

PANSW

POLICE ASSOCIATION OF NSW

PRINT POST PUBLICATION NO. PP100018976

SEPT | OCT 2025

Police News

National Police Remembrance Day

NSWPF Officers, related services, international and national guests, meet to honour the fallen in Sydney's Domain 29/9/25





Adventure is calling.

Novate to save thousands and get
going where the going gets tough.



SEEDEALS





Contents

Vol 107 / No.6 September - October 2025

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. B. Lee - Asst. Sec. Legal Services
 Ms C. Prosser - EA and Events Coordinator

CPOB
 Mr J. Goddard - Lead Organiser
 Ms R. Neil - Senior Industrial Officer
 Ms A. Reece - Industrial Officer

MEMBER SUPPORT
 Mr I. Johnstone - Member Support Coordinator
 Mr. E. Murphy - Member support officer

TEAMS -

CENTRAL METRO/SOUTHERN
 Mr R. Sheraton - Organiser
 Ms. C. Palma - Industrial Officer
 Ms S. Minahan - Industrial Officer

NORTH WEST METRO/NORTHERN
 Mr. M. Guerrero - Organiser
 Ms A. Fleming - Industrial Officer
 Mr L. Solomon - Industrial Officer

SOUTH WEST METRO/WESTERN
 Mr M. Evans - Organiser
 Mr P. Richardson - Industrial Officer
 Ms E. Hampson - Industrial Officer

NON LAC (SPECIALISTS)
 Mr A. Stokes - Organiser
 Ms. N. Lucaci - Organiser
 Mr J. Ludkin - Organiser
 Mr A. Boromisa - Industrial Officer
 Mr T. McGregor - Industrial Officer
 Ms K. Young - Industrial Officer

LEGAL SERVICES
 Ms K. Lally - Senior Coordinator
 Ms E. Hagan - MET Officer
 Ms C. Jones - MET Officer
 Ms J. Whalebone - In House Counsel
 Ms C. Young - Solicitor
 Ms C. Hatzigeorgiou - Solicitor
 Ms S. George - Paralegal
 Ms B. O'Reilly - Acting Senior Legal Clerk
 Ms C. Crasto - Legal Clerk
 Ms J. Jacka - Legal Clerk

RELATIONSHIPS & STRATEGY
 Mr T. Bear - Manager

RESEARCH + COMMUNICATIONS
 Mr A. Skinner - Engagement Manager
 Dr K. Linklater - Research Officer
 Ms E. King - Media + Comms Officer
 Mr M. Rowland - Comms Officer
 Ms K. Makhoul - Social Media
 Ms B. Gollidge - Research Officer

INFORMATION ORGANISING CENTRE
 Ms K. O'Leary - Supervisor
 Ms T. Fletcher
 Ms N. Hawley
 Ms K. Puckeridge
 Mr H. Spiby
 Ms. E. Guirguis
 Ms C. Crasto
 Ms A. Johnson - IOC

ADMINISTRATIVE SERVICES
 Ms N. Scott - Supervisor Memberships
 Ms J. Weber - Senior Admin Officer
 Ms. C. Brett - Senior Admin Officer
 Ms A. Rutter - Admin Services Clerk

- Executive Member Chad George p2
- President's Message p3
- Community Mourn Victorian Officers p4
- Valuing our Blue Family p5
- The Strength in Unity p6-7
- Class 366 and how to Pay-to-train happened p8-9
- PANSW at Coroner's Court p10
- Litigation's effect on Mental Health p11
- Central Metropolitan Region Forum p12
- New rights won for working Police p13-15
- National Police Remembrance Day p16-17
- Changes to your Award p19
- NSW Police Legatee Monica Foster p21
- Money Matters: Police Bank p23
- Win for probationers moving to a remote location p24
- Taking the plunge for a good cause p25
- 200 Years of NSWPF Mounted Unit p26-27
- Nita Morris and her road here p28-29
- John Lovatt belongs in the history books p30-31
- Pat Gooley & HSU's Gerard Hayes in conversation p32
- Crossword p33



Cover

PANSW PRESIDENT KEVIN MORTON (L) AND PANSW VP IAN ALLWOOD (C) LAY A WREATH AT POLICE REMEMBRANCE WALL ON NATIONAL POLICE REMEMBRANCE DAY / DOMAIN, SYDNEY, 29/9/25.

Crossword solution

DOWN - 1.PARTNER 2.CONNECTION 3.FAMILY 4.SIBLING 5.WELLBEING 8.RESPECT 9.COUSIN
 13.CARE 15.RESILIENCE 18.ADOPT 20.SUPPORT 23.NURTURE 25.HOME 27.SAFE 28.DUTY
 ACROSS - 6.UNITY 7.BALANCE 10.MARRIAGE 11.PROTECT 12.LOVE 14.SACRIFICE 16.PARENT 17.GENERATION
 19.CHILD 21.GRANDPARENT 22.COMMUNITY 24.SPOUSE 26.TRUST 29.FOSTER 30.TOGETHER

THE POLICE ASSOCIATION PUBLISHES THE PANSW POLICE NEWS IN ACCORDANCE WITH ITS PRIVACY STATEMENT WHICH IS AVAILABLE ON THE ASSOCIATION WEBSITE. PANSW POLICE NEWS IS THE OFFICIAL JOURNAL OF THE POLICE ASSOCIATION OF NEW SOUTH WALES PO BOX A1097, SYDNEY SOUTH, NSW 1232 / (02) 9265 6777 / WWW.PANSW.ORG.AU / POLICENEWS@PANSW.ORG.AU ISSN0047-9934 PUBLISHED SIX (6) TIMES A YEAR. CONNECT WITH YOUR ASSOCIATION, FOLLOW NEWS ITEMS ON PANSW SOCIAL MEDIA:

facebook.com/pansw.org [@PoliceAssocNSW](https://twitter.com/PoliceAssocNSW) [@policeassociation_nsw](https://instagram.com/policeassociation_nsw) linkedin.com/company/pansw

Advertisers Alert: The Police Association of NSW is the publisher of PANSW Police News. The Police Association does not accept any responsibility to any advertiser or consumer in respect to advertising appearing in PANSW Police News. For enquiries re advertising in this publication, please contact the publishers via: elyssa.king@pansw.org.au

Disclaimer: Police Association of New South Wales ("Publisher") advises that the contents of this publication are the sole discretion of the Police Association of New South Wales and the publication is offered for information purposes only. The publication has been formulated in good faith and the Publisher believes its contents to be accurate, however, the contents do not amount to a recommendation (either expressly or by implication) and should not be relied upon in lieu of specific professional advice. The Publisher disclaims all responsibility for any loss or damage which may be incurred by any reader relying upon the information contained in the publication whether that loss or damage is caused by any fault or negligence on the part of the publisher, its directors and employees. Copyright: All advertisements appearing in this publication are subject to copyright and may not be reproduced except with the consent of the owner of the copyright. Advertising: Advertisements in this journal are solicited from organisations and businesses on the understanding that no special considerations other than those normally accepted in respect of commercial dealings, will be given to any advertiser.

Executive Officers



PRESIDENT
Kevin Morton



VICE PRESIDENT
Ian Allwood



TREASURER
Roger Campton

Executive Committee



NW MET REGION AREA 1
Aaron Rynehart



NW MET REGION AREA 2
Alison Dixon



SW MET REGION AREA 1
Stephen Waddington



SW MET REGION AREA 2
Elise Hulley-Thomas



SOUTHERN REGION AREA 1
Angus Longley



SOUTHERN REGION AREA 2
Kelly Hallinan



NORTHERN REGION AREA 1
Paul Ireland



NORTHERN REGION AREA 2
Steve Kendall



WESTERN REGION
Chris Jordan



COMMISSIONED OFFICERS REGION
Peter Foran



CENTRAL MET REGION AREA 1
Oliver Behrens



CENTRAL MET REGION AREA 2
Graham Condon



NON LAC REGION AREA 1
Stephen McDonald



NON LAC REGION AREA 2
Christine Woods



NON LAC REGION AREA 3
Peter Gurr



NON LAC REGION AREA 4
Chad George

Executive Member / Non-LAC 4 **Chad George**

Wall-To-Wall Ride for Remembrance

■ 2025 saw the 16th Wall to Wall Ride for Remembrance held on Saturday 13th September. The Ride commenced at the NSW Police Wall of Remembrance in the Domain. The start of the Ride saw up to 800 motorcycles begin the journey to the National Police Memorial in Canberra, joining 2000 riders from across the country in a show of remembrance and respect.

The riders took a break at the NSW Police Academy in Goulburn on the way, which is a return to the starting point of the Policing careers of those involved.

The Ride was founded by former Assistant Commissioner Mick Corboy and Inspector Brian Rix from Victoria and has grown over the years. I was a supporter of the Ride for many years, and during conversations with Mr Corboy, I became part of the organizing committee in 2017. During my time as a committee member, I learned about the logistics

and coordination that the event required, from permits, traffic management plans, support from external agencies and valuable support from our sponsors.

In 2020, I was elected as the Vice Chair of that committee and in 2021 was elected as the Chair. Our Vice Chair, Supt Robert Toynton, and our other committee members support me. Rob and I are also members of the National Wall to Wall Committee under the auspices of the Police Federation of Australia and the National Police Memorial.

To date, the event has raised over \$1.7 million for Police Legacies across the country.

I feel very privileged to be part of this event. When the Ride started, it was about remembrance and riding together to honor our mates who paid the ultimate price, but over the years, it's become one of the premier



policing events in the country. I see the dedication of the riders, their families, and volunteers in making this event what it is today. It's a symbol of unity, respect, and the enduring strength of the policing family.

My focus moving forward is to encourage new and younger riders to get involved so the tradition of remembrance continues for generations to come.

PANSW President **Kevin Morton**

Honouring Officers / Broken Systems

Memories and prayers

As police officers, we are trained to respond immediately and act on our training and instincts. Rarely are we given a moment to reflect on the nature of our profession. It may come in the quiet moments before a shift begins, when we're waiting in the muster room, or strike us out of nowhere while driving home at the end of a long night of dealing with badness.

This month of September provides us with the space to pause and honour those police officers who have made the ultimate sacrifice.

Sadly, we see it too often and in increasingly extreme circumstances. The violent and cold-blooded murders of two of our Victorian brothers that shook us collectively to the core were a painful reminder that this is one of the few jobs where you can kiss your family goodbye in the morning and not know whether you will walk back through the door to embrace them that night.

Still, we hold them in our prayers and thoughts, keeping an ever-vigilant watch over their colleagues and loved ones where they can no longer.

The memories of those who are no longer walking with us, those with whom we have worked with on the truck or known in passing as our careers have progressed, remain with us. For those for whom, due to illness or other circumstances, their hats and belts remain neatly hung with their boots dutifully paired.

On 29 September, we remember them. Every time we enter the station on the day shift or lock up after night shift, we remember them. And in this way, by continuing onwards in our professional and personal lives, we honour their service.

Bravery Awards

September is also a special time to acknowledge the exceptional work that our police officers across the country do.

We celebrated the dedication, camaraderie and action shown by three of New South Wales' own at the Police



PANSW PRESIDENT KEVIN MORTON OFFERS PRAYERS FOR THE FALLEN

Federation of Australia's National Bravery Awards. These Awards are special; being named a winner means being nominated and recognized by your peers for your outstanding service.

As members of the Western Region Police Rescue Squad, Senior Constable Naughtin, Sergeant Cooper and Senior Constable Davis were part of a team that rescued 38 people trapped by rising floodwater in Taree in May. As our police officers are so often required to do, they moved determinedly towards danger, trusting their own instincts and each other when navigating raging waters. Their duty overrides their own sense of personal safety. The risk to their lives is not considered in these split seconds of action, but is not to be understated, as the three officers entered conditions deemed too dangerous by other agencies.

I stand with our extended police family in applauding Senior Constable Joshua Naughtin, Sergeant Daniel Cooper and Senior Constable Adam Davis for their courage and steadfastness in their professional conduct.

Mental Health

During the week of September 15, PANSW representatives held their first meeting with mental health stakeholders, including the Minister for Health Ryan

Park, Police Minister Yasmin Catley and the Minister for Mental Health Rose Jackson.

The PANSW has strongly advocated for changes needed in the police response to mental health callouts. While we recognize our unwavering role in situations where there is a danger to life or a risk to the community, now is the time to redefine our emergency response through coordination with other agencies that are medically trained to provide crisis care for patients experiencing a mental health episode.

