

PANSW

POLICE ASSOCIATION OF NSW

PRINT POST PUBLICATION NO. PP100018976

MAY | JUNE 2021

Police News



THE SUCCESS OF RUN4BLUE

This year's Run4Blue raised a record amount of donations for Police Legacy **p11**

NSW POLICE RUGBY LEAGUE

The NSWPRRL City v Country fixture at Mudgee saw two tremendous games **p21**

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

Hurt on duty?

Call Law Partners on 13 15 15 to arrange a confidential conversation with Chantille.



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PANSW

POLICE ASSOCIATION OF NSW

PANSW Police News is the official journal of the Police Association of New South Wales.
PO Box A1097, Sydney South, NSW 1232
Tel: (02) 9265 6777 E/N 57070
Website: <http://www.pansw.org.au>
Email: police@pansw.org.au
ISSN0047-9934 Published six (6) times a year.

Contents

Vol 101 No 3 | May-June 2021



This edition's cover photo:

News on Optional Disengagement is given to President Tony King by NSW Treasurer Dominic Perrottet.

MANAGEMENT TEAM

Mr P. Gooley Secretary
Mr P. Hannen Asst. Sec. Organising
Ms K. Membreno Asst. Sec. Industrial
Mr R. Del Vecchio Asst. Sec. Admin
Mr A. Howell Asst. Sec. Legal Services
Ms C. Prosser EA – President and Secretary

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Ms R. Neil Senior Industrial Officer

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Mr I. Johnstone Member Support Coordinator

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Ms S. Pope Industrial Officer
Ms A. Fleming A/Industrial Officer
Ms S. Minahan Industrial Officer

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Mr B. Lee Organiser
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EXTENDED LEAVE

Mr R. Collins Senior Coordinator

PANSW NEWS

- 2 Executive
- 3 President's Message
- 5 PANSW Activity Update

FEATURE

- 6 Maintaining our focus

BLUE FAMILY

- 11 The success of Run4Blue
- 13 Police Legatees: Their Stories
- 15 On the Record

SHOWCASE

- 16 Through the eyes of the artist

REGULAR COLUMNS

- 19 SITREP: Police news in NSW & beyond
- 21 Outside the uniform: Rugby League events
- 23 Deep Dive: Applications of 'inclusion capital'
- 25 Guest column: Automated vehicles
- 27 Partners: Maximising member benefits
- 28 Associates section
- 32 A conversation with ... Bob Morgan

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Level 2, 310 King Street, Melbourne
Postal: GPO Box 2466, Melbourne VIC 3001
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Email: police@cwaustral.com.au

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Non LAC Region Area 2
Simon Henry



Non LAC Region Area 3
Peter Gurr



Non LAC Region Area 4
Michael Buko

A sign off from Mr Buko



Sadly, it is time for me to say goodbye as the Executive Member for Non Lac 4 – Traffic and HWP Command (THPC), having recently been promoted to Newcastle Hunter Sector HWP – Traffic Inspector.

Who would have thought that way back in 2014 at the Biennial Conference we (delegates to conference spread across the state) would successfully win a motion to create our own branch to represent the members of the THPC and have our own Executive Member on the PANSW Executive Board.

Over the ensuing years we have been at the forefront on many issues, achieving change for THPC members and in fact members of the entire NSW Police Force. Examples that spring to mind are: Changes to the safe driving policy including the removal of mandatory decertifications; Re-shaping the stationary enforcement SOPS that now allow for police to be protected through the use of police vehicles at SRBT; and Being at the forefront of Daylight/Darkness policy that saw us end up at the IRC, however through consultation and having an Executive member at the PANSW table we were able to maintain single unit policing.

In my time on Executive I have served as a member of internal PANSW Committees such as the Finance and Governance committee, with a front seat across the significant increase in benefits to members and investments. The Welfare Committee has been a passion of mine and I will certainly be retaining a focus on what it means to look after the police family.

The Vehicle Standards Committee (VSC) is a committee that saw the introduction of BMW and Chryslers to the fleet. What occurred behind the scenes by Sam Nelson and many others was incredible, and as a team we achieved vehicles that have taken THPC into the future.

I would like to take this opportunity to thank the three Assistant Commissioners I have worked with over my time – AC John Hartley (Ret), AC Mick Corboy (ret) and now AC Webb.

Their support in maintaining open lines of communication and facilitating attendance at workshops and meetings was and still is an integral part in the success of what we do as an Executive Member.

Thank you to the PANSW HQ team and especially all my Organisers over the years – Craig Partridge, Matthew Harmer, Simon Wood, Andy Bond, Ash Stokes and Huw Crosby, your tireless work day in and out is under appreciated.

Finally – Family is our most important asset. Thank you to my wife Lisa Dyson, my Kids Ava and Hayden for your support and love.

Thanks to everyone and See you on the roads.



Taking the ball up the field and across the line

Tony King
President

Since our Biennial Conference edition of *PANSW Police News* in March/April there have been a number of wins on hard-fought fronts.

WORTH MORE THAN ZERO

First up, on Monday 3 May we finally had a decision handed down from the Industrial Relations Commission (IRC) on an **Award 2020 pay decision** of a 1.75% increase to your salaries and salary-related allowances. And as advocated for by the Association, this came with backdating to 1 July 2020.

We should not forget that almost exactly a year ago – in June 2020 – we took a leading role in defeating a regulation that would have imposed a complete wage freeze. This was opposed with the strong support of Labor and crossbench MPs from One Nation, Greens and the Shooters Fishers and Farmers in the State Parliament's Upper House.

As 2020 rolled on – alongside all of the added workload associated with the Covid-19 crisis – we were determined to put our best case to the IRC for a pay increase to reflect the uniqueness of police work, your productivity and your efficiency. Our case was reinforced by evidence given from 31 officers who stepped up on your collective behalf and who we owe a big debt of gratitude to.

In the midst of putting our separate case to the IRC, the remainder of the public sector was on the receiving end of a decision in October 2020 that delivered just 0.3%. This was appealed but without success.

By comparison our eventual result of 1.75% was extremely positive and a recognition of your unique status.

I take my hat off to our team at the PANSW for their relentless dedication to achieving this result – notably our Secretary Pat Gooley, and Assistant Secretaries Kirsty Membreno (Industrial) and Tony Howell (Legal). They never took their eye off the ball and, as always, have had your best interests at heart.

The path to Award 2020

- **May 2020** – the Government attempts to impose a 12 month pay freeze
- **June 2020** – a regulation to impose freeze voted down in the Upper House – PANSW succeeds in having pay case heard separately in the IRC
- **August to December 2020** – series of hearings held before the IRC, in parallel to PANSW #WorthMoreThanZero campaign
- **May 2021** – the IRC orders a 1.75% pay increase with backpay

DISEASE TESTING BILL KEPT ON TRACK

Next up on the battles to be won was a major tussle in the Upper House over progressing the long fought for **Mandatory Disease Testing Bill**.

Common sense prevailed when, after much concerted lobbying, the integrity of the legislation was preserved, thus keeping it on track to be enacted into law within the near future.

Winning the fight to make sure this new law wasn't derailed was a tribute to perseverance.

As I said in a media statement when this Bill was passed in the Upper House on the night of 14 May, it is too often the case that the health and safety of Police and other frontline workers are not given the priority they should be.

We heard a lot from all politicians in the debate on the Bill expressing how much they sympathise with Police officers who face the uncertainties and potential risks of blood borne transmission of viruses. Those who were truly committed to those words, such

as One Nation's Rod Roberts, cast their votes accordingly and put frontline workers first.

What matters most now is that there will be a balance of medical information made available, rather than placing all of the burden and unjust mental pressures on you, our members, your families and loved ones.

OPTIONAL DISENGAGEMENT IS ACROSS THE LINE

Last and by no means least, we received confirmation on 28 May that the introduction of an **Optional Disengagement scheme** – which we have pushed for over the last 20 years plus – is going to become a reality.

As announced by Treasurer Dominic Perrottet and Police Minister David Elliott the scheme will be piloted for three years and is tailored specifically to NSW Police Force.

It will provide Police officers across the state with greater surety and more flexibility when considering your futures in a career that is like no other in the public sector.

This announcement arrived just as *PANSW Police News* was going into production. Details of the scheme will be finalised in coming months and we will keep you updated throughout the year.

