

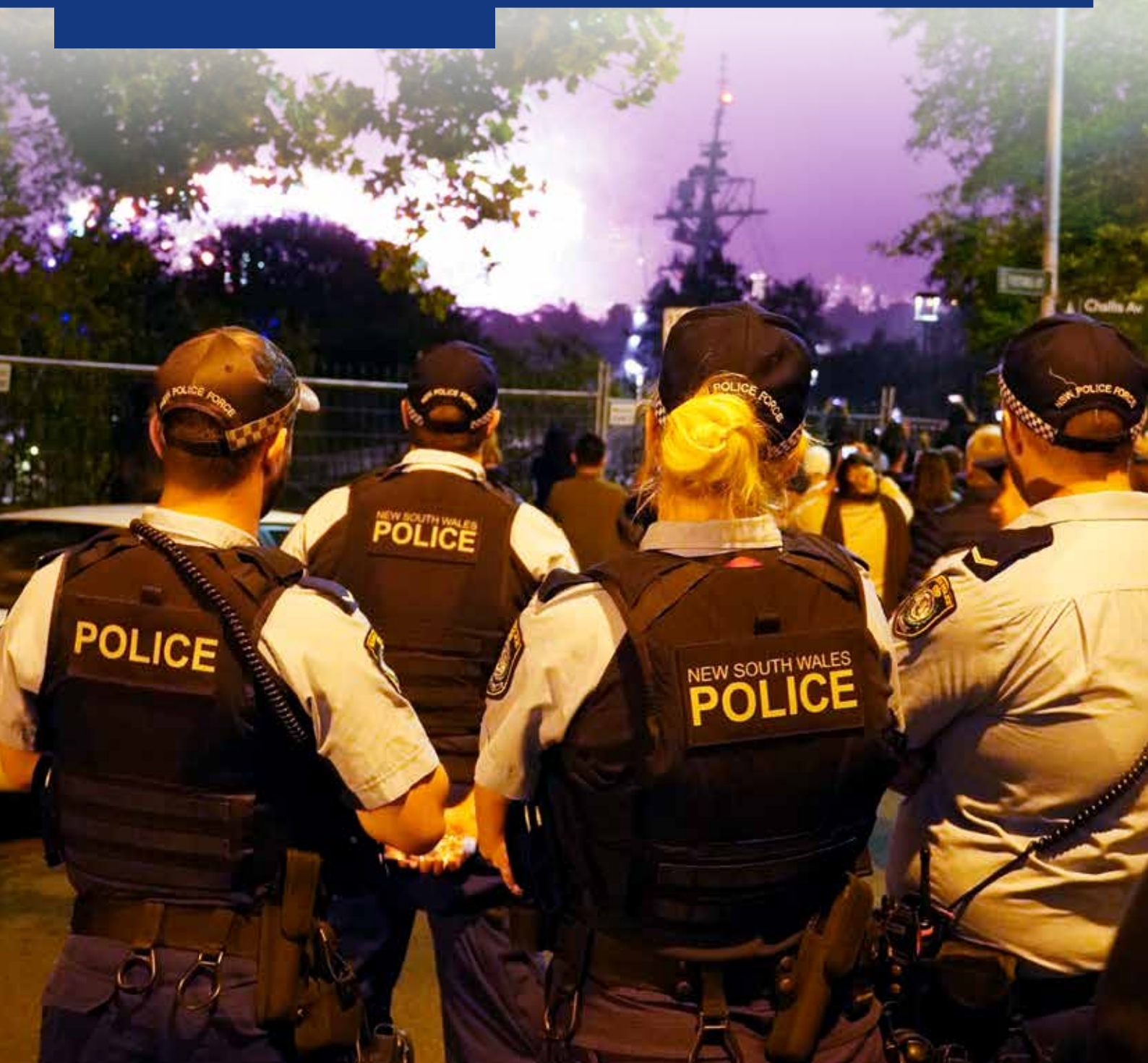
PANSW

POLICE ASSOCIATION OF NSW

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JAN | FEB 2021

Police News



JOINING THE RANKS

Attestations and the NSW Police Academy are at the heart of joining the Blue Family **p6**

A NIGHT RIDING NEWSHOUND

The lens of a news photographer is never far away from the intensity of police work **p16**

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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What will 2021 hold? Police officers look on at the New Year's Eve fireworks in Sydney on 31/12/20.

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Vacant

New Executive member



Sergeant Graham Condon, seen here outside Glebe Police Station in January, starts 2021 as the new Executive member for Central Met Region (Area 2).

The first month of each year marks Graham's anniversary of joining the NSWPF: "I was part of Class 238 and graduated the day after Australia Day, 27 January 1989, at age 19".

Graham set his sights on joining after being at the 1987 funeral of Constable Andrew Dixon. Andrew had been a student at North Ryde High – the area Graham still calls his home patch – and a group of students attended. "The police presence and honour guard really made a big impression," says Graham. "Losing people you work with is difficult, and Remembrance Day hits hard every year – as it always should".

Asked about what continues to motivate him as a serving officer, Graham replied "It's as simple as seeing new officers gaining confidence and experience. When I speak to Pro's, it's often about how police work is nothing like anything you could ever read about".

Graham's time on the Executive will initially be focused on taking in what the role entails. "In due time one of the areas I'm keen on promoting is how to extend more energy into Branches. Issues that are deeply and widely felt are the main drivers, but that doesn't mean there is a shortage of specific, local points of contention or the need to keep looking at ways we can all be engaged in making our workplaces better. The Association is here for more than just the crisis times".

The vast majority of Graham's 32 years on the job has been served within the Leichhardt PAC – primarily at Glebe – excepting for a brief time at Central and at Ashfield. He has been active with Branches and a delegate to four PANSW Conferences over the last 15 years.

A rugby league tragic (that definitely works as a term for a Manly supporter, right?) Graham played Police Rugby League and at a local level into his 30s, and for the last four seasons has been putting a Ryde Eastwood Hawks women's team through their training paces. His other sporting passions are cricket and golf.

Two further Executive vacancies – for SW Met Region (Area 2) and Non LAC Region (Area 3) – are being decided by election, as administered by the AEC. Watch this space.



Heading into 2021 we must take strength from our unity

Tony King
President

The two word title on the closing edition of this magazine in December could not have been more apt: Unpredictable Times.

We have put 2020 behind us but as Commissioner Mick Fuller said in an interview on 2GB in January, it is difficult to imagine any other scenario for 2021 than a continuation of a cautious approach to Covid-19. This will no doubt see, as he commented, NSW Police continuing to enforce health orders for most of the year.

