

PAN SW

POLICE ASSOCIATION OF NSW

PRINT POST PUBLICATION NO. PP100018976

MARCH | APRIL 2022

Police News

Big Rain

Stories from northern
NSW and the Police
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with youth **p8-9**



Housing

Essential workers
can't live locally **p11**



Bridge drama

Gary Merryweather
tells the story **p32**

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

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

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

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

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

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

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

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

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

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



Chantille Khoury – Principal, Law Partners

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**Cover photo**

Lismore local woman Jemma Szaak, with her baby Chase, hugs an unidentified police officer.

IMAGE CREDIT - MEDIA MODE.

ANSWERS: MEAL BREAK CROSSWORD
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 11.ECHIDNA 12.RICHMOND 13.LANINA
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 EMAIL: POLICENEWS@PANSW.ORG.AU / ISSN0047-9934 PUBLISHED SIX (6) TIMES A YEAR.
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Championing Change Alison Dixon

With the new Commissioner of Police Karen Webb being sworn-in this February and celebrating her first International Women's Day in March, the future has never looked brighter for women in policing.

■ PANSW Executive Member Alison Dixon believes that the appointment is aspirational for all female officers.

"It's fantastic to have our first female Commissioner of Police. With extensive experience and exceptional leadership skills, Ma'am Webb's appointment is well deserved."

A proud Novocastrian, Alison commenced her career within the NSWPF in 2002 as a 22-year-old. Before this, she obtained a Bachelor of Education/Arts from Newcastle University.

She has worked within Chatswood, Dee Why, and Manly Police Stations in General Duties, Education, and Criminal Investigations. In 2019, Alison returned to Chatswood Police Station as a Detective Sergeant.

Beginning her involvement with the PANSW as a branch official, she became passionate about improving working conditions. Initially, the main issues were

in quelling officers' fears about police station mergers.

"I enjoyed being a voice for my colleagues. It was wonderful to support them as a team and work collaboratively to achieve the desired outcomes."

Her commitment to improving pay and working conditions saw her elected to join the PANSW as Executive Member for North West Metro Region Area 2 in 2018.

As the only female member of the PANSW Executive, Alison is a strong advocate for women in policing. The introduction of improved parental leave entitlements for working police parents in 2021 was a massive victory for the Association. Her role as a PANSW Women's Advisory Committee member has also been a point of pride.

"Before the pandemic, we would meet face-to-face with female members from different jurisdictions to discuss the issues that impact them."



ALISON DIXON / CHATSWOOD STATION

With members in her region deploying to assist with the flood relief effort in March, she says that the PANSW will continue to help members respond to these extraordinary circumstances as they arise.

"Our role will be to continue checking in on our members' welfare and ensure that they are aware of their entitlements when working in a variety of conditions."



We Were There and Always Will Be

Tony King President

■ During my time as President, I have seen my fair share of crises. Since accepting the position in 2018, I have had the privileged of supporting our members as they have tackled severe drought in regional and rural areas, the Black Summer bushfires in 2019-2020, severe flooding, an unsightly mouse plague, and the Covid-19 pandemic.

Late last month, I had the opportunity to travel to some of the areas of the Northern Rivers most impacted by flooding. Visiting Lismore, Woodburn, Mullumbimby, and Murwillumbah, I spoke with our members on the ground, assisting in the recovery effort.

Challenging circumstances

As a long-term Grafton resident, I've seen many floods in my lifetime, but I have never seen anything like this.

In these towns, the scenes on the ground are heartbreaking.

Lismore Police Station has been rendered inoperable.

Piles of rubbish that had been the worldly possessions of families litter the streets. The pervasive, inescapable stench of flood mud hung in the air – clinging to what was left.

But where there is devastation, there is also hope. The resilience showed by the police officers supporting these communities – as the floodwaters rose during the emergency as it unfolded and during the clean-up afterward – has been astounding.

Despite losing their homes, local members continued to work around the clock – scraping together what pieces of the uniform they could and getting back out to assist with the rescue and recovery effort.

A team effort on the ground

Hundreds of our members were deployed from across the state – finishing up their shifts then hitting the road to give the local police a break. All the members that I spoke to were tired but happy to be there – helping out their fellow officers.

Our Organisers, branch officials, and local Executive members were on the ground to ensure our members were aware of their working entitlements and support those impacted with welfare assistance.

There are so many stories to share about the police response in the area. One of the most circulated images shows Lismore Constable Steven Hayes lifting Pat Bobbins from a rescue boat.



OUTSIDE WOODBURN LOCKUP

As a supervisor during one of the most challenging days, Steven was quick to reaffirm the fantastic work done by all emergency services personnel on the ground.

I echo his sentiments and have never been prouder of our members for stepping up yet again to support these communities in their time of need.

Unity & Strength

With restrictions lifting, it has been pleasing to see face-to-face meetings return, including Branch Welfare Officers Training sessions, the Branch Focus Training Course, and regional forums.

Building relationships and networking is such an essential part of our work. Of course, electronic means were necessary to facilitate this during the pandemic, but nothing beats in-person discussions followed by a cuppa and a chat.

The lead up to Conference

Delegates from across the state will come together for the 2022 Biennial Conference between 23 – 27 May at the Novotel in Wollongong. This important event will set The PANSW's agenda for the years ahead.

The theme 'We Were There' proudly reflects the critical role that our members have played – stepping up to serve communities across the state in responding to bushfires, floods, and the pandemic. The PANSW has also been there – on the phone and in-person – assisting our members to continue to perform their duties.

In challenging circumstances, the good times and the bad, our members and the PANSW are always there and always will be.

A fond farewell

It is bittersweet to announce that this will be my last column as President of the PANSW as I will not be seeking re-election.

With all the outcomes achieved during the past four years, I thank the PANSW Executive, our staff, and members for the opportunity to serve as your President.

There are two people I need to single out who have been my rocks – professionally and personally.

On the work front, Cath Prosser has assisted me passionately and tirelessly in every aspect of my Presidency. I can say, hand over heart, that I wouldn't have made it through without you.

My beloved wife Kerry has sacrificed so much to allow me to represent you, managing her career and day-to-day family life while I was out on the road. I have so much to thank you for, and I am happy to say that we can go home now!

To our members, it has been an honour to stand with you as you've overcome challenge after challenge during the past few years. Be safe and continue to support each other.

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Police News Noticeboard



Cooking for a cause

■ On Friday 4th February 2022, Macarthur Bulls Police Rugby League Club held an Oztag Gala day at Aubrey Keech Reserve. With some PACs fielding multiple teams, the day was well attended – with Cumberland PAC ultimately claiming the bragging rights.

Making sure the players didn't go hungry, PANSW staff shared BBQ cooking duties with our friends from Police Bank – selling out of snags and chatting with members one-on-one about industrial issues facing each Command.

The blue family remembered Senior Constable Giovanna 'Jo' Montes De Oca, who sadly lost her battle with cancer. The funds raised on the day will support Jo's husband Jason and her three-year-old daughter, Laura.

Hilton Hotel bombing

■ Sunday 13 February marked the 44th Anniversary of the Hilton Hotel Bombing.

PANSW President Tony King, Police Legacy Chairman Gary Merryweather, and other dignitaries attended a service at the Hotel's George Street entrance in Sydney's CBD.

A wreath was laid in remembrance of the tragic deaths of Constable Paul

Burmistriw and utility workers Alex Carter and William Favell, as well as others impacted by the bombing who are no longer with us.

Class 351 Attestation

■ The 193 students of Class 351 braved wet conditions for their attestation at the NSWPF Academy on Friday, 4 March.

During their training and education, the recruits faced unique challenges – with the campus in lockdown when they arrived in October due to Covid-restrictions.

Commissioner of Police Karen Webb APM was in attendance and swore-in the students in her first attestation ceremony in the top job.

"It takes a special person to sign up for a career in policing, which is why I am so pleased to personally welcome and congratulate every recruit today," she said.

With many of the recruits hitting the ground running in flood-impacted areas, Deputy Premier and new Police Minister The Hon. Paul Toole MP reflected on the extraordinary job that the new Probationary Constables would be undertaking.

"We don't often see a major event or emergency without also seeing the men

(TOP RIGHT, CLOCKWISE): ANOTHER SNAG FOR THE BBQ; POLICE BANK'S BOYD STEWART & PANSW ORGANISER ROD SHERATON COOK AT THE OZTAG GALA DAY > MACARTHUR BULLS VS CUMBERLAND PAC > PANSW PRESIDENT TONY KING ATTENDS HILTON HOTEL BOMBING COMMEMORATION > SERGEANT CRAIG PARTRIDGE (R), VICE-CHAIR OF NSW POLICE LEGACY AND PANSW TREASURER, PROUDLY CARRIED THE NSW STATE FLAG AT MARDI GRAS. CELEBRATING WITH COMMISSIONER WEBB, VICE PATRON OF NSW POLICE LEGACY > CLASS 351 ATTESTATION.

and women in blue on the ground doing what they can, whether it's responding to a natural disaster like the current flooding crisis, a car accident, or a public protest."

