

# PANSW

POLICE ASSOCIATION OF NSW

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MARCH | APRIL 2023

# Police News



Election  
issues



All politicians  
have been served

Election 2023 p3, p11-19



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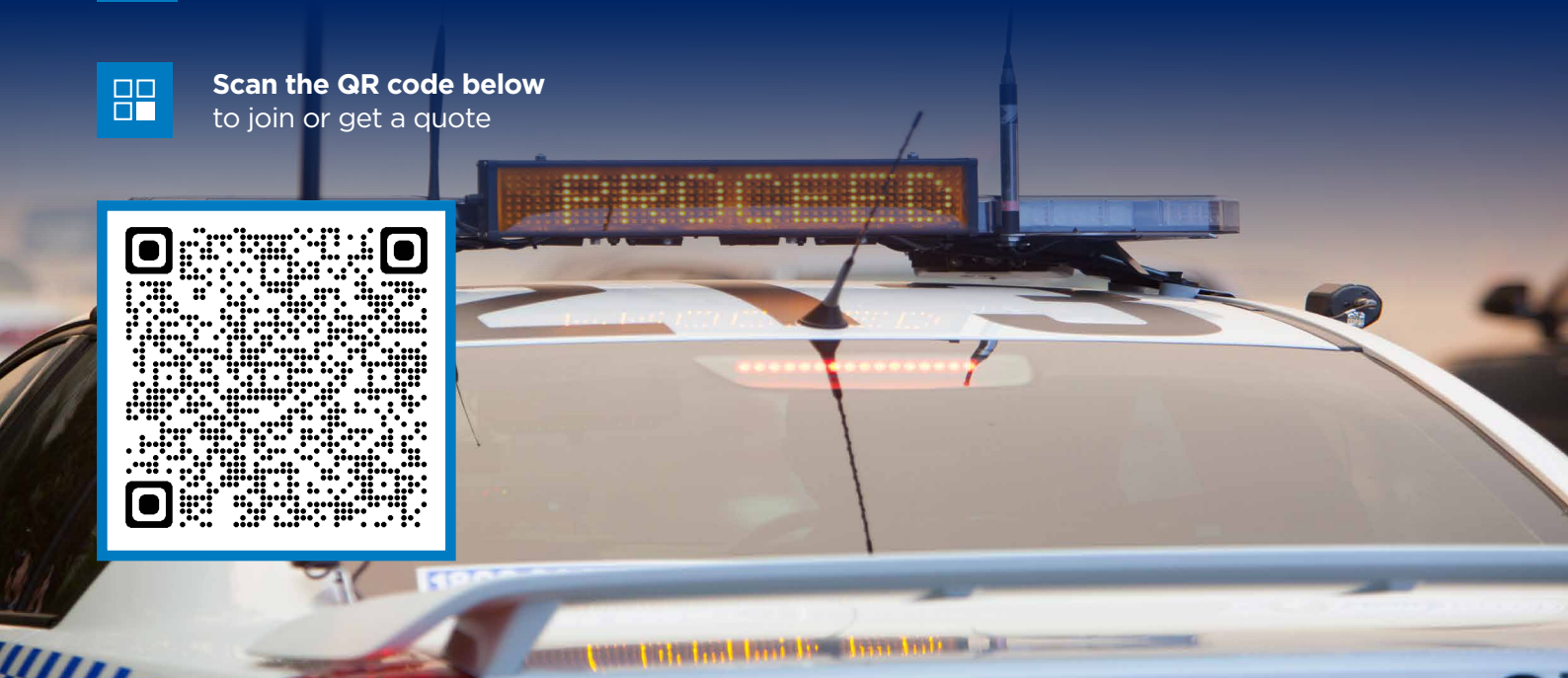
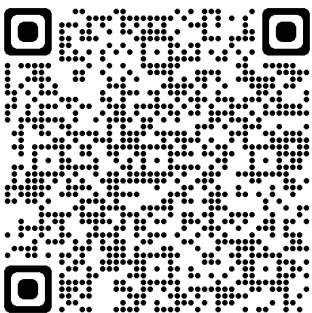
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What makes up 15% of all internet traffic? Cats

**Crossword answers / Across**

3 CAT 3 FERAL 7 PRIDE 8 SQUEEZE  
 9 PANTHER 10 RAIN 11 TOXOPLASMOIS 13 KITTEN  
 14 EGYPTIAN 15 GEELONG 18 ANDREW LLOYD WEBBER  
 21 FRANCE 22 TASMANIA 24 VERMIN 25 DOGS  
 Down / 1 RETRACT 2 NOCTURNAL  
 4 TENNESSEEWILLIAMS 5 FURBALLS 6 PUSS 8 STALKING  
 12 POUNCE 16 EXTINCTION 17 WHISKERS 19 FAMILIAR  
 20 MICE 22 TRIM 23 MEOW

**Cover**

PANSW President Kevin Morton has presented all major parties with PANSW's pre-election submission, ahead of NSW's March 25 poll.

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**Aaron  
Rynehart**



NW MET REGION  
AREA 2  
**Alison  
Dixon**



SW MET REGION  
AREA 1  
**Stephen  
Waddington**



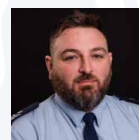
SW MET REGION  
AREA 2  
**Matt  
Thomson**



SOUTHERN REGION  
AREA 1  
**Edward  
Taylor**



SOUTHERN REGION  
AREA 2  
**Vacant**



NORTHERN REGION  
AREA 1  
**Paul  
Ireland**



NORTHERN REGION  
AREA 2  
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NON LAC REGION  
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NON LAC REGION  
AREA 2  
**Christine  
Woods**



NON LAC REGION  
AREA 3  
**Peter  
Gurr**



NON LAC REGION  
AREA 4  
**Peter  
Foran**

# Christine Woods

## Executive Member Non-LAC Region Area 2

I have been in the NSW Police Force for more than 22 years. I started my career at The Rocks Local Area Command and then worked in the Anti-Theft and the Region Enforcement Squads in Surry Hills.

I was seconded with the Australian Federal Police as a member of the Airport Uniformed Police for two years. Through the investigations I was involved with, I gained exposure to Federal-related crime including those committed in international airspaces.

After my secondment, I returned to General Duties at Hurstville Local Area Command. I was promoted to the rank of Sergeant in 2015 at the Police Transport Command (PTC). In 2021, I was promoted to Senior Sergeant at PTC North Central, where I am currently stationed. As a HR Safety Coordinator, I am passionate about staff wellbeing and regularly deal with injury management and welfare related issues.

Throughout the course of my career, I have been an active member of the PANSW as a Vice Chair and Branch Administrator in various locations.

I completed the Branch Welfare Officer course in 2022 and couldn't recommend it more highly. It has better equipped me to identify and handle various issues. The opportunity to network and gain exposure to new ideas is fantastic.

Last year, I attended Conference as a delegate and met so many members and PANSW staff who are committed to improving our conditions. The experience gave me a greater insight into the hard work being done through Your Association.

When the vacancy for Non-LAC 2 was advertised, I saw this as an opportunity to represent my colleagues. I want to listen, to bring about positive change and stand up and be a voice on the issues that affect our members.

I see recruitment and retention



continuing to be big issues this year, along with the welfare and support of police officers.

I look forward to the challenges ahead and am grateful for the opportunity to represent you as an Executive Officer.



**PANSW President Kevin Morton**

## Additional funding and resourcing is the key

■ In the January/February edition of the *Police News*, I reported on the PANSW's priorities as we lead into the State Election on 25 March, 2023. I have since met with the major parties and presented our Pre-Election Submission, which highlights our recommendations for improving policing in the state including addressing cops' wellbeing, increasing workforce capacity, fixing our police stations and addressing housing affordability for essential workers.

Police officer wellbeing and workforce capacity are two major challenges that need to be planned for and addressed over the next term of Government.

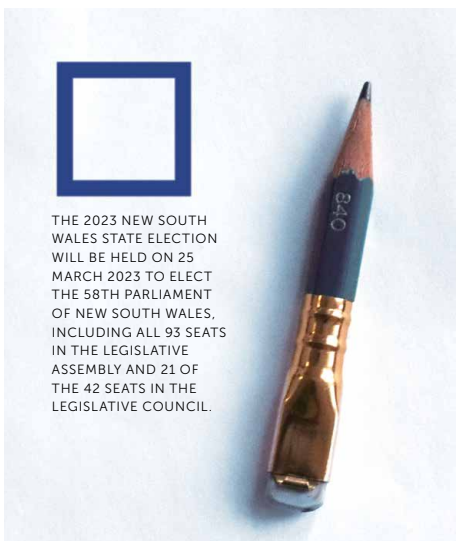
The solutions to these challenges will be interrelated:

- Workforce planning needs to ensure we have the right officers in the right place at the right time.
- Our members need to be kept safe, healthy and at work, to retain experienced officers, protect their wellbeing and financial security and reduce insurance costs for the NSW Budget.
- Maintain the current safety net for officers who are injured, while designing a scheme that rewards years of service to retain experienced police and provides long serving officers with options through financial security and career planning to leave the NSWPF before injury risks affect their lives and the claims cost to the NSWPF.
- Pay and entitlements need to be competitive and flexible to retain the police of today and attract the police of tomorrow.
- Ensure quality affordable homes are available to police in regional and metropolitan areas of NSW, to enable police to live within the communities they work, and for the NSWPF to attract officers to locations that need more police.

As we near March 25, many announcements will have been made in relation to new policing initiatives

and programs to support and enhance community safety. The PANSW will always applaud these announcements but will also always advocate two very key requirements for the success of these - additional funding and resourcing.

What we can't keep doing is finding funding within our current police budget or dragging resources from our already stretched-to-the-limit PAC's, PD's or Specialist Units. The police officers of



New South Wales are the best at problem solving and making bad systems work.

We have done this successfully for many years, but when political announcements are made in relation to sexual assault and domestic violence, there is no margin for error. Additional funding and resourcing are vital to tackle these horrendous crimes head on, and I will make this message very clear.

No matter whether it's made by a politician in the lead up to an election or thought up as a solution to a problem by media or radio shock jocks 'into the future, the PANSW will be at the front of the line asking the first question, "Where is the additional money and staff to make this a success?"

### Queensland's Bravest

Prior to Christmas, I represented the membership at the funerals of Queensland police officers Constable Rachel McCrow and Matthew Arnold in Brisbane.

The events on that fateful day are well documented. We saw our nation's State and Territory Police Forces had no borders on that day, as we all mourned and cried blue for the loss of these two fine officers who had their young lives snatched away by pure evil.