CAMARADERIE TO THE FORE

Given all of the activity summarised above, being at Mudgee for the NSW Police Rugby League's 2021 City v Country games on 26 May was a well timed break away from politics.

The camaraderie in Mudgee showed the best of the mutual trust, friendship and teamwork which are key parts of being in the Police family. To top it off the inaugural inclusion of Women's teams added immensely to this standout event. I will be following the games between our NSW PRL rep players and their Queensland counterparts closely. (See item on page 21).

In Unity and Strength.

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experience
and results
matter.

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Kells' Criminal Lawyer Patrick Schmidt

Previously held the position as general duties officer at Marrickville and subsequently the senior prosecutor in Sydney and the specialist courts command.

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Police Association – reporting back

EXECUTIVE MEETINGS

Remaining meeting dates scheduled for the PANSW Executive in 2021 are:

- 8-9 June
- 12-13 October
- 3-4 August
- 9-10 December

CALENDAR NOTES

- The **CPOB Dinner** will be held on Friday 6 August 2021.
- The Centenary Gala Dinner on 9 September will have up to 500 seats. See the ad below.
- A **PANSW Women's Forum** is planned for 14-15 October. If you're interested in participating please register for updates by sending an email to info@pansw.org.au with 'Women's Forum' in the subject line, or call us on 9265 6777 to be included in these updates.

PARLIAMENTARY ITEMS: ASSAULTS INQUIRY

On 13 May the NSW Government's response to the Committee on Law and Safety's Inquiry into Assaults on members of the NSW Police Force was tabled. Responses to recommendations are categorised as Supported, Not Supported or simply Noted.

Six of 18 recommendations were Supported:

- That the NSWPF review the adequacy of the current assistance provided to police officers who have been assaulted.

- That the NSWPF consider resilience training for new recruits to prepare them for hostile or challenging real life scenarios.
- That the NSW Police Force increase the current mental health training provided to police officers.
- That the NSWPF and NSW Health review the effectiveness of (their 2018) MOU. (This sets out the principles which guide how agencies will work together when delivering services to people with mental health problems).
- That the NSW Police Force evaluate current training in communication skills and deescalation strategies to assess whether improvements are required to deliver best practice training.
- That the NSW Police Force review current Aboriginal and Torres Strait Islander cultural awareness training to ensure best practice training is being provided.

Note: The same Committee is currently conducting an inquiry into the physical health of police and emergency services workers in NSW, with particular reference to: How the physical health of police and emergency services workers impacts the performance of their duties; What the physical entry requirements for police and emergency services workers are and identifying areas for improvement; Any impacts on workplace management for police and emergency services organisations; and any other related matters. The PANSW spoke to its submission on 10 May.



100
PANSW 1920-2020

Centenary Gala Dinner Celebration
 Doltone House, Pyrmont, NSW
 Tuesday 7 September 2021 6:30pm
 Tickets: \$50 each - <https://www.trybooking.com/BHARD>

All members, former members, PANSW supporters and family are invited to attend.



Maintaining our focus

By Gabe Doyle

Industrial Officer – Specialists

As we all know, the trials and tribulations brought about by the Covid-19 pandemic have disrupted the principle of operating what would normally be regarded as 'business as usual'.

Unfortunately due to 'Covid circumstances' the ability to run Branch Focus meetings such as the one pictured above, with members attached to Education and Training in Goulburn on 19 May, has been limited.

Returning to a calendar of face-to-face events for 2021 has been front of mind for our Organisers and the Industrial team – with planning on track for Branch Focus meetings for Northern and NW regions in July, and Forums in Western region (August) and Southern region (November), with more gatherings to follow including the Women's Forum in October.

What hasn't been disrupted are our responses to new issues as they arise, including industrial representation and focused work on new initiatives to strengthen the depth and breadth of Association activity – utilising all means of communication.

A CASE IN POINT: YOUTH COMMAND BRANCH

The Youth Command Branch of the Police Association held a general branch meeting on Wednesday 10 February 2021.

Members in the Youth Command Branch serve the entire state. Our members can be assigned to police stations and local Youth Clubs of the Police Citizens Youth Club as Youth Case Managers, School Liaison Police and supervisors, typically with few officers attached at a single location.

Most Youth Clubs and School Liaison Police will have good working relationships with their local commands and districts. As our Youth Command members report to a

different commander and are organised within a single Police Association branch rather than the branch at the closest police station, it has historically been challenging to organise formal meetings that would allow for the Youth Command branch to meet in a manner that would allow members across the state to participate at one time.

The branch and PANSW team had previously experimented with meetings by conference call, especially to address urgent or concerning matters. That format allowed members to speak and be heard and provided for the basic requirements needed to conduct a branch meeting within the Rules of the PANSW but it has obvious limitations.

In the lead up to the 2020/21 Biennial Conference the branch and the team elected to try something a bit different.

On the first day of their Specialist Northern Tour – with laptops, phones and morning tea for the assembled branch at the ready – the PANSW Organisers Ben Lee and Huw Crosby, Branch Chair Peter Hughes and I turned up to Newcastle PCYC.

The branch conducted their general meeting under a hybrid model, with an assembled quorum of members on site and running a Microsoft Teams meeting in tandem to allow members to dial in with audio and vision from devices.

This meant that members dialling in could see and hear their colleagues and contribute to discussion and debate directly or by referring questions or comments to the chairperson using the meeting chat function. Members who dialled in as small groups could participate more fully and closely to an in-person meeting format.

Current issues for the branch included changes to rostering, the delineation of duties between Youth Case Manager and School Liaison Police roles and the command's approach to advertising and filling positions for transfer. The hybrid format allowed members unable to attend in person to have

their rightful say over issues and matters affecting the branch as a whole.

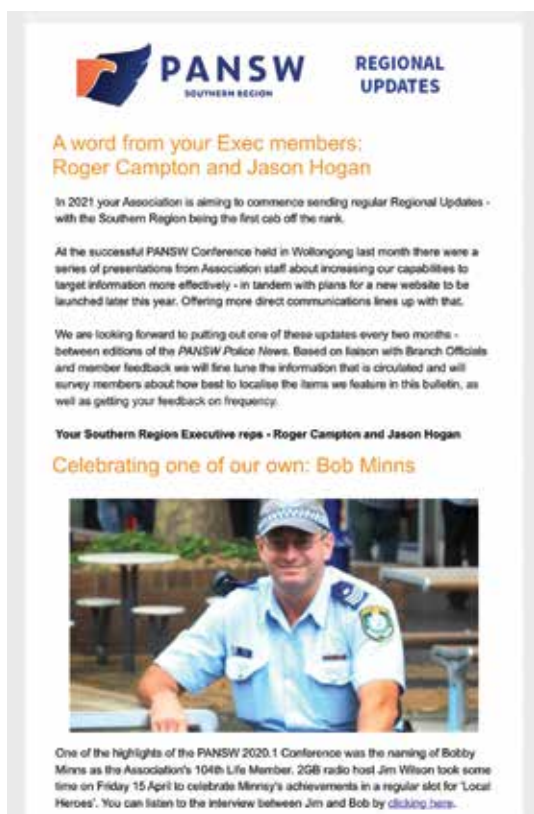
As with anything new, the format was not without its challenges and lessons. One of those was that we had not assigned or nominated a moderator for the purposes of facilitating questions and comment from the online participants so had to hastily adapt and overcome on the day.

The venue did not have dedicated meeting or conference facilities which would have improved the ease of facilitating a meeting in the format. The meeting happened to fall at a time when our Non LAC Three Executive position was vacant. Now that we have an elected Executive member Peter Gurr the ideal is to invite and include the Executive member for future meetings conducted in the format.

It was clear that representation of members online was strongest where PANSW Organising and Industrial staff had visited recently, suggesting that the technology may best assist where contact and rapport has been established earlier and from the get-go in person.

The PANSW Specialist Team had the opportunity to refine the format with our Police Prosecutions and Licensing and Enforcement Command Branch and newly instituted Education and Training Sub Branches.

We all know that face-to-face meetings are preferable and, to a large degree, irreplaceable. However as the team and branches become more familiar with hybrid formats, as a working alternative, we may continue to engage and connect our branches across the state in this way to reduce the tyranny of distance that has been historically difficult to manage.