GLLOing with pride

■ The following day, Commissioner of Police Karen Webb APM made history by joining the NSW Police Force Mardi Gras Marching Contingent at the Sydney Cricket Ground. The 44th Gay and Lesbian Mardi Gras Parade event were the second to be held under COVID conditions.

The CoP stood beside police and civilian Gay and Lesbian Liaison Officers (GLLOs) who united together from around the state to celebrate diversity. The parade contingent was fittingly themed 'GLLO's Shine With Pride'.

"I am immensely proud of all of our officers, and it was a pleasure walking with them at this important event," she said.

Optional Disengagement Scheme (ODS)

By Kirsty Membreno **PANSW Assistant Secretary Industrial**

Your Association has advocated for an Optional Disengagement Scheme (ODS) for several years and was successful in May 2021. The first round was opened in January 2022 – with an overwhelming uptake from officers across NSW.

What is ODS?

■ The Optional Disengagement Scheme (ODS) is an initiative designed to help support eligible police officers wishing to pursue an alternate career or life path by transitioning from the NSWPF in a dignified and supportive manner that recognises their contribution to policing in NSW.

It may enable officers to transition into a new career, study, retirement or simply towards building a new life outside of the organisation. To support officers in their alternate career/life path options, the ODS includes a financial payment and career transition support.

The NSWPF has applied for and obtained a special class ruling from the Australian Taxation Office (ATO) regarding the financial payment for the ODS. The payment for tax purposes will be termed as an "Early Retirement Scheme" and payments made to employees will be eligible for concessional tax treatment.

To be eligible for ODS, officers must satisfy the following criteria:

- a current serving non-commissioned or commissioned officer (other than a Probationary Constable)
- having completed a minimum of 10 years continuous service (with previous service of officers who have been re-appointed into the NSWPF not being recognised for this purpose)
- under age pension age at the time of terminating employment

Officers will not be eligible for ODS who:

- have submitted an intent to resign or retire from 1 July 2021
- are subject to a process that may result in their retirement or removal
- are, or become, the subject of an active investigation or conduct action under Parts 8A or 9 of the Police Act 1990

- are in receipt of any weekly Workers Compensation benefit payments under Division 2 of Part 3 of the Workers Compensation Act 1987 (NSW)

What does 'service' mean for an eligible officer?

- a) Years of service will be recognised in accordance with recognised forms of service from the Crown Employees (Police Officers – 2021) Award (periods of LWOP are not recognised as service).
- b) Officers not currently working in the NSWPF (e.g. on secondment/LWOP) for periods up to 12 months are eligible to participate in the scheme.
- c) Officers who have been out of the NSWPF (e.g., on secondment/career break/LWOP) for periods of greater than 12 months must return to NSWPF duty, resume and remain on duty to be eligible to participate in the scheme.
- d) Officers who are under age pension age at the time of terminating employment can apply.
- e) The ODS is open to members of all superannuation funds/schemes.
- f) Officers will not be eligible if they have submitted an intent to resign or retire from 1 July 2021. Officers may seek to withdraw their resignation/retirement in accordance with the provisions of the Resignation and Retirement Procedures. However, requests to withdraw resignation/retirement for the purpose of accessing the ODS will not be supported.

As Career Transition support is an important part of the scheme, the NSWPF has partnered with Fortem Australia to provide a tailored ODS career transition support service to officers exiting the organisation through the ODS.

Officers are encouraged to seek independent financial, superannuation and career transition advice to enable an informed decision before applying for or accepting an ODS offer.

ODS Payment Guide

Eligible officers who exit under ODS will receive a lump sum payment calculated using the following formula:

- 4 x weeks' base pay for each year of service capped at 30 years' service
- 4 x weeks' base pay in lieu of notice
- 8 x weeks' base pay incentive
- 1 x additional week's base pay for officers aged over 45

There are payment points of 10, 15, 20, 25, and 30 years' service – with the payment defaulting to the lower exit point if service length falls in between these points.

For example, an officer with 17 years of service will be offered payment equivalent to 15 years' service only.

Payment is calculated using the base salary as specified in the Police Award for the officer's substantive rank only.

The loaded salary, specialist allowances and pay-scales (e.g., special duties allowances, detectives pay-scale etc) will not be used for the purpose of calculating payment.

Note: The maximum total payment available to officers (irrespective of substantive rank) is capped at the equivalent amount of up to a Sergeant, Level 9 with 30 years total service. Interested officers should utilise the ODS Financial Estimator which becomes available in Blue Portal each time a new round is announced.

ATO Class Ruling

The NSWPF has applied for and obtained a special ruling from the Australian Taxation Office (ATO) regarding the financial payment for the ODS. The payment for tax purposes will be termed as an "Early Retirement Scheme" and payments made to employees will be eligible for concessional tax treatment as above*.

The scheme is limited to a number of eligible applicants who can exit each

* ATO Class Ruling

Pay Component	Concessional Limit	Tax Rate
Tax Free Portion	\$11,341 plus \$5,672 for each whole year of completed service	0%
Employment Termination Payment	Up to \$225,000	17% (over preservation age) 32% (under preservation age)
Remaining Portion	N/A	47%

NB: Based on 2021-22 financial year and will change annually / Check the ATO website for your Preservation Age based on date of birth

financial year based on funds made available. The ODS will be offered in rounds at the Commissioner's discretion – with the next round set to open in the 2022/23 financial year.

Successful applicants in Round 1

Eligibility and clearances are currently being checked by the NSWPF ODS team. The first group of officers selected (on a first-in, first-serve basis) will receive offers shortly.

Officers will have 14 days to obtain advice on the offer and associated legal documents required to be signed and returned in order to accept an offer.

Officers will be advised via telephone and in writing when their EOI has been assessed as eligible, and an ODS offer will be made. Commanders will be notified that an officer within their Command has been offered ODS.

The ODS offer package will include:

- an estimate of ODS payment,
- a Deed of Agreement (Deed) including the exit date for signature by the Officer, and
- a referral to the Career Transition provider supporting the ODS, by the ODS Team.

On receipt of the ODS offer package, the officer will:

- be required to review, seek advice, sign, and return the Deed to the ODS Team within the specified offer period.
- Note that until the Deed is executed by both parties, either party may withdraw at any time with no further obligation to proceed or accept an ODS offer.
- Once the officer returns the Deed, the acceptance will be processed.

Note: Importantly, Commanders will be notified once the ODS offer has been accepted by the officer. Prior to acceptance, only de-identified information showing the number of officers offered ODS at each rank will be made available.

Unsuccessful applicants in Round 1

Eligible applicants that did not proceed in the current round (i.e., due to funding availability) may seek to participate in future rounds (subject to meeting the eligibility criteria of the future round/s). They will be required to resubmit their EOI. Unsuccessful applicants will not be identified to Commands.

PANSW advice on ODS

The PANSW has advocated for many years for a scheme of this nature where a member has the option based on their individual circumstances to either voluntarily take up ODS or continue in the NSWPF. The Association strongly encourages officers to obtain financial and legal advice regarding the ODS documentation including the deed.

PANSW members have access to the Association's Financial Legal Assistance Scheme to enable them to seek independent legal advice on the Deed of Release and their individual personal circumstances within the 14 day period.

The PANSW does not refer members to specific financial advice services. We encourage each officer to seek independent financial advice which may include your superannuation fund, banking institution, accountant or financial advisor.

Members should contact the PANSW office on 9265 6777 or info@pansw.org.au for individual advice.

Keeping the kids onside

By Elyssa King **PANSW Communications**

Passing a housing commission estate on patrol in Parramatta in 2021, Sergeant Nathan Trueman came across some young kids kicking a tatty ball around in the street. The itch to get involved in the game sparked an idea.



■ "I wondered how I could better interact with the young blokes and thought, 'If I had a better footy in the car, I could jump out for a throw around with them.'"

Focus on youth engagement

Working as a member of Strike Force Raptor for more than a decade, Nathan had seen firsthand how turning to crime could impact young people's lives.

Inspired by America's gang prevention initiatives, Nathan launched a three-day program that brought police and ex-bikies together to educate at-risk kids.

"We wanted to show the reality of joining a gang. It isn't like Sons of Anarchy, and there's no such thing as a safe stabbing or knee-capping."

Playing sport and remaining active were emphasized when encouraging the kids to choose an alternative path. The lunchtime game between the cops and kids was a much-anticipated highlight.

"Having a ball in your hand helps break down those barriers and build a connection."

New way to interact

Moving to Parramatta PAC in 2020, Nathan continued to run the program on his days off at Cobham Youth Justice Centre. However, the focus shifted towards building better relationships.

"In our line of work, interactions with these kids are often negative," he says,

"It's the worst day of their life, and police are showing up to move them on or search their house."

With a ball in hand to round out the day, the program allows the police and kids to connect in a more positive environment.

"These initiatives are all about showing them that police officers aren't just there to put them inside.

We want to help these kids change their lives for the better."

Running with the ball

Inspired by the power of sport, Nathan wanted to get out into the community and break down more barriers.

His idea was to give patrolling officers a ball to be ready for a quick game if they met kids up for the challenge.