Following the NSW Government's review into the police response to mental health in 2024, it is positive to see forward movement in this space. I will keep you updated as outcomes progress.

Bail Court's failure

We are continuing to see the failure of the judicial system in regional areas. Recently, I was invited to comment and didn't hold back when The Daily Telegraph reported that a 13-year-old had allegedly stabbed a Moree hotelier while out on bail, only to be released by a Sydney court.

This young person was on bail for serious offences, some of which regularly endanger the lives of policing officers, and a member of the community has borne the consequences.

These magistrates continue to show leniency in their sentencing of recidivist offenders. They remain aloof from the scourge of youth crime and the real risks that it presents to the police officers who attempt to curb it. Courts need to consider the seriousness of the charges and protect the community in making their judgements.

With the NSW Government's commissioned review underway into doli incapax, we will continue to advocate for change at the highest levels in terms of holding the courts accountable for their bail fails. As the primary users interacting with the system, I urge members to continue to report any issues with the Centralised Bail Courts' operations as they arise.

Elyssa King PANSW Media & Communications Officer

Police community mourns death of two police officers

The Victorian murders sparked a manhunt around Mount Buffalo

■ On Tuesday 26 August, police officers in NSW and across the nation were shocked and saddened by the callous murder of two Victorian police officers and the serious wounding of another.

Early media reports suggested that the three police officers were carrying out a search warrant at a property in Porepunkah in Victoria's north-east when they were ambushed. Their workmates rushed to the scene and rescued the surviving officer, who had been seriously injured and would survive after undergoing emergency care.

Specialist police were deployed to locate the alleged gunman who fled into bushland surrounding the property, with additional police resources from NSW standing at the ready to support their Victorian colleagues. At the time of writing, a major search operation remains underway with hundreds of police officers working tirelessly to bring the perpetrator of this senseless violence to justice.

Police Association of New South Wales President Kevin Morton is also the President of the Police Federation of Australia. He said, "I have received a briefing from the leadership of the Police Association of Victoria and have been offered the support of police officers from around the country. The situation remains dynamic, and police officers continue to put themselves at significant risk to protect the community and bring this circumstance to a safe conclusion."

"As we approach National Police Remembrance Day on 29 September, it is timely that all members of the



DOING THE JOB LEAD TO A RURAL PROPERTY

community take a moment to pause and reflect on the sacrifice that every police officer risks making, every day of their working life. We will commemorate nationally, as we continue to work on a national approach to police safety, health and wellbeing."

It has been less than three years since two Queensland police officers and a member of the public were murdered in eerily similar circumstances. In more recent times, the murders of police officers in South Australia and Tasmania have also stunned the police community.

Mr Morton said, "Any extreme ideology, access to weapons and hatred or dislike for police is too often playing out in attacks on police. When they are combined, the outcome can be deadly. Police are too often the only measure preventing further tragedies across the community."

In an interview with 2GB in the days that followed, PANSW President Kevin Morton

stated that too many police officers were having their lives cut short unnecessarily while performing their duties.

"Sadly, it's the only occupation in Australia where you can say goodbye to your family in the morning and you just don't know if you're going to come home."

In early September, PANSW President Kevin Morton and Secretary Pat Gooley joined colleagues, family members and thousands of mourners in Victoria to pay their respects on behalf of the extended membership at the funerals of 34-year-old Senior Constable Vadim de Waart-Hottart and 59-year-old Detective Leading Senior Constable Neal Thompson.

The thoughts and deepest condolences of the PANSW's President, Executive, staff and members remain with our brothers and sisters in the Victorian Police and the Victorian Police Union. We stand united with you always.

We understand the toll that this incident will take on the wellbeing of the entire Victorian Police Force and Police across the country. Across the course of their careers, too many police officers are impacted by the loss of their colleagues in the line of duty, and the reverberations of devastation are widely felt across the community. Members can access welfare support services through the PANSW's Information and Organising Centre.

Raff Del Vecchio NSW Police Legacy Life Member No.32

Celebrating our Blue Family

Hard times and honouring the fallen

■ Outside of my career as a former police officer, one of my proudest achievements has been my long-standing involvement with the annual NSW Police Legacy Ride for Remembrance.

The 13th annual Ride for Remembrance in support of NSW Police Legacy was successfully held on 29th -31st August 2025. Sixty-four riders in four pelotons set off from the Wall of Remembrance in the Domain and made their way to Canberra.

This is an opportunity for new friendships to be made and old ones strengthened in support of a wonderful charity which continues to do marvellous work for the Police family. They were ably assisted by a wonderful support crew, which included PANSW Secretary Pat Gooley and former PANSW Treasurer Craig Partridge and other serving police officers, who ensured the riders remained safe while negotiating the 300km journey.

In the early hours of the morning when we set out, Pat Gooley summed it up best when he said:

“It’s been a tough week for police across the country and being amongst your family is where you get your comfort. And in New South Wales, NSW Police Legacy is our family.”

For me, this ride is everything: the cause, the people, the physical and mental challenges, the camaraderie, the exceptional organization, but most of all, my love of the blue family.

Though it is my tenth time hopping on my bike to embark on this journey,



THE PAIN OF LOSS & INJURY, WHEN SHARED, IS LESSENERD

the experience is no less meaningful. It was wonderful to see the return of the legatees that we are fundraising in support of, including Patrick ‘Patty’ Richardson, who was taking on the challenge for the second time in memory of his father, who passed away in the line of duty. His family joined him along the journey to cheer him on at every step in a heartwarming show of support that was moving for all involved.

The second day was one of the hardest days in the saddle I have ever experienced. We started with minus 4c temperature in Mittagong and into 40km headwinds all day with gusts of 70km. I have never wanted to finish a ride more. It’s in these moments that the spirit of mateship is most evident, with seasoned cyclists who have already ridden hard dropping back in support of newer road warriors who refused to give up while facing tough uphill climbs in hazardous conditions. We take our strength from

It’s been a tough week for police across the country and being amongst your family is where you get your comfort

those we are riding for.

On the final day, we were blessed with perfect conditions to make the final trek to Canberra; a tight peloton that held a great average speed of 30km/h over the 100km leg. Regrouping to cross the finish line together and ride up to the National Police Memorial is a symbolic experience of the united network of our extended police family, one that will remain with me for a lifetime.

The ride itself is a true celebration of camaraderie where a light is shone on the dangers of policing and remembering those that are no longer amongst us, ensuring that their sacrifices are never forgotten and the people left behind are embraced. For those of you thinking about doing it: set yourself a goal and take part in 2026. You will not be disappointed by the experience.

Importantly, the Ride raised over \$100,000 for the charity, which will go towards providing much-needed support and services to legatees. Since its commencement, this event has raised over \$1 million for the charity. Donations can still be made at:

<https://www.policelibrarynsw.org.au/>

Elise Hulley-Thomas PANSW Executive Member / South West Metro 2

Strength in Unity

The importance of building strong local branches and being heard.

■ In 2018, following the merger of Campbelltown and Macquarie Fields, the Association branch was effectively dissolved. The restructure brought with it a wave of issues—low morale, misdirected blame, and a lack of action. Frustrated by the negativity and the absence of meaningful solutions, I felt compelled to raise these concerns with the then Commander, Superintendent Wayne Benson.

After carefully drafting an email, I was invited into the Commander's office, joined by two formidable Duty Officers. I was nervous—thoughts of retribution and becoming a target raced through my mind. But my desire to see my colleagues happier outweighed any personal fears.

Over the course of a couple of hours, every issue was raised. Within a month, most had been addressed, or the Command was actively working with members to find solutions. Just before I left, Mr. Benson said, "You should be the Chairperson for this branch." A month later, I was elected to the role.

That moment remains the most impactful of my career. It shaped my path within the organisation and the Association. I have since learnt the value of strong branches and the influence they can wield.

Branches: The Engine Room of the PANSW

The Police Association of NSW (PANSW) is built on the strength of its members. At the heart of that strength lies the branch structure – the foundation upon which the Association operates. Branches are the engine room of the Association, where the collective voice of frontline officers begins and where real influence is built and momentum gained.

In a time when pressures on policing are increasing with the rise in demand, staff shortages, heavier workloads, unrealistic expectations and industrial challenges, it is more important than ever that branches are active and engaged. They provide representation

and connection at a local level while also building the future leaders of the Association.

Why Branches Matter: Representation at the Grassroots

There are numerous critical functions that branches serve within the PANSW. Representation at the grassroots is a prominent and arguably the most important function.

Every Command, specialist unit, and regional area faces unique challenges. It is evident that issues confronting metropolitan PACs can be very different from those in a regional PAC or PD. Branches ensure that these concerns are not lost in the noise and give members a structured way to raise problems and to have them escalated through the PANSW to senior decision-makers.

Towards the end of 2024, in response to the staffing shortages and the psychosocial wellbeing of the members, it was the grassroots members from branches in the South West Metropolitan region that generated the momentum required to create the generational change that was long overdue. This was accomplished through motions that were shared among branches and executed at Commands in every region of the state.

At the 2022 Biennial Conference, regional branch members successfully moved a motion advocating for better incentives for officers in regional NSW. Passed unanimously, it has since proven highly effective.

Strength in Numbers

When Branches are active, they give weight to the Association's advocacy. It is one thing for the Executive to speak on behalf of members; it is another to speak with the backing of an engaged membership across the state. Governments and police leadership take notice when the Association demonstrates unity. Branches are how that unity is built and maintained. This

has been demonstrated numerous times in the past couple of years.

The Role of a Branch Official

Branch officials are the conduit between members and the broader Association. Their responsibilities include:

- Representing members in local issues and disputes
- Communicating between the Branch and the Executive, ensuring information is shared and flows both ways.
- Encouraging member involvement through inclusive and relevant meetings
- Member welfare; support, particularly during trying times and after a critical incident or during disputes.

The role is demanding but highly rewarding. It requires fairness, integrity, patience and a willingness to stand up for your colleagues.

Benefits of Serving as a Branch Official

Taking on a Branch role offers both personal and professional benefits. As a Branch Official, you can directly influence how issues are raised and addressed. You are the voice of your colleagues, focusing on the priorities from the ground up.

The role develops skills in negotiation, advocacy and conflict resolution, which are all valuable, not only within the Association but also in your career as a police officer. Serving as a Branch Official is a leadership experience outside of rank where you have an opportunity to build credibility and authority among peers. It provides you with a platform to network and establish connections throughout the state.

Perhaps the most tangible benefit is the ability to make a difference for your colleagues. That may be through assisting them to navigate workplace disputes, welfare concerns, operational challenges or simply being a sounding board.



CAMPBELLTOWN CITY BRANCH OF THE PANSW MEETING HELD 2PM 23RD SEPTEMBER IN THE TRAINING ROOM OF CAMPBELLTOWN POLICE STATION. 120 MEMBERS IN ATTENDANCE TO DISCUSS THE STAFFING ISSUES. FOUR MOTIONS WERE PASSED, MOST NOTABLY THE MOTION RELATING TO THE PSYCHOSOCIAL WELLBEING OF THE MEMBERS. THE FIRST OF MANY BRANCH MEETINGS ACROSS THE STATE.

Building Strong Branches

The effectiveness of the PANSW relies on active, engaged Branches. A strong Branch is one that:

- Meets regularly and with purpose
- Encourages open discussion where all members feel heard
- Maintains clear communication with the Executive
- Supports members' welfare proactively; and
- Develops the next generation of Association leaders

Leaders at all levels should encourage officers to get involved. Executive Member for Non-LAC 4, Chad George, puts it simply:

"It's about reaching out and encouraging people to be involved. It gives members a voice and an avenue to channel that voice through their local Branch to their Executive Member—to make a difference."

Access to Training and Resources

Branch officials—and members

interested in becoming more active—have access to training through the Association's Branch Focus Course. This course covers:

- The structure and roles within the Association
- Critical Incidents and member welfare
- Running effective branch meetings
- Communication and negotiation with senior officers

It's designed to empower officials with the tools they need to lead confidently and effectively.

Commander's Perspective

"At the Branch level, it is important that our staff have a 'voice'. A Strong and active Branch provides that voice. A good Commander needs to listen to their staff. In every Command, there are good people with good ideas. Many of which will improve culture, systems, training and productivity. A strong and active Branch provides that voice. A mature relationship between the Branch and the Commander is paramount to the success of the Command." - Superintendent, NSWPF.

