

POLICE

APR/MAY 2019

JOURNAL



OFFICIAL PUBLICATION OF THE QUEENSLAND POLICE UNION



**JUVENILE CRIME
A STATE IN CRISIS**

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COVER STORY

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JUVENILE CRIME: A STATE IN CRISIS

Police have known that juvenile crime has been at epidemic proportions for several years. Recently it has been brought into stark relief by the Government moving the age of an adult from age 17 to age 18, meaning that an entire additional cohort of offenders who were previously considered adults in the eyes of the law are now considered juveniles.

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

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IAN LEAVERS

JUVENILES IN WATCHHOUSES

When will it ever end? No time soon is the answer.

Now obviously we are seeing the rest of Australia treat any person under 18 as a juvenile and I thought we were perfectly fine treating any person under 17 as a juvenile (in fact, I think the age that someone should be tried as an adult should be lowered even further rather than raised, however that is an issue for another day).

We needed proper planning and modelling before we transferred an entire cohort of offenders into the juvenile system.

The Youth Justice Minister Di Farmer has clearly done nothing. No planning. No modelling. Nothing.

These juveniles belong behind bars to keep the community safe. They are on remand for offences such as rape and violent assaults. All of these offenders have appeared before magistrates and as we know, magistrates will often let almost anyone out on bail. So if even the magistrates think these juveniles should be behind bars, then that's where they should be.

This has caused tremendous problems. It is disastrous and now dangerous for police and juveniles alike. There has been an utter lack of planning.

This year's budget is proposing 28 new beds in a juvenile detention facility.

and while we don't ever want to let the public down, I believe this register is now giving the public a false sense of security. We simply do not have the staff to effectively police those on the register.

ILBV

Integrated Load Bearing Vests. The project's on, then it's not, and now it's back on again. I can't keep up!

After the ILBV program was unceremoniously shut down we lobbied directly to Government and it's great to see that it's back on. We all know the ILBV program was shut down owing to cost cutting, so it's great it is up and running again. Now let's see how long until we can roll out the prototypes to start the testing. If you spot one, let us know.

HOONING

Now onto the issue of gangs of hoons driving erratically, predominantly on the Gold Coast, but throughout the rest of Queensland, too.

As we all know, at present, police are able to obtain all sorts of footage of offenders driving their vehicles in a dangerous manner, including the commission of hoon type offences.

They can obtain covert police video footage, CCTV footage, recorded footage from the police helicopter, and dash cam footage from police vehicles and members of the public. However, in order to commence a prosecution, it is necessary for the police to identify the driver at the time of the commission of the offence.

While police have the power to require an owner of a vehicle to identify a driver in certain circumstances,

"Companies like McDonald's restaurants can undertake proper planning and modelling for population growth. Why can't the Youth Justice Department do the same for the transition of 17-year-olds to juvenile detention centres?"

What makes it even more of a failing is that companies like McDonald's restaurants can undertake proper planning and modelling for population growth. Why can't Youth Justice Minister Di Farmer do the same for the transition of 17-year-olds to juvenile detention centres?

As a result of the Youth Justice Minister's inability to do her job, we now have more juveniles than adults in the Brisbane watchhouse.

And what's the best that Di Farmer can come up with? Suggesting more 'bail houses' in our suburbs to house these criminals and alleged offenders.

That number should be 128 at least.

Until proper infrastructure is built, nothing will ever change.

CPOR – CHILD PROTECTION OFFENDER REGISTRY

While on the topic of juveniles, the Child Protection Offender Registry is the greatest false sense of security going. I used to work in the JAB, now CPIU, and the number of offenders now versus back then has gone through the roof, yet the resourcing has not.

We are flat out trying to keep up with all the offenders we have to monitor because of the gross underfunding,

that power is often insufficient. For example, where the owner was the driver, then that person can claim self incrimination privilege, and refuse to answer questions.

Presently, for offences detected by official speed and red light cameras, the law provides a deeming provision which makes the owner of the vehicle liable for the offending, unless the owner identifies the driver (or provides proof of having sold the vehicle or the vehicle having been unlawfully used).

I believe those deeming laws should logically be extended to all traffic offending that is caught on camera. Often the instance of hooning is more of a danger to the public than a person who is just exceeding the speed limit.

“I believe deeming laws should logically be extended to all traffic offending that is caught on camera.”

The *Transport Operations (Road Use Management) Act 1995* should immediately be amended to make the deeming provisions apply to all offences under that Act and its various Regulations captured on camera footage.

I’m not holding my breath for this change anytime soon, though.

JUNIPER

Juniper is a new engagement-focused program set up by the QPS to provide officers with a safe and confidential way to report issues of workplace bullying, unlawful discrimination, sexual harassment, and predatory behaviours that have occurred during the course of their employment.

The program was set up in response to the Human Rights Commission’s independent review into sexual discrimination and harassment in the Victorian Police and Australian Federal Police. The QPS accepted similar problems must exist within our own organisation, and have proactively set out to address them.

Juniper will have an investigative role where necessary, but it’s important to note that the process will be led by the aggrieved person: perhaps that person just wants to tell their story, or access counselling and other services.

The process will be interventionist and focused on healing, adopting a humancentric approach to resolving unacceptable behaviour. Juniper does not supersede any other complaint mechanisms available, but provides an alternate pathway for QPS employees to supply information about unacceptable workplace behaviour.

The Union is in favour of any initiative that promotes safe and healthy workplaces and I believe all employees are responsible for creating and maintaining positive and productive workplaces free of unacceptable behaviour.

We hope Juniper will encourage respectful behaviour, resolve matters of unacceptable workplace behaviour, and educate members on relevant legislation, policies, and acceptable behaviours in the workplace. If you feel the Juniper team may be able to assist you, contact them on juniper@police.qld.gov.au or **0417 859 656**.

For assistance, counselling, and support for someone affected by workplace bullying, unlawful discrimination, sexual harassment, or predatory behaviour, phone **1800 Speak Safe**.

This is an external, independent, and therapeutic support service provided by Benestar, a company focused on workplace wellbeing. All calls to 1800 Speak Safe are completely confidential.

Ian LEAVERS

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MICK BARNES

IT STARTS WITH ME!

Having just celebrated its 1st birthday, we need to cast an eye back over the past year to see what might need some adjustment with 'Our People Matter'. There is no better time to do it given the recent announcement that Katarina Carroll will take over the reigns as Commissioner in July.

So, what is a culture of caring?

What does it look like?

AND

Why does having a culture of caring matter?

These are all questions that we ask like they're some elusive 'meaning of life'. They have become even more relevant as we attempt to change the QPS's policing culture through Our People Matter.

Since the launch of Our People Matter, we have witnessed some great first steps, but we have also seen the rolling of the eyes, the poor behaviour, and sometimes downright negative workplace behaviours affecting QPU members. These negative behaviours are not limited to the manager/employee relationship, but also exist between work colleagues.

Negative behaviour can be any action performed by a person or people which is not in line with norms and expectations of people living in a society. Surely it is not the case that these behaviours have become the norm within the QPS?

It is the anti-social behaviour that is not acceptable, because it tarnishes the reputation, demonstrates a very poor image, and brings disrepute to the organisation. Again, why should we care? Because it has a direct effect upon us personally.

Caring involves thought, foresight, and consistency. Caring involves lifestyle,

an integrated approach to health (involving physical wellbeing, and relationships inside and outside of the workplace), and treating employees as individuals by meeting their individual needs (as much as possible) and collective human needs.

So you ask, why do I mention 'caring'?

When people know you care, they are likely to go out of their way to also show care in what they do. How is this not a benefit to the individual, the work group, and the organisation?

Under current WHS legislation, workers are required to take reasonable care for their own health

and safety and that of others who may be affected by their actions or omissions.

One of the key messages of the legislation is that maintaining a safe and healthy work environment is *everyone's responsibility*. That is, both the employer and employees share the health, safety, and wellbeing obligations of one another.

So in reality, each and every one of us has a responsibility to care. It doesn't matter if you're a Constable

or an Assistant Commissioner: there is a legal and moral obligation to ensure that our individual actions or omissions do not affect ourselves and those around us.

We know that responsibility has different meanings and can require a different role for each person, but the dictionary defines responsibility as good judgement and the ability to act correctly and make decisions on your own.

Personal responsibility means taking responsibility for your actions. It is about being able to take care of one's wellbeing without blaming others, or expecting them to do it for you.

"Your work life and career can be hugely affected by your emotional intelligence, because workplaces are relational environments and are typically a melting pot of different personalities, skills, strengths, and emotions."

I would like you to look at it in another way – it is your 'RESPONSE-ABILITY'. It is the individual's ability to maturely respond to the various challenges and circumstances of life. Our 'response' should be based on emotional intelligence.

An emotionally intelligent individual is both highly conscious of their own emotional states—even negativity, like frustration, sadness, or something more subtle—and be able to identify and manage them.

These people are especially tuned in to the emotion others experience. It is easy to see how a sensitivity to emotional signals from within and from the social or working environment could make one a better friend, work colleague, and leader.

Fortunately, these skills can be honed. You can improve your emotional intelligence, but it takes work. It won't just benefit your work life but also your general happiness and wellbeing.

Your work life and career can be hugely affected by your emotional intelligence, because workplaces are relational environments and are typically a melting pot of different personalities, skills, strengths, and emotions.

It has been identified that a lower level of emotional intelligence can be detrimental in the workplace. At its worst, it can be seen in bullying, harassment, and demotivated colleagues. It can present as insensitivity, arrogance, and aggression.

Employees with higher levels of emotional intelligence also measure higher on interpersonal functioning, leadership abilities, and stress management.

These employees have better job satisfaction and a more successful job performance. As an individual, they are able to build and drive successful teams and to be agile and responsive as needed.

We can all take the first steps to increase our emotional intelligence, and they include:

- Communicate your opinions and needs in a direct way while still respecting others.
- Stay calm during stressful situations and do not make impulsive decisions that can lead to even bigger problems.
- Listen for clarity instead of just waiting for your turn to speak, and

make sure you understand what is being said before responding.

- Set goals and be resilient in the face of challenges, become self-motivated, and have an attitude that motivates others.
- Have an awareness of the moods of those around you and assist them to have an optimistic outlook.
- Know how to empathise. Empathy is a trait that shows emotional strength, not weakness. It helps you to relate to others on a basic human level.
- Be approachable, smile, and demonstrate a positive presence.
- Set standards and goals for yourself as an example for others to follow.

“Staff at all levels need to build a trusting environment, communicate effectively, and be consistent in their behaviours, which will help to create a positive cultural change.”

The QPS organisational culture comprises an interlocking set of goals, roles, processes, values, communication practices, attitudes, and assumptions. Creating a new and positive organisational culture within the QPS *can* happen.

Staff at all levels need to build a trusting environment, communicate effectively, and be consistent in their behaviours, which will help to create a positive cultural change.

The speed of cultural change is directly related to the speed that everyone gets on board and supports the change in their own and in their team's daily behaviours.

So ... it all starts with me!

(And every individual 'me' in the organisation.) We can all give examples of poor leadership, so make sure you try and be that change within your workplace, and remind some of those Workplace Champions about caring.

Our resolution should be that 'I' will take the steps to initiate positive change. To make those positive changes, I will make the following pledges:

- I will remember people really do matter.
- My communication with others will be positive and not dwell on the negative.
- I will truly listen to what my colleagues have to say.
- I will provide only positive and constructive criticism.
- I will show appreciation to others and acknowledge good work.
- I will remember that a little fun and humour go a long way in the workplace.
- Every day I will endeavour to show I care in all of my actions.

To effect change within the QPS: it starts with me!

KATARINA

Congratulations to Katarina Carroll, too, on her appointment. What an exciting time to be in the QPS.

Stay Safe.

Mick BARNES

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GRANT WILCOX

OUR CORE WORK IS PRIMARY (FIRST) RESPONDER AND THE NUMBERS JUST DON'T ADD UP.

PRIMARY RESPONSE OFFICERS/ FRONTLINE OFFICERS

These are two very similar officers, but they are not the same.

A primary responder (at the most basic definition, with all due respect to all frontline officers) is the officer who attends the public's calls for service.

With so much work and so few staff, how many times have you asked yourself, 'What's the staffing model the QPS is applying to ensure the public is receiving enough officers to engage calls for service?'

I've bandied this around with some fellow members and according to one cheeky fellow, the answer is found in a current TV commercial for fast food: 'Did someone say KFC?' Thanks for that DN: funny, and maybe also true. I've done a little research and here is what I found from reviewing the QPS data that is available.

For example, in 2007/8 we had an environmental scan done here on the Sunshine Coast and we had 392 primary response officers. It was identified via population projection that primary police numbers would need to increase to 588 by 2016.

Would you be surprised if I told you the current primary staffing level of the Sunshine Coast is 392?

Now that I have your attention, this type of staffing model (environmental scans) have been doing the rounds for years.

So what is the staffing model the QPS is applying? It is a reasonable question, asked by members and the

people of Queensland, when there is delay.

But the answer is not easy. Sure, we can all express our opinions and be very convincing that primary response police are doing much more with much less: it's obvious from the above figures. I'm getting sick of hearing that we need to do more with less; that little gem statement almost makes me physically sick each time I hear it.

As I currently research this situation, I am left in no doubt that maintaining efficient and effective numbers of primary response police can be compared to finding a unicorn.

"When did the QPS stop undertaking environmental scans to ensure service capability is reflected in providing appropriate police numbers?"

When did the QPS stop undertaking environmental scans to ensure service capability is reflected in providing appropriate police numbers?

From a member's point of view, I commonly hear there has been no growth in policing numbers for the last four to five years, and also that there is no projected growth in the next four to five years.

The QPS Annual Reports mention increased numbers of police allegedly over and above attrition, which allegedly stabilised and was capped around February 2015 at around 11,800, after the LNP-promised 1,100 police were delivered.

Since February 2015, there has been a commitment to a further 535 police. I have done some research with the assistance of PSBA figures and found that from February 2015 to 30 November 2018, attrition numbers were 1,359.

Well, PSBA figures tell me that as of 30 November 2018, there were 11,616 police, with 1,152 approaching retirement in the near future, and 952 vacancies. You might ask yourself how there are 952 vacancies when we are allegedly travelling at near full strength.

In 2014, Queensland's population was approximately 4.72 million people, and by 2022 it is expected to be about 5.5 million.

By my calculations (for potential primary responder increases), with the future increase of 535 police as previously stated (take away an additional promised 200 counter terrorism positions), we are not going to experience any growth in primary response police numbers. In fact, we appear to be going backwards.

We've just heard that the 535 policing numbers are projected to take us to 2022, but this will allegedly only maintain the level of police at 11,800 from 2015. So, again, there is no growth in police numbers,

just growth in work required to be undertaken. Again, more with less.

I just want to go to those figures again. So the QPS has allegedly been maintaining 11,800 since February 2015. There has been 1,359 leave in this time, and there were 1,152 projected to soon leave. Add 535 (that are promised to take us through to 2022).

This means there has to be 3,046 employed through the Academies to achieve 'in addition to' status. 2017-2018 saw 432 recruits, our numbers are still not at full strength (11,800), and there are 952 vacancies. So not only are we not keeping up with 11,800 ... we are going backwards.

By my calculations, in the next three years to 2022 we need to have 563 recruits passed each year. Yet we only recruited 432 last year and still had 952 vacancies. The numbers just don't add up.

I'll add some historical context here. In 1980, with a view to increasing police numbers for the 1982 Commonwealth Games, 1,500 extra police were employed, and calculations now identify that most of these police will retire in the very near future. PSBA probably identified these in the above stats as the 1,152 police approaching retirement.

With no-one expecting any growth in police numbers in the next four – five years, is it any wonder police are burning out? Especially when you think that by 2022 there will be an increased population of 5.5 million from the 4.72 million in 2014.

When you look at the QPS Annual Report in 2018 and many before it, it makes no mention of this resource challenge. Yet as I've discovered, it appears there will be a significant challenge to maintain service delivery into our future.

The 2018 Report is silent on our outlook for maintaining appropriate policing numbers into the future.



In Tiaro.

I will go as far as to say that without some change the QPS will continue to fail its most important resource: primary responders.

“With no-one expecting any growth in police numbers in the next four – five years, is it any wonder police are burning out?”

Unless a proper strategy for applying an appropriate staffing model is developed and adhered to in a properly considered future plan, officers are unlikely to avoid burnout; either that or they will leave in droves because of wilful blindness on this significant challenge to primary response policing, which appallingly

is not pointed out as a risk for the Government by the QPS.

Additional blows to the primary response police numbers occur when those in management take away primary responders to fill extra squads and units that are not engaged in primary response duties.

It seems to be the flavour of the month and shows little empathy to primary responders who then have to take on work with reduced staffing numbers.

I'm not saying these squads and units have no value; I'm just saying our primary response is more important, especially when there are no projected increases in position numbers for these squads, units, or the entire Police Service.

Please consider the flow-on effect of this type of resource management: one consequence is extra nightwork

for those left doing primary response in the absence of others.

I'm now hearing that management is on board with numbers of police rather than FTE (full time equivalent). So, for example, if we have 400 FTE but have 410 officers undertaking 400 FTE, then management considers we have 10 too many police.

So management then engineers to move position numbers from primary responders to other locations and they are also adding First Year Constables to station numbers where vacancies exist.

The organisation is truly playing Houdini and using smoke and mirrors to manipulate and cajole policing numbers for those who may be interested, but who are being led down the old garden path.

Look into the future, people: calls for service will be reduced by not answering calls, or by reducing the type of call police will attend to. The public will suffer as the organisation identifies they can no longer attend to minor matters.

No actual police will attend the call for service because it will be identified by phone call that more serious matters are to have priority and we simply do not have enough

primary responders to attend. The public will be told, 'Your complaint is not important, and police will not attend'.

I'm sorry, Commissioner: simply saying we have enough police numbers to do the job, when those numbers have not increased since 2015, is wilful blindness. This is especially so when one considers calls for service. Nearly 900,000 calls were received in 2013, and there were more than 1.3 million in 2018.

That's 400,000 extra calls for service and no extra police. Imagine calls for service and response times by 2022 with no extra police, because that's exactly what we're preparing for, with no projected increase even in 2022. The extra 535 on top of attrition simply does not equate when we have 952 vacancies.

