge. Guest Speaker Sergeant Mick Gardiner was still not available due to illness. **Minutes of the meeting held on 22 April 2025.** It was good to see guest Mark Moskwa in attendance with his parents Carolyn and Joe. Rolly McCartney has transferred from the Gold Coast Branch. He gave a rundown of his service and particularly his time as a Drummer in the Queensland Police Pipe Band. Welfare: President and Welfare Officer Dick Turpin updated his report of contact with a number of members who remain unwell with longstanding issues. Dick has a personal register of members unwell and has phone contact with those who answer his calls. Applications for membership by Denise Mehmed (formerly Rhodes) and Margaret Cassidy were recommended for approval. Luncheon held on 27 May 2025. Forty four members and guests attended the annual luncheon held at Headlands Golf Club. A special welcome was given by President Dick Turpin to QBank Director Andy Henderson who spoke briefly about QBank's operations and recent history; also about its good performance and its continuing support of police organisations such as the QRPA and front line police. Also welcomed were State President Greg Early, a

member of the Branch for many years, who presented Bill Gittoes with his Veteran Member Certificate. Paul Wilson, former Assistant Commissioner and QBank Director, was also welcomed as a new transferee to the Branch. Dick also remembered John (Whiskey) Walker who passed away last year. QPS Chaplain Matt Govan offered grace prior to those present partaking of a two course alternate drop lunch which was something to die for. They had two lucky door prizes and twenty seven excellent prizes in their raffles.

(Secretary – John Ballard – 0447 432 622).

Next meeting: **24 June 2025**



*State President Greg Early presenting Bill Gittoes with his Veteran Member Certificate.*

**ROCKHAMPTON:** Meeting held on 2 April 2025. Honorary membership of the QRPA was granted to QPS Chaplain Leighton Johannesen and an appropriate Certificate was to be presented to him at a suitable time. However, he liked the QPS so much, he became a Police Recruit at the Townsville Academy and when inducted will return to Rockhampton as Constable Johannesen. President Barry Self gave feedback on the BBQ at Cockscomb Retreat. Attendance at the last three monthly meetings has been down. President Barry urged members to make an effort to meet in fellowship and have lunch together after the meetings. The annual dinner will be held on 17 November 2025 with the venue to be confirmed but most likely it will be at the Bartlett's Tavern again. Next meeting: **7 May 2025. Meeting cancelled. Meeting held on 4 June 2025 at the Rockhampton Golf Club.** Chaplain Leighton Johannesen has been replaced by Adrian Tabone who is expected to be presented with his Honorary Membership Certificate on 6 August 2025. Member Carolyn reported that she and Angela Benson travelled to Yeppoon on 28 May 2025 and had morning tea with June Young. Veteran Member Tom Young was out with his carer. Next Meeting: 6 July 2025. (Secretary/Treasurer: Dennis Smith – 0408 321 416)

**SOUTHERN DOWNS AND GRANITE BELT: Meeting held on 10 March 2025** at the Condamine Sports Club, Warwick. A letter was received from Maureen Love expressing her appreciation for flowers with respect to the passing of her husband/Branch member Keith. George Allard was presented with his Senior Member Certificate by President Laurie Bell. Meeting held on 11 April 2025 at the Tenterfield Golf Club. From Secretary



Brian Cannon: The March meeting had been put off due to inclement weather and potential for flooding, making travel to Tenterfield for many somewhat precarious. It was a good decision, showing occasionally good things can come from forced decisions. A tradition of the Tenterfield meet is a get together the night before. It may surprise some to know there are between 20 and 30 retired Queensland officers and their partners residing in the Tenterfield district. One of the most pleasant duties undertaken by President Laurie Bell is the presentation of certificates to our members. Maureen Love (whose husband Keith passed away earlier this year) was presented with her Veteran Associate Member