New e-newsletter set to bring Regional Updates to members: In April the Association distributed a targeted Regional Update to members in the Southern Region. The intention is to replicate this format across all other Regions as a regular addition to communicating with members.

BREAKING NEWS

MOU confirmed

A 2021 Police Award Memorandum of Understanding (MOU) has been signed with the Commissioner of Police to protect and maintain the following benefits for the 12 months from 1 July 2021 to 30 June 2022:

- Commitment to maintain current Workers Compensation arrangements (consistent with the legislative exemption granted in 2012).
- Continuation of the Aware Superannuation default basic insurance subsidy.
- Commitment to maintain current benefits and entitlements under the existing Death and Disability Scheme (D&D) and associated insurance policies (Police Blue Ribbon Insurance Scheme [PBRI]). This includes continuation of income protection arrangements for officers aged 60-65. No additional policy costs to be sought from officers during the MoU term.
- Commitment to reimburse additional costs incurred as a result of the breach of the superannuation concessional contributions cap due to PBRI arrangements.

Negotiations regarding the 2021 salary increase remain ongoing between the PANSW and Commissioner of Police.

Communications brief

By Stephen Olsen

Communications Manager | Media Coordinator

The Communications team at the Association operates to a wide brief with responsibilities for digital and print publications, branding, social media platforms, news media and monitoring.

We are currently focused on exploring options to increase engagement with members. We work closely with our Research Division to keep a close watching eye on emerging issues that have an impact on the policing profession and that relate to areas of direct interest to you, our members.

For the remainder of 2021 some of our priorities are:

- Continuing improvements to the management of bimonthly editions of *PANSW Police News*.
- Gearing up for a transition to a brand new website platform in the last quarter of 2021. We will be seeking member feedback as that progresses.
- Supporting sponsorships that the PANSW enters into, such as our recent funding contribution to a fundraiser by Integra Service Dogs Australia (isda.com.au), and sports and events such as NSW Police Rugby League and the Australian Police Winter Games.

Feel free to contact me with any questions or ideas at any time by sending an email to stephen.olsen@pansw.org.au

Police Association of NSW

Summary of Financial information

For the Year Ended 31 December 2020

The financial statements of the Police Association of NSW have been audited in accordance with the provisions of the Industrial Relations Act 1991, and the following summary is provided for members in accordance with Section 517(2) of the Act, as applied by section 282(3) of the Industrial Relations Act, 1996.

A copy of the Financial Statements, including the independent Audit Report, will be supplied free of charge to members upon request. Certificates required to be given under the Act by the Accounting Officer and the Executive have been completed in accordance with the provisions of the Act and contain no qualifications.

| | 2020 \$ | 2019 \$ |
|---|-------------------|------------|
| SUMMARY STATEMENT OF SURPLUS AND OTHER COMPREHENSIVE INCOME FOR YEAR ENDING 31 DECEMBER 2020 | | |
| Membership revenue | 17,657,896 | 17,546,860 |
| Other income | 2,038,812 | 3,447,225 |
| TOTAL INCOME | 19,696,708 | 20,994,085 |
| LESS TOTAL EXPENDITURE | 17,251,870 | 16,338,822 |
| RESULT FOR THE YEAR | 2,444,838 | 4,655,263 |
| Re-measurement of net defined benefit obligations | 33,249 | 53,176 |
| TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS | 2,478,087 | 4,708,439 |
| SUMMARY BALANCE SHEET AS AT 31 DECEMBER 2020 | | |
| TOTAL EQUITY | 54,039,116 | 51,581,029 |
| Represented by: | | |
| Current assets | 3,271,087 | 6,819,001 |
| Non-current assets | 56,361,698 | 49,268,442 |
| TOTAL ASSETS | 59,632,785 | 56,087,443 |
| Current liabilities | 5,447,793 | 4,363,308 |
| Non-current liabilities | 145,876 | 143,106 |
| TOTAL LIABILITIES | 5,593,669 | 4,506,414 |
| NET ASSETS | 54,039,116 | 51,581,029 |

INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

In accordance with the requirements of the Industrial Relations Act, 1991 [NSW] the attention of members is drawn to the provisions of Sub-Sections (1) and (2) of Section 512 which read as follows:-

1. A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.
2. An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

Members are advised that the Fair Work Commission have determined that Section 254 of the Fair Work (Registered Organisations Act) 2009 required that all members of the Police Federation of Australia, NSW Police Branch be provided with an Operating Report. A copy of the report has been published on the PANSW website www.pansw.org.au. Alternatively, a hard copy can be posted to members free of charge by contacting the Police Association's Information and Organising Centre on 02 9265 6777.

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF THE POLICE ASSOCIATION OF NSW

Opinion

The summary financial statements, which comprise the summary balance sheet as at 31 December 2020 and the summary statement of surplus or deficit and other comprehensive income for the year then ended are derived from the audited financial report of Police Association of NSW for the year ended 31 December 2020. In our opinion, the accompanying summary financial statements a fair summary of the audited financial report.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Section 510 of the Industrial Relations Act 1991 (NSW) or Australian Accounting Standards. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 21 April 2021. The audited financial report is included in the 2020 Annual Report. Our Independent Auditor's Report to the members dated 21 April 2021 on the Financial Report did not contain any particulars of any deficiency, failure or shortcoming as referred to in the Industrial Relations Act 1991 [NSW], as applied by Section 282(3) of the Industrial Relations Act, 1996.

Executive's Responsibility for the Summary Financial Statements

The Executive is responsible for the preparation of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.



Daley Audit



Michael Mundt
Partner

21 April 2021
Wollongong

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Before deciding if this is right for you consider the PDS on our website. Issued by Aware Super Pty Ltd ABN 11 118 202 672, AFSL 293340. ^Returns for the Aware Super Accumulation Growth option were in the top 10, out of 47 Funds, for the 3, 5 and 10 year periods ending 31 March 2021, SuperRatings Fund Crediting Rate Survey (SR50 MySuper Index). *The total annual fee (inclusive of admin and investment fees) for our Accumulation Growth option is 1.04% p.a the overall average is 1.38% p.a Chant West Super Fund Fee Survey, December 2020, based on a \$50,000 balance in a Growth option. Past performance is not a reliable indicator of future performance and should not be the sole factor when considering if Aware Super is right for you.

Run4Blue raises \$185,171 for Police Legacies across Australia

By Jackie Pipe

Senior Communications Officer | Digital & Social Media



With the Run4Blue challenge drawing to a close for another year, we shine a spotlight on the camaraderie, collective participation and the achievements by members in NSW, and supporters across the country, in raising funds for Police Legacy.

ABOUT THE CHALLENGE

The Run4Blue challenge is a virtual race held annually in May to support the families of fallen police officers through Police Legacy.

Founded by WA police officer Senior Constable Natalee Cunningham and NT police officer Tammy Watson, participants decide how many kilometres they would like to walk, run or wheel throughout the month and choose which Police Legacy they would like to support with their registration.

Participants don't have to be a police officer to take part, anyone can get involved and every type of race is encouraged.

Participants then fundraise collectively, challenging mates across the nation for a good cause.

This year has seen more funds raised than previous years with the total amount for 2021 reaching just over \$185,000 – more than 10 times the amount raised during the first year of the event.

2019 Results

Had 641 participants and raised \$15,000 for Police Legacy. Top participating state was WA with 214 participants.

2020 Results

Had 3700 participants and raised over \$100,000 for Police Legacy. Top participating state was Victoria with 1900 participants.

ACADEMY TEAM MAKE IT TO THE TOP 3

Staff and students at NSW Police Academy in Goulburn got on board with the challenge this year, lacing up their boots in single digit temperatures and logging over 21,000 kilometres during the month of May.

NSW Police Association Executive Member Senior Constable Peter Gurr, along with Commander Rod Smith and Acting Inspector Janelle Widders threw their support behind the event this year. This really added momentum to the event. Well done to the Academy!

By reaching just over \$11,000 raised by the end of May, the NSW Police Academy were the third highest fundraising team for the challenge.

THE BLUE FAMILY

Police Association staff also got in behind the event this year joining with staff from Police Bank and NSW Police Legacy to raise funds for our charity partner. As well as individual goals, the group completed a collective 5km (as pictured above on the right) and raised over \$1,700.

