

## CONVERSATIONS CHANGE LIVES

When the world feels bleak conversations about mental health can change lives ..... **p6**

## STRONGER TOGETHER

Photos gathered by the Australian Institute of Disaster Resilience put resilience in focus..... **p16**

# If you're hurt on duty, you need specialist help.

It's not just a matter of processing a workers comp claim. It's about claiming absolutely everything you're entitled to and with police officers, that gets complicated.

When it comes to NSW police workers compensation claims, it would be very hard to find a more experienced solicitor than Chantille Khoury. Chantille is a principal at Australia's largest specialist personal injury firm, Law Partners, where she specialises in police claims, from general duties officers to detectives and inspectors.

*"When officers are hurt on duty, medically retired or no suitable duties can be found, many are reluctant to seek compensation, or they don't know who to turn to."*

As a police officer you put yourself at risk every day and injuries from chasing offenders, car accidents, wearing gun belts and exposure to traumatic events are all too common. If you're hurt on duty, it's important to get good advice on your options.

*"With police, it's not just a matter of processing a workers comp claim. They have their own set of rules relating to workers comp, TPD and income protection which are unlike any other worker in NSW."*

*"It takes extensive experience and a thorough understanding of the system, including the pre-2012 rules, to properly manage a claim and make sure the officer receives absolutely everything they're entitled to."*

Unfortunately claims are often processed as a standard workers comp claim, and the officer will never know what they missed out on.

*"In particular, PTSD claims can result from exposure to traumatic events over a long period of time, so care needs to be taken to build these cases thoroughly. Many PTSD officers come to me in their 40s and they're broken. They start their careers at the academy very optimistic about their future, but by the time I see them they're changed people. They can't continue doing the job they know and love and are at a loss, not knowing where to turn. I can at least provide them with a dedicated legal team, support them through their claims and make sure they get their full entitlements."*

If you've been hurt on duty in NSW you can call Law Partners on 13 15 15 to arrange a confidential conversation with Chantille.



Chantille Khoury – Principal, Law Partners

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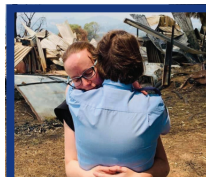
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Email: [policenews@pansw.org.au](mailto:policenews@pansw.org.au)

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Having each other's back is key to building resilience. Read more about Paul Lloyd's photo on page 15.

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Level 2, 310 King Street, Melbourne  
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Ph: (03) 9937 0200  
Email: [policenews@cwaustral.com.au](mailto:policenews@cwaustral.com.au)

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## The essence of the Police Association

**By Ian Allwood**

PANSW Executive – Northern Region Area 1

As the Chair of the Welfare Committee for the PANSW, which reports back to the Executive board, I am particularly proud of the Association's commitment to the welfare of our members.

This function reflects the very essence of the Police Association, caring for the blue family. At the same time the welfare function of the Police Association is often not widely reported upon publicly, due to its often sensitive nature and in respecting the privacy of our members.

As a member you can be reassured that if you find yourself in genuine need of financial or other assistance the Association has the means and systems in place to assist you.

The PANSW employs a full time Member Support Coordinator, Ian Johnstone, who services the entire membership in his role.

Johnno or IJ recently left his role as a NSW Police Sergeant working with strike force Raptor and now works full-time for the Association in the Welfare role. IJ also trains and coordinates our growing network of Branch Welfare Officers who are usually the first point of contact for assistance.

The coordination of the funeral benefits for members, hospital visits for sick and injured members, liaising and supporting the families of deceased and sick members; our welfare support is always busy.

During the bushfire and flood crises that affected our members, the PANSW welfare support system swung into action giving immediate support on the ground.

There have been numerous examples where our members have been injured and hospitalised and the Association has paid for travel and accommodation for the families to be at the hospital for their loved one.

Members have passed away overseas and the Association has assisted families with flights and accommodation and to help repatriate the remains with the family back to Australia for the funeral.

On average the Association assists over 150 members and their families every year; usually when they are in a time of crisis.

Whenever I have spoken to the members we've helped, they are always so deeply touched by what your Association has done for them. There have been numerous letters of thanks sent to the Association, usually reflecting the Association's staff professionalism, compassion and commitment.

The Police Association exists for its members and all of this welfare support is something the Executive and Staff are whole heartedly committed to.

I am deeply proud and feel honoured to play a role in providing this function to our members.

If you have a welfare enquiry, please log onto the PANSW website and look in the Member Support/Welfare tab. Or send an email to [info.centre@pansw.org.au](mailto:info.centre@pansw.org.au).



# Dealing with fast-changing demands in times of crisis

**Kevin Morton**  
Acting President

**W**hen the preceding edition of the *PANSW Police News* went to print in June, there could be no early warning that by the month's end New South Wales would be slammed with a resurgence of Covid-19 outbreaks.

The proportionate responses that were being taken to contain the virus have certainly been overtaken by the Delta variant, and we are back to another period of intensive crisis management.

## TESTING TIMES

The escalation of the initial stay-at-home orders announced on 26 June through to three further extensions of lockdown conditions and statewide restrictions in July alone, was rapid.

For the serving officers of this state your day-to-day duties and the demands of protecting the public have been as relentless as ever. Without fail the steadfast professionalism of your policing performance has been as exemplary as always.

There can be no doubt of the seriousness of the situation thrust on every nation around the world by this persistent pandemic, with impacts at every level of every community.

One of the realities we have all been facing is an unusual unpredictability. This certainly struck home for me when I attended a venue that then resulted in being deemed to be a close contact.

Two weeks of isolation, with requisite testing, was a first-hand reminder of the robust measures that are needed – along with vaccination – to safely navigate through and against the risks of spreading the virus.

## WHEN THE GOING GETS TOUGH

As a longstanding member of the Police Association Executive, it is a matter of pride to say that your Association has continued to operate seamlessly throughout this time.

All required precautions were in place before the lockdown, such as the QR code process for our physical office. Tried and true practices of running teams remotely were immediately actioned, and the PANSW has remained open for business – from the handling of Critical Incidents by our Organisers, through to provision of advocacy and advice on Industrial matters.

There have certainly been unavoidable disruptions, and regrettably hard decisions have had to be taken about events – such as suspending Branch events and the cancellation of our Centenary Gala Ball.



*From 2020 to 2021: The stories of adapting to and overcoming adversity with resilience and courage continue.*

Be assured that representing your best interests and long-term welfare is paramount. Prevailing priorities such as your next Award are being actively advocated on. As has occurred throughout the responses to this pandemic, your Association liaises closely with the NSWPF in relation to Operational matters, and provides direct input as and when required on all relevant items. Amongst other means, our *On The Beat* e-bulletins (there have been 9 of these since January) are being utilised to keep members informed in as timely a manner as possible. I encourage you to keep looking out for and reading these messages.

## RETURNING TO 'NORMAL'

The timing of a return to 'normal' is a great unknown.

What we all need to remember, and can take both strength and unity from, is that the job you are performing is vital work. At the end of each shift the importance of then spending quality time with family and friends, online or otherwise, can't be underestimated. As covered elsewhere in this edition of *PANSW Police News*, please keep checking in with each other and supporting each other.

## Reader feedback

Thank you to Associate member Ian Lovell for sending this feedback on our Associates section of *PANSW Police News*: I took particular interest in the article featuring the pictures of Dan Sullivan and Joe Caruso (in the May-June edition). Having known both of them before I retired in 2007, I can say that the article's message to retired police is a sincere and well-meaning one. The connection we maintain after leaving is personal, and varies greatly from one person to the other. Dan expresses his view of the importance of maintaining a relationship with those with whom we have worked. I have found that to be absolutely the case, and many of those who come along have expressed similar sentiments about the power of connection and still 'belonging'.

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# Police Association noticeboard

## EXECUTIVE MEETINGS

The next meeting date scheduled for the PANSW Executive in 2021 is 6-7 September.

## DISRUPTION TO CALENDAR OF EVENTS

A number of events are being postponed or cancelled.

As notified in our On The Beat members' e-bulletin on 15 July some of these include:

- The Commissioned Police Officers dinner that was scheduled for 6 August has been postponed until 2022.
- A difficult decision has been taken to cancel the PANSW Centenary Gala event that was scheduled for 7 September. It had already been postponed from 2020 due to Covid. We will still be marking our 101st anniversary on that date.
- Face-to-face PANSW events such as branch forums, focus groups, and welfare courses have been temporarily suspended until further notice.

A range of other events have been disrupted such as sports events, retirement functions and Police station openings.

Looking to next year, registrations have opened for the 18th Australasian Police and Emergency Services Games to be held in Rotorua, New Zealand; details at [www.apes2022.co.nz](http://www.apes2022.co.nz)

## CLASS 348 ATTESTATION

The Attestation of recruits in Class 348 will take place at the NSW Police Academy in Goulburn on Friday 13 August.