Certificate, while Bruce Thomas received his Senior Member Certificate. Bruce is a retired NSW police officer. We have the pleasure of having several retired NSW officers and wives as members of our branch. Finally, if you have not had the opportunity to stay in Tenterfield, the history buffs among you are missing a great adventure. An explanatory excerpt from Dr Google: *Tenterfield is famously known as the "Birthplace of the Nation" due to Sir Henry Parkes' 1889 speech at the Tenterfield School of Arts, which called for Australia's federation. This speech is considered a pivotal moment in the push for Australian federation, which ultimately led to the formation of the nation in 1901.* **Meeting held on 9 May 2025 at the Stanthorpe RSL Club.** Five members attended the Darling Downs Branch's October luncheon and were acknowledged by President John MacKay. The annual general meeting and annual luncheon will be held at the Condamine Sports Club on 11 July 2025. (Brian Cannon – Secretary – 0476 156 968



Maureen Love receiving her Veteran Associate Member Certificate from President Laurie Bell.



Bruce Thomas receiving his Senior Member Certificate from President Laurie Bell.

**MACKAY-WHITSUNDAY.** Meeting held on 15 March 2025. Support was given to the message of support by the State President for Commissioner Steve Gollschewski's recovery to good health. Welfare report by Peter

Howard: I visited Norah Spreadborough at Pioneer Valley Rehab. She had suffered a fall at home leading to her hospitalisation. She did not suffer any serious injuries, was in good spirits but accepted she needed to go into a home as she needed a higher level of care. Gale and I visited Norah at St. Francis of Assisi at West Mackay. She is very happy with the care she is receiving in the home. Barry Downs hasn't been well but he made it to the meeting. However, I can tell you he has several new lawnmowers for sale as apparently his Doctor has ordered all wheels to be removed from the lawnmowers to prevent Barry from mowing his lawn again. Graham Drury was managing his recovery. **Meeting held on 12 April 2025 at the Sarina Sports and Services Club.** The Mackay District Officer, Superintendent Dean Cavanagh, was welcomed to the meeting. Welfare Officer Peter Howard: We recently visited Norah Spreadborough. She is very interested and likes to be involved with our QRPA Branch. Barry Downs is still unwell but is managing okay. Peter advised he has also been unwell and busy with family. Secretary Andre also spoke briefly with Dave Gray regarding an ongoing issue with his heart. Dave and Pat just returned from a visit to Doctors in Brisbane. Not having the issue resolved, a change in medication dose seems to be improving things. Superintendent Cavanagh addressed the meeting and firstly gave an interesting outline of his journey in his police career including his original time in Mackay, Moranbah, OIC Townsville Station, other postings and eventually back to Mackay. Dean also spoke about the current police environment in general – including how things are changing - the work load on our current serving police, domestic violence, police beat program, staffing, calls for police response and getting back to victims/complainants after or during investigations. Overall Dean's address was very interesting, informative and enjoyable. He also explained that he is a strong supporter of the Retired Police Association and its members and would ensure local members are invited to police events in the future. On Anzac Day wreaths were placed as follows: At the Mackay Anzac Day Service by Dennis Doring, at the Sarina Anzac Day Service by Brian Cumming and at the Hamden School Anzac Day Service by Secretary Andre Wijtenburg. **Meeting held on 17 May 2025.** Following a suggestion by Veteran Member Dave Gray and with a notice put out by Logan-Beenleigh Branch (author Kay Halford, Vice President) a notice has been devised by Treasurer Bev Houley and Secretary Andre. The notice will be placed in local police stations with a view to attracting more members to join the QRPA. Welfare: Michelle Sheehan mentioned that Sam, who currently has cancer, is not managing real well and has lost a lot of weight. Guest Speaker: Sergeant Brad Ziebell addressed the meeting firstly giving a brief rundown of his Police Service history, having served at different Stations including Eromanga and Mount Ommaney. He mentioned how the Domestic Family Violence and Vulnerable Persons Unit was established and how it works with other agencies.