If you would like to read more about the event or get involved in the next Run4Blue, visit <https://run4blue.net/>





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Police Legatees: Their stories

This is the story of the unfed soldier. Of the sheltered Blue Mountains kid growing into experience, the officer in uniform crying on the verandah. This is a story of resilience.

Like so many of our Police Legatees, Senior Constable Margie Behan's life doesn't fit neatly into the boxes. It's part of what makes our family so strong. Her history with us starts in 1998, when her husband, retired police officer Lance Behan, died, leaving her to raise the couple's 8-month-old child Ethan.

Having always been aware of NSW Police Legacy in an abstract way, Margie's involvement became personal when she started taking Ethan along to family events. Later there were the education grants, and later still the adventure camps. Ethan loved the camps, and even when Margie was working in New Zealand or elsewhere in Australia, she always got him there to join in the fun. "I just appreciate everything Legacy's ever done," she says, remembering the way somebody would always be at the airport to meet Ethan and welcome him into the group.

It was partly these experiences, and partly her own experience of growing through grief, that led her to consider joining the NSW Police Force in 2011. She felt there was a lot of unacknowledged suffering within the force, and she thought her own experiences could help her to help others. (At the very least she wanted more people to know about NSW Police Legacy, and we can't commend her enough for that impulse).

She also felt that the only proper way to offer meaningful counselling to police officers was if she'd had some insider experience. So she signed up. To her surprise, she found the work so much more than a means to an end. She loves being a police officer. She's in the early weeks of a 6-month rotation working alongside the detectives and is looking forward to the chance to get stuck into more complex cases.

As her Police Force journey has progressed, so too has her Police Legacy journey. It took her 17 years to attend a Police Legacy event just for herself (not for Ethan), and she found the collective experience of loss almost overwhelming. She describes sitting outside afterwards with tears streaming down her face. But she went back. She now feels a powerful sense of connection with the "genuine and lovely" people she has met through these events. "These ladies aren't just my friends; they're my family."

And it was this sense of camaraderie that saw her sign up to the Police Legacy Kokoda Trek in 2019, a journey she undertook with Ethan, and with some of her closest legatee friends. "I wouldn't have done it without my son," she says. "His encouragement, support and belief in me was and is amazing. He is my world and my reason to keep on going, to push myself and keep trying when things get tough." A problem with her celiac dietary requirements left her with nothing but two apples to eat on the first day after a 3am start,



a flight, a truck ride, and a 15km hike. She went to bed that night "the unfed soldier," privately wondering if she was going to have to pack it all in, but Ethan and others conspired to scrounge her food for the rest of the trek.

One thing she realised on the trek was that the widows she was walking with had already proved themselves through the way they lived their lives. "These ladies don't need to learn resilience – they've all lost their husbands.... We got up in the mornings when our husbands had died and looked after our children. We kept going."

It's exactly this attitude and this strength that Margie has passed along to Ethan, who has spent several years working as a mechanic and is now contemplating a career in the Police Force, and it is exactly these attributes that we are sure will help them both in whatever comes next. We're proud to be able to call them family.

EOFY Giving

It is an honour and privilege to support the police family, but with this opportunity there is also a cost. During EOFY, while you are thinking about which charities to support, please consider a donation to NSW Police Legacy. To donate, visit <https://portal.policelegacynsw.org.au/campaign/20/nsw-police-legacy-eofy-appeal>

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On the record

NEW STATIONS AND A TRIBUTE TO NSW POLICE LEGACY



PANSW representatives welcomed the official opening of two new police stations in May; Inverell Police station and Collarenebri Police station. This follows the opening of Queanbeyan Police station earlier in the year and Adelong Police station in September 2020. These new stations are a win for members in all locations who have been working for better facilities for some time.

Additionally of note is the NSW Police Legacy paver project walk at the Inverell and Queanbeyan sites. As a tribute to former and current officers who have played important roles in the policing community named Pavers at the new sites were sponsored by members of the policing community with funds going to NSW Police Legacy.

CLASS 346 ATTESTATION

The 204 new recruits in Class 346 embarked on their careers after attesting at the Academy on Friday 23 April. Class 347 is scheduled to have its attestation on Friday 16 June.

TRIBUTE TO OUR OLDEST FEMALE POLICE OFFICER

In May we received sad news of the loss of our oldest surviving police woman, Vira Helen Dew (nee Jenkins), aged 103 and registered number 6. Vira was one of the first policewomen to work in the Newcastle area and is recognised for her pioneering service to Women in Policing in NSW. After her retirement at the age of 56, she lived on a farm in Maitland with her husband, retired Superintendent Eric Dew, for several years. May she Rest in Peace.



Vira Dew is pictured on the left with another officer in navy blue uniform circa 1940s.

PANSW Branch Welfare Officers



On 28 April 2021, 16 NSW Police officers attended the PANSW Branch Welfare Officer (BWO) training day held at the Police Association office at Elizabeth St in Sydney.

Members heard from PANSW industrial staff, injury management representatives, current BWOs in the field and NSWPF managers who support the work of BWOs – all discussing different mechanisms to identify and support members in need of assistance.

While the program is not intended to replace the role of NSWPF Peer Support Officers, it does provide additional skills and further knowledge to assist police officers experiencing injury, illness, or other necessitous circumstances.

All participants received certificates at the completion of the course and are considered local PANSW representatives specialising in welfare, well-being and support.

To find out more about PANSW Branch Welfare Officers or to register your interest in participating, email info.centre@pansw.org.au.

UPCOMING REUNIONS

In the first instance the Association is publishing notices of reunions and retirement functions in our Events Calendar at pansw.org.au/events

Saturday 26 June 2021

40 year reunion for members of Class 171 who attested on 26 June 1981.

Contact: suewhitfield@bigpond.com

Saturday 3 July 2021

50 year reunion for members of Class 127.

Contact: Phil Knight 0428846830 philknight759@gmail.com

Wednesday 14 July 2021

Reunion of N.S.W. Ex Police Cadets.

Contact: Ian Moore expolicecadets@hotmail.com 0404881513

Through the eyes of the artist

Once a bricklayer and stone mason, Hil Van Dijk has turned his hand to many forms of eye-catching and provocative art over many years.

Now living in Sydney after his studio at Rainbow Flat was destroyed in the bushfires, one of Hil's favourite exhibition spaces is the allocated windowspace on the ground floor of the Downing Centre courthouse complex.

Having been involved in numerous art shows and competitions, he has especially enjoyed showing his art there because of the high volume of onlookers who pass by or enter the Downing Centre every day.

Controversial or not, one of his artistic forays in the last year was to work up a number of facsimile drawings in charcoal and blue pencil of "people we should look up to".

Working off news photos this resulted in a series that included the images seen here of police officers, with other artworks depicting Fireys as well as a range of iconically famous figures – including Mother Theresa, Martin Luther King, Eddie Mabo, Oscar Schindler and Fred Hollows.

Hil says he was partially motivated to create the series as an antidote to being exposed to an over-saturation of images of politicians.



Eclectic artist Hil Van Dijk with one of his large size charcoal drawings.





Wagga Police Sergeant's artistry is the real Deall

2021 is proving to be an exciting year for Riverina PD Sergeant Maggie Deall.

As featured in local paper *The Daily Advertiser* Maggie entered the Archibald portrait comp for the first time, and under the auspices of the RENEW Wagga program she opened The Little Yellow House Gallery & Studio in Wagga Wagga on 27 May. The program is bringing creatives of all kinds into empty shop fronts and is described as a temporary leg up.

For Maggie art is a combination of therapy and release,

and opening her own gallery – with plans to run a workshop just for emergency services, first responders and healthcare workers – is a dream come true. Her love of painting and drawing dates back to being taken to a Monet exhibition at the Art Gallery of NSW as a young child by her mum. "It entranced me". For more about her journey see facebook.com/thelittleyellowhouseart or [@thelittleyellowhouse_art](https://instagram.com/thelittleyellowhouse_art) on Insta.