Organiser's Perspective

"Strong branches are the foundation of a strong Association. They ensure that members have access to all their hard fought entitlements and that local issues are quickly identified and remedied before they grow." Rod Sheraton, PANSW Organiser – South-West Metropolitan.

Your Voice, Your Power

With the 2026 Biennial Conference approaching, it's vital that branches hold their Annual General Meetings in November. These meetings elect Branch officials and provide a forum to discuss potential motions for Conference.

The PANSW Organisers and Executive are here to support you in building and developing your Branch.

Strong Branches are the backbone of a strong Association. They give members a voice, foster unity, and drive meaningful change. Whether you're a seasoned officer or just starting out, your involvement matters. If you've ever felt the urge to speak up, support a colleague, or improve your workplace, your Branch is the place to start. Step forward. Be heard. Make a difference.

Peter Gurr PANSW Executive Member / Non-Lac 3

Class 366 & how Pay-to-train changed recruitment

■ Every police officer will remember their Attestation with a mixture of emotions; the taste of relief, excitement and anticipation sits in the back of your throat as you form up with your unit for the final inspection before marching out in front of your friends and family. It's funny; while all this is going on, once the band starts, you focus on keeping in time and trying not to faint.

As an educator at the New South Wales Police Academy in Goulburn, I am fortunate enough to guide new students through the beginnings of what can be a very challenging and rewarding journey. These students, from all ages and walks of life, are ready to take on the challenge of a career in policing with optimism and energy.

The students have already shown their commitment to community service during their 16 weeks on the Academy's grounds. This Class was already breaking records, fundraising \$23,350 to be donated to NSW Police Legacy during the Run4Blue event, which I am always excited to be involved with, and \$59,987 raised for Special Olympics Australia as part of the Law Enforcement Torch Relay Polar Plunge event in Goulburn.

The Attestation that occurred on Friday 22 August was a special moment in the recent history of the New South Wales Police Force. Class 366 is the largest group of graduates to attest from the Academy in 13 years.

PANSW advocacy for change

Witnessing the sheer size of the Class marching onto the parade ground is a striking reminder of how far we have come.

The landscape of policing has shifted since I began my career. High vacancies meant that currently serving police officers were struggling under the weight of an unrelenting workload without reinforcements. Natural attrition, with the loss of senior officers who reached the end of their long-serving careers, further

impacted our ability to bolster the boots on the ground.

For several years and due to a variety of factors, the class numbers coming through the Academy were undersized. By 2022, the shortages meant that we faced the reality of cancelling the June intake due to a lack of students to fill it.

With cost-of-living challenges on the rise, the financial barriers were proving too great for many potential police officers. Signing up was an impossible dream for many potential applicants who couldn't afford to take the leap. The PANSW's leadership knew that something had to give.

At the PANSW's 2022 Biennial Conference, an attentive Chris Minns, then Leader of the Opposition, was among the dignitaries addressed by incoming President Kevin Morton, a Sergeant with 32 years of policing experience and extensive experience as an Association Branch Official and Organiser.

In a draft copy of the speech that received significant media attention, the incoming President highlighted the challenges associated with the recruitment process:

"NSW is the only jurisdiction in the country, and perhaps the world, where potential police have to fork out thousands of dollars and spend months of their lives training just to apply to be in the police force." He said.

"There's not even a guarantee of a job at the end of it, so it's no wonder people aren't applying. We should be looking to attract the best and brightest, not just those who can afford it. You shouldn't have to choose between paying your mortgage and looking after your family or joining the police."

A stronger future

In the months that followed, strong advocacy from the PANSW ensured that the message was driven home to those listening on that day in Wollongong.

In October 2023, their efforts paid off. The PANSW secured a historic agreement whereby the NSW Government would pay police recruits to train and join the frontline in protecting the community. These changes were needed to ensure that the NSWPF was attracting a diverse and talented pool of new recruits to ensure its future.

Fast forward to 2025; the success of the PANSW's foresight is in the numbers. NSW Police has received 4749 applications since 1 November 2023, following the pay-to-train announcement.

This recruitment pillar was a key component of the Award agreement negotiation in 2024, which also focused on rewarding and retaining existing officers. Since the Award announcement agreement, 2283 applications to join the NSWPF have been received.

314 Probationary Constables began their first day on the beat on Monday, 25 August, following eight months of training, including 16 weeks at the Academy. They will be deployed to police stations across the state to serve local communities.

Additional initiatives were also advocated for by the PANSW to ensure that NSW attracts the best and brightest to become police officers. Several Probationary Constables benefitted from the recruitment initiative, Be a Cop in Your Home Town, allowing applicants to return and work in the community they live. They returned to their hometown areas and report to work at stations in Port Macquarie, Coffs Harbour, Kempsey, Tamworth, Macksville, Singleton, Wagga Wagga and Albury.

The future of policing

Your time at the Academy coming to an end marks a significant milestone in every police officer's career. You are sworn in and take that final step off the parade ground, leaving your former life behind and adopting a new path that you



CLASS 366: THE LARGEST GROUP OF GRADUATES TO ATTEST FROM GOULBURN POLICE ACADEMY SINCE 2012

walk in service of something greater than yourself, joining the ranks of the New South Wales Police Force.

"Congratulations to Class 366. I thank you for taking on these roles and putting your hand up to protect our communities across the state." Premier Chris Minns said. "Policing is an extraordinarily difficult profession, but the opportunities for career advancement and challenges within the NSW Police Force are extensive."

Speaking to PANSW Media on the day, PANSW President Kevin Morton warmly welcomed the new Class with PANSW Organiser Jeff Ludkin. As the soon-to-be police officers impressively snaked up in their formation, he was particularly proud to witness the depth and diversity in the faces ready to march out of the gates.

The youngest officer in the Class was 19 years old, and the oldest Probationary Constable was aged 59.

"It's not just the number...the cohort is older, they're more mature with significant numbers drawing on pre-existing professions. And with that, these men and women show signs of staying the course and serving New South Wales Police Force for years to come."

While it's important to reflect on the progress we have made in the recruitment space, there is still much to be done to ensure that we continue to retain and reward our currently serving men and women of the New South Wales Police Force. The future is forward-facing.

For now, welcome to our newest Probationary Constables. This Class joining our ranks will remain a special moment in our collective memory. Your Association looks forward to advocating for and supporting you during the highs and lows of your careers as you serve and protect the people of New South Wales.

Ben Lee Assistant Secretary / Legal Services

Coroner's Court

Representation, Reality, and the Role of the PANSW

■ When a police officer is called to give evidence at an inquest, the courtroom might look familiar—but the rules, purpose, and pressure can feel very different. The Coroner's Court is not about prosecuting criminal guilt. Its primary function is to investigate and understand the circumstances of reportable deaths. But make no mistake: for the officers involved, the experience can be intensely personal, legally complex, and professionally confronting. At the PANSW, we understand the gravity of this moment. That's why our Legal Services Division works alongside a trusted panel of specialist solicitors to ensure our members are expertly represented when summoned to appear at coronial inquests. This isn't just about legal protection. It's about dignity, fairness, and ensuring that the contribution of our officers is understood in a courtroom not built to apportion blame—but where reputational risk can still be high.

Not Your Usual Courtroom

For most officers, courtrooms are nothing new. The adversarial environment of a criminal hearing/trial is a known quantity. There is a clear prosecution, a defence, and a determination of guilt or innocence based on defined charges and rules of evidence.

Coronial inquests, by contrast, are inquisitorial in nature. There is no accused. There are no formal charges. The Coroner is not bound to the strict rules of evidence and has a wide discretion in conducting proceedings. The aim is to find the identity of the deceased, the date and place of death, and—most importantly—the manner and cause of death. Where the death involved police operations or occurred in custody, the scrutiny is sharpened. Officers involved may be subject to intense questioning, and the Coroner may make findings or recommendations that directly affect their careers and reputations. Because of this, it's crucial that officers receive proper legal advice and representation from the very beginning. The PANSW ensures this happens.

How We Support Our Members

If an officer is served a letter of sufficient interest, deeming them a 'person of sufficient interest' pursuant to the Coroners Act 2009 (NSW), then early engagement is essential. Solicitors will obtain the brief of evidence, conference with the officer, and help them under-



PANSW IN-HOUSE LAWYER CHRISTINA HATZIGEORGIOU
AT LIDCOMBE CORONERS COURT 11/9/25

stand what to expect in an environment that is often less predictable than criminal court.

The PANSW remains involved at every stage—coordinating representation, supporting our members emotionally and practically, and ensuring that legal protections are properly exercised.

Navigating Self-Incrimination

One of the most significant protections available to officers giving evidence at an inquest is the certificate against self-incrimination under section 61 of the Coroners Act. If there is a real risk that an officer's evidence could be used against them in future criminal or disciplinary proceedings, their solicitor may apply for a certificate. If granted, the certificate prevents the evidence given from being used to incriminate the witness in any subsequent criminal prosecution.

This is a critical safeguard. It recognises that while the coronial jurisdiction is not designed to prosecute, its proceedings may nonetheless touch upon conduct that could be investigated later. The certificate ensures that officers can give fulsome and truthful evidence without compromising their legal position.

However, the certificate is not automatic. It must be sought through legal argument and is usually only granted where there is a reasonable apprehension of exposure to liability. The decision ultimately rests with the Coroner. That's why it's so important that our members are represented by experienced counsel who understand how to navigate this part of the law effectively.

The Emotional Weight

Beyond the legal framework, we must acknowledge the emotional dimension of coronial proceedings. Giving evidence about a fatal incident—especially where the death occurred during a police operation—is no small thing. Officers may be revisiting traumatic events. They may be confronted with media attention, family members of the deceased, and the unrelenting pressure of public scrutiny.

It is in these moments that our role as the union becomes more than legal. It becomes human. We stand beside our members not only to protect their rights but to honour their service and remind the system that our people matter.

Final Reflections

The Coroner's Court is considered a 'therapeutic jurisdiction' and can be a place of truth, reflection, and sometimes healing. But it can also be a crucible of stress, complexity, and exposure for those in uniform. For NSW Police officers, it is not a courtroom to be entered into lightly.

The PANSW remains steadfast in our commitment to protect, support, and advocate for our members at inquests. From the first notice of appearance to the final day of hearing, you are not alone. Our Legal Services Division and panel solicitors will continue to stand in your corner.

Ben Lee Assistant Secretary / Legal Services

Litigation's effect on Mental Health

■ As police officers, few things test resilience more than the adversarial process of litigation (even in an inquisitorial jurisdiction). Whether a coronial inquest, civil proceedings, disciplinary hearing, or criminal trial, the courtroom can feel like a second workplace—where the stakes are high, scrutiny relentless, and the emotional toll significant.

For PANSW members, litigation is not an abstract concept. It is lived experience—the reality of being called to account in adversarial forums, often long after the operational event. The PANSW sees firsthand the strain litigation places upon our members—strain extending well beyond the purely legal dimension. While litigation may be necessary to protect rights, reputations, and careers, it can also exact a heavy price on mental health.

On 11 September, we marked R U OK? Day. It is timely, then, to consider how litigation intersects with mental wellbeing, and how we must remain vigilant in supporting one another.

Weight of Litigation

Litigation is, by design, adversarial. Officers engaged in proceedings face scrutiny from opposing counsel, the media, and sometimes their own organisation. Testimony is dissected, decisions second-guessed, and actions questioned with the benefit of hindsight. This process is not only intellectually demanding but emotionally draining.

The impact is not confined to the hearing room. Anticipation of proceedings, statement preparation, and long periods of uncertainty while matters progress through the courts can produce sustained stress. Members report sleep disruption, anxiety, and a constant feeling of being “on edge.”

These are not signs of weakness but predictable human responses to a process that is inherently stressful. Acknowledging this is the first step toward protecting ourselves and each other.

Litigation as Health Hazard

Under contemporary Work Health

and Safety (WHS) law, psychosocial hazards are firmly recognised. The Work Health and Safety Act 2011 (NSW) and the associated Regulation 2025 require employers to manage risks not only to physical health but also to psychological wellbeing.

Litigation, particularly when arising from professional duties, fits squarely within this framework. It can generate risks of anxiety, depression, and post-



PANSW'S HEAD OF LEGAL, BEN LEE, AT WEEKLY CASE REVIEW 21/6/25

traumatic stress—especially when proceedings involve traumatic events such as fatalities or allegations of misconduct.