## SUCCESS OF MORE THAN A COP VIRTUAL SEMINAR ON CAREER TRANSITION



On Friday 16 July the NSWPF's Career Transition Program ran its inaugural virtual seminar. This online forum allowed members to access vital information and resources from the comfort of their home. Invitees to the seminar were officers medically discharged in 2021, those in transition, those that have been on LTS, or anyone that has been identified by the Command / IMA as having some benefit from the sessions.

On the day questions and answers were exchanged via the live chat functionality. There were more than 330 attendees and all of the 550 people who registered will have on demand access to view the

contents and webinar sessions over the next year. An evaluation of the event found that 75% of attendees felt more informed.

The Police Association had its own virtual booth in a virtual exhibit hall alongside 19 other organisations such as Beyond the Badge, EML, Police Legacy and TAL. The PANSW booth featured a set of relevant documents and had more than 200 visits.

## MILESTONES ARE BEING RECOGNISED



Wherever and whenever possible the PANSW has been overcoming circumstances to ensure the tradition of presenting retirement watches to respect the valued service of members can be observed.

Clockwise from top left above are: Outgoing Inspector David Cottee receiving his watch from Inspector Scott Russell; Craig Jackson being congratulated by PANSW Executive member Ian Allwood; S/C Mat Reeves (blue jersey) receiving his watch from Sergeant Damian Goddard; and S/C Colin Bell shaking hands with watch presenter S/C Chris Davis.

## BACK TO BARRIER PAVER OFFER

This fundraising project, being conducted in conjunction with NSW Police Legacy, is offering Pavers for \$75 that will be laid outside the new Broken Hill Police Station. Each Paver features Rank or Position, Name and Service Dates. The goal is to have Pavers for as many of the people who have served in the region – Sworn and non-Sworn – from 1889 to the present day. There is a campaign to sponsor a Paver for each of the officers from the 1919 Broken Hill Police Force. Up to date information is being posted at <https://www.facebook.com/BarrierReunion/>

Enquiries about eligibility or to obtain a Paver Order Form can be made by email to [backtobarrier@mail.com](mailto:backtobarrier@mail.com) or by calling 0429 005487

# Conversations do change lives

Nationally and internationally the relentless run of crises surrounding the Covid-19 pandemic has made holding on to a sense of 'normality' a day-to-day challenge that we all need help to navigate. The feature articles in this edition of *PANSW Police News* introduce some inspirational 'good sorts' across NSW who devote time and energy to being there for their fellow human beings in the difficult times in life that we all face. They each bring something different to the table.

- What makes a NSW Police Officer leave the job to drive a Mission Australia – Missionbeat van around the streets of Sydney picking up people who are homeless? **Daniel Strickland** has done just that in a career change that has been all about strengthening communities.
- On social media channels **Melissa Gole** is on the top rung of Police Association fans and followers. Drawing on her background as a Nurse, one of Mel's passions is mental health, as well as helping with grief and loss in dementia. Her book *BLUE* is dedicated to those "who have been Strongest the Longest. Living and Lost to Mental Illness".
- **Craig Semple** was a career NSWPF Detective for 25 years. His retirement from the Police was as a result of his own personal battle with workplace Psychological Injury. He was a key speaker at the More Than A Cop virtual seminar held on 16 July for officers focused on career transition after injury.
- For Chief Inspector **Garry Sims**, the hats he wears include being an R U OK? Community Ambassador. An underpinning phrase that he returns to frequently is this: 'A conversation can change a life'.

## Working as a force for good

By **Daniel Strickland**

For as long as I can remember I wanted to be a Police Officer and I wanted to help people in my community and to make a difference. I fulfilled that first life ambition when I joined the NSW Police Force for a period of 6 years from 1995 to 2000, a time of transitioning between the "service" and Force.

I went through the Academy with Class 262foxtrot (PREP). It was the first class to hold our attestation parade in the main street of Goulburn. It sure was a spectacle for the Goulburn community.

During my time in the blue uniform I was stationed at Flemington and Marrickville with a stint at Cabramatta for Puccini 3. Since that time I have now spent more than two decades working as a Program and then Area Manager for Southern NSW and ACT with Mission Australia – back in Goulburn and within 2km of the 'college of knowledge'.

During my time in the NSWPF I saw a lot of similar people to those we support at Mission Australia. When I was serving I thought there was so much more that could be done. We would lock them up and put them before the court and walk away, and the cycle would continue. I wanted to do more to stop this cycle.

My first 12 years with Mission Australia were spent patrolling the streets of Sydney, responding to calls from the Police, Ambulance and members of the public to assist people who were homeless and in distress across the city with Missionbeat, a street outreach and support service for homeless people. I later moved to looking after programs across Goulburn, Queanbeyan, Bega Valley and other locations across Southern NSW. I have also worked with local funeral directors to provide after hours on-call support for the transfer of deceased people.

### WE ALL KNOW THE POINTS OF PAIN

Whether it's Sydney or Goulburn, levels of disadvantage are common to cities and regional NSW towns.

We all know the points of pain: Drug and alcohol issues, homelessness, mental health, domestic and family violence. These are all top of the list for areas that require, and benefit from early, compassionate intervention. If we intervene early, then there is hope.

In my work I have also had the pleasure of working alongside local police, especially from the Goulburn sector of The Hume Police District. I have built great relationships with officers that have lead to greater supports for disadvantaged families, vulnerable young people and also our vulnerable aged people. Loneliness in the community is another huge issue. Keyboard warriors on social media are a symptom of this for example, by using that perceived connection with others to express themselves.

Police officers often reach out to me to engage with people they have identified in the community that need additional supports that they can't provide, and sometimes this is for offenders and victims of crime. I am able to step in and provide whatever supports can be provided – essentially doing the work that I wanted to continue and do when I was in the job.

### TESTAMENTS TO TEAMWORK

Whilst I now walk a different 'beat' I still get to help my community and, at times, in a far greater way than I ever could in the NSWPF.

In recent years I have received unexpected, but gratefully accepted awards that have been a testament to the hard work my teams put in and the community support I receive.

This includes an award in 2019 from the NSW Government for service to the Community and in 2020 I was named





*In his capacity as chair of the Goulburn District Suicide Prevention Network Daniel Strickland (left) is seen here presenting a certificate of appreciation to Andy Divall of Divall's Earthmoving and Bulk Haulage in July 2021 for workplace support of mental health initiatives.*

the Citizen of the Year for Goulburn Mulwaree Council. Both awards were for my work in the community through numerous initiatives that I am a part of such as being Chair of the Suicide Prevention Network, a member of the Domestic and Family Violence Committee, an organiser of R U OK? Day events, and as a PCYC Goulburn Committee member.

About 2 years ago I started The Man Walk – Goulburn which is about men walking, talking and supporting each other. I have members of Goulburn Police that are regular participants, including the Goulburn OIC Inspector Matthew Hinton.

Additionally three years ago I began holding a 'Thank a first responder day' as part of the growing national movement by Fortem Australia. Each year I hold a morning tea with our local Police and Emergency Services where we can come together to share a meal and a yarn and thank them for the work they do across our community. Because I am passionate about and have concerns about the impact of the job on our police, I am also in discussions with Fortem Australia about what more I can do to assist.

## WE CAN ALL PLAY OUR PART

What drives me is a desire to help people to help themselves, to give them a hand up not a hand out. I am passionate about building and strengthening communities so we can help each other. I encourage our serving Police officers to connect with and reach out to your local community service organisations and see how they can assist you. You may be surprised at how they may even make your job easier and strengthen your community towards collaboration.

**Editor's Note:** You can find out more about Dan's work and connect on social media by searching @DanStrickAus on Instagram, Facebook and Twitter.

# BLUE: The story of a police dog

**P**itched for children, BLUE is the story of a hard-working police dog. At times, Blue sees things that don't quite fit in with what is in his heart. He goes through hard times and doesn't have a lot of support. As pitched by the publisher it is "about helping Blue to recognize when he needs help or for other people to know how to look out for Blue... It acknowledges that people with mental illness have been strongest the longest because many have lived through a lot and should have their resilience recognised".

A mother, long-serving Nurse and former partner of a Police officer, author Melissa Gole expresses her understanding of mental illness through Blue the 'Pawlice Dawg' as a way to talk about the signs and symptoms of depression, anxiety and PTSD.

Her insights also come from losing a Paramedic colleague to suicide, witnessing the anguish of bereaved police families and growing up with parents Brett and Cheryl, who were respectively diagnosed with Bipolar Disorder and Schizophrenia. Brett was a consumer advocate and Mel is likewise invested in doing whatever she can to create a culture of dignity, support and compassion.

In addition to being an acknowledgement of police families, her book is also a show of respect for all of the NSWPF's four legged workers – from heroic dogs to heroic horses.