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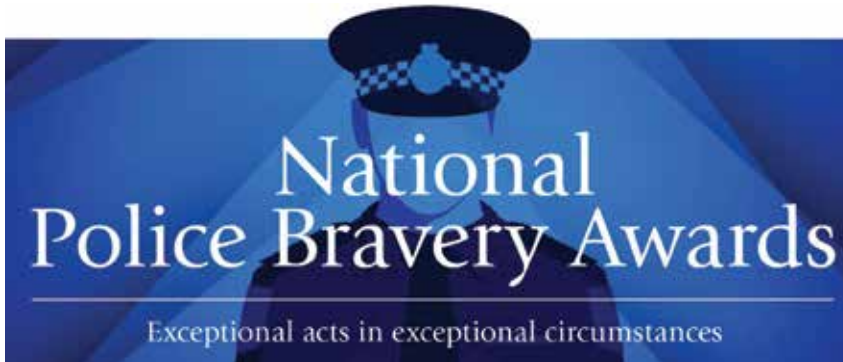
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SITREP:

Police news in NSW & beyond



NOMINATIONS FOR THE PFA NATIONAL POLICE BRAVERY AWARDS NOW OPEN

Officers across the country make an Oath, pledging that they will act to protect the community, 24 hours a day, seven days a week, both on and off duty, regardless of the risk to their own health and safety. They constantly place their lives at risk while protecting the life and property of others.

Currently, there are a number of ways a police officer's bravery may be recognised. These include: awards given by individual jurisdictions, the Australian Bravery Decorations as identified in the Australian Honours and Awards system, other national and state awards such as the Royal Humane Society of Australasia, the Royal Humane Society of NSW, along with other organisations' awards processes. Each have their own protocols for dealing with nominations, which can mean that some heroic actions by police are overlooked and are never formally recognised.

The PFA's National Police Bravery Awards are not intended to replace other bravery awards (no medallic recognition will be awarded). This award has been specifically developed as "an award for police by police", over and above all state and jurisdictional divides, making the recipients truly national heroes.

Bravery means different things to different people. In the context of these awards, individuals must have undertaken an outstanding act of courage or bravery, by selflessly putting themselves in harm's way to protect others, going well beyond the call of duty.

Nominations for the Award are sought, from police officers, for police officers across Australia. All nominations will be treated as confidential.

Nominations close on 30 June 2021.

The winner will be announced at the Police Federation of Australia's Conference at the National Museum in Canberra on Wednesday 22 September 2021.

Nominations and Selection Criteria

- The nominee must be a sworn police officer from an Australian police jurisdiction.
- Nominees must have undertaken an outstanding act of courage or bravery, by selflessly putting themselves in harm's way to protect others, going well beyond the call of duty.
- Where feasible, the incident should have occurred in the past twelve months, however exceptions could include if the matter is subjudice or if other unavoidable delays have occurred.
- No self nominations will be accepted.

To access the nomination form visit <https://awards.pfa.org.au/>

Newsbriefs & snippets

Newsbriefs on this page are gathered from media outlets as well as from social media posts and other sources. We're always looking for items so if you find something interesting – especially a spot of humour or something more serious – please send a pointer to policenews@pansw.org.au

VOLUNTARY RETURN TO SERVICE

PASA's newly ratified Enterprise Agreement allows for a range of measures to address staffing concerns including a new system where employees can access adhoc shifts across districts and functions in high demand.

(Source: PASA Police News Journal)

PUSH FOR VACCINATIONS

NZPA President Chris Cahill describes to TVNZ's Q+A programme why ALL police officers need to be considered in the 'first responders' category when it comes to Covid-19 vaccinations.

(Source: Twitter)

MAKESHIFT POLICE AMBULANCES

QPUE call for change as Police vehicles used as makeshift Ambulances and surf lifesavers called for backup due to chronic shortages of paramedics.

(Source: Courier Mail)

COMMUNITY MINDED TEAM

WAPU details members' experiences of the bushfires including first-hand accounts from those who were stationed at vehicle control points, were at the crosshairs of the blaze, or had secondary roles as community firefighters.

(Source www.wapu.org.au)

OUT ON A LIMB

QLD Police made an urgent vehicle stop after reports of a 'limb' hanging out of a boot. Upon arriving, the 'limb' actually belonged to a mannequin and was positioned purposely by the driver to trick other motorists.

(Source: Twitter)



Casual Lecturer / Associate Lecturer in Policing Studies

Apply to join the School of Policing Studies in its unique partnership with the NSW Police Force teaching students studying to be a Police Officer with the NSW Police Force.

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- In terms of the rates of pay this is based on experience levels and educational qualifications, and will range from \$46.37 - \$69.56 per hour. Please visit <https://www.csu.edu.au/division/hr/current-staff/my-employment/salary-and-conditions/salaries-and-increments/casual-academic-staff> for more information.

We are currently seeking applications from suitably qualified and experienced individuals in various areas of specialisation of policing and law enforcement, to teach on the Associate Degree in Policing Practice.

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- Current knowledge and understanding of policing through industry engagement or scholarly activity
- Commitment to building strong professional relationships internally and externally

Further Information

- Additional information is available by contacting Mr Nigel Donohue, Associate Head, School of Policing Studies ndonohue@csu.edu.au

Application Requirements

Applicants are expected to submit an expression of interest via email attaching their current CV to:

Mr Nigel Donohue, Associate Head, School of Policing Studies

E: ndonohue@csu.edu.au Ph: (02) 4824 2601



Charles Sturt
University

Groundbreaking Rugby League event at Mudgee

The NSW Police Rugby League's City v Country fixture saw two tremendous games at the Glen Willow Stadium in Mudgee on 26 May, made all the more notable by a groundbreaking first Women's City v Country contest.

In that historic match the Country side edged City by two points in a tightly fought 8-6 result.

The men's matchup saw City triumph by 22-14 over the Country side.

The event was underpinned by sponsorship from Brydens Lawyers, Dimeo Cleaning, Crimsafe, Group GSA, Police Bank and the Police Association.

Another feature of the event was having the attendance of special guests Paul Sironen, Noel Cleal and Benny Elias.

NSWPRL is certainly riding a high with the news that the men's team will be playing their Queensland counterparts before the NRL's 2nd State of Origin game at Suncorp Stadium, Brisbane on Sunday 29 June.

As reported in the March-April edition of *PANSW Police News* the first major police rugby league event of the year was the Police Bank Cup staged in the week of 29 March at Tamworth's Scully Park where 8 police teams took to the field.

Eastern Suburbs prevailed in the grand final over a valiant Macarthur Bulls team.



REPRESENTATIVE SELECTIONS

The NSWPRL Representative men's team to play in the 2021 Australian Police Rugby League Tri Series on Gold Coast between 16-18 July is:

1. Haydn Peacock (Bankstown)
 2. Callum Blinco (Parramatta)
 3. Mitchell West (Eastern Suburbs)
 4. Dane Clarke (Bankstown)
 5. Talaia Alo (Penrith)
 6. David Farkas (Eastern Suburbs)
 7. Daniel Mahoney (Parramatta)
 8. Jake Clisby (Eastern Suburbs)
 9. Matt Johnstone (Eastern Suburbs)
 10. Rhys Neil (Macarthur)
 11. Jackson Clarke (Eastern Suburbs)
 12. Jack Durheim (Country Nth)
 13. Alex Maher (Eastern Suburbs)
 14. Rhys Fagerland (Country Sth)
 15. Joel Patterson (Penrith)
 16. Franele Betham-Misa (Parramatta)
 17. Brent Nellies (Macarthur)
 18. Reece Chappell (Easts)
 19. Anton Sahyoun (Parramatta)
 20. Rebel Price (Country Sth)
- Coach – Craig Sheridan
Assistant Coach – Marty Hyde
Manager – Glen McDougal

The NSWPRL Representative women's team to play Queensland Police Women at Pizzy Park, Burleigh Heads on Saturday 17 July is:

1. Guilhermina El-Mir (City)
 2. Lara Grzechnik (City)
 3. Jessica Brooks (Country)
 4. Hayley Joseph (Country)
 5. Jessica Neil (Country)
 6. Mel Haller (City)
 7. Nerida Gregory (City)
 8. Ana-Lise Sio (City)
 9. Katrina Hinton (City)
 10. Brittany Bedford (Country)
 11. Gabrielle Suckling (Country)
 12. Tamika McCabe (City)
 13. Sarah Archer (Country)
 14. Sandra Laughlin (Country)
 15. Bianca Wright (Country)
 16. Tanaya Edwards (City)
 17. Maggie Townsend (Country)
 18. Jemima Brown (City)
 19. Marita Shoulders (Country)
- Coach – Gavin Lennon
Manager – Greg Colless



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Part 2:

Applications of “Inclusion Capital”

How can police managers increase inclusion in their workplace?