Brad spoke about the current staffing and vacancies and how they are moving to other premises in the near future. Brad also explained how Domestic Violence is prevalent in Mackay as it is throughout the State and spoke of the difficulties and challenges police officers face as many aggrieved persons are reluctant to speak with police or give evidence in subsequent court cases through fear of intimidation from their partners. Brad discussed in depth the use of body worn recording cameras by police and how they assist in the gathering of evidence. Overall, it was a very interesting and informative address by Brad. Next meeting: 21 June 2025.

(Secretary A. Wijtenburg 0427 230 840)



Steve Gillis and Jon Purcell receiving their Senior Member Certificate from President Bob Maher.



Guest speaker Sergeant Brad Ziebell.



Veteran Associate Member and Vietnam Veteran Dennis Doring about to place a wreath at the Mackay Anzac Day Service.

**IPSWICH: Meeting held on 13 March 2025.** Visitors were Nigel Lewis and John Graham. Later in the meeting their applications to join the QRPA were recommended for approval. Welfare Report by Bruce Raymond and Margie Kussrow: Bruce reported that he had received a 'thank you' from Julie Miller, Fred Maynard's daughter, for the QRPA participation in Fred's funeral. John and Joy Raatz had intended to attend the meeting but a doctor's

appointment took precedence. Guest Speakers: Glenn Mostyn, President of the Sherwood-Indooroopilly RSL Sub-Branch. Glenn commenced work in Sydney as a cabinet maker and enlisted in the Army in 1967. He served in Vietnam in the same rifle company as Veteran Member and former Inspector Mick Rockett. Glenn retired as a Warrant Officer after 20 years of service. He had four years in the infantry and then 16 years in transport. He still uses his early learnt wood making skills to make jewellery boxes and is an historian on early Australian history. Glenn is a walking encyclopedia on the history of the Australian Armed Forces. He provided an informative talk on the beginnings of the Australian Army right through to the Vietnam War. A very well put together presentation. Greg O'Rourke displayed an '1864 – 2014' 150 Years of Policing Commemorative Sword' that he had purchased at the then cost of \$600. He described the sword and its origin of being manufactured in Solingen, Germany. A real collector's item. **Meeting held on 11 April 2025.** Welfare Report by Bruce Raymond and Margie Kussrow: Matt Dale is still suffering vertigo. John Raatz underwent a scan and hopes to return to meetings soon. Barry Cannon was in the Mater Hospital with a lung infection. Margie Kussrow was congratulated on her work in encouraging new members to attend and is keeping Wayne Bennett on his toes. Wayne, thanks to Margie, has donated a Rabbitohs jersey for auction. Guest Speaker: Detective Senior Sergeant Tara Kentwell was sworn into the Queensland Police Service in 1991. After serving three and a half years as a general duties officer in Cairns, she transferred to Brisbane. During this time, she has performed duties at Child Abuse, Drug Squad, Corrective Services Investigation Unit, Homicide Investigation Unit, Fraud Squad, Covert Operations Unit, Armed Robbery Squad, Prostitution Enforcement Task Force and Surveillance Operations Unit. In 2017 Tara returned to the Homicide Investigation Unit to overview the review of Queensland's outstanding cold cases. Tara is due to retire in six years and at this stage plans to remain at the Homicide Investigation Unit. Tara's presentation was top grade. The advance in technology is amazing and the ability to build a profile from a blood/semen sample is 'mind-boggling' compared to the tools we worked with. Meeting held on 8 May 2025. Welfare Report by Bruce Raymond and Margie Kussrow: Laurie Pointing was in Townsville Hospital and not travelling too well. Bruce, Len Yarrow and Cliff Dieckmann attended the funeral of the late member Vince Beutel. Branch polo shirts are nearing completion. The logo has been prepared and they are awaiting arrival of the shirts. Guest Speaker: Amanda Harvey, Business Development Associate, Queensland Rail Travel. What an outstanding personality. Amanda walked those present through all of the QRail opportunities in Queensland with a visual and outstanding vocal presentation. This was followed by a quick quiz and winners were Ted Roberts, Nigel Lewis, Greg Daniels, Trevor Albury and Ken Martin: Next Meeting: **12 June 2025.**