The Safe Work Australia Model Code of Practice: Managing Psychosocial Hazards at Work identifies “low role clarity,” “poor organisational justice,” and “exposure to traumatic events” as hazards. Each may be present in litigation. Officers may be unsure of process, feel judged unfairly, and must revisit traumatic operational events under scrutiny.

From a legal and WHS perspective, it is essential that litigation stress is recognised, acknowledged, and mitigated.

Supporting Members

Representation is not only about advocacy in the courtroom but about safeguarding the person in the witness

box. PANSW's in-house legal team and external counsel provide expert advice and advocacy, but equally, we remain alert to the welfare of members undergoing the litigation process.

But we cannot do it alone. Litigation stress must be addressed collectively. Supervisors, colleagues, and family members all have a role to play in checking in, listening without judgment, and encouraging officers to seek professional assistance.

The Power of Asking

R U OK? Day reminds us of the simplest, yet most powerful, intervention: asking the question. Checking in with a colleague preparing for a hearing, or who has just finished giving evidence, can make a profound difference. It is not about offering legal advice or clinical support—it is about human connection.

As police officers, you are trained to look out for threats and risks. Let us apply the same vigilance to the wellbeing of colleagues, particularly when they face the extraordinary pressures of litigation.

Practical Strategies for Members

- Acknowledge the stress – Recognise litigation is inherently stressful. Naming it is the first step.
- Seek support early – Contact PANSW, Police Chaplains, Psychology, Peer Support Officers, EAP, or your GP.
- Stay connected – Talk to trusted colleagues, friends, or family. Isolation intensifies stress.
- Practice self-care – Prioritise sleep, exercise, and balanced nutrition during proceedings.

Conclusion

Litigation is a necessary part of protecting rights, upholding accountability, and ensuring justice; however, it comes at a cost. The mental stress and emotional toll on police officers is real and must never be ignored. Your welfare is paramount. Litigation will demand courage and composure, but it should never be endured in silence.



Sally Minahan PANSW Industrial Officer

Central Metropolitan Region Forum

Information-rich day for local PANSW branch representatives

■ The Central Metropolitan Region Forum was held on 26 August 2025 at the St George Motorboat Club, Sans Souci, bringing together Branch Officials, Executive members, and Association staff to discuss the latest updates and key industrial issues affecting members within the Central Metropolitan Region.

The day began with a warm welcome from PANSW President Kevin Morton and opening addresses from Executive Members Oliver Behrens (CMR 1) and Graham Condon (CMR 2).

Attendees were briefed by Assistant Secretary Paul Hannen and Lead Organiser Jon Goddard on a range of operational issues critical to frontline policing. Topics included: Uniform and armour review, Vehicle updates, Body Worn Video SOPs review, Prisoner transport and the ongoing rollout of Blue Tape. There was considerable discussion from CMR regarding the recent inclusion in the new centralised Bail Division and the issues related to prisoner management and the role of CSNSW at Surry Hills.

Member Support Officer Ian Johnstone provided an update on the work being done to support officers in times of need and related services such as Greyhounds as Pets and PANSW Welfare Assistance

Scheme, which can provide financial assistance in times of hardship.

Assistant Secretary Kirsty Membreno, along with Industrial Officer Casey Palma and me, presented comprehensive updates on industrial disputes and issues affecting members. Key topics included the Probationary Constable Increment dispute before the Industrial Court and the upcoming back pay for those officers whose confirmation was delayed and now need the increments that follow to be amended, pay scale transition under the Award, including a recent Award variation to amend the wording from Year to Level when referring to the ranks on the pay scale. There was also discussion regarding the Superannuation remediation, where members are about to receive an additional amount of superannuation in their accounts. The roll-out of FTAO, relief pool, overtime, and updates on the Award variation to include the paid parental leave model clause, consistent with the NSW Government public sector, were also discussed.

The Forum attendees were reminded that officers who are required to perform a 12-hour shift who would ordinarily work under a 9.5-hour flexible roster should have the remaining shifts in the roster at 9.5 hours to ensure they can

continue to fulfill their normal duties and workload that is impacted when being required to work in other duties. Alteration of the remaining shifts can only occur in consultation and by agreement with the affected officer; this means rosters cannot simply shorten remaining shifts to balance the roster to 228 hours, unless the officer agrees. In cases where officers then exceed the 228 hours in the roster, overtime will become payable.

Assistant Commissioner McKenna delivered the CMR Region Commander Address and provided insights into current CMR policing priorities and responding to questions raised by each CMR Branch.

The day concluded with Organiser Rod Sheraton providing an overview of FRPA negotiations and Critical Incident protocols, ensuring Branches were fully briefed on the Association's assistance in such matters. He made sure that the members in attendance understood that no matter what time, day or night, the Field Organiser is there to assist them in their time of need.

If you work in the Central Metropolitan region and are interested in becoming involved in your local PANSW Branch, please contact info@pansw.org.au

Leo Solomon + Aileen Fleming PANSW Industrial Officers

Stronger Rights Safer Workplaces

Greater rights have been won for working Police Officers

■ For many years, the Police Association of NSW (PANSW) has been advocating for changes within the Industrial Relations Act 1996 (NSW) (the Act).

PANSW has been working with Unions NSW, and others to give greater rights and protections to working police officers in NSW. The resulting amendments to Industrial Relations Legislation* will soon come into effect.

This is a win for PANSW members, granting new rights, including a new anti-bullying jurisdiction for the Industrial Relations Commission (IRC), and allowing injured members to resolve return-to-work disputes at the IRC.

PANSW staff attended a briefing day with the Minister for Industrial Relations, the Hon. Sophie Kotsis, and IRC President, The Hon. Justice Taylor, to learn practical applications of these changes, and better equip PANSW to assist members in utilising provisions as they come into effect.

Below is a summary of the changes.

Objects

The Act now includes new objectives, giving clearer guidance on what the purpose of the legislation should be. The objects now include the prevention and elimination of bullying, as well as the elimination of gender-based undervaluation of work. Section 3 of the Act now states:

- “(f) to prevent and eliminate discrimination, bullying and sexual harassment in the workplace,
- (f1) to achieve gender equality in the workplace, and in particular—
- (i) to ensure equal remuneration for men and women doing work of equal or comparable value, and
- (ii) to eliminate gender-based undervaluation of work”

Power to Resolve Disputes

Sections 134 and 136 of the Act have been omitted, giving clearer powers

regarding resolving disputes. There is now a clear mandate for the Commission to be able to provide a recommendation or directions during a conciliation and can provide a binding determination and/or Order as the result of arbitration. This amendment removes the ambiguity surrounding the powers and jurisdiction of the IRC, providing the IRC with clear powers to resolve disputes.

RTW Disputes

The definition of an ‘industrial matter’ has been amended to include return to work matters, previously the exclusive domain of the Personal Injury Commission. Section 6 now includes:

“(e1) the return to work for employees who have received a workplace injury”

This addition to the Section now allows PANSW members to take return to work disputes to the IRC. This could include disputes regarding meaningful suitable duties, or workplace modifications. The PANSW fields and assists hundreds of members with return to work matters each year. With this right added, members are more protected than ever if they get injured at work.

Bullying Jurisdiction

This is a significant addition to the state Jurisdiction. Previously, only National System Employees, covered by the Fair Work Act 2009 (Cth), could apply to an independent body for a stop bullying order. The Insertion of Chapter 3A into the Act creates a new Bullying and Sexual Harassment Jurisdiction for NSW public sector workers. PANSW members can now apply for ‘stop bullying’ orders and potentially be awarded damages of up to \$100,000. Orders are not limited to, but can include:

- “(a) the payment of damages to the employee as compensation for loss or damage suffered from the bullying,
- (b) a prohibition on continuing or repeating the bullying,

(c) the performance of reasonable actions or a course of conduct to be carried out to redress loss or damage suffered by the employee,

(d) the publication of an apology or retraction,

(e) the development and implementation of a program or policy aimed at eliminating bullying.”

S144c of the Act defines that an employee is bullied at work if, “while the employee is at work— an individual, or group of individuals, repeatedly behaves unreasonably towards— the employee, and the behavior creates a risk to health and safety.”

This mirrors the Federal system’s approach. It is important to note that this definition does not apply to reasonable management action carried out in a reasonable way.

The ability to undertake such an application relies on the affected person still being employed.

Furthermore, orders can be made against an individual, a group, or an employer, which allows for a degree of flexibility when searching for suitable relief.

Sexual Harassment Jurisdiction

As per above, the Commission can also now give orders to stop sexual harassment and award damages of up to \$100 000. Like the anti-bullying orders, breaching an order can result in a penalty amount of up to \$18,870 for an individual or \$93,900 for corporations.

The definition of sexual harassment is the same as under section 22 of the Anti-Discrimination Act 1977 (NSW), which provides:

“A person sexually harasses another person if—

- (a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the other person, or



THE POLICE ASSOCIATION OF NSW (PANSW) HAS BEEN WORKING WITH THE PEAK BODY, UNIONS NSW, AND OTHER UNIONS TO GIVE GREATER RIGHTS AND PROTECTIONS TO WORKING POLICE OFFICERS IN NSW.

(b) the person engages in other unwelcome conduct of a sexual nature in relation to the other person, and the conduct, advance or request occurs in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated.

The application must be brought to the IRC within 24 months. Proceedings cannot be brought before the Commission if there is an application on foot under any other anti-discrimination law.

Freedom From Victimisation (reverse onus)

Recent decisions in both the Commonwealth and NSW jurisdiction have brought into question the 'reverse onus' of proof with respect to victimisation claims. Amendments to s213 of the Act make steps towards making it easier for applicants to seek relief from Victimisation.

Enhanced Freedom of Association Rights

Section 209 of the Act has been

amended to include an expanded right to freedom of association. The section now includes:

"A member of an industrial organisation is entitled to do the following activities

(industrial organising activities)—

- (a) organise or promote a lawful activity for or on behalf of the industrial organisation,
- (b) encourage or participate in a lawful activity organised or promoted by the industrial organisation,
- (c) participate in industrial action organised or promoted by the industrial organisation,
- (d) comply with a lawful request made by or requirement of the industrial organisation,
- (e) represent or advance the view, claims or interest of the industrial organisation,
- (f) pay a fee or charge to an industrial organisation,
- (g) seek to be represented by an industrial organisation."

Furthermore, previous changes to the Act have been tightened to ensure

PANSW members are industrially protected to the same level as the rest of the public sector.

Section 405 previously nullified any award or order from the IRC, if it conflicted with the Police Act 1990 (NSW) "in relation to the discipline, promotion or transfer of a police officer" or hurt on duty.

Section 405 has now been amended to include that it does not apply/ affect the decision of the Commission under unfair dismissal proceedings, freedom of association or freedom from victimisation rights as referred to above under the new 'industrial organising activity' definition.

Small Claims Jurisdiction

PANSW members can now pursue larger underpayment claims under the Act. The small claims Jurisdiction has now increased its maximum payment from \$20 000 to \$100 000.

WHS Disputes

The Bill provides for a new Division 7A of the Act - authorising a union, a health and safety representative, a worker affected by a WHS matter or an employer to dispute a work health and



safety matter in the IRC. Upon receiving the notice, the Industrial Registrar must immediately publish the notice on the NSW Industrial Relations website. The Industrial Relations Commission may deal with the dispute in any manner it deems fit, including through mediation, conciliation, or arbitration. The IRC can also decide not to deal with a dispute if it "considers the WHS matter the subject of the dispute is frivolous, vexatious, misconceived or lacking in substance."

WHS Right of Entry

Under reforms to Section 118 of the WHS Act, WHS permit holders have greater rights to exercise while in the workplace, including taking photos/videos and measurements that are directly related to the contravention. Staff at your Association have the right to undertake these new processes.

WHS Prosecutions

Previously, the WHS safety system was very heavily geared towards Safework Inspectors to investigate and prosecute any breaches of safety in workplaces. Prosecutions were rare, and as such, unsafe workplaces weren't being addressed. With the amendment to

Section 230 of the WHS Act, registered organisations including the PANSW can bring proceedings to the IRC for a work health safety offence. This is a substantial change and a great win for workers in NSW, who can now bring their own prosecution through their registered organisation to seek a remedy for an unsafe workplace. Fines or other penalties can be brought against an employer, which may also be paid to the Union.

It will now be mandatory to comply with a code of practice, where workplaces must provide health and safety equal to or better than the standard in the code of practice. These codes will be enforced by SafeWork.