At this stage we will be behind until 2022. The challenge for the future for Government and the QPS is to ensure a proper staffing model of service delivery to our number one client, the people of Queensland.

Don't just say we have enough when clearly stats do not support such wilful blindness and self-serving flippancy. I await the usual response ... 'Did someone say KFC?'

GREAT WORK TIARO POLICE

A recent visit north saw me catch up with the staff at Tiaro who were undertaking some great community policing on the highway with a sausage sizzle and cup of tea. Watching the public engage was fantastic; many families took a break and said hi. Great work Tiaro police!

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

Grant WILCOX

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THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family
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Ph 3259 1900 (24 hours)

or your regional representative.

They will steer you in the right direction.



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MARTY BRISTOW

NEW POLICE COMMISSIONER

Congratulations to incoming Commissioner Katarina Carroll. Having worked in the far north as the Cairns station Inspector, the District Officer, and the Assistant Commissioner, I am positive Katarina is aware of and understands the challenges that police in the Far North District deal with daily.

I know it was greatly appreciated by Cairns general duties staff that when allocated as the Inspector for Cairns, Katarina demanded her office be downstairs adjacent to the Cairns station general duties day room. Her

I have spoken with Assistant Commissioner Paul Taylor, who is frequently being updated on the situation with Cairns station. There are measures in place to rectify all issues as soon as practically possible.

I will say that this is highly unlikely, because I have discussed many issues with the District Officer and he also requests that the Hazard Management System be used.

“I know it was greatly appreciated by Cairns general duties staff that when allocated as the Inspector for Cairns, Katarina demanded her office be downstairs adjacent to the Cairns station general duties day room.”

For those who are unaware of the Hazard Management System, it is located on the QPS intranet page. Open it in Google Chrome, and it is located three quarters of the way down on the left-hand side. If you have significant details, I suggest you put them into a word document first and save your entry every few minutes, because the system does time out.

door was always open to staff and her listening skills were second to none. I am certain this management style will be continued and will be well accepted within the Service.

CAIRNS STATION

There is a lot of work being performed behind the scenes by the QPU and the QPS to try and resolve the issues with the Cairns station building as quickly as possible. However, it must be pointed out that it will take significant time and money to fully complete all the required repairs and upgrades.

Now is not the time to start complaining and pointing the finger about who didn't do whatever; now is the time to ensure that Cairns station (or any other station for that matter!) does not end up this way again. Reporting broken or damaged items, structures, and fixtures is everyone's responsibility, especially if the issues could cause injury.

AC Taylor and Chief Superintendent Huxley are keeping in contact and working closely with the QPU.

HAZARD MANAGEMENT SYSTEM

One thing that has become apparent after all the issues that were eventually raised with Cairns station is that there is a significant number of staff who were or are unaware of the Hazard Management System located on the QPS computer system. Reporting hazards is everyone's responsibility, not just management's.

Using the Hazard Management System will ensure that the issue is reported, acknowledged, and addressed within an appropriate timeframe. I did have someone mention they were concerned about possible repercussions for placing items that need to be addressed on the system: if repercussions occur, let me know immediately.

QPS HOUSING POLICY

There have been a few glitches here and there, but they seem to be getting sorted within a good timeframe. I (and others at the QPU and within QPS management) understand some people may not be happy with the current arrangement, but it is significantly better than the suggested implementation from a few years back.

I am happy to report that the District is having fortnightly housing committee meetings to address issues raised and approve repairs urgently needed. There has been a significant number of repairs approved for bathrooms and kitchens, with leak issues being the main target. With leaks given priority rather than being treated with a Band-Aid fix, it is hoped more expensive repairs will be avoided further down the line.

I understand there are numerous repairs needed in the Cape York area, which of course will be attended to

when the wet season is over. These repairs can be dealt with all at once, which again results in a reduction of costs. The funds saved can then be used elsewhere.

“Reporting broken or damaged items, structures, and fixtures is everyone’s responsibility, especially if the issues could cause injury.”

Alternatively, e-mail me at **mbristow@qpu.asn.au**: using my Union e-mail address as well as my QPS e-mail address means I will receive your e-mail on my phone, even when I am not at work.

Marty BRISTOW

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So stay positive, keep up the good work, and if you need me, I am available on 0438 767 839. If you ring from a work phone, leave a message or I won’t know who is calling on a private line.



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QUEENSLAND POLICE UNION OF EMPLOYEES

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PETER THOMAS

To date, 2019 has shown all the hallmarks of being another exceptionally busy year, with so much happening in so many areas.

The following are just a few of the areas that have taken significant attention and time to date this year.

NORTHERN REGION RESTRUCTURE REVIEW

During March, Alan MacSporran, the Chair of the Crime and Corruption Commission, conducted meetings across the Northern Region reviewing the operability of the restructured Northern Region. The input from our members provided valuable insight into some of the difficulties that are experienced across a variety of areas.

urgent placements in exceptional circumstance returned to senior QPS management.

WHERE ARE OUR ADDITIONAL POLICE OFFICERS?

Some time back, the Government pledged an additional 53 fully funded police officers to the Townsville District for placement within the Townsville metropolitan area. To date, those officers have not appeared.

The Government also pledged an additional 24 specialist police officers

numbers will have upon reducing crime in our community.

Across the Townsville metro area, crime and violent crime statistics are increasing. Domestic violence offence statistics are nothing short of disturbing, and police resources are stretched to the maximum.

Not only does the community deserve better, but our members deserve more. It is unfair and unrealistic to have our members constantly under significant pressure and in many instances completing court documentation and mandatory reporting in their own time.

I am realistic and understand that 53 officers are not going to appear next month. I expect additional staffing to appear in smaller numbers, but to this point we have had no additional officer numbers to Townsville.

If I was a betting man I would place money on the appearance of a small number of these pledged officers with a fanfare of media and local politicians congratulating each other just before the next election.

From the information supplied, it was clearly evident there are a number of areas that require urgent attention to ensure that senior managers have the ability to manage their areas without being hamstrung by external agency processes and policy.

It was also clearly evident that no area requires more urgent attention than HR management and movement of members, not only within the Region, but also when exceptional circumstances require members to transfer outside of the Region.

I am hopeful that HR management will be handed back to the QPS in the not too distant future, with the ability to manage vacancies, member movements, transfers, and

to work in the field of domestic violence across the state, with three additional dedicated domestic violence officers to support the District Domestic Violence Liaison Officer in Townsville. Again, to date, not one of these positions has been advertised or filled.

One would think that crime and domestic violence would be significant areas of concern, not only for the State Government, but also for the local political members within the Townsville area.

Credit where credit is due: the only local politician who appears to continually lobby for additional police in Townsville is Dale Last. I think this is because he wore the blue uniform and knows the impact additional policing





QPS HOUSING

With the commencement of the new housing policy, and the development of local contractors performing repairs and maintenance, Assistant Commissioner Paul Taylor coordinated inspections of stations and our members' dwellings in the most isolated and remote areas of the Mt Isa District.

The group formed to inspect properties consisted of QPU General President Ian Leavers, Assistant Commissioner Paul Taylor, Superintendent Glen Pointing, Inspector Andrew Gillies, Senior Sergeant Andrew Kennedy (QPS Housing Policy roll out team), and me.

Inspections were conducted at stations and dwellings at Mornington Island, Karumba, Normanton, Boulia, and Birdsville. Unfortunately, due to delays we were unable to maintain our commitment in Camooweal; however, we will undertake this in the coming weeks.

Not only was this a fantastic opportunity to see the urgent maintenance issues firsthand and work collaboratively to have the repairs undertaken in a timely manner: the inspections also provided opportunity for future planning for development of these locations.

This was also an opportunity to inspect the work that is being undertaken at the Father Mick Lowcock residential facility in Mt Isa. The works undertaken in the

"We still have a long way to go, but finally there is light at the end of the tunnel for a long term housing solution."

communal area, kitchen, and outdoor area will make living in the barracks a lot better.

A huge thank you to Inspector Anne Vogler for the work done coordinating these upgrades.

While travelling between locations, the opportunity arose to visit Alpururulam to view the accommodation supplied to Northern Territory police officers serving in remote areas, and to discuss possibilities for cross border policing.

I encourage all members residing in QPS or GEH residences to lodge work order requests to repair issues in your dwellings. If you perceive that the issue poses a risk to you or your family, ensure you raise the issue with priority.

It is heartening to see such commitment from Paul Taylor and his management team in Mt Isa to improve standards for our members. We still have a long way to go, but finally there is light at the end of the tunnel for a long term solution.

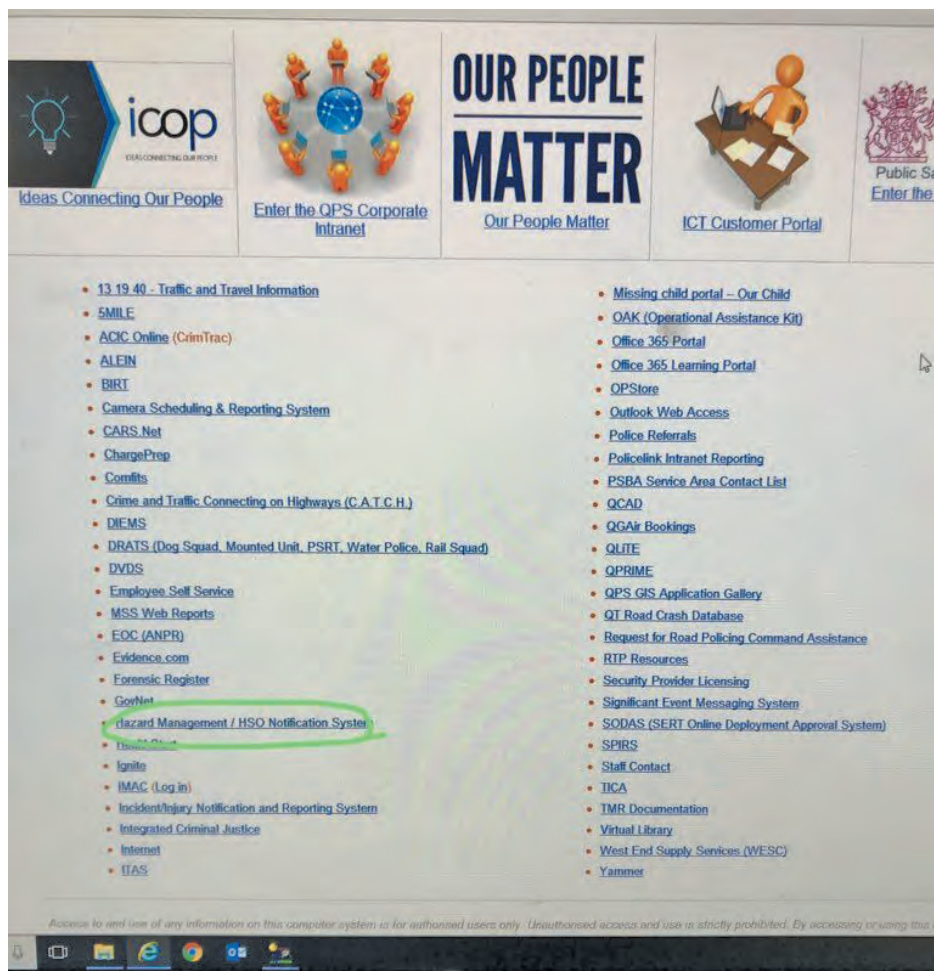
Do not hesitate to contact me if I can be of assistance in escalating your repair requests.

HAZARD MANAGEMENT REPORTING

Within the QPS Intranet is the Hazard Management Reporting system.

Any QPS employee can report or identify a hazard or risk, or an area that has the potential to be a hazard or risk.

Along with any urgent requests for repair where a hazard exists, I would



Where the Hazard Management Reporting system can be found on our intranet.

encourage you to enter a Hazard Management Report. Any report lodged on this reporting system must be dealt with under the legislative requirements of the WHS Act.

Do not hesitate to contact our QPU Workplace Health and Safety Coordinator Rosemary Featherstone (3259 1900 or rfeatherstone@qpu.asn.au) or me for assistance or advice with reporting a hazard.

BRANCH MEETINGS

Your branch officials and I all hold full time police positions and with our current workloads it has been difficult to facilitate regular meetings. We sincerely apologise.

If you have not had a branch meeting at your station for a while, I ask you to approach your branch official to coordinate a meeting in the not too distant future.

If you are keen to become involved as a branch official, do not hesitate to contact your local branch officials because I am sure they would appreciate any assistance you can provide.

I sincerely thank our branch officials for the tireless work they undertake, quietly and behind the scenes. You are truly appreciated.

WELCOME

I extend a warm welcome to our members who have recently taken up positions within the Mt Isa and Townsville Districts. I look forward to meeting those who I have not yet met, and to also catching up with old friends who are returning after a few years away.

If there is ever anything I can do to assist, please don't hesitate to call me. My phone is on 24/7.

Also, don't forget to update your address and contact details with the Union office.

Until next Journal, please look after yourselves and each other, take the time to attend your next branch meeting, thank your significant other for their support, and remember: no Union rep = no interview.

Peter THOMAS (Thommo)

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When you need professional
help, advice or support
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KEV GROTH

CONGRATULATIONS

Firstly, congratulations to Ian Leavers for once again being chosen by the membership to lead our organisation. I have known Ian for a long time and the dedication and passion he puts into his role is unmatched. I look forward to working with you into the future to deliver the best possible outcomes for our members.

Secondly, congratulations and welcome aboard the Executive, Kerrie Haines. Kerrie has been a tireless worker as a branch official and a champion of inclusion and diversity for many years now, and it is great to see her rewarded with a seat on the Executive. I look forward to continuing to work with you, Kerrie.

Thirdly, I would like to congratulate and welcome back our newly appointed Police Commissioner, Katarina Carroll. You are taking over at a tumultuous time, with morale at an all-time low, and with multiple reviews being conducted into the organisation.

I look forward to working with you and the rest of the Executive leadership team to try and rectify some of the issues plaguing our organisation. If indeed 'our people matter', we need to start making some changes and it needs to come from the top of the tree. The challenge is before you, Commissioner: I hope you are up to the challenge!

ENTERPRISE BARGAINING

We are entering into an Enterprise Bargaining year and it is full steam ahead from our Industrial team. Soon they will be making their way around the state talking to you, the membership, in regards to our log of claims, and the log of claims submitted by the Service. I encourage all members to get along to a meeting near you and have your say.

As shown by the recent Presidential election, apathy is still our biggest killer. The Union is only as strong as

its membership. Turn out to your local meetings, have some input, make your voice heard. Only then can we truly achieve positive outcomes.

"Don't sit back and expect others to do the heavy lifting for you: we are all part of the same team, fighting the same battles, hoping to achieve the same results."

Don't sit back and expect others to do the heavy lifting for you: we are all part of the same team, fighting the same battles, hoping to achieve the same results. Stand strong, stand proud, and be vocal.

CONTACT DETAILS

I also urge all members to make sure their contact details are all up to date with the Union. This is not only important during elections, but also in times of crisis like the recent flooding events in the north. If you are unsure if your details are current or not, fill in a form and send it off.

KNOW YOUR ENTITLEMENTS

In recent times it has come to my attention that some members do not know what they are entitled to, be it when going on maternity leave, regarding a flexible agreement, or if

looking for lateral transfers (to name just a few).

Please contact me or any of the staff at the Union office and get some advice. A five minute phone call now can save days and weeks of issues in the long run.

LATERAL TRANSFERS

One of the biggest issues I have been seeing lately is with lateral transfer applications. If you are unsure of the process or are not sure what information to put in your application, send me or one of our Industrial officers an e-mail.

A lot of applications have been going through to TAC that are wishy washy at best, with information scattered all over the place. A little advice and polish in the beginning can go a long way to helping you achieve your transfer request.

"A little advice and polish in the beginning can go a long way to helping you achieve your lateral transfer request."

While on the subject of lateral transfers ... it is disappointing to see the Service has changed its policy with regards to people on the TAC-approved list. For many years, the Service has adopted a one for one

policy, filling a spot on merit and then filling the next from the list.

However, it appears times have changed, with many District Officers now refusing to take members from the TAC-approved list and making all positions merit-based. While some would see this as a fair approach, I have to then ask: what is the point of even having a lateral transfer process?

If staff who have done the hard yards in remote and rural areas are being given no chance to return, I dare say soon it will be impossible to fill spots in these areas because staff will be too afraid to go, knowing they may not be able to get back.

This latest apparent policy change provides even more reason for you to contact our Industrial staff to assist with your applications upfront.

Well, that's all from me for now.

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

Kev GROTH

Regional Representative
Central Region
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**Sometimes our protectors
need protecting...**

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



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COL MULLER

STATE HOUSING COMMITTEE AND THE NEW QPS HOUSING POLICY

I have confidence in the State Housing Committee and the QPS Housing Policy. The Southern Region and in fact the whole QPS has seen real benefits in the first rounds of funding.

The following addresses have either had maintenance already carried out or are in the process of having problems resolved:

18 Riverview St, Charleville	Kitchen upgrade
18 Riverview St, Charleville	Bathroom upgrade
24 Highland St, Esk	Bathroom/toilet upgrade
4 Brisbane St, Goondiwindi	Bathroom is old and worn
4 Brisbane St, Goondiwindi	Kitchen is old and worn
2 Brisbane St, Goondiwindi	Kitchen cupboards are old and worn
2 Brisbane St, Goondiwindi	Bathroom is old and outdated
Eurella & Brunel St, Morven	Bathroom is water damaged
145 McDowell St, Roma (multi tenancy)	Second bathroom to be installed
7 Albert St, Tambo	Bathroom is old and outdated
7 Albert St, Tambo	Kitchen cupboards are water damaged
58 Burrell St, Yelarbon	Kitchen cupboards are delaminated
58 Burrell St, Yelarbon	Bathroom is old and outdated

BUDGET CUTS AND THE EFFECT ON PENALTY UNIT STATIONS AND SECTIONS

Recent budget issues in our Region have seen pressure on smaller stations and sections in our Region, especially those who operate on penalty units. It appears they are easy targets for the saving of

money with wages and penalty unit restrictions.

While I understand that we all have budgets to work toward, and the fact that our Region has had to fund a large number of serious incidents, I get a bad taste in my mouth when I see officers financially penalised because they work in penalty unit stations and sections and they have managed their allocation budgeting for their service requirements and still have some units in their kitty.