*"Blue was the Top Dog in his squad. He wore his collar with pride". .*

**COPIES AVAILABLE:** Profits from NSW sales of this 28 page book will go to NSW Police Legacy. It retails for \$25 which includes the 17cm dog seen above. It can be purchased from [www.policeshop.com.au](http://www.policeshop.com.au)

# A letter to PANSW Police News: 'Police Family Alive and Well'

*In late April this year a mother, father and brother lost their youngest child and brother. My Police Officer daughter, Angela Payne (nee Bamford) lost her husband and my family lost a son in law.*

*Detective Sergeant Gregory Ross Payne, 41 years old, took his own life after a battle with mental illness. His death occurred at Orange, New South Wales. Greg was attached to the Central West PD and was working out of Parkes Police Station.*

*Following Greg's death the Police Family came to the aid of my daughter and their two daughters, aged 10 and 8 who live in the small country town of Canowindra.*

*The PD response and care under the leadership of Superintendent Steve Kentwell and his management team was immediate, genuine and full of support. Nothing was too much trouble in our time of need.*

*The Police Association reacted immediately with contact, offers of support and within days a sizeable sum of money was deposited directly into my daughter's bank account. A week later Ian Johnstone, acting for the Police Provident Fund travelled from Sydney to my daughter's home where he presented her with another very sizeable sum of money to support her through what lay ahead.*

*Floral tributes from a number of commands were delivered to the home over ensuing days. Just to name a few ... Orange and Cowra LAC's, Parkes Police, Homicide Squad, State Crime Command. Not to mention the flowers, food packages and love and support from the local community and business houses. Greg had been stationed at Canowindra performing general duties when first taking up a country posting. The response from all was amazing to witness.*

*Greg was laid to rest with full Police honours at a lawn service at Eugowra, NSW on the 11th May, 2021. Approximately 150-200 people attended. Numerous Police from across the state, along with community and family members turned out. The service was live streamed which was viewed by many Police and friends living overseas.*

*It was a fitting farewell and I know Greg's family, as with our family, were extremely grateful to all that attended from far and wide. I can report Canowindra RSL bar-staff (Greg was known there funnily enough) were kept busy later that afternoon and evening.*

*Greg's funeral was conducted under threatening skies on a very cold afternoon at Eugowra. Technical difficulties with the audio production saw attendees standing for an extended period in very cold and light showery conditions. Fortunately, rain held off till after the service and afternoon tea.*

*I need to highlight the actions of Region Commander Geoff McKechnie who was in attendance. I had not met Geoff previously. He sought me out in the crowd to personally offer his condolences and support for the future. The genuineness in his words and demeanour left me knowing 'this bloke is fair dinkum'. Former work colleagues of mine had told me both Mr McKechnie and Commander Steve Kentwell were, in our speak, "good blokes". Maybe a 'country copper trait' or another example of 'looking after our own'.*

*During the service and unbeknown to me Greg's daughter, Grace was visibly shaking from the cold. I first became aware when I saw a rather large (sorry Sir) Police tunic being handed forward to Grace which was wrapped around her small upper body. Geoff McKechnie, seated behind had removed his tunic and wrapped it around Grace for the length of the service. Clearly Geoff could have 'influenced' another officer to give up his tunic or jacket. What a lovely gesture from obviously a kind and caring man and genuine leader. That memory, amongst others will stick with me forever as a reminder that the 'Police Family is Alive and Well' and in this case it came from the top.*

*I must also acknowledge Police Legacy who contributed by supporting Angela and sponsoring her attendance at a 2 day retreat at Mudgee with others in a similar bereavement situation.*

*On behalf of the Payne and Bamford families please let me say thank you to all that attended. Your support, prayers and offers of assistance that continue are all very much appreciated.*

*Greg can rest in peace now with the knowledge his family is in good hands.*

*Please remember to ask 'R U OK'. You could save a life.*

*Thankyou.*

**Greg Bamford**

*Retired Detective Inspector*

# Former and current officers who are walking the talk

If you do a Google search on 'Craig Semple detective' one of the top links should be to a profile published in the *Newcastle Herald* in 2018 by journalist Penelope Green.

It's a compelling read in which Craig recounts the extent of the rollercoaster highs and lows of his policing career, from his first post at Redfern station in 1988 to his discharge in 2013. Then for the next 2 years after discharge his battle with PTSD and depression intensified.

That is, until he reached a turning point which, for him, began with sitting at home for a week, working through everything that had led him to where he was, and taking the decision to make a new game plan for his life.

Craig was a speaker at July's NSWPF virtual seminar for officers in career transition due to injury. The insights he shared successfully sparked an active conversation in the online chatroom, with many participants identifying with Craig's description of leaving the Police as a process of grief "akin to losing someone close to you".

Craig shared that he really knew he had turned a corner when he could honestly say he was having more good days than bad days.

"At first I didn't realise it, but I began rebuilding a new identity. What some people would call a breakdown I would actually now call, with hindsight, a breakthrough. I was regaining a sense of purpose".

In 2015 Craig contacted the Black Dog Institute to volunteer for fundraising, but when they heard his story they asked him to be an educational presenter on mental health issues.

"I did my first talk before 170 high school kids and I was so petrified I nearly pulled out. I was opening up about my private life when I was only three months out of hospital".

Craig has done dozens of talks since and in 2017 founded his training and development business Mentality Plus, after gaining accreditation as a mental health first aid instructor.

The core to his own strategies are to exercise daily, challenge negative thoughts, practice mindfulness and gratitude and to volunteer. In other words: "One simple, achievable, small action at a time".

Craig's acceptance of his mental illness experiences is at the point where he is grateful for them because, as he says, "it's made me a better bloke. It ripped me back to bare bones and it's given me the chance to achieve things like reconnecting and rebuilding my relationships with my children".



Craig Semple (left) was a career detective with the NSWPF for 25 years and is now a Master Instructor with Mental Health First Aid Australia; Chief Inspector Garry Sims (right) is seen promoting RU OK? with John Bryant at the Harmony FM Community radio station.

## COPING THROUGH OUR 'COVID TIMES'

Chief Inspector Garry Sims APM is very conscious that the Covid-19 pandemic is leading many people to levels of stress and associated problems that are like nothing else they have encountered before.

At times like this he says the message that 'a conversation can change a life' takes on even more meaning.

In and out of the uniform, Garry has become a familiar face in his local communities through his work as a Community

Ambassador for the harm prevention charity R U OK? and as local coordinator for a Blue Mountains (Blackheath) Walk 'n Talk for Life group. He became involved in Walk 'n Talk for Life after growing concerns at the suicide rate in Australia. A purpose of the group is to remind members that they all experience similar things in their lives. When they could not get together because of Covid he encouraged members to connect each week over Zoom.

Garry views his community activities as an extension to his role as a senior police officer. "In my policing career I

have seen first-hand the impact of suicide on the communities that I have served and unfortunately, I have experienced the loss of colleagues as well. A community is made up by diverse ages, and risks occur across all ages, that is why it is important for individuals to look out for each other and not hesitate to start a conversation."

## FIND OUT MORE

- The Black Dog Institute website address is [www.blackdoginstitute.org.au](http://www.blackdoginstitute.org.au) (Note: It is not a crisis centre).
- This year's R U OK? Day will be held on Thursday 9 September. For more information, news and resources go to [www.ruok.org.au](http://www.ruok.org.au)
- Read about Walk 'n Talk at [walkntalkforlife.com.au](http://walkntalkforlife.com.au)

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# Baby Mason and mum Michelle

By Jackie Pipe

PANSW Communications

**B**ecoming a parent is right up there as a life-changing event. When your child is born with a congenital heart disease, it's another level again.

This has been the lived experience of police officers Michelle Carlon and Michael Suesskow since the birth of their son Mason in October 2011.

The Police Association shared part of this journey through providing financial assistance and member support during the pregnancy and hospital stays. Michelle would spend months in Sydney with Mason in hospital, while Michael drove back and forth to assist helping with the bushfire effort in late 2019.

## UNDERSTANDING HEART DISEASES

Mason's heart condition is Hypoplastic Left Heart Syndrome (HLHS). In Australia approximately 12 babies are diagnosed a year with HLHS which has no known cause. The most critical stage is in a HLHS child's first 12 months of life. After that survival rates increase to 90%. The first surgery for HLHS was conducted in 1980 – meaning there is limited long-term data on potential life expectancy.

Michelle has soaked up all of this knowledge, and now works closely as an ambassador with HeartKids and Ronald McDonald House to help raise money for the charities that helped her family during their toughest time.

"We spent time with families whose kids didn't make it," she says. "So we never take for granted the time we have with Mason, and we will do all we can to help others."

## MICHELLE'S STORY

Michelle was a big fan of TV series Blue Heelers growing up and always wanted to join the police, which she did in 2013 with Class 319. She believes her policing background has stood her in good stead for facing life's challenges and speaks highly of the support she has received from colleagues in Nowra.

Michelle says recent years have "shot my life in a different direction than I ever expected. I feel as though I am still fulfilling my dream of helping others, but behind it all we are quite simply parents fighting for our son".