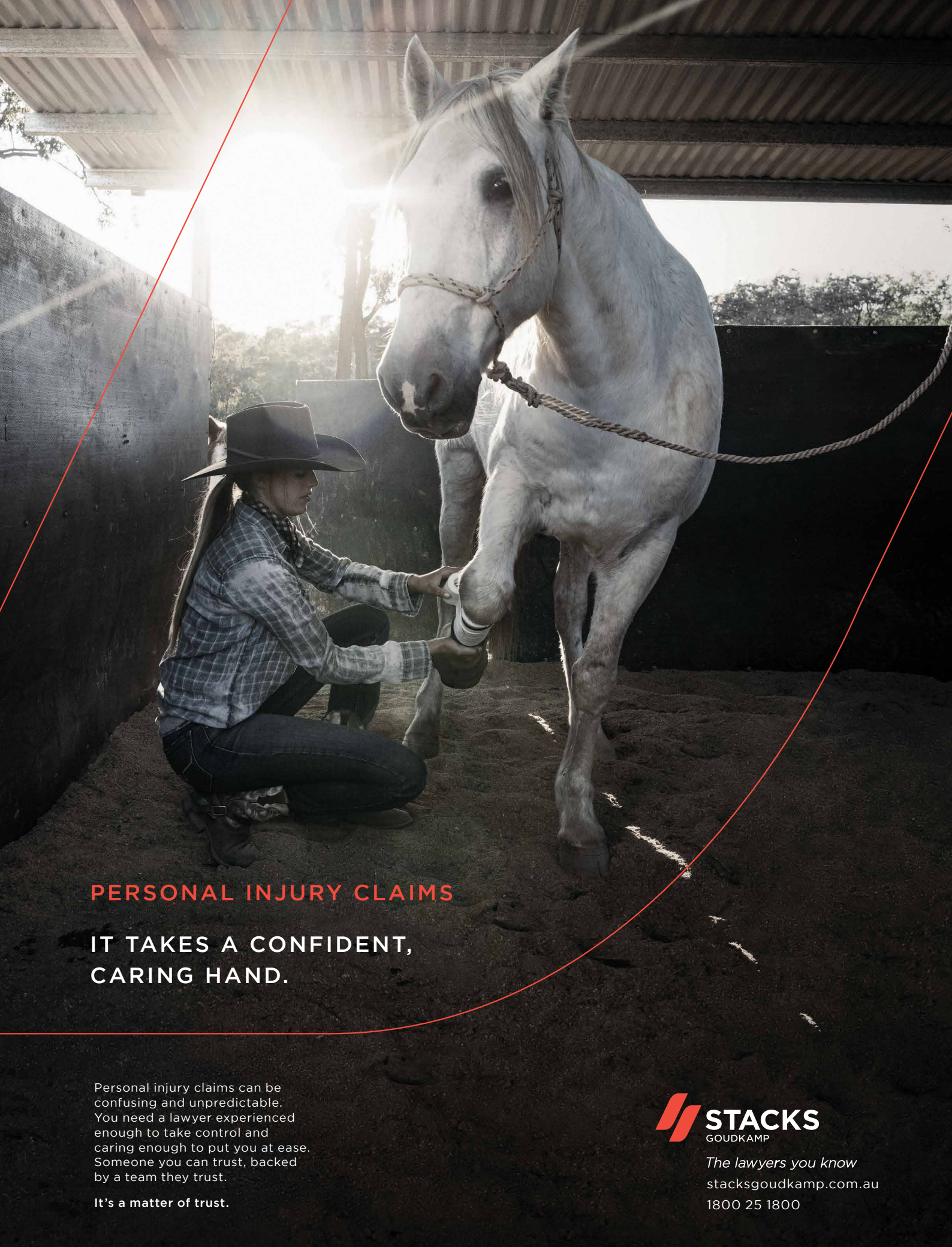
I've said that being a Police Officer can be a rewarding career, but the tragic loss of these dedicated Constables has reinforced the unpredictable and dangerous situations that police put themselves in each day as we bravely protect our communities. We leave home to begin each shift, many of us leaving families behind, expecting and deserving to come home. However, events like this remain in the back of our minds as a startling reminder of the very real possibility that we may not.

### Our growing capacity

The new year has seen new people come into the organisation. I'd like to congratulate Senior Sergeant Christine Woods who has been elected as the new Executive Member for Non-LAC 2. The position was previously held by Senior Sergeant Simon Henry and I wish him all the best in his retirement.

Two new Field Organisers have also come on board. Glenn Price will take the reins from Ed Murphy in the Northern and North West Metro regions and Jeff Ludkin will take over from Ben Lee in Non-LAC to support our Specialist Commands. You will learn more about them in this edition.

I am excited to say that both Ed and Ben have accepted full-time appointments with the PANSW following the finalisation of their secondments. We are excited to see them progress in the next stages of their career with us.



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# Police Award Update

As communicated to members in November 2022, the PANSW has successfully negotiated an additional 0.5% pay increase from 1 July 2023.

■ This will bring the 2023 pay increase to 3.5% (inclusive of the 0.5% superannuation increase).

Over the term of the current Award, all officers would have received the below increases:

- In 2023-24: a 3.5% pay rise, inclusive of 0.5% superannuation increase
- In 2022-23: a 3% pay rise, inclusive of 0.5% superannuation increase
- In 2021-22: a 2.5% pay rise, inclusive of 0.5% superannuation increase

On the 11 January 2023, the Award was varied by consent between the parties in the Industrial Relations Commission of NSW enabling the 2023 3.5% increase from 1 July.

## NSWPF Capability Development and Rotation Policy

The additional 0.5% for 2023 was based around agreement to productivity enhancements by NSWPF in accordance with the NSW Public Sector Wages Policy. The introduction of a Capability Development and Rotation Policy and the development of a Relief Pool concept have met the productivity requirement for the additional 0.5%.

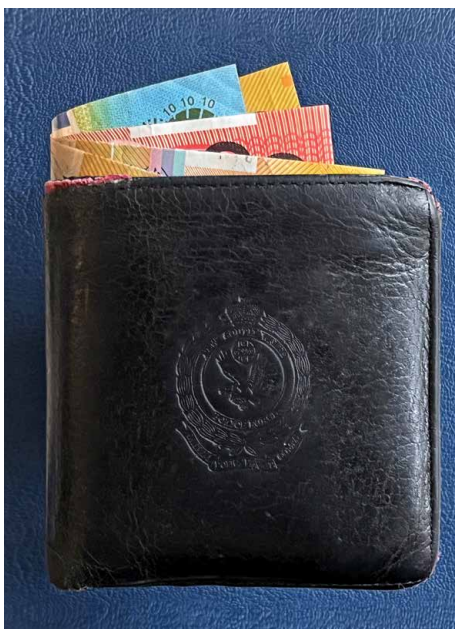
Members would be aware that the NSWPF already had several local rotation policies that were in place and were intending on implementing a corporate rotation policy across the organisation. It has been the PANSW's position that if this was going to be implemented, this should come with a pay rise for members.

From 1 March 2023, members will see the introduction of an NSW Police Force Capability Development and Rotation policy for all police officers up to and including the rank of Inspector aimed at refreshing officers' personal capability development and assisting them to diversify their skills. The Capability Development and Rotation policy will replace all other rotation policies within NSWPF.

The PANSW wants to reassure members these rotations are temporary at a maximum of 12 weeks. So, to re-affirm, this is not a transfer policy but a short-

term rotation. No member is being permanently transferred from any location/SAP number.

The PANSW has ensured via negotiation that there are various safeguards embedded in the policy around: travel time, isolated and remote workplaces, flexible work agreements, recognition of previous rotations/acting appointments/secondments, proper consideration of officer's preferences (which can include external opportunities) and a review/appeal process for officers.



The process is voluntary up until officers reach five years in the same location/duty type when a rotation (of 12 weeks) will occur in the following 12-month period in consultation with the officer (if the officer hasn't already undertaken a rotation).

The PANSW encourages members to engage with us if issues arise once the policy is implemented in relation to your planned rotation at the time of the negotiation for nominating a location/duty type. The PANSW will be able to assist members during this process. Members are encouraged to take control of their own career/development to nominate what opportunities you want.

## Police Award/MOU Update

Based on the success of our negotiations, a variation to the Crown Employees (Police Officers - 2021) Award has been agreed. The related Memorandum of Understanding (MoU) has also been varied to reflect the negotiated changes to salary and salary related allowances in addition to the key change relating to the Aware Superannuation Default Basic Insurance which was announced to members in November, both by the PANSW and Aware Super.

From 7 December 2022, Total and Permanent Disablement insurance through Aware Super ceased. Officers who had coverage as at 1 October 2022 will receive a one-off payment of \$1,023 into their superannuation fund. This insurance arrangement is separate to the current PBRI arrangement.

Note: PBRI arrangements have been committed to for the term of the MoU (June 2024) and no changes are proposed to the policy. This means officers will continue to have Income Protection, Death, and Total and Permanent Disability cover under the PBRI insurance.

## Officer health and wellbeing

Since the announcement of the PULSE program by NSWPF late 2022, Your Association has been heavily involved in several steering committees and working groups focusing on improving the health and wellbeing of our members, preventing injuries and illnesses, and assisting injured officers in returning to the workplace by supporting them with whatever assistance is needed to improve their capacity for work which can either be within NSWPF or externally.

The Association provides support and advice to officers who have suffered an injury/illness and we rely upon our Branch Welfare Officer network to be informed of officers who have reported off work sick or who need our assistance.

If you are currently off work or know of a colleague who needs advice, please contact us at [info.centre@pansw.org.au](mailto:info.centre@pansw.org.au) or 9265 6777.



## Meet the Organiser **Glenn Price**

**Organiser** North West Metropolitan and Northern Region

■ I joined the London Metropolitan Police in 1990 and served as an operational General Duties officer for 6 years, gaining a passion for public order policing after being exposed to a number of major public disorder incidents and terrorist attacks in London.

In 1996, I applied for the NSWPF and migrated to Australia. I have since performed operational duties my entire career working at the-then Flemington, Wentworthville, Merrylands and Windsor Police Stations. In 2004, I was promoted to Sergeant and performed General Duties at Mt Druitt Police Station.

In 2008, I joined the Public Order and Riot Squad, travelling around the state to assist my colleagues in blue. I gained an appreciation of the difficulties and

challenges police experience in all areas of the state. Some of the most enjoyable years of my policing career were spent in this role and it has prepared me for this challenging next step.

I have been a member of the PANSW for my entire career and utilised its services to assist colleagues with Industrial, complaint support and welfare issues. I completed the Branch Welfare Officer course and was elected as a delegate for Non-LAC 2 last year.

I admire any person who has the courage to become a police officer and take on the many challenges, demands and personal trauma the job exposes us to. There has been nothing more rewarding for me during my career than working alongside my brothers

and sisters in blue each shift and the friendships made for life.

I have always been the person my colleagues would approach for support, advice and help when needed and this has become my drive for many years to promote a happy and safe environment where colleagues feel valued and supported. Becoming a Field Organiser will allow me to assist my colleagues on a much larger scale.