Looking for support, Nathan approached his former Raptor team leader – PANSW Member Support Coordinator Ian Johnstone.

"Nathan has always been good at thinking outside of the square about ideas to engage with young people better," IJ says.

Operation Stay Onside

The pair hit the phones in a bid to gain sponsorship. Police Bank jumped on board to donate 20 basketballs and 20 soccer balls. NSW Rugby League followed, contributing 40 State of Origin footballs.

On Wednesday 2 February, Nathan and IJ met with Parramatta PAC Superintendent Julie Boon and Police Bank Chairman Peter Remfrey at NSWRL HQ to launch the new NSWPF youth program. In a special moment, State of Origin Head Coach Brad Fittler presented the footballs to Nathan.

The launch continued that weekend with an engagement activation at the Indigenous All-Stars Game at CommBank Stadium.

Winning: more than the score

So, has the program been a success?

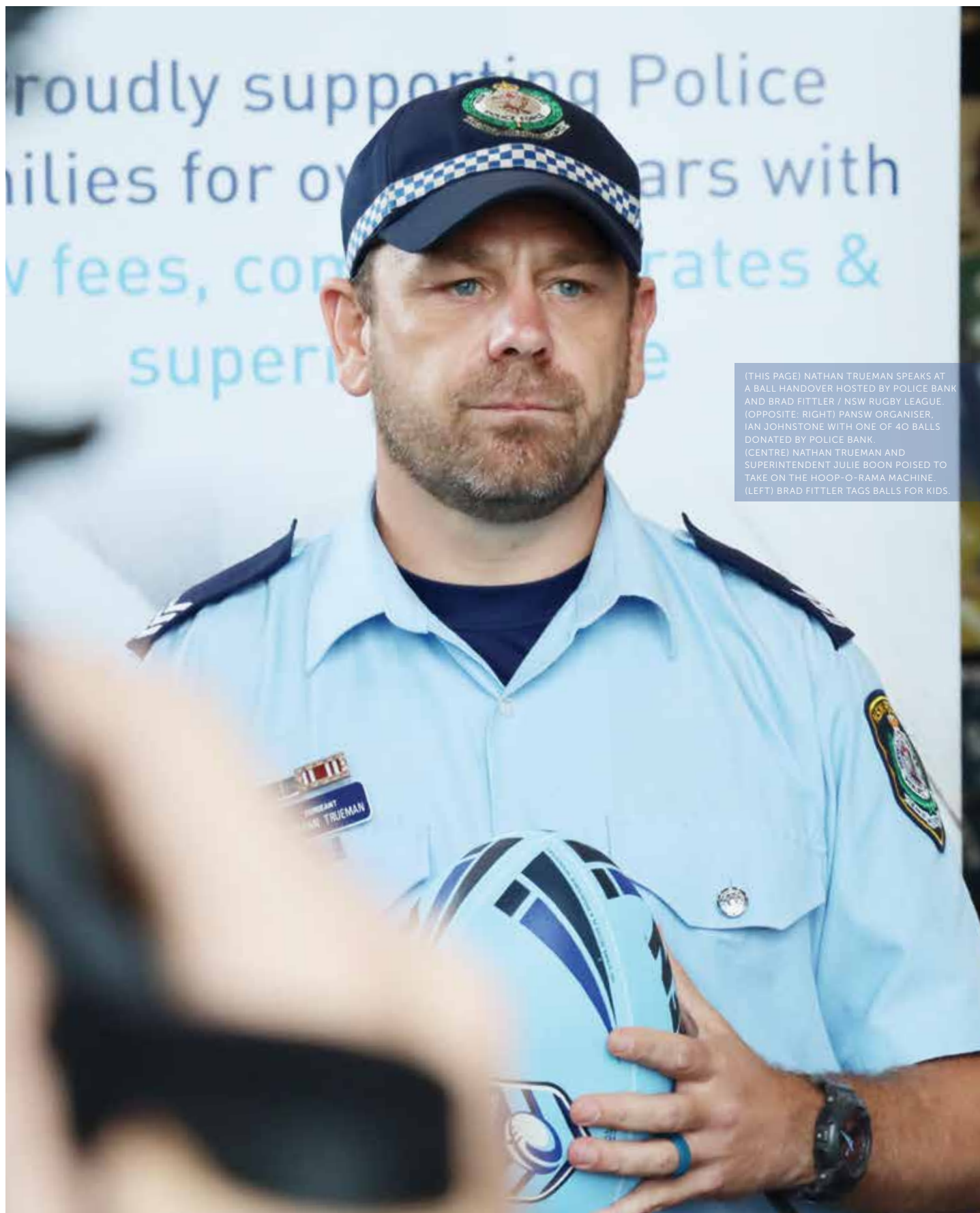
Nathan points to his own experience – attending a nasty domestic dispute where a teenage boy was struggling with the police presence in his home.

"I said, 'Listen, mate, I have a basketball in the back of my car – why don't we have a bit of a throw around?'"

The invitation led to shooting hoops in the backyard for half an hour. At the end of the game, the boy accepted the ball – on the condition Nathan would be back for a rematch.

"When you get to give the ball to a kid, and he high-fives you and thanks you, it's a pretty good feeling."

"I'd love to see the program expanded, so more officers had a ball in their kit. It helps to build those positive engagements with the kids."



(THIS PAGE) NATHAN TRUEMAN SPEAKS AT A BALL HANDOVER HOSTED BY POLICE BANK AND BRAD FITTLER / NSW RUGBY LEAGUE. (OPPOSITE: RIGHT) PANSW ORGANISER, IAN JOHNSTONE WITH ONE OF 40 BALLS DONATED BY POLICE BANK. (CENTRE) NATHAN TRUEMAN AND SUPERINTENDENT JULIE BOON POISED TO TAKE ON THE HOOP-O-RAMA MACHINE. (LEFT) BRAD FITTLER TAGS BALLS FOR KIDS.

Drive away without delay.

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A Place To Call Home

By Angus Skinner **PANSW Research Manager**

While no career is without compromise, police officers make many sacrifices to serve and protect our communities.

POLICE OFFICER MELISSA BENTLEY,
TEACHER SIERRA CLASSEN AND
NURSE MELISSA SUAREZ / PICTURE:
RICHARD DOBSON - DT



■ Our members see people at their darkest or most vulnerable during their work, often putting themselves in harm's way to protect others.

Outside of this, they move their schedules around to accommodate shift work, often missing significant milestones with family or time with friends.

All essential workers – be it police, teachers, firefighters, or nurses – deserve to lead financially secure lives – with comfortable housing arrangements for themselves and their families.

Working on the frontline should not mean sacrificing the opportunity to own your own home or being consigned to renting for the rest of your life.

Frontline workers forced out

Many areas of NSW are becoming too expensive for essential workers to live in. This forces police to choose between shouldering the financial stress of meeting rising housing costs or moving far away from where they work and dealing with extended commutes.

Daily Telegraph journalist Lachlan Leeming recently drew attention to the difficulty facing police officers, teachers, and nurses who work in Western Sydney but cannot secure suitable housing nearby due to the cost.

Constable Melissa Bentley works at Parramatta Police Station. Her partner also works full-time. Even with their combined income, the Sydney housing

market is inaccessible. As a result, Melissa is facing the possibility of commuting from the Central Coast – where the couple are looking at buying – to attend work each day.

"Even with both of our wages being decent wages, we can't even get the pre-approval for Sydney," She says, "I worry about the travel to and from work, but to own a house, I guess it's what you have to do."

By the numbers

Research has demonstrated there are almost no sections of Sydney classified as affordable for most NSW police officers. The number of years it takes to save a deposit on a police income is many years longer than it was only a short time ago.

As a result, many members like Melissa no longer reside in metropolitan areas, resorting to travelling long distances – often on little sleep – to get to and from work.

An unacceptable standard

Do we want to live in a society where the people that keep us safe, look after us when we are sick, or teach our future generations, cannot afford to live among the communities they serve?

PANSW President Tony King says that it is "unacceptable" that essential workers can no longer afford to live in the communities where they provide vital services daily.

"Cops work long, often gruelling shifts, helping to keep our communities safe. Having to then jump in a car and drive hours to get back home is not simply an inconvenience, but incredibly dangerous."

'More needs to be done'

Your Association continues to advocate for secure housing solutions for members. The PANSW has delivered options to help younger members requiring rental housing when they first graduate. However, to provide accommodation on a larger scale and assist more police officers will require the Government to step in and create far-reaching policies.

"The PANSW has been pushing governments of all levels to address the issue for years, but there are still no meaningful measures in place," Tony says.

"We know that some of the state's historically more expensive areas, such as Sydney's Eastern Suburbs, have long been unaffordable for people on essential service wages, but the issue is now spreading even further, including areas like Western Sydney.

"We know there are benefits to be gained from having police living in and building connections with the local communities they operate in. Making sure police have the option to live where they work can result in better outcomes for everyone."

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Northern Rivers Flood Deployment

By Jon Goddard **PANSW Lead Organiser**

Travelling directly from Sydney to Tweed Heads via Ipswich, many members faced a sixteen-hour drive through inclement weather conditions when responding to the Northern Rivers Flood Disaster.