Final thoughts

The passage of the Industrial Relations and Other Legislation Amendment (Workplace Protections) Bill 2025 marks a landmark victory for the PANSW and a significant advancement in workplace protections across the state. The Bill introduces reforms to both the Industrial Relations Act 1996 (NSW) and the Work Health and Safety Act 2011 (NSW), establishing mechanisms to combat bullying and sexual harassment,

and empowering unions with greater investigative and prosecutorial authority.

For PANSW members, this success reflects years of advocacy for safer and fairer working conditions for police officers. The creation of a dedicated jurisdiction within the Industrial Relations Commission for bullying and harassment claims, alongside enforceable codes of practice and expanded union rights, ensures workers now have clearer pathways to justice and stronger protections in the workplace. This win not only strengthens rights of NSW workers but also reinforces the critical role of unions in shaping progressive industrial relations policy.

** On 3 July, the Industrial Relations and Other Legislation Amendment (Workplace Protections) Bill 2025 received royal assent, significantly amending the Industrial Relations Act 1996 (NSW) and the Work Health and Safety Act 2011 (NSW) (WHS Act). The amendments will come into effect by proclamation on a later date, which is yet to be determined.*

National Police Remembrance Day

NSWPF Officers, related services, international and national guests, meet to honour the fallen / Domain, Sydney, 29/9/25.





On the case for an award-winning home loan rate?

Our award winning Home Loan supports First Home Buyers with a very competitive rate and more.

- Get into your first home with as little as 2% deposit*
- No monthly account keeping fee
- No annual fee

Find out more.



131 728
policebank.com.au



* Terms, conditions, fees, charges, eligibility and lending criteria apply. This offer is only available to applicants that qualify for the Housing Australia Scheme, in addition to Police Bank eligibility criteria. For more information visit: policebank.com.au/loans/home-loans. Police Bank Ltd. ABN 95 087 650 799. AFSL/ACL No. 240018.

Kirsty Membreno PANSW Assistant Secretary Industrial

Changes to your Crown Employees (Police Officers 2024) Award

Become acquainted with recent changes to your entitlements

■ Hunter Valley PD – not desirable

The Industrial team and NSWPF have this month varied the Crown Employees (Police Officers 2024) Award as a result of an outcome following an industrial dispute lodged by PANSW regarding transfer costs for officers transferring to the Hunter Valley PD. The matter was the subject of conciliation before the Industrial Relations Commission of NSW, where it was agreed that all locations within Hunter Valley PD, including Cessnock, Kurri Kurri and Wollombi, are no longer classed as 'desirable', and as a result full transfer costs are to be awarded to officers transferring to those locations when deemed to be a "transferred officer". An article providing a full overview of this dispute was published in the July/August 2025 Police News Edition.

Meal & Travel Rates

The variation also included updated Meal and Travel rates as updated each July by the ATO.

Parental Leave

We are pleased to confirm that this variation has now included all of the new Parental leave provisions that have been in place via a Premiers Memorandum since 2021 and 2022. A summary of the suite of parental leave provisions included under clauses 22 to 28 of the Award is opposite.

Importantly the 16 weeks of parental leave (inclusive of the bonus 2 weeks) can be taken by both parent's flexibility. It can also be taken at the same time, unless both officers are from the same workplace & operational requirements prevent it, in those cases the officers can still take up to 4 weeks concurrently.

Pay Scale wording

During the transition to the new pay scales, members provided the PANSW with feedback regarding the wording of the new pay scales, e.g., 'Sergeant 1st Year' implied it was the officer's first year as a Sergeant, which is no longer the case with the compressed pay scales and officers having to transition over to the new pay scale from the old scale. It has been recognised that this language was no longer reflective of an officers years of service, and rather provides levels as being more appropriate under a compressed pay scale. The Award variation has now amended the word 'Year' across all of the pay scales to 'Level', so a Sergeant will now be known as a 'Level 1', not a '1st Year'.

The Award provides the entitlements and conditions for police officers, and the Association ensures compliance. Any member who requires advice on entitlements should contact your local Branch Official or the PANSW office info@pansw.org.au

Summary of Parental Leave provisions

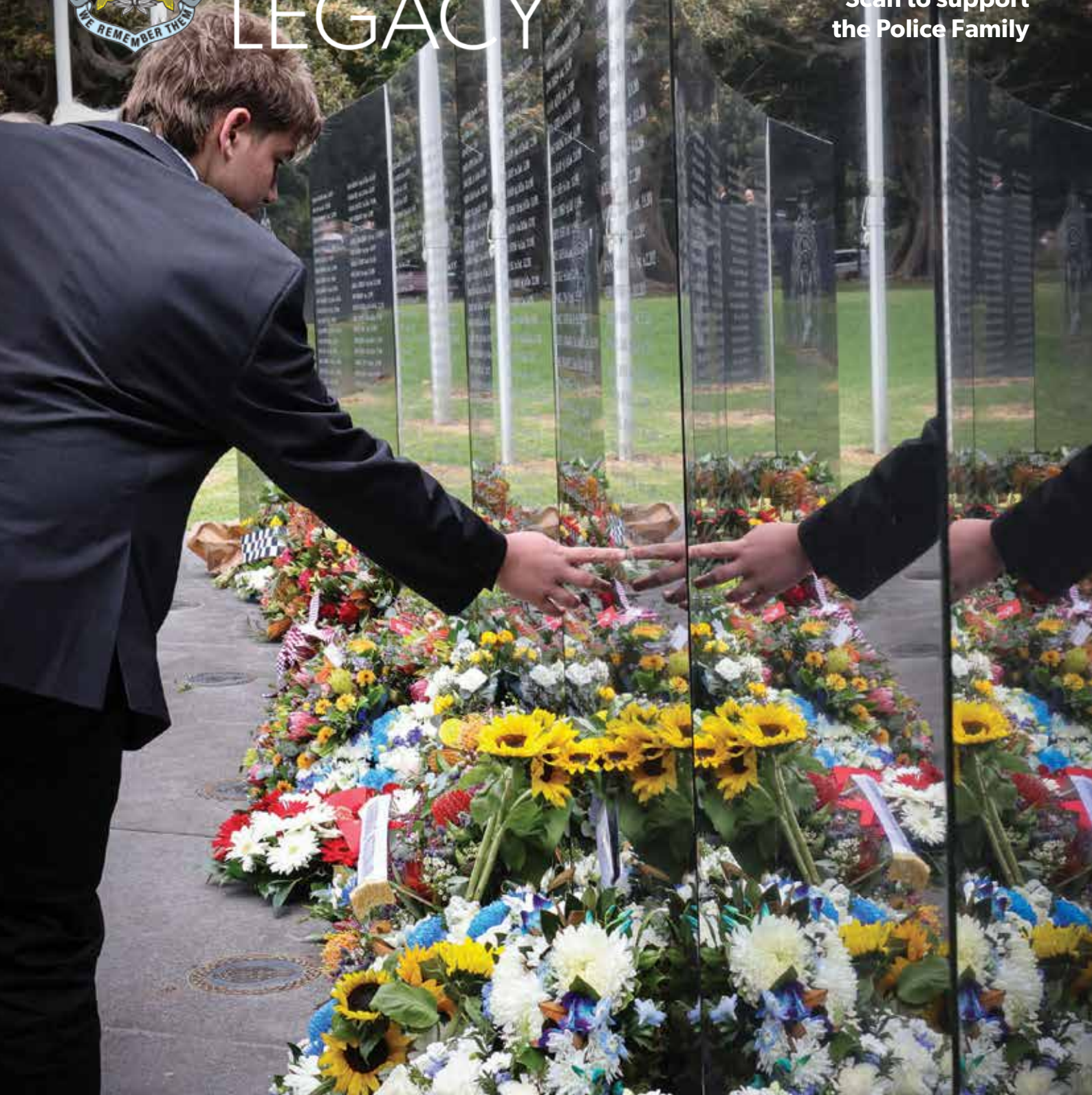
Leave category	Paid leave	Unpaid leave	Total leave
Parental Leave	14 weeks for a parent with caring responsibility associated with the birth, adoption, altruistic surrogacy or ongoing placement arrangement of a child	38 weeks	52 weeks
Bonus Paid Parental Leave	2 weeks for single parents or when both parents have taken any Paid Parental Leave offered by their employers		two weeks
Special Pre-Term Birth Leave	From birth to the end of 36 weeks' gestation for the parent with the caring responsibility of a child born before 37 weeks, then revert to full-term parental leave provisions		From birth to the end of 36 weeks
Leave for a Stillbirth (the birth of a baby without signs of life, at 20 or more completed weeks or where a child dies shortly after birth)	14 weeks for the officer who gave birth 2 weeks for an officer whose partner gave birth		14 weeks for the officer who gave birth. Two weeks for an officer whose partner gave birth
Requests to extend leave or return part time		52 weeks	52 weeks
Leave for miscarriage	1 week when an officer or their partner miscarries		one week
Leave for fertility treatment	Up to 1 week each calendar year to undergo fertility treatment		Up to one week each year

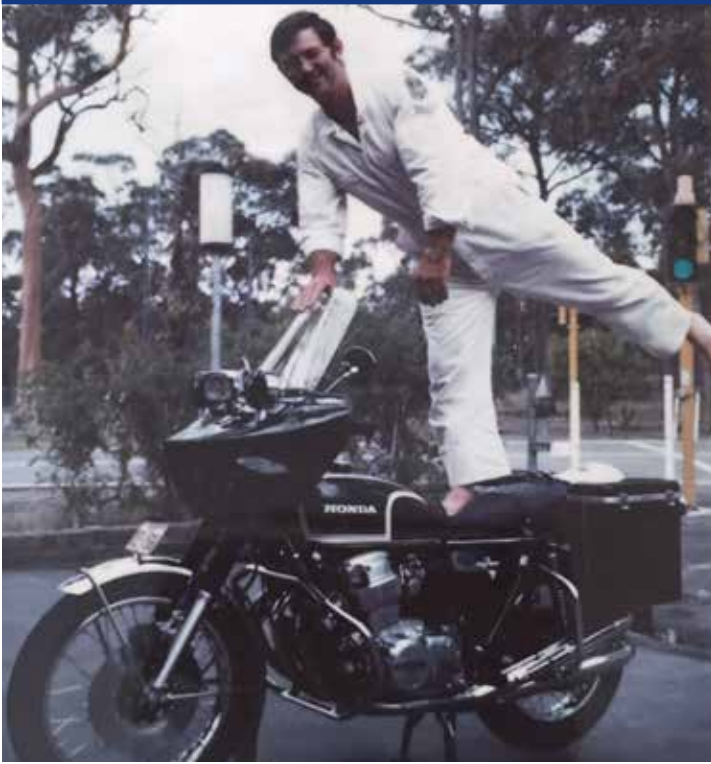


NSW POLICE LEGACY



Scan to support
the Police Family





(L) JOHN FOSTER REGULARLY PERFORMED IN THE POLICE SPECTACULAR (R) MONICA AND JOHN IN A FAMILY PHOTO

Tim Sinclair NSWPL Marketing & Communications Manager

NSW Police Legatee **Monica Foster**

Police Legacy became a meaningful community for Monica after John's death

■ "We should have realised how tall trees grow, because I've got a couple of beauties growing out there!" Monica Foster is talking about the trees that she planted with her husband First Class Sergeant John Foster on their acreage just out of Port Macquarie when the couple moved there in the early 90s, but it's hard not to think about the metaphor. With three out of four of her grandchildren now serving in the NSW Police Force, the family has deep roots in policing, and she clearly feels sheltered by the spreading branches.

The couple met in 1956, when John was working as a plumber on her parents' house. Monica was just 18, and has a vivid memory of climbing up a ladder to talk to him – probably not realising that this would be the start of a 57-year-long conversation. Four years later the couple were married.

They went on to have two children, and Monica remains very aware of the security and stability that John's career offered the young family, even as he moved around to different positions within the Police Force. His career

included 16 years in the Highway Patrol, a position she is thrilled that her grandson now holds. Indeed, a few years ago he came asking if she still had his old HWP cap, which he now wears (with official permission) on special occasions.

The family bond runs deep. Monica was a little alarmed to hear that one of her granddaughters got tattooed while on her first trip overseas, but very touched when she learned about the designs. On one wrist, John's Registered Number; on the other wrist, her other grandfather's Vietnam War Service Number. "They miss their grandad a lot. They do."