I am looking forward to working with the passionate team at the PANSW. I'm excited about forging new relationships across my area and earning the trust and confidence that comes with providing support to our members.



## Meet the Organiser Jeff Ludkin

**Organiser Non-LAC (Specialist Commands)**

■ I started my career at Granville in 1996 before going bush in 2001 and working as a Lock Up Keeper at Boorowa and Yass in the Southern Tablelands of NSW. I returned to Sydney in 2011 as a GD's Supervisor at Parramatta PAC before taking up the EDO Position at Parramatta PAC in 2014. In 2022, I accepted a position as a Project Coordinator (Online Training) at People and Capability Command.

Throughout my career, I have maintained an interest in PANSW activities. As a Constable, I participated in PANSW initiatives and campaigns and attended local Branch Meetings. When I returned to Sydney an opportunity arose to re-invigorate the branch at Parramatta PAC and I was fortunate to be

elected as Branch Administrator and later Chairperson.

Policing is a tough job, physically and mentally. Our entitlements and conditions should reflect this, but it's not just about pay. Our brothers and sisters in blue should be well resourced and safe.

I am very excited to be the Organiser for Specialist Commands, engage with and learn about the issues that are unique to those roles. These members have demanding jobs with many based in isolated locations. I am looking forward to connecting and keeping them up to date with PANSW activities and assisting branches to be active.

As a PANSW Branch Welfare Officer, member welfare is important to me. If a member is struggling, it's important

someone is there to pick them up and dust them off; that's what makes the Blue Family great.

I often hear people say, 'What does the Association do for me?'. The PANSW is made up of police officers just like you who have chosen to advocate for police officers' pay, entitlements and safety. It doesn't matter if your Registered Number starts with a 2 or a 5, your PANSW Branch provides you with a voice regardless of your rank or years of experience.

Get involved, attend meetings and address your Branch's issues collectively. If the opportunity arises, don't be afraid to volunteer to become a Branch Official and contribute to your workplace having a strong voice.



BEN LEE'S BOOKCASE, PANSW'S LEGAL SERVICES DIVISION

# Legal Services Division

**Anthony Howell** Assistant Secretary - Legal Services Division

■ The Legal Services Division of the Association is responsible for the day-to-day operation of the Association's Financial Legal Services Scheme (the Scheme). The Scheme is a part of the Association's registered rules and is one of the key benefits of membership. It is designed to assist members who encounter job-related problems requiring legal expenditure. Through it, the Association facilitates legal advice and assistance/representation in a range of matters arising directly from a member's service or professional duties.

## What matters does the Scheme assist with?

The day-to-day running of the Scheme is the responsibility of the Assistant

Secretary, Legal Services, who has a general delegated authority to determine (grant or decline) applications for assistance from members. Grants of assistance generally fall within one of five broad categories:

- *Discipline related matters:* Assistance is available to enable members to navigate their way through the discipline system. For example, to obtain advice prior to being interviewed or providing a response to a directed memoranda, or to respond to one of the various forms of Show Cause notices that arise from the disciplinary system, or potentially to seek a Review of an Order in the Industrial Relations Commission of New South Wales.
- *Employment related matters:*

Assistance is available to obtain advice and/or potentially pursue complaints of unlawful discrimination, or claims under the Award.

- *Medical related matters:* Assistance is available to enable pre and post-88 members to obtain advice and/or representation in relation to claims and/or disputes that arise (respectively) under the pre-88 super scheme, or the Workers' Compensation legislation, including disputes about the provision of suitable employment as part of a return to work plan.
- *Criminal matters:* From time-to-time, members will be charged with criminal offences arising from duty. Whilst assistance in this matter type is closely scrutinised, if charges arise directly from

the performance of duty, the officer was acting in good faith and the officer's conduct is consistent with ethical policing practices, assistance to defend a charge may be available. We do not provide funding for guilty pleas.

- *Coronial matters and/or Law Enforcement Conduct Commission (LECC) inquiries:* Coronial matters and LECC inquiries can be some of the most stressful matters police can be involved in. For officers who are identified as having a 'sufficient interest' in a Coronial Inquest, entitling them to be separately represented from the police force itself, or officers who are summonsed to appear before the LECC, assistance may be available.

Grants of assistance are not generally available for civil damages claims (tort claims like assault or defamation, or work injury damages). Although not generally covered, if an aspect of the matter can be seen as in the general interest of the membership or there are unusual circumstances, assistance may none the less be granted. When in doubt, just apply – what have you got to lose?

If you think you may need the assistance of a lawyer to deal with a matter arising directly out of your employment, reach out to the Association through your local Association contact, your Association Organiser, or directly to [info.centre@pansw.org.au](mailto:info.centre@pansw.org.au).

In light of feedback from members, the Association will now be publishing a regular article from the Legal Services Division to inform members of our operations, about the sort of assistance that members can secure through the Scheme, or a case note on a recent decision of a Court or Tribunal involving police.

This month we refer to an important recent victory the Association secured regarding the time limit or filing an application under s 181E of the Police Act (an application for a review of a 181D Order).

## 14 days means 14 days

One of the features of police employment that is different to the public service (or employment in the private sector) is the power of the Commissioner of Police under section 181D of the Police Act to remove a police

officer in whom she has lost confidence, having regard to their competence, integrity, performance or conduct.

If an officer is removed from the NSWPF under s 181D, they have a right to bring an application for a review of that Order before the Industrial Relations Commission of New South Wales (the IRC). Many members refer to these applications to the IRC as an 'unfair dismissal' claim. In reality, they are not.

Unfair dismissal claims are made to the IRC and are brought under the Industrial Relations Act 1996 itself. Applications for a review of a s 181D Removal Order are made to the IRC, but are based on provisions in the Police Act (in particular, s 181E and Division 1C of Part 9 generally).

## Why does that matter?

While there are similarities between the unfair dismissal jurisdiction under the *Industrial Relations Act*, and the review mechanisms for removal under the *Police Act*, they are not the same. One very important distinction is the time within which an application for review of a s 181D Removal Order must be made to the IRC.

An ordinary unfair dismissal must be filed within 21 days after the date the person was dismissed. That timeframe may be extended by the IRC if there is a sufficient reason to do so.

An application under s 181E of the *Police Act* for the review of a s 181D Removal Order must be made to the IRC no later than 14 days after the removal, "starting from the day on which the applicant is given a copy of the order to which the application relates. Unlike unfair dismissal applications, time to file cannot be extended by the IRC.

If you miss the deadline to file an application in the IRC seeking a review of the s 181D Removal Order, you have lost your opportunity to challenge your removal or seek reinstatement. The proper construction and operation of that time limit is of critical importance to the membership generally, and officers subject of a Removal Order in particular.

In a recent decision, the IRC clarified the practical operation of that time limit.

Former Senior Constable Pinchen was removed from the NSW Police Force in August 2022. The s 181D Order removing him from the NSWPF was served via his

lawyers, on 26 August 2022 at 4.50pm (the Order).

On 9 September 2022, being the 14th day after the day, he was served the Order. Pinchen then filed an application under s 181E of the Police Act seeking a review of the s 181D Removal Order (the Application).

Shortly thereafter, the Registrar of the IRC wrote to Pinchen's lawyers alleging that the Application was filed out of time, referring to an earlier decision of the Commission in *Bailey v Commissioner of Police [2014] NSWIRComm 53*.

Lawyers for the Commissioner of Police subsequently filed a Motion seeking to have Pinchen's application dismissed for want of jurisdiction, based on a contention the Application was filed out of time.

The central issue was the meaning of the phrase "starting from the day on which the applicant is given a copy of the order ...", in s 181G(1)(b) of the *Police Act*.

The Commissioner of Police alleged the use of the phrase "starting from" when read in context meant the 14 days included the day on which the Order was served. The Association (on behalf of Pinchen), argued 14 days did not include the day on which the Order was served, but meant 14 days after the Order was served, starting from the day on which the Order was served.

In a considered decision, the recently appointed IRC Commissioner Janet McDonald accepted the Association's contention that the effect of the modification made by s 181G(1)(b)(i) is to shorten the time limit from 21 days to 14 days; and to stipulate that the day after which the time period starts to run is identified as the day on which the applicant is given a copy of the order.

## The impact for members

This important decision confirms that police officers have 14 clear days after the day they are served with a s 181D Order to file an application in the IRC, if they seek to review an Order removing them from the NSWPF.

If a member has been removed, they should seek the advice of the lawyers who have assisted them throughout the discipline process. If you do not have a lawyer assisting you, contact the PANSW for assistance.



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# Western Sydney numbers

In the 2019 NSW State Election, the PANSW called on all candidates for NSW Parliament to Back the Blue and commit to a list of recommendations police officers of NSW needed to do their job, to keep the people of NSW safe, to return home safely to their families after each shift. The PANSW secured a commitment from the Government to fund an additional 1,500 police officers.

■ On Saturday March 25, 2023, NSW will again go to the polls. Since 2019, police officers have guided the state of NSW through ever increasing and diversifying challenges: from a global pandemic, to unprecedented fires and floods, all the while continuing to serve communities and tackle crimes like domestic violence, sexual assault, organised crime and drugs.

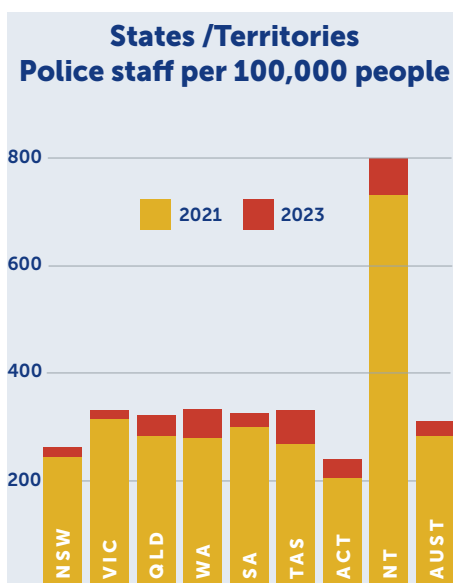
What is clear; the state of NSW continually turns to police as the universal, 24/7 problem solvers. Police officers have done an extraordinary job and will continue to do so. But now new challenges face the NSWPF: attrition from the NSWPF is at record highs, (topping 1000 officers leaving in the last financial year) and recruiting their replacements is increasingly difficult.

Policing is no ordinary profession, and it is a special type of person that wants to serve their community as police officer or other emergency service personnel.

There is a shortage of applicants to police and other emergency services

agencies in NSW, Australia and globally.

The PANSW is once again calling on all candidates to the 2023 NSW State Election to give police the resources they need to meet increasing demands.



NSW needs police in the right place at the right time. The challenges pile up, and NSW needs a plan to meet them

The number of police officers leaving the NSWPF increases every year. Last year, the number topped 1000. The reason the majority of officers are leaving is "Medically Unfit".