■ The North-East region of NSW was inundated with floodwater – with a powerful East-Coast low bringing heavy rainfall, devastation and death.

More than two hundred PANSW members deployed to the impacted zone – supporting the rescue and recovery effort and relieving exhausted local police.

On The Ground

‘Protecting the protectors’ is commonly used to describe the PANSW’s mission. While our members serve the people of New South Wales, our job is to protect them.

Your Association activated its Field and Industrial teams to support our members deployed to the Northern Rivers and those directly impacted by the flooding.

Senior PANSW staff met with the NSW Police State Planning Unit to ensure the operation’s safe and effective execution in the planning stages.

When the operation commenced, PANSW staff, Executive members and Branch Officials were on the ground with members – pre-inspecting accommodation, transport plans, meal quality and deployment strategies. In addition, texts sent via the PANSW Portal updated members on deployment information.

At staging areas in the most highly impacted flood areas, PANSW representatives met with Commanders and logistics officers to triage and fix issues raised by members.

The PANSW team travelled into the hardest-hit areas – Murwillumbah and Mullumbimby Shires, the major townships of Lismore and Ballina and the worst-hit regions in the Lower Rivers including Coraki and Woodburn.

An Organiser’s Perspective

Lismore’s disastrous 1954 and 1974 floods will be surpassed by the 2022 crisis as the worst in living memory – with the Wilsons River rising some two meters above its previous record-breaking flood level.

“This wasn’t a flood event; this was a demolition,” one local Lismore resident said.

At 3 pm, with no one around, we arrived in Lismore CBD on Friday 4 March. Unfortunately, the Police Station which began this operation as the Command Post had fallen victim to the record water levels. Anyone standing in front of the Zadoc Street station knows how high up the hill it is positioned and would be able to visualise the height of the water as it hit.

Locals stood in front of the wreckage in the street with stunned expressions, staring at their destroyed possessions.

These heartbreaking images stay with you when you think of the thousands of people affected by this disaster.



THE FLOODED BALLINA LOUNGE ROOM OF A PANSW MEMBER

Here For Our Members

In small towns, most of our members live in the communities within which they work. When natural disasters come, there is no discrimination. While assisting in the recovery effort, police officers usually are experiencing the same losses themselves.

As we headed into Coraki on Sunday 6 March, I met two members working for almost six straight days as the town had been cut off. In the chaos, they had created makeshift uniforms with whatever they could find in the wreckage of their homes.

As these officers assisted others in evacuating, they lost their own homes and possessions. As a result, up to 40 members are anticipated to have been directly impacted by the flooding – needing to rebuild their homes and replace belongings.

To assist, The PANSW activated its Welfare Assistance Scheme. Funded by members for members, the Scheme is designed for these extraordinary circumstances – helping members get back on their feet with accommodation, clothing and financial grants. More than \$2 million has been utilised to support members through challenging circumstances during the past three years.

As the flood response deployments continue, The PANSW will be standing side-by-side with our members as they support the communities devastated by this crisis.

If you require assistance, please contact your PANSW Organiser or the Information Organising Centre on (02) 9265 6777.



An electrified future, decades in the making

As a carmarker, Bayerische Motoren Werke AG – more commonly known as the BMW Group – has been synonymous with luxury and excellence in vehicle manufacturing for more than a century.

But a lesser-known fact is that the BMW Group was one of the early pioneers of the electric vehicle (EV) movement – with this year marking fifty years since the development of its first foray into electromobility.

The 1972 Olympic Games in Munich saw Shane Gould famously take out three gold medals with three world records across her swimming program, all at the tender age of 15. The games also marked the debut of the BMW 1602 Electric – a prototype vehicle featuring a DC shunt-wound motor with a peak output of 32kW and 12 standard 12-volt lead-acid batteries – to serve as support vehicle for the marathon.

The 1602 Electric accelerated from standstill to 50km/h in eight seconds on the way to achieving a top speed of 100km/h. It offered a range of 30 kilometres of 'city driving', doubling that figure when driving at a constant speed of 50km/h. The prototype was the first of its kind and laid the foundation of future innovation.

Fifty years later, we now observe how that foundation has supported the BMW Group's momentum to design and manufacture industry-leading EVs – namely the all-new BMW iX xDrive50 that delivers 385kW and 765Nm of torque, can accelerate to 100km/h in just 4.6-seconds and offers up to 620km of range.

Today, the BMW Group and its portfolio of brands is leading the charge in EV adoption, leveraging its position as a global automotive brand to create a strong future for these models in Australia and around the world.

The BMW Group offers the most diverse and advanced portfolio of EVs in the world, with plans to expand its electrified range to 25 models by 2023. It launched the BMW iX and iX3 last year and will introduce the i4 in March. Taking these three models into account, the BMW Group will offer 10 electrified BMW and MINI models to customers on Australian shores, which is among the most of any manufacturer in the country.

By the end of 2025, the company also aims to deliver around two million fully EV worldwide, with deliveries of these models expected to grow by an average of more than 50 per cent annually by 2035.

The BMW Group is invested in enabling future drivers the opportunity to play a role in the revolution and has already achieved great success. In 2021 alone, the company sold a total of 328,316 electrified models across the globe, which represented a 70 per cent increase on the previous year. Meanwhile, sales of fully electric models more than doubled to 103,855.

In addition to its own activity in this space, the company recognises widespread support from consumers and corporate entities for EV development and adoption. This is in alignment with the Australian Government's creation of the Future Fuels and Vehicles Strategy to greatly expand EV charging options in both metropolitan and rural areas of the nation.

But the BMW Group's commitment to sustainability doesn't just start and finish with its vehicles; it extends through the company's

entire value chain: products, services, production, value creation, employees, and society, and it has an objective for the business to be climate-neutral by 2050.

It has set firm plans to produce the greenest electric fleet by reducing lifecycle CO2 emissions per vehicle by at least a third. These targets include reducing the carbon footprint compared with 2019 per vehicle by 2030 via the following means:

- In production by 80 per cent
 - During the use phase by more than 40 per cent
 - In the supply chain by at least 20 per cent
- The wheels are already turning to ensure that the specific measures to achieve these goals are extensive. Since 2020, 100 per cent of electricity purchased for the BMW Group's manufacturing plants worldwide has been from renewable energy sources, including third-party battery cell producers.

Last year the company revealed that it would begin sourcing aluminium produced using solar electricity with immediate effect – an important milestone on the road to the company's multifaceted CO2 reductions manifesto.

The BMW Group has also reduced its resource consumption by 45 per cent per vehicle produced by 2020 (based on the year 2006).

With 50 years of research and development as momentum behind it, BMW Group is leading the charge in electrified vehicle adoption and is leveraging its position as a global automotive brand to create a strong future for electrified vehicles in Australia.

'Hold on and you'll be right'

By Elyssa King **PANSW Communications**

Born and bred in the Northern Rivers region, Senior Constable Steven Hayes has seen the impacts of nature at its most destructive.

■ Born in the nearby township of Kyogle, Steven was sent back to the North-East corner of the state after graduating from the Academy to Lismore Police Station.

"Growing up in the area, I've experienced many floods." He says pragmatically.

One for the history books

Located adjacent to the Wilsons River, the township of Lismore is prone to flooding due to its unique geographic location.

Heavy rainfall is transported down from the high surrounding hills to overflow the steep creeks and rivers – slowing the spread of water across the floodplain and eventually out to sea.

Severe floods in 1954 and 1974 caused significant damage within the community.

The latter was the worst on record – peaking at 12.5 metres high. In the streets, signs mark the height of the flood level – a reminder of the devastation caused as locals point them out high above their heads to wide-eyed visitors.

Following the 1989 flood, a limited levee system was constructed in South and Central Lismore to better contain the floodwater.

In March 2017, the levee overtopped – resulting in widespread devastation to the community and its assets.

At that time, Steven was working as part of the flood emergency response team. At 11.6m, the flood levels would pale in comparison to what would follow.

A quickly-escalating crisis

With heavy rain forecast for the Northern Rivers region, few could have predicted how quickly the minor flood level warning would escalate on Friday 25 February 2022.

"The water came up a hell of a lot quicker than anticipated," Steven recalls.

Locals went from moving valuables to higher ground and sandbagging their homes against flash flooding on Sunday morning to being on standby to evacuate later that evening.

Before daybreak on Monday morning, the levee had overtopped once again.

Later that day, the Wilsons River peaked at a record-breaking 14.6 metres.

"The rain started coming down hard on Sunday and it just didn't stop. On Monday, it was pouring while we were trying to rescue people," Steven says.

He stepped up to lead the flood evacuation effort on Monday 28 February, with his Sergeant needing to be rescued after her house was flooded.



A PHOTO FEATURING STEVE HAYES ASSISTING 'PAT' BOBBIN WAS SEEN BY THE NATION. (COVER DETAIL: THE AUSTRALIAN 1/3/22)

Leading the emergency response

The staging area on Ballina Road, leading into the floodwater, acted as a base for all emergency services.