Dr Kate Linklater

Dr Kate Linklater joined the NSWPF in 1999, and is currently on secondment to the PANSW as a Research Officer. Kate’s PhD thesis analysed perceptions and experiences of difference and diversity in the NSWPF, with the result being ‘Inclusion Capital Theory’. For further information or comment, please contact Dr Linklater at kate.linklater@pansw.org.au

In the first part of this series, the concept of inclusion capital was introduced. Inclusion capital is comprised of three elements – cultural congruence (or fitting into the informal culture), competence, and team player ability, with the three elements making up the overall characteristics police officers need to be included in their workplace.

So far, these concepts have been described in relation to the individual officer, and how they need to conduct themselves in the workplace. In this article, it will be asserted that the information we know about the inclusion capital elements can be used in policy to increase inclusion for everyone.

HOW AN INCLUSION CAPITAL FRAMEWORK CAN BE USED

It is possible to look at policy using the three inclusion capital elements to see how it is likely to impact on the inclusion of officers in their workplace.

These elements [cultural congruence, competence, and team player ability], can also be used to improve policies from an inclusion perspective. As culture changes (both inside and outside the organisation), policies also need to change to keep up. An example might be parental leave policies that allow one parent to take more leave than another.

Society now expects that these policies will allow for greater equality and flexibly encourage both parents to take equal amounts of leave, or whatever works for their family. If policy is changed to allow for this, it becomes the norm, meaning that parental leave is no longer seen as available only to select groups of people.

WHY IS CULTURE SO HARD TO CHANGE?

One finding of my study was that when policies are designed to enforce cultural change (ie policies that dictate behaviour), they do not always have the intended consequences.

An example might be policies where reporting poor behaviour to management is mandatory. While this is in line with societal expectations, it can have the unintended consequence of the poor behaviour being less visible, or only conducted in front of a select group of people who are seen as ‘trustworthy’ because they ensure their team members do not get in trouble (they have ‘team player’ inclusion capital).

Ultimately, this means exclusion for individuals who do report the behaviour as per the policy, because they lose their team player inclusion capital.

From an inclusion perspective, enforcing behavioural change through policy that tells them what to do can decrease inclusion for individuals. For this reason, it is not advised to attempt change through the first inclusion capital element of ‘cultural congruence’. Having said this, the other two inclusion capital elements may be of use to change behaviour.

WHAT IF WE CHANGE THE DEFINITION OF COMPETENCE?

As discussed in the first part of this series, competence requires the officer to meet the same standards for the same core skills.

For example, if recruitment standards include the ability to speak a second language, this would mean that more people speaking a second language would be likely to join the organisation, and it would encourage potential recruits to learn another language if they didn’t already.

Or, if soft skills such as empathy and listening were added to the promotions system criteria, more people with these skills would be promoted. This is not to say that these things should necessarily happen, but rather outlines how we can change the organisation through this inclusion capital element. Management can effectively change what is important within the organisation by focusing on what they define as competence.

TEAM PLAYER INCLUSION CAPITAL

If we look at the definition of team player capital, being a team player means the officer does their fair share of the workload, puts their team first, and is available and reliable to the team. An officer’s ability to bank team player inclusion capital is lost when they question the status quo, act in their own interest, or have competing personal needs.

An example here is a part time officer. They have difficulty banking team player inclusion capital because they are not there for the entire amount of time that their SAP position allows. As such, others may feel that they do not do their fair share of the workload, leaving others to ‘pick up the slack’ (whether this is true or not).

If this system were to change, whereby it was possible to fill those extra hours with extra staff, it is likely this viewpoint would also change, as there would be more people to do the work. In other words, the concept of ‘fair share of the workload’ would be linked to hours rather than positions. In turn, the part time officer would be in a better position to bank their team player inclusion capital, as they are now seen to be doing their fair share.

CONCLUSION

Police officers do a hard job, often in difficult circumstances. Officers rely on each other and need to maintain high levels of trust, which is where feeling included is important.

It is possible to make all officers, regardless of their background, more included amongst their colleagues by shaping policy around the inclusion capital elements.

Thank you for Protecting our Community.



Hugh McDermott MP State Member for Prospect

Contact Prospect Electorate Office, 2/679 The Horsley Drive, Smithfield NSW

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Authorised by Hugh McDermott MP, 2/679 The Horsley Dr, Smithfield NSW produced using Parliamentary Entitlements February 2021.



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Automated vehicles – coming to a traffic stop near you?

By Michael Timms, RTSZero.com.au

It is the goal of Australia's National Transport Commission (NTC) to achieve "end-to-end regulation to support the safe commercial deployment and operation of automated vehicles at all levels of automation in Australia".

James Morris, writing for Forbes.com (21 March 2021) outlined in simple terms what the different levels of autonomous driving mean, as defined by the Society of Automotive Engineers: "They start at 0, which means no self-driving ability at all. Level 1 means there is some driver assistance, such as adaptive cruise control. Level 2 is where the car can do the steering and acceleration, but the driver must still be ready to take the wheel. Level 3 and above are fully autonomous, but with human override capability a possibility until you get to Level 5, which doesn't have to have this ability".

Mr Morris also said current Tesla vehicles, such as the one involved in a fiery double fatality crash in Texas on 18 April 2021, are considered to be at Level 2. Investigating police said neither of the two deceased occupants were found behind the wheel.

The Tesla Autopilot feature has been linked to high-speed crashes with stationary police vehicles conducting traffic stops or attending incidents.

Last year, with a view towards the introduction of vehicles Level 3 and higher that can perform the driving task without human input, the NTC released a discussion paper entitled National In-Service Safety Laws for Automated Vehicles (AV's).

The discussion paper recognises AV's operating on our roads will create challenges for agencies responsible for enforcing the road rules. There are issues that will affect police as AV's hit the roads beyond the question of whether a machine or a human is to blame in the event of a crash.

TRAFFIC STOPS ARE COMPLEX

In 2019, Rand Corporation, a public policy research organisation, held a workshop in Washington DC where operational police officers identified priority areas in regard to their interaction with AV's. The point was made that many seemingly simple interactions, such as traffic stops, are actually quite complex, and Law Enforcement will need a way to securely communicate with AV's. The consensus was law enforcement should begin proactive preparations to address longer-term challenges before being forced into reactive changes.

Just as is the case now, police will require Level 3, 4 and 5 AV's and their controllers/occupants to do certain things. This includes:

- Pull over to allow emergency vehicles to pass
- Pull over and stop for police
- Slow down, stop, change lanes or alter course

Police will require AV's, regardless of who is in control, to comply with directions given by hand, or by the activation of blue/red flashing warning lights.

The requirement to stop extends beyond traffic matters to criminal offences, drug, contraband and human trafficking interdiction, and instances where a vehicle is used as a weapon or to make good an escape.

The situation cannot be allowed to develop where AV's become the modus operandi for organised criminal enterprises such as outlaw motorcycle gangs. They will be watching this space if they aren't already.

TRAINING AND TACTICS

In 2018, California Highway Patrol observed a Tesla Model S on a freeway travelling at 70 MPH, with the driver asleep at the wheel. Police activated lights and sirens in an attempt to stop the vehicle (via a conventional traffic stop), but the vehicle continued. Police manoeuvred in front of the Tesla and began to reduce their speed, in the hope that the Tesla's automated systems would slowly bring it to a stop, which it eventually did, albeit in a running lane of the freeway (which presented another danger). Police were eventually able to wake the driver who was charged with driving under the influence.

Intercepting a vehicle in this manner is not something these police would have trained for and police forces will need to develop policy and procedure to deal with AV's in-service.

THE FALLBACK-READY DRIVER

AV development has invented the concept of the 'fallback-ready driver'. This is a person who is ready to take control of a vehicle should the situation become too complex for the automated system to handle. But is the concept of the fallback-ready driver fatally flawed?