Sharing her family's story at [facebook.com/babymayohlhs/](https://facebook.com/babymayohlhs/) has been important to Michelle. She wanted people to "know Mason, his story, and our story", adding that 'Baby Mayo' was a "hilarious nickname" her stepson came up with while she was pregnant, and it has stuck.

This online blog has been a window into Mason's progress as well as Michelle's everyday life, including her wider connections to Aboriginal family in Victoria's Bangerang mob. It has also struck a chord with families all around the world, alleviating the feeling they are facing their situation alone.

The opportunities for Michelle to apply her new knowledge and to speak up on behalf of families keep expanding, the latest being a role as a consumer representative with the Sydney Children's Hospitals Network.

"I may not have the answers but I can identify the gaps," she says. She is also vocal about PTSD. "Like Police officers, Heart parents often suffer with post traumatic stress disorder."



Senior Constable Michelle Carlon with Mason, who will be having his 2nd birthday on 11 October 2021. Photo by Michelle's sister Cady Brown.

When I first spoke with Michelle last year, Mason had just had a special visit with 9News presenter Peter Overton.

The contact arose after 2GB presenter Ray Hadley received a message from Michelle describing how Mason would always light up when watching Peter on TV, smiling and waving at the screen. The message included this sentence: "My son is the centre of my world and I would do anything to make him happy."

The newsreader immediately arranged a visit and commented: "I saw the scars he had from his last operation. He is a brave little fella. For everyone at 9News who met Mason, it reminded us all of how lucky we are."

**HeartKids** is a national not-for-profit organisation solely focused on supporting and advocating for all people impacted by childhood heart disease. Find out more at [www.heartkids.org.au](http://www.heartkids.org.au)

For more information about **Ronald McDonald House Charities** see [www.rmhc.org.au](http://www.rmhc.org.au)



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# Police Legatees: Their stories

Senior Constable Margaret Richardson is pretty good at the silver lining. She's had to be.

**W**hen I call Margie, she's just finished cutting her son's hair. She's worried it might be a bit short, but on the other hand "with lockdown there's extra time to grow it out before he has to go back to school!"

She's been in the NSW Police Force since 1999, working in metro and country policing. Since 2010 she's worked as an intelligence officer in Port Stephens Hunter, having transferred back to the region she grew up in to help out with her aging father.

In 2016, Margie's husband, Sergeant Geoffrey Richardson was killed in a car accident, leaving her with a 7-year-old child and a 5-month-old baby.

Until then, NSW Police Legacy hadn't been much more than a name to her.

She'd signed up at the Academy for her regular payroll donation and "like all the rest of the probationary constables," didn't think much more about it. And then 2016 came along.

"It wasn't until I was put in a position that Legacy became a part of my life that I really understood what they did," she says.

At the time, she had a very supportive group of friends, but nobody could fully understand her experience.

That all changed when she went to her first Police Legacy event, a family picnic day at Parramatta Park. "I met the most wonderful group of women who just wrapped their arms around me and drew me in."

## AN IMMEDIATE SENSE OF KINSHIP

She felt an immediate sense of kinship. They understood. (The friendships formed on that very first day remain so strong that the same group still goes away together each year).

That sense of belonging extends well and truly to her children as well.

On the eve of his first Police Legacy camp, her eldest child was flat out refusing to go. At the time he'd been coming home from school asking questions like "They've all got dads, why don't I?" Margie was able to sit down with him and explain that this camp was different. On this camp there would be a bunch



of children just like him – all of whom had lost a mum or a dad. He listened. He went on camp. He loved it.

He's loved it ever since (and at the time of writing, he was cursing COVID for preventing him from going on the much-anticipated midyear camp).

## CONNECTION AND BELONGING

Margie loves this sense of connection that it gives him, this sense of excitement and belonging. She can see the lifelong connections that all the kids develop.

When I ask her if she has a favourite Legacy moment, she shouts "God there's been so many!", before listing Balls, Harbour Bridge Climbs, camps, Luna Park adventures. And then she reflects that actually, it might be the "quiet stuff".

Moments when life seems too much, and she feels like she can just pick up the phone and have someone from Police Legacy help her through.

"I wish that more people knew what Legacy does without having to go through what we had to go through to find out." No judgement, just support.



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# The Central North PD Youth Program

**By Elyssa King**

PANSW Communications

In 2021 the Central North Police District Youth Program has been taking leaps and bounds, through making the most of strong connections to Rugby League.

Across a geographical area that covers more than 180,000 square kilometres of sunburnt terrain the Central North PD and its eight stations all work closely together to cover the needs of remote communities.

Highlights of the Youth Program in the first half of the year were participation in the NRL's Voice Against Violence initiative in April, and a visit to the Penrith Panthers Rugby League Academy as part of 'Sticks to the Stadium' in June (just before the Greater Sydney lockdown). A driving force behind this activity has been Detective Inspector Paul Quigg, aka 'Quiggy'.

## MAKING A DIFFERENCE

Paul has worked at the Bourke Police Station as the Crime Manager for the past two years. During his 32 year career, he has worked at Macquarie Fields and Liverpool as well as the Joint Asian Crime Squad and State Crime Command.

With a large number of youth related crimes committed in the township, engaging with local kids in Bourke has become a core part of his mission.

"One of the challenges we face every day is trying to make a difference to the lives of young children and youth".

For these kids, sport is a passion and outlet from the difficulties of everyday life. Approaching a group of kids tossing around a footy in the street one day, he discovered that Bourke High School didn't have a Rugby League program.

Building on his knowledge developed during his involvement with youth programs at the Western Suburbs Magpies, Paul was well placed to work with local schools to develop sports competitions for both boys and girls, with a guide that to participate, good behaviour must be displayed on and off the pitch.

Paul: "These kids are very talented but many of them live in lower socio-economic communities and remote villages. Some struggle to go to school and to eat healthy meals.

This program was developed to educate these children that you can do anything if you put your mind to it."

Since then, Paul has been instrumental in coordinating educational programs with the NRL to positively impact local students through their love of the game. Paul would like to acknowledge Senior Constable Katie Hitchman, Youth Liaison Officer at Bourke, Constable Gavin Campbell, Bourke PCYC and ACLO Michael Jackson at Bourke for their ongoing support with the program.

## VOICE AGAINST VIOLENCE

Former Canberra Raiders captain and representative Rugby League player Alan Tongue has been the face of the NRL Voice against Violence program, which is directed at raising awareness of and preventing violence against women and children. Between 21-23 April this year he took the message to schools at Nyngan, Cobar, Bourke, Brewarrina, Lightning Ridge, Walgett and Collarenebri. Alan is confident this activity is getting results and is making steps forward in changing thinking patterns and behaviours of young people. "By teaching respect and challenging attitudes, behaviours and social norms that can contribute to domestic violence, we can break that cycle and inspire positive action," he says.

## 'STICKS TO THE STADIUM'

The Penrith Panthers Rugby League Club has been proudly supporting the Central North PD Youth Program for the past two years. For Quiggy, seeing the excitement on the kids' faces on this special trip made all the work behind the scenes worth it. "These kids need to know there are people out there who care about them, want them to succeed in life and not drift down the wrong path," he says. Future plans include taking Brewarrina Central School students to Sydney to experience the NRL live and reintroducing the Davidson Shield inter-school sports competition.

**Editor's Note:** The photo at the top of this page shows Bourke High School students in the NSW State of Origin dressing room at Sydney Olympic Park. DI Paul Quigg is kneeling at the right of the group. A fuller story on this and a photo gallery have been published under News at [www.pansw.org.au](http://www.pansw.org.au)





# Disasters through the lens of resilience

Building resilience to disasters and emergencies is attracting more and more collaborative and innovative thinking.

As part of its role in developing, maintaining and sharing knowledge and learning, the Australian Institute for Disaster Resilience runs the annual Resilient Australia Awards across 6 categories. The Awards are sponsored by the Australian Government in partnership with the states and territories.

Voting towards the Resilient Australia Photography Award category is conducted online as a People's Choice vote. Winning photos from each state and territory are then considered for the Resilient Australia National Photography Award. This has closed for 2021 but from March 2022 new photo submissions for the next Award can be made via [www.aidr.org.au/raa](http://www.aidr.org.au/raa). As can be seen by this small selection of images – including 'Smokescreen' by photographer Lurline Byles above – every photo conveys a powerful story. More photographs like this can be seen in galleries at [facebook.com/AIDRnews/photos](https://facebook.com/AIDRnews/photos)

Two photos submitted in 2021 have Police connections. 'Out of the Ashes' was taken by Paul Lloyd, Regional Emergency Management Officer based in South Eastern Emergency Management Region under the NSWPF Southern Region Command. Paul's remarkable photo – featured on our cover – shows Police Chaplain Rev. Judy Heggart consoling the fiancé of a local police officer in front of their fire destroyed

home near Batlow in January 2020. Since the photo Rev. Judy has officiated at the couple's wedding and kept in regular contact with the couple. It's a connection that speaks to the bonds that arise from sharing tough times together. Paul is a prolific (and terrific) photographer capturing moments in time throughout his prevention, preparation, response and recovery activities, and we look forward to showcasing other examples of his work in the future.