In the year since the pandemic emerged in Australia the frontline role of keeping communities safe – as I said in my Christmas message – was time and again carried by the police officers of this state. At the hotel quarantine sites alone NSW Police have helped process more than 120,000 people.

There are many staggering numbers like this that will continue to build, but throughout all of it we should be immensely grateful that we in New South Wales have dodged the worst. Nor should we forget the large numbers of fallen officers in places like the UK and USA who are part of the worldwide Covid death toll that is gradually being documented.

As we know all too well from our chosen careers as police officers, human tragedy is a constant.

The tragic loss of Senior Constable Kelly Foster's life in the Wollangambe Canyon while trying to rescue a fellow bushwalker, on the day after New Year's Day, brought an immediate and deep sorrow. It was fitting that she was posthumously awarded a Valour Award.

Kelly's death follows on the tragic losses last year of Sgt Matthew Theokilis, on 30 November, and Constable Aaron Vidal, on 18 June. Another officer, Senior Constable Thomas Spowart, suffered near fatal injuries in similar circumstances to Aaron on 16 December, and faces a long recovery.

This edition of *PANSW Police News* has an article that marks the 20th anniversary of Senior Constable Jim Affleck's death. On 3 April it will be 19 years since Constable Glenn McEnally VA died of wounds sustained in the line of duty, and 9 February 2021 is the first anniversary of the loss of Senior Constable Mark Butcher after a lifelong struggle with diabetes.

We feel every loss of a member of the police family and stand beside those who are left behind. We will remember.

UNFINISHED BUSINESS

The pay case the Association took before the Industrial Relations Commission (IRC) concluded as positively as we could hope on Friday 18 December 2020.

However in the following week we were informed by the IRC that it would be reserving its decision on our case due to the appeal that the PSA (Public Service Association of NSW) has lodged in the Supreme Court against their 0.3% pay decision.

We objected to that approach by the IRC however they have confirmed their intent to await the appeal. Members will be kept informed by email bulletins and by updates that we post at pansw.org.au

The Association is heavily focused now on convening the full PANSW Biennial Conference that was postponed in 2020 due to Covid restrictions. It is on track to be held at the Novotel Wollongong between 22-25 March.

Full coverage of the Biennial Conference will appear in the March-April edition of the now bimonthly *PANSW Police News*.

In Strength and Unity.

Member communications in 2021

Changes are happening! As flagged twice in these pages last year, we have undertaken a revamp of this, our flagship publication – starting with stronger, more visible branding as the *PANSW Police News*.

As notified last year the schedule for 2021 moves from monthly to every second month, timed for: February, April, June, August, October and December. This will assist to ensure that the print form of the magazine can continue, alongside the distribution of *PANSW Police News* in eMag format.

Separately the Association will be upgrading its website later this year to allow an improved portal and platform for delivering vital membership and industrial information.

PUBLICATION CHANGES YOU MAY NOTICE

As well as a change in frequency, changes have had to occur to the previous content of *PANSW Police News*. Please note the following in particular:

- **Lists of Separations** are now online for the first time. You will need to use your login to view these regularly updated lists at pansw.org.au/news/separations
- For the first time **Death notices** are also being published in the login area of the website. This provides faster access at pansw.org.au/news/death_notices

Again, to see this information you must log in first. If you need assistance please call our office, details on page 1. All other feedback can be sent to policenews@pansw.org.au

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Police Association Activity Update

This page is intended to provide updates and relevant information on important matters to Association members. Between editions of the PANSW Police News timely further updates will go directly to full members via email bulletins.

PANSW EXECUTIVE MEETINGS

Meeting dates scheduled for the PANSW Executive in 2021 are:

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

Further Notices and a calendar of Events are listed at pansw.org.au/events Requests to have Notices or Events added to this section of the website can be sent to policenews@pansw.org.au

ADVOCACY AT THE STATE PARLIAMENT

Assaults on Police: The NSW Legislative Assembly Committee on Law and Safety has handed down its Report – Assaults on members of the NSW Police Force. The PANSW made a submission to this Inquiry and appeared in person before a hearing to give evidence. The Report made 15 Recommendations aimed at reducing risk factors that contribute to assaults on police, supporting police who are assaulted, preventing re-offending, and enhancing respectful relationships between police and cohorts within the community. The State Parliament resumes sitting in February 2021 and we will provide a further update on the response to and uptake of this reports' recommendations during the year.

Mandatory disease testing: In November 2020, as a result of PANSW advocacy, the NSW Government introduced legislation to require a blood test from persons who deliberately expose police and other emergency service workers to bodily fluid. The Legislative Council (known as the Upper House) established an Inquiry to examine the provisions of the Bill. The PANSW made a submission to that Inquiry in December, and will appear in person before a hearing of the Inquiry to give evidence in support of protecting police officers.

LEGAL ASSISTANCE SCHEME

Of the more than 800 applications for assistance approved under the Scheme in 2020, more than 390 (almost half) were to do with medical matters, more than 115 were to deal with coronial and/or criminal matters, and more than 290 were to deal with employment/discipline related matters.

ORGANISATIONAL RESTRUCTURES

The PANSW will often contact and consult with Branches and affected members when NSWPF are seeking to restructure units, positions or move locations. If you are ever affected by a form of restructure within your workplace please contact the PANSW to ensure consultation has occurred and to enable you to have a voice during any changes that may affect you in the workplace.

PROMOTIONS REVIEW STEERING COMMITTEE

Since the commencement of the Promotions Review the PANSW has been an active member of the Promotions Review

Steering Committee. Following introduction of the new system in November 2020, the Promotions Review Steering Committee is continuing to meet monthly with representatives continuing to review the scheme throughout each stage of the new process, and listening to member feedback to advocate for amendments or refinement. Monitoring vacancies within NSWPF at various ranks will form a crucial part of the PANSW advocacy.

POLICIES – ACTING APPOINTMENTS AND LEAVE MANUAL

In the past two months the PANSW has been involved in the review of the Acting Appointments and Secondment Policy (formerly the relieving/HDA policy) which has arisen out of the new promotions process. The PANSW understands the importance of a fair, equitable and transparent relieving policy providing officers with a clear set of guidelines for positions to be filled temporarily. The policy is still under negotiation between the PANSW and NSWPF and we will report the final outcome once finalised.