“The QPS needs to quarantine penalty units and overtime from budget cuts or it risks losing the attraction of working in an area with penalty units.”

The QPS needs to quarantine penalty units and overtime from budget cuts or it risks losing the attraction of working in an area with penalty units.

I have raised these issues at Regional management level and feel that managers are reasonable and sensible. I believe this is the cost of doing business in modern day policing and we need to be able to operate.

I am very interested to hear from members at stations and sections who have been affected.

OVERTIME AND MULTI-DIVISIONAL COVERAGE AT ONE AND TWO OFFICER STATIONS

There was recently a review conducted on one and two officer police stations

attempting to clarify some issues around policing inside and outside of the Division of these stations.

With restraints on QPS budgets, there seems to be fewer relieving dollars pushed toward replacing members on leave at some of these stations, resulting in members often covering other Divisions while the substantive officers are absent.

I have received a number of questions around when overtime is payable for attending to duties in neighbouring divisions, including when officers are covering the Division in question.

The below information gives some clarity regarding when overtime is payable in some of these situations.

General provision 70(2)(a) of the Certified Agreement states:

‘Where an employee is directed to perform duty outside of their division by the District Officer or a delegated officer and that duty is on a rest day or is outside of their rostered hours for that day, the employee will be paid overtime for the duty so performed.’

New provisions in the ER Bulletin clearly state:

‘Employees will not be required to cover more than one extra single officer station and only for periods of paid leave at that extra station or to tenable officers to attend training or for other reasons as agreed between the Service and the QPU. No overtime will be payable for duty performed in these circumstances during the normal rostered hours at that officer’s home station. However, overtime will be payable for all duty performed in the neighbouring

division occurring outside of ordinary hours or on rest days. The continuous period for covering arrangements should not exceed beyond 16 weeks unless justified. When a Two Officer Station has only one officer, that officer will not be required to cover any other station (i.e. single officer station) where the appointed officer at that station is absent.'

"If you are directed to attend an incident outside of your Division and you are outside the scope of a rostered shift, then you are entitled to overtime."

Essentially, if you are directed to attend an incident outside of your Division and you are outside the scope of a rostered shift, then you are entitled to overtime.

BLACK DOG BREAKFASTS

The Southern Region is about to commence the rollout of our Black Dog Breakfasts.

The Queensland Police Service, the Our People Matter team, and the Queensland Police Union are working together to see Black Dog Breakfasts rolled out to as many members in the Southern Region as possible.

Ipswich District has two organised breakfasts.

Wednesday 15 May, 7 - 10:30am

Brothers Leagues Club, Wildey Street
Presenters will be Shaun O'Gorman and Sasha Roberts

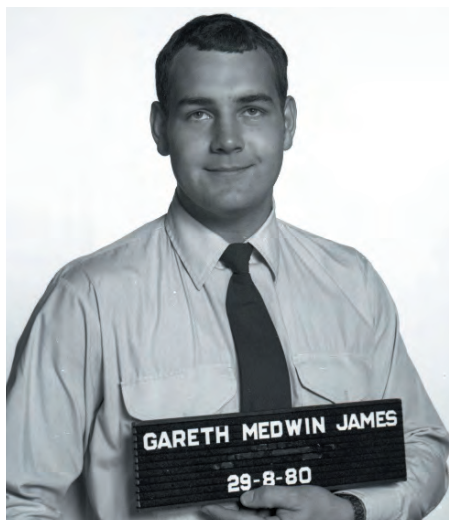
Wednesday 19 June, 7 - 10:30am

Goodna RSL
Presenter will be Lincoln McLeod

Many more breakfasts will be rolled out across the Region, with Roma and Charleville in early June.

CHANGING OF THE GUARD

This year will see the retirement of many respected officers from the Ipswich District. Over 150 years of Ipswich District policing history will retire with these officers.



Senior Sergeant Gareth James 4432 (Retired Ipswich District Duty Officer) retired on 15 March. Gareth's career included three tours of Ipswich spanning 33 years.



Senior Constable Craig Bellchambers 11158 retired on 8 March after 20 years with the QPS, with 15 years served at the Ipswich Forensic Crash Unit.



Senior Sergeant Robbie Goodger 5365 (Ipswich District Duty Officer) will retire on 10 December finalising a career spanning 36.5 years, 29.5 of which were served in the Ipswich District. A send-off for Robbie will be held later in the year.



Senior Sergeant Mark Courtney 3882 (Officer in Charge, Yamanto station) will retire on 28 May. His career spanned more than 42 years, with 19 years in Ipswich as the Officer in Charge of Yamanto. Mark will be having a send-off on 24 May.



Sergeant Peter Dale 3948 (Shift Supervisor Ipswich police station) will retire on 18 November, finalising his career spanning 44 years, 10 months, and two days, with 30 years within the Ipswich District.

Sgt Dale joined as a cadet at 15 years of age and will retire on his 60th birthday. It is anticipated that a send-off will be organised for Peter later in the year.

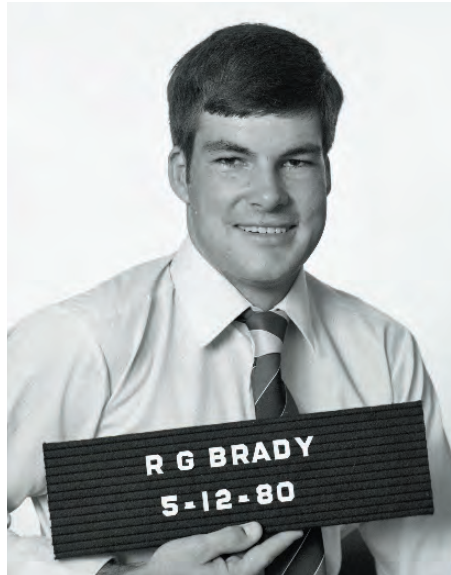


Sergeant Wendy O'Neil 8508 (Administration Support Officer Ipswich District Office) will retire on 20 November following a career

spanning 37 years, approximately 17 years of which was in the Ipswich District.



Senior Sergeant Kevin Harrigan 3951 (Officer in Charge of Karana Downs station) will retire on 2 December following a career spanning 43 years, approximately 17 years of which was in the Ipswich District. Kev will have a send-off later in the year.



Sergeant Richard Brady 4624 will retire on 30 September after a career of 34 years, with 22 years served in the Ipswich District. Watch out around September for his send-off.

Senior Sergeant Paul Behne will retire this year after almost 25 years with the Service. He has spent his last three years in Ipswich.



A more recent picture of our retiring officers: Robbie Goodger, Richard Brady, Gareth James, Wendy O'Neil, Kevin Harrigan, Peter Dale, and Mark Courtney.

Col MULLER
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TONY COLLINS

MY LAST ROUNDUP

This is my last Roundup because I am finishing as the Executive member and Regional Representative for South Brisbane District as of 30 June. I can't believe 12 years has flown past as your Union Rep.

I would like to start by thanking all my branch officials for the hard work done by them over this time. Without them and their hard work, my life as your Union Rep would have been immensely more difficult ... not that it was that easy, even with their support.

I would also like to thank you for all the support that you have given me during my time as your Regional Representative, and for allowing me to help you with your problems. It has always been a privilege.

Policing is changing and your Union must keep up. There is a slow but inexorable move towards austerity measures. This is the more with less rhetoric. If the QPS is not careful it will directly affect the Our People Matter strategy. But what is also needed is for other government departments to do their job.

"There is a slow but inexorable move towards austerity measures. This is the more with less rhetoric."

Lets start with Corrections. Take your prisoners. When sentenced or remanded, there is an obligation to house these prisoners. This is your obligation, not ours. There are models all over the world where police do what we do and then hand prisoners

over to full time custodians. Looking after prisoners is not our job.

Department of Child Safety. Quite simply, your department should have been open 24 hours 10 years ago. If you can even get two shifts, seven days a week, that will improve the situation in leaps and bounds for the young lives you are not taking care of properly.

The Brisbane City watchhouse is no place for juveniles. If you treat children like animals, how do you think they will behave when released?

Queensland Health. This was working a couple of years ago when the QAS took over mental health transports. However, since then, ramping is out of control. Every mental health patient is flagged for violence, which requires police attendance. So we are back to square one. Moreover, hospital security need to accept the EEAs as soon as we arrive.

As for the QPS: the QPS needs to put more action into Our People Matter. It is the day-to-day management of our people and the decisions surrounding their lives that is lacking humanity.

The Working for Queensland survey again showed another negative year for the bosses. This is not a new trend, but it does not appear to be reversing anytime soon. A start is probably injury management.

Over the past 12 years it has gone from a proactive unit to a compliance unit; I believe this is because there is not enough staff in this section to

"If your house is broken into, you want police to turn up and talk to you, not only about your break but about how to improve your security. Phone calls don't cut it when the castle has been violated."

do the job it is supposed to do. Same scenario for HR. The creation of PSBA has done us no favours at all.

The one major concern I have is police acceptability. We do our job on the basis that the community believe the laws are just and we enforce them fairly. Should the community ever decide this is not the case, then acceptability will decrease.

If your house is broken into, you want police to turn up and talk to you, not only about your break but about how to improve your security. Phone calls don't cut it when the castle has been violated.

The fundamentals of policing still lie with embedding police within the community they police. If you

take away the connection with the community, then our acceptability will decrease and life for police gets harder.

We were once the prince of the government agencies, but now we are the pauper. This slide did not occur because of Fitzgerald: it may have

and welcome back. I hope you are able to achieve what we need as an organisation during your term.

Signing off.

“We have a new Commissioner in Katarina Carroll. Not 100% sure why you would move back to us when everyone loves the firies. Good luck and welcome back.”

Tony COLLINS

Regional Representative
Metropolitan South Region
0414 804 472
tcollins@qpu.asn.au

Lastly, we as an organisation need to learn to say ‘no’. We need to triage our calls for service better and say no. Tell people to ring the appropriate government agency, especially during business hours, and tell the person on the end of the phone that it is not a police matter.

started with it, but it is something more systemic than that.

Look up Deb 2020: the Leader of the Opposition. Policing is not even on the front page of her website. Law and order is falling off the political agenda and we are paying the price for it.

It is a hard conversation, but marketing this is essential if we are going to move forward.

We have a new Commissioner in Katarina Carroll. Not 100% sure why you would move back to us when everyone loves the firies. Good luck

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SHANE PRIOR

'US VS THEM'

The *Industrial Relations Act 2016* introduced new entitlements for employees in relation to 'Flexible Working Arrangements', and at about the same time, the QPU (in conjunction with the QPS) advocated for new 'Flexible Hours Agreement' provisions to be added to the *Queensland Police Service Employees Award - State 2016*.

During the same period, the Queensland Industrial Relations Commission also undertook a vast award modernisation project. It has come to the attention of the QPU that the similarity of the phrases Flexible Working Arrangements and Flexible Hours Agreements has caused some confusion.

Flexible Hours Agreements are those agreements where an employee enters into a negotiated position to work less than fulltime hours. This was previously known as a Part-Time Agreement.

Flexible Working Arrangements refer to an individual employee-negotiated arrangement where they work a pattern outside the normal operation of their work unit. This includes Flexible Hours Agreements, Telecommuting, Extended Shifts, or a combination of the three.

WHY IS THIS DISTINCTION IMPORTANT?

Some of you may have identified that while the QPS has published a Flexible Working Arrangements policy, the only guidelines available are for Flexible Hours Agreements. Despite reassurances from the QPS that new guidelines are imminent for Telecommuting and Extended Shift Arrangements, we are still waiting.

A huge amount of work has gone into the process and guidelines for Flexible Hours Agreements, and this has also been backed up by better funding and HR support. However, for all other flexible working requests, the available

information is either out-of-date or non-existent.

"The intention of the Flexible Working Arrangements policy is to seek an outcome that is suitable for the individual and the workplace."

The intention of the Flexible Working Arrangements policy is to seek an outcome that is suitable for the individual and the workplace. There is no expectation on managers to approve or support unrealistic or unachievable requests, but alternative options should be discussed in these circumstances.

managers with possible solutions and attempt to mediate a compromise.

One of the greatest achievements of the new flexible hours process is that if an individual is an OSA worker, then when they go onto a Flexible Hours Agreement, that OSA is reimbursed to the station or establishment to cover any penalty shifts they work.

There should be no pressure on OICs to find the funding from their already stretched budget. Recent rumours that these reimbursements are not happening is false and I'd love to hear from anyone who is given similar advice from QPS Senior Management.

I have recently been approached by some managers (non-commissioned officers) who feel the QPU is only helping the members applying for Flexible Working Arrangements and leaving them on their own.

"What is being described to me is the feeling that these Flexible Working Arrangements are creating an 'us vs them' mentality in the workplace, and causing enormous amounts of stress for managers."

If all else fails, the 'Flexible Hours Committee' is available to assist with a resolution. The Flexible Hours Committee is not intended to assign blame or provide punitive direction to OICs or managers. The Committee will seek to assist both members and

In fact, what is being described to me is the feeling that these arrangements are creating an 'us vs them' mentality in the workplace, and causing enormous amounts of stress for managers who feel they are left to manage the expectation of the

member seeking the arrangement, staff of the establishment, and more broadly, management.

I am aware this is causing staff to refuse OIC relieving and the feeling that those affected managers (and QPU members) are isolated and unsupported.

If you are an Officer in Charge or delegated manager being inundated with either Flexible Hours Agreements or Flexible Working Arrangement applications, please remember you are our members, too. We can only assist those members who come to us and can only address issues that we know about with the QPS.

This is particularly important if you have sought advice and assistance from your Inspector or District Officer and it has not been forthcoming. I know I speak on behalf of all Regional Representatives when I say that we,

alongside our Industrial team, are here to offer assistance with respect to these matters.

2019 QPU CONFERENCE

The 2019 QPU Conference is fast approaching on 30 and 31 May. I am extremely happy to advise that all areas with Headquarters and Support Region are being represented and conference motions will no doubt be presented to branch meetings in the coming weeks.

Delegates this year include Detective Senior Constable John Shilton (Crime Ops branch), Senior Sergeant Phil Lynagh (Headquarters branch), Senior Constable Eric Greene (Forensic Services branch), Senior Constable Jason Goodwin (Railway Squad branch), Marshall Bostock (Brisbane Prosecutions branch), and Sergeant Michael Kelly (Crime Corruption Commission branch).

I look forward to a productive and informative Conference with no doubt lively debate.

Shane PRIOR

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

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KERRIE HAINES

Firstly, I would like to thank the members of Metropolitan North Region for voting me in as their QPU Executive Member. Since taking on the role in November last year, I've learnt a great deal. My priorities are to provide advice and support to members in relation to welfare, industrial relations, HR, legal, and discipline matters. The assistance provided to me by the staff at the QPU office has been invaluable; they do a great job and are always available. I've also enjoyed a very productive and supportive relationship with QPS Management, HR, and Injury Management within my Region. What I have found frustrating are the ongoing issues with second year allocations and TAC.

JUVENILES IN CUSTODY

One of the major challenges in Metro North has been managing juveniles in custody since the *Youth Justice and Other Legislation Amendment Act 2016* commenced on 12 February last year, transitioning 17-year-olds into the youth justice system.

"My priorities are to provide advice and support to members in relation to welfare, industrial relations, HR, legal, and discipline matters."

Queensland's two youth detention centres (located in Brisbane and Townsville) have operated above safe capacity since the implementation of the Act, which has resulted in a substantial number of young people being unable to be admitted.

than 9,500 juvenile admissions to a Queensland watchhouse, comprising almost 4,000 individuals.

The Brisbane City watchhouse (BCWH) has the following support agencies to help police manage youth: Youth Justice, Dept of Education, Forensic Children's and Young Person's Mental Health, Murri Watch, Sisters Inside, the Public Guardian, Forensic Health, Aboriginal and Torres Strait Islander Health, Salvation Army, and Legal Aid Queensland. The BCWH also has additional support in the form of four police per 24 hours on overtime, to assist in the wings.

The housing of children has seen an increase in work for watchhouse staff, because children are very needy and require constant support and attention. They've created additional workloads in comparison to managing adult prisoners and this has affected some watchhouse staff, challenging their skills in many ways.

children in custody at the BCWH, which reduces expenditure for the QPS regarding the transportation of children around the state.

There is no short term solution. I've seen firsthand how challenging the juveniles are: they are cunning and active 24/7.

Regional staff return to the watchhouse on overtime and have been able to overcome the initial workloads. They work hard to form professional relationships with the aim of improving behaviour and reducing assaults and damage to police property.

We must continue to support each other, listen to members' concerns, and keep communication open.

I am available 24/7.

Kerrie HAINES
Metro North Region
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khaines@qpu.asn.au

"During the year between 12 February 2018 and 12 February 2019, there were more than 9,500 juvenile admissions to a Queensland watchhouse, comprising almost 4,000 individuals."

These young people are instead being held at police watchhouses. During the year between 12 February 2018 and 12 February 2019, there were more

Youth Justice provide support to the BCWH from 8am until 8pm and video conferencing is used for all subsequent court appearances for



PHIL NOTARO

YARRABILBA

Mid-April saw the 'turning of the sod' and the official announcement of the commencement of construction of the Yarrabilba police station. I am proud to say the election promise that is Yarrabilba police station was as a result of lobbying by the QPU.

Yarrabilba is a huge growth area, with a current population of approximately 8,000. On current trends, the population is expected to increase by at least 25% per year for the foreseeable future.

Yarrabilba currently accounts for 20% of the calls for service for Jimboomba police station. Yes, a fifth of Jimboomba's calls for service, which Jimboomba has had to absorb over the last four to five years without any growth positions.

So one would expect that with the announcement of a new police station, then the extra police would alleviate some of the stresses already placed on the overworked Jimboomba police.

Wrong.

Because here's the kicker. The Yarrabilba police station will bring absolutely no extra police to Logan Police District. It will open with an Officer in Charge (Sergeant) and eight trackers, all of which have been 're-assigned' from other stations within Logan District, including Beenleigh, Jimboomba, and Logan Village Beat (which the station is replacing).

Not to mention equipment like cars, radios, etc, which will also have to be moved from other areas.

Some would say it's like moving pieces on the chess board. I prefer the analogy of shuffling decks on the Titanic. It's still sinking fast.