The NSW Government needs to protect officers and support them to recover if they are injured, rather than discarding them, and in doing so losing their years of experience and expertise that is so hard to replace. With this many officers leaving, it makes it incredibly difficult to recruit just to keep up with attrition, let alone to increase numbers.

NSW already has one of the lowest police to population ratios in Australia, behind only the ACT (left).

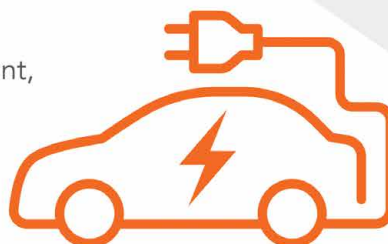
SOURCE - PRODUCTIVITY COMMISSION, REPORT ON GOVERNMENT SERVICES 2022, PART C, SECTION 6: POLICE SERVICES, RELEASED JANUARY 2022.



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# Western Sydney is Australia's third largest economy and an engine of growth



CELTIC LOSE TO ENGLISH PREMIER LEAGUE TEAM EVERTON IN THE INAUGURAL SYDNEY SUPER CUP, PLAYED AT WESTERN SYDNEY'S OLYMPIC PARK STADIUM

This capacity challenge risks compromising response times. The number of urgent calls to the NSWPF has increased significantly in the last 10 years.

We know you are all doing everything you can to protect the people of NSW, but without a deliberate and strategic plan for police funding and recruitment to meet the demands placed on officers and Commands, it will always be challenging to meet the challenges police are called on to respond to.

The NSWPF aims to respond to 80% of urgent calls within a target time. Five years ago it responded within that target time to 78.7% of urgent calls. Last year that fell to 75% due to these challenges.

If capacity issues are not addressed, it will be incredibly difficult for police officers to improve this trend.

## NSW Regions Police per 100,000 population

Western Region **237**

Central Metropolitan **190**

Southern Region **152**

Northern Region **135**

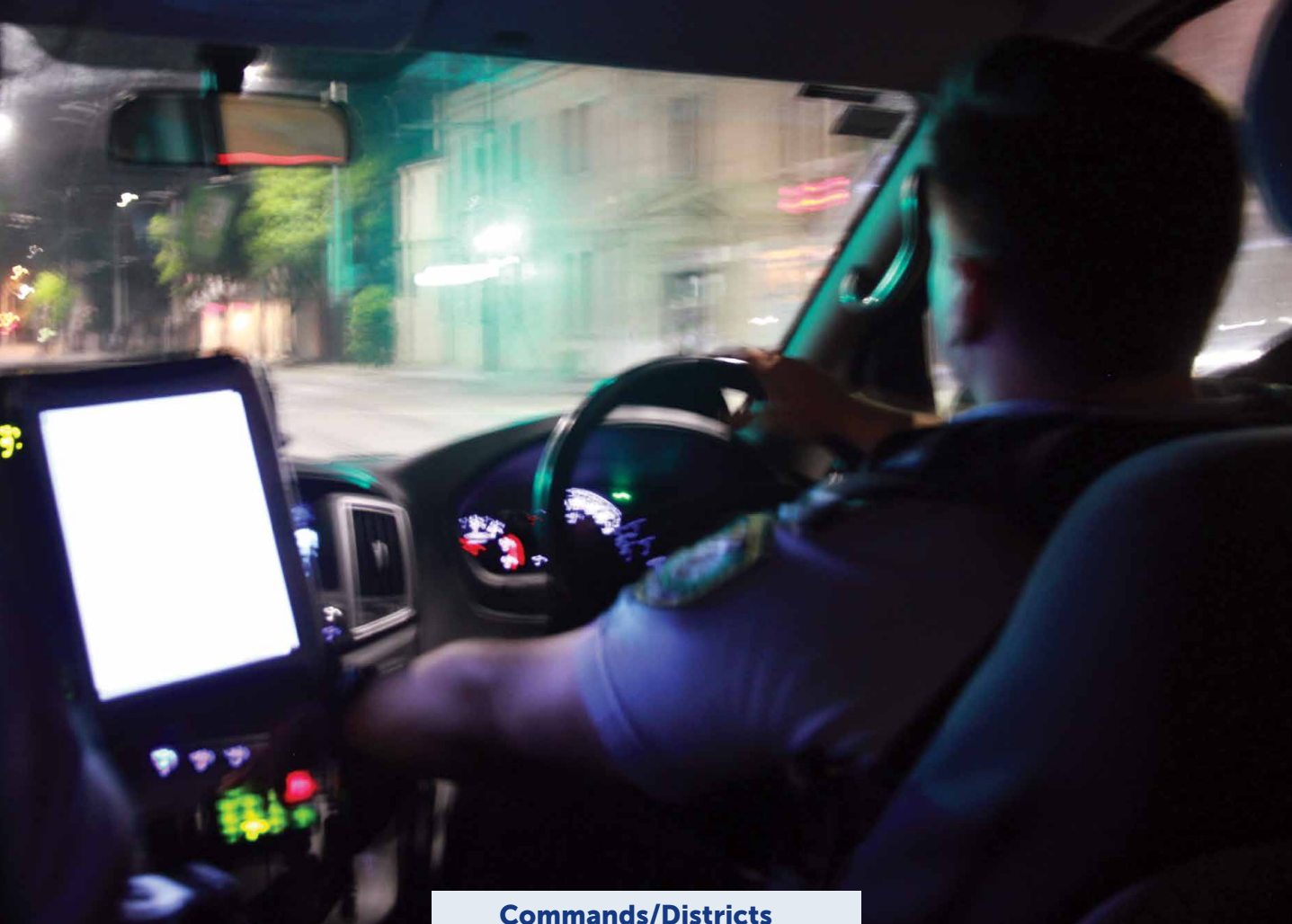
South West Metropolitan **133**

North West Metropolitan **113**

Western Sydney needs an urgent increase of 250 police. Western Sydney is one of NSW's most important communities. It is the 3rd largest economy in Australia, and is an important part of further economic growth, with a large proportion of NSW's working age people calling Western Sydney home, and major infrastructure projects like the Badger's Creek Airport and new employment areas reliant on Western Sydney. It is a vibrant and diverse community, with people of many cultures, backgrounds, languages and ages. Western Sydney deserves services to match this importance and growth.

However, in NSW, the State with the lowest police to population ratios in Australia, Western Sydney has the lowest police to population ratio in NSW (left).

Policing is no ordinary profession, it's a special type of person who wants to serve their community as a police officer



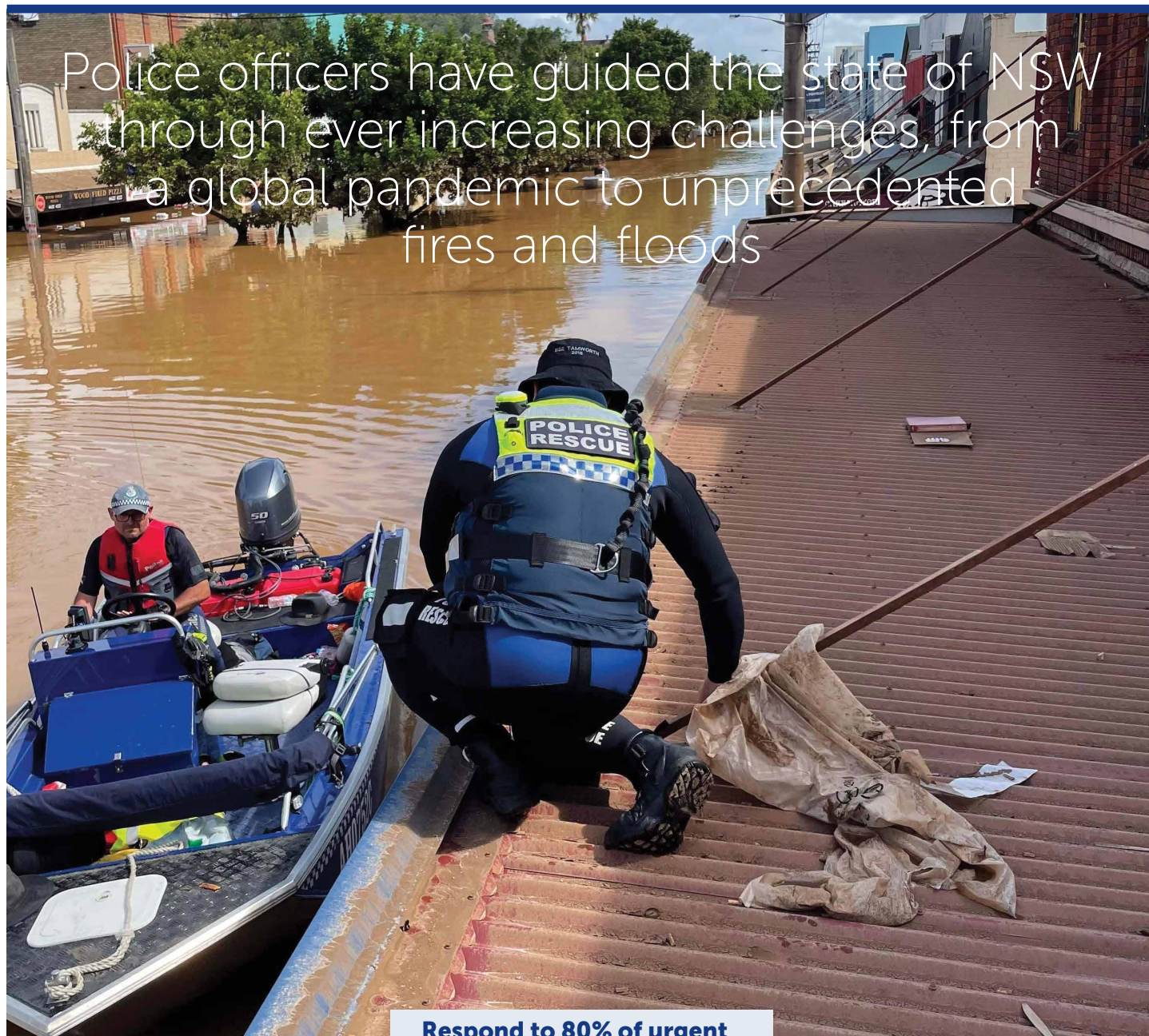
VALUE AND RETAIN POLICE EXPERTISE & EXPERIENCE

Already from the lowest police to population resourcing in NSW, this challenge will exacerbate as Western Sydney continues to be one of the highest population growth areas in NSW. The Department of Planning and Environment recorded the population of Western Sydney as 2.45 million in 2021. By 2031 it is projected to be 2.92 million. This creates a challenge to improve police response times that are already suffering from delays. The Table (right) shows the number of Police Area Commands and Police Districts within each Region that have either improved their response times to urgent calls, or gotten worse, over the past three years.