The loss of 1,200 lives on Australian roads annually shows how drivers fail to cope when they are in control at all times, let alone if/when control is handed in an emergency to a driver whose situational awareness may be diminished.

The 2018 killing of a cyclist, hit by an Uber 'self-driving car' in Arizona, is slowly progressing through US Courts. The fallback-ready driver in that crash faces charges of negligent homicide. Prosecutors allege at the time of the crash the fallback-ready driver was streaming an episode of The Voice.

The NTC told *PANSW Police News* that only one Australian police force made a corporate (confidential) submission to the NTC's in-service safety laws paper. To their credit, NTC engaged with ANZPAA during the consultation period.

AV's have potential to reduce death and serious injury on our roads, however we cannot assume corporate submissions from policing or transport agencies will address all concerns. Vigilance is needed so that operational police in this country are not forced into the type of reactive changes feared by their US counterparts.

Author Note: Michael Timms retired from NSWPF in January 2020 following a 33-year career. He is a PANSW Associate Member and member of the Executive Committee, NSW Chapter, Australasian College of Road Safety.

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These discounts and offers can be accessed through the ACTU Member Advantage portal (seen opposite).

Simply visit <https://actu.memberadvantage.com.au/> and register for access by quoting your membership with Police Association of NSW (PANSW) and your membership number (the same as your NSWPF registered number) on signup.

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These discounts are particularly useful for members with families looking for activities during school holidays, for those looking to access discounted items throughout the year, or for members looking to get more bang for their buck out of their membership.

Discounts and offers available on the Member Advantage portal can vary over time. Log on to their website to view their latest pricing and offers <https://actu.memberadvantage.com.au/> To browse additional deals and discounts available to PANSW members, visit the PANSW website.

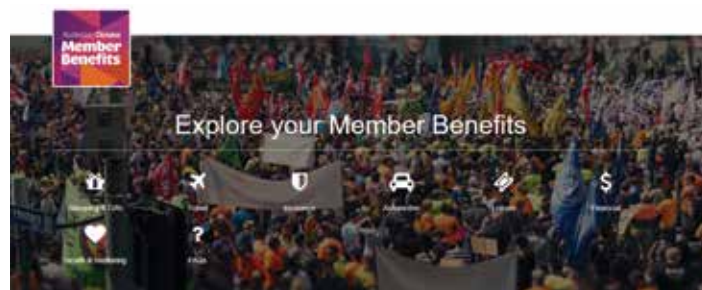
How does it stack up?

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– Jon Goddard, Lead Organiser

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It's about the conversations

For the Southern Metropolitan Associates Branch, it's not about where you worked; it's about the conversation.

Southern Metropolitan Associates Branch Chairman Garry Dunne joined NSWPF in 1970 and it wasn't long before he became involved in Police Association activities.

"It was issues like uniforms and equipment or constantly having to fight to be paid for overtime that made me become active," Garry said.

He became an Executive member in 1987 and in 1992, and left NSWPF with the rank of Sergeant to take up a range of full-time financial and administrative positions with PANSW before his retirement in 2005. Because of his work, he was awarded Life Membership of PANSW.

The Southern Metropolitan Associates Branch consists of some 200 members who reside in the Shire and other areas in the south of Sydney. They meet regularly at Club on East, conveniently located near Sutherland Railway Station.

Garry passionately told *PANSW Police News* that "Associate Branches are bound by members' years of dedication to the people of NSW and we are continuing that bond."

His message to former police officers who hold Associate Membership of PANSW is simple: "You are not forgotten."

Garry said being an Associate Member of PANSW and enjoying benefits such as the social interaction is "not about rank but an opportunity to mix under the umbrella of the Police Association."

"Our group is based in southern Sydney, but it doesn't matter where you worked, if you live in the area, you are welcome."

"You will find that common conversation, regardless of where you worked or how long you worked."

"We have members who have retired, resigned or otherwise discharged from NSW Police Force," said Garry.

"Included in our Branch are 26 widows of former police officers who continue to be part of the family."

"We welcome family members and friends at our meetings and social functions as they too share that common bond."

"Everyone is equal – we are all friends."

Garry said the people involved in Associate Branches such as Southern Metropolitan are "quiet achievers" and explained the steps the Branch has taken to make members feel safe and welcome.

"Society is different because of Covid but we continued to meet last year (when Club on East was open)."

"Obviously, the Club had its own measures but we as a Branch also developed our own Covid Safety Plan."



Garry Dunne is seen here presenting Exemplary Service Awards to Neil Goodard (top left), Denis Holdman and Geoff Schuberg (bottom). At top right Mick Keen is proudly holding his Veteran Members Certificate – also know as an OBE – standing for Over Bloody Eighty!

"For example, we supplied hand sanitiser on top of what the club provided and kept accurate attendance records."

Garry explained how being part of the Police Association made their branch stand out from other social clubs and helped members maintain contact and decades-long friendships.

"We know that many of our members are of an age susceptible to greater risk of severe symptoms of COVID-19."

"But we have built up trust amongst members that they would not be exposed to risk."

If you are involved with an Associates branch or planning a reunion or other social event, please contact the Police Association so details can be included on our events page at <https://pansw.org.au/events>

MAKE CONTACT WITH YOUR LOCAL BRANCH

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Branch contact: Bob Cocksedge, 0438 089 369

Central Coast Associates

Branch contact: Brian McVicar, (02) 4333 9971

Northern Associates

Branch contact: Alan Crumpton, (02) 4946 6477

Southern Metropolitan Associates

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

Mid North Coast Associates

Branch Administrator: Al Lukes, 0488 728 628

There are also Associate branches for North Coast, Hawkesbury and Sydney. Contact listings to be advised.

Seek out what's available to you and join in

By Sonia Roberts

PANSW Police News

Assistant Commissioner John Carroll APM was not prepared for how quiet his world would become when he retired and his mobile phone stopped ringing.

Mr Carroll retired in February 2007. At the time he was head of the Professional Standards Command.

"It was the end of my last day of service and I was walking out of the building. My constant companion of many years – the mobile phone – had fallen silent," Mr Carroll said.

At first he thought something was wrong with the device but soon realised this was now a 'new normal'.

A little time passed and Mr Carroll started making calls rather than taking them.

"I started talking to fellow retired colleagues and meeting up with them for morning tea or lunch. Sometimes it's just a chat on the phone.

"My decision to retire when I did is something I don't regret to this day. However, I certainly missed the good people I worked with and I keep in contact with many of them and enjoy getting together over the occasional lunch.

"My wife and I wanted to take some trips together and make memories before we became confronted by health issues that face all of us in one way or another as we get older.

"Fortunately, we were able to have some magnificent holidays together. Then after a few years my full time job became caring for Pam."

Mrs Pam Carroll passed away in 2020 after a long illness.

ADJUSTING TO LIFE AS A RETIREE

When it comes to making the decision to disengage, Mr Carroll believes planning and communication are vital. Talking to those closest to you was the first part of that process.

"You need to remember for many years you have been at work and your partner has made his/her own network of relatives/friends and your retirement should not interfere in what activities your partner may still like to participate in post your retirement.

ANZAC Day 2021

Twenty members of the NSW Police RSL Sub-Branch (see www.nswpolicerssubbranch.com) took part in this year's City of Sydney ANZAC Day March. This followed the approval of government to permit 10,000 current and returned service personnel to take part, an increase from the initial number of 500.

Their contingent was joined by a small number of current uniformed NSW Police Force officers. Following the March, the Sub-Branch hosted a convivial lunch at the City of Sydney RSL, which was also attended by retired police who marched with the Military Police contingent.



Assistant Commissioner John Carroll (retired) with Detective Senior Sergeant Geoff McNevin (retired) at a recent meeting of the Macarthur Branch of the Retired and Former Police Association.

"Life for you as the retiree will be different and you need to allow yourself some time to adjust. You may have second thoughts and think after a short time that you should have stayed at work....these thoughts will not last long!

"Speak with other people who have retired with a 'plan' and they will tell you that they didn't know how they found the time to go to work."

Mr Carroll, is an Associate Member of the Police Association and the Vice President of the Macarthur Branch of the Retired and Former Police Association.

"I know some people might compare this to shopping both sides of the street at the same time. To me, being a part of both organisations is another way of being and staying connected.