(Ken Martin Secretary/Treasurer 0407 345 500)





*Constable Vince Beutel – probably in the 1950s or before.*



*Vince Beutel in recent years – rest in peace Vince.*



*Trevor Albury, Guest Speaker Amanda Harvey and Bob Latter.*

**TOWNSVILLE. Meeting held on 2 April 2022.** The Annual trip to Ingham on 4 June 2025 was discussed. At that time the use of the QPS bus was precarious as it had been decreed that a serving Police Officer had to drive the bus. Plans were being drawn up for car sharing to get members to and from Ingham. (Eventually this was sorted by a serving QPS officer coming to their aid). The member for Mundingburra, Janelle Poole, intended attending the May meeting but was unable to attend. Future meeting dates have been supplied to her. Congratulations to Peter and Jill Hardy who celebrated their 60th Wedding Anniversary in March. **Meeting held on 7 May 2025.** Vice President Brendan White welcomed everyone to the meeting. A special welcome was made to John Cran who had not been able to attend the last couple of meetings. John Cran explained a donation of \$200.00 made on behalf of the Branch to a go-fund-me appeal made on behalf of former police officer Bethany Chambers. After being invited by the construction company, Barry Lewthwaite had inspected the new Kirwan Police Complex. He was impressed with what is going on and the only problem he can see is the exit for police vehicles is straight in line with his bedroom and when vehicles exit the lights will shine into his bedroom. At the meeting the annual trip to Ingham on 4 June 2025 was discussed and the usual arrangements were proposed and accepted. As usual, the morning tea was to be at Barbara Zupp's residence with it being supplied and transported to Ingham by members of the Branch. **Meeting held at the Ingham RSL Club on 4 June 2025.** Welfare Officer Peter Hardy reported

that he had checked in with Eric Darby (who was at the meeting) and Trevor Errington and both were doing well. He was unable to contact Laurie Pointing but talked to his granddaughter Samantha who said he was as well as can be expected. He had received information from Brian Bensley that he has not been well for some time. The raffle prizes were donated by Fred and Laural Angus, Eric and Carol Darby and John and Fay Lone. Thanks to these Ingham members were given by John Urquhart. Roger Bow was thanked by the members for organising the venue at the RSL Club. The manager and Chef of the Club were also thanked. The meal was fantastic as was the service by the staff. Senior Constable Chris Finlay was thanked for taking time to be the bus driver for the day as without him they would not have been able to use the bus to transport members to and from Ingham. Barbara Zupp was thanked for the use of her house (again) to have their morning tea and also to Jenny Urquhart for making the scones and organising the morning tea. Next meetings: Monthly and annual general 2 July 2025. (Secretary J. Urquhart 0407 734 497)