"We did the best with what we had and aimed to coordinate the rescue effort without putting others in danger of getting caught in the floodwater," Steven says.

Boats operated by frontline responders and locals headed out into the murky waters, canvassing the most impacted parts of the city street by street to ensure no one was left behind.

"Being the supervisor for the day, I was trying to coordinate the situation on the ground as best I could. My role was to triage the people as they came in.

"The boats were going from daylight to dark and each boat had up to four people on board. We had to put people in police cars and take them to the hospital because there weren't enough ambulances."

A local's story

Lismore local James O'Brien spent Monday morning anxiously waiting by the phone for news from his elderly sister, Lynnette 'Pat' Bobbin.

With her resuscitation machine covered in water, 74-year-old Pat sat on a chair on the kitchen bench with water up to her chest in her South Lismore home. Her husband Jack and grandson Sam stood in the water – waiting.

Thankfully, help arrived – with the family escaping via a narrow kitchen window into an SES rescue boat. Bruised and in need of assistance due to her lung condition, Pat was exhausted when the time came to get back onto land.

Fortunately, Steven was there to assist. "When we got out of the boat, my legs wouldn't work." She says.

"All I can remember was Steven saying, 'Put your arms around me, hold on, and you'll be right.'"

"We are so incredibly grateful for the support of all the emergency workers and volunteers."

Extraordinary day on the job

A photo of Steven lifting Pat out of the boat has quickly become an iconic image associated with the Lismore flood response.

"James reached out to the Police Station and passed on his appreciation. That was nice," Steven says with a smile.

Despite his newfound fame, he is quick to praise the efforts of all the frontline workers involved in the rescue and recovery effort.

"I might be the one in the photo, but everyone working that day was great."

"Police were coming in that weren't rostered on to help. All the officers from Sydney and other places who came up to give us a break were outstanding."

WE WERE THERE

SENIOR CONSTABLE STEVEN HAYES (CENTRE), SENIOR CONSTABLE RICARDO TRONCOSO (RIGHT) AND CONSTABLE THOMAS FRAZER (LEFT) ASSIST LISMORE LOCAL LYNETTE 'PAT' BOBBINS TO DRY GROUND; - PICTURE: MEDIA MODE







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Returning to normality together

By Kevin Morton **PANSW Vice President**

■ After navigating our way through the pandemic to ensure that PANSW Branch Forums and general Branch catch-ups continued online, it is pleasing to see a glimmer of normality starting to return.

On Wednesday 2 March 2022, we saw the return of an in-person region forum held in Liverpool for our South West Region branches. This face-to-face event was the first held in almost two years in the metro area – with more than 30 Branch Officials in attendance.

Our Organisers and Industrial staff enjoy this time in the field, as it is where they can get an authentic feel of the strength and unity amongst our Branches. Unfortunately, social distancing and other Covid related

restrictions impacted face-to-face contact with our branches members. Though electronic means helped us remain connected, nothing is better than coming together in person.

We also saw the return of one of our most important member engagement events that we run several times a year across the state – our Branch Focus Course. This course upskills our next generation of Branch officials.

It was pleasing to see that on Wednesday 2 – Thursday 3 March 2022, 18 members from the North West Metro region travelled to World Square in the Sydney CBD to participate in the training.

These enthusiastic new Branch Officials will now return to their

Commands with the skills and knowledge – supported by the PANSW's networks and resources – to ensure that their member's rights and conditions are protected.

It would be remiss to suggest that we are free of the pandemic and its associated restrictions. But, while the opportunity exists, The PANSW is getting back to normality for our branches and conducting training programs in face-to-face environments.

For more information on this year's Region Forums and Branch Focus or Branch Welfare courses, contact your PANSW Region Organiser direct or the Information Organising Centre on 92656777 or info@pansw.org.au.



PANSW PRESIDENT TONY KING SPEAKS AT THE SOUTH WEST METRO FORUM IN LIVERPOOL



ED MURPHY, SARAH POPE AND AILEEN FLEMING RUN A NORTH WEST METRO, BRANCH FOCUS SESSION

South West Metro Region Forum returns

By Leo Solomons **PANSW Industrial Officer**

■ After two years of pandemic disruptions, the members of the South West Metro Region branches were finally able to reunite face-to-face at a forum held at Liverpool Catholic Club on Wednesday 2 March.

The Forum was attended by branch officials from across the region who were passionate about discussing issues facing the area.

The Forum was kicked off with addresses from South West Metro Area Region 1 Executive Member Anthony Roberts and South West Metro Region Area 2 Executive Member Matt Thomson. The occasion was significant as Tony announced that he would be stepping down as Executive Member and won't recontest his position. In addition, the Forum thanked Mr. Roberts for his hard

work and service representing the region over the past few years.

Branch Officials then broke into groups and workshoped different issues facing each branch. Key themes relating to vehicles, rostering and the new voluntary rotation policy emerged and were articulated into questions for Acting Region Commander Whyte.

PANSW President Tony King thanked the South West Metro Officials for their hard work representing their branches. He then discussed how critical the success of the last Award negotiations had been. The grandfathering of Workers Comp entitlements and the retention of Police Blue Ribbon Insurance were highlighted as key achievements.

Acting AC Whyte gave a short address thanking Branch Officials for their hard

work, noting the last two years have been some of the most challenging times ever in the region.

PANSW Strategy and Relationships Manager Tony Bear followed with a presentation on how to engage with MPs as a PANSW Branch Official, giving tips on advocating on behalf of the branch.

The following presentation was interrupted when attendees were notified that extensive rain was causing the roads around the Club to flood.

While the long-awaited Forum had to be cut short, the PANSW plans to hold another South West Metro forum shortly in the future.

For more information on Forums or to get involved with your branch, please your local Branch Officials or the IOC on 02 9265 6777.

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THIS IS THE EIGHTH IN A SERIES OF ARTICLES FROM LEGACY FEATURED IN PANSW *Police News*.

Crafted With Love

By Tim Sinclair

NSW Police Legacy Marketing and Communications Manager

"Other people will come along, and in five years' time people will say Muriel who? And that's how it should be!"



■ After devoting so many years to the NSW Police Wives and Friends Support Group (affectionately known as "The Bear Ladies" in the Police Legacy office), Muriel Roy is surprisingly unattached to her importance in the grand scheme of things.

"We are a team," she says firmly. "It's a team effort."

A tragic loss

Muriel's police story begins before the existence of NSW Police Wives & Friends and NSW Police Legacy. On a tragic night in 1967, Muriel's husband Constable Colin Roy was killed in a motor vehicle collision on his way home from duty.

With two young boys (aged three years and three months respectively), Muriel had no choice but to go back to work and manage without her partner.

She had family members "halfway up the North Coast" and friends around her who helped her through it. The house she'd moved into a few months before became home base and she's been there ever since.

She got a job working as a clerical staff member at Engadine High School.

Reconnecting again

One mate of Colin's from the NSW Police Force was around for a while

after his death until he was transferred. Working hard as a single mother, Muriel lost touch with the Police Family.

After her retirement in 2002, she had the chance to reconnect. A friend encouraged her to attend a Police Wives and Friends Group meeting.

She remembers walking into the room where a stranger turned to her and said, "Hello, who are you? Well, come on then – sit here and talk to me!"

"That was the reception I got," she recalls, "The family just encompassed me. It's just the way it is."

From that point on, she became involved with the Group.

Making a difference

A few years later, Muriel was appointed to the position of Treasurer – a role that she's held ever since. Being Treasurer of this Group is not a matter of looking after the occasional 'coin bucket.'

Since the Group's establishment in 1987, they have raised more than \$300,000 for the Police Family.

Anyone who's been to an attestation ceremony at the NSW Police Academy will recognise the friendly faces of the volunteers and the hallmark 'Bears in Blue' which have become the Group's fundraising mainstay.

During the pandemic

Muriel is justifiably proud that the Group has not lost its drive during the pandemic.

"I can't give them enough credit for what they did," she says. The Group gathered at her house when restrictions allowed, building their beloved blue bears.

The ladies' credit their process for creating a record quantity of bears during this period. Their secret to success?

"Having a yarn, solving the problems of the day and having morning teas that lasted an hour!" She says with a laugh.

Historically, the Police Wives & Friends used to give grants directly to police families in trouble. However, in 2018, the ladies decided to channel the funds through Police Legacy because they know and trust our work with police families.

It's hard to express the gratitude the team at Police Legacy feels for that, on behalf of all the families assisted.

Thank you Muriel and the devoted souls who have crafted the bears with time and care.

(ABOVE LEFT) MURIEL ROY, THIRD FROM THE RIGHT IN LAVENDER SHIRT, WITH LEGACY'S 'LEGENDARY 'BEAR LADIES'. (CENTRE & RIGHT) DETAILS OF THE BLUE BEAR WORK-TABLE

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Defending crucial protections for frontline workers

By Angus Skinner **PANSW Research Manager**

In May 2020, NSW Parliament passed a raft of legislation that would be important to operating under the unprecedented challenges of the pandemic.

Unfair on frontline workers

■ The significant problem recognised was that frontline workers who contracted COVID-19 may find it impossible to determine whether they were exposed at work or off duty.