'Each photo submitted to AIDR requires a summary of why it demonstrates resilience to the photographer. For Senior Constable Adam Meyer, a SAPOL country cop stationed in Yorketown, the photo he took – see opposite – was about capturing the aura of a salt-of-the-earth man known to everyone as Soxy – a go-to person, a fixer. The first shearing shed that Soxy worked in was reduced to ash in the bushfires of 2019 whilst he was fighting the fire. A resilient man, he helped set up the local Blazeaid and has been recognised with a Citizen of the Year award. Soxy, as observed by Adam, was for many "the difference between recovery and despair".

**Editor's Note:** We are always on the lookout for strong visual content. If you have taken photos that you want to showcase through *PANSW Police News*, or on our Instagram page, please contact [policenews@pansw.org.au](mailto:policenews@pansw.org.au)



*Dam Crack – Sharon Robertson (2020)*



*City in Lockdown – Amanda Clarke (2021)*



*The Resilience of Soxy – Adam Meyer (2021)*



*The Driveway Project – Nikki Woods (Winner, 2020)*



*Harnessed Skill – Lurline Byles (2019)*





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# The retirement stories that are waiting to be told ...

One of the casualties of the resurgence of Covid-19 since June has been the number of retirements that have not been able to be marked in the usual manner.

At the start of July, retiring Deputy Commissioner Jeff Loy, a 39-year veteran, was one of the first to have the honour of a scheduled march out scotched.

As each week has passed the Police Association has been acutely aware of some very long-serving officers who have called it a day and deserve due recognition for their service to the citizens of New South Wales.

Officers such as LSC Tony Scarfe, Sergeant George Adams, Sergeant Al Le Surf and Sergeant David Gallagher; all of whom have put in careers of 40 years or more.

## NSW'S MOST QUALIFIED OFFICER?

Sergeant George Adams retired from the NSWPF on 15 July after 41 years in the job, almost 38 of those with Highway Patrol. We're not sure if he is the most academically qualified member of the NSWPF but he must come close with this string of degrees: a Doctor of Philosophy (PhD), a Doctor of Science (DSc Honorary), Master of Science, Bachelor of Social Science (BSSc), Associate Diploma in Criminal Justice (A/Dip Crim. Justice) and an electronics engineering certificate!

He is also well known as an internationally recognised martial arts instructor. On the adversity side of the ledger, George almost lost his life in 1996 after suffering a series of debilitating brain bleeds but defied the odds to recover fully.

## 42 YEARS SERVING THE NORTHERN BEACHES

Given how much Sergeant Alan Le Surf has given back to his beloved local community of Manly it was fitting that the *Manly Daily* published a lengthy article about his career on 26 July, just days after he'd been due to have his march out ceremony.

Born in Manly Hospital and living in the Manly his whole life, Alan was named Manly Citizen of the Year in 2003 and spent 9 years as a councillor on Manly Council.

Alan was humble about his contributions to the police and the community, saying it was all about working as a team. "If you don't get that support, if you can't work as a team, things don't get done".

## DOING THE FAR WEST PROUD

Sergeant David "Gal" Gallagher's final day in the NSWPF was Tuesday 27 July and the Barrier Police District wasn't going to let it be a quiet farewell.

Gal spent 31 years of his 40 year career in the Barrier District and anyone talking with him soon knew how passionate he is about Policing and about the Far West NSW.

To mark Gal's retirement the Barrier PD Facebook page posted this tribute: "On behalf of all the staff and officers here at Barrier and those you have worked with during your 40 year career, thank you Sergeant David Gallagher APM. May your retirement be filled with joy, peace and new adventures, you deserve it".



Sgt George Adams (left) with fellow martial arts expert Richard Norton and Highway Patrol colleague Sgt Dean La Greca.



Sgt David 'Gal' Gallagher on his last day working alongside the men and women of the Barrier Police District.

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## Researcher calling for more Police family participants

**C**harles Sturt University researcher Charrissa Moriarty has reached out to the Police Association to seek more interviewees to take part in her project titled **Emotional First Aid & Police Officers: Examining the Role of Family.**

Collection of data for this study commenced in April 2021. To date over 24 semi structured interviews have been conducted on Zoom totalling over 48 hours of data.

At this early stage the researcher has commented the information gathered has been extremely intuitive to the phenomenon of emotional unwellness suffered by police officers, amplifying the importance for this research.

To ensure efficacy of the data this study still requires an additional 40 participants who are family members of serving police officers and are over the age of 18 years. Data collection is anticipated to be completed by 30 October 2021.

Family members over the age of 18 are encouraged to engage in this pioneering study and provide insights into their experiences.

The interview takes approximately 1 hour and police officers and their family members have assurances that all information is confidential and will be anonymised to ensure privacy of all participants and their police officer family member.

Additional assurances for the independence of this study and protections for study participants are also provided by the National Human Research Ethics Committee who have provided their endorsement for this research.

Information gathered from this study will provide empirical evidence to understand how this specialised cohort can assist during an episode of emotional unwellness suffered by their police officer family member.

The findings of this study are likely to be of core interest to police organisations, policy makers and practitioners within the law enforcement arena, to reduce the impacts of emotional unwellness and develop sound, research-based policies.

Police members and their families are encouraged to contact Charrissa directly at [ccchew-moriarty@csu.edu.au](mailto:ccchew-moriarty@csu.edu.au) to obtain further information.

## Study into impacts of the pandemic on workforce wellness

On 23 July Charles Sturt University released research into the effect that working under Covid-19 has been having on first responders and frontline workers, including police. The study was funded by a Covid-19 research grant and found a concerning level of negative mental health impacts. *PANSW Police News* will seek a summary of the findings to publish in our next edition.

## Sick Leave and Medical Certificate requirements

**T**he Information Organising Centre (IOC) at PANSW frequently receives enquires relating to the provision of medical evidence for officers taking sick leave. Members can be denied sick leave after their medical practitioner refuses to include detailed medical information on their medical certificates.

The entitlement to sick leave is given under the Award for any officer who cannot attend work due to illness. However, as a condition of the provision of paid sick leave under the Award, NSWPF Officers may be required to produce medical evidence of the nature of any illness or injury and the duration of the absence from work.

In most cases, the provision of evidence is only required for officers who are absent in excess of 2 consecutive working days, or those who have had in excess of 5 working day absences within a calendar year. However, a Commander/Manager can request medical evidence for any absence if they have concerns.

Many doctors do not like to disclose illness on a medical certificate, believing it goes against patient confidentiality. However, this information is required for NSWPF sick leave entitlements. This is also a requirement for all departments of the NSW Public Sector, rather than just being unique to the NSWPF. The Medical Council of NSW advises practitioners that details should not be included on a certificate unless consent is given by the patient.

Members should also note that it is only the nature of the illness that is required for a medical certificate (eg. Respiratory infection, foot injury), rather than the full diagnosis.

Generally, officers do not have to disclose excessive details of their injury or illness to their workplace, only enough to satisfy the requirements for sick leave.

A Command may request further information, but only when determining if there are any ongoing risks to the officer, the workplace or for the officer to complete their duties. For example, a Command may seek further information on whether an officer with a respiratory infection has taken a test for COVID-19 if they have notified of a respiratory illness.

Members who have concerns about disclosing the nature of their illness to their Supervisor are entitled to have their application for sick leave dealt with by an alternate Supervisor or Manager, or the HR section of the NSWPF. The NSWPF also have requirements under the Health Records and Information Privacy Act (HRIPA) 2002 to ensure that this information remains confidential.

### FURTHER INFORMATION

The NSWPF has an information sheet for practitioners regarding the evidence requirements and has developed a consent form to give practitioners, available on the NSWPF intranet.

If you are having difficulties accessing these documents, are still having issues with your doctor disclosing any information, or if your sick leave is declined, please contact the IOC for further information and assistance.



# Living with PTSD? We Can Help

Moving Beyond Trauma is a 5-day residential program at the Quest for Life Centre in Bundanoon, NSW designed to assist people with PTSD reclaim their lives.

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# Model WHS Regulations may pave way to better address psychological injuries

**By Angus Skinner**

PANSW Research Manager

It may seem almost too obvious to say, but the purpose of Work Health and Safety (WHS) legislation and regulations is to protect workers, including police officers, by making work safe and preventing injury, rather than treating injury after it happens.

**T**he way that WHS laws work in Australia is on a process called 'harmonisation' – this means that the Regulator and a Council of all Australian WHS Ministers make decisions about 'model' WHS laws.

The Parliaments of each jurisdiction (Federal, State and Territory) should then adopt the model laws into the law of their jurisdiction. Parliaments are also able to make their own WHS laws.