*Fay and John Lone at the Ingham meeting.*



*Eric and Carol Darby at the Ingham meeting.*



*Morning Tea Host Barbara Zupp at the Ingham meeting.*

**GLADSTONE: Meeting held on 2 April 2025.** Acting Welfare Officer Darryl Saw reported: Peter Vale. Helen advised that Peter is now a resident of Edenvale Aged Care Facility at Glen Eden, Gladstone. Although Peter would welcome visits, it is suggested that he has a few weeks to settle in. Mike Ball is going well. Kevin Kelly has now officially retired and it is anticipated he will attend meetings. Trivia sheet winners were: Possession Game – Keith McCann 29 points and 2nd place Roslyn Thomas 23 points. The Inventors – Keith McCann 16 points and 2nd place Leanne Richter and Gail McCann 6 points. Multi-draw raffle resulted in all Members winning at least one prize. **Meeting held on 7 May 2025:** Welfare by Mary McKenzie. Darryl regularly catches up with Glen Josefski and he is doing as well as can be expected. Mary's daughter Kylie Elliott has been diagnosed with Acute Myeloid Leukemia and was undergoing treatment. Denis Connolly advised John Joannidis was experiencing the effects of Leukaemia. Glenn Churchill advised he was to have prostate cancer surgery on 22 May 2025. **Meeting held on 4 June 2025:** Welfare Officer Mary McKenzie, on behalf of her daughter Kylie Elliot, thanked members for their well wishes. Kylie is doing very well after receiving one full round of intensive treatment now being followed up by consolidation rounds. Her prognosis at this stage is looking good Mary's report: Glenn Churchill had his surgical procedure and he has advised it went well with a positive prognosis. Glenn will, however, be out of action for the next couple of weeks while he recovers. John Joannidis is currently recovering at home after spending nine days in Gladstone Hospital battling his blood disorder. He is currently avoiding social contact as it does put his health at further risk right now. Glen Josefski. Darryl regularly catches up with Glen and advises he is doing as well as can be expected. Mike Ball advised that his cancer is on the move again and he will be going to Bundaberg and Brisbane for further tests and treatment Members wished Glenn Churchill, Kylie Elliott and John Joannidis all the very best and signed a Get Well Card for each of them. The annual and general meetings will be held on 2 July 2025.

(Secretary – Darryl Saw 0447 417 746)



Senior Vice President Denis Connolly presenting Leon McKenzie with his Senior Member Certificate.

**DARLING DOWNS: Meeting held on 13 March 2025:** President John MacKay welcomed Gordon Reynolds. WELFARE: John said that he had no contact with Boyd WILSON since his release from hospital. He also stated that John Cooper's condition had not improved. Brian Willett stated that he had now completed his prostate cancer treatment and commented on the expense of the procedures. John MacKay made mention of the current email scam being perpetrated on QRPA members. John MacKay introduced Gordon Reynolds, a prospective new Branch member. His application to join the QRPA was recommended for approval. **Meeting held on 10 April 2025.** Welfare: John MacKay stated Bob Lehfeltdt had lost his licence due to his current health. Judy Lehfeltdt and her daughter had both been diagnosed with cancer and Judy's sister was suffering from cardiac problems. Brian Willett stated he had received a clearance on his prostate cancer. Roger Dshon gave a report on his treatment for diabetes. He added that Rick Niland's condition had deteriorated. John MacKay stated that plaques for Peter Hinz and Herman Van Cauenberg had been placed on the Memorial Wall. John spoke of the arrangements to be made in respect to the Rededication Ceremony. He also said that further to the discussions that had taken place at the last meeting he had purchased a P.A. system from Jaycar for \$269.00. John introduced Tony Wright to the meeting. Tony gave a run-down of his service history. An application to join the QRPA by Tony was recommended for approval. Viv Nolan gave a report on the Australasian Police Clay Target Shooting Club with particular mention of the shirt provided at their annual competition. **Meeting held on 8 May 2025:** President John MacKay stated that a problem had been detected with the plaque of Herman Von Cauenberg on the Memorial Wall and he had asked Council to fix it. John Brand stated that Peter Cole, Richard Creagh and he had represented the branch at the recent Anzac Day march and ceremony. WELFARE: John MacKay stated that Rod Millward was then in hospital with a stomach issue. He also advised that Bill Christensen was currently undergoing treatment for a spot on his lung. John MacKay stated that although Malcolm Twine, Richard Creagh and he were the designated Welfare Officers for the Branch, some members might feel more comfortable in speaking to other members about any difficulties they are experiencing. He stressed the importance of treating these matters with privacy in mind. **GENERAL BUSINESS:** Mark Love advised that he had attended the funeral of Lynda Trotter, wife of Richard Trotter. John MacKay mentioned that new clips were required for the flagpoles that belonged to the Branch. Dave Lynch stated that he would see if they were available from a boating shop. John MacKay stated that he would hold off completing a new Buddy List until after the AGM. **NEXT MEETING**