If they couldn't determine the source of exposure, time off work and medical costs would not be covered by workers' compensation.

This task would be impossible in many circumstances; how could a police officer, who had spent their week apprehending criminals, helping members of the community, but also doing their grocery shopping or spending time with family, prove they contracted COVID at work?

Frontline workers were in harm's way every day and couldn't work from home or remain completely socially distanced. Facing this risk without the safety net of workers' compensation would have been unacceptable.

Protection for members

In the December 2021 issue of *PANSW Police News*, our member Sergeant Lenny Kerr shared the life-threatening ordeal he experienced after contracting COVID-19. He was hospitalised and off-work for an extended period and was incredibly ill. He faced long-term health consequences, including a close brush with amputation and even death.

Without access to financial assistance through workers' compensation, the awful situation would have worsened.

To avoid that occurrence, Greens MP David Shoebridge moved an amendment to protect essential workers exposed to COVID-19. The amendment presumed that if certain essential workers contracted COVID-19, they contracted it at work. Therefore, the insurance company would have to show exposure occurred off duty, rather than making Police prove they caught COVID-19 on duty.

NSW Parliament agreed to the amendment on 13 May 2020. For the entirety of the pandemic, NSW Police Officers have faced the monumental challenges of COVID with a sliver of protection via access to workers' compensation.

However, when another wave of COVID hit NSW in November 2021, the NSW Government announced it would scrap this protection – placing the onus on Police to prove their exposure occurred at work.



Taking a stand

Your Association and unions representing a variety of frontline and essential workers opposed the repeal. They immediately mobilised to prevent it from passing in Parliament.

Unions representing police, nurses, doctors, health workers, teachers, transport workers, construction workers, manufacturing workers, the public sector, and the service industry recognised the importance of the presumption to protect frontline workers' financial security.

In Parliament, the Greens, Shooters, Fishers and Farmers Party, Australian Labor Party, Independent, and Animal Justice Party blocked the Bill. They referred it to be examined by the Portfolio Committee No. 1 – Premier and Finance for inquiry and report.

Above and beyond

The PANSW made a written submission to the committee and appeared to give evidence at a hearing.

The evidence included the following: 'NSW police officers went above and beyond to protect the people of NSW throughout COVID-19, incurring great personal risk to their health, a significant burden in workload, new procedures and new laws, and at times in the face of strong debate about the role asked of them by NSW.'

Police officers did not have the choice to work remotely, take time off, stay away during spikes or clusters, socially distance, and not perform tasks at heightened risk of exposure or avoid high-risk situations.

They perform work that has to be done, regardless of the risk. They keep showing up for every shift, for overtime, to learn new procedures and job requirements, to adapt to new situations and ways they need to help the people of NSW.

These people put themselves at considerable risk to do the job NSW needs them to and protect the people of NSW.

The Government repealing 19B is telling those people to bear that risk themselves, without the assurance they will be looked after if they contract COVID-19.'

Defending the defenders

In February 2022, the Committee published its report from the Inquiry, supporting the PANSW's position recommending that the Legislative Council rejected the Workers Compensation Amendment Bill 2021.

The PANSW will closely monitor the passage of the Repeal Bill in Parliament and do everything to ensure it does not pass the Legislative Council and take from you this crucial protection.

THE FULL SUBMISSION AND TRANSCRIPT CAN BE READ ON THE PANSW WEBSITE.

Message from Minister Paul Toole

It is a great honour to have been appointed as the Minister for Police and I will be working every day to support our police officers right across the State.

I want to ensure we have a modern, world class Police Force with people at its centre. When I say people, I mean the nearly 22,000 men and women who make up the Force, along with the people they serve and protect every day.

You put your lives on the line for our community every single day, and I want to ensure that as a government we are supporting you with the resources you need to bring peace of mind to the communities you serve.

I was honoured to attend the swearing-in of our new Commissioner, Karen Webb. She has a strong vision for what she wants to deliver, and her leadership skills will help drive the Force forward. As a career police officer, and someone who's been raised in a regional community, we are very much aligned in our thinking.

In the bush, cops are such a critical part of the community. Everyone knows them, they play footy alongside them, cheer their kids on together from the sidelines or at the school assembly. They go above and beyond for their community every day and I want to do everything I can to support them.

Over the coming months, I will make it my business to visit as many police stations as possible, meeting as many of you as I can, listening to what you have to say, and acting on any concerns you have, given you're living and breathing policing every single day.

If you see me at an event or visiting your station, please come up and introduce yourself. I'd love to have a chat and hear what you're thinking.

I wish you a happy and safe Easter, and extend my thanks and gratitude to each and every one of you.

Paul Toole
Minister for Police



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■ Society says 40 is the new 30 – but your body disagrees. Our forties are a decade that's synonymous with back pain, a greater risk of arthritis, and other painful conditions such as tendonitis.

When your job relies on physical strength, chronic pain can affect everything you do. Police officers and emergency workers require speed, power, and stature. Officers run, tackle, jump, hold up and hold down people. Emergency services workers climb ladders, hold heavy hoses, carry dead weights, swim into rips, and lift people. Preventative care and being physically fit is crucial for police officers and emergency services workers to avoid injury and chronic pain.

Last year, Chronic Pain affected 3.4 million Australians

If you're in your forties, the most common types of pain can include arthritis, musculoskeletal conditions, lower and mid-back pain, and neuropathic problems.

While multidisciplinary pain management is usually required, taking charge of pain through self-care is essential. It is well known that regular exercise can protect against injury and pain management.

Fortem Australia recommends:

- Walking daily from 20-45 minutes or 10,000 steps
- Completing a range of low-impact bodyweight exercises and mobility/stretching daily – if not 3-5 days per week.
- Exercise using bodyweight, resistance bands or weights for strength training 3x per week
- Remain hydrated and get adequate rest/sleep.
- If pain persists, is sharp or is impacting daily activity and quality of life – seek professional assistance from your GP

For more exercise tips, visit Fortem Australia: <https://fortemaustralia.org.au/resource-library/>

Tackle chronic pain, one service at a time

Police Health and Emergency Services Health members have access to various areas of support, including medical treatment from a general practitioner, podiatry, physiotherapy, exercise physiology, occupational therapy, chiropractic therapy, osteopathy, acupuncture and complementary therapies. Extensive psychology and counselling services are also available.*

Your body is the most important armour you have – keep it safe so you can continue to save lives.

To find out more, call Police Health today on 1800 603 603 or email joinus@policehealth.com.au.

*Subject to waiting periods, annual limits and other conditions.

For more information on the latest offers from our Member Benefits partners, visit the new PANSW website and activate your login.

Activate your PANSW login

To log in to view the Member Benefits section for the first time, you will need to access the invitation sent to your nominated email address – search 'Welcome to the new PANSW Portal' in your inbox. You will only need your rego number and password if you have already logged in.

If you haven't received your invitation and need to update your details, please contact the IOC on 9265 6777 or via email.



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WE WILL FIGHT FOR YOU

I would like to express gratitude to NSW's more than 17,000 police officers for their tireless service to the community. I want to also take this opportunity to congratulate new Police Commissioner Karen Webb on her appointment and wish her well in the future.

Admittedly, the past two years have been incredibly tough for our State's hardworking police officers. The pandemic and its associated challenges have demonstrated once again the extent to which police put the community ahead of their own safety and well-being.

In the coming months, I will have much more to say on NSW Labor's policies to support police and to protect the community.

I also look forward to meeting and listening to police officers across the State – as we head towards the March 2023 election.

Have a safe and Happy Easter!

Walt Secord MLC

Shadow Minister for Police
and Counter Terrorism



Authorised by Walt Secord MLC, Parliament House, 6 Macquarie St Sydney NSW 2000.
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CHIEF INSPECTOR BRIAN YATES (FRONT) WINS KING OF THE MOUNTAIN AHEAD OF DEPUTY COMMISSIONER MAL LANYON (BLACK & WHITE) WITH PANSW ASS. SEC. RAFF DEL VECCHIO (BACK, RIGHT, BLUE) COUNTING THE COST OF A SLIPPED COG ON ASCENT.

Riding to remember

By Raff Del Vecchio **PANSW Assistant Secretary Administration**

110 cyclists of all abilities will embark on a 300km, three-day ride from Sydney to Canberra to raise funds for Police Legacy this April.

■ In the lead-up (as a participant and keen cyclist myself), I sat down with ride stalwart Chief Inspector Brian Yates. A legend of the Eastern Suburbs cycling community, Brian embodies what the ride is about: camaraderie, looking out for each other and remembering those who have left us.

How did you get involved in the Remembrance Ride and how has it evolved over time?

A friend of mine, Craig Tonks, developed the concept. He asked me for advice on how to run an event like this as I had been involved in several other charity rides. With Supt. Danny Sullivan, the three of us launched the first Police Legacy pushbike ride with 30 riders – raising more than \$27,000. I have been involved as a lead planner and ride leader ever since. It is now one of the main events on the Legacy calendar – raising more than 100K each year for legatees.

What's the best part of the ride?