Yarrabilba will kick off with a total of nine police. This is not even enough

police to roster a crew 24 hours a day. The minimum to do this is 12. So most evenings there will be no police rostered at Yarrabilba past 10pm (maybe 2am on the weekend nights) and the area will still have to be serviced by other already overworked police from Jimboomba and Beenleigh, both of which have lost four police each.

"When a new school opens in Yarrabilba, does the Education Department merely move teachers' positions from other schools (so those schools are then short of teachers)? Of course they don't."

Here's the thing. I am not having a crack at the Police Minister, but when the Government commits to the QPU, at election time, to build a new police station, this Union expects that that police station will come fully funded with police and equipment: extra police and extra equipment to what we have now.

Simply building a base for police to start and finish work, and continuing to use existing police numbers, does absolutely nothing for attending to calls for service or crime reduction.

Some will bang on about community engagement. The Logan Village Beat has been open for the past nine years engaging with the community. This doesn't assist the cause when these humongous housing estates keep sprouting out of bushland.

In 2018, calls for service to Yarrabilba were approximately 820. With a continued population increase of 25%

(on current trends), one can reasonably expect calls for service to increase by the same percentage. This is a reasonable expectation. Yet we have no planning and no reasonable prospects of adequately meeting these calls for service.

The election commitment was for \$2.1 million. Unfortunately, the agreed site

will not have a road to it for five to seven years, so the Logan Village Beat is having a refurb, to the tune of \$700,000. So with a saving of \$1.4 million, we still have to steal police and cars from other areas. Something doesn't add up.

To make it clear, I am not being critical of the District Officer or the Assistant Commissioner. They have been fighting hard for growth positions, but have been told time and time again there is no growth. Their D&RC submissions have fallen on deaf ears.

'Do more with less': remember that old chestnut?

Tell me this. When a new school opens in Yarrabilba, does the Education Department merely move teachers' positions from other schools (so those schools are then short of teachers)?

Of course they don't. They create additional teacher positions. Growth numbers. Now there's a novel idea.

When the new fire station opens up at Yarrabilba, will the Fire Service simply pinch a big red truck and five fireies from a nearby fire station? I doubt it.

Yet it's okay to do that with police.

Alongside Ian Leavers, as your Regional Rep I will continue to lobby the Police Minister, the local state members, and work with local Councillors to continue to pressure the Police Service to adequately resource the Yarrabilba area.

VACANCIES

Like Yarrabilba, Logan District generally is crying out for more police. This is a common theme all over the state. Put simply, there has been no growth for a number of years.

Here's the official figures in relation to overall strength of the QPS for the last five years.

2015	2016	2017	2018	2019
11,411	11,717	11,719	11,726	11,736

Currently, Logan District has an approved strength of 560, which has remained static since 2015. However, only 371 of those police are in general duties, working as first responders.

When you look at growth in general duties over the last five years, it's not a pretty sight.

2015	2016	2017	2018	2019
383	386	388	388	371

(2019 adjusted Logan Dist W/House)

So this beggars a couple of questions. With new housing estates continually being approved by the State Government and with the overall population growth in Logan running at about 3.5%, why aren't police numbers growing?

What isn't assisting police numbers is the number of vacancies the Police Service is currently holding. The official QPS figures at March this year indicated there were 924 permanent positions vacant within the organisation.

That's nearly 6% of the entire work force. What sort of organisation carries 6% vacancies? How do we operate?

Of those 924 vacancies, it is unclear from the figures how many are sworn positions, but it appears sworn positions are running at about a 96% occupancy rate. That's still about 500 vacant police positions. Imagine what we could do if those positions were filled.

For Logan District, that would equate to about 14 general duties police. Yarrabilba problem solved.

Yet PSBA will tell us we are over strength. Say what?

I don't know how. Perhaps because they are they counting all the First Year Constables against permanent positions. Consequently, everyone has vacancies.

Again, one has to ask where the money is going. The QPS is funded for a strength of about 11,500+. They also get funded for growth positions and training. So by not filling 900+ positions, the Senior Executive are saving a motza. Where's the coin going?

I know I am starting to sound like Geoff Toovey (a very passionate ex-Manly coach), but 'there's got to be an inquiry'.

"I know I am starting to sound like Geoff Toovey (a very passionate ex-Manly coach), but 'there's got to be an inquiry'."

The system is broken and needs to be fixed. Not next year, not the year after. NOW.

VEHICLE NUMBERS

Last year I made some noise in relation to police vehicle numbers, including asking the Commissioner at our last Union Conference.

My question was based on official government figures which indicated that changes in the fleet would see a saving of \$4.8 million in two financial years from 2016 to 2018, equating to about 108 extra police vehicles.

I then pursued Deputy Commissioner Linford because I got no response from the Commissioner.

In November last year I received this response from the Deputy.

'There has been growth of 130 vehicles since 2016 with another 50 planned for next year (2019). Now 51 of those to date are part of CT (counter terrorism) funding. Between Regions and Road Policing Command there is growth of 74 vehicles in the 2016-19 period plus some small numbers for a number of other commands.'

This raises a couple of issues. On these figures that's a growth of 181 vehicles from 2016 to 2019, with 74 to the Regions and RPC.

Firstly, it appears the lion's share have gone to CT. Yet CT was budgeted \$90 million at the last election. Surely that \$90 million would and should pay for their cars.

Secondly, not sure where the 74 cars have gone, but they didn't come to the South East Region. Like everything else, Logan District are sadly lacking in just about everything, and have had only one growth vehicle in the past two years. I am not suggesting Deputy Linford has been dishonest in her response, but I do believe she has been supplied some very rubbery figures.

I would certainly be interested in hearing from officers in charge in the South East in relation to your vehicle situation. To me it appears to be all smoke and mirrors.

Next edition: Coomera police numbers. We are crisis point.

Stay safe. Our people matter ... to me.

Phil NOTARO

Regional Representative
South East Region
0403 655 885
pnotaro@qpu.asn.au

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Juvenile Crime: A State In Crisis

Police have known that juvenile crime has been at epidemic proportions for several years.

Recently it has been brought into stark relief by the Government moving the age of an adult from age 17 to age 18, meaning that an entire additional cohort of offenders who were previously considered adults in the eyes of the law are now considered juveniles.

Many people have asked what the problem is with this policy change.

The only problem is that the Youth Justice Department, headed by Minister Di Farmer, undertook no modelling and made no provision for accommodating juveniles in juvenile detention centres, or even dealing appropriately with juveniles in the courts, which of course means only one thing ... because of the failings of Di Farmer and her department, it now becomes the police's fault.

Several years ago, Ian Leavers was the first to warn this problem would occur, yet very few listened.

They are all listening now.

The Journal sat down with Ian Leavers to find out more.

IS JUVENILE CRIME OUT OF CONTROL?

We are starting to see the epidemic of juvenile crime being out of control. We are seeing this right across the state, whether it's in the far north or the south east. We are seeing young people commit crimes they know they can get away with because the judiciary doesn't always support police when juveniles go to court.

When they go to court there is a slap on the wrist, and maybe some harsh words, but it is rare that these recidivist offenders ever do time. I'm all for rehabilitation for young people who make a mistake. But for those who are repeat offenders and who put the lives of those in the community at risk: they need to be kept inside to keep the community safe.

"I'm all for rehabilitation for young people who make a mistake. But for those who are repeat offenders who put the lives of those in the community at risk: they need to be kept inside to keep the community safe."

We are seeing violent attacks, car jackings, and youths going on wild rampages in stolen cars. They think it's a sport, and they post about it on social media as though it's something to be proud of. This is unacceptable and it has to stop.

These people who put the lives of those in the community—and police—at risk need to be behind bars. Those in the judiciary need to stand up and protect the community, because so often we are seeing that the courts are not meeting community expectations.

ARE WE MOSTLY TALKING ABOUT PROPERTY CRIME?

Property crime is common: for example, breaking into houses to steal keys to steal cars. It then escalates to these cars being driven dangerously on the roads, to robberies, to violent and vicious attacks on people, grievous bodily harm ... and sadly sometimes it can get even worse.

Property crime is the start of a process of escalation into more serious crime, and that is a real issue. When you talk to decent people in the community—and a lot of these people are battlers, just struggling to make ends meet—the frustration they have is incredible. They don't feel safe.

As police, our primary role is to protect life and property. We are doing all we can, but we feel like we are being let down by the courts and other government departments. As police, we take it personally: that we are letting down the community.

These juveniles are being allowed to continue to commit these crimes, and we feel the pain of the victims. That is probably something different to people in other organisations in that they are not dealing with the victims firsthand.

HOW FRUSTRATING IS IT FOR POLICE?

It is extremely frustrating for police across the board, because police are the only ones held to account. We deal with the victims of juvenile crime day in, day out, and we feel their pain. We see the victims, we deal with them.

The loss of a car to a family is the loss of their mode of transport; regardless of its monetary worth, a stolen car can affect someone's ability to get to work, to take their kids to school and sport, and their family suffers.

"It is extremely frustrating for police across the board, because police are the only ones held to account."

Police are seeing it firsthand. From working in low socio economic areas, and being in the child protection industry, I've seen this firsthand, and the frustration of police—in many cases on behalf of the community—is enormous.

We are also frustrated because we know that while we are dealing with these recidivist offenders, there are other things we are unable to do, because

"To receive bail is a privilege, not a right, and if you breach your bail and continually breach your bail, it shouldn't be granted into the future."

there are only so many resources available. Police need to be tackling other issues, not just juvenile crimes

that could be prevented if the recidivist offenders were dealt with appropriately.

We've simply had enough. But what we do, on each and every occasion, is continue to put these recidivist offenders before the courts. We object to their bail, for a reason, and the courts simply let them go. To receive bail is a privilege, not a right, and if you breach your bail and continually breach your bail, it shouldn't be granted into the future.

If you have shown you cannot be trusted, you have shown you do not deserve to be in the community. The community deserves to be protected. I can say it quite simply: police have had enough. We are doing our job. It's about time the courts, and other government departments, do theirs.

IS COMMUNITY SAFETY AT RISK?

Car jackings are occurring more regularly, which is a real concern, because if they are happening, nobody feels safe. People are frightened. This could start to become the norm, and we cannot accept this as being the norm. We have to tackle this, and tackle this head on.

These people who commit these offences need to go to jail. We need to protect the innocent people in the community and do our job. We do know that with some of these recidivist offenders, they go on to commit other crimes that are far more serious and that have a greater impact on the community.

There have been some instances where juveniles are even attacking officers on the street. It begs belief that after an unprovoked attack on a police officer where bail is objected to, they are still released. If a police officer is not safe, the community is not safe. This sends the wrong message.

For those who viciously and violently attack police and other emergency service workers, we need mandatory sentencing. We need to send a message to these juveniles that if they commit

these vile, disgusting acts, they will go to jail. I can tell you now, from being on the frontline, and being assaulted, and being spat on ... unfortunately when you are a victim of these attacks, the ones who suffer are not just the police officers.

It is also our families at home: our husbands, our wives, our children, our parents. They live in fear each and every time their family member goes to work.

They wonder each and every day, 'Am I going to have a phone call, or am I going to have a police officer turn up on my doorstep and tell me my loved one is seriously hurt, if not worse?' I know of an example in north Queensland where a three-year-old boy had a father in hospital following a vicious attack.

He said, 'Why didn't you just shoot him, Dad? Why did you have to end up in hospital?' That is really concerning when we have a three-year-old expressing these thoughts to their father, who is just an ordinary person, an ordinary police officer, going to work, doing his job.

"Townsville has long been recognised as having a problem, alongside Cairns, Logan, Caboolture, and Ipswich, but you realise it's getting more and more widespread when places like Toowoomba are being recognised as having car jackings at a record high."

IS JUVENILE CRIME INCREASING RIGHT ACROSS THE STATE?

Townsville has long been recognised as having a problem, alongside Cairns, Logan, Caboolture, and Ipswich, but you realise it's getting more and more widespread when places like Toowoomba are being recognised as having car jackings at a record high.

It's concerning that other locations are suddenly being talked about as being crime centres.

"In the current environment, I can only foresee that it will continue to get worse. And that's why we need to toughen up. It's not the police who need to toughen up: it's the courts, and the other government departments that need to support us on this."

In the current environment, I can only foresee that it will continue to get worse. And that's why we need to toughen up. It's not the police who need to toughen up: it's the courts, and the other government departments that need to support us on this.

They need to start doing their job. These recidivist juveniles cannot be trusted to be in the community; they need to be behind bars. It's a very simple message: if you do the crime, you do the time.

SHOULD THE PARENTS OF JUVENILES BE HELD RESPONSIBLE?

There are some parents who are totally irresponsible, and who encourage delinquent and criminal behaviour, whereas there are other parents who put their hands up and say, 'I'm struggling, I need help'.

Sometimes there's no-one to support parents when they know their kids are going off the rails. I've worked with the Department of Child Safety, and I've seen situations where parents want to take a tough stance but they aren't supported by the department.

So I think we need to support parents. But as for those parents who are totally irresponsible, I think we need to look at somehow seeing them take responsibility. They are the ones who enable this type of behaviour, with their lack of supervision.

Some of them are that irresponsible that you wouldn't leave them in charge of a house brick, let alone a child. But we do have some parents on the other end

of the spectrum who are pulling their hair out: they are struggling with what is occurring because they get little or no

support. They need a hand, and they're not getting it. I actually feel sorry for some parents.

WHAT DO YOU THINK ABOUT JUVENILES BEING HELD IN WATCHHOUSES?

The overcrowding in youth detention centres has led to youths being housed in watchhouses, and this is putting tremendous pressure on police. It is simply not the job of police and watchhouse officers to house youths in these circumstances.

However, as police, when everything else fails, we will always step up and do the job, because in our mind community safety and looking after the public is our priority.

However, I am tired of other government departments repeatedly failing to deliver, and I know all police are, too. It is becoming the role of the police to fix it.

It's just ridiculous. Why is everything the fault of police because other government departments simply cannot do their jobs?

We have a Minister who cannot plan for policy changes and we have a department who clearly cannot undertake modelling. We always hear of politicians being accountable and the buck stopping with them, however here is a perfect case where the Minister should take responsibility and she does nothing of the sort.

I just don't think it's good enough.

WHAT DO YOU THINK THE ANSWER IS?

If we catch an average juvenile who enters the criminal justice system at an early stage, we can divert them into programs, work with them, and try and turn their lives around. Yet juvenile crime has increased over the past five years.

I think Di Farmer, the Minister for Youth Justice, is asleep at the wheel. The Youth Justice Department needs to come up with a plan: they need to work with other departments, other NGOs, community groups, elders, and anyone else who may be able to help solve this problem.

They need to present a plan to keep juveniles out of the juvenile justice system. We as police are doing our job—we are apprehending them on behalf of the community, and putting them before the courts—but then we are seeing a revolving door of these offenders being let back out onto the streets.

"If we catch an average juvenile who enters the criminal justice system at an early stage, we can divert them into programs, work with them, and try and turn their lives around."

In policing, our job is to ensure safety within the community and to protect life and property. Our aims, options, and actions are quite simple, and we will always do what it takes to uphold our oath. However, it can't be solely the job of the Police Service to solve all these issues.

The Youth Justice Department needs to step up, put a plan into place, and do whatever it takes to reverse the trends we have been seeing in increased juvenile crime that have led to a state of crisis.

An Aussie in La La Land

Why a Queensland Police Kia Stinger was in the spotlight in the United States

By Peter McKay

A Kia Stinger, boldly presented in Queensland Road Policing Command livery, attracted plenty of attention at two major North American car expos—SEMA in Las Vegas and the Los Angeles Auto Show—where streams of curious people checked it out.

There's a simple reason why a right-hand-drive Queensland Police Stinger was an ocean away in California: manufacturer Kia's ambitious objective is to attract interest from US agencies.

Inspired by the success in attracting orders from police in Australia's two largest states, Kia senses huge potential among the hundreds of jurisdictions across the United States.

Kia Motors America believes US cops should be impressed with the Australian-developed police Stinger, which is fitted with a special Kia Australia-developed 'plug and play' wiring loom to accommodate all the extra electronic equipment needed for law enforcement work.

The Stinger's appeal to policing agencies obviously starts with its accelerative performance and dynamics. In standard trim, the 3.3-litre twin-turbocharged V6 sprints from rest to 100km/h in under five seconds, making it an ideal first responder and city pursuit car.

Other factors are a competitive purchase price, low running costs (it uses cheaper 91 octane fuel), and the minimal changes required to ready the Kia for serious highway work.

The Queensland Road Policing Command took delivery of 50 of the high-performance V6 Stingers before



Christmas, with 22 more to follow this year.

Queensland Police have the base Stinger S with its standard wheels and Continental tyres, and standard Brembo brakes.

Many brands have been pitching for police business since home-grown products have disappeared. New South Wales opted for a mix of the BMW 530d and Chrysler 300SRT. South Australia has been trialling the new Opel-sourced Commodore, while Victoria has signed up for BMWs too.

But Queensland and Western Australia went for Stingers for police patrolling and first response work, with other states also evaluating the South Korean rear-drive car.

The US remains a possibility too. The many and varied US law enforcement organisations currently use a number of different patrol and pursuit cars including the Chevrolet Caprice, Dodge Charger, Ford Interceptor, and elderly Ford Crown Victoria.

Kia Motors America's director of media communications James Bell has indicated that one big US supplier of equipment to Chevrolets used for pursuit work is supremely confident he can get the Stinger into 'that world'. The supplier has asked to borrow a Stinger to be measured up for the US policing equipment.

The Stinger will be a hard sell in jurisdictions regularly affected by snow but could be a possibility in dry regions where agility is a priority.

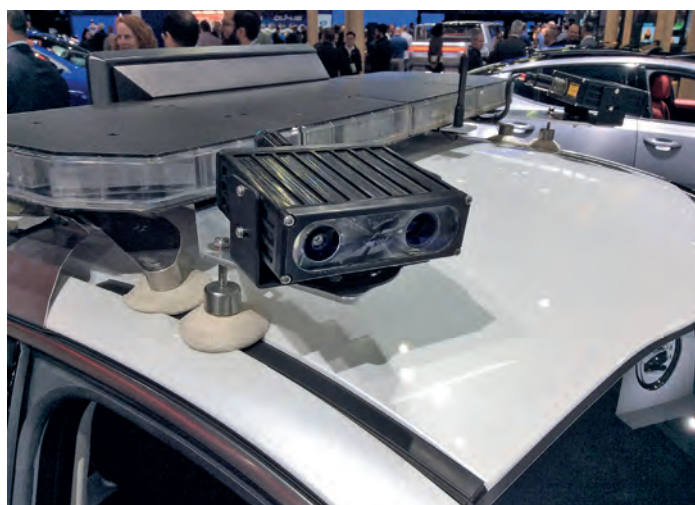
The Stinger police car was developed by Kia Australia, unlike the BMW, which was purpose-made for police work in Germany and is widely used through Europe and the UK.

