

# PANSW

POLICE ASSOCIATION OF NSW

PRINT POST PUBLICATION NO. PP100018976

MAR | APR 2021

# Police News



## A SUCCESSFUL EVENT

PANSW's 2020.1 Biennial Conference did more than go through the motions..... **p6**

## VOICES IN THE ROOM

Delegates share their on-the-spot thoughts about our Biennial Conference ..... **p9**

# 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.**

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*"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."*

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Chantille Khoury – Principal, Law Partners

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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: [policenews@pansw.org.au](mailto:policenews@pansw.org.au)  
 ISSN0047-9934 Published six (6) times a year.

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The participation of Observers at our 2020.1 Conference saw Dave Austin and Julianne Savage take part.

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Level 2, 310 King Street, Melbourne  
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## New faces on Executive



In February the PANSW Executive welcomed two new elected members – Sergeant **Matt Thomson** (above left) of Liverpool Police Station, and Senior Constable **Peter Gurr** (above right) of the NSW Police Academy.

Matt has had 32 years in the uniform and Peter joined in 2003. Matt began his career at Port Macquarie and has worked around the metro area and at Bowral since. Peter started out in GDs at Surry Hills before landing in Goulburn in 2009, initially in the Weapons Unit before progressing into Education.

In addition to being an active branch official Matt worked at the Association as an Organiser between 2010-2015, an experience he rates as the “most rewarding years in my time as a police officer”.

“It was a fast learning curve and featured a relentless series of critical incidents that involved giving on-the-spot guidance and support,” said Matt.

One of Matt’s key concerns on entering the Executive is resolution of the Award. He was looking forward to Conference as a “really good measure of what the majority of members think”.

As it happens Matt’s adult children – Will and Katherine – are following in his footsteps into the job via Classes 339 and 347, and have done so with their “eyes wide open”.

Peter is well settled in Goulburn and committed to doing everything he can to support new recruits – as manifested by the 2020 Branch Official of the Year award he received at Conference. “It can be an ‘island’ at the Academy so one of the things I’ll gain from being at Conference is to catch up on the raft of issues impacting policing across NSW”.

Something Matt and Peter have in common is they both completed apprenticeships – Matt as a butcher, Peter as a baker. Which begs a question – do we have any members who are candlestick makers?

## Congrats to Mr Buko

In breaking news, long-serving Exec member of 7 years and champion of the Traffic and Highway Patrol Command, Michael Buko has been promoted to Traffic Inspector at Newcastle Hunter HWP. An update on this will appear in the May/June edition of *PANSW Police News*.



# PANSW 2020.1 Conference lays the groundwork for 2021

**Tony King**  
President

In another stark reminder of the seemingly endless crises that have been faced and overcome in NSW, our delayed Biennial Conference of 22-25 March took place against the backdrop of the devastation caused by extreme flooding.

As Delegates began to gather in Wollongong the toll the punishing rainfall was taking, on the Mid North Coast in particular and Western Sydney, was front of mind. This was yet another reminder too, if any was needed, of the role that NSW Police play as the state's Universal Disaster Responders. Not unexpectedly the flooding emergency meant that we were advised that the Hon David Elliott, as Minister for Police and Emergency Services, was unable to attend the Conference to speak at the official opening on 23 March.

In his and the Commissioner's stead, we were fortunate to have Deputy Commissioners Mal Lanyon and Jeff Loy speak to Delegates.

## COMPELLING POINTS

Mr Loy, who is nearing his 1 July retirement date, spoke after my opening speech [see brief excerpt at right] and drew full attention to the outstanding resilience and strength shown in the two years since the 2018 Biennial Conference.

He noted that with everything that has been thrown at police officers around the state "cops have really been cops ... you have all stood up".

He also paid compliments to the NSW Police Academy for staunchly continuing to operate and provide new officers to the frontline, while under Covid-19 other tertiary institutions had closed their doors.

Delegates responded positively to Mr Loy's message that while everyone has an opinion about policing, the bottom line of protecting the public and fighting crime and "targeting crooks" is one that is always upheld. Mr Loy acknowledged that while mistakes are made, they are learnt from.

Mr Loy made a compelling point that behind statistics that sit alongside powers such as stop, search and detain are the untold stories of proactively preventing harm, using knife crimes as an example. His closing call that "policing matters ... you matter" was well received.

## ENCOURAGING WORDS

In officially opening the Conference, Deputy Commissioner Mal Lanyon commended the work performed by the Association to keep police safe, adding that "never in my history has the PANSW and NSWPF shown such a strong will to work together on matters that relate to the needs and rights of serving officers".

He noted that the flood emergency highlighted how quickly circumstances affecting police work change, and that much of the quick resolution of operational challenges during Covid-19 benefited from an "increasingly productive relationship between your Executive and the CET".

Mr Lanyon foreshadowed the attention given at the Conference to advances made on processes for promotions and complaints, and on the issue of prisoner transport he firmly agreed that it isn't "core business" and should sit with Correctives. He also referred directly to the rising costs of the Death & Disability scheme, and his invitation to the PANSW – at our instigation – to join a steering committee to navigate through a review of the scheme. At the same time he reinforced efforts being made to pursue Optional Disengagement "hand in hand with workers compensation", and described it as a matter of dignity.

## ONWARDS FOR 2021

This issue of *PANSW Police News* offers a strong focus on the ground covered at the 2020.1 Conference and the importance of this event.

In Unity and Strength.

## COPS WANT 'FAIR GO'

[Excerpt from President Tony King's opening Conference speech – see [www.pansw.org.au](http://www.pansw.org.au) for a full copy]

As the organisation representing you, the Police Association is well aware of how frequently the contribution of your work is subject to being under-estimated and under-recognised. In (your) careers you will be overstretched and overburdened – UNLIKE ANY OTHER JOB. Let me repeat that, UNLIKE ANY OTHER JOB.

In the Police Force you're facing real-life battles every day, as well as every known form of human tragedy. The public don't call us to tell us they're having a nice day. But there is a big problem that we are not talking about. It affects, I believe, both a lack of respect for police AND under-values your police work. Put simply the problem is that lumping POLICE under the generic or ordinary term of 'public servant' doesn't really wash. It doesn't add up. In fact it is just down right insulting to the work police do, and the oath we take. Apart from being thrown under the bus on other issues, we are being put on the same bus as other professions that bear no resemblance to ours, not even near to it. And [as seen in our pay case] we are given a back seat on that bus. There are a lot of empty words in this world... but RESPECT should never be in that category. Indeed whenever we receive large amounts of praise from our community leaders, we must continue to demand that those words are backed with ACTION!

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# Police Association Activity Update

This page (compiled on 30 March) is intended to provide a snapshot of important matters to Association members. Between editions of the PANSW Police News timely updates are sent to full members via email bulletins.

## MEETINGS CALENDAR

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

- 20-21 April
- 3-4 August
- 9-10 December
- 8-9 June
- 12-13 October

Senior PANSW reps meet monthly with the Commissioner's Executive Team (CET). The next meeting will take place on Tuesday 11 May, where PANSW will be raising relevant issues and Motions arising from the 2020.1 Biennial Conference. The NSWPF Workers Compensation Scheme Working Group will be meeting mid-April to discuss better treatment and return to work options, to be presented to the Steering Committee. PANSW is represented on both the Working Group and Steering Committee. The MMI Steering Committee will be meeting in June to look at ways to improve the deployment of MMI officers, including a broader range of work.

## COMMISSIONED POLICE OFFICERS BRANCH

The CPOB met in Parramatta on 16 February to discuss issues affecting members since the last virtual Branch meeting in September 2020. This was the first face-to-face meeting in a year, allowing the Branch to consider feedback and constructively offer advice to the management and staff of PANSW. Issues that were discussed by the Branch included an update on the promotions system, the PANSW response to the COVID-19 pandemic, staffing resources – especially around restructures still occurring affecting Commissioned Officers and the OIC model.

The Branch will be assisting with the organisation of the CPOB Dinner which will be held in August 2021, with details of the event to be sent to the membership soon.

The following day the CPO General Meeting was held, both in person and via Microsoft Teams. Commissioned Officers present were informed of updates by the President Tony King on the PANSW 2020 year, as well as updates from Lead Organiser Jon Goddard on COVID response as well as contracts and mobility/transfers, Assistant Secretary Organising Paul Hannen on the PHQ refurbishment project and Executive member Ch Insp Budd on the 2019 motions passed by the CPO members. One new Motion was passed to go to the PANSW Conference in March, where it was carried, namely for the PANSW welfare assistance grant to members' children to be increased.