For many years a number of policies relating to industrial entitlements have existed in multiple places across the intranet. The PANSW and NSWPF have been negotiating a manual titled Leave Manual to encompass all types of Leave applicable to police officers. We are ensuring that your entitlements are preserved and there are clear and transparent processes in place for applying, granting and recording such leave types. Negotiation is still underway and a final version of the manual will be communicated to the membership once finalised.

UNIFORMS

The modernisation of the Police uniform continues with trials underway of a new operational duty jacket and dark blue operational shirt that will be comfortable to wear under the ILAV. Once the trial is completed evaluation of the feedback will be undertaken and any design modifications completed. We will keep members informed with further updates.

VEHICLE STANDARDS

In 2020 the Vehicle Standards Committee (VSC), which the PANSW has a seat on, requested that a review be undertaken on the Vehicle Evaluation Methodology (VEM) used to select and approve operational Police vehicles for introduction into the fleet, to ensure it was fit for purpose. Fleet services put together a project team and reviewed all VEM used around Australia and the rest of the world. They interviewed operational Police to obtain their views to ensure the VEM captured everything required of a modern Police vehicle. This has resulted in the production of a comprehensive and updated VEM process. Once approved it will be used to evaluate all new vehicles coming into operational use.



Joining the ranks

The Classes of 2020 Attestation Parade at Sydney Cricket Ground on 4 December 2020 was a special, first of its kind event. As well as being the official Attestation for Class 344, it saw the previous four Classes of 2020 – 340, 341, 342, 343 – have the opportunity for the traditional celebration of their joining the ranks that had been denied them, family and friends due to Covid-19 restrictions.

The sun shone bright on the SCG as 189 recruits of Class 344 were sworn in, joined by more than 800 men and women who had attested as probationary constables earlier in the year.

In 2021 a further six Classes will follow in their footsteps – a tangible sign that the extra push exerted by the Police Association during the last State Election in 2019 for a sizeable boost to the ranks is coming to fruition, as per the Government's promise of delivering 1500 new officers.

PRIME MINISTER'S MESSAGE

Australia's Prime Minister Scott Morrison was on the VIP podium at the SCG and shared his thoughts: "I hadn't planned on making remarks today but I must admit, looking upon New South Wales' finest, I couldn't resist.

"My father stood where you stood decades ago. He would be very proud to look upon you today. He was passionate about community policing, as Commissioners past and present know.

"You are part of our community. You protect our community. You are pastors of our community. You promote our community. You will stand in the places where our community fractures and breaks. You will see and hear and feel things, and experience things that those of us who do not wear that uniform never will. You stand in that gap for our community. You will find no more noble service than what you are undertaking here... I know your family will be bursting with pride, as I burst with pride for my father's service".

The Police Association was represented at the SCG event by Paul Hannen (Assistant Secretary – Organising), whose son Will was passing out with Class 344.

BY THE NUMBERS

It's an integral part of joining the ranks that there are two numbers that become imprinted in your journey in the NSWPF: your Rego number and the Class number you attested with.

The Classes that will be attested in 2021 – 345, 346, 347, 348, 349 and 350 – will each have its own characteristics.

In total the 'Classes of 2020' rounded out at a total of 1000 recruits. Of the 189 recruits sworn in as part of Class 344 there were 140 males and 49 females.

By age group half were aged 21 to 25 with another 30% falling between 26-35. Those aged between 18-20 numbered 23, and 14 recruits were aged 36 and older. By country of birth 87% were Australian born, including six Indigenous recruits.

The other set of numbers that varies from Class to Class of course, is the breakdown of Allocations, a detail that is always of high attention for the PANSW and closely monitored.

Class 344 gave rise to the following PAC and PD Allocations, by Region:

- Central Metropolitan Region – 55
- North West Metropolitan Region – 44
- South West Metropolitan Region – 37
- Northern Region – 23
- Southern Region – 19
- Western Region – 11

A milestone event

Having your family and friends stand side by side with you after an Attestation Parade is a special moment. The buzz in the air at the SCG event, and the sight of so many diverse family groups brought together to celebrate this 'life milestone' with their loved ones, was ample evidence of that.

Also evident was the not uncommon sight of families who have seen successive generations joining the NSW Police. Families like that of Darren and Christine Williams who now have three of their four children in the blue uniform.

For Will Hannen it was a career path he had set in his mind from as young as 5 years old. Being off school with a broken leg he got some time to spend at work with dad Paul, then a Sergeant in charge of the weapons training cell in Penrith. He still clearly remembers the atmosphere and soaking it all up.

Eighteen years later it was his turn to join the ranks, after first picking up a trade as a chippie in the Blue Mountains.

Will says the challenges of undergoing compressed training were demanding but rewarding. "It was definitely go, go, go".

Having a parent who has been a serving officer gave him a good sense of what to expect, while still needing to ultimately draw on his own resources and character.

Will is staying in touch with the circle of friends he made in Class 344, adding "it's important to hear that we're travelling OK". He is enjoying experiencing the "real life" of police work now that he is on the truck and stationed at Mt Druitt "The thing I'm liking the most is the variety".

His next milestone will take place in October this year when he marries fiancée Jess. "One thing we have a ground rule about is talking openly after I finish a shift. Staying physically and mentally fit was one of the big takeaways from the Academy".

Top photo, left to right: The Williams family – Gabrielle (Class 336), Connor (343), Dana (343), mum Christine, dad Darren (236) and uncle Clint (268)

Middle photo: Kirsten Adams with her daughter-in-law Bayleigh Hogan (344) at the Sydney Cricket Ground. (Note: Sales of the Bears in Blue help support NSW Police Legacy – call Stephanie Lander 0414 543 163).

Bottom photo: The Hannen family – mum Fleur, son Will (344) and dad Paul.



A big welcome to the #BlueFamily



The Police Association congratulates and welcomes all new officers to the NSW Police Force.

In the run-up to the Attestation of each new Class our experienced Organisers deliver a presentation at the Police Academy that sets out a balanced picture of the highly scrutinised and complex profession they are about to enter.

It covers the wide role of the Association and the support, advocacy and benefits attached to being a PANSW member. It ends with this quote from a PANSW Member: "If you can't afford to be in the Police Association you can't afford to be in the cops".

On the eve of their leaving the Academy all students receive a backpack with essentials such as a PANSW torch. The union is also involved in the operation of the Academy-based Police Shop at Goulburn, managed by Jennie Winters with assistant Debbie Melross. You can shop online at Policeshop.com.au

Adapt and overcome

By Reverend Murray Woolnough
Senior Chaplain – NSWPF Police Academy

The NSW Police Force Academy at Goulburn is a place of change, both for the institution and for students who come here. Students arrive, hopefully, expecting to be changed – from a civilian to someone who can land on the streets as a probationary constable with enough knowledge and skill to safely continue the next stage of their learning.