The Stinger got the nod after a thorough multi-stage evaluation process by the Queensland authorities.

Assistant Commissioner Mike Keating, head of Queensland Police's Road Policing Command, says the very transparent, multi-layered selection process includes engaging with numerous manufacturers and many vehicle types.

He insists the evaluation team is not biased towards any brand.

'We're agnostic,' he says. 'But one absolute necessity is the safety of our staff and occupants of the police vehicles.'



First up is a desktop audit by fleet management experts before the players settle on specifications of the likely cars.

Then police get a sample vehicle from the supplier to explore its suitability for an intended role.

'It is always a big issue to suitably fit-out a vehicle to suit its intended purpose,' says Assistant Commissioner Keating. 'The capacity to transport prisoners or take our police equipment is always a consideration. It has to carry 200 kilograms of extra fat.'



He says the new vehicles from Europe and Korea are ergonomically very different from the old cars from traditional suppliers, which were 'more like family transport'.

The next stage in the evaluation process is the use of an independent third party to put the contenders through their paces on a closed circuit. Acceleration, steering, and cornering data is measured by satellite, and attached to a report.

'This is really useful and allows us to overlay the performance of different vehicles,' he says.

Next is a calculation of the total cost of ownership, which is a crucial factor for the Queensland Police, which buys rather than leases its fleet vehicles. They look at many factors including tyre wear, fuel cost (extending to vehicle's suitability to use cheaper 91 octane fuel as the Stinger does), servicing costs, and residual values.

Assistant Commissioner Keating says the Stingers will be used across 32 Road Policing Commands across Queensland, in places as far afield as Longreach, Biloela, and Emerald.

Kia Australia's public relations manager Kevin Hepworth said the attraction of supplying products to police is the resulting high public profile.

'People recognise that if the police use our cars then they must be reliable and strong.'



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New Song 'Graduation Day' Supports The PFA's Mental Health Campaign

Singer-songwriter John Schumann, credited with changing the way Australia thinks and helping to bring our Vietnam veterans home with his song 'I Was Only 19', has written and recorded 'Graduation Day' to support the Police Federation of Australia's mental health campaign. 'Graduation Day' was released on 8 April and sales of the single via <https://www.fineprint.net.au/graduation-day> will go towards supporting police officers (serving and retired) and their families who are in need.

'Police all around Australia now have their own song, 'Graduation Day'. It will remind them that they're not alone, and it will give the broader Australian community an empathetic insight into the lives of the men and women who hold the "thin blue line",' said Mark Carroll APM, President of the Police Federation of Australia (PFA).

"I have yet to meet a police officer who hasn't been stopped in his or her tracks while listening to this song."

'I have yet to meet a police officer who hasn't been stopped in his or her tracks while listening to this song,' he said.

Mr Carroll said the job of keeping our communities safe can carry very significant psychological costs for the people involved, and their families. These costs include mental ill-health, psychological injuries, and in the worst cases, suicide.

Mr Carroll referred to the recent Beyond Blue study of first responders which showed that suicidal thoughts among police officers are twice as common than in the general population. Worryingly, police and other emergency services workers are three times more likely to have some sort of suicide plan.

John Schumann said 'Graduation Day' took him almost a year to write.

'To write it with credibility, I had to get inside a cop's head, walk around in a cop's shoes, and look out and see the world through a cop's eyes,' he said.

'The song owes everything to all the police officers around Australia who trusted me with their stories. The stories were very hard to listen to, but I got a real insight into what it means to go to work every day to keep the community safe, and then come home with a head full of barbed wire without knowing how to talk about it or what to do about it.'

'I firmly believe that if you want to change the way people think and behave, tell them a story. That's what I did, quite by chance in fact, with



Police Federation of Australia
The National Voice of Policing

'I Was Only 19'. We are Australians, and we respond best to stories. Don't lecture us, don't subject us to death by PowerPoint, don't write a report: tell us a story and we'll get it.'

"I firmly believe that if you want to change the way people think and behave, tell them a story."

Recorded with Schumann's long-time band, the Vagabond Crew, and featuring guest vocalist Taasha Coates from The Audreys, proceeds from 'Graduation Day' are being directed to the National Police Foundation to assist police officers and their families who are in need.

'The money will go to help cops and their dependents who might have fallen on hard times because of their



Singer-songwriter John Schumann.

"Proceeds from 'Graduation Day' are being directed to the National Police Foundation to assist police officers and their families who are in need."

service to the community,' Mr Carroll said.

'Graduation Day' can also be purchased via iTunes and will be added to the digital version of John Schumann's recent album, *Ghost and Memories*, upon release.

Mr Carroll said 'Graduation Day' is part of a comprehensive mental health program being developed and rolled out by the PFA with the assistance of the Federal Government.

The program includes a suite of cop-specific materials: handbooks, workplace posters, and a compelling and powerful tele-movie called 'Dark Blue', the likes of which has not been produced in Australia.

'The scourge of mental ill-health and psychological injuries, which destroy lives, families, and careers, cannot go unaddressed. But before this scourge can be addressed, it has to be understood, and herein lies the power of 'Graduation Day' and 'Dark Blue',' Mr Carroll said.

Mr Carroll said the PFA acknowledges that police departments around Australia are also taking up the mental health challenge, albeit in a different form.

'Without wishing to diminish these important efforts, the PFA is able to tell it like it really is, unrestrained by bureaucratic niceties and department-speak.'

'Now is not the time to hold back. We all need to understand what's going on, especially police families who can suffer very much too,' Mr Carroll concluded.

Buy the single:
<https://www.fineprint.net.au/graduation-day>



Remembering Our Police Dogs

By Senior Sergeant Sean Baxendell.

Did you know that Queensland Police Service general purpose dogs on average track down more than 1,500 offenders every year? This is quite an achievement for only 68 dog teams.

Did you know that QPS detection dogs support the community and frontline police by providing support to find drugs, firearms, explosives, cash, human remains, and blood?

The current handlers of State Dog Squad hope to honour this important role of police dogs within the QPS in the form of a memorial garden.

A dedicated group of approximately 100 police dogs currently aide police using their extraordinary characteristics: acuteness of senses, watchfulness, speed, and of course, loyalty to the handler.

A little-known fact is that Queensland was the home of one of the earliest uses of police dogs in Australia when they were first introduced for an experimental trial in 1912. Unfortunately, the trial was unsuccessful and discontinued in 1917.

The idea of police dogs in Queensland would not be raised again until 1972, when the Commissioner re-introduced their use as a measure against the rising incidence of school vandalism.

In December of that year, two officers, Charlie Degnan and David Laird, participated in a guard dog training course at the Royal Australian Air Force (RAAF) base in Toowoomba.

Their two dogs, Lobo and Rolf, were German Shepherds donated by the RAAF. The dogs were given the official title of Police Dog (PD) and began patrolling school grounds around Brisbane.

Since 1972, the QPS Dog Squad has grown considerably, expanding to 15 separate squads based throughout Queensland. In 1989, the first drug detection dog was introduced. The QPS Dog Squad has continued to expand its capabilities and were the first in Australia to train dogs to detect accelerants used in fires, and human remains.

In 2005, the squad commenced its breeding and development program, which is the largest police dog breeding program in Australia.



Since the introduction of dogs into the QPS, there have been more than 400 police dogs that have served the state of Queensland. These dogs worked for little more than praise and a game with their handlers, but their contribution in stopping crime and making the community safe is undeniable.

“There have been more than 400 police dogs that have served the state of Queensland.”

While police officers deservedly attain recognition for their service through service medals, no such recognition exists for police dogs.

The State Dog Squad staff, in partnership with the Stanthorpe State High School students, have created a unique memorial that recognises the lives of the police dogs that have served Queensland.





PD Quinn.



This memorial has been erected at the QPS Brisbane Dog Squad kennel complex (the Norm Watt Complex) and officers have put in many hours of their own time to build a memorial garden.

The next stage for the State Dog Squad is to populate the memorial garden with unique river stones that identify each of the individual police



PD Bert.

ensuring that every PD is represented by a memorial stone, from 1972 to present.

This is a momentous task considering each stone costs \$70 and we have over 400 to purchase. A special thank



Senior Sergeant Sean Baxenwell and PD Vice.



PD Wolf.

Anyone can purchase a memorial river stone through the Talking Stones website and have it placed at the Remembrance Memorial.

Please visit <https://talkingstones.com.au/policedogs/> or phone 1300 606 605.

The author's dogs (Wolf, Vice, Quinn, and Bert) will be among the 400 police dogs to be remembered.

“The project for the State Dog Squad is ensuring that every PD is represented by a memorial stone, from 1972 to present.”

dogs that have attained the rank of Police Dog, or 'PD'.

These stones will be placed around the memorial to create a river of remembrance that anyone visiting the complex will be able to see. The project for the State Dog Squad is

you to the Union and QBANK, who purchased stones that were then donated back to the memorial. We also continue with internal fundraising within the State Dog Squad and to date we have achieved 93 engraved river stones.



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			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	13
10021575	Chestnut	Narrow Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	
			UK	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	12	
10021575	Chestnut	Wide Fit	US	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5	12	13	14
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Book Review The Overstory

By Andrea Appleton

A few years ago, the City of Melbourne assigned its roughly 70, 000 trees individual e-mail addresses. As part of the Urban Forest Strategy after 13 years of drought, the city hoped to encourage residents to monitor trees in their area and report any in distress, allowing arboriculturalists to care for them.

Some residents did indeed report trees that required care, but more Melbournites—and in fact, people from all around the world—instead used the e-mailing system to send messages to the trees.

Some were funny, some were philosophical, and some could only be described as love letters; in short, people started noticing the trees around them, and wanted to show their appreciation of their majesty.

Reading *The Overstory* produces a similar effect. Of course you will have seen trees all around you throughout your life, but *The Overstory* encourages you to suddenly look at them differently, and care about them more.

It is a novel of resistance and environmental activism (yes, two main characters spend a year living on a platform in a tree's canopy in an attempt to save it from loggers), yet it is also a beautifully written, interconnected tale of human frailties and endeavour.

The first third of the book is like a collection of short stories as we are introduced to nine disparate characters whose lives are somehow connected to trees. There's the couple who plant a tree in their backyard

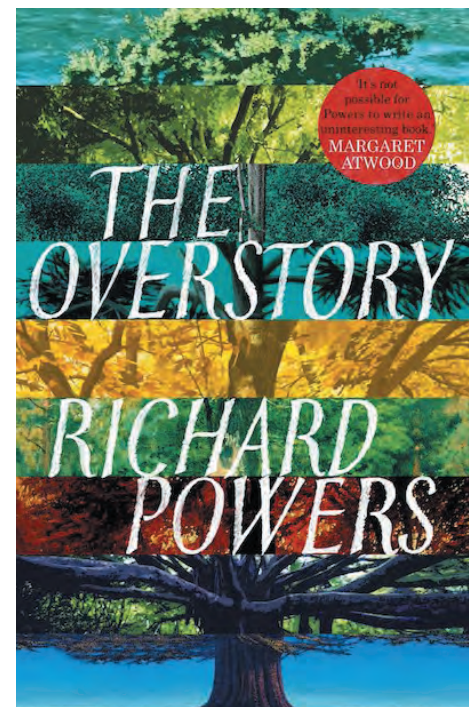
every wedding anniversary, despite not knowing a linden from an oak.

There's the Air Force Sergeant whose life is saved by a banyan tree after he is shot out of the sky during the Vietnam War. There's an artist who inherits his great great grandfather's photographic portraits of a doomed chestnut, and an undergrad who electrocutes herself, dies, revives, and suddenly hears a calling to head west to protect forests.

These stories portray nine intriguing lives in and of themselves, which then enmesh and entwine as the characters meet one another and are inspired by a call to action.

The activism of the characters is varied, and they experience varied levels of success. All are passionate and devoted to the natural world around them that is slowly (and in some cases, quickly) being catastrophically, irreversibly destroyed.

The world of trees—ancient, interconnected, life-giving—is in real jeopardy, and a sense of tragedy pervades the book as the characters attempt to out-manoeuvre big business to save the shrinking tracts of forest that remain.



Richard Powers
William Heinemann
London, 2018
RRP: \$32.99

The Overstory is an ode to the trees in our streets, parks, forests, and globe that are often invisible to us as we go about our lives. As well as being a cracking tale of activism and enterprise, it will rouse you to be more aware of the environment around you, and perhaps even say no to a straw in your next drink.



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Police Recipes

ARTICHOKE DIP

Want to step up from your usual kabana and cheese cube nibblies the next time your mates come around?

Why not try your hand at this artichoke dip? Artichokes are quite a rare vegetable, mainly appearing on antipasto platters and capricciosa pizzas.

We think this is an oversight! This recipe is super easy to make and super delicious to eat! Who would have suspected the humble artichoke could be so tasty?

What do I need?

- 400g artichoke hearts in salt, drained and chopped
- 1 cup mayonnaise
- 1 cup sour cream
- 1 cup grated parmesan
- 2 spring onions or Spanish onion chopped finely
- 1 tablespoon lemon juice
- Salt and pepper to taste



What do I do?

- 1). Mix all ingredients together.
- 2). Place in overproof dish and bake on 200 degrees for 20 minutes.
- 3). Scoop onto crackers or fresh cut carrots, snowpeas, and capsicum.
- 4). *NB. As a healthier option, use low fat options for the mayonnaise, sour cream, and parmesan.*



**Do you have a favourite recipe that you'd like to share with members?
E-mail us at journal@qpu.asn.au**

Police Living

CLOCKY – THE ORIGINAL RUNAWAY ALARM CLOCK

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Clocky will let you snooze once, but if you attempt a second snooze, it will roll off your bedside table and keep rolling, beeping incessantly as it goes.

It's bound to be incredibly annoying and you'll be forced to get up to turn it off. Voila!

Unfortunately, if you then creep back to bed, it does not have the capacity to throw a glass of water at you. Perhaps this will be a feature of the next model.



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Got a photo of you and your police mates out attacking the day? We have a BCF voucher up for grabs for our favourite 'nope, we didn't sleep in' shot, so send your pictures to us at journal@qpu.asn.au and you might see yourself in the next Journal.

Meet Max

By Steve and Marg McGill and NQPSA.

Max is a baby Eastern Grey Kangaroo who was found by Steven McGill in his Mum's pouch on Beliendo Road near Townsville.

Unfortunately, Max's mum had been killed by a car, so Steve brought Max home for his wife, Marg, to care for him. Marg, our cleaner, works at the North Queensland Police Academy, so she brought Max to work every day for five months in his 'pouch', a small, comfy bag.

The staff and recruits loved having Max around and all asked to cuddle and feed him. Max was adopted as the campus mascot for Intake 39 and the Indigenous Recruits I-04.

It is sad, but good at the same time, to say Max grew big and healthy and it soon became time for him to start the next part of his rehabilitation, where he can interact with other roos before being released into the wild.

It's been great to have you around, Max. You will be missed by everyone ... especially Marg!



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A prosecutor's discretion

Examination of a prosecutor's obligation to call all witnesses

By Patrick Quinn, Senior Associate, Gilshenan & Luton

Prosecutors of all matters, from those conducting summary trials to those conducting lengthy trials before a jury, need to be conscious of their obligation to call all material witnesses at trial. A failure to do so may give rise to a miscarriage of justice resulting in the conviction being set aside.

*R v MCI (No 2)*¹ and *R v Manning*² are recent Queensland decisions where the Court of Appeal has been called upon to consider the obligations of the prosecution to call witnesses at a trial.

“Prosecutors need to be conscious that a failure to call all material witnesses at trial may give rise to a miscarriage of justice resulting in the conviction being set aside.”

R v MCI (NO 2)

In *R v MCI (No 2)* the Court of Appeal considered whether the Crown's failure to call a witness 'M' gave rise to a miscarriage of justice at a re-trial.

At the first trial, the appellant was convicted of four child sex offences and acquitted of two sexual offences committed against his younger half-sister. Those offences were said to have been committed during the period of 1 January 2008 and 8 November 2008. He appealed against the convictions and a re-trial was ordered on all four offences.

At the re-trial the Crown case was that the offending occurred between a lengthier period than at the first trial, extending from 1 January 2008 to 31 December 2009. The appellant was again convicted of the four child sex offences.

He appealed those convictions, and one of the grounds advanced on appeal was that the failure of the Crown to call 'M' resulted in a miscarriage of justice, consistent with *R v Manning*.

The complainant gave evidence at the re-trial that a particular floral dress was her favourite and she used to wear it almost every day. She denied the suggestion that she could not really be sure that she was wearing the dress on the day of the offences and agreed that she was absolutely positive that “on a date in 2008” she was wearing the dress.

'M' gave evidence at the first trial and made clear that she had a very poor memory of the relevant events, including a statement that her memory was, “like a sieve.”

At the re-trial the appellant relied upon an affidavit sworn by 'M' suggesting she would give evidence that the floral dress described by the complainant was purchased late in 2009. Defence counsel submitted that 'M' should be called by the Crown to give evidence.



'M' was conferenced by the prosecutor and the prosecutor formed the view that the evidence 'M' would give was unreliable and unreasonable and declined to call her. The trial judge refused an application to indicate to the Crown that 'M' should be called or for the Court to call the witness itself.

The Court of Appeal determined that no miscarriage of justice, consistent with *R v Manning*, arose by the failure by the prosecution to call 'M' because:

- (a) At the re-trial the Crown adduced evidence from two other witnesses to the same effect as that to which 'M' had deposed in her affidavit
- (b) The complainant's stepfather and older sister gave evidence that the dress was purchased and used for the November 2009 photoshoot
- (c) At the first trial 'M' made it clear that she had a very poor memory of the relevant events
- (d) The prosecutor had formed the view that the evidence 'M' would give would be unreliable and unreasonable.