On 20 May 2021, after ongoing pressure from the union movement including the PANSW, and independent experts, WHS Ministers from around Australia voted to amend the **Model WHS Regulations** to address psychological injury. This is important news and long overdue. In this article, I'll set out where this could lead us.

## CREATING OBLIGATIONS ON EMPLOYERS

WHS laws and regulations create obligations on employers to protect their workers by identifying and controlling risks in their workplace, both physical and psychological.

Your Police Association has fought hard over many years to make sure those same obligations apply to policing – sometimes in the face of considerable opposition.

In NSW, the existing WHS Act and Regulations contain hundreds of provisions and pages specifically identifying physical risks and telling employers exactly what they must do to identify and control those risks in their workplace. This creates incredibly detailed obligations and instructions.

And yet there is not a single equivalent provision regarding psychological risks. Risks that cause suicides, long term suffering, loss of career and income, and costs the Australian economy billions of dollars a year in lost productivity and insurance costs.

This approach would not be tolerated for physical risks – if there was a workplace where workers were regularly falling from a height, you wouldn't address it by hiring spinal surgeons; you would build a barricade to prevent the falls in the first place.

The PANSW is highly supportive of the programs the NSWPF has delivered – programs like RECON, Your Health Check, Wellcheck and Your Health First. But there is a missing piece to this puzzle; notice these are largely about identifying and treating harm that has already occurred. Why do we accept that police officers will be harmed so regularly? Why do we tolerate that risk for psychological injury? Why do we accept that police work will cause psychological harm and our main strategies to address it are to identify officers who have suffered harm and treat them after they are harmed?

Any member reading this has probably experienced, or knows a colleague and mate who has experienced psychological harm in the line of duty. We want the NSWPF to do everything possible to protect you from that harm while you serve the people of NSW, rather than the burden being left to fall on individual police officers and their families.

## MITIGATING PSYCHOLOGICAL RISKS

Police officers can encounter psychological risks in a range of settings, such as: Traumatic work and pressure from high stakes duties; High workload; Workplace conflict; Low control over schedule and task type; Occupational violence and danger.

Each of these examples can be aligned with steps that could be taken to identify, assess and monitor them and with possible protections. One strategy many stakeholders advocate for is a systematic risk audit and risk register, which records:

- Risk identification and assessment procedures,
- All risks identified through those procedures,
- Strategies employed to control each risk, and
- Updates through monitoring each risk and strategy.

Making progress on processes like this is reliant on the NSWPF Executive, and all positions right throughout the hierarchy with supervisory responsibilities, ensuring the workplaces they supervise are safe. This requires a job description, time in day-to-day duties, training, and hierarchy support to complete those processes.

## TAKING A LEAD FROM SAFE WORK AUSTRALIA

Following on from the move to amend the Model WHS Regulations, there are three steps that can be expected:

1. Safe Work Australia will work on writing the Model WHS Regulations covering psychological injury. The union movement, including PANSW, will work hard to ensure these Model Regulations provide the greatest protection possible.
2. Parliaments in each jurisdiction will then choose whether to adopt the new model laws. The PANSW expects the NSW Government to create the strongest regulatory obligations possible in NSW law, and will apply significant pressure if there is any reluctance.
3. NSWPF will then have strong obligations under the NSW WHS Regulations to identify and control psychological risks, ensuring you are better protected at work. The PANSW will advocate to ensure NSWPF adopts best practice to meet these obligations.





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# Big win for working Police parents

The PANSW is proud to inform members that a very important upgrade to your parental leave entitlements and arrangements for all parents has been secured.

**T**he NSW Government has agreed to improve parental leave entitlements from 1 July for any baby born after 1 July 2021.

## NEW ARRANGEMENTS

The new arrangements are as follows:

### **Paid Parental Leave (Primary parent at the time of birth, adoption, or surrogacy)**

- 14 weeks paid leave at full pay or 28 weeks on half pay
- Must be taken in the first 12 months from birth.
- 52 weeks of unpaid leave, which can be taken over 2-year period

### **Paid Parental leave, Other Parent**

- 2 weeks paid leave at the time of birth
- 12 weeks additional paid leave if and when they assume primary carer responsibility
- Can be taken at the full rate of pay or half pay
- Must be taken in the first 12 months from birth.

The new arrangements are as follows: The condition for the other parent to be entitled to 12 weeks of paid parental leave is that they assume primary responsibility for the care of the child. It is expected that the primary parent at that time will return to work (either in a full-time or part-time arrangement) within 12 months from birth.

This arrangement shall operate across the Government and Public Sectors for parents who work for different agencies.

More importantly, it will apply to those police officers whose partners work in the private sector and have limited or no paid parental leave from their employer (Commonwealth paid parental leave applicable).

For example, if the other parent works in the NSWPF and primary parent works in the private sector, the primary parent will be able to go back to work and the other parent will be able to then take 12 weeks of paid leave (further 12 weeks part of the entitlement).

## PAID LEAVE IN THE EVENT OF A MISCARRIAGE

Where an officer or the spouse of an officer miscarries, the employee is entitled to five days paid special miscarriage leave on each occasion a pregnancy ceases by way of miscarriage up to 20 weeks' gestation. This leave is paid at your usual rate of pay. Leave will commence from the date the miscarriage occurs and is to be taken in one continuous block of leave.

If the miscarriage occurs after the 20 weeks, then the usual provisions of the Police Award shall take place; i.e. the member can elect to use either sick leave or parental leave (see pre-term birth below).

To access paid special miscarriage leave, the NSWPF needs to be satisfied that a miscarriage has occurred and may require evidence such as:

- a medical certificate; or
- early loss certificate issued by NSW Registry of Births, Deaths & Marriages.

## LEAVE IN THE EVENT OF A PRE-TERM BIRTH

Where an officer or the spouse of an officer gives birth to a pre-term child (prior to 37 weeks), the parent with the primary caring responsibility is entitled to paid special pre-term parental leave from the date of birth of the child (or children from a multiple birth) up to the end of 36 weeks. This special pre term parental leave is in addition to the 14 weeks paid Parental Leave under the existing Award provisions.

Immediately following the period of paid special pre-term parental leave and at the commencement of 37 weeks, paid parental leave of up to 14 weeks in accordance with the Police Award will apply to the parent with the primary caring responsibility.

Members will be aware that the Police Award allows for the parental leave to be taken up to 9 weeks before the anticipated date of birth. Care should be taken when arranging and applying for leave now that the pre-term birth leave may be available if a birth occurs prior to the 37-week mark.

An officer who will not have primary responsibility for their child at the time of birth is entitled to:

- Two weeks paid parental leave to be taken at the time of the birth of the child; and
- Up to 12 weeks additional paid parental leave at full pay within the first 12 months from the date of birth provided that the employee assumes primary responsibility for the care of the child during the 12-week period.

These changes were only possible through sustained lobbying by the PANSW and other public sector unions to achieve improved entitlements for working parents. We continue to work to improve your entitlements and working conditions and thank all the members and delegates who have contributed to this outcome.

## FACS/ Carer's Leave

**T**he PANSW regularly receives enquiries about entitlement to the FACS/Carer's Leave in cases when there is a member of family who requires care due to some type of medical issue.

This often occurs if your partner has given birth by way of caesarean section and requires care and support. Very often these enquiries are made after the fact and the member has already returned from absence and there is a dispute about what type of leave is applicable. This article aims to provide information that you need to have in order to avoid your leave being declined and having to enter into a prolonged process of industrial dispute.

*(continued on page 27)*



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## What is the difference between FACS and Carer's Leave? Which one should I claim?

Family and Community Service Leave (FACS) is a provision which allows members to take leave in the case of emergencies or in personal or domestic circumstances.

Such circumstances can include compassionate grounds, accommodation matters (moving residence), emergency and weather conditions (i.e. floods, bushfires etc), citizenship ceremonies, parent/teacher interviews and related school attendance.

Members are entitled to 19 hours of FACS leave in their first year of service and after that 5 working days for every 2 years.

Carer's leave (or sick leave to care for a family member) is applicable once the FACS leave is exhausted and in circumstances where a family member (as defined by the Police Award) is ill and requires care or requires care due to an unexpected emergency. In those circumstances you may elect to use your accrued sick leave.

FACS leave has a broader application and there is a requirement to exhaust the FACS leave before using carer's leave. Hence, you should always exhaust your entitlement to the FACS before you can use carer's leave.

## Am I entitled to the FACS/Carer's Leave when I am on annual leave?

It is often in the lead up to your partner giving birth (or requiring some other type of medical care such as after the surgery) that members will give notice/apply for annual leave. This is a common-sense thing to do and it allows your Command to plan for your absence in advance.

However, this may work against you if your partner/family member becomes ill and you are wishing to take some carer's leave. This is particularly likely to happen if, for example, a member's partner is expecting a child and it is anticipated that the birth would take place naturally.

However, sometimes circumstances change and then from what was expected to be a pleasant and joyful absence to spend time with your new extended family often it will involve caring for your partner and/or other children.