**12 JUNE 2025**

(Secretary, Mike Jordan, 0438 111 423)



**NEAR NORTH COAST: Meeting held on 17 March 2025.**

Welfare: Allan Hawkins reported that he has been in contact with Des Kelly who at that time was in respite for about two weeks while he was having physio on his legs to assist with strength. Applications to join the QRPA by Michael Andrew Gordon and Maureen Warner were recommended for approval. Social Co-ordinator Merv Melling mentioned a luncheon at the Caboolture RSL Club. An inquiry on whether any member was affected by the recent cyclone and rain resulted in no response. Guest speaker: Linda Nicholson of 4 Island Aged Care gave a talk on local advocacy for Home Care and home care packaging options available locally – with the view of Locals caring for locals – rather than Company style contracting arrangements – (your Home, Your way, your choice). The **19 May 2025** meeting was cancelled due to lack of attendees. There will be a social **meeting on 16 June 2025** at the Landsborough Hotel. (Secretary – Bill Feldman 0419 659 105)

**REDLANDS: Meeting held on 25 March 2025.** Review of Annual luncheon. Acknowledgement of MC for the event, Ushers, Raffle Ticket Sellers and the behind the scenes team. Thanks to the RSL Wynnum. The venue was amazing, easy access and the food was awesome. The team at the RSL was grateful for the acknowledgement on the day and certificate of appreciation. Karen Phillips was thanked for all the work done in planning and presenting the day. Beth Chambers briefing. Acknowledged her email to the exec team. Brief of the email content provided to membership.. Beth is taking legal action also for previous medical failings. Her health is dire. A GoFundMe has been established. Acknowledgement given to Ann Maree. Discussion ensued about the service to be held on National Police Remembrance Day – 29 September 2025. Traditionally the Branch has conducted the service in local schools. Future discussion will ensue about the possible involvement of the QPS, the timing of the service and where it will be held. New members Vic and David Charmers were welcomed to the meeting and Bev addressed those present on their service history. Guest speaker: Sergeant Mick Gardiner EORT. **Meeting held on 22 April 2025.** Information on Beth Chambers' GoFundMe was distributed. Beth has acknowledged the Branch and thanked the Blue Family for the wishes and support. Guest Speaker: Paul Oates who was thanked for his awesome presentation. **Meeting held on 27 May 2025.** Acknowledgement of Guest Speaker - Sgt Matt Stiles - Negotiator Unit. A location for holding the National Police Remembrance Day service has been suggested at Victoria Point. Mark Stiles will visit and assess suitability. Challenge Coins: Members were updated on the situation as known from the State Management Committee. Brief update on Tony Rand, Guest Speaker: Sergeant Matt Stiles, Negotiator Unit. His presentation included the training and ongoing qualification required to be a QPS negotiator. Current statistics shared and examples of real life situations were

given. Complexities of the job and incidents provided. Real incident footage shown. Mobile negotiation platform vehicle brought and shown. Next meeting: **24 June 2025.** (Secretary – Tina Bowen – 0408 199 085)



*QPS negotiator van.*

**FAR NORTH QUEENSLAND: Meeting/luncheon held on 28 March 2025.**

Welfare by Brigitte McKaskill Bill McFarlane who quite a number of members knew passed away recently. Bill was very supportive of the police in the region and always had their backs. We also offer sincere condolences to Imelda and the family on the passing of Frank Wagner on 20 March 2025. As is custom for our Branch, we asked the family regarding a donation in Frank's honour which was made to CANTEEN. **Meeting/luncheon held on 2 May 2025.** Lynda Trotter passed away suddenly recently. Richard Trotter worked in FNQ for some time and many current QPS officers and members of the QRPA know him well. We had a guest speaker Barry Simpson, well known media personality who worked closely with police in the region. Barry gave a very entertaining presentation of his time working closely with police. Next meeting: 27 June 2025. (Secretary Brigitte McKaskill 0408 281 979).