Those factors when viewed against the conduct of the trial taken as a whole could not be seen to result in a miscarriage of justice.

R V MANNING

Mr Manning faced trial for multiple child sexual offences on three occasions:

1. May 2013
2. July 2014 and
3. June 2016.

Mr Manning's first two trials were subject of re-trials following a successful appeal on grounds that evidence was wrongly admitted against him in the first trial and the jury being discharged due to the discovery of private research by a juror in the second trial.

The third trial which took place in June 2016 is the subject of this decision where the discretion of a prosecutor to call or not to call a witness was examined by the Court of Appeal.

At Mr Manning's first two trials witnesses Mr Phillips and Mrs Manning gave evidence during the defence case. During his third trial defence counsel asked the prosecutor to call Mr Philips and Mrs Manning, and the prosecutor declined to acquiesce to the request.

Ultimately the Court found that there had been a miscarriage of justice as a consequence of the prosecutor's refusal to call a number of relevant witnesses. The reasons for that decision are examined in further detail below.

PROSECUTORIAL DISCRETION

It has been long established that:

- (a) the Crown prosecutor bears the responsibility of deciding whether a person will be called as a witness in the Crown case and a trial judge may not direct the prosecutor to call a particular witness.³
- (b) A decision of the prosecutor not to call a person as a witness will only constitute

a ground for setting aside a conviction if, when viewed against the conduct of the trial taken as a whole, it is seen to give rise to a miscarriage of justice.⁴

- (c) If a witness is able to give credible evidence about matters directly in issue, that alone would suggest that the prosecutor should call the witness.⁵
- (d) A prosecutor should call all material witnesses, being those whose evidence is necessary to 'unfold the narrative and give a complete account of the events upon which the prosecution is based.'⁶

The word material should not be given any narrow meaning and all of the available admissible evidence which could reasonably influence a jury on the question of guilt or otherwise of an accused is capable of answering the description 'material'.⁷

PROSECUTOR'S REASONS

When asked to explain the decision not to call the witnesses as requested by defence counsel, the prosecutor's reasons for not calling Mrs Manning were:⁸

- (a) She had refused to give police a statement in the initial investigation
- (b) She had been a defence witness at the two previous trials
- (c) The jury evidently rejected her evidence by convicting at the first trial
- (d) She was quick to say that there were limited opportunities to the complainant to 'stay over', and
- (e) Her evidence had developed in favour of the appellant on the issue of how many times the complainant had stayed

over, from three to four at the first trial, to two times in cross-examination.

For not calling Mr Philips the prosecutor proffered the following reasons:⁹

- (a) He gave evidence for the defendant in the two previous trials
- (b) Nothing material has changed since those two trials in the three years
- (c) He was quick to say there's limited opportunity for the defendant and the child to be together, particularly at the depot
- (d) In the first trial a number of photographs were led through him, and he was quick to say that the house was in immaculate condition all of the time
- (e) There was an inconsistency; we would say that that person's unworthy of belief.

The matters identified by the prosecutor were ultimately matters that went to the apprehension that the witnesses would not be impartial witnesses.¹⁰

ASSESSMENT OF THE MATERIALITY OF THE EVIDENCE

The Court considered that many witnesses, including those who are themselves parties to criminal or civil litigation, are interested in the outcome, but that does not by definition make them unreliable.¹¹

The evidence of Mrs Manning was given at the first and second trial apparently without objection by the prosecutor. The court considered that her evidence was clearly material, and it was not made immaterial by an apprehension that it could be unreliable, because there were not identifiable circumstances which clearly established unreliability.¹²

Similarly, with respect to Mr Philip's evidence, the Court considered that the

prosecutor's justification for refusing to call him was that his evidence would be unreliable rather than irrelevant.¹³ In coming to this view the Court noted that:

- (a) he had given evidence at the previous trials without objection
- (b) an apprehended interest of the witness in the outcome of the trial (as the appellant's brother), did not clearly establish that his evidence would be unreliable.

representing the state, must act with fairness and detachment and always with the objective of establishing the whole truth in accordance with the procedures and standards which the law requires to be observed, and of helping to ensure that the accused's trial is a fair one.¹⁴

- (b) once it is seen that evidence is material and not unreliable,

witness does not overcome the miscarriage of justice which occurs as a result of the Crown's refusal to call a material witness.¹⁵

A failure to do so may result in an otherwise safe conviction being overturned on appeal.

"A basic requirement of the adversary system of criminal justice is that the prosecution, representing the state, must act with fairness and detachment and always with the objective of establishing the whole truth."

LESSONS FOR THE PROSECUTION

There are lessons for all prosecutors that can be taken from these cases to ensure that a miscarriage of justice does not occur. If in doubt as to whether a witness should be called, consideration of these factors should occur before a decision is made:

- (a) a basic requirement of the adversary system of criminal justice is that the prosecution,

the prosecution is obliged to lead that evidence.

- (c) fairness requires the prosecution to produce all of the material evidence which is available to it before putting the defendant to his election as to whether to give or call evidence. The fact that the defence is able to call a witness as a defence

- 1 [2018] QCA 141
- 2 [2017] QCA 23
- 3 *R v Apostilides* (1984) 154 CLR 563, 575 ('Apostilides')
- 4 *Ibid.*
- 5 *Dyers v the Queen* 920020 210 CLR 285 at 292[11] ('Dyers')
- 6 *Whitehorn v the Queen* (1983) 152 CLR 657 ('Whitehorn')
- 7 *Dyers* (2002) 210 CLR 285,326 [118].
- 8 *R v Manning* [2017] QCA 23 at [17]
- 9 *Ibid* at [18]
- 10 *Ibid* [21]
- 11 *Ibid*
- 12 *Ibid*[24]
- 13 *Ibid* [25]
- 14 *Dyers* (2002) 210 CLR 285,293 [11] citing *Whitehorn* (1983) 152 CLR 657,663-664.
- 15 *R v Manning* [2017] QCA 23 at [27]



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Post-race breakfast:

Safety & Wellbeing are providing a **FREE** post-race BBQ breakfast to QPS, PSBA, QBank and QSuper employees and their families participating in Bridge to Brisbane.

Breakfast will be served at the **Queensland Maritime Museum, Southbank** from **7:30am**.

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Nothing's Impossible

As part of the Our People Matter strategy, the Union, State Crime Command, and Brisbane Region partnered to offer QPS employees and their families the exclusive opportunity to attend 'Nothing's Impossible' presented by Australian mountaineer Michael Groom.

The QPU supported the event to assist in reaching as many QPS staff statewide as possible; the presentation and following Q & A session was livestreamed, giving those outside of Brisbane and those unable to attend the opportunity to experience the event and even send in questions to be asked by facilitators on their behalf.

"Michael epitomises human triumph over adversity by having climbed not only Everest but the five highest mountains in the world without the assistance of oxygen."

Michael Groom is a plumber by trade and a highly successful mountaineer. When he was five years old, he stood at the foot of Mount Barney (within the Scenic Rim Region, with Rathdowney the closest town) and looked up at it. He marvelled at its size and wondered how anyone could climb it.

His father, standing next to him, took a photo. He saw Michael's awe at the mountain and impressed upon him that it was a small mountain, relatively speaking.

He told Michael the highest mountain in the world was eight times higher than Mount Barney. It was called Everest. Michael said it was at that point, looking up at Mount Barney, that he decided to climb Mount Everest.

Michael never lost sight of his goal, and epitomises human triumph over adversity by having climbed not only Everest but the five highest mountains in the world without the assistance of oxygen.

Four of these he climbed without the front third of his feet, after re-learning to walk after a severe case of frostbite he endured while descending his first of the five highest mountains.

Michael's presentation was inspirational and at times terrifying as he recounted just a few of the obstacles he overcame to finally get to the top of the world: being carried a kilometre and buried in an avalanche, falling into a crevasse, temporarily losing his eyesight at the same time as his climbing buddy on the top of a mountain ... and carrying on regardless.

Michael shared his experiences of extreme human endurance and resilience, likening some of his fortitude and decision making ability to the skills and determination of a police officer.

When questioned about resilience, he was unsure if it was inbuilt or could be

OUR PEOPLE MATTER





learnt; in fact, he said at one stage he doubted if he had any. It is fair to say the entire audience disagreed.

Just as Michael succeeded in climbing the five highest mountains, his wife had a baby. He had always realised that the longer he kept playing the mountain-climbing odds, the more likely he was to lose.

It's a very dangerous pastime, and he had lost friends along the way. So Michael stopped climbing. He realised he had other priorities.

When his son was one year old, Michael decided to revisit Mount

“Michael shared his experiences of extreme human endurance and resilience, likening some of his fortitude and decision making ability to the skills and determination of a police officer.”

Barney: to go back to where it all began. He wanted to find the exact spot where his Dad had taken a photo of him all those years ago.

He took his son, but when he found the spot, Michael covered his son's eyes with a blindfold. Even though he was only one year old, he didn't want to risk him looking up at Mount Barney and getting any ideas.

Michael's presentation was a special opportunity to be inspired by one of Australia's greatest mountaineers, one which left all QPS staff and family members in attendance, as well as those online, feeling empowered.

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Police roll up their sleeves for a good cause

The Emergency Service Blood Challenge kicked off in June and QPS employees and their families have until 31 August to show that saving lives is in their blood.

The Red Cross Blood Service runs the challenge each year pitting the QPS, QFES, and QAS against each other to see which service can donate the most blood to save lives.

“Donating blood takes a short amount of time, but can mean a lifetime for someone else.”

QPS was the winner last year, with 672 donations saving more than 2,016 lives. We want this year to be bigger and better and so the goal for 2019 is 750 donations.

Each week the Red Cross Blood Service needs more than 25,000 blood donations around Australia to meet patients' needs. Traditionally, stocks are at their lowest in the winter months because many people cancel their appointments due to being unwell.

To participate, book an appointment at a Donor Centre online or phone 13 14 95. Make sure you register for the QPS Red25 group either at the appointment or beforehand at donateblood.com.au/red25

Can't donate? We can all help by promoting the challenge amongst our workmates, friends, and family. The more people who get involved, the more lives we can save together.

OUR PEOPLE MATTER

Donating blood takes a short amount of time, but can mean a lifetime for someone else.

For more information, visit donateblood.com.au or phone **1800 886 524**.



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Novated Leasing Services

Employee factsheet – changes to novated leasing

What is a novated lease?

A novated lease allows a Queensland Government employee to enter an agreement with a financier to lease a vehicle. The rights and obligations of the lease are then novated (or transferred) to the employer via the Queensland Government Standard Novation Agreement (SNA).

The SNA is a tri-partite agreement between the financier, employer and employee. The employee and the employer enter into a salary packaging agreement to fund the novated lease costs, which allows the employee to pay for their vehicle costs using a combination of pre and post-tax dollars.

Once an employee chooses a novated leasing provider, and their financier, the provider will arrange for the relevant paperwork, including the SNA, to be completed by all parties to the agreement.

What's changing?

The current Salary Packaging Novated Leasing Standard Offer Arrangement QGP0026-16 (SOA) will change from **1 July 2019**, with external financiers removed from the list of available financiers.

This means that employees wanting to re-novate an existing lease, or establish a new novated lease, can only use one of the novated leasing panel's financiers for vehicle finance.

From 1 July 2019, employees can choose from a range of reputable financiers including:

- Bank of Queensland
- Commonwealth Bank of Australia
- Macquarie Leasing
- St George
- Warehouse funding provided by nlc, FleetPlus and Toyota Fleet Management.

Why is the change being made?

The current SOA requires all novated leasing panel providers disclose all fees, charges, commissions and incentives on the Quote Summary Table.

However, due to external financiers not being a provider under the SOA, they are not obligated to do so. This can result in employees paying more for their finance, or other aspects of their novated lease, than those who use a panel financier.

Employees will now be required to arrange vehicle finance through a panel financier to ensure greater security and transparency.

What happens to novated leases signed before 1 July 2019?

All established novated leases remain valid and will continue to operate as usual to the end of the current lease period. Employees will be required to establish a new novated lease, with an approved financier, at the end of the period or when establishing a new novated lease.

If a finance agreement has been established with an external financier (a non-novated leasing panel financier) before this date, the employee will need to provide documentary evidence that the finance has been settled and a vehicle ordered.

If this happened before the SNA was signed, the novated leasing and salary packaging providers and employee's agency will determine if the lease can be novated. This will be treated as an exception to the established novated leasing process and determined on a case-by-case basis.



What happens to novated leases signed after 1 July 2019?

If a novated lease is established with a non-panel financier after 1 July 2019, the employing agency will determine if the lease can be novated under the SOA.

This exception process will remain in place until **30 August 2019**. If finance is established with a non-panel financier after this date, the employee cannot novate their lease under the current SOA.

Can I still seek independent financial advice before establishing a novated lease?

Yes. All employees are advised to seek independent financial advice prior to establishing a novated lease.

Financial advisers and financial planners cannot arrange or provide finance, other than through a panel provider, from 1 July 2019.

Further information

For further information about the Salary Packaging Novated Leasing Services SOA – QGP 0026-16, please refer to the [Queensland Contracts Directory](#).

The Queensland Contract Directory contains important information on novated leasing, including, but not limited to:

- Novated leasing establishment process flow;
- Information Booklets;
- FAQs;
- Novated Leasing Provider Information Sheets
- Novated Leasing Provider Pricing Schedules
- Buyers Guide; and
- Contact information.

Alternatively, please contact:

Kim Caswell
Senior Category Manager (Employee Services)
General Goods and Services
Department of Housing and Public Works
(07) 3215 3532, or email kim.caswell@hpw.qld.gov.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

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Union Dues

Union Dues for 2019/2020 Ticket Year

Rank	Yearly	Yearly Discount 10%	Half Yearly	Half Yearly Discount 5%	Quarter	Quarterly Discount 5%	Direct Debit, Credit Card Payroll
Sworn	\$999.95	\$899.95	\$500.00	\$475.00	\$250.00	\$237.50	\$38.25
Recruits	\$500.00	\$450.00	\$250.00	\$237.50	\$125.00	\$118.75	\$19.15
PLOs, Pipe Band & Watchhouse Officers	\$698.55	\$628.70	\$349.30	\$331.85	\$174.65	\$165.90	\$26.80
PLOs, Pipe Band & Watchhouse Officers Part Time	\$502.95	\$452.65	\$251.50	\$238.95	\$125.75	\$119.45	\$19.30
Part Time 2 – 64	\$718.50	\$646.65	\$359.25	\$341.30	\$179.65	\$170.65	\$27.55

The 2019 / 2020 Membership year runs from 1 July 2019 to 30 June 2020.

- Union dues are GST inclusive.
- To receive the Yearly discount (10%), the dues must be paid in full by 1 July 2019.
- To receive the Half Yearly discount (5%), the dues are paid prior to 1 July 2019 and 1 January 2020.
- To receive the Quarterly discount (5%), the dues are to be paid in advance before the start of each Quarter: 1 July 2019, 30 September 2019, 1 January 2020, and 1 April 2020.

If a member wishes to change their payment method to take advantage of a discount, please contact Kaye, Carly, or Melissa at the Union office prior to 30 June on **3259 1900** or e-mail membership@qpu.asn.au.



Police Health



ALL THAT GLITTERS ISN'T GOLD

A WORD FROM POLICE HEALTH CEO, SCOTT WILLIAMS

One of the most remarkable and systemic instances of consumer brainwashing in existence today has to be in the supply and demand for 'pick and choose' health insurance.

Driven by the concern of affordability, many health insurers have dissected their policies every which way—eroding their value and making them a complicated mess of exclusions and restrictions—before selling them to consumers under the guise of 'customisation'... and it's worked.

The romanticised notion of 'only paying for what you'll use' has been readily adopted by the unsuspecting masses. Which is *somewhat* well and good... until of course it isn't.

Like for instance, when after years (or decades!) of paying your premiums religiously, you're not covered in your hour of need. Or when you wise up and crunch the numbers only to realise you've been paying for a policy with woeful rebates.

Unsurprisingly, the industry has seen a soaring number of complaints about exclusions and restrictions (the 'lovechildren' of pick and choose cover) forwarded to the Private Health Insurance Ombudsman – to the point where the Government has now stepped in to implement industry-wide reforms, coming into effect this April. These include the introduction of a Gold, Silver, Bronze, and Basic tiered hospital categorisation, to help people understand what is in or out of a restricted or excluded policy.

While this new system of forced categorisation will go some way towards tidying up the proliferation of pick and choose cover variations, there is a long way to go. Some insurers will continue to prioritise sales and profits over the health of their members, while the minds of many consumers remain conditioned to look for customisation and the cheapest price, instead of value for money.

There are two main myths I see perpetuated by both the industry and the media that lead consumers down this garden path:

MYTH 1: It's cheaper to choose cover that only includes what I think I'll need ...

FACT: Bupa's 'Top Hospital' and 'Top Hospital no Pregnancy' cover cost the same.

MYTH 2: I can pretty accurately predict what my family and I will need cover for ...

FACT: No, you can't.

Forgive my bluntness. I suspect it's come from the years I spent by hospital bedsides doing my rounds as a nurse, and hearing time and time again from patients that they 'never thought it would happen to them'... but it does happen, every day, to everyday people, and no-one ever thought it would be them.

So trust me when I say that if it happens to you or someone in your family, you can be darn sure you'll wish you didn't take a gamble on exclusions in your health cover.

In my experience, this is a philosophy shared by those of us who have seen worst case scenarios more often than

not: those who work within the police and emergency services community.

Perhaps we're an oversensitive bunch? Or, perhaps we're the ones who truly understand the stakes at play.

Either way, here are the myth-free tips and tricks I tell friends and family about shopping for health cover:

1. Narrow your search to the non-for-profit funds

Taking out private health insurance is about protecting your family's health and wellbeing, not lining the pockets of shareholders. Australia's not-for-profit, member-owned funds run on tiny margins, so more of any premiums paid to them go back into high-quality health benefits, not profits.

In fact, on average they return almost 90% of every premium dollar to providing benefits. So it's a no-brainer, in my opinion, to find out which not-for-profits you're eligible for (most have restricted access eligibility criteria), and focus on comparing the cover options on offer from them.

Hint: Beware of talking meerkats: they may be cute but are they really experts on comparisons? Instead, Google 'Members Own Health Funds' to get started down this track.