CHALLENGING TIMES

When I started at the Academy 2 ½ years ago, students faced 32 weeks of learning on-site.

This was a difficult time for some. For recruits who lived a long distance from the Academy, particularly those with young families at home, being away for 8 months was a huge challenge.

When you have just had a phone call from your partner who is desperately struggling with sick kids at home, when you haven't been home for four months, when you are feeling helpless and guilty for being away, it is hard to concentrate on studying for exams the next day!

It was gruelling for some, but students who could adapt and overcome made their way through to their goal of attesting.

Coronavirus brought a rapid change to Academy life. To cope with the demands of increased recruitment, recruits had already been studying for eight weeks on-line, followed by 24 weeks at the Academy.

When Covid hit, the Academy itself had to adapt and overcome. Rapid changes to the course and to campus life had to be made. Students started studying all the theory components of the course online – 24 weeks at home, followed by an intensive practical eight weeks at the Academy.

An excerpt from Rev Woolnough's Prayer and Reflection on 4 December 2020:

Bless our probationary constables as they go out from here to maintain peace for the people of NSW. Protect them and their families from harm. May their careers be long and honourable.

This last year has reminded us – through fire, storm and pandemic – how much we rely on the hard work and sacrifice of people we might never meet, working in government and community organisations to protect the vulnerable, rescue people in danger, and uphold law and order.

As the classes of 2020 join in that work, we acknowledge our pride in them and our hopes for their futures.

Since April 2020, the eight weeks at the Academy were subject to lock-down conditions, requiring students to adapt and overcome in different ways.

For those with young families at home, it meant a lot shorter time away, but for everyone it required a full-time commitment to online study, which is hard for some.

Additionally, for most students, lockdown meant 8 weeks on-campus, with no opportunity to go into Goulburn, or to go home on weekends. The Academy continued to adapt, bringing in services and making facilities available to make lockdown much more endurable.

The circumstances change, but the need for resilience stays the same, for both the institution and the students.

The Police Academy: A constant through the march of time

By Ben Lee

PANSW Organiser

Every NSW Police Officer I speak with tells me the same thing – they remember their attestation parade as if it was yesterday.

The simple action of throwing your hat in the air once you are formally dismissed, accompanied by the roar of the crowd of spectators, is a moment of significance.

It certainly signifies more than I consciously realised at the time.

Symbolically, in this moment it could be said that your hat ought to be heavier once it is placed back on your head because during its flight it absorbed the weight of the responsibility, the history and the legacy of the NSW Police Force that you, a newly attested Probationary Constable, are now a part of.

I have had a somewhat unique experience of the NSW Police Academy over my career in that I have been involved with it in four different capacities: as a recruit; a visiting guest presenter on crime scenes, inked and livescan fingerprint capture and Field ID usage; a full-time academic law lecturer; and currently as an Organiser with the Police Association.

In that PANSW capacity we offer each graduating class the opportunity to become PANSW members, as well as representing the members who work at the Academy as staff.

I marched off the Academy's parade ground at Goulburn almost 20 years ago and whilst my experience there was fundamentally the same as today's recruits, there were some stark differences.

Track pants and tee shirts were commonly worn back then, as business attire was not required. We did both a Student Police Officer (SPO) rotation and also some form of community service during our break between academic sessions.

There was not a great emphasis on PT though the weights room was pretty good! LEPRAs did not exist. Tasers did not exist. AAO did not exist. I did not own a computer or lap top and did not need one. My assignments were all hand



written. I did not own a mobile phone, nor do I recall many people having such a device. Compared to today's recruit experience it makes one wonder what we actually did down there...

I do recall a piece of advice that was given to me by now retired Sergeant Danny Webster, author of *Beyond Courage* and long serving law lecturer at the Academy.

He said this: "During your attestation parade, when you are distracted by your achievement, someone will sneak up behind you and put an invisible back pack on your back. Each day you serve as a Police Officer that same guy will drop a pebble into that back pack. The weight increases so gradually that you will not notice, but with the passing of years, it will test your strength."

"When you retire, that same guy comes along and takes that back pack off your weary shoulders. The lightness you feel is freeing and disorienting. It can also be scary. So plan for a great career but do not forget to plan for life after the cops."

In my role now as an Organiser with the PANSW, Sergeant Webster's advice rings true and is something I encourage our new recruits and sworn members to remember.

Over my career, and in the various roles I have undertaken at the Academy, I have been fortunate enough to see many thousands of recruits graduate and achieve their goal.

In my view the Academy is a place of pride and accomplishment for Police. It's ours. Our parade ground honours fallen Officers. Our Heroes Walk inspires us with stories of the outstanding courage of our peers. The walls of the C and CA buildings are adorned with posters of our history. Our story.

It is no simple task to capture exactly what the Academy means to both me personally and Police generally. How it impressed me as a 19 year old recruit was substantial enough to inspire me to pursue this career.

Almost two decades later, having worked both full and part-time at the Academy several times over my career, it is something akin to a homecoming each time I return.

In considering how to approach this article I explained the Academy experience to a friend in the following way. I said in the Police we are taught to 'call off' when we attend a job. We tell radio that we are 'off' at whatever the location may be. This is so that, amongst other things, radio knows we are unavailable for other jobs as we are 'off' air.

At the conclusion of the job, Police are taught to 'call back on', indicating to radio that you are back 'on' from that job and can attend whatever is next.

In many ways that is an exact metaphor for the Academy. When you attest it's as if you call 'off' from civilian life and become a part of something that consumes you. When you resign or retire it's as if you call 'back on' and resume civilian life. That's the significance of the Academy. It's where we mark our start and, eventually, our finish. It brackets our careers and houses our stories, our history and our legacy in between.

Editor's note: Ben Lee is no stranger to heavy lifting. Based out of his go-to gym, Oddsocks, Ben is a highly competitive powerlifter and has set his sights on a deadlift of over 320 kg in the near future. PANSW Police News will report back!

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RIP Senior Constable Kelly Foster VA

*“A sparkle in her eyes
and an infectious laugh”*

On Saturday 2 January 2021 Senior Constable Kelly Foster, aged 39, lost her life while trying to save another in a drowning tragedy at Wollangambe Canyon in the Blue Mountains.