Commands/Districts response times			
Region	Improved times	Worse times	% worsened
Total	23	34	60%
Western Region	6	1	14%
Central Metro	7	4	36%
Southern Region	5	5	50%
Northern Region	3	5	63%
South West Metro	1	8	89%
North West Metro	1	11	92%

The Police Association intends no criticism of officers in relation to these statistics; we know you do everything you can every day to look after your communities. Candidates to the upcoming State election must support you with more resources to do your job. Almost all of the Commands in Western Sydney have had to meet the challenge of an increasing workload without sufficient increases to police numbers, meaning response times have suffered.

ALL TABLES ARE SOURCED FROM THE PRODUCTIVITY COMMISSION, REPORT ON GOVERNMENT SERVICES 2022, PART C, SECTION 6: POLICE SERVICES, RELEASED JANUARY 2022.



Police officers have guided the state of NSW through ever increasing challenges, from a global pandemic to unprecedented fires and floods

NSW DEPENDS ON POLICE OFFICERS TO PROBLEM SOLVE

Each Police Area Command or Police District has a target response time set according to the conditions in that area/ community. The NSWPF aims for police to respond to 80% of urgent calls within that target time (urgent calls are where there is an imminent threat to life or property).

Western Sydney (North West Metro and South West Metro) has the highest number of Commands that could not meet that objective (right).

**The PANSW is calling on candidates to the 2023 NSW State Election to:**

### Respond to 80% of urgent calls within target time

Region	Failed	Success	% that failed
Total	33	24	58%
Western Region	1	6	14%
Central Metro	3	8	27%
Southern Region	6	4	60%
Northern Region	5	3	63%
South West Metro	10	1	83%
North West Metro	8	1	89%

- Immediately fund an additional 250 police for Western Sydney to address current staffing challenges.
- Work with the PANSW and NSWPF to establish an agreed workforce capacity strategy to plan, recruit and resource Commands in Western Sydney according to need, rather than playing catch up in election years.

After numerous emergencies where NSW Police are not the lead agency, but are inevitably called in to solve problems no one else can, the PANSW recommended police officers be given devoted positions, funding and resources to do the job of leading emergency management right from the beginning.



# Getting resourcing right from the start

New services need to be supported with the resources to implement them.

■ Police officers are the universal, 24/7 problem solvers. They could also 'play for Australia' when it comes to getting bad systems to work well. So maybe it is no wonder then that whenever NSW has a problem, be it domestic violence, mental health or flood rescue, the default reaction of every Government or stakeholder is 'give it to the police, make them find the funding in their existing budget, they will make it work'.

## The Right To Ask

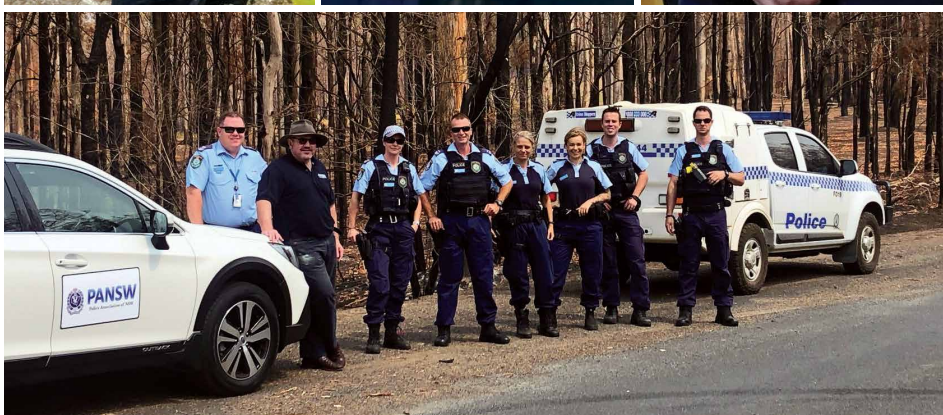
The NSW Government recently announced The Right To Ask Scheme, which allows people to apply to the NSWPF to disclose information to a person who is a potential victim of domestic abuse about their partner's previous abusive or violent offending.

Similar schemes have been trialled in select Commands (Oxley, Shoalhaven, Sutherland and St George) in NSW since 2016. Domestic Violence Disclosure Schemes of this kind are based on "Clare's Law" in the UK. Any program that prevents domestic violence or helps connect victims with Police and other services should be supported.

We do recognise there are many advocates and experts that are critical of the effectiveness of schemes of this kind.

The PANSW will always be at the front of the line to ask the question: will politicians back up their policies and programs with the police funding and resources necessary to make it a success?

A Domestic Violence Disclosure Scheme is not simply a matter of telling someone about their partners criminal history; there are extensive risk assessment processes in determining



FIRES, FLOODS AND A PANDEMIC: POLICE ARE BEING TASKED TO OPERATE IN AN INCREASINGLY COMPLEX ENVIRONMENT

the application and making sure the applicant will be safe. Every time politicians want to announce a program, they cannot just expect police to find the resources and personnel to make it work – our police officers do not have infinite hours in the day.

## Emergency Management

In March 2022, the NSW Government commissioned an independent expert inquiry into the preparation for, causes of, response to and recovery from the 2022 catastrophic flood event across the state of NSW. After numerous emergencies where NSW Police are not the lead agency, but are inevitably called in to solve problems no one else can, the PANSW recommended police officers be given devoted positions, funding and resources to do the job of leading emergency management right from the

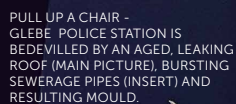
beginning.

The PANSW secured a commitment to establish a full time Deputy Commissioner of Police to permanently take on the State Emergency Operations Controller (SECON) responsibilities.

A key condition of the PANSW's recommendations is that as well as new the Deputy Commissioner – Emergency Management, additional positions be permanently created and fully funded to meet the workload of emergency management responsibilities.

The NSW Government cannot expect PACs and PDs to continue to meet this workload from their current resources.

This Election, the PANSW is calling on all candidates to articulate their commitment to getting police emergency management resourcing right from the start.



**PULL UP A CHAIR - GLEBE POLICE STATION IS BEDEVILLED BY AN AGED, LEAKING ROOF (MAIN PICTURE), BURSTING SEWERAGE PIPES (INSERT) AND RESULTING MOULD.**

# Workplaces must be fit for purpose

Police Stations are an important link between police officers and the community they serve. They are the workplaces for police officers, and one of the primary points of interactions between police and members of the community

■ The PANSW acknowledges the capital expenditure that has been invested in police stations over this term of Government. However, there are still police stations that remain in a state of disrepair that is completely unacceptable for police officers to work in, and for members of the public to attend to access related services.

Stations in both Metropolitan and Regional Commands suffer from defects that subject police to conditions most people would be shocked to learn of; problems like mould, rats, running water and general disrepair.

Across the State, many police stations are also lacking air conditioning to protect police from the extreme heat and cold that can occur in different sections of NSW, so police can be safe and effective during their work hours.

The PANSW is calling on all candidates to the 2023 State Election to:

- Audit all NSWPF workplaces to ensure effective air conditioning is installed.
- Immediately fund the following new works or completion of existing projects that have stalled (see map and list)

The Stations and properties where urgent work is needed



THE SPREAD  
OF STATEWIDE  
LOCATIONS

## Station/Property Work Needed

Bathurst Police Station	MAJOR UPGRADE, RECTIFY DEFECTS
Bega Police Station	NEW STATION
Bourke Police Station	MAJOR UPGRADE
Byron Bay Police Station	NEW STATION
Coleambally Police Station	NEW STATION
Condobolin Police Station	COMPLETE MAJOR WORKS
Coonabarabran Police Station	NEW STATION
Coonamble Police Station	EXTENSIVE WORK TO REFURB CHARGE ROOM
Cootamundra Police Station	NEW STATION
Coraki	UPGRADE RESIDENCE
Dubbo Regional Education and Training Centre	COMPLETE NEW BUILD
Eastwood Police Station	IMMEDIATELY RECTIFY FIRE SAFETY ISSUES
Eastwood Police Station	NEW STATION
Goulburn Police Station	NEW STATION
Grafton Police Station	NEW STATION
Hurstville Police Station	COMPLETE REDEVELOPMENT WORKS
Jindabyne Police Station	COMPLETE REDEVELOPMENT WORKS
Leichhardt Police Station	NEW STATION
Lismore Police Station	COMPLETE REMEDIATION WORKS
Maitland Police Station	COMPLETE CURRENT UPGRADES
Manila Police Station	SIGNIFICANT WORKS ON CHARGE ROOM
Menai Police Dog Unit	FURTHER FUNDING FOR REDEVELOPMENT (FENCING AND KENNELS)
Moama Police Station	COMPLETE CURRENT WORKS
Narrabri Police Station	NEW STATION
Newcastle Police Station	MAJOR WORKS
NSW Police Academy	COMPLETE MAJOR UPGRADE WORKS INCLUDING TOWER REFRESH, NEW ACCOMMODATION, WI-FI
Parramatta Police Station	COMPLETE MAJOR WORKS
Perisher Police Station	NEW STATION
Police Headquarters	REFURBISHMENTS
Port Kembla Police Station	COMPLETE MAJOR WORKS
Port Macquarie Police Station	NEW STATION
Quirindi Police Station	SIGNIFICANT WORKS ON CHARGE ROOM
Ryde Police Station	CHARGE ROOM UPGRADES
Singleton Police Station	NEW STATION
Thredbo Police Station	NEW STATION
Tullamore Police Station	COMPLETE MAJOR WORKS
Waverley Police Station	NEW STATION
Woodburn	UPGRADE RESIDENCE
Young Police Station	NEW STATION



NSW POLICE LEGACY  
Caring for the Police Family

# BLUE RIBBON BALL

25 MARCH 2023

Sydney International Convention Centre,  
Darling Harbour





RYAN, FIONA AND COOPER

# Tough love conquers all

**Tim Sinclair** NSW Police Legacy Marketing & Communications Manager

■ Fiona Lynch is tough. You don't last for twenty-two years as a frontline mental health care worker without having incredible strength and resilience. And tough love is what she's giving her only child, Cooper, when I talk to her on the phone, three days into his second NSW Police Legacy Adventure Camp. "I said to him, 'You're on an island! I'm not coming to get you, I'm not paddling the boat out, and I'll see you on Wednesday!'"

But let's backtrack a little. 2020 was a bad year. We all know that. For Fiona and Cooper, it was tougher than for most, as it started with the tragic death of Sergeant Ryan Lynch, partner and father.

Because of Covid lockdowns, the two of them were not able to use our physical support services, but Leisa (our Community Support Manager) still reached out as much as she was able.