## COMMISSIONED OFFICER CONTRACTS

CPO members are reminded that in being offered a new contract they should receive advice and guidance from the PANSW office before any contract is signed and approved. It is important to understand your entitlements before you commence a new contract.

## THE STATE INSURANCE REGULATORY AUTHORITY (SIRA)

The PANSW is working with the State Insurance Regulatory Authority (SIRA) to measure return to work outcomes, and performance in supporting injured officers recover at work. In our submission to a SIRA Discussion paper on this issue, we submitted that the Regulator should obtain records and then report on lead indicators of RTW and recovery outcomes (eg offer of suitable duties, supportive employer practices, and best practice recovery strategies) instead of just lag indicators (ie the final outcomes), and that these should be reportable by occupation, as well as fields such as location, age, gender, injury type etc. On the basis of having made this submission we meet with SIRA through a stakeholder roundtable.

## PANSW WOMENS' FORUM – 14-15 OCTOBER

This forum provides an opportunity for women members of the Association to engage, learn and network over a two day event that dates back to 2015. If you're interested in participating please register for updates by sending an email to [info@pansw.org.au](mailto:info@pansw.org.au) with 'Women's Forum' in the subject line, or call us on 9265 6777 to be included in these updates.

## THE 2018-2020 ACTIVITY REPORT

The Police Association's traditional Activity Report was revamped for this year's 2020.1 Biennial Conference, to incorporate more visual content and combine Conference information.

An electronic copy is available to members when you login to the PANSW website, and search for 'Activity Reports'. A limited number of hard copies are available on request to [policenews@pansw.org.au](mailto:policenews@pansw.org.au)





# A successful event

**WESTERN REGION PHOTO, from left to right:** Peter Richardson, Industrial Officer; Craig Dunn; Chris Jordan, PANSW Exec; John Brissett; Fiona Ozols; Brian Pegus; Andrew Buchtman; Mark Wilmore; Dave Coyle; Leo Solomon, Industrial Officer; Mitch McKenny; Tony Borland; Jarrod Cutler; Steven Giffney; Rod Sheraton, Organiser. (Out of shot: Josh McKenzie).

One of the standouts of the 2020.1 Biennial Conference held in Wollongong in March was the large group in attendance from the Western Region (pictured above), and the success of their Motion to Conference for “a new system of incentives to attract and retain members at regional locations as a matter of urgency”.

A number of Delegates spoken to for *PANSW Police News* called the day that Motions to Conference are debated their favourite day - and a signifier of what a uniquely democratic and direction-setting gathering the event is.

The agenda put together by the Conference Committee - chaired by Vice-President Kevin Morton and comprised of Cath Prosser, Craig Partridge, Kirsty Membreno, Paul Hannen, Alison Dixon and Jason Hogan - included a full day for Motions, as well as a masterclass on day one that saw PANSW staff demonstrate and demystify the Motions process through some astute ‘role playing’. Point of Order is always a good one!

## WESTERN MOTION WIDELY SUPPORTED

When Conference Delegate Fiona Ozols, a Senior Constable at Moree Police Station and previously at Coonamble, spoke to the Motion noted above “as the priority issue for Western Region” there was a resounding show of support from around the room.

The concern raised was not, Fiona said, focused necessarily on having more staff, but on having sufficient incentives to attract experienced officers to fill unfilled vacancies. Fiona, currently on maternity leave and with baby daughter Mackenzie at her side, said that the Motion was also about the “safety of our officers and our communities”.

In seconding the Motion, Mitch McKenny, a Senior Constable with the Barrier Crime Prevention Unit at Broken

Hill, spoke to a gap in officers with senior experience. He commented that for police officers thinking of investing a portion of their life and career ‘out West’ there needed to be relevant incentives around the prospects for family life and financial security. Mitch has spent all of his 11 years on the job at Broken Hill and reminded Delegates that the enormity of area being covered was equivalent to a quarter of the state.

In addition to a round of applause as Fiona and Mitch concluded, the addition of the words “as a matter of urgency” was universally carried. This Motion, along with others brought to Conference, will go to the April meeting of the PANSW Executive for action.

## SUMMARY OF MOTIONS

There were 20 Motions carried at Conference, and a further 15 that were referred to the PANSW Executive. These covered a wide spectrum of issues, ranging across: Award 2021 entitlements and improvements, leave allowances, pay scales, vehicles, equipment, staffing numbers, transfers, rostering, salary sacrificing, Opal cards, medals/ awards, uniforms, IRPA and CAD, police properties, training and the welfare of our members. As has occurred regularly since 2018, the Association will report back to members on the progress made on Motions, and will point members to those updates when they are made available via the Association’s website.



# The BOOTYs: Celebrating Branch Officials

At this year's Conference two Branch Official Of The Year awards were made. The 2019 award went to Andrew Buchtmann and the 2020 award went to Peter Gurr.

## PETER GURR: PANSW'S FACE AT THE ACADEMY

Peter Gurr was recognised as a Branch Official Of The Year for 2020 for his role in ensuring the next generation of police officers were made fully aware of the importance of joining their Association - especially during the Covid-19 restrictions on access to the Police Academy.

"I'm proud to receive this Award and to have done my bit to answer questions from new cohorts of the recruits about what they should expect in what is one of the toughest professions going," said Peter.

## ANDREW BUCHTMANN: CAMPAIGNING FOR CHANGE

Work done to increase staffing levels at the Cowra Police Station earned Andrew Buchtmann the 2019 Branch Official Of The Year Award from his peers.

Originally a "Penrith boy", Andrew has been stationed in Cowra for 8 years. In accepting the award he commented that his work was about allowing officers to respond effectively to the community's policing needs and to promote the safety of police officers.

In presenting the best interests of fellow officers, and also the best interests of the local community, Andrew and the local branch successfully mounted a campaign to increase the number of police officers from 12 to 17 - with strong support from the other Cowra branch members and Detective Senior Constable Stuart Chang. Andrew added: "This one is for you too buddy".

In announcing the award, Western Region Executive member Chris Jordan said that it was too often the case that small country towns were forgotten unless pressure was applied to improve working conditions and numbers.

"Bushy's campaign in Cowra, backed by Organiser Rod Sheraton and Industrial Officers Sarah Pope and Peter Richardson created what was needed to be noticed and for changes to be made," said Chris, noting that Andrew and the branch also pulled off the impossible by securing a First Response agreement for a non-24 hour station.

## ALSO AWARDED: BRANCH OFFICIAL BADGES

The following Branch Official Badges were announced/presented at Conference:

**4 Years:** Chris Brogan, Mark Drysdale, Craig Dunn, Erin Fry, Adam Gill, David Kneipp, Justin McEvoy, Mitch McKenny, Damian Preston, Daniel Ryder, Aaron Rynehart, Trent Stanton, Mark Wilmore

**10 Years:** Michael Butler, Huw Crosby, Julie Graham, Ron King, Leon Lincoln, Edward Taylor



*Branch Official Of The Year 2020 - Peter Gurr receives his award from President Tony King.*



*Branch Official Of The Year 2019 - Andrew 'Bushy' Buchtmann receives his award from President Tony King.*



*As seen on this edition's cover page, Dave Austin and Julianne Savage were invited to be Conference Observers, and were joined by Brett Henry, Julie Underwood and Kelly Hallinan.*

# Three new Life Members

**T**hree new nominations for PANSW Life Memberships were confirmed at the 2020.1 Biennial Conference: Gregory Chilvers - Life Member 102; Michael Aalders - Life Member 103; and Robert Minns - Life Member 104.

Accordingly the final night of Conference featured formal presentations to each recipient, each of whom made reference to the vital importance of family and loved ones in their lives.

## GREG 'CHILLY' CHILVERS

Greg's Life Membership was recognition of a career of devoted duties as an employee of the PANSW between 1989-2015. After two years as a Legal Officer he was promoted into the position of Assistant Secretary, Legal Division in 1991 and two years later moved into the position of Director of the Association's Research and Resource Centre.

The extent of the accumulated, expert knowledge that Greg has poured into submissions, policy and position papers, and appearances on behalf of the membership is encyclopedic. He is both widely published and has continued his involvement with Policing. In accepting this honour Greg looked to his wife Marilyn and stated that she "really deserves half of this".