2. Look for value for money – not just the lowest price.

Analyse the benefits included in a policy alongside the premium amount and see if the maths adds up. There's no point chasing the lowest cost product if you get very little from it. When you find cover with amazing returns, you'll understand how much more cost effective it can be to pay a

higher premium knowing your money will stay in your pocket when you visit your health provider (the way insurance should be!).

Hint: When comparing benefits, ask specific questions about the health services most important to you – for instance, what will you get back on a standard physio, psychologist, or podiatrist consult, and what's the annual maximum set at? Can you rollover unused annual maximum benefits from one financial year to the next?

3. Ask yourself: if it's not Gold cover, is it really worth having?

You wouldn't insure just half your house or half your car, so why insure half of your health? Holding Gold hospital cover means you don't need a crystal ball to give you peace of mind – there are no restrictions or exclusions for you to worry about.

Hint: You don't have to take my word on this one. Now you know a little more about what to look for in your cover, try including some 'Silver' and 'Silver Plus' cover options in your 'value for money' comparison, and come to your own conclusions.

4. Understand that all Gold is not created equal ...

In a market soon to be flooded with Gold cover options due to the industry reforms, you'll need to be wise to the devil in the detail. You see, meeting the Gold classification means that, as a *minimum*, all 38 of the newly defined clinical categories for hospital treatment are covered without restriction.

But some cover will go above and beyond this 'minimum', even though there's no 'Gold Plus' classification for them to sit in. So pay attention to the nuances of each policy to get the best outcome for your family.

Hint: Ask these kinds of questions:

- Can you choose your own hospital, doctor, and any other service provider?
- Does the cover have additional benefits over and above what's included in the new clinical

categories? For example:

Ambulance cover? Hospital at home benefits (for things like wound management, intravenous therapy, and post-natal care)? Or non-surgically implanted prosthesis and appliances?

5. Beware of applying an Excess!

Most people don't realise that excesses can become a barrier to treatment when other unexpected and uncontrollable out of pocket costs hit at the same time, such as gap payments for doctors and anaesthesiologists who charge over the MBS fee, and legally uninsurable out-patient consults with specialists.

These unexpected costs often hit patients at the same time that they're dealing with a loss of income, so removing Excess from the equation helps protect you from the unforeseen ... as good insurance should.

Hint: Some insurers automatically apply an Excess to quotes which makes their premium prices appear lower, so double check no excess has been applied to premium figures when you're comparing price points.

6. Know the value of good service

It's important you can trust your insurer to be there for you in your hour of need. They need to be informative, helpful in answering your questions, transparent discussing cover details, and they need to make it as easy as possible for you to make a claim.

Again, when it comes to service, not all insurers are created equal. So make sure you're comfortable and confident with yours.

Hint: It's easy to find online reviews posted by happy and unhappy customers alike. Have a look at Facebook pages, Product Review, or just do a Google search and take the time to skim through the posts. You'll learn a lot about how an insurer treats their members and it will help you make a more informed choice about who to trust with your health.

Happy comparing!

*hirmaa/MHFA member satisfaction research, 2007 through to 2019

ABOUT SCOTT WILLIAMS, CEO POLICE HEALTH & EMERGENCY SERVICES HEALTH

As the son of a cop, a registered nurse by background, and with 20 years of experience overseeing the clinical and managerial administration of public and private hospitals both in Australia and abroad (including four years as the CEO of the North Eastern Community Hospital in Adelaide), Scott is an ideal fit to lead Australia's only private health funds exclusive to the police and emergency services communities respectively.



QUEENSLAND RETIRED POLICE ASSOCIATION

QRPA NEWS – April/May 2019

State President:

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

State Secretary:

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

QRPA website: www.qrpa.asn.au

E-mail: qldretiredpolice@gmail.com

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

IF YOU KNOW OF SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE



MESSAGE FROM GREG EARLY, STATE PRESIDENT

THE NATIONAL POLICE SERVICE MEDAL

On 23 November, member Gordon Fels was presented with the medal by Acting Inspector Peter Serdiuk at Esida Lodge, Mt Gravatt East, in the presence of his wife and associate member Sonya and their family. At the Redlands meeting on 27 November, Inspector Lindsay Kilpatrick presented Pam James with the National Police Service Medal, the Queensland Police Service Medal, and statement of service of her late husband Senior Sergeant Noel James. Hervey Bay President Grahame Gronow presented Smokey Dawson with the medal at the 18 November meeting and at the Sunshine Coast meeting on 26 February President John Walker presented Ian McIntosh with his medal.



Gordon Fels being presented with the National Police Service Medal by Acting Inspector Peter Serdiuk.



Jock Lumsden being presented with his Veteran Certificate by State President Greg Early.

FUTURE LUNCHEONS

4 June – Hervey Bay – Hervey Bay RSL Club – Grahame Gronow – 4128 7541

28 June – Far North Queensland – venue to be advised – Joe Jackson – 4054 6995

29 - 30 June – Van Diemen's Land – Tamar Valley – Andy Beasant – 0409 030 142

9 July – Gold Coast – Twin Towns Services Club – Neil Raward – 0402 417 584

9 September – Brisbane – Geebung RSL Club – Bob Pease – 3355 7441 / 0401 399 839

18 November – Rockhampton – Frenchville Sports Club – Dennis Smith – 0408 321 416

NEW MEMBERS

Former Constable Janet Gilpin (Brisbane), former Constable Susan Jane Jarvis (Brisbane), former Sergeant Donald Fraser Martin (Logan-Beenleigh), former Sergeant Graham Neville Broom (Ipswich), former Plain Clothes Senior Sergeant Trudi McKechnie (Brisbane), former Senior Sergeant Peter James Howard (Mackay-Whitsunday), former Senior Sergeant Steven Steenstrup (Darling Downs), former Senior Constable Gail Esme Brindell (Near North Coast), former Senior Constable Michael Francis Brindell (Near North Coast), former Superintendent Ronald James Cooper (Gympie), former Senior Constable Paul Hamilton Hogg (Ipswich), former Constable (Victoria Police) Rex Lawrence McCall (Brisbane), former leading Senior Constable (Victoria Police) Bianca Marsham (Gold Coast), former Superintendent Ian David McIntosh (Sunshine Coast), former Senior Sergeant Ian James Gall (Far North Queensland), former Sergeant Graham Jonsen (Far North Queensland), former Detective Sergeant Robin John Little (Far North Queensland), former Sergeant Malcolm McKaskill (Far North Queensland), former Sergeant George Richard Pope (Far North Queensland), former Senior Constable Louis David Pukallus (Far North Queensland), former Sergeant Murray George Simkins (Far North Queensland), former Inspector Rolf Straatmeier (Far North Queensland), former Sergeant Gregory Charles Adams (Ipswich), former Sergeant Deborah Anne Bisley (Southern Downs and Granite Belt), former Sergeant Sandra Joan Brightwell (Brisbane), former Sergeant Edward William Hogan (Ipswich), former Detective Inspector Peter Robert Lee (Near North Coast), former Senior Sergeant Gregory O'Rourke (Ipswich), former Sergeant David Hugh Thomas (Gladstone), former Senior Sergeant Murray Underwood (Gold Coast), and former Sergeant Rachel Anne Whitford (Logan-Beenleigh).

NEW ASSOCIATE MEMBERS

John Joseph Rouen and Josephine Ann Rouen (Gladstone); Pamela Susanne Tragis, partner of member Andy Tragis (Logan-Beenleigh); Gale Howard, partner of new member Peter Howard (Mackay-Whitsunday); Theo (Ted) de Boer, partner of member Judith de Boer (Gold Coast); Diane Casey, partner of member John Casey (Gold Coast); Linda Sweeper, partner of member Graham Sweeper (Far North Queensland); Lorraine Straatmeier, partner of new member Rolf Straatmeier (Far North Queensland); Brigitte McKaskill, partner of new member Malcolm McKaskill (Far North Queensland); Roslyn Judith Thomas, spouse of new member Dave Thomas (Gladstone); and Patricia Anne Wall, daughter of late retired QPS officer Terence Bishop and Associate Member Fay Bishop (Near North Coast).

OBITUARIES - MAY THEY REST IN PEACE

Former Senior Sergeant James Douglas Scott, 5 November, 80 years; life member and former Senior Technical Officer Patrick Cornelius O'Brien, 5 November, 90 years; senior member and former Inspector Kerry Patrick Cullinan, 11 November, 69 years; veteran member and former Senior Constable NT Police Basil John Courts, 26 November, 87 years; associate member Margaret Gloria Jeppesen, wife of late life member Jim Jeppesen; associate member Shirley Stanfield, wife of former officer Bill Stanfield, aged 88 years, service 23 November; former Sergeant Ronald Graham Buchholz, 2 December, 56 years; former Detective Sergeant Colin George Elsdon, 10 December, 67 years; associate member Pamelya Frances Barter, wife of associate member Father Don Barter, 31 December, 81 years; former Detective Inspector and life member John Meskell, 4 January, 88 years; former Assistant Commissioner and veteran member Donald Farquhar McDonald, 6 January, 87 years; former Sergeant Leslie Keith Campbell, 8 January, 75 years; former Senior Constable Arthur Henry Vonhoff, 9 January, 90 years; former Constable 1/C Robert Kevin Minette, 16 January, 89 years; veteran member and former QPS public servant Phillip (Peter) Vincent Armati, 31 January, 85 years; veteran member and former Inspector Dugald William MacMillan, 18 February, 84 years; and veteran member and former Senior Constable Ramon Henry (Bill) Petie, 23 February, 82 years.

Non-members: Former Sergeant 2/C Denis Campbell, 29 November, 85 years; former QPS officer Haldene Dudley Ward, 13 December; former QPS officer Clifford Percival John Baty; senior protection security officer Wilson Tawhai, 17 December; former QPS officer Darren Hunt, 14 November; former QPS staff member Kim Chang, 15 January; former QPS officer Douglas Frederick John Nufer, 10 January, 87 years; and former QPS officer Roy Dawkins, 28 February, 77 years.

Family: Margaret Swindells, mother of Inspector Pat Swindells, 21 November, aged 94 years; Jean Agnes Sinn, mother of former Senior Sergeant Graham Sinn and grandmother of former QPS officer Tony Sinn, 17 November, aged 98 years; Marjorie Agnes Plant, wife of veteran member Ted Plant, 30 December; Joyce Keats, wife of life member John (Dick) Keats, 20 January; Danielle Therese Poidevin, daughter of Frank

and Imelda Wagner, 12 January; and Cheryl Anne Armstrong, wife of former QPS officer Neil Armstrong.

Serving Police Officers: Senior Constable Julie Gai Wiseman, 30 November, and Constable Simone Reilly (nee Donovan), 11 December.

QRPA Certificates

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

Tim Dunn (Gold Coast), Geoffrey Alexander Freestone (Brisbane), Andrew Francis Kidcaff (Logan-Beenleigh), Charles Grant Lumsden (Brisbane), Robert Matthew Pease (Brisbane), Gavin James Radford (Brisbane), Neville Paul Flood (Brisbane), Barry Reginald Nugent (Darling Downs), Keith Robert Smith (Near North Coast), Cedric James (Rex) Trower (Van Diemen's Land), John Cran (Townsville), and Kenneth Richard Foreman (Logan-Beenleigh).

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

John Thomas Maher (Southern Downs and Granite Belt), Sharon Colleen Noy (Gladstone), Kerry James Smith (Near North Coast), Lesley Margaret Trost (Brisbane), Peter Andrew Cahill (Townsville), and Roslyn Joy Jamieson (Hervey Bay).

90 and over: Francis Denis Butler, 90 on 19 December; Cecil Arthur Horne, 93 on 6 January (Ipswich); Douglas Richard Levingston, 94 on 9 January (Brisbane); Gordon Robert Schultz, 92 on 17 January (Townsville); Kenneth David Leane, 94 on 27 January (Darling Downs); Graham Adrian Dank, 94 on 4 February (Gold Coast); Gladys May Waters, 90 on 4 February (Ipswich); Robert Vincent Meagher, 90 on 6 February (Brisbane); Albert Crawshaw, 94 on 9 February (Brisbane); Richard Andrew Maudsley, 91 on 15 February (Bundaberg); Francis Gillick Donaghue, 97 on 21 February (Brisbane); Robert Valentine Ensinger, 90 on 28 February (Sunshine Coast); Keith Frederick Chandler, 93 on 7 March (Townsville); and Spencer Moray Hale, 93 on 31 March (Brisbane).

AROUND THE BRANCHES

BUNDABERG

Meetings were held on 25 January and 22 February, the latter being chaired by Vice President Bob Materna. Welfare: Mary Waugh reported that Russell Crook had been hospitalised and was doing okay. There was no change in Gordon Storer's condition and Ken Strohfeldt was undergoing further treatment. Alan McGilvray, a retired police officer and an audiologist, presented an interesting talk to the members concerning looking after their hearing, particularly as we age. He also donated \$200 to the forthcoming Police Legacy Bowls Day. Member Bill Larkman spoke on an English Retired Police Magazine he had received. It was interesting to hear how the other country's retired police live. The main item of discussion was the forthcoming Police Legacy Bowls Day on 6 May.



Grannie Pearce and John Francis being presented with certificates of appreciation by State President Greg Early.



Norm Breen receiving his life member plaque from State President Greg Early.

GOLD COAST

A meeting was held at Currumbin RSL Club on 5 February. Treasurer Neil Raward reported on a very successful annual Christmas Luncheon at the Quality Inn Hotel which was attended by 61 guests and three police widows. Welfare: Russell and Beverley Robertson, along with Nev Hackett, were recovering from the effects of Influenza A. Guest speaker: Neil Raward gave a brief talk about assisting the PNG police with a murder case many years ago. The next meeting was held at the Southport RSL Club on 5 March. The February social meeting at the Nerang RSL Club proved popular with members. The next members' BBQ will be hosted by Denis and Jan Chalker on 29 March. Des Sorensen will act as Secretary at the May, June, and July meetings while Secretary David McNamara is travelling. Funeral Planning Request forms will be sent out to all members. Welfare: David Joachim attended his first meeting for some time with the aid of a carer. A number of members have been in contact with Ray Gough who is suffering from Huntington's disease. Guest speaker: Murray Underwood. Murray is a new member and recently retired Senior Sergeant who gave a brief insight into his 41 years of service, the last 17 of which were at Runaway Bay. For several years now as Officer in Charge, Murray has hosted a meeting and BBQ at his station.

GYMPIE

A meeting was held at the Tin Can Bay Country Club on 6 February. A congratulatory letter was forwarded to Kaylene Moss on receiving the Gympie Region Citizen of the Year award for community service. Welfare: Annabell Andrews reported on Peter Eiby, and Kaylene Eiby has also been unwell. Laurie Pointing reported he had spoken to Errol Frank who is recovering and has resumed bowling. Norm Breen advised that Police Chaplain Bruce Dorman is having radiation. Twenty-eight members attended the Christmas Luncheon at the Victory Hotel. President Laurie Pointing, Secretary Chris Sang,

and Norm Breen represented the branch at the Bundaberg Annual Luncheon where Norm was presented with his Life Member's plaque and badge by State President Greg Early. On 17 January the same three members attended the funeral service for member Arthur Henry Vonhoff at Noosaville. Norm Breen has taken on the role of Welfare Officer for the Gympie area.

LOGAN-BEENLEIGH

Our 17 January meeting was a big gathering as usual. We lost our old friend Don McDonald on 6 January, with the funeral held on 15 January. There was a big turnout of current and retired members to farewell Don, with Commissioner Ian Stewart attending to present the Certificate of Service. It was also great to see the previous Commissioner Bob Atkinson attend and I know Don would be very happy with the proceedings. Rest in peace. We are looking for guest speakers. If you have any names, please come forward. Also, as I have asked in previous newsletters, I am always looking for stories to include. Don't be shy and remember, never let the truth get in the way of a good story! Yet again another successful meeting was held on 21 February with the usual large number of members attending. Guest speaker was our own member Dave James who gave a presentation on Powers of Attorney, Enduring Powers of Attorney, Advanced Health Directives, care plans, and like documents. Members attending all agreed that keeping finances and health directives in order are important. Our branch continues to grow with present numbers at 98 after approval of new member Rachel Whitford. Keep well and remember: With Honour We Served. *(Terry Ahearn, Secretary)*

SUNSHINE COAST

A meeting was held on 22 January. Guest speaker: Geoff Smith, the Marketing and Promotions Manager from the Queensland Air Museum in Caloundra gave a very interesting address on the museum. The museum is the largest one of its kind in Australia and is run by some 100 volunteers. State President Greg Early presented Jim Egan with his Senior Member Certificate. Former Superintendent Ian McIntosh's application to join the Association was recommended for acceptance. Ironically, the guest speaker and member Geoff Smith both won prizes. The next meeting was held on 26 February. Ian McIntosh was presented with the National Police Service Medal by President John Walker. Because Dick Mattingly now lives in the Gympie area, he will be attending meetings of that branch. John Behm has transferred from Ipswich branch. Joe Allen from the Caloundra Coast Guard gave an interesting talk on the formation and operation of their group. Secretary David Betts and long-time editor of *Cop This* has one more edition to complete before ceasing this task. So far no-one has shown interest in being his successor.

SOUTHERN DOWNS AND GRANITE BELT

A meeting was held on 11 January at the Condamine Club in Warwick. Twenty members and Inspector Brian Cannon and his wife Jill attended. Welfare reports were received on Norris Carney and Ted Forbes. President Laurie Bell presented John Maher with his Senior Certificate. Guest speaker Inspector Brian Cannon gave a talk about the Warwick Division. He

concluded by saying that employment will stop more crime that police ever can. The next meeting was at the Tenterfield Bowls Club on 1 March. This was a joint meeting between the SDGB branch and the New England branch of the NSW RPA. Twenty-eight members and visitors attended. President Laurie Bell welcomed everyone and introduced Inspector Brian Cannon, Warwick Patrol Group, to members of the NSW RPA. There were no welfare reports. The editor of the *Howler*, John Maher, asked members to provide photos of themselves in uniform for a Power Point presentation to be shown at the Annual Luncheon. An application to join by Deborah Anne Bisley was recommended for approval. Inspector Brian Cannon spoke about the importance of looking out for and after your mates following a recent QPS passing. During the New England branch meeting, Superintendent Scott Tanner of the New England Command spoke about his Command, the demographics, and the challenges.