"Leisa was very supportive and tried to involve us as much as she could," says Fiona. Their first big Legacy adventure was the Kids' Christmas Party at The Aquarium/Madam Tussauds at the end of 2020. What with one pandemic thing and another, however, Cooper didn't get to his first camp until the middle of 2022.

"So obviously the first camp went well if he's gone back for a second?" I ask blithely. She pauses. Perfect timing. "No!" she says, and laughs.

She then details the tearful late-night

calls, and the way she had to almost counsel him through those first days outside of his routine, surrounded by new people and new ways of being. He told her after he got back that he'd never, ever do that again. But, as is usually the way, mum knew best.

When Ryan first died, Fiona set Cooper up at the National Centre for Childhood Bereavement, with assistance from Police Legacy. As a mental health professional, she knew just how important it was for him to start processing his grief. And she also knew how vital it was for him to have friends who'd been through something similar. It's why she was so adamant to have him continue going to camp.

"I want him to make friends with kids that have gone through what he's gone through, because unless you've been through it, you really don't know what it's all about," she says. "I think he had one kid at school that had lost a parent. Other than that, he hadn't really met anyone in the same boat."

Of course, this same logic applies to Fiona too. Tough as she is, she can't do it all. And this is something that she is starting to appreciate more and more about what NSWPL can offer her. She connected with a couple of other Legatees around her area, with kids of similar ages. They've got a trip away

together planned in a few months, travelling in their respective camper and caravan. She's got a "FIFO trip" planned for the Blue Ribbon Ball at the end of March, where she's excited to have a chance to dress up and hang out with some of her new Legatee friends.

And she's planning on further breaks in the coming years, now that Connor is settling into the routines of camp. It's one of Police Legacy's dirty secrets about camp (it's really not a secret). Adventure camps are a blast for the kids, but they're also a chance for parents – particularly single parents – to recover a little from the demands of being the one person responsible for everything. Fiona is starting to appreciate the chance to breathe.

In the last six months she's done a lot of work with Connor, and with the psychologist that NSW Police Legacy connected them with, preparing him for the camp he's on now. It hasn't been all smooth sailing, but Fiona puts in the strongest of praise for Leisa, and for the other supervisors, for sitting with him and helping him to adjust to it all. "And he's finally gotten to the point where he's having a ball!"

We call that a result. A tough, loving result.



Living with Burnout, Compassion Fatigue or PTSD?

# We Can Help

*Moving Beyond Trauma* is a residential program that assists people with PTSD, CPTSD or at risk of developing PTSD, to reclaim their lives. The Quest for Life Centre's nationally acclaimed programs are delivered by a highly qualified professional team in a confidential, safe environment.

Drawing on an understanding of neuroscience and the impact of trauma on the brain and body, the program supports, educates and empowers people with practical tools, skills and strategies for getting back in the driver's seat of your life.

*"The course has made me want to embrace life for the first time in years."*  
- Bob

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# Shifting into top gear

**Raff Del Vecchio** PANSW Assistant Secretary

■ There is something about cycling which is intoxicating: whether it be that feeling of tackling an 8% climb into a headwind, punching out 40km an hour sitting third wheel in a peloton or taking part in the annual Police Legacy Remembrance Bicycle Ride from Sydney to Canberra.

This year marks the 10-year anniversary of the ride. I've been privileged to take part in this experience on seven occasions. It perfectly aligns my twin passions of cycling and supporting the blue family.

Like many of us who have been around the job for decades, it is inevitable that you have been touched by a colleague or friend who has fallen victim to the darker side of policing. Due to the nature of policing, some people are in need of a hand, and that is where NSW Police Legacy steps in.

I'm one of the very lucky ones. I have benefited from the real opportunities that policing provides. This ride allows me in some way to give back to a profession which has treated me very well.

The ride itself isn't for the fainthearted, with some really challenging climbs, especially into Mittagong on the South Coast towards the back end of Day 1 and into Goulburn on Day 2.

Is it hard? Absolutely. Is it worth it? Without a shadow of a doubt.

The satisfaction that you get from achieving a physical and mental challenge while supporting a fantastic charity that has the backs of our brothers and sisters in blue when they need it most is the reason we do it. On the road, I've also met some of the best people who have become lifelong mates. I can safely say that this event is the highlight of my cycling year.

So, if you are up for a cycling adventure with great people that is exceptionally well organised and are motivated to raise a few bucks for your police family colleagues in the process, this is your moment. Start your training, enrol in the ride and I will see you on the road in September!

## Fun facts

- Started in 2013, by Sergeant Craig Tonks



RAFF DEL VECCHIO IS THE ASSISTANT SECRETARY OF ADMINISTRATIVE SERVICES OF PANSW, COMMITTEE MEMBER OF THE POLICE LEGACY REMEMBRANCE RIDE, A FORMER DIRECTOR OF POLICE BANK AND POLICE LEGACY. HE IS A KEEN CYCLIST AND CAN BE FOUND MOST DAYS RIDING AROUND THE EASTERN SUBURBS STREETS OF SYDNEY.

- The event is a ride, but it's also a way to gather and honour our fallen mates
- It has been run every year since 2013 in its three-day form from Sydney to Canberra. The only departure from this was 2020
- In 2020, we held satellite rides for the first time, where groups around NSW organised their own small rides according to the Covid restrictions in their areas. That year, Deputy Commissioner Mal Lanyon and I tested our endurance by riding continuously for 300kms in a day in support of Police Legacy
- Last year, our riders raised more than \$150,000 for Police Legacy. In its history so far, the event has raised more than \$800,000
- I count myself among the long-term

members of the Ride's Committee, alongside Chief Inspector Brian Yates and NSWPL staff

- Deputy Commissioner Mal Lanyon is the Patron of the Ride.

## This Year

- In 2023, we will again have options for everyone with both the 3-day ride and satellite rides – everyone is welcome to start their own satellite ride!
- Plan ahead and save the date: the main ride will take place between Friday 8-Sunday 10 September 2023.
- The main ride will be capped at 120 riders, so don't miss out on securing your spot. You can register your interest at the NSW Police Legacy website.

# Supporting our members impacted by cancer

PAN SW has partnered with CancerAid to offer support and behaviour change programs for members impacted by cancer.

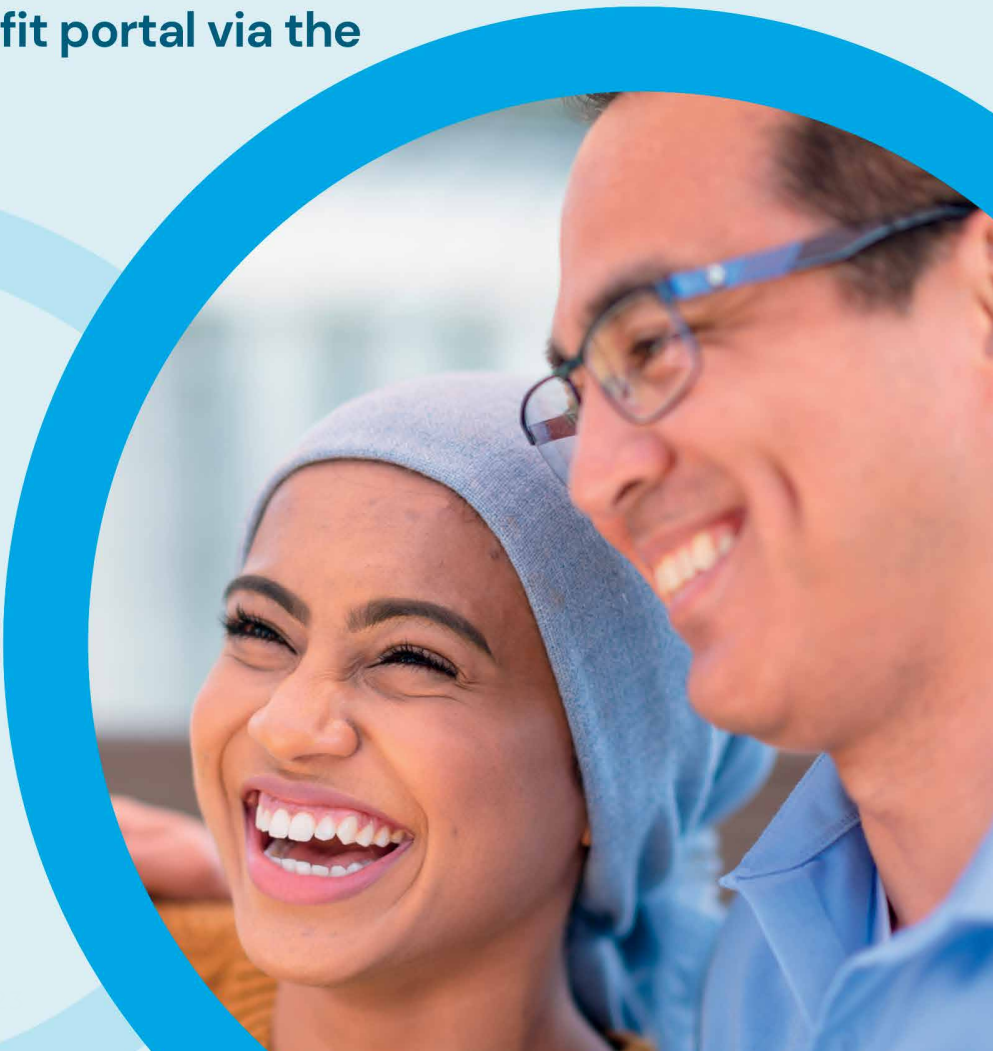
- Programs for people with cancer and caregivers
- Free and confidential access for members and their families
- Educational modules around living with cancer
- Access to a dedicated Health Coach to support you

**For more information or to enrol, visit the members benefit portal via the QR code.**



"It helps you get access to resources that are vetted. It provided me with the emotional and holistic support during that difficult period."

**CancerAid Caregivers participant**



# Independent rehabilitation assistance for injured officers

**Aleksandar Boromisa** PANSW Industrial Officer - Specialist Police Commands

Being injured presents many challenges for our members while they're attempting to get well.

■ They can experience increased stress from dealing with different providers and their policies while navigating the health and insurance systems, recover at work plans, injury and claims management and more.

Along with the PANSW assisting members during this difficult time, you have the right to choose your own rehabilitation provider to support you through your injury and recovery.

Peter Remfrey is the CEO of the Workers Health Centre, an organisation established to provide injury management and occupational rehabilitation services. He worked at the PANSW for 38 years as an Information Officer, Organiser, Industrial Officer and was Secretary for 20 years.

## **Can you tell us about the Workers Health Centre?**

The PANSW is an important affiliate of the Workers Health Centre (WHC), which is a not-for-profit charity that was set up in the 1970's by unions in NSW. Our role is to provide independent member-focused workplace rehabilitation services to injured workers to assist them to return to work safely and sustainably along with disseminating workplace health information and offering complimentary health checks.