## MICHAEL 'MICK' AALDERS - REG NO. 220187

Mick, now retired at the young age of 59, attested in Class 181 and from his beloved Sutherland Shire hasn't looked back. His nomination highlighted his myriad contributions to the welfare of cops on the streets - including his instrumental role in Sydney's 000 parties - and an immaculate ability to enhance the reputation of the PANSW through ongoing roles such as being Treasurer at NSW Police Legacy.

Mick was effusive in his thanks for this honour. "It is a real privilege to look after people on the truck; those who don't know if they're going to walk away unscathed". He also added "if nothing else I hope I've set an example for my two sons about how to treat the people around you, and especially your colleagues." One hundred percent.

## ROBERT 'BOBBY' MINNS - REG NO. 22275

Bob Minns' Life Membership nomination is worth reproducing in its entirety. It gave due respect to the countless ways that Bob has gone above and beyond the normal role and duties of a member of PANSW in the Wollongong and Lake Illawarra PDs. Those efforts have included being the driving force behind numerous fundraisers and have seen him added to the NSW Police Legacy Roll of Honour. To quote from the nomination for this Association honour, Bob has "always advanced the welfare, betterment of workplace conditions and flying the PANSW flag as proudly as any member I have seen".

In accepting the new status being bestowed upon him Bob paid tribute to all those Life Members in the room, to mentor Bob Morgan and to the part played by field Organisers as the backbone of the PANSW. His daughters told *PANSW Police News* that their dad is a person who "shapes who you are, and the person who you should be". Which speaks volumes.



Three proud new Police Association Life Members: Greg Chilvers, Mick Aalders and Robert 'Bobby' Minns.



Greg Chilvers with his life partner Marilyn.



Mick Aalders with sons Elliot (23) and Oscar (25).



Bob Minns' family: Serafina, with daughters Clarese (26) and Sabrina (23).

# Voices from the room: “The stuff you learn here is golden”

During the PANSW Conference our staff videographer Jackie Pipe pulled aside some Delegates to capture some of their on-the-spot thoughts about the event. These ‘Vox Pop’ clips will be compiled into a short video to demystify what Conferences are all about. Vox Pop is a term used in the media for filming on-the-spot public comments. We think ‘Vox Cop’ would work even better for us!

The following are a selection of quotes which reflect a range of thoughts and impressions.



**Wayne Thurlow**

A lot of the work (at this event) gets done in the Conference room but even more gets done outside, talking about the Motions that are going to be discussed and sharing experiences with other like Commands that are having difficulties, one way or another.

Often we can sit in isolation from each other so it's good to learn about our similar experiences. Everything from getting police stations built to solving first response agreements. The stuff you learn here is golden. It's a working trip, not a junket.

I've really enjoyed all the Year in Review report backs from all the PANSW Divisions this year because of the insights they give. There's a misconception out there that the Association isn't as active as it is (whereas) what I've seen this week about what their different teams are doing is fantastic.



**Tony Borland**

Each position, each place, each location has its unique problems and issues. I've got a good broad sense of issues across the state and how they affect different people. But challenges and circumstances change – Covid is a classic example of that. Police property and housing has always been an issue every Conference, wages will always be an issue. Equipment is a big thing that's changed over the years - just look at the gear we've got now (compared to years ago).



**Ellen Kaserman**

As a police officer you get told things and you learn things and you experience things, but it's always great to have the Association help you understand those experiences and those rights and rules from a position of the benefit, and welfare, and protection of our members. Whether through a lack of understanding or a lack of experience some regions, some Commands, some branches don't necessarily know the restrictions on what can and can't be achieved with the legislative framework that we have.



**Melissa Musgrave**

To become a Delegate to Conference really allows you to see what's going on behind the scenes, and see what the Association does in relation to our (employing) organisation. Often you don't get to see that until you step up and come in as a Delegate. It makes it easier to understand all the hard work that is done in the background.



**Doug Nyholm**

It's taken a long time to get to where we are. Nothing is as simple as just asking for something and having it granted to you. You have to accept that we can't change things overnight. There is a giant machine to contend with, and many of the base entitlements we fight for are already in place. It does take a lot of work from motivated people to get to where we're going.



**Richard Long**

An event like this gets you involved in how things work instead of sitting back and complaining about the Association. It's a great opportunity to meet people you may not ordinarily meet and hear issues from right around the state.

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# Assisting where and when it's needed

By Tom Sargeant

Exanimous.com

When Executive Member Alison Dixon saw the Leite family were facing some urgent needs she had no hesitation in submitting an application for Welfare Assistance to Member Support Coordinator, Ian Johnstone.

Adriano Leite, a Detective Senior Constable at North Shore PAC, and his wife Jo have three children. Cruz, the youngest, is 7 years old and suffers from Spinal Muscular Atrophy.

The Leite family have continually withdrawn funds against their mortgage to pay for expenses relating to Cruz's condition. NDIS funding is available but comes with its own set of challenges and shortfalls.

"It does get to a point where we can't have some of the things we need for Cruz as it's going over the budget," said Adriano.

The latest of those needs was for a mobility chair for use outside of the home. An existing mobility chair was no longer

big enough and, to make things worse, was tipping over – a dangerous situation given the weight of the chair.

To meet the cost of a new, safe mobility chair of adequate size for Cruz (see below left) the Leite family received \$4000 in assistance from the Association coupled with \$4000 from NSW Police Legacy and a remaining \$2600 from Police Bank.

Adriano: "We are very grateful to Alison for letting us know the Association could assist and for them coming forward".

"It was a surprise and we are incredibly thankful.

Otherwise we may have had to wait two years to go through the NDIS for this wheelchair".

"A bonus of the usage of the mobility wheelchair is that it works as a bit of physiotherapy for Cruz and assists him to get and keep strength in his arms," said Adriano.

"The deterioration of muscle he has with his condition means using his new wheelchair helps keep strength in his arms, which he lost because he hasn't had a manual wheelchair to use in a long time".

## BUILDING A FAMILY LIFE

When the Leite family became aware of Cruz's condition, they were building their dream home. Subsequently, they have scrapped that idea and have sold their house in Schofields to buy a new block of land and build a single story house with extra wide corridors and doorways, with wheelchair friendly bathrooms. Police Bank will be doing their bit to offer them the best possible rates on their next mortgage.

The Leite family have to plan ahead and predict what Cruz may need in the future, as well as attempting to fund other equipment which NDIS funding won't necessarily be able to cover. The funding that Cruz receives assists with resources and ongoing care but this year's funding has been used to purchase an automatic wheelchair. An accident had occurred in his old automatic chair and it was also no longer able to accommodate him as he becomes older.

Next year's NDIS funding is being allocated towards equipment to help Cruz learn to walk, with equipment such as walking frames being purchased. Funds will also be allocated to the planning and design required for their new wheelchair friendly house, to allow Cruz to be able to access all areas of their home.

Young Cruz is clearly a happy kid, flashing Ian and Alison a huge smile when it came time for a photo.

As we were leaving the Leite household, his positive attitude shone through as he headed off to finish his school homework.

"He loves doing his school work and reading," said Adriano.

Ian Johnstone: "It's a privilege to be a small part of fostering that attitude, and a real reward to see the smile on Cruz's face.

"As I said to Adriano the funding we've chipped in is like withdrawing some of his ongoing membership at a time of need. Within the Blue family we will always strive to support each other whenever we can. That will always be something to be proud of and humbled by".





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# Police Legatees: Their stories

John Pirie's father, Senior Constable Clarence Roy Pirie, was shot and killed when John was just four years old. Sixty years later, it remains the defining incident in his life. "If you ever had one wish, it would be that it never happened anywhere, ever again. To anyone."

Over the course of a wide-ranging conversation it was a privilege to hear about John's life, the incredible sacrifices his mother made for him and his siblings after his father was killed, and the determination that John feels to help others in circumstances similar to himself.

John now helps out with Police Legacy's Social Connection Events (previously known as 'Local Area Lunches') that have just restarted thanks to Covid-19 restrictions easing.

He takes great pleasure in watching people come to life as they sit and talk through their shared experiences. It reminds him of how much his mum loved these occasions, and the camaraderie created.

In December last year, our Chair Det Supt Gary Merryweather presented John with the touchstone commemorating his father's life. This was made possible because when the National Police Memorial in Canberra was commemorated in 2006, duplicates were made of the touchstones that were placed there. NSW Police Legacy had them entrusted into our care, and we are now in the process of returning them to their families.