Kelly attested on 27 August 2010, after which she commenced duties as a probationary constable at Newtown. In May 2014, she joined the State Crime Command working as a highly successful intel analyst until May 2020. Kelly had fought breast cancer in the past and was most recently working GDs at Lithgow Police Station.

The *Lithgow Mercury* published a moving article which gave voice to the “heavy and broken” hearts of her colleagues at the station, with input from Sergeant Darryl Goodwin.

The article noted that one of the immediate impacts Kelly made in her time at Lithgow was the sense of calm she brought, coupled with a “wit, knowledge and fearless intent (that) shone through every shift”.

“Every now and then an officer arrives who stands out from the rest. Kelly was one of those officers. She gained respect from both the general community and the offenders she dealt with, neither would have a bad word to say about her.

“Many police see themselves as just a number in the complex matrix of the NSW police force, but officer 46412 was not just a number... although her job will be replaced, she cannot be replaced.

“In policing the biggest honour you could have from your colleagues is if they want to work with you. Kelly did her colleagues proud, the community proud, herself and her family proud. Be comforted in the arms of St Michael and know that you will never be forgotten”.

Kelly was posthumously bestowed the Commissioner’s Valour Award for bravery at her funeral at Lithgow in January.

THE FOSTER FAMILY STATEMENT

Kelly is survived by her mother and father Terry and Marilyn, her sister Leigh and her brother Adam, her partner Gavin and an extensive extended family. The family issued this message:

Kelly was one of a kind; tough when she needed to be, but selfless, always supporting the people around her.

This was true throughout her life, from her earliest role as a protective big sister, to her early career as a teacher, and later as a police officer.

She overcame the challenges in her life with grit and resilience and did so with a smile that lit up her whole face – and every room she entered, a sparkle in her eye and a laugh that was infectious.

When she moved to Katoomba in 2017, Kelly had found her paradise in the Blue Mountains; there were endless adventures at her doorstep. As an avid bushwalker, she loved the outdoors and her new home was to be her base for exploration.



It was a mutual love of the outdoors that brought both Kelly and Jenni Qi to be on the Wollangambe trip together that day. ... Our hearts go out to Jenni’s family and friends who are also grieving at this time. We will remain forever connected by this tragedy and our shared grief.

We would like to thank all of the emergency services personnel who helped with Kelly and Jenni’s rescue. The NSW Ambulance paramedics, RFS, Police, Police Rescue, Police Divers and those that helped to feed and care for the team.

Those two days were the hardest of our lives, but our pain was made that bit more bearable by the love, generosity, support and care of the first responders. We will be forever grateful for their kindness and their commitment to bringing Kelly and Jenni home.

We would like to thank the NSW Police Force for the care they have provided Kelly and the support they have provided our family, particularly the Chifley Police District. We would also like to thank the Police Association of NSW for their support.

To the broader community, we have been overwhelmed with the outpouring of love, support and kind words. Thank you.

It is humbling to know the impact that Kelly made on people we have not yet met.

In lieu of flowers, we would encourage those who wish to show their support to do so by way of donation to Police Legacy.



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Police Legatees: Their stories

Plans change. If 2020 taught us anything, it's that. All Legatees are a part of NSW Police Legacy because at some point in their lives their plans changed in the most dramatic way. Here are two young Police Legatees who are planning careers based on rolling with the punches in 2021.

Seven years ago, Ainsley Baker became a Police Legatee when her father, Sergeant Jason Baker, died at the age of just 44.

Like so many of our Police Family, Ainsley shows a strength and a resilience beyond her years.



Last year Ainsley completed her HSC, despite being locked down for several months. This year she's taking a gap year, despite being unable to travel to France as planned.

She's working five days a week at a children's play centre, and plans to travel later this year with friends within NSW. (And France when it's possible? "Yes!")

"Every time I think about Legacy I think of them like my second family," she says. She has good friends she loves reconnecting with through the adventure camps and other social outings, and she loves being around them because they've all shared the same experiences. "They just get it. They're comfortable talking to you because they don't feel sorry for you. You get to be yourself."

Her favourite NSWPL moment is still the time the camp-bound minibus pulled out of the service station without her and her younger sister Jordan. It took the little boy sitting next to her other sister Mackenzie, back on the bus, saying "Hey, weren't there two other people sitting behind us?" for someone to realise what had happened, and for the bus to swerve back through traffic to collect them.

Next year she's going to be doing Communications at Newcastle University, living on campus and away from home for the first time. When I ask her if her mum's going to be okay with her moving out she just laughs. "She's fine. It's my sisters – they're excited I'm leaving!" As a writer and a storyteller, Communications was an easy choice for her. She has no definite plans after uni, but seems confident something will come along. In the meantime, she has 30,000 words of a fantasy novel sitting on her hard drive. Who knows what the future will bring for Ainsley, but we're confident it will be marvellous!

Daisy Williams is a little further along the career path, having just completed her MA in Journalism at City University of New York. In what is surely a dream come true, she is currently interning at Rolling Stone magazine.



The last time NSW Police Legacy caught up with Daisy's life and times, she had just left on exchange to the US in 2016. "Feeling a very full circle moment 5 years later!" she says.

Daisy's been with us since 2005, when her father Senior Constable John Williams died.

She learned a lot about the world from him, and says her favourite memory of him is the two of them watching The Simpsons together.

"He always had the loudest, booming laugh and I remember sometimes not getting the jokes but when he laughed, cackling along... (thinking) it must be funny if it could make him laugh this hard."

Daisy is incredibly grateful to have had the support of the NSWPL family for that time, and knows that it's given her and sister Abbey enormous assistance in going into their chosen fields and thriving as young professional women.

However, she reflects the views of a lot of Police Legatees when she says it's a bittersweet experience. "No one wishes to be in this club, but we are so grateful to have it."

Her time in the US has shaped her in more ways than one, and it's clear she's still passionate about the Police Family. "It's undeniable police brutality is a national conversation (in the US). I'd love to extend that conversation to anyone in the NSWPL family to make sure we are upholding a system that is in practice and systemically fair and just." Daisy, I'm sure it's a conversation you'll find many takers for!

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On the record

CONGRATULATIONS TO APM RECIPIENTS

Eight NSW Police Force officers have been recognised this Australia Day with the award of the Australian Police Medal (APM).

The Police Association was especially pleased and proud to see Scott Weber, our former President from 2010-2018, receive an APM with the citation that he has "brought great credit to the profession of policing through his dedicated and exemplary service".

Scott said he will wear the honour with great pride. "I'm very humbled by this and very thankful, not only to my family for all the support, but all my colleagues. It is never a solo effort".