## **What is a rehabilitation provider and what services are available through them?**

Rehabilitation providers undertake an important role in the Workers' Compensation system. Our consultants liaise with treating doctors (including other allied health professionals), insurers and employers to develop return to work programs to assist injured workers to return to pre-injury duties or modified duties with the same employer or re-enter the workforce with a different employer.

The consultants are qualified and registered allied health professionals

with experience as physiotherapists, occupational therapists, psychologists, nurses, osteopaths, workplace counsellors and more. They do not treat injuries but undertake assessments of injured workers including vocational assessments, functional assessments (both psychological and physical), activities of daily living reviews and workplace assessments.

It's important to note there is no cost to the injured worker as our services are funded through the Workers' Compensation Scheme.

## **Do injured workers have to use the rehabilitation provider appointed to them?**

No – the Workers' Compensation Scheme permits injured workers to utilise a rehabilitation provider of their choice in the same way they can nominate their treating doctor. The only stipulation is that the provider must be registered (the WHC is a registered rehabilitation provider accredited by the State Insurance Regulatory Authority).

Unfortunately, there is no requirement for employers or insurers to advise an injured worker of this legal right and they will routinely allocate providers from a panel with a contractual relationship to ICARE or use other preferred providers of the insurer or the employer.

## **Why is it beneficial to appoint your own provider?**

For an injured worker, it's critical to be confident that their rehabilitation provider is acting in their best interest. Given the legal right to choose, I would strongly recommend injured workers do not automatically accept the rehabilitation provider nominated by the insurer or the employer.

The WHC is motivated to act in the best interests of the injured worker. We are independent and committed to providing quality worker-focused

injury management and workplace rehabilitation services which will allow workers to return to safe and durable employment. Given the legal right to choose, I would strongly recommend injured workers do not automatically accept the rehabilitation provider nominated by the insurer or the employer.

## **How can the WHC assist injured police officers?**

We have extensive experience in supporting police and other public sector employees to get back to work. Historically the NSWPF use their own internal resources for return to work in roles within the organisation. If the insurer approves, the WHC could step in at this stage of the process. We generally become involved post medical discharge to assist injured officers using their wide-ranging skills to transition into other employment.

Our different employer teams are also very skilled in undertaking vocational assessments and job seeking on behalf of injured workers who can't return to their pre-injury employment. The scheme has significant incentives built in to assist in this transition including retraining for injured workers and wage subsidies for employers willing to give former police and other workers an opportunity.

## **How can our members get in touch?**

The WHC has offices in Parramatta and Newcastle. Our consultants routinely perform their roles in the field including travelling to regional areas or via Telehealth through Zoom or Teams. For more information about the process, visit [www.workershealth.com.au](http://www.workershealth.com.au) or call 02 97497666.







BRETT SAMUEL, PICTURED IN 2016, SHOWING CRASH INVESTIGATION EQUIPMENT TO A VISITING INTERNATIONAL POLICE DELEGATION.

## Crash Investigation Unit marks 40 years

In 2022, the Crash Investigation Unit (CIU) celebrated its 40th anniversary. Former CIU Supervisor, Sergeant Brett Samuel APM, spoke to PANSW Police News about the Unit.

**Mick Timms** Police News Writer

■ Forty years since its inception, CIU continues to need dedicated officers with a passion to investigate horrific incidents. "You are the officer-in-charge of a major criminal investigation from the time you attend the scene to the finality of the matter at court, which could take several years," Brett said. "You become close to victims' families without becoming attached: from their perspective, you are the only one who can answer their questions. At least two members of CIU go to the scene regardless of where the crash occurs. It's a welfare issue and multiple sets of eyes makes for a better investigation."

In October 2022, the CIU marked its 40th anniversary. Former officers including Brett marked the occasion. "It was fantastic seeing Ray Godkin interviewed on the news about the 40th anniversary as he was instrumental in establishing the Unit," Brett told PANSW Police News. "I appreciated the opportunity to come back to Huntingwood, ten months after my retirement, to meet with Ray, show him some of the new technology, as well as speak to the media about the Unit."

"CIU was established because the discipline of crash investigation had

become increasingly specialised. The Unit will continue to evolve and face whatever challenges the future brings.

For the first few years of Brett's time, the Unit was called the Accident Investigation Squad (AIS). "It's not an accident – it's a collision or a crash," Brett said. "When we were called AIS, I was in court when the defence barrister said to the jury 'the police officer said he's from the Accident Investigation Squad. Accidents accidentally happen, so how can you convict my client of wrongdoing?'"

"Although we won the case, the Unit took the barrister's remarks onboard and changed the name from Accident Investigation to Crash Investigation."

NSW Attorney General Mr Mark Speakman, in a media release relating to the current Law Reform Commission Inquiry into Road Crimes, also questioned the use of the term 'accident' in sentencing remarks "and the impact this language has on the family members of a loved one killed as a result of a road crime. In the United States, they use the term 'traffic homicide' which is a better reflection of the violence involved in crashes," Brett said.

Brett was in CIU when the 2000

Olympic Games were held in Sydney. "Contingencies were made to prioritise traffic flow throughout Sydney which had the potential to impact on crash investigations," Brett explained. "It was our own Olympic competition – balancing the gathering of evidence at a crash scene against facilitating traffic movements for the global event happening in our city. Remember, this was well before the development of drones and modern computerised crash scene equipment."

Between 2008 and 2011, the CIU had its own TV series, with Channel 7 airing 21 episodes of Crash Investigation. "It was a good way of exposing the public to what the Unit is about and what we do. It showed people how easy it is to do something wrong and the catastrophic consequences, death or serious injury, caused to innocent people."

"The difficulty with crash investigation, in terms of producing a TV series, is the time it takes to get an outcome. With RBT for example, the producers know the BAC reading in minutes and within a month or two, they have a court result. Crash Investigation is a marathon, and a 40-year one at that."



BRETT SAMUEL PICTURED RECENTLY AT TRAFFIC AND HIGHWAY COMMAND'S HUNTINGWOOD COMPLEX.

## No Accident

Former Crash Investigator Brett Samuel reflects on his near 40-year career

**Mick Timms** Police News Writer

■ Sergeant Brett Samuel APM was the state's longest serving crash investigator when he retired on 25 December 2021. *PANSW Police News* caught up with him recently. "The 25th was the day the roster period ended so it was a case of Merry Christmas to me," Brett explained in his opening remark. Importantly to Brett, he was able to close out his career on his terms. "In May 2021, I was in hospital for unforeseen surgery, returning to work in September," Brett said. "I may not have been expected to come back to work but I wanted to retire on my terms, so I came back in to work in September and retired in December."

It was the conclusion of a big year in Brett's life, having been awarded the Australian Police Medal in the 2021 Australia Day Honours. "I was surprised and humbled by the award, and it made me think of people in the Unit I've worked with over the years," Brett said.

Best known for his 30 years with the Crash Investigation Unit (CIU), it was Brett's General Duties service at Kogarah and Rockdale that lead him to specialise. "I attended many major crashes in the Rockdale area for years and had come to know the local CIU, who encouraged me to join."

Brett reflected on what he most enjoyed about the CIU. "I enjoyed the investigative side of it because you do everything from start to finish and help people on the worst day of their lives. "Crash investigation is a jigsaw puzzle – one piece can help solve it. "You attend the crash, process the scene, deal with victims, families, witnesses, launch prosecutions and deal with the DDP and the Courts."

Brett explained some of the more difficult parts of the role.

"Witnesses sometimes don't want to get involved and this was particularly the case before the 'dash-cam' era when you had no CCTV to rely on," Brett said. "You encourage witnesses to look at things from the perspective of victims who need help from the broader community," Brett said.

Brett spoke about how technology has changed CIU. "There are new ways of processing the scene which save time and are more accurate. But you only get one chance to get the on-scene part of the investigation right. You can re-visit the roadway later, but you can't revisit the crash scene. When all the evidence is gathered on the night, it's harder for it to be disputed later."

At the time of his retirement, Brett had a number of prosecutions yet to be finalised. "At least two investigators attend every job, so my matters were taken over by the 2IC of the case." Brett said. "However, since retiring, I've attended court and given evidence on a number of occasions. This is for the sake of the families who I've come to know over the years."

Now a year into retirement, what is Brett's advice to police thinking of disengaging or retiring? "There is life after the cops, but it is a hard decision to walk away from something you love doing," Brett said. "I still socialise and keep in contact with former colleagues."

"When I heard retired police say they are so busy they wonder how they had time to go to work, I thought it was a cliché but now I see they were right. "After being on call for 30 years and the referral officer (the person the DOI would phone) for 23 years, I had to get used to my phone not ringing at all hours."

"I take comfort, having held my SAP position for 20 years, and that my departure created an opportunity for someone else."



DETECTIVE SENIOR CONSTABLE DARYL RICHES, RETIRING IN THE BUSH

## Keeping it country

**Sonia Roberts** Police News Writer

■ "It was the best job in the world" was how former Detective Senior Constable Daryl Riches remembers his time as a rural crime investigator.

Daryl retired from NSW Police Force in November 2015. By his own admission, the ending of his time in policing was not the one Daryl had imagined for himself but acknowledged his time had arrived. Now he spends his time running the family sheep and cattle property alongside his father. He also works with NSW Racing as a starter.

To anyone who is thinking of disengaging or retiring, Daryl believes it is important to listen to what your body is telling you. "If you are starting to ask yourself "is it time?" then it is. "In the long run, you need to value your family alongside your physical and mental fitness," he said.

Before he joined the police in 1986, the one-time trainee surveyor recalled a childhood visit to Sydney and seeing two mounted police riding along Oxford

Street. "Being a country lad, I thought to myself, "That's what I want to be."

"After passing out in November 1986, Class 222 I was posted to the notorious Central Police Station. I thought what the hell have I got myself into. Not too long after, Central was relocated to the Sydney Police Centre. My claim to fame there was I was the first police officer to fingerprint the first crook who entered the charge room."

"During my probation I transferred to the Mounted Unit. After getting my first hook after five years I left the City lights and went to a small four person station at Crookwell," he said.

Daryl would become lock-up keeper there and later transferred to General Duties at Goulburn. From there time in highway patrol and anti-theft soon followed. During that time the Goulburn Local Area Command suffered a series of substantial stock thefts. The Goulburn Stock Squad was revamped in 2001 with Daryl as its sole investigator.

In his 14 years as a part of the Stock Squad, Daryl paid tribute to the support he received from fellow Detective Senior Constable Michael Burns who was based at Wagga Wagga and his then commander Gary Worboys. "I felt I had the best job in Australia. I loved livestock, I loved riding horses, I loved speaking with cockies. I just loved the rural community. Having been born and bred around the Goulburn area I knew a lot of farmers and they knew me. I felt I had a foot in the door. Farmers knew, I hope, that they could approach me with their problems and I was prepared to give it my best shot to get a result."