After John retired, the couple moved up to their current home near Port Macquarie, where the ever-industrious ex-officer worked for several years driving a bus for a local nursing home, and continued to tinker with various mechanical projects. Monica recalls the time he came home with an ice cream truck, "covered in fairy floss signs and ice cream signs!" The two had words about that decision, but he made it up to her by converting it (and removing the offending signage), after which the two

of them set off to travel around Australia.

Sadly, after a lifetime of adventures together, John fell ill with cancer. After several years of ill health, he had a bad fall in which his spinal cord was severed. Just two days after being rushed to hospital, Monica had to make the decision to turn off his life support. She remains philosophical. "That's what we have to accept in life... I've been blessed."

After John's death, Monica became involved with NSW Police Legacy. Along with another Legatee in the area, she helps to organise regular social connection events. There are the "official" Police Legacy lunches held every quarter, but the group also meets up once a month for social connection, reminiscing, and a lively trade in homemade pickles and jam. At 86 years old, she still feels very much a part of the Police Family.

"You know I still get phone calls from a couple of men who joined with John in 1963. They're all in their late 80s now, and one guy comes from Lithgow, and he always says G'day mate, how you going? It's wonderful."

Help close the case on your debt faster

Enjoy the freedom to handle today's challenges or invest in tomorrow's dreams.

- One Repayment
- One Interest Rate
- No monthly fees
- And likely save money

What's stopping you?

Find out more.



131 728
policebank.com.au



Police
Bank 

Greg McKenna, CEO of Police Bank

What's a good credit score, and how do you get one?

Money Matters brought to you by Police Bank

■ When it comes to money matters, your credit score is one of those behind-the-scenes numbers that can make a difference. At Police Bank, one of the first things we look at is whether you're a member of the NSW Police Force. But if you're applying for a home loan, a credit card, or even a mobile phone plan, your credit score can also affect your options – and your costs.

So, what is a credit score, why does it matter, and what can you do to improve it? Let's take a closer look.

What is a credit score?

Your credit score is a number that reflects how reliably you've managed money in the past – especially when it comes to borrowing. It's based on your credit history, which includes things like:

- Credit cards and loans you've held
- Repayment history (on time or missed payments)
- Credit applications you've made
- Any defaults or serious credit infringements

In Australia, credit scores typically range from 0 to 1,200, depending on the credit reporting agency. The higher your score, the better your credit health.

- Here's a general breakdown:
- Excellent: 800-1,200
 - Very Good: 700-799
 - Good: 625-699
 - Fair: 550-624
 - Low: Below 550

Why it matters

Lenders like Police Bank use your credit score to help assess your ability to manage repayments. Again, we look at whether you are part of the broader police family first and foremost. That said, a strong score can improve your chances of getting approved for a loan or credit card – and may even help you qualify for better interest rates.

On the other hand, a lower score might mean fewer options, higher

interest rates, or needing to meet stricter lending criteria. That's why it's worth understanding how your score works and trying to keep it in good shape.

Impact on your borrowing power

If you're applying for a credit product, such as a home or personal loan, your credit score is just one part of the picture. Lenders will also look at your income, employment history, expenses, and any existing debts. But your credit score gives them an idea of your overall financial reliability.

A strong credit score might tip the balance in your favour when you're on the edge of approval – or help you lock in a more competitive deal. For big financial goals like buying a house, that can add up to significant savings over time.

How to improve your credit score

The good news? You can take steps to help boost your credit score over time. Here are some simple tips:

Pay on time: Consistently making repayments on time is one of the best ways to maintain a strong score.

Lower your credit limits: High credit limits on credit cards as an example, – even if unused – can affect your borrowing capacity.

Minimise applications: Multiple credit applications in a short time can work against you.

Check your credit report: It's free and worth doing regularly to ensure all the information is correct. You can do this at www.equifax.com.au

Pay off defaults or debts: If you've fallen behind in the past, getting up to date helps show lenders you're back on track.

Credit cards: helpful tool or credit trap?

When used responsibly, a credit card can actually help build your credit score. That's because it shows lenders you can manage borrowing and repayments. The key is to:

- Pay your balance in full and on time each month

- Avoid carrying a large balance or only paying the minimum

- Use your card within your budget

At Police Bank, we offer credit card options designed to help members spend smartly. If you're not sure whether a credit card is right for you, chat with us – we're here to help you find the best fit for your financial goals.

Stay credit smart

Your credit score doesn't need to be a mystery. With a few smart habits and regular check-ins, you can keep your score healthy – and make borrowing easier when the time comes.

And if you're planning a big financial move, like applying for a loan or buying a home, knowing your score puts you in a stronger position.

For more tips on managing your finances, visit www.policebank.com.au or follow us on social media. We're here to help.

© 2025 Police Bank Ltd. ABN 95 087 650 799. AFSL/Australian Credit Licence No. 240018.

This article is intended to provide general information of an educational nature only. This information has been prepared without taking into account your personal objectives or financial situation.

Peter Richardson PANSW Industrial Officer

Win for probationers moving to remote locations

■ Following the lodgement of an industrial dispute, the Association has recently secured an important entitlement for our newest members, thanks to the assistance of the Industrial Relations Commission of NSW. From now on, any newly attested probationers sent to a Special Remote Location, such as Bourke, Walgett, or Wilcannia, will have an entitlement to a NSWPF removalist to assist them in making the move into a police residence, a benefit previously denied to them by NSWPF. This is important in helping these officers settle into these locations, given that not only are they very remote in terms of distance, but by definition, they have very few local services available to assist them.

The dispute arose from PANSW Branches at Walgett and Bourke passing motions calling for removalist costs to be provided to probationers, due to difficulties experienced by former probationers in transporting their furniture and possessions and settling into those locations. With the Branches' assistance, the PANSW Industrial Team was able to advance a claim on behalf of an officer that was about to attest from the Academy and was assigned to Bourke and moving into a police residence.

With only a few weeks before the member was due to attest, the PANSW Industrial Team contacted the NSWPF Transfers Unit to request that a removalist be provided. After this was declined, we escalated the industrial dispute through the Dispute Avoidance Procedures under the Crown Employees (Police Officers 2024) Award to NSWPF. After our request was again declined, we lodged a dispute at the Industrial Relations Commission, noting the timing of the need for removals.

The IRC Commissioner was quick to

assist the parties in getting to the core of the issues, and the matter was listed for arbitration two days later.

Prompted by the IRC Commissioner's directions, the NSWPF and Association continued to engage in negotiations to resolve the dispute. One day before the matter was listed for arbitration, an



agreement was reached between the parties not just to urgently arrange a removalist for this member, but to provide a removalist for all future officers attesting from the Academy who are moving into an official police residence (usually restricted to Special Remote Locations).

The basis for the dispute and the entitlement strictly arises because probationers attached to Special Remote Locations, like all other officers transferring there, are provided with what is known as an "official police residence" i.e. an unfurnished house, subject to a 3% salary deduction. We identified that there is a specific sub-clause of the Award, in the section covering cost entitlements for officers, that relates to officers moving into an official police

residence as per – sub-clause 78.1.6 of the Crown Employees (Police Officers – 2024) Award:

78.1.6 Where an officer moves from or into NSW Police Force official police residences, including moves within the same town, they will be eligible for payment of removal costs under Clause 85 only, unless entitled to costs under another clause of the Award.

This is why this dispute only relates to members assigned to Special Remote Locations like Bourke, Walgett and Wilcannia, as these are generally the only locations where newly attested officers are likely to be provided with such a house (in addition to the other Special Remote Location benefits of the payment of allowances and a preferential transfer on completion of tenure – all based on the challenges faced in recruiting and retaining officers at these difficult locations). As such, this dispute only focused on the correct interpretation of Award Clause 78.1.6.

There are many policing challenges at locations other than Special Remote Locations. The

PANSW Industrial Team is continuing to work with NSWPF People and Capability on a range of issues, including improved incentives to help attract and retain more experienced officers to places such as Moree, based on motions passed by that Branch.

Recently, there have been several Sergeant positions advertised in Western Region locations which was initially an additional \$10k incentive attached which was then increased to \$20k in addition to other remote and special remote incentives to attract senior officers to these hard-to-fill Commands..

The PANSW Industrial Team is always keen to hear from Branches and members about issues and entitlements that we can assist with.



(left to right) SENIOR CONSTABLE HAYLEY SCHUBERT, PANSW ORGANISER SERGEANT JEFF LUDKIN, SENIOR CONSTABLES: LINDSAY SCULLEY, BRAD MITCHELL & ASARRI MCPHEE

Pat Gooley PANSW Secretary

Taking the Plunge

■ The Special Olympics is a movement dedicated to promoting inclusion and better health for people with intellectual disabilities and autism through sporting activities. You may be familiar with the large international Summer and Winter Games, but the movement is actually a network of clubs worldwide that run regular events in support of its aim.

The clubs are supported around the world by the Law Enforcement Torch Run for the Special Olympics (LETR). LETR NSW is an independent charity that is part of the Australian and International network supporting clubs. LETR NSW supports 16 clubs across the state by raising funds and awareness of their club events, competitions, health programs and leadership development.

They are run by a dedicated volunteer committee including current and former members of the NSW Police Force. Through these networks, LETR NSW encourages metro and country PACS, Districts and Specialist Units to get involved in local events – often attending the opening of the day or presenting awards at the close of play. Those who have been involved speak so warmly of

the reception police officers receive from the community.

A key to raising awareness and funds around the world is cops taking the Polar Plunge – jumping into winter waters for sponsorship. There are worse places to do it in winter than NSW, but the exhilaration, dedication and shock are certainly to be admired. The event has been growing year on year, and in July and August 2025, hundreds of Police took the plunge, bringing the total raised to almost \$500,000.

Events were held across the country. In NSW at Cronulla, Batemans Bay, Armidale, Wollongong and Dee Why. The biggest event was held in Goulburn, where dozens of recruits joined instructors and local police to take the plunge. Due to near cyclonic conditions, the Newcastle Plunge was delayed until 24 August as even the best surfer couldn't ride the waves in the ocean pool. Over 50 plungers took part, including PANSW Organiser Sergeant Jeff Ludkin pictured with fellow plungers, including committee member Senior Constable Hayley Schubert from Youth Command in Cessnock, Brad Mitchell-

General Manager Operations Special Olympics Australia, Senior Constable Lindsay Sculley- Senior Constable, Youth Command Newcastle and aspiring politician Asarri McPhee (aka the bravest man in Newcastle sporting a fluorescent mankini).

"It was such a fun experience. It was wonderful meeting some of the Special Olympics athletes and LETR volunteers. Congratulations to all the brave ones who took the plunge." Jeff said.

If you want to know more about the Law Enforcement Torch Relay for the Special Olympics in NSW, visit their website <https://nsw.torchrun.org.au/>. You can always reach out to committee members listed on the website. If there is a club in or near your Command or District, consider how your role as a Police Officer can add to club events and have a real positive impact on the inclusion and health of people living with intellectual disabilities and autism.

The PANSW is proud to support LETR NSW as an organisation that celebrates and promotes the great work our members do in the community, well above and beyond traditional law enforcement.



Elyssa King PANSW Media & Communications

200 Years NSWPF Mounted Unit

On 12 September 2025, the NSW Mounted Police Unit celebrated 200 years of dedicated service, making it the oldest continuous mounted police unit in the world.

The significant milestone was marked with a public street parade along Macquarie Street to the Sydney Opera House. The parade included serving officers and troop horses, a contingent of retired officers, VIP cyclists, and a band and banner party began at Hyde Park Barracks and concluded at the Opera House. The event paid homage to the officers and troop horses who have served diligently and bravely for two centuries, thanking past and present members for their service and dedication.

The NSW Mounted Police Unit pre-dates the London Metropolitan Mounted Police (1828) and the Royal Canadian Mounted Police (1863).

Formed in September 1825, by Governor Sir Thomas Brisbane, the Mounted Police was established in the colony of NSW to address rising crime trends. The unit initially consisted of two officers, two sergeants, and 20 privates.

At the time, the Mounted Police played a crucial role in reducing crime, apprehending runaway convicts, and overcoming difficult terrain to combat bushrangers.

The Unit reached its peak strength in the early 1900s with more than 800 officers and 900 horses and relocated in 1907 to its permanent base in Bourke Street, Redfern where it remains today.

Technological advancements and the introduction of motor vehicles led to a reduction in the need for Mounted Police resources, but the unit adapted to continue serving NSW communities.