John found himself nearly overwhelmed with the deep meaning of the occasion. "I have something now," says John, his voice thick with emotion.

He had his father's Swiss Army knife, which he lost when his car was stolen; he had his gun, which he had to surrender in the buybacks of the 90s. "It doesn't replace the person, obviously... but it means a lot."

NSW Police Legacy didn't exist when John lost his father. He's sure he would have benefitted if it had.

His first contact with Legacy was soon after the organisation started. His mum needed to buy a new refrigerator but didn't have the money. He called up to talk to someone, "and they just bought her one!" He values so much that she was never forgotten.

Even when she was in a nursing home, coming in and out of awareness, she would receive birthday flowers. "She might not have realised who they were from, but I did. I appreciated it."

The kindness of strangers has been something John has valued all through his life, and he knows just how much help his mum received after his father was killed.

In fact, he knows exactly how much she received, because as he was clearing out her house after she died, he found an envelope "stuffed full of all the records of all the people who'd helped at the time." He also found extensive newspaper clippings with the details of every single police officer who'd been killed after his father.

The weight of these incidents can never be underestimated. "Not a day goes by when I don't think how different things



John Pirie, holds a photo of the National Police Memorial – complete with a replica touchstone, as presented by Gary Merryweather, Chair of Legacy.

would have been. What I would have been doing, how different I would have been, if that hadn't happened," says John. "And when you think about the other police widows and children... it's a wonderful thing that Legacy does. All those people helped."

Throughout our conversation John mentions time and time again how much he values what's being done for the children touched by tragedy, how important it is that both their physical and psychological wellbeing is now being attended to. For him it's so clear that this will lead to better adjusted kids, who will have a much better chance of growing up well.

The last big Police Legacy event that John attended was the 2019 Christmas Luncheon, where he helped bus in a group from the Bathurst/Orange area. His table was full of "very funny ladies", and as well as all the laughter and the making of merry, John found a moment of quiet profundity watching little Dexter Proctor – then just a few months old – being passed from widow to widow.

"I just watched all the love that little bloke got, and thought isn't that wonderful?" He felt he was truly seeing the Police Family in action, and it's something he wants for every child in these circumstances.

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# On the record

## CALLING IT A DAY AFTER 27 YEARS



After putting her last edition of Police News to bed with Volume 100 No. 12 in December 2020, PANSW's long-serving Publications Officer, Nicola Silva has called it a day. Nicola received a honorary copy of the Association's Centenary book at our recent Conference, and is seen here being presented with a special souvenir of her time with PANSW.

## TRAINING ROOM DEDICATED TO MEMORY OF SGT GEOFFREY RICHARDSON

On 5 March, a multi-purpose training room at Raymond Terrace Police Station in the Port Stephens-Hunter PD was dedicated in the name of Sgt Geoffrey Richardson. It was the fifth anniversary of his passing on 5 March 2016 when he was driving to assist colleagues who were engaged in a pursuit.

## NSW TOPS #BLEED4BLUE AGAIN

The third #Bleed4Blue challenge wrapped on 28 February with enough blood and plasma donated to save the lives of entire townships the size of a Lithgow or a Batemans Bay, a Mudgee or a Kempsey. The challenge was created for the policing community, as well as the general public, to give back following the stabbing of Detective Sergeant John Breda in February 2018. John, who through losing a kidney is medically now prohibited from donating blood himself, is glad to see a good thing arise from an incident that almost cost him his life, and to be part of the advocacy for 'paying it forward'. Between 1 December 2020 and 28 February 2021 the total donations from NSW Police totalled 1126, equating to a tally of 3378 lives saved. VicPol was close behind with 1083 donations. See <https://my.donateblood.com.au/>

## INTEGRA CHARITY RIDE SUPPORT

The Association is a bronze sponsor for a monumental bike ride from Fremantle WA to Sydney that brothers Brian and Ian Schumacher are embarking on to raise funds for Integra Service Dogs Australia. Integra specialises in the sourcing, matching, placement, ongoing training and development of Labrador dogs with veterans and First Responders suffering PTSD. In addition on National Therapy Animal Day on Friday 30 April dual Olympic gold medallist Anna Meares will host a Integra Virtual Charity Ride. See <https://isda.com.au/>

# Bravery medals

On 24 March, 22 NSW Police officers were awarded **Australian Bravery Decorations** ([www.gg.gov.au](http://www.gg.gov.au)) by the Governor-General, His Excellency General the Honourable David Hurley AC DSC (Retd)

Six police officers received the Bravery Medal and a further 16 received a Commendation for Brave Conduct after they displayed courageous efforts in the face of fires, dangerous boating and vehicle incidents, and flood waters.

The six officers to receive the Bravery Medal are:

- Sergeant Brad Lee Smith
- Senior Constable Trent Alexander Moffat
- Sergeant Tony McGarel Hogg
- Senior Constable Matthew Scott Gray
- Senior Constable Nicholas Leach
- Sergeant Robert John Harper

Sergeant Smith and Senior Constable Moffat receive the Bravery Medal after rescuing an elderly couple from floodwaters at Stroud on Tuesday 21 April 2015.

Sergeant Hogg, Senior Constable Gray, and Senior Constable Leach received the Bravery Medal following the rescue of race yacht crews in treacherous seas off the coast of Port Stephens on Wednesday 6 January 2016. Sergeant Harper received a Bravery Medal for his actions during the rescue of six people from a burning building at Belmore on Sunday 15 January 2017.

Separately on 12 March **The Royal Humane Society of New South Wales** awarded medals that recognise those who risk their own lives in attempting to save the lives of others, and by doing so promote brave and courageous acts in the community.

Silver medals were awarded to: Det Snr Cst David Kerrsmith; Sergeant Bruce Jarvis (Retd); LSC Sen Cst David Patterson and Sen Cst Sarah Kearns; LSC Stewart Bailey and Sen Cst Jarryd May. In addition another 11 present and past NSW Police officers were awarded Bronze medals, often for combined actions. For details see [www.braveryaward.org/](http://www.braveryaward.org/)

## CLASS 345 ATTESTATION

The 194 new recruits in Class 345 embarked on their careers after attesting at the Academy on Friday 26 February. Class 346 is scheduled to have its attestation on Friday 23 April.

## A TRIO OF SENIOR CONSTABLE RETIREMENTS

A retirement function is planned for Phil Downes, Scott Ferguson and Justin Rowlings at the Goulburn Race Club on Saturday 19 June, with RSVPs required by 31 May. For details please contact either Sen Cst Melissa Mutton [mutt1mel@police.nsw.gov.au](mailto:mutt1mel@police.nsw.gov.au) / 048240765 or Det Sen Cst Tanya Ferguson [ferg1tan@police.nsw.gov.au](mailto:ferg1tan@police.nsw.gov.au) / 048240786

**Editor's Note:** In the first instance the Association is publishing Notices and a calendar of Events at [pansw.org.au/events](http://pansw.org.au/events)

# 100 Years of Unity and Strength

**"Let's remember that every Conference is a building block. It's what our history has taught us".** This sentiment was expressed in the welcome message delivered by the 2020.1 Biennial Conference Committee to all Delegates as they gathered together in Wollongong in March.

Speaking to Delegates it was encouraging to hear their thoughts. "Coming here with an open mind. I think that's the most important thing," said one Delegate. "There's a lot that gets done behind the scenes that members are not aware of. Being here has reinforced that to me." This greater knowledge was built on through workshops on local campaigning, knowing your Award entitlements, legal issues including critical incidents and coronials, and 'What happens if I get injured?'

Another Delegate's point of view was put in these words: "As a police officer you get told things and you learn things and you experience things, but it's always great to have the Association help you understand those experiences and those rights and rules from a position of the benefit, and welfare, and protection of our members." (See more on page 9).

Given the 'lockdown' imposed in 2020 on our 100th year celebrations, it was a real pleasure to welcome Centenary book author Geoff Armstrong to the stage where he remarked on a propensity for people like founding Secretary Bert Fortescue to die early, "essentially of exhaustion in their efforts on behalf of members." Simon Bouda then spoke to a 20 minute long Centenary video he produced, noting that through all of the hurdles of those 100 years, respect and trust shone through.