The sense of fulfillment, pride and friendships you develop – not only with fellow police but others who come on board. I have met mates for life outside of the job during this event. Beneath that is the underlying cause of helping those families of loved ones who have died in the line of duty.

What does the ride mean to you?

As a planner, ride leader and police officer, it means everything to me. I am a great believer in giving back to the community. The many riders and support staff who participate each year are a testament to the event's success. These individuals sacrifice time and effort for the collective good and it shows true community spirit.

You're a Team Captain on the ride – what does that entail?

The role of the Team Captain is to ensure the safety of all participants and support staff under their control during the event.

This involves identifying ride leaders for each peloton, briefing the ride leadership group on their roles and responsibilities for various situations, and ensuring everyone complies with safe group riding etiquette.

How fit do you have to be to complete the ride?

There isn't a set criteria to participate, but we encourage all riders to undertake a level of training to prepare their bodies and equipment. One hundred kilometres each day is gruelling, especially when you consider the impacts of the weather.

To support the riders leading into the event, we schedule training rides and share cycling tips, dietary information and friendly banter.

We want them to get the best out of themselves and enjoy the experience. Former pro rider Mark Renshaw (known as 'the world's best lead-out man') and Deputy Commissioner Mal Lanyon are among the team taking part this year, so we're in good company!

What's your cycling background and why do you love the sport so much?

I started cycling with a group of AFL mates, 'the Maroubra Sinners'. When it began to take too long to recover after each footy game, cycling took over as our sport of choice!

Cycling is a fantastic sport, given it is low impact. It encourages you to look after your body, is a great way to meet new people and go to cafes wearing lycra! My cycling buddies are a great source of comfort and help in times of need. Riding takes our minds off the stresses of the day.

THE REMEMBRANCE BIKE RIDE WILL BE HELD 29 APRIL - 1 MAY 2022. TO DONATE, VISIT THE POLICE LEGACY WEBSITE.

Twenty Years On Remembering Constable Glenn McEnallay

By Sonia Roberts **PANSW Police News**

April 2022 marks 20 years since two highway patrol officers lost their lives on duty while keeping our roads safe.



CONSTABLE GLENN MCENALLAY WAS ATTACHED TO CITY EAST HIGHWAY PATROL AT THE TIME OF HIS DEATH

■ At about 5.30 pm on 27 March 2002, Constable Glenn McEnallay was driving an unmarked Highway Patrol vehicle when he detected a stolen car. He followed the vehicle to Grace Campbell Crescent in Hillsdale.

Shots were fired by the vehicle's occupants, injuring the highway patrol officer. Two offenders were arrested at the scene, while two others were arrested shortly later.

Sadly, Constable McEnallay passed away on 3 April 2002. At the time of his death, the 26-year-old officer was attached to City East Highway Patrol.

Former Commissioner of Police Ken Moroney APM remembers Constable McEnallay VA

"Irrespective of when we joined the NSW Police Force, we were or are all bound by one common denominator – a sacred Oath or Affirmation of Office to do the job "...without favour or affection, malice or ill-will...to cause Her Majesty's peace to be kept and preserved and to prevent to the best of (one's) power all offenses against that peace, and ... to the best of my skill and knowledge discharge all of my duties faithfully according to law. So help me, God."

These are not a set of words designed solely to satisfy an appointment to the

office of Constable of Police in this or any other State or Territory. Instead, these words are the genesis and the mainstay of every police officer's commitment to service and selflessness for and on behalf of the people. And, so it was with Constable Glenn McEnallay VA, a proud and committed member of the NSW Police Force, as he discharged his sworn duty in Grace Campbell Crescent, Hillsdale on the 27 March 2002.

What do you say about the loss of life of any police officer and whatever the circumstances? In many ways, words are appropriate, but one cannot help but feel that words alone are inadequate. The highest awards for bravery can be conferred (and were in the case of Constable McEnallay), and community spirit and feeling are demonstrated by

the funds raised to support the officer's family and other charitable causes (such as NSW Police Legacy). However, on an individual basis, one feels more could and should be done. For me, the feeling was strong.

Shortly after Constable McEnallay's funeral at Taree on 9 April 2002, I was appointed the Commissioner of Police. Conscious of how I might honour Glenn's memory and his service, I chose to be sworn into that position by his Honour, Judge Robert Belleair, the first Aboriginal man appointed to the District Court of NSW.

As important, I chose Mascot Police Station as the venue. This was Glenn's station of attachment at the time of his passing. These things were done to acknowledge Constable McEnallay as a valued colleague and to indicate to his parents, Bob and Judy, his then-fiancé Amanda, and his colleagues that there is truth in the expression "We Remember Them."

This year, on the twentieth anniversary of Constable McEnallay's passing, many shall gather in the Glenn McEnallay Reserve at Brussels Street in Mascot to pause, reflect, and remember a mate, a colleague and a valued police officer.

His life was meaningful and his service to the people of NSW was one of commitment and valour.

Lest we forget."

From darkness comes light

By Sonia Roberts **PANSW Police News**

Sarah Matthews met Brisbane Water Highway Patrol Senior Constable Chris Thornton on a night out in December 1995. They were together for six and a half years and became close with now-retired Assistant Commissioner Bob Waites APM and Superintendent Sue Waites APM. Bob has been involved with NSW Police Legacy since 1987, while Sue – who retired from NSW Police Force in 2014 – is a former NSW Police Legacy Chair.



SUE AND SARAH CATCH UP FOR A COFFEE AND REMEMBER THE LIFE OF CHRIS THORNTON.

■ On 13 April 2002, the Senior Constable patrolled Hillview Street at Woy Woy. Reaching the intersection of Nambucca Drive, his highway patrol vehicle was hit by another vehicle. Sadly, Chris lost his life at the scene.

That evening, Sarah returned home after attending a function. The sight of police cars in her street made her heart sink. "As soon as I saw Sue at my door in uniform that night, I knew something was just not right," She says.

"Sue said to me later she took it on herself to be the one to tell me about Chris' death. She didn't sugarcoat it and apologised for how she delivered the news to me. Given my career in nursing, it was the only way she knew to ensure I understood as quickly as possible what had happened. Sue and John Kinney, Chris' best mate, were there the entire night. My lounge room became a sea of blue shirts. I can remember answering a knock at the door – it was then Commissioner Peter Ryan."

The Blue Family

In the days that followed, Sarah's mother told a Police Chaplain that she believed the Police family would always care for her daughter.

"Even though I didn't appreciate it then, Mum was right. After I returned to work, there were times when a significant crash would occur. A Police Chaplain

would come to the hospital to check on the police officers involved and make a point of seeking me out to see how I was going."

For Sarah, attending Police Legacy functions took her understanding of the organisation to another level. She remains grateful to Police Legacy for being there when all she needed was a space to offload. "I am so eternally grateful to my Blue Family. Sue and I may only see each other at Legacy events and Remembrance Day, but I don't think you can go through something like Chris' death and not have a lifelong connection."

In 2018, Sarah found happiness again – marrying her partner Andy. They now share a daughter – Mila.

A familiar face

When news of Chris' death reached her, Sue knew that she had to be the one to tell her old friend Sarah what had happened. "Every day when a police

officer goes to work, they put their lives on the line to protect the community. Police never know what job they will be attending or who they will be dealing with."

As a former police officer herself, Sue is proud of the role that Police Legacy plays in supporting those who have lost a loved one – like Sarah. "Police Legacy is there to support the family left behind and never forget the officer who never

returned to their family. I am proud to have been involved in Police Legacy as it has made a positive difference to so many families lives."

A bond which lasts

Reflecting on Chris' passing more than twenty years on, both women are grateful to be able to commemorate his life together.

Sue describes the bond she and Sarah share as unique and is proud of her friend for meeting and overcoming life's challenges.

"Sarah has always attended Police Remembrance Day services to remember Chris's sacrifice. The service is always emotional as those gathered remember the officers who died in the line of duty.

"The partners, children and parents of the officers who have passed have an extraordinary bond as they support each other and understand the emotional issues they will face over the rest of their lifetime."



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"Happy Easter and thank you all for your service"

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Vale John Raper MBE

While many recognize the name of former rugby league great John Raper for his exploits on the field, few would be aware of the career that he undertook alongside the game that would eventually name him an Immortal.



JOHN WILLIAM RAPER: A STARRY-EYED RECRUIT IN THE NSW POLICE FORCE



JOHNNY RAPER: RUGBY LEAGUE LEGEND AND ONE OF THE GAME'S 'IMMORTALS'

■ Born in Camperdown on 12 April 1939, John was one of nine sons born to Arthur and Irene Raper. The 16-year-old joined the NSW Police Force as a cadet in 1955. He was confirmed as a Constable in April 1958 and performed general duties within the Sydney CBD and later at Kingsgrove.

New calling

Frank Hyde famously declared in 1995: "When Johnny Raper was born, they not only destroyed the mould, they pulped it. I rate him the finest footballer I have seen."

The talented young Raper made his first-grade rugby league debut for Newtown at Henson Park in Marrickville on 6 April 1957 at 17 years old. In a time when rugby league wasn't paying enough to cover the bills, he would continue to maintain his day job while playing.