The full list of recipients with the dates they joined the NSWPF is:

- Detective Superintendent Jonathan Beard (1988)
- Detective Superintendent Paul Smith (1987)
- Chief Inspector Joseph McNulty (1988)
- Chief Inspector Peter Volf (1984)
- Inspector Gary Coffey (1996)
- Sergeant Brett Samuel (1992)
- Sergeant Lisa Green (1985)
- Sergeant Scott Weber (1994)

NSWPF employee Lisa Gardiner, Executive Assistant for the Principal, NSW Police Academy, was recognised on Australia Day with a Public Service Medal. Lisa was recognised by the NSWPF as 'Employee of the Year' in the annual Rotary Police Officer of the Year Awards.

NOTED RETIREMENTS

Amongst retirements in January were those of two long-serving officers: Detective Chief Inspector Frank Gilroy (40 years) and Senior Constable Howard Jones (41 years).

Described in the *Hornsby Advocate* as a 'Hornsby Icon' Frank said some of his career highlights included being part of police operations during the Sydney Olympics and being the leading commander at the Sydney Opera House for APEC Australia 2007 where he worked alongside the US President's Secret Service.

He told the *Advocate* he joined the police so he could protect the community's most vulnerable, adding: "What I'll miss the most is the camaraderie of troops I've had the honour to serve with and the fact that we're part of the community. You don't find that everywhere but you certainly do in Ku-ring-gai".

For Sen Cst Howard Jones, who rounded off his career at Tingha Police Station, his career highlight was the six and a half years he spent teaching at the Academy in Goulburn.

"I was a weapons instructor there and it was a real pleasure to see the students ending up with the skills they had by the time they were attested. During my time about 3500 students would have gone through the academy, it was a pleasure to have assisted so many students to start their career."

On the day of his guard of honour he was quoted as saying that "it was certainly a career that I am proud of... I'm 66 now and it's a young man's game – I'm surprised I lasted so long really!".

The NSW Police Provident Fund

– 132 years of helping the police family

Did you know that PANSW currently sworn members can join a fund that is the oldest in the world?

A fund that's only purpose is to protect and assist the families of police who lose their lives either on or off duty.

A LONG HISTORY

The NSW Police Provident Fund was established in 1889. It is believed to be the oldest fund of its type in the world. It has now operated continuously for 132 years.

The fund came to existence following a police Constable from Newtown Police Station passing away. The officer left behind a wife and four children.

Following a meeting the other officers from Newtown put their own money together to give to his widow so his family would be able to survive/pay the bills. This was then joined by officers from other areas and then into a small payment from officers each pay, and that has continued.

Last year 12 families of our brothers and sisters in blue were protected in the weeks and months after their death just like that officer was over a century ago.

The families were protected for a simple reason, their loved one made a conscious decision to be a member of the Provident Fund, they also kept their beneficiary details up to date so that the funds went to the person who they wished to have receive the funds.

Personal circumstances differ and the Provident Fund is equipped to manage those differences.

You can choose anyone as your beneficiary: A partner, child, parent, sibling, friend, charity (like NSW Police Legacy), even a social sports team/club/organisation.

You can have more than one beneficiary and the money will be split between them at the percentage that you choose for each. The payments are then made within 24 hours of the death of the member to make sure the benefit is there straight away to start helping those left behind.

KEEPING DETAILS UP-TO-DATE

It is vitally important that your wishes are met. Log onto the Provident Fund page on the Police Intranet to see how to keep your beneficiary details current.

The NSW Police Provident Fund, a registered charity, is another example in the three layers of protection PANSW members carry both on and off duty. The PANSW is proud to be involved in the administration of the fund through Deputy Chair Jon Goddard and Trustee Pat Gooley.

A night riding newshound

Across more than a decade of being a weekend night-time snapper for the *Sunday/ Daily Telegraph*, Gordon McComiskie has turned his lens on scene after scene of the work that police do in responding to incidents, fighting crime, keeping communities safe. This centrespread is a sampling of the photographic perspective he has brought to the jobs they perform alongside other emergency services.

When Gordon, a former Petty Officer in the Australian Navy, first picked up a digital camera in 2005 and began capturing life on the streets of Sydney he couldn't foresee that a wise *Tele* editor was keeping an eye on what he was doing.

After his talent was spotted he was put on the only training ground there is for "shooting news" and becoming a "hard news man": training on the job. Being in the right place at the right time. Seeking, as Gordon puts it, "that single shot that tells a whole story".

Police officers begin each shift knowing that there is no such thing as an ordinary day or night ahead of them. Very few people outside of a uniform know the behind the scenes pressures they face, and what Gordon calls "the sides you don't see in a news picture". Gordon is one of those very few people.

While he has witnessed dark moments Gordon says "I don't see the worst of the worst up close in the ways that police do (and) I've always thought they get a raw deal".



As you look at this small selection – do visit Gordon's Instagram account @ausnewshound for more – you may see glimpses of many different aspects of the realities of police work. The jobs you've been on. The men and women in blue that you stand by, and who stand by you. The pictures that are used in the media and the ones that aren't. The routines and intensity of being a police officer. The constant call to protect people from the repeatedly mindless behaviour of others, or themselves. The saving of lives and working as a team. The end of a long, long night.





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SITREP:

Police news in NSW & beyond

Throughout its 100 year history this publication has always provided a 'watching brief' across news and information about police work – not just in NSW but across Australia more widely and internationally. This page will feature regularly in PANSW Police News, beginning this month with a focus on our umbrella body: **The Police Federation of Australia.**



THE PFA'S ANNUAL REPORT 2019-2020

The Police Federation of Australia (PFA) is the national body which brings together the 8 state, territory and federal police associations and unions across the country, each constituting a branch of the PFA.

The PFA continues to take a collective approach for the "greater good" of more than 64,000 police officers in Australia.

One of its five driving Visions is to win broad respect as a professional body which serves as the national voice of policing.

A key role of the PFA is to represent that collective voice to Federal government representatives and also in Federal Parliament inquiries.

In 2020 alone the PFA made 11 submissions on various inquiries and reviews including the Royal Commission into National Natural Disaster Arrangements and the Inquiry into Criminal Activity and Law Enforcement During the Covid-19 Pandemic (available to read at pfa.org.au)

The PFA is actively engaged with many other organisations including the International Council of Police Representative Associations (ICPRA), Australia NZ Policing Advisory Agency (ANZPAA), Australia NZ Council of Police Professionalisation (ANZCoPP), Public Safety Industry Reference Committee (PSIRC) and National Police Memorial Coordination Committee. In addition the PFA undertakes a range of initiatives each year, for example the National Police Bravery Awards and ongoing work on the issue of police officer mental health and well-being.