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# SITREP:

## Police news in NSW & beyond



TPAV Delegates Conference 2021



AFPA Board Members 2021



PAT Annual Conference 2021

### COUNTERPARTS AROUND AUSTRALIA PUSH ON WITH ANNUAL AND BIENNIAL CONFERENCES

Conferences are part of the lifeblood of Police Associations around the country, acting not only as major decision-making events, but as opportunities for delegates to network and to hear directly from their unions.

Since our last *PANSW Police News* edition, several Police Associations have met to hold their annual and biennial conferences. Read more about each below.

#### **PAT: Feb 10-12**

The Police Association of Tasmania's annual conference, themed "Safety Without Compromise" highlighted how non-core issues add to workload with figures released at the Conference demonstrating that Tasmania Police had 112 active workers compensation claims; more than 8 per cent of the fulltime staff. Of those, forty-nine were for psychological injury.

PAT president Colin Riley laid the blame at the amount of non-core tasks that had been added to police workload, saying that, among other things, officers were expected to do court guard duties, child protection work and also respond to jobs involving mental health patients

#### **TPAV: Mar 12**

Delegates from The Police Association of Victoria heard from both major parties at the TPAV Delegates' Conference with Assistant Treasurer Danny Pearson MP opening the conference. The conference was backdropped by the theme "Your Safety: Our Priority" policing priorities 2017-2022.

#### **AFPA: Mar 24-25**

Australian Federal Police Association representatives attended their Biennial National Council welcoming new and returning executive members to the incoming Board. The conference kicked off with a speech from Commissioner Reece Kershaw and was facilitated by the Board "We are ready to keep up the good fight for our members, continue to agitate, and remain model corporate and social citizens."

## 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](mailto:policenews@pansw.org.au)

### CALLS TO REMOVE ANTI-POLICE ART EXHIBIT

Queensland Police Union has taken a stance on a controversial "F... the police" artwork depicting violence against police at the Queensland Art Gallery Of Modern Art (QAGOMA) stating that it is "abusive" and it should be removed from display. (Source: QPUE Facebook)

### PLANE JUMP FOR MENTAL HEALTH

TPAV boss, Secretary Wayne Gatt, jumps out of a plane for Mental Health. The Drop a Cop event saw several senior police and police advocates take a leap of faith in members and, in doing so, raise the public's awareness about the mental health challenges police and PSOs face. (Source: TPAV Facebook)

### FUNDING GAIN

Mental health charity Chamberlain Foundation announces \$30,000 grant for The Police Association of Victoria to grow mental health initiatives for members. (Source: TPAV Facebook)

### NEW MENTAL HEALTH TOOL

Fortem Australia and Peak State have launched their free online toolkit to help first responders and their families to build their #MentalFitness. It contains videos and resources to help members check in with themselves, challenge their thoughts and behaviours, then make positive changes. Members can explore the toolkit at <http://peakfortem.org.au>. (Source: Twitter)

### FUNDRAISING FOR LEGACIES

Several Police Associations get behind Run4Blue, a virtual race held annually in May to support Police Legacies around Australia. Registrations are now open. <https://run4blue.net/> (Source: Twitter)



## Are you injured and seeking compensation?

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## Message from Minister David Elliott

This Easter, the NSW Police Force deserves the thanks of every person in this State for their incredible efforts to keep them safe. Only a year ago, most of us in this country were not able to celebrate Easter in the usual way. It is thanks in part to your work that we have come so far since that time.

As our world continues to battle the constant and evolving challenges of COVID-19, we have become used to the idea of police putting themselves in the firing line during the pandemic. It hasn't been an easy task, but it is one that the NSW Police Force has proven more than capable of achieving. Your efforts have not gone unrecognised, but I am sure that to most of you, it is part and parcel with the job. It is your commitment to the safety of our great State that makes the NSW Police Force the best in the world.

There will be many first time readers of this publication, after last year celebrating the attestation of 1000 officers, some of whom are part of the NSW Government's commitment to deliver an additional 1500 police over four years. As part of that, we have also announced a \$60 million upgrade to the Goulburn Police Academy, that will mean the next generation of men and women in blue will experience world class training before hitting the beat in years to come. The NSW Government is also pushing ahead with plans to legislate a Mandatory Disease Testing scheme, that will mean any frontline worker who is bitten or spat on will be given the peace of mind that they have not been exposed to a dangerous disease. I will not tolerate any attack on our frontline workers under any circumstances, especially when it can have devastating repercussions for police and their families. Please know that I am proud to be your Minister and will continue to back you, support you and defend you.

Easter is a time when many people across the country take a break or spend time with family but I know it can be one of the busiest times for our men and women in blue. I extend my thanks and gratitude to each and every one of you. Have a safe and Happy Easter!

**David Elliott**  
Minister For Police



# Beyond the Badge – “We are here to help with your future”

**B**eyond the Badge is a not-for-profit organisation helping first responders to transition into new careers after proudly serving their communities.

“For someone who has spent their career in a first responder role, there are often many challenges to overcome in looking for a new role in the civilian world,” said Sean Haran, Director and Founder of Beyond the Badge. “They may not have ever needed to have a resume before, or have never had a formal job interview. So, there is a real gap in their knowledge of how to move forward in looking and applying for jobs.

“One of the most important things that we do in the program is to work with each individual to look at the skills and experience they have and how they can translate those valuable skills to an employer,” he said.

Transitioning to new careers from the Police Force, Sean and fellow Director Simon Bradstock have experienced exactly what first responders are going through. They both gained valuable lived experience by having gone on to build successful careers post-service with experience at senior management level across global business, government and consulting sectors.

“Many times we see former first responders who express feeling a void or a sense of loss after leaving the service because it was a way of life, not just a job,” said Sean. “We understand that and the BTB program provides practical support, pre and post program to build confidence and provide a strategy for the first responders to start looking for a new path.”

The BTB program is designed as a three-day intensive “block” that incorporates on site workplace visitations to create “real world” learning and networking opportunities. Presentations from senior executives and recruitment professionals provide insight into career opportunities as well as practical tips about recruitment and on boarding processes.

The program focuses on mapping the participants’ career-based skills and competencies and building a resume that showcases their expertise in areas such as leadership, decision making, managing risk, conflict management, mentoring, coaching and project management.

Sean and Simon also support participants after the program and assist with job search, resume and interview preparation and networking.

“We have helped so many former and transitioning NSW Police Officers over the past three years,” said Simon. “And we aim to continue to provide this service at no cost to ensure it is available to those that need it so much.”

**You can contact Beyond the Badge on 1300 040 733 or by sending an email to [info@beyondthebadge.com.au](mailto:info@beyondthebadge.com.au)**



*Beyond the Badge’s Sean Haran was a guest speaker at the PANSW Conference in Wollongong on Tuesday 23 March.*

## Shining a light on police sports

**I**n 2021 NSW Police Rugby League will hold its 52nd year of competition and is venturing out west to Tamworth at the beautiful Scully Park for its annual Police Bank Cup between 29th March and 1st April.

A total of 8 police teams and approximately 300 police will battle for supremacy with teams from Eastern Suburbs, Manly, Bankstown, Parramatta, Macarthur, Penrith, Country South and Country North. Eastern Suburbs will be defending their title from 2020 and again will be very hard to beat, but the high recruitment rate by NSW Police over the last 2 years has seen an influx of very talented footballers join the ranks and this year’s competition will be extremely competitive.

This competition will allow players to be selected for the annual City v Country clash this year being held at Port Macquarie on 26th May which is always a fantastic clash.

The highlight of this will be the first ever NSW Women’s City v Country game with some high quality players being involved. Both men and women’s teams will be competing to be selected in the prestigious NSW Police representative teams who will travel to Gold Coast in July to play in the Australian Tri-Series for men and State of Origin for women. Again this will be our first NSW women’s representative team and competition for a place on the team will be fierce.

None of this would be possible without the great sponsors, being Brydens Lawyers, Dimeo Cleaning, Crimsafe, Group GSA, Police Bank and Police Association NSW. Follow more League updates at <https://www.nswpolicerugbyleague.org/>

**Editor’s Note:** This item has been contributed by PANSW staffer Rod Sheraton – our nominated sports editor! Items on any code or sport can be sent to [policenews@pansw.org.au](mailto:policenews@pansw.org.au)

# 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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# An introduction to 'inclusion capital'

By Dr Kate Linklater

PANSW Research Division

Consideration of police culture and how officers perceive diversity and difference in their workplaces is an important topic. This first research-based article discusses the concept of 'inclusion capital'.