**HERVEY BAY: Meeting held on 18 March 2025.** Guest speaker: Crimson Williams from Fair Trading attended the meeting and spoke to the group about new scams get-ting around. Crimson has been a regular guest speaker over the past few years and always provides an informative address. Welfare: Contact has been made with Gerry Walton. He is in good spirits. Contact with Roger Barlow. Has a wheelchair to get around. Dorothy is still by his side and he says that is the most important thing. Ted Plant gave his apologies due to a hospital appointment. Says he is getting a bit slower every day. New member Russell Bentley has not arrived in Hervey Bay but has joined the Branch. A BBQ was held at Dayman Park, Urangan, on 15 April 2025. **Meeting held on 20 May 2025.** President Ian Anderson thanked those members who attended the BBQ at Dayman Park, Hervey Bay, on 15 April 2025; also Ian and Sandra West-McInnes were thanked for organizing the day. New members: Derek Pyrah (former member of NSW Police), Peter Anthony Witt and Robyn Alcock. The annual luncheon will be held at the Pialba Bowls Club on 18 June 2025 and it was resolved to invite all of the Police Widows

in the area to the luncheon free of charge. Guest Speaker: Neil Conway from Boating and Fisheries. Neil outlined the powers and responsibilities of Fisheries Officers and gave a very informative talk about their operations, fishing rules, vessel boardings and stops; also Apps which can be used when fishing and new zon-ing for marine parks in the local area. Welfare: Contact was made with Gerry Walton who is back in Hervey Bay. Next meeting: **15 July 2025.**

(Secretary – Nick Paton 0428 839 552)

**GOLD COAST: Meeting held on 1 April 2025.** Russell Robertson provided an update in respect of the recent search for a Queensland Police Officer who disappeared in the Byron Bay area. Russell provided an update from the perspective of the involvement of the NSW Marine Rescue Service (of which he is a member) in the search. Welfare: Keith Woodbridge was at the meeting and is recovering from his recent gall bladder surgery. David Stoneley advised he was recovering from his recent fight with a pitch fork. Greg Bignell – health improving; also had new hearing aids fitted which has made a difference to Greg's lifestyle. Betty Barratt has transitioned to Duhig Village, Seville Road, Holland Park. Recent advice is that Betty had a fall and broke a couple of bones. Ken Becker was recovering well from recent medical treatments and surgeries. (Ken is not a member of the QRPA but is known to a lot of QRPA GC members). **Meeting held on 6 May 2025.** Social Secretary's Report: Concern was expressed about the small number of members attending social functions. The annual luncheon will be held at Twin Towns on 15 July 2025. Welfare: Col Sullivan advised he recently met up with Greg Bignell. Greg was in good spirits and has lost a bit of independence as he is not allowed to drive. An update on David Manfield and Michael Sparke from Acting Secretary Doug Lawlor. Both Michael and David underwent operations on 14 and 15 May 2025. Michael's operation was in respect of replacing a hip and David's was in respect of heart valve issues. Both were released from hospital shortly after the procedures. Acting Secretary Doug Lawlor has spoken to both in the last few days (around 3/6/2025) and both are recovering well. Their respective doctors have advised they are happy with the results in respect of both operations. Michael is at home on the Gold Coast recovering. He still has pain but has noticed a considerable reduction since the operation. He is undergoing physio every two or so days. David has returned to Sydney, where he now lives, and is recovering down there. He had a clip inserted into his Mitral heart valve and the Doctors were happy with the result. They were also of the view the other two valves of initial concern were not as bad as initially thought. So all good in respect of both at this stage of the recovery process. One other member of major concern for the Branch is John Wilson (Veteran member and Gold Coast QPS Detective Senior Sergeant). John was recently admitted to full time care at Galleon Gardens Nursing facility. He is suffering from dementia

and has deteriorated rapidly over the last few months. His wife, Lorraine (Associate Member) has advised John is now at the point where he does not recognise individuals, even family. Very sad. Next meeting: **3 June 2025.** (Acting Secretary Doug Lawlor 0414 351 257)