Members will often continue with their approved annual leave until they come back to workplace and then attempt to retrospectively claim FACS/Carer's leave.

Unfortunately, the NSWPF has a position that if a member is already on a form of leave (i.e. annual leave) they do not require absence from the workplace and hence any such application would be declined.

Whilst the PANSW strongly disagrees with this interpretation it is important to follow few simple steps to avoid lengthy and unnecessary industrial disputation.

If you are aware that you will need to provide care for a family member who is ill/incapacitated and requires care then the PANSW advises you not to apply for annual leave.

Particularly in the case of an expected caesarean section birth you would be well advised to apply for two weeks of parental leave. Should it then become apparent that your family member requires care you should then proceed to apply for the FACS/Carer's Leave, supported with relevant medical evidence.

If you have already applied for annual leave you should contact your relevant Commander/Manager and advise them

that you wish to cancel your annual leave and that you will be applying for the FACS/Carer's leave. This should be done before your annual leave period commences if at all possible. We advise you to call first and follow up your call with an email

## I am entitled to 6 weeks carer's leave, right?

It is a common misconception amongst the membership that members are entitled to a standard grant of 6 weeks of the FACS/Carer's Leave.

The entitlement to the FACS/Carer's Leave is contingent on you proving by way of medical evidence, or other suitable evidence, that you are providing care for a family member who is ill and requires care (in case of the carer's leave) or that you are exercising your family responsibility etc (in case of the FACS leave).

It has been determined through industrial disputation at the Industrial Relations Commission that medical evidence needs to be provided on at least a fortnightly basis. If a certificate states that the family member is unfit for 6 weeks your leave application may be declined.

## Medical certificates

In case of short absences (up to 2 weeks) medical certificates need to, as a guide, provide the following information:

1. Relationship of the family member to the officer
2. Nature of the family member's illness
3. Whether the illness is such as to require the family member to need care and support

In case of longer absences (more than 2 weeks) medical certificates need to, as a guide, provide the following information:

1. Relationship of the family member to the officer
2. Nature of the family member's illness
3. That the illness is such as to require full time care and support by another person.

It is noted that if medical certificates are backdated and/or do not contain the prescribed information the NSWPF may dispute your entitlement to the FACS/Carer's Leave.

There is also understanding between the NSWPF and the PANSW that the relevant Commander/Manager must advise you of the requirements for medical certificates when you enquire about claiming the FACS/Carer's leave.

## Important: Seek advice before you act

The Industrial division of the PANSW often receives these sort of enquires after the member has returned to the workplace and they are trying to convert the annual leave to FACS/Carer's leave, or they had been declined carer's leave because the certificate was not appropriate. Our ability to represent the member effectively may be limited in those situations as the facts/documents cannot be retrospectively changed. It is important that if you are not sure about what your entitlement is or you need any advice that you call our Information Organising Centre before you act.

For more information please do not hesitate to contact the PANSW Information Organising Centre via email [info@pansw.org.au](mailto:info@pansw.org.au) or phone (02) 9265 6777.



# Hacking away at the web

**T**hat social media post asking about the name of your first pet or favourite car – how safe is it to answer? What could you be getting yourself or your family into? Detective Superintendent Colin Dyson APM retired in 2013. At the time he was the Commander of the Fraud and Cybercrime Squad. Since his retirement, he has been a member of the Board of Directors of Police Bank, and Chair of the Risk Committee for eight years. He describes himself as a semi-active social media user.

## TERMINOLOGY SHROUDED IN MYSTERY

Mr Dyson said since people first became aware of computer hacking, it has become a term shrouded in mystery.

Terminology hasn't helped with these perceptions with hacking also being referred to as a data breach, an intrusion, a brute force intrusion, a man-in-the-middle attack, together with a long list of other terms.

The perpetrators are and have been referred to as hackers (including the good guys – ethical hackers or white hat hackers), bad actors, threat actors and variations depending on their intentions, such as hacktivists.

"It's due to all these terms that the image of a hacker, regardless of which side of the law they're on, has been boiled down to a person dressed in a black hoodie in front of a huge panel of sophisticated technology, rapidly entering columns of programming codes to commit their sophisticated crimes.

## STAYING SAFE ON SOCIALS

Mr Dyson said the biggest question everyone had to ask themselves is how these data breaches are committed.

"We've all been on social media and read the message from a friend about their account being compromised and to not accept any requests or messages.

"How are criminals able to not only get to businesses and corporations but also to home computers?

"It's quite simple, in most cases people tell them how to do it. They give them the keys to their computers. It's called Social Engineering.

"How many times have you seen posts on social media asking questions like, 'The car you passed your driver's test in was a ...' 'Your porn name is the name of your first pet and the first street you lived on'. 'Name a song that takes you back to High School'.

"On the surface these questions might seem like a harmless, getting to know you kind of exercise but the reality is they are potentially quite dangerous.

"The information you provide by answering those questions enables criminals to answer the security questions used as second tier security should you forget your password."

Other methods used by criminals also include the sending of phishing emails or SMS messages with links that, if opened, release malware into your computer capable of capturing your banking or other data.

They may make unsolicited telephone calls claiming to be from a major Internet Service Provider (ISP) that has identified a problem with your computer and requiring remote access to your computer to resolve it.



*When it comes to those social media posts asking about your first car or a song that takes you back to high school, retired Detective Superintendent Colin Dyson, APM advises using the instincts developed during a policing career and think first about the risks associated with responding.*

"Whilst there is a myriad of methods, there is always some urgency attached to the request. It always has to be done now, or there are serious consequences.

"To prevent these social engineering attempts from being successful, the advice to all of them is simple: THINK. Rely on the instincts you developed while you were in the job.

"Ask yourself – How do I know this is legitimate? Will the information they are asking me to post on social media reveal something I use as a security question? How can I trust the person on the other end of the phone when they call? Is it safe to open the link in this email or SMS message?

"Unless you're 100% certain it's safe, don't do it."

## MAKE CONTACT WITH YOUR LOCAL BRANCH

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### Southern Metropolitan Associates

**Branch contact:** Geoff Woodgate, (02) 9523 7134, or email [bestpl@tpg.com.au](mailto:bestpl@tpg.com.au)

### Mid North Coast Associates

**Branch Administrator:** Al Lukes, 0488 728 628

# Travelling a road of service

**By Sonia Roberts**

PANSW Police News

**W**hen it comes to being true to the blue, few could top 41-year Highway Patrol veteran Senior Constable Norm Wales, APM.

His October 2009 retirement function was notable for the personal message from his 'Crackerjack' co-star Mick Molloy and his farewell card – a replica bonnet of his highway patrol car that was signed by all present.

Since retiring, Norm has been involved in a number of community groups, driven heavy vehicles across the country and serves on his local council, Federation Council, in Corowa.

As a part of the 2020 Border closure operations, Cr Wales and other council members regularly stopped by the checkpoints to see how the serving members were faring and if anything was required.

"For those thinking of disengaging, remember that we begin and end our policing lives in the same way – as citizens.

"It doesn't matter what rank you achieved in the job – that's something we should never, ever lose sight of. We all go back to being a part of the community we served as police.

"After retiring it is all about looking for new adventures, keeping active and seeking a social lifestyle."

For more than a decade, Cr Wales has been involved in escorting large farm machinery for a local dealer.

He's also the president of the local Show and Horse Society and secretary of the Corowa and District Car Club.

When deciding on his next great adventure Cr Wales took on a role with a local transport firm and has driven many types of heavy vehicles throughout NSW and Victoria. One trip even involved driving a truck to Port Hedland, Western Australia.

"After 41 years, 4 months and 20 days of service with NSW Police – I had no regrets about retiring. When I look back, I say to myself, thank you for those fabulous years and the chance to meet so many great people.

"My policing career certainly assisted me with maintaining a positive outlook towards my community and the dealings I have with the public, especially with my current role of a Councillor. Cr Wales is proof an officer's policing instincts never leave them, ironically noting his reaction to road policing matters that sometimes happen right in front of him. "Driving all of the various Highway Patrol vehicles from the Cooper S right through was a total joy. I'd love to have a time machine so I could take my smartphone and its camera back to properly capture those treasured memories.

"Yes I could not have wished for a better job and loved every kilometre I drove."



*Norm Wales' advice for retirement: "After retiring it is all about looking for new adventures, keeping active and seeking a social lifestyle."*

## Not simply forgotten



We received this photo from Ian Lovell of Northern Associates as part of his feedback on an article in this Associates section of *PANSW Police News* (see also page 3).

This photos shows AC Brett Greentree with Superintendents Danny Sullivan and John Gralton at an event earlier this year. They are seen socialising with Pauline and Alan Thomson and Dave and Trish Swilks, while many others were also present to enjoy the benefits of getting together, including: Kevin Curry (snr), Chris Wood, Lee and Vicki Rankin, Roger Steele, Graeme Dark, Roger Foletta, John Ure, John McGregor (snr), Mike Stephens, Reg Hinchey, and Liz and Bob Barrett.