## INCLUSION CAPITAL: WHAT IS IT?

Inclusion capital refers to the characteristics an officer needs to be included and accepted amongst their colleagues. Three elements make up inclusion capital: cultural congruence, competence, and being a team player. The definitions of these elements change over time – police culture looks different now to what it was thirty years ago!

## THE 3 ELEMENTS

**Cultural congruence:** This requires the officer to fit into the informal culture of the workplace. This may be different between workplaces, but in this research cultural congruence included drinking alcohol with colleagues, being part of the boys' club, taking part in workplace banter, and changing to fit the norm (if not already part of it).

**Competence:** This requires the officer to meet the same standards for the same core skills. For example, all officers must pass the same fitness standards when they are recruited. Informally, officers expect their colleagues to meet the same competencies as their own, with extra skills such as speaking a second language not counting towards 'competence'. If an officer has an extra skill such as a second language, they still need to meet the same core competency standards.

**Team player ability:** 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. If an officer questions the status quo, acts in their own interest or has competing personal needs, their perceived ability to be a team player is eroded.

## HOW THEY WORK TOGETHER

For optimal inclusion, an officer needs all three inclusion capital elements. Together, the inclusion capital elements are banked into an 'inclusion account', which operates in a similar way to cash in a bank account. Each element can be banked and lost, so they need to be maintained over time. As the officer works on each element, the inclusion account builds to a good level, which can then be maintained throughout the officer's career.

Cultural congruence and being a team player are the quickest elements to bank, but require more maintenance, while competency takes longer to bank but has more longevity. This makes competency the most valuable element.

An officer who fits the norm will find it relatively easy to bank all three elements, as they start with some 'inherited' inclusion capital.

***Example 1:** Greg is a white heterosexual male, giving him some inherited inclusion capital. He is culturally congruent as he enjoys workplace banter and drinking with colleagues. He is regarded as competent as he meets all work standards. He has team player capital as he is available and reliable, volunteering for extra overtime and being seen to do his fair share of the work. Greg has an optimal amount of inclusion capital in all areas, and would easily be included amongst his colleagues in the workplace.*

Conversely, officers who appear different – whether culturally and linguistically diverse (CALD) or female or another category of diversity – need to prove themselves before they can bank cultural congruence, meaning they are initially in deficit. They may have to change the way they would normally act to ensure they fit in.

***Example 2:** Mohamed is a Muslim male from a Middle Eastern background. Upon entering a new workplace, he is perceived to be different both in appearance and beliefs. While he would not normally drink alcohol, he goes out drinking with colleagues to demonstrate that he fits in, therefore building his cultural congruence inclusion capital.*

Officers who have competing personal needs may find it more difficult to bank team player capital, as they are not as available to the team. This is especially the case with part time officers. If an officer questions the status quo, such as questioning inappropriate workplace banter, they will also find it difficult to bank team player capital.

***Example 3:** Sarah works part time as she has small children at home. She has already demonstrated her cultural congruence by taking part in workplace banter, but her part time status means her team player capital is difficult to maintain because she is not as available or reliable. She tries to make up for this by taking on more work than she can handle in her limited work time. At times, it is not possible to keep up with this, so she is losing her team player inclusion capital.*

Officers with limited competency will need to work harder on the other two elements to maintain inclusion. Conversely, an officer with a lot of competency capital will maintain their inclusion over a longer period of time, as it is harder to lose.

My next article in this series will look at how the inclusion capital elements can be used to take the onus of inclusion away from the individual officer and placed on managers to ensure they provide an inclusive workplace.

**Author Note:** Dr Kate Linklater joined the NSWPF in 1999, and is currently on secondment to the PANSW as a Research Officer. She also works as a policing lecturer at Western Sydney University. Kate's PhD thesis analysed perceptions and experiences of difference and diversity in the NSWPF, with the result being 'Inclusion Capital Theory'. The theory explains how knowledge of police culture can be used by managers to increase inclusion for all officers in the workplace. For further information or comment, please contact Dr Linklater at [kate.linklater@pansw.org.au](mailto:kate.linklater@pansw.org.au).

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## Part 2:

# What is “Critical Criminology”?

By Alan Davison

Dean of the Faculty of Arts and Social Sciences at UTS.edu.au

In the January-February edition of *PANSW Police News* I provided a brief background to and overview of some of the central tenets of Critical Criminology. In this closing article, I’ve put together some criticisms of it, many of them applicable to other postmodern and critical theory led scholarship and “progressive” public commentary. These are: it is essentialist in its approach to groups (especially cultural or racial); reductive in its approach to causes of complex phenomena; largely untestable in terms of what constitutes evidence for or against; and itself skewed by ideology. These criticisms go well beyond what can be covered here, but I’ll give a sense of them under two broad headings.

### THE PERILS OF IDEOLOGICAL CONFORMITY

A risk exists that certain types of political and ideological beliefs are now so engrained that there is a strong bias towards some types of questions and methods over others, but not because of their academic credibility.

As the sociologist Musa al-Gharbi observes: “While scholars are obliged to concede that there is no superior race, gender, sexuality, or religion (except perhaps no religion), they are largely free to take for granted that their own political and ethical commitments are correct, and that those who diverge from them are both factually and morally ‘in the wrong’”

Think about whether you have ever read an opinion piece or journal article by an academic calling out “right-wing media” or “conservative” commentators, implying that any views from said undesirables were self-evidently biased and untrustworthy? Now, it’s entirely possible they are biased, but what’s notable is the indifference to the opposite scenario. (The cognitive psychologist Steven Pinker refers to the mythical place of the “Left Pole” – everyone on it sees everyone not on it as being part of the “Right”.)

As al-Gharbi notes, this bias can have strong distortionary effects in fields like the social sciences, and – I’d add – criminology. One result is that “ad hominem” arguments and motivated reasoning take on a new respectability thanks to the comfortable relationship between critical theory and shared political views.

### ... AND NARRATIVE-DRIVEN SCHOLARSHIP

Previously, I noted that “activist” criminologists are quite open about their passion to change the world through their work. This is problematic when tied to scholarly approaches and ideological biases that emphasise some evidence and explanatory models over others that are arguably better, obfuscating or sidelining evidence that doesn’t fit, and even disparaging those who disagree.

Ideology and scholarship merge to poor effect when simplistic narratives take on the form of explanations, with evidence selected on the basis of something that sounds like an overarching theory but is in fact not testable like a scientific model. So, if one is convinced that concepts – they’re not theories – like “structural racism”, “white privilege”

or “intersectionality” are explanatory models of root causes of phenomena like crime, then you’re motivated to gather and interpret evidence within these frameworks, such as seeking self-validating cases of “lived-experience”, equating disparity with discrimination, or selectively citing data without comparative reference or wider context.

Another consequence is that conventional or “scientific” explanations are discouraged. As the criminologist Don Weatherburn observes about the way Aboriginal family violence is “problematized” (a favoured postmodern term) through critical theory: “There is something rather perverse in the idea that the all-too-real world of Indigenous violence is something other than what it appears to be.”

### FINAL THOUGHTS & FURTHER READING

It is reasonable to propose that complex socio-cultural phenomena like crime require explanatory models capable of rigorous testing against competing ones. Arguably, any academic approach fails to do this when it uses simplistic narratives more akin to political slogans than scholarship. As the sociologist Chris Martin notes: “Sociology is too sophisticated for such a narrative. Fidelity to any narrative entails a lack of skepticism – final conclusions have already been reached.”

I think that the perspectives and challenges offered by critical criminology are valuable, just as those of postmodern critical theory more generally – so long as they’re supported by evidence and weighed against other explanations. However, as these perspectives become orthodoxy they may have a chilling effect on thoughtful critique and discourage social scientists, criminologists and media commentators from dissenting, lest they be labelled as “right-wing”, “racist”, “Islamophobic”, or part of the “colonising” legacy. The implications of all this for policing, law-enforcement and law-making are complex. My advice is to look for the tell-tale signs of simplistic narrative-led approaches that are presented as “root cause” explanations coming from academics who claim bias in all others but themselves.

Demand plain-language descriptions of the “theory” behind the alleged causes (and solutions), and don’t shy away from insisting on seeing, for example, how the evidence supports their explanation over behavioural or clinical approaches. For police leadership, this poses the tricky matter of managing and responding to expectations and public criticism, often driven by critical theory agendas and their supportive media outlets and commentators, while remaining focussed on real-world solutions and longer-term social cohesion.