**VAN DIEMEN'S LAND.** Meeting held on 9 March 2025 Meeting held on 9 March 2025 at the Ross Hotel, Ross. The annual general meeting and dinner will be held at Tamar Valley Resort, Grindelwald, on Saturday 28 June 2025. President Bob Fitzsimmons suggested having the September Branch meeting and luncheon in Hobart, possibly at the Hobart Workers Club. His suggestion also included a private tour of the Tasmania Police Museum. Unanimous support was given to Bob's suggestion which he will follow up on and provide further details at the AGM on 28 June 2025. Further consideration was given to the possibility of a VDL Branch polo shirt. Resolution was not reached and the matter will be raised again at the AGM. Member Ian Tinker is heavily involved in the Australasian National Bowls Championship which will be held in Devonport from 10 to 28 November 2025. He has suggested the VDL Branch reach out to the organisers of this event and request them to send an open invitation via Facebook to any retired or serving Queensland Police Officer to make themselves known to Ian while they are in Devonport so he can arrange for himself and/or other Branch members to catch up with them for a coffee and a chat. It was further suggested that the Branch hold its November meeting in Devonport on a date to coincide with this event. Ian is to provide further details to President Bob to follow up and report back to the September meeting. After the meeting closed, Secretary Jennifer Johnston gave a short presentation on the warning signs and symptoms to look out for when anyone is having a stroke; also what first aid action to take. Next gathering: Annual general meeting and dinner at Tamar Valley Resort, Grindelwald, on 28 June 2025. (Secretary, Jennifer Johnston 0413 143 305).



*Members attending the 9 March 2025 meeting at Ross.*



*Members attending the 9 March 2025 meeting.*



**DARLING DOWNS: Meeting held on 12 June 2025.**

Welfare: Rod Millward is currently recovering from his operation. Bob Lehfeltdt was undergoing treatment for a bowel problem. Boyd Wilson is going OK. The Memorial Wall Rededication will take place on 9 August. President John MacKay presented Veteran Member Certificates to Ed Grace and Dave Lynch. John also presented the statement of service of the late member Terry Hickey to Dan and Bronwyn, his son and daughter. John MacKay introduced Peter Polkinghorne, a prospective new member. Peter gave an outline of his service history. It was resolved that his application to join would be recommended for approval. The family of the late Graham Leadbetter has requested that a plaque be placed on the Memorial Wall. Next meetings: **Annual and general on 10 July 2025.**

(Secretary, Mike Jordan, 0438 111 423)



*President John MacKay presenting Bronwyn and Dan Hickey with their late father Terry's service history.*



*Ed Grace receiving his Veteran Member Certificate from President John MacKay.*



*Dave Lynch receiving his Veteran Member Certificate from President John MacKay.*

**GOLD COAST: Welfare from 3 June 2025 meeting.** On Sunday night (08.06.25) Michael Sparke had a fall in his bathroom which resulted in noticeable swelling in his right leg. At John Flynn Hospital on Monday morning he was diagnosed with a broken right leg. After the operation he was admitted to John Flynn's ICU and will be there for at least three days. Garry Binding had a brief hospital visit in late May for a minor medical procedure (all good now). Don Braithwaite is doing as well as can be expected. His treatments are ongoing. Next meeting: **1 July 2025.**

(Acting Secretary Doug Lawlor 0414 351 257)

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