Ian commented further that he has received many invitations from both Brett and Dan to attend various policing functions in his role as chair of the Hunter Branch of the Retired and Former Police Association. "In turn I have invited both to our functions. This presence and connection with our retired members is greatly valued. It's good to see the Police Force is in good hands, and that the oldies are not simply forgotten".

### Retired & Former Police Assn.

The website address for the Retired & Former Police Association of NSW Inc is [www.retiredpolice.com.au](http://www.retiredpolice.com.au) It was established 90 years ago, in 1931, to foster Friendship, Fellowship and Welfare



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# Harry Morfoot: An enduring legacy

The work of a 40-year veteran police officer and national serviceman has been recognised with the unveiling of a distinctive tribute in western Sydney.

**H**arry Morfoot was a member of NSW Police Force from 1959 to 1989, attaining the rank of Senior Sergeant. But Mr Morfoot's life of service didn't end there.

In retirement, he set about forming the Penrith City Sub-Branch of the Australian National Servicemen's Association, assisted military veterans and was also a tireless worker for charity.

In 2015, he received the Seniors Week Local Achievement Award for the Mulgoa Electorate. Presenting the award, Ms Tania Davies MP, Member for Mulgoa said, "Harry dedicated a large portion of his time to serving, supporting, and caring for the welfare of community members who served our nation and their families".

"I feel very humbled and grateful for the special recognition", Mr Morfoot said at the presentation of the Seniors Week award.

Sadly, Harry Morfoot passed away later in 2015 at age 78, but that's still not the end of the story. Earlier this year, Harry was commemorated by Penrith City Council with a special tribute – a bench seat in Victoria Park, St Marys.

**Graham Larkham** is a retired Sergeant and was a friend and colleague of Harry and a fellow National Serviceman (Nasho). He takes up the story:

## A FITTING TRIBUTE

On 23 May 2021, the Penrith Australian National Servicemen's Association held its 15th Anniversary Memorial and Tribute Laying Ceremony in Victoria Park, St Marys.

The ceremony was attended by Federal and State Members of Parliament, dignitaries from returned services organisations, the Nepean PAC, and members of the public.

During the Memorial, the Mayor of Penrith City, Karen McKeown OAM, unveiled a tribute to former Senior Sergeant Harry Morfoot and sub-branch co-founder, Mr Tom Kelly, in the form of a park bench seat. The seat is adjacent to the Victoria Park Memorial and inscribed with a plaque in recognition of Harry and Tom.

A lot of young men including Harold Alfred Morfoot were conscripted into National Service. In August 1955 Harry started his National Servicemen's duties at 12NST Battalion. After initial training, he continued training with the Royal Australian Artillery.

After retiring from a 40 year career with NSW Police, he formed the Penrith Sub-Branch, (Penrith City Australian National Servicemen's Association Inc.) in 2002 and maintained membership up until his passing in 2015.

Harry was of a generation that rolled their own cigarettes. His habit of flapping his elbows whilst simultaneously rolling a cigarette and talking, earned him the nickname 'Flaps Morfoot'.

Upon his passing in October 2015, a joint National Servicemen's Association-NSW Police Funeral was held, and tributes flowed from Federal and State Members of Parliament.

The Penrith Australian National Servicemen's Association carries on the legacy of Harry Morfoot's work. Our 2022 parade will be held on 22 May. All National Servicemen are welcome.



*Harry Morfoot's memory and legacy lives on at Victoria Park, St Marys.*

## On Police memorial sites

The bench seat remembering Harry Morfoot is the latest public tribute to those who served the people of NSW.

The locations of some memorials are well known. For example, Glen McEnallay Reserve near Mascot, and the Jim Affleck Bridge near Campbelltown mark the locations where these NSW Police Officers made the ultimate sacrifice in the protection of the community.

Other public tributes may not be as widely known. Sometimes, the Police Association is contacted about a local memorial. When this happens, it is usually because the memorial has fallen into disrepair or requires vegetation control. We are aware of several Facebook pages with devoted administrators keeping track of grave sites and memorials. In the lead up to Police Remembrance Day on 29 September 2021, we're keen to profile some of these and also invite current serving members and associate members to send us photos of memorials in your area to [policenews@pansw.org.au](mailto:policenews@pansw.org.au). Please include information about who the memorial is dedicated to, key dates on the memorial and its exact location.

## Events & notices reminder

Since we began publishing bimonthly the default for Events & Notices is for those to be published at [pansw.org.au/events](http://pansw.org.au/events). Given the impact of Covid restrictions many events are now being postponed or cancelled. Organisers of two Reunions have sent these updates:

- **OLD 34 DIVISION REUNION** (Fairfield / Cabra/ Wetherill Park): Organisers remain hopeful this can proceed as a lunchtime function at the Fairfield RSL on 9 October. The contact point is Sandra Laughlin [slaughlin@bigpond.com](mailto:slaughlin@bigpond.com)
- **BACK TO BARRIER REUNION MID-YEAR 2022:** This will be timed to coincide with the opening of the Broken Hill Police Station. Visit [facebook.com/BarrierReunion](https://facebook.com/BarrierReunion)

# A Bank that keeps on evolving

**P**olice Bank was started by police, for police. While it may have been formed in the 60's and started life as a community-based credit union, it has become a bank for today. We are listening to our members and building for the future.

Servicing NSW Police Force, Australian Federal Police Force, Tasmanian Police Force, Border Force and their families and friends, Police Bank is in the process of re-inventing itself to become Australia's most member-centric bank.

For Police Bank to continue to evolve, it is critical that we understand where we can support our members, across the board.

## A LOT TO BE PROUD OF

We recently surveyed our membership and there is a lot for us to be proud of – including how important our focus on service is for our members. The surveys also showed us where we need to work to deliver the value that our members want from us.

To do this, we need to deliver products and services that only our members can avail of. We need to do better than the big banks and build products that give our members better value than they can get on the high street.

In our recent satisfaction survey, while the satisfaction score (NPS) was excellent, it was clear that our younger members needed to feel understood by the bank, and the bank needed to make sure that it was delivering value to its members – value that other people cannot access.

And that's why we've reduced our fixed rates for Owner Occupied and Investment borrowers.

Last month, Police Bank launched its lowest rate ever, exclusive just for Police – a 1.99% (2.65% comparison rate\*) two-year fixed rate for owner-occupiers#. In reducing our rates, the bank not only put itself right up next to the major banks in terms of product competitiveness but moved one step closer to being the bank for all its members.

To reach our younger customers, we are in the process of developing a new app that will give all our members the same functionality in the palm of their hands as the major banks.

We are incredibly proud of that project, and we will share that later in the year.

"Police Bank is unequivocally member owned and member centric, and our rates announcement highlighted that Police Bank does and will always put its members first," Police Bank CEO, Greg McKenna, said.

"We will continue to evolve our institution to become ever more relevant to the people we serve."

## EXCITING INITIATIVES IN THE PIPELINE

Police Bank has several exciting initiatives in the pipeline, all of which are designed to help members achieve their goals in life, from property ownership to community development through giving.

Through all our work, we have refused to compromise on our service, for that is what the Bank 'is' for our members: it is the experience they have when they interact with us.

Here's a testimonial from a member, who was looked after by Franjka from our Sydney branch: "Franjka has taken the stress out of purchasing and selling a house numerous times and I can contact her anytime of the day and she always exceeds my expectations in reply. I seriously feel like I'm her only customer, given the level of support and attention she gives me. Your products are competitive; however, your staff are what sets you apart."

We always want to improve, and to become more relevant to our members. If you have any suggestions on how we can serve you better, please just let us know.

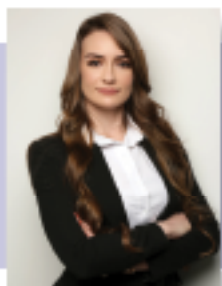
*Effective Date: 05 July 2021. Terms and conditions apply and are available upon request via email [info@policebank.com.au](mailto:info@policebank.com.au) or on our website [www.policebank.com.au](http://www.policebank.com.au). Fees and charges and lending criteria apply. #LVR <60%, Principal and Interest repayments. Police Value Home Loan is only available to Current and Retired Employees of an Australian Police Force or Police organisation uniformed or civilian\* The comparison rate is based on a loan of \$150,000 over a 25 year term. WARNING: This comparison rate is true only for the examples given and may not include all fees and charges. Different terms, fees or other loan amounts might result in a different comparison rate. Police Bank Ltd. ABN 95 087 650 799. AFSL/ACL No. 240018.*

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[enquiry@dcalaw.com.au](mailto:enquiry@dcalaw.com.au)

Sydney Office  
Suite 9 Level 3  
154 Elizabeth Street  
Sydney, NSW 2000

Albury Office  
Suite 5  
491 Smollett Street  
Albury, NSW 2640

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