The latest Annual Report draws attention to the coordination role the PFA plays across branches. President Mark Carroll adding that "the unique challenges of 2020 really highlighted the PFA's significance in mobilising each branch toward a national approach and national outcomes during times of crisis".

Chief executive Scott Weber noted in his message how pleasing it is that "in our liaison both nationally and internationally, Australia's police are regarded as some of the best and most professional police forces in the world".

The full PFA Annual Report, including overviews from the Presidents of each affiliated branch can be accessed at pfa.org.au/news-and-media-room/annual-reports/

Newsbriefs & snippets

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

COMPARATIVE PIN NUMBERS

In NSW 2000 people have been fined for Covid-19 breaches in almost a year according to NSWPF, compared to Victoria Police's 40,000 infringement notices. (Source: 9News, 19-1-21)

GD EQUALS 'GAZELLE DUTIES'?

Two general duties police officers on patrol in Casino have been called "gazelles" after they spotted, chased and caught a man who was wanted to assist with inquiries.

(Source: The Northern Star, 15-1-21)

A SHOUT OUT FOR THE WORD FLOUT

A senior NSWPF officer was heard on 2GB warning members of the public not to "flaunt" the law on New Year's Eve, a word that Macquarie Dictionary defines as "wave conspicuously in the air".

(Source: PANSW Member)

A HOME FOR TIDY THOROUGHBREDS

Duke, a Bart Cummings trained horse, is one of the newest of the 31 horses in the NSW Mounted Police Unit. He made headlines when he was caught on video picking up a stable broom. At 4 years old, Duke (then known as Penheights) was donated to the Thoroughbred Rehabilitation Trust and then spent 8 years event riding.

(Source: Daily Telegraph, 20-1-21)

OUR COUNTERPARTS AROUND AUSTRALIA

Police Association Tasmania (PAT):

The union has voiced dissatisfaction that the state is without a tracking dog capacity for immediate deployment. During a manhunt in January Tasmania Police were left considering the option of borrowing tracking dogs from Victoria.

(Source: The Advocate, 15/1/2021).

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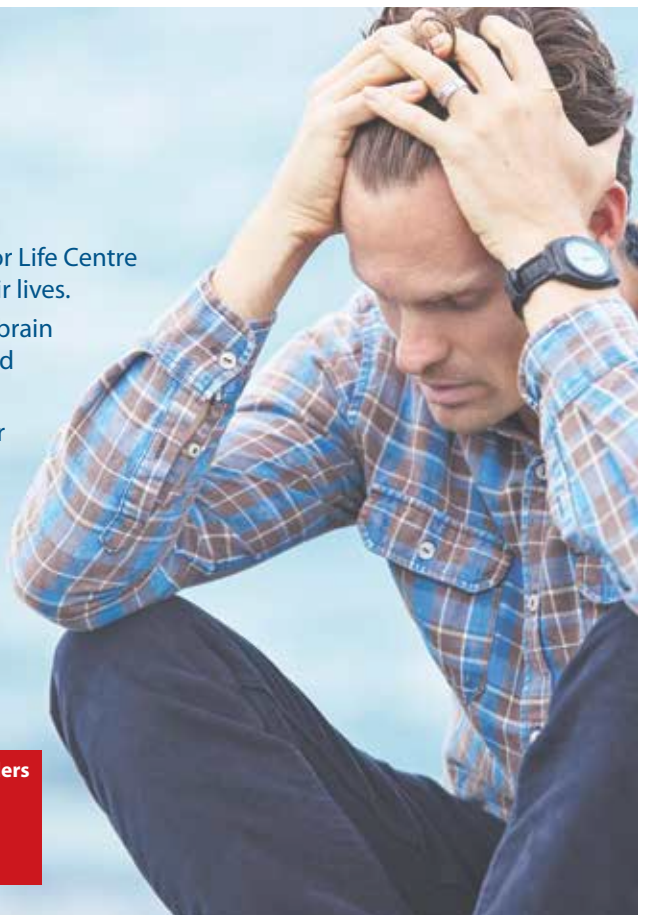
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Finding ways to promote mental health

By Graham Ashton

Chair of Fortem Australia

It should be no surprise to anyone in policing that mental health and wellbeing is becoming more important with each passing day.

We are hearing much more about the issue in general society and now, fortunately, in our policing family too.

One of the key reasons I see mental health and wellbeing becoming a bigger challenge in law enforcement is that the demands of policing are becoming ever more complex and difficult to deal with.

As just one example, police do a tough job day in and day out, and with everything they do now being filmed on smart phones in the community, any honest mistake is seized upon and often misrepresented. This was not the case in the past. Therefore, the margin for error grows ever smaller, the task grows harder and the consequences of untreated mental illness grows more dire.

SPEAKING FROM EXPERIENCE

In my five years leading Victoria Police, I saw many examples of our police trying to battle through mental illness alone, often not seeking help. They dutifully try to get on with the job as things deteriorate around them both at home and at work.

I have personally attended far too many police funerals where help was not sought before it was too late.

Families and colleagues are often left frustrated and angry that they didn't see the signs and intervene. I found myself in this very situation on multiple occasions, having lost friends and colleagues in these circumstances.

A SHARED RESPONSIBILITY

So, what are the solutions to improving mental health in policing? In my view, it starts with understanding that responsibility rests with everybody to build a resilient police force.

Whether it's our peers, or people we lead, we all need to be ready to ask, "Is everything OK?" Sometimes it's just that initial enquiry that starts an important conversation about mental health.

Looking out for each other in this way sounds easy but in practice can be hard. Informing yourself on how to start these conversations and be literate around mental health is a great start. Culture change must occur so mental health conversations become normal and seeking help is not stigmatised. This is the key to injury prevention.

Of course, prevention is better than cure. And this means recognising that we can't build resilient police officers without including our loved ones in the endeavour.

Fortem Australia has been providing wellbeing services to families of first responders since 2019.

As the Board Chair of Fortem, I have been impressed by how willingly family members have engaged in our wellbeing programs and been ready to build mental health resistance as a family group. The programs have often been the starting point for conversations focussed on becoming aware of what 'triggers' exist and how to deal with them.



Former Victoria Police Chief Commissioner, Graham Ashton, is the Chair of Fortem Australia – a new organisation offering a number of resources.