"It was the 75th anniversary of the Stock Squad last year and I hope the Unit never loses its sense of identity and the values that drew people like myself to it - to investigate stock and rural related crime, help prevent animal cruelty and to be an ear to farmers."



MEMBERS OF CLASS 182 MEET EVERY FIVE YEARS FOR A PROPER CATCH UP

## "It's about sitting down face to face"

**Sonia Roberts** Police News Writer

■ The year was 1982 – Men at Work's album "Business as Usual" was topping the charts, Parramatta had won the NSWRL Premiership and "The Man from Snowy River" was one of the year's most popular movies.

For the members of Class 188, 1982 was the year they walked out of the Redfern Police Academy. Their oldest member was aged 31 and their youngest member was 19. The "last one standing" retired from the NSW Police Force in 2020 after 37 years of service.

For class member Sue Waites, reunions remain important because they become about the life stories of the people in your class and where their personal road has taken them since policing. "One of them is now a model and he has picked up some commercial work. Quite a few are farmers and there's been the usual run of births, deaths, marriages and divorces. Don't know their life story until you can sit face to face with someone. It just felt comfortable being together and talking."

"One of the funniest things I found was the people who were apologies were among the most avid respondents when photos were posted on the closed Facebook group for the class. Social media is good for keeping in touch but as the reunion found there's nothing like talking to someone face to face. It was good to meet people's partners and find out more about them."

When it came to where to have the

2022 reunion, there was no question about the destination. All roads would lead to the Gold Coast as most of the class had retired to locations in northern NSW or the Gold Coast.

For fellow classmate Janet Wilkinson, face to face reunion functions will always be important for the joy of in-person contact. "It's more about being able to see the person rather than just a little message here and there as you would on social media."

"Were there any stories told at this reunion that I hadn't heard before? Some tales did come out, mainly from the boys in the country. They had some exciting stories to tell," Janet said.

If given the opportunity to travel back in time and address her class as they were leaving the Academy, Janet speculated the conversation probably wouldn't be much different to the one that was actually had on the day of their attestation. She recalled that everyone wished each other luck and told themselves to keep fighting the good fight. Some of the group hit hurdles and others were able to use the platform policing gave them to forge successful careers in the legal profession beyond the badge.

"When I started the reunions, I think it was in our 20th year after attestation and we have been able to do a reunion every five years since. I love keeping in touch and seeing how people's lives have turned out and what they are

doing now," she said. "It is difficult to get everyone together for a proper catch up as you do lose touch with a lot of people, particularly those who left in the early years."

"It is good to talk about the great times, the bad times and the bits in between. We would encourage everyone to join in and attend these reunions, I have only ever had positive comments about organising them from those that come along."

"Some have even suggested that we have them on a more regular basis, rather than just every five years. Policing is a special career and the bond and friendships made are ones that stay for a lifetime," Janet said.

### Noticeboard

#### **Sergeant Martin Evans / Farewell**

Come and join us in farewelling Sgt Martin ( Marty ) Evans after 28 years in the NSW Police Force. Worked at Liverpool, Green Valley, Macquarie Fields, Eagle Vale and Campbelltown Stations and life member of the Macarthur Bulls. Date: 28th April 2023. Location: West Leagues Club, 10 Old Leumeah Road, Leumeah, Time 6pm – 11pm, Cost \$65.00, 2 Course, sit-down meal included. For payment please contact Insp Stephen Greer\* 31152@police.nsw.gov.au, Sgt Ben Kemp\* 34819@police.nsw.gov.au - \* Campbelltown

# In Conversation Anthony Howell

Anthony Howell talks to Elyssa King about PANSW's Legal Services Division



"The Legal Services Division has two primary functions in the operation of the Union. The first is to provide a legal service to the Union itself. The other and more important side of its work is to oversee and administer the operation of the Association's Financial Legal Assistance Scheme."

"What it enables is a member who has a need for legal services associated with the matter arising directly out of their employment to apply to the Union for a grant of financial assistance."

"The application [will be reviewed] against the terms of the Financial Legal Assistance Scheme, and if it meets the terms of our Scheme, the member will be given a grant of assistance at one level or another (depending upon the needs of the particular matter) and either referred to one of our internal staff or an external firm."

"There are three broad categories that we use which broadly encompass what members seek assistance for. The first is medical entitlements."

"The second area of work is the employment category... discipline related work or other employment disputes. It could be complaints [related to] discrimination, underpayment claims or general industrial disputes where we'll often work cooperatively with the Industrial Division to resolve [them] through the Industrial Relations Commission."

"The third category is the criminal/Coronial work. Given the nature of the work from time to time, if a police officer has a bad day at work, it might not only result in disciplinary action, but can also result in the laying of criminal charges associated with improper arrests, excessive use of force and more. Subject to certain conditions, a member can secure a grant of assistance to enable them to defend charges that arise directly out of their employment."

"The nature of the work of police is such that they will often come to be involved in the Coronial process and in a Coronial Inquest. Often times, individual

members will not be able to rely upon the Commissioner of Police to represent their interests. In those circumstances, our Scheme can respond to give them a grant of financial assistance to enable the officer to get some advice and representation where they have a sufficient interest to be personally represented."

"The law relating to the conduct of police and the employment rights and obligations of police is very niche. There is a range of legal issues that are particular to the working environment of police officers and the operation of the Police Act which, with the greatest respect to them, a lot of the legal profession simply are not familiar with and can't receive that phone call or two or three AM in the morning in the face of a Critical Incident."

For the full nine minute video click on the QR code.



# meal break crossword

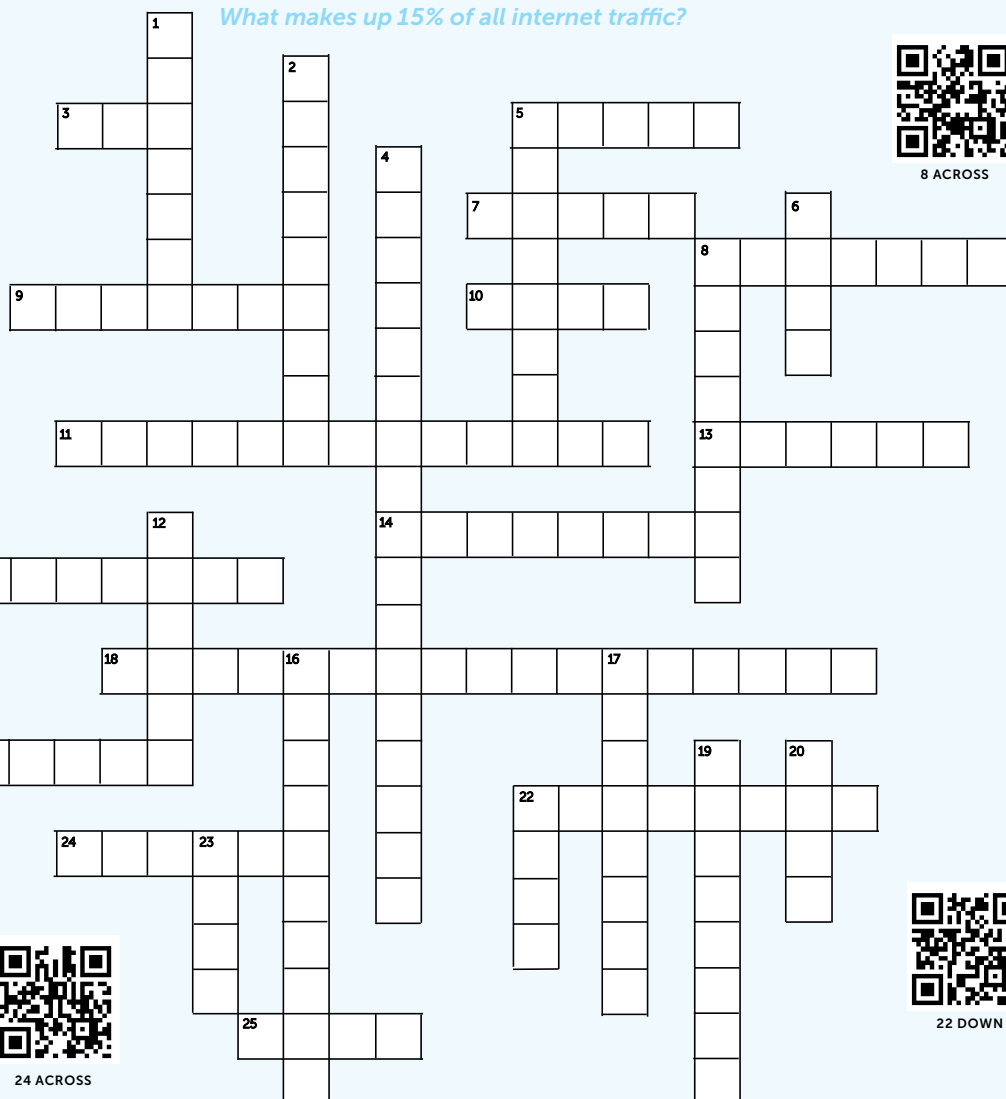
What makes up 15% of all internet traffic?



11 ACROSS



8 ACROSS



24 ACROSS



22 DOWN

## Across

- 3 Felis catus is a domestic species of what small carnivorous mammal? (3)
- 5 To roam freely, avoiding human contact (5)
- 7 Collective noun for Lions (5)
- 8 Who sang 'Cool for Cats' (7)
- 9 A type of large cat 'sighted' in the Blue Mountains and Lithgow (7)
- 10 Falls like cats & dogs (4)
- 11 An asymptomatic human infection, caught from cat poo (13)
- 13 A juvenile cat (6)
- 14 Bastet was a cat goddess in which civilisation (8)
- 15 Where's home for an AFL cat? (7)
- 18 He wrote the musical Cats (6,5,6)
- 21 The only country to have send a cat into space (6)
- 22 Domesticated cats must be microchipped in every state of Australia except where? (8)
- 24 Trooper Cat Ed's job is to keep the Mounted Police stables free of what? (6)
- 25 Most popular pets in Australia (4)

## Down

- 1 Besides slashing and cutting, a cat's claws can also ... (6)
- 2 Active at night (9)
- 4 American playwright who wrote 'Cat on a Hot Tin Roof' (9,8)
- 5 Cats cough them up (8)
- 6 A word repeated to call a cat (4)
- 8 Stealthy way to approach prey (8)
- 12 Leap and land, unannounced (5)
- 16 Happening to small native animals, aided by house cats (9)
- 17 They help a wearer navigate dark, tight spaces (8)
- 19 An animal companion for a witch (8)
- 20 Steinbeck: Of ---- and Men. (4)
- 22 Name of Matthew Flinders' cat: has a statue (4)
- 23 A common feline vocalisation (4)

Answers on page 1



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