"Being an Associate member certainly assisted me with settling into retirement. Aside from the obvious things such as regular news updates, it's the information on what's out there to help you if you need it and accessing qualified specialist support that's important.

"As an individual you need to motivate yourself to seek out what is available and begin participating in that activity.

"If you do have issues still causing you concern, one of the first challenges is acknowledging things might not be right and put in place activities that will assist you to manage those concerns.

"As an Associate Member you have the opportunity to do all of this with colleagues, many of whom will have similar issues that they have worked through successfully and who are now in a position, with their experience, to be able to assist you."

Retired & Former Police Assn.

The website address for the Retired & Former Police Association of NSW Inc is www.retiredpolice.com.au
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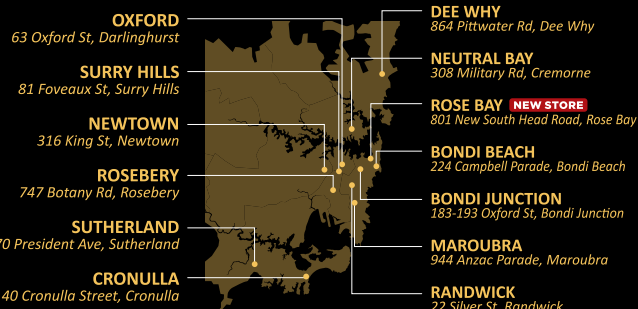
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The power of remaining connected

Former officers staying involved in activities such as charity events is a way of paying tribute to their service and helping them remain connected to their 'Blue Family'.

Superintendent Danny Sullivan APM, Commander Lake Macquarie Police District, believes in the inclusion of former police in command events and charity days as it provides an acknowledgement of their service and the meaning of their Oath of Office to be maintained.

"It is important to remember I will do everything in my control to ensure those who have served before us have their contributions and sacrifices, on all levels, remembered," Superintendent Sullivan said.

As Commander at the then Brisbane Waters LAC, Superintendent Sullivan worked with the staff to establish the Paddle for NSW Police Legacy as a memorial to honour fallen officers – Sergeant Dick Whittaker, Senior Constables Chris Thornton and Peter 'Gordie' Wilson. That memorial event continues.

For current Brisbane Water Police District Superintendent Brett Greentree, the involvement of former police in command events such as the memorial day is vital.

"It doesn't matter whether you are a probationary constable or the superintendent – understanding the history of your station and the people who have been before you allows you to make more informed choices throughout your time there," Superintendent Greentree said.

AN IMPORTANT DIMENSION

Superintendent Sullivan is a big believer in the power of people remaining connected – particularly when applied to policing.

"This could be something as simple as an informal coffee with mates, volunteering or maintaining ties via the Police Association and/or Retired and Former Police Association.

"That's why incorporating former police, wherever possible, into the charity events we do is so important.

"For me – it's an important dimension of the Blue family – particularly when you look at the former members who may not have gotten to put the full stop they wanted to on their policing career.

"It allows them to reconnect with the family so to speak and can let them begin to heal in their own way.

"Not only are they facing whatever it is that made them disengage, but they also have to process the sense of losing whatever dreams and aspirations they had for their policing careers. That also has to be reconciled.

"One of the benefits of living in the era we do is access to social media, which allows us to reach so many former colleagues as well as reaching out to maintain ties through both the Police Association and the Retired and Former Police Association.

"Through involving former police in local events such as memorial services and charity days it is our way of saying your service is acknowledged, appreciated and you still have ways to contribute."

"Doing things for charity enables that connection and allows former and current police to come together for the community."



Superintendent Danny Sullivan and retired Sergeant Joe Caruso at a CrossFit Charity Championship event in May. (Photo courtesy of Senior Constable Shane Myers).

Superintendents Sullivan and Greentree also developed the event 'Do the 5 for NSW Police Legacy' when working together in the Hunter.

This event encouraged participants to complete 5km in anyway they chose and drew in people from all over the community to raise important funds for NSW Police Legacy.

CHARITY AND COMPANIONSHIP

Current and former police recently competed in a CrossFit Charity Championship on 8 May involving teams from the Northern Police Region, Ambulance NSW and Allambi – one of the state's biggest home care providers. The Ambulance NSW team won this round of the Charity Championship.

On behalf of the competitors, Superintendent Sullivan thanked the organising committee – Detective Inspector Steven Benson, Senior Constable Kristy Cox, Joshua Santhaou of The Concept gym and Steven Graham of Allambi – for all their work before, during and after the event.

"We should all take time every day to appreciate what we have. No one ever has totally clear sailing – it's about having goals and then just getting out there and enjoying every moment."

A conversation with Bob Morgan

Bob Morgan was a serving police officer for 28 years, from 1973 to 2001, and began his involvement with the Police Association at branch level. He retired 10 years ago.

From 1983 to 1996 he held the positions of vice-chair, chair and branch administrator of the Coffs Harbour Branch and from 1996 to 1998 was administrator of the Wollongong Branch. In 1991 he was elected to the Executive, a position he held for 7 years. In 1998 he was seconded to the Police Association as an organiser and in 2004 became the Co-ordinator for Senior Officers and Workplace Safety. For his outstanding contribution to unionism and the welfare of police, he was named Organiser of the Year by Unions NSW in 2000.

The following is an edited excerpt from a transcribed conversation held between Mark and Ted Bassingthwaighe, also a Life Member, which was captured on video for the Association's Centenary:



Can you recollect an issue from your early days that got you involved in branch activity?

Back when I was at Quirindi, I used to go to Tamworth for our branch meetings and we had uniform issues.

Back then we had the tunics, the dear old tunics (even in) Tamworth, Quirindi where it gets below zero. And we took a fight up at that branch. We ended up all getting parkas. So that started it. I thought, well, this is what people can do. Let's see what else we can do.

At Coffs Harbour we had an issue with having a broken photocopier. That's all it was, but we only had one in the station and we had court coming up.

One of our branch members, Tony Dawson, a Detective Sergeant at the time, got people involved. I can remember a superintendent at the time yelling on the phone at me, saying 'Don't you do this again. It's got to the media. When there are problems, you ring me'.

This was back in the late 80s and we were simply organising. Tony showed me that if you can organise you can win it.

Any advice for branch officials?

Striking a balance in how much you do in work time is important. Most of it's out of your work time and I'd say that's the best way to do your branch official work. It's another level of dedication doing it in your own time.

That way when the boss turns around to you, you're solely focused on the job at hand, if you know what I mean.

What stands out about your time on the Executive and the Association generally?

It's not until you get really involved in it as a branch official, that you can see what the Police Association is doing for the members. They really are involved in every day-to-day policing issue.

The current building program is something we fought for. As the current program is showing, they're building new police stations. So you can do a fight and you'll win it. It's just people power.

Back in the 1990s a thing I loved about Executive meetings was arguments. We did our first enterprise bargaining, that was

in the mid 90s and we had never done it before as a union. It was a learning curve for us.

I was fortunate to work with some great presidents, Tony Day and Phil Tunchon, and through the terms of other great presidents – Mark Burgess, Ian Ball, Bobby Pritchard and for a short time with Scotty Weber, who incidentally was one of my branch officials. I remember saying to Scotty at the time 'Mate you should be an Executive member,' and he still reminds me of that whenever I see him.

In terms of the years you spent as an organiser is there an area you felt you made a difference to?

One of the (perennial) issues that we were challenged with at that stage was unionism back in the workplace, trying to get the members to own the union. And I feel that I did it successfully (including) an increase in the number of women involved in the union and in the branches that I was working with.

When a branch focus approach commenced in 1999 I felt I was already doing what it became, and just needed to formalise that. Being awarded the Organiser of the Year by Unions NSW in 2000 was because of that.

What did your Life Membership mean for you?

Life membership within an organisation means the honouring of the people who have done the deeds.

The people that have been the leaders out in the field. For the work they've done and the passion they've put into the organisation.

It's something you don't go looking for. You're not owed life membership. It's an honour. Mine came about because of the dedication that I put in and being involved in the union all the way through my career as a cop.

Even then it's something that just comes out of the blue. There's no glory when you're doing your work, it's just for passion.

Editor's note: For a number of years Bob was also honorary treasurer of the Police Shop, an interest he continues in retirement as a committee member.

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