A Further Reading list is available on request to [policenews@pansw.org.au](mailto:policenews@pansw.org.au) The references above are to: Musa al Gharbi, “Race and the Race for the White House”, *American Sociologist* (2018) – page 498; Donald Weatherburn, *Arresting Incarceration: Pathways out of Indigenous Imprisonment* (2014) – page 65; Chris Martin, “How Ideology has Hindered Sociological Insight”, *American Sociologist* (2016) – page 126.

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Authorised by Michelle Rowland MP, Australian Labor Party, Suite 101C, Level 1, 130 Main Street, Blacktown NSW 2148

## Thanking all our Sponsors and Partners for ongoing support

The Police Association of NSW Biennial Conference would not be possible without the ongoing support of our Sponsors and Partners.

This year saw several of our ongoing sponsors and partners as stallholders at Conference, giving members direct access to these organisations. Some of the stalls with the most traffic included Police Bank offering members a chance to win an Apple watch, Aware Super offering members superannuation advice and Bupa showcasing their VR health consultations. For a full list of partners visit our website.



## Maximising Value from Private Health Insurance

To find out more about the health of Police Officers and how members could get the most out of their Private Health Insurance we had a conversation with BUPA, one of our Member Benefit Partners.

Bayard Pines, A BUPA representative, was able to provide interesting insights based on claim trends for police members. Here's what he had to say:

I always find hospital data interesting. Orthopaedics is right up there on \$ claimed. It makes sense as the police would be on their feet a lot and the job is/can be physically demanding.

To address this we can look to discuss ways of prevention with police members. We have Members First Podiatrist to help reduce the gap and most extras policies have a "Health Aids" component. This is where members can claim on orthotics.

When presenting to police, we try to ensure this info is highlighted as it is often overlooked or people don't know what it is. This reads true when I see only 40 claims for Health Aids in 2020.

The Chiro is being utilised, but we'd like to encourage members to look at finding Members First networks in their district to get the most value back when they claim.

Claims on mental health remained steady from 2019 to 2020. Although, hospitalisation for mental health is down from 2019 so that is good news.

Gastroenterology has had the highest number of claims. Typically this would be colonoscopy and endoscopy. In this area we can assist members to find Members First Day Facilities in their districts and discuss how they will benefit.

Members First Day Facilities do not have any gap payments for day surgery and the members will be much better off.

No major surprises on the extras claims. Dental was well out in front as expected, and Chiro and Physio are also popular.

Acupuncture is right up there too, over the last few years we have had a lot of claims. This is good to know. Natural Therapies can be hit or miss.

*Bayard Pines and Matai Sowerby started presenting online webinars for PANSW members in March to help members find out more about making the most out of their Private Health Insurance. If there is enough interest, more webinars will be held later in the year.*

## Photo corner

Associates' branches offer a range of social functions and are a great way for retired and former police officers to keep in contact. In the January-February edition we reported on the activities of the South Coast Associates Branch. These photos are of the Bass & Flinders Cruise event in 2019 and a BBQ in 2020. These social functions were held jointly by the South Coast Associates and Illawarra Branch of the Retired and Former Police Association.



### MAKE CONTACT WITH YOUR LOCAL BRANCH

#### South Coast Associates

**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.**

## ANZAC Day 2021 with the NSW Police RSL Sub-Branch

Dawn services and marches are back for ANZAC Day 2021. Discussions between government and the NSW RSL as to how many participants would be allowed to march in the Sydney CBD and other areas were on-going as *PANSW Police News* went into production.

The initial proposal was for a cap of 500 participants for the Sydney CBD March which would have prevented veterans including the NSW Police RSL Sub-Branch from marching in numbers. "The NSW RSL said at the time that eligible veterans wishing to take part in the Sydney CBD March would have to go into a ballot," Mr Bruce Howe, Secretary-Treasurer of the NSW Police RSL Sub-Branch told *PANSW Police News*.

"The last time some of us won a ballot, we received a free trip to South East Asia," Mr Howe said.

Veterans are asked to contact the NSW Police RSL Sub-Branch directly or visit [www.nswpolicerslsubbranch.com](http://www.nswpolicerslsubbranch.com) to confirm arrangements closer to 25 April. The May-June issue of *PANSW Police News* will have a run-down on how our police veterans marked the day.

## Request from military veteran

The Police Association was contacted recently by Ian Granland who is a military veteran who was conscripted by the Australian Government for National Service during the period of the Vietnam War from 1965-1972.

At the time he was called up – for two years – Ian was a serving member of the NSW Police Force. Off his own bat, he is now reaching out to other former police who shared this same experience and undertaking independent research. (Note he is not seeking ex-servicemen who subsequently joined the police).

"From what I know, no-one has ever done this. I am a history buff and I think it is important for the sake of history that we record as much of it as possible, besides our service in 'the job'," said Ian.

He plans to send information he is unearthing from the several dozen contacts he has made, to the Australian War Memorial and to contribute an article to *PANSW Police News* at a later date.

Ian is happy to be contacted on 0412 798521

We asked Mr Bruce Howe, Secretary-Treasurer of the NSW Police RSL Sub-Branch about the conscription of police officers.

"In World War II, policing was considered an essential industry and was exempt from conscription. For Vietnam, it was a random ballot, and several police were called," Mr Howe said. The NSW Police RSL Sub-Branch includes police who served in a range of conflicts and United Nations peace keeping operations.

# A life on two wheels: Raymond Charles “Robbo” Robinson

We reported on the passing of the late retired Sergeant Ray Robinson (19/8/1953 – 18/1/2021), as well as his funeral service, on the PANSW Facebook page. Robbo’s Blue Liners Australia contributed this tribute to his life. Our thanks to Harley Willox, Sergeant Retired 16223, and Michael Turek.

Raymond Charles “Robbo” Robinson was a dedicated Policeman and a motorcycle enthusiast. He was known and respected in both areas and managed to combine both his passion for policing and motorcycles.

His policing career commenced in 1974 as part of Class 138 at the Redfern Police Academy, and finished as Sergeant Registered Number 16223 in 2001.

He served in various areas including metro and country locations. These included, Darlinghurst, Fairfield, Ashfield, and Blacktown in GDs, Beats, Transits and HWP. He was also the officer in charge and lock-up keeper at Caragabal and Grenfell.

Motorcycling was Robbo’s extreme passion, so it’s no wonder he revelled in his time as an Elite High Speed Solo Cyclist – as he loved to tell anyone who questioned his credentials. He served on a number of Traffic Committees related to the motorcycle world.

Notably, he was instrumental in the forming of the Police and Friends Motorcycle Club, “Blue Liners Australia”, along with Clive McLachlan APM (Retired Assistant Commissioner) and Gary Middleton (Retired Chief Inspector). They commenced the club in 1992 with a charity ride to Tamworth that year. To this date, Blue Liners Australia continues this tradition of attending Tamworth annually and has done so for the past 29 years.

During this time Robbo served as National President for 17 years and was instrumental in raising over \$300,000 which has been donated to various charities over the years, mainly in regional areas. In 2013, as a result of his tireless work and efforts for the Blue Liners club, he was granted Life Membership.

Despite these great passions, Robbo’s greatest love was for his wife Fay and his three daughters. Fay accompanied Robbo on many, many rides...

Raymond Charles “Robbo” Robinson will be sadly missed in this world but never forgotten.



Ray with his last purchase, a Harley Davidson motorcycle. The photo was taken on 2 December 2020.

In validation of what Robbo accomplished for both the Police & Motorcycling communities internationally, this is best reflected in the comments of former, now retired, Director of the Arizona Department of Public Safety, Mr Roger Vanderpool: “Ray leaves a legacy that extends around the Globe; his life brought so many people together that formed so many new friendships. We will miss him, but not forget him.”



## GETTING THE MOST OUT OF OUR WEBSITE

As reported in the January-February 2021 edition, the revamp of PANSW Police News is accompanied by increased content on the Police Association website.

The Events and Notices page is easily found via the home page and/or at this location <https://pansw.org.au/events>. The PANSW Comms team are regularly updating the page with new information such as reunions and Associate Branch activities so be sure to bookmark it.

If you are planning an event, don’t forget to email [policenews@pansw.org.au](mailto:policenews@pansw.org.au) with details so we can keep the website up-to-date, and keep us advised of any changes or cancellations because no one ever liked being called to a furphy.