Today, the Mounted Unit plays an important role within the NSW Police Force. The officers and horses provide support and assistance to Police Area Commands and Police Districts in crime prevention through high-visibility patrols.

Officers have a high level of training, which makes them invaluable in public order and protest events. The Unit also assists with crowd management, traffic coordination and search and rescue operations.

The officers and horses are always a favourite with the public at community events and visit palliative care and children's hospitals.

Minister for Police and Counter-terrorism Yasmin Catley said for 200 years, Mounted Police officers and their troop horses have stood side by side, upholding a proud tradition of service and discipline.



(left) UP WILLIAM STREET, RIDING ONTO THE CROSS (top) NEW POLICE STABLES, REDFERN

"From bushranger patrols in the 1800s, to crowd management and search operations today, this bond has helped keep the people of NSW safe for two centuries," Minister Catley said.

"I want to acknowledge all former and current serving Mounted Police Unit officers, and their loyal Troop Horses, who have played an integral role in this state's proud policing history."

NSW Police Acting Commissioner Peter Thurtell reflected on the legacy of the Mounted Police Unit, praising the commitment of its officers—past and present—and the troop horses who have served with honour and distinction.

"There is a lot to admire about the Mounted Police Unit, but the most unique aspect is the demonstrated bond between the officer and the troop horse—a partnership built on trust, discipline, and mutual respect," Acting Commissioner Thurtell said.

"The Mounted Police Unit's reputation has earned international recognition, and its contributions have shaped the very

fabric of law enforcement in this country.

"Today, we celebrate a legacy of horsemanship and service to the community—a combination that has served our state for 200 years, which is an outstanding achievement."

The NSW Mounted Police Unit has a proud history of providing support to the Royal Family during visits to NSW, including Royal Escorts by her late

majesty, Queen Elizabeth II, and late Duke of Edinburgh, and more recently his majesty King Charles III and her majesty Queen Camilla in 2024.

One of the Unit's highlights was in 2012 when the Mounted Police Unit was invited to perform in the Queen's Diamond Jubilee Pageant at Windsor Castle, England, and the Royal Windsor Horse Show. The Mounted Police Unit officers have also performed the Musical Ride at the Royal Easter Show for more than a century. The performance involves a series of manoeuvres and horse

movements that replicate the operational environment in which troop horses and officers are required to work.

Today, the Mounted Police Unit has 35 officers and 31 troop horses, as well as 10 full-time grooms who help with the daily running and maintenance of the Redfern stables.

One of the Unit's legendary figures is Inspector Don Eyb APM OAM, who PANSW Media interviewed at the NSW Mounted Police Unit Open Day as part of the bicentennial celebrations. After joining the NSWPF in 1961, he was attached to the Unit for 44 years and served as a Commander of the Unit before his retirement. A horseman from a young age, he would go on to choreograph routines from the Sydney Royal Easter Show routines to the Sydney 2000 Olympics opening ceremony. He continues to volunteer and provide leadership to the next generation of riders.



Sonia Roberts PPN Writer

Country roads brought her home

A journey best measured by adventure and camaraderie

■ Walking into the Redfern Police Academy in 1981 was the start of a lifetime of adventures for self-proclaimed “country gal” Nita Morris. “It was a real eye opener for me,” she laughed.

She retired as a Senior Constable in January 2018 after 37 years of service – 35 of them in Highway Patrol.

“Across my working life I lost count of the times I was asked if I wanted to be a Sergeant. My response was always a polite ‘no thank you’. To my way of thinking, Senior Constable was the best rank. You were too big for the little jobs and too little for the big jobs.”

“I was so lucky, I did not regret a single day of my time as a police officer, and I was always proud to wear the uniform. For 37 years I had the adventure of a lifetime and a lifetime of adventures.”

“My path to Highway Patrol was a roundabout one in many ways. When I went from the Academy I ended up at Central (1 Division). It was a time when you could ask where you wanted to go, but it did not necessarily mean that you

got it. For a girl from rural NSW, it was the most educational, eye-opening place I had ever been to. Because there were not many policewomen, you got to meet many different people in society.”

“Walking around the inner-city streets, there were definitely times when this country girl got a little awestruck by her surroundings and I quickly learnt to stay quiet and just observe,” Nita said.

At the time Nita was completing her secondary training, she and a couple of other policewomen on the course were sounded out about whether they wanted to head to the South Coast to work in General Duties.

Nita went to Bega, and, at that time, she recalled being the only female officer south of Nowra. She recalled some of the immediate modifications to the station when she arrived. A lock was added to the door of the station’s only bathroom.

“I was shown an extraordinary amount of care by the more senior officers. Whenever I radioed in for a transport

check, there would always be a follow up question about whether I was okay and how was I doing. There was no nastiness behind this, just chivalry.

“If things were quiet and staffing permitted, we got to go out with Highway Patrol who usually worked one out. The freedom and independence of those times helped the seed to be sown with me. It was around a year later and a position came up in Highway Patrol for Bega and the guys encouraged me to put in. That would have been early 1983 when I joined Highway Patrol. I have just loved it ever since,” Nita said.

A desire to be closer to family prompted Nita to apply for positions in the state’s north. She initially put in for a job at Narrabri, but less than a month later, Nita received a phone call from the District Commander advising her that the Narrabri position was filled, but there was a vacancy at Moree.

Nita recalled her father’s concern when she told him of the impending transfer.

“But with my ‘why not’ attitude, I

(right) NINA MORRIS OFTEN WORKED ALONE, LEARNING TO TRUST GUT INSTINCT

(left) NINA'S FIRST POSTING WAS TO BEGA, AT THAT TIME SHE WAS THE ONLY FEMALE OFFICER SOUTH OF NOWRA



embraced the lifestyle and the area. Every place has its problems, and it was exciting times."

"I can remember the riot training and being issued with a personal baton and capsicum spray. Helmets and shields were issued to most vehicles.

"During this time, I formed lifelong friendships with many of the residents, and I cannot overstate what an amazing police family I became a part of.

"The fact that I was there for 20 years just proved what a great and varied experience I had in the region.

"I would have stayed longer, but family circumstances meant I transferred to the Central West.

"In those days, my biggest asset was the truck drivers. The truckies were good. I never had any sort of worry with them. If there was a crash on the side of the road, between the truckies on the CB and me – we got it sorted. Even though I could change a tyre, I never had to. They always pulled over to help. They had my back"

The strong bonds between Nita and the truck driving fraternity proved pivotal for her during a night shift when she was preparing to pull over a car for speeding. She was around 100 kilometres north of Moree.

"When you work by yourself, you rely on your gut instinct, and you are aware of your vulnerability. You are always on high alert, so you try not to put yourself in danger. Without communication or computers, we would often write the

motorist's number plate down on a piece of paper before we got out of our car, just in case."

"This night, a car came in at a high speed and there appeared to be only one occupant. However, as I pulled up behind him, I realised that there were a few more heads sitting up. Just before I got out of the highway patrol vehicle, I mentioned this to a couple of truck drivers that I had been talking to on the UHF."

"Then, as I was walking up to the car, one of the trucks pulled in behind us and he just sat there with his lights on. He never got out; he just sat there until I had finished handing out a couple of tickets

To my way of thinking, Senior Constable was the best rank. You were too big for the little jobs and too little for the big jobs

and the offender left. I gave the truck driver a thankful wave as he drove off. They were not like the cowboys who used to travel the Hume and Pacific highways. A lot of them were owner/drivers, just trying to make a living. They had my back all the time. I got a reputation for being fair."

"It was a different time. They had a job to do, and I had a job to do. I am sure nothing has changed when I say so much of what we did came back to the person we were dealing with, passing the attitude test," Nita said.

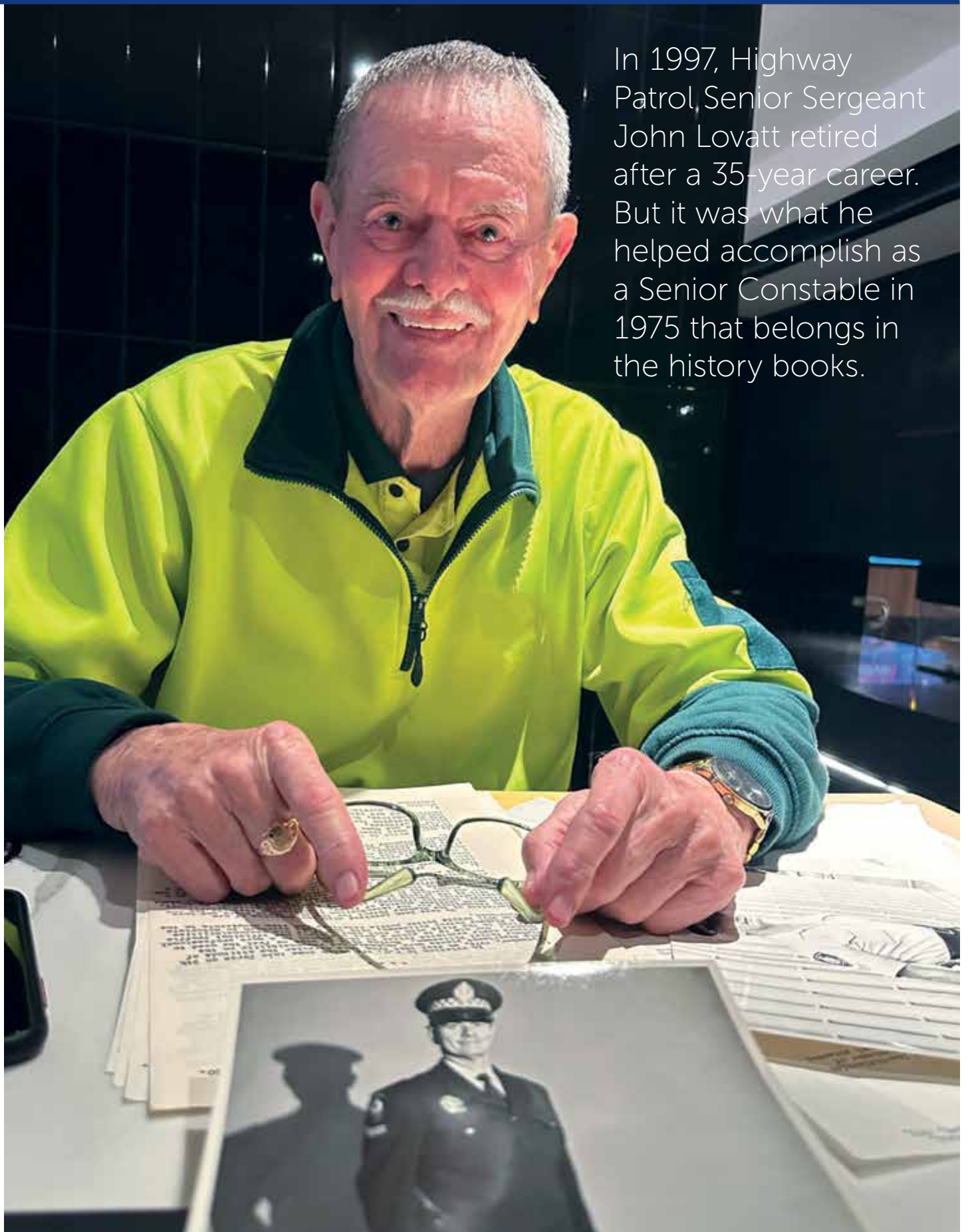
Time to travel

In retirement, Nita's focus is on travelling to see as much of Australia as possible, readily acknowledging that "there's not many roads we haven't done."

She still stays involved in road safety at a local level, occasionally addressing local service clubs to speak about her career and the work of Highway Patrol in maintaining law and order on NSW roads.

"I am more than happy to keep speaking with community groups because I absolutely loved what I did. To those just starting their policing careers, it is all about treating people how you would want to be treated yourself."

"I did not regret a single day of my time - what you give is what you get," Nita said.



In 1997, Highway Patrol Senior Sergeant John Lovatt retired after a 35-year career. But it was what he helped accomplish as a Senior Constable in 1975 that belongs in the history books.

Mick Timms PPN Writer

Historian Of Highway Patrol

■ In 1965, John Lovatt was attached to the Special Traffic Patrol (STP) at Sutherland, a large station with 15 motorcycles. Turning his mind to police training, he moved to North Sydney in 1972 to work on improving how things were done. "In those days, new STP members were sent out to the field after three days in the classroom which wasn't enough," John said.