In a decision described as one of the toughest of his life, he resigned as a police officer in 1963 to concentrate full-time on rugby league with his beloved St George Illawarra Dragons.

"I really enjoyed my time in the different divisions of the Force, and I never expected anything out of it." He said in a 2012 interview with the St George and Sutherland Shire Leader.

Immortal of the game

In a career that spanned nearly two decades, the versatile lock-forward became widely regarded as a supreme all-rounder and one of the game's all-time greats.

"Chook" represented St George between 1959-1969, winning eight consecutive Grand Finals. He played 215 first-grade premiership games and scored 57 tries.

He represented his city, state and country – playing 39 Tests for Australia and proudly captaining the Kangaroos eight times in 1967 and 1968.

In 1981, he was named one of the original four 'Immortals' alongside Clive Churchill, Bob Fulton and Reg Gasnier.

He entered the Australia Rugby League Hall of Fame in 2002 and earned selection in Australia Rugby League's Team of the Century in 2008.

A lifelong supporter

Despite being famous for his career in the red and white, John remained a huge supporter of the men and women in blue – attributing the toughness and commitment fostered during his time in the cops to his success in rugby league.

In 2008, he was named in the NSW Police Team of the Century.

In 2012, John became the unsuspecting face of the NSW Police Force's 150th-anniversary celebrations when his photos were used on the promotional materials.

The same year, NSW Police Commissioner Andrew Scipione surprised Raper and his wife Caryl when he was presented with memorabilia from his police career at an attestation ceremony at the NSW Police Force Academy in Goulburn.

He also served as a proud patron of the NSW Police Games.

Life after football

Following his premiership career, John joined the Western Suburbs club in Newcastle as captain-coach and coached at Cronulla, Newtown and Kurri-Kurri. In addition, he served as a City, NSW and Test selector. When asked what job he enjoyed most in 1988, he replied: "I enjoy coaching the kids."

Sadly, the titan of rugby league passed away, aged 82, on 9 February 2022 after an ongoing battle with illness. Later that month, a State Funeral was held in his honour at the Sydney Cricket Ground.

Remembered by his colleagues as a top cop and an exceptional footballer, he is survived by his wife Caryl, his three sons Stuart, Kurt and Aaron and seven grandkids.

Conversation Gary Merryweather

Detective Superintendent Gary Merryweather made headlines on the nightly news when he was involved in an unexpected incident on Friday 18 February. The NSW Police Legacy Chair explains how a trip to Newcastle turned into a dramatic intervention.

"I was heading up to Newcastle for one of our legacy connection lunches and to meet one of our newer legatees. We were driving across the Sydney Harbour Bridge at about 9am and settling into the trip.

"On the northern side of the Bridge, I saw a man walking along in one of the traffic lanes with the cars banking up behind him.

"When I saw him the pouring liquid over himself, I thought, 'This is not going to be good. I was in an unmarked vehicle following him and trying to get further police assistance.

"I saw that he had a knife and told him to stay back. While I was on the phone to Triple 000, he stopped and stabbed himself in the stomach.

"I jumped out of the car and as I was going up to him; I could see him

stabbing himself again. It's happening very quickly, so I've grabbed his knife and neutralized him on the ground.

"I could smell fuel on him, so I managed to get the knife and the cigarette lighter off him. I started rendering first aid straight away, putting pressure on his knife wounds. When the ambulance arrived, they thought I was just another member of the public, so I told them I was a police officer.

"We [police] all take an oath of office to protect and serve the community. I've been a police officer for 35 years, and I'm not going to take that lightly.

"I think that's what is always in the back of your mind, regardless of whether you see someone is self-harming or hurting someone else. You've got to get in there and try your best."



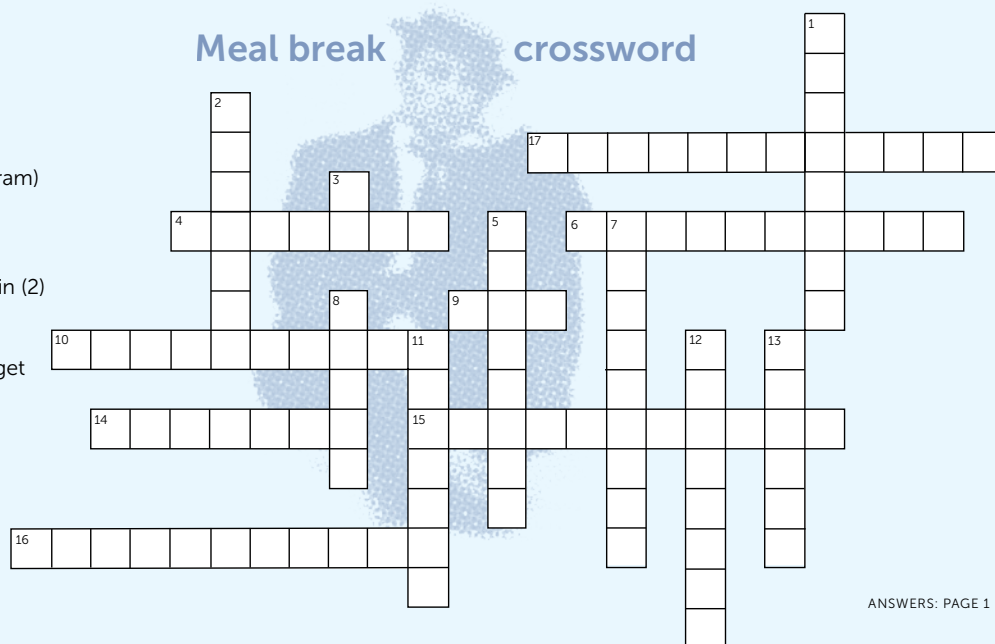
PANSW INTERVIEWED GARY MERRYWEATHER (ABOVE) ABOUT THE BRIDGE INCIDENT. SCAN THIS QR CODE TO TAKE YOU DIRECT TO THE VIDEO. FOR ALL PANSW NEWS BOOKMARK OUR WEBSITE ON YOUR PHONE OR DEVICE - WWW.PANSW.ORG.AU

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ANSWERS: PAGE 1

Ordinary people, *Extraordinary* lawyers.



Vale Selwyn Smith

Dr Selwyn Smith MB.BS, MD (Hons), FRCCP, FAPA, DABNP, brilliant doctor, caring treating psychiatrist for many injured police and other first responders and my friend passed away on 18 January 2022. Selwyn will be greatly missed by his colleagues at St John of God, his many patients and his friends, including me. My condolences to his family who are no doubt feeling the devastation of this loss. He will live on in the fond memory of those many patients who were the recipients of his thoughtful and caring treatment over the years. He will be greatly missed - *Erin Sellars*



Bullying at Work

In my experience in dealing with injured workers suffering from severe psychiatric work related injuries, bullying within the workplace can be a major contributing factor which can severely exacerbate both the development of psychiatric injury as well as the extent and seriousness of its effects.

Bullying at work has been recognised as a risk to workplace health & safety for many years. Safework NSW says

“Workplace bullying is a psychosocial hazard and a form of harmful workplace behaviour. It is sometimes defined as repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety at work.”



It is well recognised that Police, Emergency Service Worker and other First Responders are at an increased risk of developing disabling psychiatric conditions such as PTSD, Depression, Anxiety and Adjustment Disorders. In my experience in assisting such workers I have observed that there is often a significant exacerbating factor when such workers are also exposed to a workplace where the culture of workplace bullying is tolerated.



Psychiatric injury such as PTSD is an insidious disease that can't be seen or shown up by medical imaging. Where work colleagues would never bully someone about a physical impairment those suffering not observable psychiatric injuries, may suffer from their colleagues often seemingly innocent behaviour. Where they are already harbouring latent PTSD those behaviours can have an exacerbating effect leading to serious injury and inability to continue to effectively perform their duties.

This is why it is important to speak up, report upsetting workplace behaviour and seek effective medical assistance. Too often these matters are left untreated and unaddressed causing long term chronic health problems, loss ability to work and social isolation.

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Our members breathe life into their communities, seeking to improve life, not just for themselves, but for all. Inspired by them, we remain committed to doing well for our members and doing good for all. We'll never compromise one for the other.

As a top performing super fund we have delivered an average annual return of 11.83% p.a. over 10 years* at the same time as investing in affordable housing, renewable energy and critical infrastructure while transitioning our investment portfolio to be net zero carbon emissions by 2050. Already *Money* magazine's Innovation – Investment Leader for 2022, we have also been recognised as top 10 in 2021 by the Responsible Investment Association Australasia.



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Before deciding if this is right for you consider the Product Disclosure Statement and Target Market Determination. These documents are available on our website at aware.com.au/pds. Issued by Aware Super Pty Ltd (ABN 11 118 202 672, AFSL 293340). *SuperRatings Fund Crediting Rate Survey 31 December 2021 (Default Options Index - approximately 230 options). Aware Super High Growth ranked number 1 for 3, 5, 7 and 10 year periods. Past performance is not a reliable indicator of future performance and should not be the sole factor when considering if Aware Super is right for you.