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**Guy Zangari MP**

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# “It’s about leaving the job in a happy frame of mind”

**By Sonia Roberts**

PANSW Police News

**M**ental preparation for what happens after you hang up the mighty blue shirt for the last time, along with remaining active in the community, are the keys to leaving “the job” in a good frame of mind according to former Commissioner Ken Moroney AO, APM.

One of the biggest catalysts in Mr Moroney’s decision was the opportunity to return the love and support his wife Bev had provided over the course of his 42-year career.

“The genesis of me retiring was Bev’s ill health – I always gave her credit for raising the boys and she was always there as the constant in our lives, regardless of wherever in the state policing took us.

“To be able to give back that love and support made my decision a no-brainer. It was time for me to look after her,” Mr Moroney said.

Mrs Bev Moroney passed away after a long illness in 2015. Mr Moroney has since remarried to Elizabeth.

Another part of the planning process involved him seeking counsel from close friends, including former Commissioners John Avery and Tony Lauer.

“They all had the same view on when it was time to leave the role of Commissioner. Instinctively and intuitively, there would be a set of circumstances that would guide you to realising the right time for you. I believe that advice holds true regardless of your rank or whether you are sworn or unsworn.

“I knew I had done the job as best as I could – how well is a matter for history and others to decide.”

“Even though I had put a lot of planning and thought into my last weeks of service and retirement, the symbolism of my last day as a member of the NSW Police Force, which included the handing back of uniform and appointments, was an emotional one.

“The handing back of my police identification was a moment for reflection – along with your wallet and watch, it is something you have carried with you since day one. That moment, and making an address to the police radio network via VKG, symbolised the separation from that chapter of my life.

“So, to those thinking of retiring or disengaging, mental preparation for your last day and beyond is just as important as your physical health and checking your finances are in order.”

It is not just the soon to be retired cop who has to make plans for retirement, it is also their family members who also have to plan for the retirement/disengagement.

“The family also have to adjust to having their loved one at home more often and that greater physical presence in the house. For me, a part of that was being handed a long list of jobs that needed to be done around the house.

“The first thing to realise about life after the cops, is that there is a life.

“One of the biggest things I have learned is regardless of whatever happens, it’s important to get up and keep on going.”



*Commissioner Ken Moroney retired from NSW Police in August 2007. Since that time, he has continued working with NSW Police Legacy, the Macarthur Medibank Schizophrenia Committee, the Kid’s Cancer Project, Patron of Lifeline Macarthur, NSW Parole Board and a range of other charitable organisations such as Fr Chris Riley’s Youth Off the Streets project. He was also a member of and NSW Representative on the Australian Bravery Decorations Council.*

## YOU STILL HAVE A LOT TO CONTRIBUTE

When Police Legacy started the Backup for Life program, Mr Moroney said it was about encouraging people not to sit around after leaving policing but to realise they have a lot to contribute.

“It doesn’t matter how you do it – some do it by becoming Grey Nomads, others through the Retired and Former Police Association, some continue working and others volunteer. It’s about staying connected with the community. It’s also about having conversations with people. War stories may be a part of that, but what you are doing now and what you will do in the future are just as important.

“Naturally, all of that’s predicated by good physical and mental fitness.

“It’s about feeling valuable, wanting to add value and there’s a lot of things the police force teaches you – independence of thought, being able to organise things and work through issues regardless of how simple or complex they may be.

“We should all appreciate every day 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.”

## Class 127 Reunion – 50 Years!

From 12pm on Saturday 3rd July a special Class 127 Police Reunion will take place at the Dubbo RSL Club. RSVPs are due by 18 June 2021. For details email:

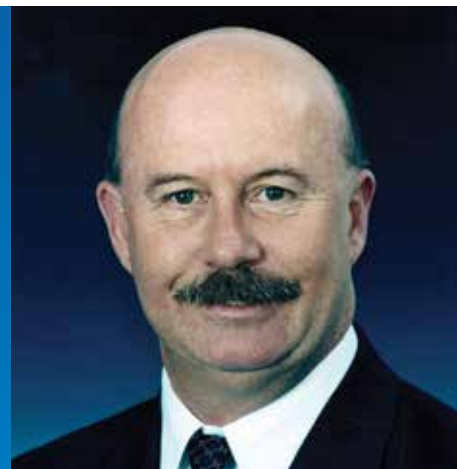
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Ron Gould – rongould@imprimus.com.au**

# A conversation with Mark Burgess

Mark Burgess APM, PANSW Life Member No. 86, was an evening speaker at the Association's Conference on 24 March.

A proud former coalminer in the Newcastle/ Hunter area, Mark joined the NSWPF in June 1988. He graduated dux from the Police Academy and was stationed in Newcastle for a decade, from where he became a branch official in 1992 and, in quick step, an Executive Member in 1994. He was involved in a number of significant reforms and disputes including forced transfers in 1993, Branch Focus and the Organising Model in 1999 and tax reform 2000. Mark became the Association's 16th President in 1998, resigning in 2000 to take up the inaugural position of CEO of the Police Federation of Australia.

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



## **You joined the NSW Police as a relatively mature man at age 30. Were you confronted with any difficulties about that?**

I actually saw it as a great advantage. I think I'd had a pretty full life up until that time. I was lucky enough in my younger years to be heavily involved in surf clubs and football clubs, etc. I'd worked for 10 years as an underground coal miner in the Newcastle/Hunter region. So I really think that probably prepared me not only for life as a cop, but I think prepared me for life in and around the Police Association and ultimately the Police Federation..

## **What was your early attitude to the Association?**

I had no inclination as a newly, you know, graduated cop, I really didn't think much about the association except that I was a member and I knew that if I needed their help, they'd be there.

## **How important is the role of being a branch official?**

These are the people who day in, day out, take the phone calls and look after the members. They're institutions in their particular area in the eyes of their members. In many cases they might not have sought to be on the Executive, a lot of people don't want to be...not everybody wants to be Commissioner of Police, you know, not everybody can be.

## **From your time on the Executive was there an issue that still stays in your mind?**

One that really stuck out to me, and I still have vivid recollections of, was the shooting of [French freelance photographer] Ronnie Levi on Bondi Beach, and the subsequent coronial inquiry to that.

And the outcome of that, and it was a very, very difficult period of time for policing. Those that remember that period, we'd had an officer killed. Stabbed and murdered not long before the coronial matter or during the coronial matter. And then the coronial matter terminated and a couple of officers were facing potential criminal sanctions. I thought that was a very, very difficult time. And I think the Association handled that very, very well. Because, you know, a lot of

members looked at that incident and thought how easily that could have been me.

Obviously, that incident has a lot of other issues attached to it. When anything like that happens, as happens today, there's a myriad of armchair experts that are going to come out and tell us how we should have handled the matter.

But we didn't have all those tools at our disposal that we have today with Tasers and capsicum spray etc. And, you know, the problem with a lot of these things, and this was one in particular where the police wore the brunt of an issue that really should have been a health issue and a mental health issue. But the police officers bore the brunt of it.

## **On your Association journey who gained your admiration?**

From my era I was very lucky to have served as the deputy president to Phil Tunchon who is absolutely one of nature's gentlemen. And never let Phil's kindness and gentleness be mistaken for weakness, because I have watched him in action. He was a great man and a great leader.

I've got an enormous amount of admiration for (fellow life members) Ian Ball and Andy McCoullough. We worked together, got elected as a team (and) they were great supporters, great advocates for the Police Association. And you know, if you're going to come up out of a trench and go to war, they're two guys you'd want on either side of you when you did that.

## **Looking back, any last thoughts?**

I think a lot of members don't understand, and certainly don't appreciate the strength of the Police Association of NSW.

You know, I think like everybody else we all join the cops to be a cop. I didn't join the cops to be a Police Association official. I joined the cops to be a cop and I loved it.

And you know if I can look back over my whole career, a lot of it has been around police associations, police unions, Police Federation.

If I could look back and say, what did I miss out on in my career? I really did miss out on being a cop, which is why I joined in the first place, but you accept your lot in life.

**Don Cameron welcomes Erin Sellars to the team of experienced lawyers at Don Cameron and Associates.**



“I have spent my professional career helping police and emergency services workers who have suffered injury in the course of their service to the people of NSW. This is something I am passionate about. Joining Don Cameron & Associates allows me to continue this important work with the assistance of their great team.” **Erin Sellars**

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