During those years, John had a pen pal, Officer Randy Pappas from the California Highway Patrol (CHP), based in Los Angeles. In 1974, Officer Pappas arranged for John and Sgt Keith Burwood to travel to California and attend the CHP Academy in Sacramento, as well as meet police from the Los Angeles and San Francisco Police Departments.

Before they left, John was directed to see the Commissioner for the second time in his career. "Fred Hansen somehow found out about our trip – he signed a letter of introduction to present to US police agencies and told us if we find anything we could apply to NSW, ship it back."

"At the time, we were having problems with the stability of our motorcycles and were introducing Kawasaki 900's. CHP had just gone to the same bike, and they were fitting a Harley Davidson screen which made them stable. At police expense, we freighted a screen back, along with an electronic siren, and a light bar."

During this and subsequent trips, John brought back more items which would become standard NSWPF equipment, including a long baton, a basketweave belt, holster, handcuff pouch, and uniform which became today's leather jacket.

Then there was the NSWPF shoulder patch. "The concept for the patch came from the CHP and SFPD," John said. "I had several of the mock-ups of a shoulder patch and a car door badge made up, presented them to Commissioner Hansen and Police Minister John Waddy, and they were approved." It wasn't the only significant proposal John successfully put forward.

On 17 March 1975, Commissioner Hansen and Minister Waddy announced the introduction of the Highway Patrol

to replace the Special Traffic Patrol. "I was fortunate to have a Commissioner, an Assistant Commissioner, and a Police Minister who listened to what I was saying," John said. John's visit to the CHP Academy also led to enhanced highway patrol training. "I'd sit in the back of their training classes taking pages of notes," John said. "The CHP were so professional which is why I worked with Cliff Lonsdale to bring in a new curriculum, and the Bell motorcycle helmet."

From 1977, a new 10-day HWP course including an exam, delivered at North Sydney, was approved. "It went beyond the Traffic Act - we had prosecutors come and instruct on brief preparation and giving evidence," John said.

John spoke with leading detectives of the era, who knew that Highway Patrol members were interacting at the roadside with people ranging from low-level criminals to underworld figures to 'colourful' Sydney racing identities. "There was instruction from Detectives on how to handle those traffic stops and what to look for," John said.

"After their training, they would go out to the field for a month, working with an experienced officer, and if there were no problems, they'd be permanent. "We trained about 400 police over the seven years I was there. John Lovatt served two years in the Army Reserve, of the CMF as it was known at the time, where he learned to ride Harley Davidson motorcycles with a foot clutch. It was a skill he would use again when swapped his green uniform for a blue one.

On a Friday afternoon, not long after joining the New South Wales Police Force in 1963, Probationary Constable Lovatt, stationed at Darlinghurst, was directed to report to Commissioner Norman T Allan on Monday morning.

"I was thinking all weekend about what I could have done wrong," He said.

"Commissioner Allan gave me the keys to his brand-new Ford Fairlane and placed me at the disposal of the Metropolitan Superintendent, who was dealing with a sensitive family matter. "At that time, the metro super and the country super approved transfers and

could make or break careers. "I lived at Kogarah, not far from the metro super, and made sure he got where he needed to go. Not long after, I was transferred to Kogarah."

Whilst still a Probationary Constable, John became a police motorcyclist. "I was talked into it by Keith Burwood, who was at the Special Traffic Patrol, but Kogarah had bridge cyclists monitoring traffic on major routes south of the city," John said.

John would go on to serve as a Sergeant in metropolitan locations, mainly in southern Sydney. Although he was never stationed in the country, operations and deployments did take him into regional areas.

When Prime Minister Harold Holt died in December 1967, John was part of a contingent of 30 NSWPF motorcyclists deployed to Canberra for three days. "US President Lyndon Johnson flew in for the funeral and we were sent down to help ACT Police," John said.

In 1900, John was promoted to Senior Sergeant and placed in charge of Sutherland HWP. "Clive Small was the District Commander and he brought 48 Constables and six Sergeants under one roof to form what was the biggest HWP station in the state," John said.

At the age of 83, John lives with his wife, Patricia, and still works three days a week in the family business. "She was used to me working shifts and being away on operations so she's happy for me to keep busy," John said.

Today, John is considered the unofficial historian of the Highway Patrol. He showed PANSW Police News part of his extensive library of historical artefacts, much of which he has shared with Traffic and Highway Patrol Command as part of the 100th anniversary of road safety in NSWPF.

John was asked what he would say if given the chance to speak to new police recruits. "Be honest, be fair, and as I used to say to my trainees, treat people how you expect to be treated yourself, and you can't go wrong - it was the last thing I'd say to them after I marked their exam."

Pat Gooley PANSW Secretary / Gerard Hayes HSU Secretary

Mental Health & First Responders

Is there a better way?

PANSW's Pat Gooley & HSU's Gerard Hayes discuss developments



BELOW TRANSCRIPT IS PARAPHRASED FROM A RECORDED DISCUSSION AT PANSW OFFICES, 20/9/25

Pat Gooley (PG): Last week, along with the Nurses Union, HSU and PANSW met with the NSW Health Minister, Police Minister and the Mental Health Minister to talk about first response to mental health. This meeting demonstrated a real commitment to listening to what our respective unions have been saying, about how we respond to mental health; Paramedics, Police, and Hospitals.

I've never seen three ministers in a room like that before. So clearly this is on NSW Government's agenda, which is great news for the police, paramedics and health workers. We can start to deal with mental health and issues around it, and rethink some of our responses to it in a manner befitting 2025 and beyond.

Gerard Hayes (GH): It's been a long time coming. We've worked together as unions to get this on the agenda. Your safety summit earlier this year highlighted the dangers paramedics face. From our members perspective,

paramedics are going to far too many Mental Health jobs, working alone, often as a first responder.

PG: The ability to confidently risk-assess each job, with proper information will deliver real gains. On the table is a joint department line-of-sight on all these roles, asking what's appropriate.

The right response is key. The right response might not need to a police officer OR a paramedic. It might best be dealt with via a community response, or other measure.

GH: A good thing from last week's meeting was agreeing to share information, pool our data so decision-making is based on quality information, we get a solid handle on the real-world experiences of our respective members.

PG: This consultation process will take months. I don't want to promise our members there's going to be a result tomorrow. We'll be interacting with them asking what works and what doesn't.

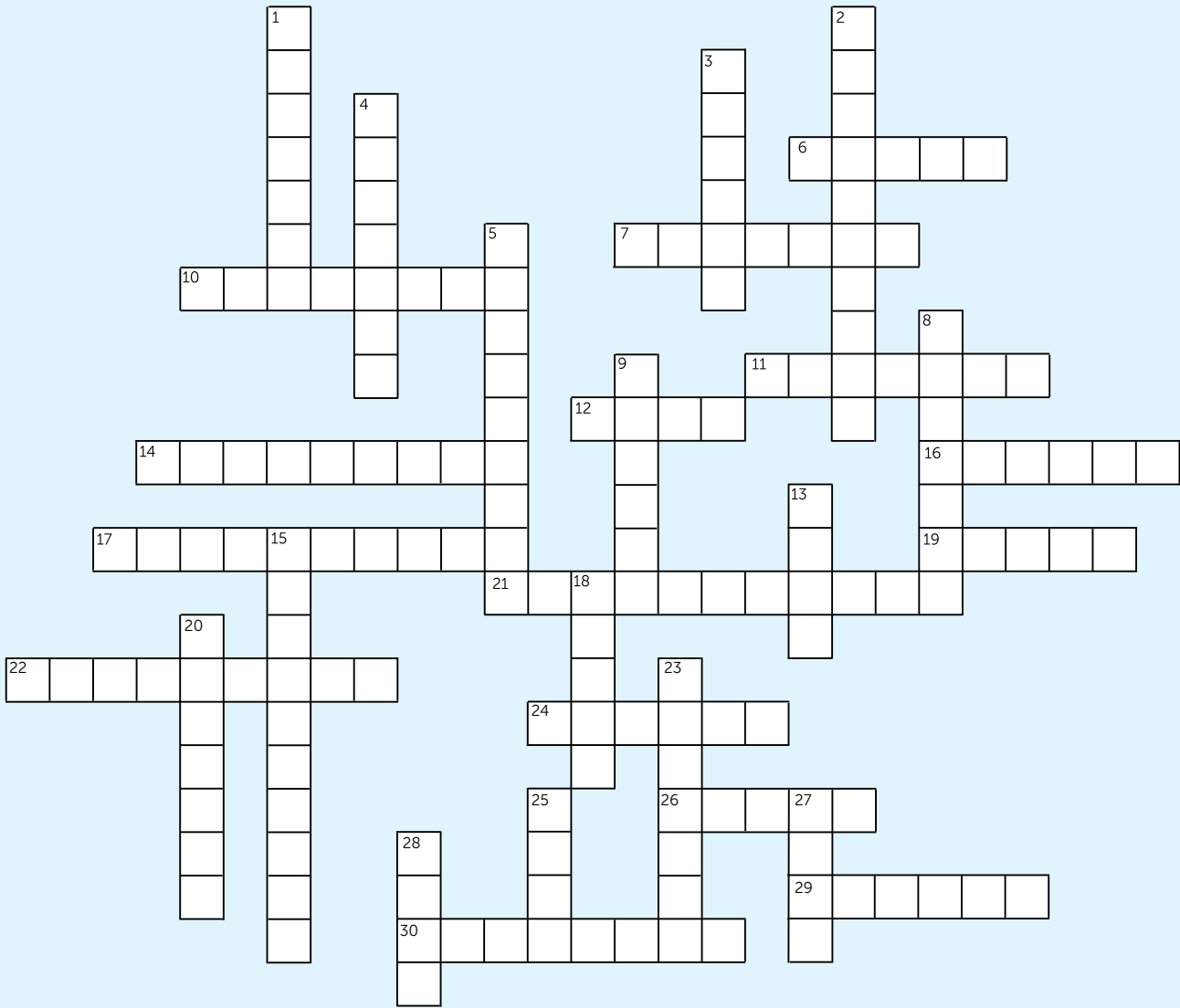
I think in the interim, you know, it's burdensome, but we are all on the same team, police and paramedics. The good news here is, at the highest levels of NSW Government it's now accepted there's too much demand in the mental health space. Meanwhile we continue to work together to make sure everyone's safe.

GH: Yes, we're past the time for talk, time for action. Gather information, ask what responses are consistent with patient requirements, and get on with it.

PG: Our message to members is change is coming. I think our respective memberships work well together with everyone's focus on the same thing - community safety.

Looking ahead I think this could lead to generational change. For now the main thing is we're united in a push to get the right answers - and we'll continue to press. We'll get a much better result together.

GH: Absolutely.



Down

- 1. fellow traveller in business, marriage, or at work. (7)
- 2. solid link between things or people (10)
- 3. a group of one or two parents and their child / children living together. (6)
- 4. children with parents in common; a brother or sister (7)
- 5. the state of being well (9)
- 8. admire someone or something as a result of abilities, qualities, or achievements (7)
- 9. the child of one's uncle or aunt (6)
- 13. a practical application of concern (4)
- 15. the capacity to withstand or to recover quickly from difficulties (10)
- 18. legally take another's child and raise them as one's own (5)

- 20. a thing that bears weight or keeps something upright (7)
- 23. shelter and help small things grow (7)
- 25. the place where one lives.
- 27. when something is protected from danger or risk (4)
- 28. An obligation or responsibility requiring discharge (4)

Across

- 6. state of being united, or joined (5)
- 7. put something in a steady poised position so it doesn't fall (7)
- 10. a formal legal union of two people in a personal relationship (8)
- 11. keep safe from harm or injury (7)
- 12. a feeling of deep affection that bonds free agents (4)
- 14. give up something valued for the sake of others (9)

- 16. a person's father or mother (6)
- 17. all the people born and living at about the same time (10)
- 19. a young human below the age of puberty or below the legal age (5)
- 21. the parent of one's father or mother (11)
- 22. a group of people living in the same place with shared interests (9)
- 24. partner in marriage (6)
- 26. belief in the reliability of someone (5)
- 29. look after or bring up a child who is not one's own, in one's home without becoming their legal parents (6)
- 30. with another person or people (8)

Thank you for your service

Police Remembrance
Day 2025



131 728 | policebank.com.au

Police Bank Ltd. ABN 95 087 650 799. AFSL/ACL No. 240018.

Police
Bank 