President Laurie Bell presenting John Maher with his Senior Member Certificate.

ROCKHAMPTON

A meeting was held on 6 February. The transfer of Bob Fitzsimmons from Ipswich branch was noted. President Barry gave feedback on his trip to Bundaberg for their Annual Luncheon. Graham Weeks introduced guest speaker Bruce Kerr, of Kerr Solutions IT, who spoke on the advantages and disadvantages of owning a computer and connection to the world wide web. He highlighted some of the advances in the computer industry. Welfare: Gloria Meyer reported she is having trouble with and treatment for blood clotting. The next meeting was held on 6 March. Details of the availability of psychological support services have been circulated and brought to the attention of members. Branch attendance at Anzac Day services at Rockhampton, Yeppoon, and/or Emu Park was discussed. Funeral information packages were circulated to members present. A copy of the Association's amended funeral procedures has been given to the Welfare Committee.

MACKAY-WHITSUNDAY

A meeting was held on 16 February. President Bob Maher reflected on the passing and funeral of the branch's founding President Les (Kojak) Campbell. Mention was made of the input of the QPS at his funeral service and also of the outstanding efforts of Police Chaplain Glenn Louttit before and during the service. Six members were given a tour of the state-of-the-art Communications Centre at Mackay station. This was facilitated by Sergeant Tony Spreadborough, son of associate member Norah Spreadborough. Eleven members attended a social gathering at the Rice Buffet and had an enjoyable evening. Planning has commenced to celebrate the ten year anniversary

of the branch on 19 October. Bev Houley and Lorraine Hansen have begun work on this event. It was resolved to give due recognition to Aaron Gray of the Mackay and District Pipe Band for playing the pipes at Les Campbell's funeral service. Aaron's grandfather Arthur Gray, who he had never met, once worked with Les. Guest speaker: New associate member Graham Drury gave a short resume of his service with the Justice Department where he worked with the court reporting and recording branch and spent many years in that capacity in Mackay. The next meeting was held on 16 March. Secretary Dennis Hansen mentioned that Bob Burns, Chairman of Friends of the QPS Museum, had advised he had obtained permission to restore the grave of Acting Sergeant David Johnston from three great grandchildren, so that work on the grave can go ahead. Welfare: Barry Downs reported having been in touch with Bob Maher, Tony Wynn, Col Duncan, Peter Hinschen, and Ray Hodgson. Barry also reported that his wife, Thele, Pat Gray, and Peter Hinschen had medical procedures since the last meeting. Bev Houley, who is working on the ten year celebration of the branch's formation, is trying to trace inaugural members who have left the area or the Association; also some consideration is being given to providing a small gift to inaugural members who attend the function which is planned for 19 October. Guest speaker: Superintendent Glenn Morris, the District Officer in Mackay, gave a talk on his aspirations for the Mackay District, together with a resume of his policing service. He was also thankful for the welcome he had received from members of the branch. The Tail Twister fined a couple of members for making mistakes since the last meeting.

IPSWICH

A meeting was held on 10 January. President Ken Morris reported on the Build a Bike Fund and advised that he and Nev Hackett, together with business and community representatives, put together 60 Malvern Star bicycles that were delivered to deserving recipients on the Gold Coast. Welfare: John Hawkins had visited the Beutels and found them in good health; he had also been in touch with Ken Farquharson, who was not travelling too well, and Trevor Eltherington. Discussion was held regarding retirees living in the Ipswich area that may come along to a morning tea expressly put on for their benefit. Several names were put forward and invitations were posted and e-mailed. Guest speakers: Inspector Mel Adams from Ipswich District Southern Patrol Group, which covers the Goodna and Springfield areas, and Acting Inspector Deb Harris-Taaffe, Officer in Charge of Ipswich Education and Training Office. Mel spoke on recent events within the Ipswich Police District including police shootings at Springfield, Ipswich railway station, and at the Ipswich Hospital. She also spoke of the traffic incident involving Constable Peter McAulay at Booval. The big difference between trauma handling in times past compared with the present was discussed. Deb spoke on a project she is working on in order to better prepare police about to retire. She would like to see these future retirees be better educated on health issues, financial planning, travel expectations, and any future education needs. The next meeting was held on 14 February. Sixty people attended a special morning tea prior to the meeting commencing. Special

guests were State President Greg Early, former State President Mick O'Brien, Ipswich District Officer Superintendent Katherine Innes, Inspector Doug McDonald, Senior Sergeants Deb Harris-Taaffe, and Gareth James. Four of the former police officers who had been invited have completed applications to join the Association. Welfare report by John Hawkins: Monica O'Mara, the Secretary of the Southern Downs and Granite Belt branch, had a knee replacement at St Andrews Hospital, Ipswich; Bruce Raymond advised that Trevor Eltherington underwent surgery on his arm and shoulder for cancer removal on 5 February. Regarding John McCrae, an extract from an e-mail sent by Di: 'Unfortunately, John is still on dialysis every Monday and Thursday. This will continue as long as he is on chemo. We were advised that the chemo will be only for as long as John can handle it. Nothing changed with diagnosis. Unfortunately no cure - just quality of life'. John also informed the meeting Peter Cunningham is currently attending rehab after a serious heart attack. Guest speakers: Grant and Nicole Johnson. Nicole is a serving police officer stationed at Lowood while Grant is a former police officer now working in Corrections. Grant and Nicole run The Banks Creek Retreat which is a place of recovery for emergency services and ADF personnel. The retreat is situated on 100 acres of bushland located 12 kilometres from Fernvale. Grant outlined the availability and aims of the retreat and of the long term goal of assisting emergency service and ADF personnel through hard times. Senior Sergeant Deb Harris-Taaffe again spoke of her project in assisting 'about to retire police officers' transition from the Service into the world of retirement. The next meeting was held on 14 March. Welfare Officer John Hawkins advised that Ken Farquharson is in St Mary's nursing home, Raceview, and seems to be settling in. Cliff Dieckmann is at home and recuperating after a major operation. Peter Cunningham suffered a setback from his heart attack because he now has fluid around the heart. Merle Wallace has changed rooms at the Riverview nursing home and has been allowed to have her pet rainbow lorikeet Harry join her. John visited Cec and Merle Horne and they are both battling along. Dianne Hart is suffering from some throat issues and has been attending the PA Hospital. John and Di McCrae were seen at the Wesley Hospital and both appeared to be in very good spirits. John is still on dialysis twice a week as well as receiving chemo. John himself has had both cataracts removed and is very proud of having a grandson enter the Police Academy. Guest speaker: Bernie Pramberg, a journalist who covered sport with Brisbane-based newspapers for 40 years. During the late 1960s and 1970s he was a leading Brisbane rugby league referee who controlled grand finals and a number of Queensland v New South Wales matches. Bernie gave a wonderful presentation on his journalistic career with many fascinating highlights that took him around the world covering sport of all categories. He also provided an insight into his rugby league refereeing career and met with members during fellowship to further talk about sporting greats from the past. Several branch members stated that Bernie was the best guest speaker the branch has ever had.



Attending the January meeting: Inspector Mel Adams, Gladys Waters, Diane Bird, Maxine Renouf, Margie Kussrow, and Acting Inspector Deb Harris-Taaffe.

TOWNSVILLE

The meeting which was to be held at the Townsville RSL Club on 6 February was cancelled due to flooding in Townsville and particularly at the RSL Club, which was affected severely. A meeting was held on 6 March in the Carlyle Gardens Restaurant. President Merv Johnston welcomed all to the branch's first regular meeting for 2019. Welfare: Welfare Officer Gordon Thomas informed the meeting that Brian and Margaret Hooper and Pam Loveridge were not travelling real well. A thank you letter had been received from Marj Jeppesen's family. They also donated the sum of \$100 to be used for raffle prizes. Gladstone branch had donated \$100 to go towards any fundraising the Townsville branch may be doing in connection with recent floods. Wayne Lord was the only one to respond to a request for any serving or retired police officer to advise if they were affected by recent floods. He suggested that the \$100 go to the local SES; the branch resolved to match this amount and donate the \$200 to the local SES because they had lost a lot of equipment. Guest speaker: Senior Sergeant Brendan White, Officer in Charge of the Townsville Road Policing Command, gave a very interesting talk on the latest equipment being used by police.



President Merv Johnston presenting Karla Malouf and Bill Whitburn, Manager and President of Townsville RSL Club, with a certificate of appreciation.

GLADSTONE

A meeting was held on 6 February at the Queens Hotel, Gladstone. Two visitors were welcomed by President Darryl Saw: Capricornia District and Mackay District Police Chaplain Glenn Loutitt and retired former police officer Ron Casperson. Chaplain Glenn advised that he had the privilege of conducting the recent funeral service for deceased Mackay-Whitsunday branch member Leslie Keith Campbell (Kojak). Welfare Officer Keith McCann advised that Zoe Mortimer is in good spirits and enjoying her unit at Eureka Care. Glenn Josefski is still free of cancer. Mike Ball indicated that his prostate cancer has returned after radiation treatment seven years ago. The recent floods at Townsville were discussed and it was resolved to donate \$100 to the Townsville branch to assist with flood

recovery at their discretion. Roslyn Thomas made application for associate membership and it was recommended for approval. President Darryl Saw presented Sharon Noy with her Senior Member Certificate. Chaplain Glenn addressed members and spoke of his position as full time Police Chaplain for Capricornia and Mackay Districts. Glenn is also an Honorary Member of the QRPA and has several part time volunteer Police Chaplains under his care. Glenn is also an ordained Uniting Church Minister. In his Chaplaincy position Glenn works with all religious faiths and has a good rapport with local clergy. Glenn also spoke about Community Supporting Police and the good work those members do. The next meeting was held at McDonalds Family Restaurant at Kin Kora on 6 March. Welfare Officer Keith McCann advised that Val Caterson's medical treatment had been altered to her now receiving infusions on a more regular basis to improve her outlook. Ann Vidler is settled into Bindaree Lodge and liking it, but finds it quiet and so is participating in available activities. Glen Josefski is still doing well. Mike Ball advised that he is receiving three monthly injections, taking a daily tablet, and putting up with the side effects of this treatment for his condition. Darryl Saw advised that Heather Jones is now a resident at Aveco Newstead Aged Care facility and is happy and well looked after. She recently broke her shoulder.



President Darryl Saw presenting Sharaon Noy with her Senior Member Certificate.

DARLING DOWNS

A meeting was held on 14 February at the Toowoomba West Bowls Club. Rod Millward provided some information on franking credits which he had received from his financial planner. Welfare: John Sullivan stated that Ray Briesse was absent because his son lost everything in the recent flood in Townsville. Bob Scarff reported that Kev Weise was having problems with his knees. Dave Lynch asked about progress with the Crows Nest RSL Memorial Wall. John Sullivan stated it was almost completed and would be in operation for Remembrance Day on 11 November. The next meeting was held on 14 March at the Stock Exchange Hotel. President Boyd Wilson submitted an application to join the Association by former QPS officer and now MP Jim McDonald. It was recommended for approval. Herman Van Cauwenberg's application for inclusion on the Memorial Wall was approved and he has agreed to pay the \$250 fee. The Memorial Wall annual service will be held at 10am on 31 August.

NEAR NORTH COAST

A meeting was held at Sylvan Beach on Bribie Island on 19 February. Welfare: Allan Hawkins reported on members who were undergoing various treatments. These included Jim

Hayes and Nev Gormley. Secretary Merv Melling advised of information received from Superintendent Mick Brady and Inspector Leigh Jeffries regarding the new Caboolture station. There will be an open day, members will be invited to the official opening, and it will be possible to use the new conference room for meetings. Applications to join from Michael and Gail Brindell and Patricia Ann Wall were recommended for approval. The next meeting was held at Caboolture Sports Club on 18 March. Allan Hawkins acted as President. It was resolved that Paddy Higgins be appointed Welfare Officer for the Redcliffe-Scarborough areas and that Allan Hawkins continue with his work in the Bribie-Caboolture areas. The possibility of having a meeting at Woodford is to be explored with a view to assisting western members.



President John O'Gorman presenting Peter Verney with his Veteran Certificate on the waterfront at Woody Point.

REDLANDS

A meeting was held on 22 January. Rosie Nicol gave a report on the branch Christmas lunch which was held on 18 December at the Steakhouse at Redlands Sporting Club. It went very well. President Marty thanked all responsible for the organisation of the lunch. It was resolved to negotiate with the Redlands Sporting Club about the branch providing a perpetual trophy in respect of one of the sporting groups supported by the Club. The Annual Luncheon was held on 26 February. This was a significant occasion because it was the 10th Luncheon since formation. Seventy-three members and guests attended. Special guests included Superintendent Virginia Nelson (South Brisbane District), Inspector Lindsay Kilpatrick (Bayside Patrol Group), Queensland Retired Police State Executive (Greg Early [State President], Bob Pease [Senior State Vice President], Patricia Holden [State Secretary], Jill Steincamp [State Treasurer and QBank Director], Barry Cullen (Board Secretary of the Redlands Sporting Club), and Nicolette Anning (Flight Centre, Capalaba). Also attending were members from Near North Coast, Logan-Beenleigh, and Brisbane. A Certificate of Appreciation was presented to Barry Cullen for continued support from the Redlands Sporting Club over the past 11 years. A great day was had by all who attended.



Inspector Lindsay Kilpatrick presenting Pam James with the National Police Service Medal, the Queensland Police Service Medal, and statement of service of her late husband Senior Sergeant Noel James.

FAR NORTH QUEENSLAND

A meeting was held at Yungaburra Hotel on 22 February. An excellent response resulted in 48 persons attending the meeting. A special welcome was given by President Ian Swan to Chief Superintendent Brian Huxley and his wife Liz as well as Inspector Russell Rhodes from Mareeba. It was announced that Ross Whitmee will take over the Treasurer's portfolio until the AGM. Welfare: Jock MacDonald advised members of his welfare visits and there were no matters that required immediate attention. The branch is very appreciative of Jock's efforts in supporting members. Chief Superintendent Brian Huxley provided an overview of District operations. He announced the arrival of Inspector Dennis Fitzpatrick and that Inspector Peter Flori had been promoted to Cairns. He mentioned that a taskforce to combat crime issues in Cairns had achieved extraordinary results with numerous arrests; juveniles are also a continuing problem with offenders being ten years of age and above. Guest speaker: Allan Van Eyssen, the Manager of Community Corrections in Cairns, provided a very interesting and informative briefing on his police career in South Africa.

HERVEY BAY

A meeting was held on 15 January. Grahame welcomed all to the meeting with a special welcome being given to guest speaker Inspector Tony Clowes, Maryborough Patrol Group, Wide Bay Burnett District. He thanked all members who attended the funeral of Marge Plant, the wife of member Ted Plant. Travellers: Bob and Dot Summers have returned from a cruise to New Guinea, Ted and Cathy Roberts have been on a cruise to New Zealand, and Greg and Ros Morrow were in Streaky Bay, South Australia, on their caravanning trip. Welfare: Trevor and Gwen Trost had been in Brisbane where Trevor received bowel reconstruction surgery at the Wesley Hospital. Gordon Close had been in hospital suffering from kidney stones. Gordon advised the meeting that he was having good days and bad days with his health. Inspector Tony Clowes gave an interesting talk on his police career and points of interest currently occurring with policing in the Wide Bay area. Grahame congratulated Gordon and June Close on being married for 68 years on 20 January. A BBQ was held on 19 February at The Pines. Although low in numbers, members enjoyed it in between wind squalls. The next meeting was held on 19 March. Travellers: Bob and Dot Summers have been travelling through Vietnam and Cambodia, Greg and Ros Morrow are currently in Western Australia on their caravanning trip, and Russell and Denise Lewis have been to Western Australia. Welfare: Norm Sprenger has spent some time in hospital after an operation on his leg and Joy Newman has had a hip replacement. Guest speaker: Luke Smallwood, the Hervey Bay Police Chaplain, gave an interesting talk on his life and his involvement as Police Chaplain at Charters Towers and now at Hervey Bay. President Grahame Gronow presented Roz Jamieson and Bob Summers with their Senior Member Certificates. A BBQ will be held on 16 April 2019 at Gatakers Bay.



President Grahame Gronow presenting Roz Jamieson and Bob Summers with their Senior Member Certificates.

VAN DIEMEN'S LAND

Hello again from us all here in Tasmania. Our first meeting for the year was held on the east coast at beautiful Bicheno on Wednesday 27 February at the home of members Craig and Helen Robertson. They provided the most fantastic morning tea; it really was a great spread. Helen must have been baking all day. The weather was very kind to us and the sun was shining. The views of the east coast at Bicheno are some of the best in Australia. We had the required meeting, though there was not a lot to discuss apart from the upcoming AGM. As always it was another great get together. After morning tea and the meeting we went to 'The Lobster Shack', a seafood restaurant on the waterfront near the harbour. We were able to sit on the outside deck and enjoy the view, the blue sky, and the sunshine. The water was crystal clear. We also had a good view of the seals on the rocks and them of us. Our AGM will be held on 29-30 June at the Tamar Valley Resort, which is just off the west Tamar Highway at Grindelwald, and not far from Launceston. This will be our 10th AGM so we have been going well for a small group. We will gather as normal around lunchtime on the Saturday and then have our mini golf competition in the afternoon, before gathering for the meeting and dinner. Congratulations to Herman van Cauwenberg and Cedric Trower on being awarded their Veteran Member Certificates. If travelling down this way, please let us know if we can help in any way. Until next time, all the best from Tasmania. *(Jennifer Johnston)*



Attending the February meeting: Ian and Jenny Johnston, Phil and Colleen Sharpe, Brad Hafner, Craig and Helen Robertson, Karen and Andy Beasant, and Cheryl Hafner.

If travelling in Tasmania and looking for accommodation, please support our members:

Gretna Green Hotel – Lyall Highway, Gretna, Phil & Colleen Sharpe, 03 6286 1332 – sharpet401@bigpond.com

Wilderness Hotel - Lyall Highway, Derwent Bridge, Dave & Carol Fitzgibbon 03 6289 1144 – derwentbridgewildernesshotel@bigpond.com

Stone Cottage – Main Road, Ross, Steve & Val Kummerow, 03 6381 5444 – svkummerow@hotmail.com

Touchwood – 31 Church Street, Stanley, Chris & Greta Blom, 03 64581348 – enquiries@touchwoodstanley.com.au

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