Everybody is different in this regard and it helps to understand that, but the old adage that 'a problem shared is a problem halved' has never been more applicable than in the wellbeing and mental health area. A group approach by people that care for each other has a powerful effect.

PROTECTING THE PROTECTORS

It is important to mention that these support services do already exist in many agencies, however sometimes families have been more keen to speak to Fortem's wellbeing officers or clinicians because of our independence and willingness to be there for them as a not-for-profit organisation dedicated to first responders.

In these times we are all busy. In policing you are all doing an amazing job in what are extraordinary times.

As you protect the community however, please remember to protect yourselves and your colleagues as well.

You have a right not to be injured at work, but it doesn't just happen, it requires focus and effort.

Take the time to do it. Please have the right conversations about mental health and wellbeing with your colleagues and plan on including your loved ones in that conversation.

Policing is a special job, done by remarkable people.

Let us ensure we keep those people safe and healthy.

The Fortem website address is www.fortemaustralia.org.au
Fortem's services are free of charge for first responders and their families.

Thank you for Protecting our Community.



Hugh McDermott MP State Member for Prospect

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

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From the research corner: The topic of Vaccination

Topical issues that impact on PANSW members and your work situations seem to multiply each year. Many issues are so new, and/or so complex, that the first step requires a careful weighing up of the available information and arguments – including your views. The purpose of this page is to explore such topical issues and to canvass the fact-based positions that can be taken: the pros and the cons.

The impacts of the global Covid pandemic are continuing to heavily affect all of our lives, with all eyes now turning in 2021 to the arrival of vaccines and vaccinations.

WHAT WE KNOW: THE SAFETY OF VACCINES

The Australian Government's Department of Health states the following information about vaccinations generally, and the Covid-19 vaccines in particular:

- Approved immunisations are safe,
- Serious reactions to vaccinations are extremely rare. Short term mild symptoms (eg fever) are not uncommon.
- Only after extensive research and testing, including clinical trials, is a vaccine made available in Australia. This involves many thousands of people receiving the vaccine to test its safety and effectiveness.

The Therapeutic Goods Administration (TGA) is responsible for assessing a vaccine as safe and registering it for use in Australia.

IMPORTANCE OF A COVID-19 VACCINATION

The Australian Government considers vaccination to be a key component of the national Covid-19 response. As stated by the Australia Covid-19 Vaccination Policy: "A safe and effective vaccine, available globally, will dramatically improve health outcomes and societal wellbeing and facilitate economic recovery. Making safe and effective Covid-19 vaccines available to all Australians is a key priority of the Australian, State and Territory governments".

IT'S A MATTER OF WHEN, NOT IF

On 7 January 2021 Australian Prime Minister Scott Morrison announced an expected commencement date of mid to late February for Australia's Covid-19 vaccine national roll-out strategy.

Subject to variations in the timeline, Phase 1b of the roll-out will deliver the vaccine to approximately 6.2 million people, including police (in the category of "Critical and high risk workers"). This means on current estimates, NSW police officers might commence receiving the vaccine as early as March-April.

The vaccine will be administered by 2 injections, spaced approximately 3-4 weeks apart.

CAN THE VACCINE BE MADE MANDATORY?

The Australian Government has been clear it will not be making the vaccine mandatory. However, it is possible that employers such as the NSW Police Force could seek to require its employees to receive the vaccine.

Such a policy may be legally defensible. There are currently some occupations where it is a requirement to receive a vaccine as a condition of employment – mainly in high risk

health occupations. A possible consequence of such policies is, those workers who refuse the vaccine could be subject to measures such as redeployment to alternative duties or potentially termination.

This is subject to compliance with certain processes and determination of factors such as degree of risk, reasonably practicable measures and alternatives, as well as individual rights and invasiveness.

The pertinent, yet to be determined, point is that it is possible the NSW Police Force could form the view they are legally able to impose such a requirement on its employees, and may choose to do so with the roll-out of the vaccine.

SHOULD THE VACCINE BE MANDATORY FOR POLICE OFFICERS?

It can be easily observed that policing is a profession in which many duty types increase risk of exposure to Covid-19, and potentially transmitting it to family members, colleagues and members of the public.

As we all know, many duty types involve regular interaction with people in circumstances in which social distancing is impossible, as well as performing operations related to Covid-19 such as containment and enforcement strategies.

Taking these scenarios into account a position on the side of 'yes, it should be mandatory' could be argued on the basis that the safest option is that every officer should be required to receive the vaccine, for the safety of themselves, their colleagues, their families and the public. The only time this would not be the case, it could be argued, is if they had a medical exemption.

On the other side, it is likely that the vast majority of police officers will choose to receive the vaccine, without the need for a mandatory policy. Those officers who choose not to receive the vaccine should not face adverse consequences in their employment. They should also not be required to disclose their reasons for their choice.

The NSW Police Force already has processes which strongly encourage employees to receive certain vaccinations, although that process does permit refusal to receive a vaccine. Be assured that any should any proposals be put to the PANSW in relation to this important issue, communication will be sent to the membership to keep you informed and for the purpose of seeking feedback.

*Contributed by the PANSW Research team:
Angus Skinner & Dr Kate Linklater.*

If you have responses or any suggestions for future topics for this 'Deep Dive' column please email research@pansw.org.au



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What is “Critical Criminology”?

... and why do so many academics dislike the Police?

By Alan Davison

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

When reading or hearing some academic experts in the media expressing a view on crime, or policing-related issues, you’d be forgiven for thinking there’s a theme of anti-police sentiment.

Phrases like “colonisation”, “systemic racism”, “implicit bias” or even “#defundthepolice” appear in such a way that you could understandably think that some academics sound more like activists than objectively-minded scholars; and they really don’t seem to like the police, as individuals or as an organisation.

I can provide some clarification – if not comfort – by making two points. First, many academics who study crime or law would quite happily identify themselves as activists (although not quite in the way you might understand the term). And second, they believe that the institution of the police is fundamentally a tool of oppression used by the powerful against the powerless, irrespective of the moral character of the individuals in it or stated good intentions.

Understanding and addressing wicked social problems such as abuse, violence, discrimination and disadvantage is of course a concern of all reasonable and compassionate people, and critical criminologists not only share this concern but also bring a particular set of perspectives to these issues.

In this, the first of two articles on “critical criminology”, I will attempt to describe my own perspective on the discipline, what underpins its scholarship and its public engagement.

THE ROOTS OF CRITICAL CRIMINOLOGY

What is “critical criminology”? It emerged around the 1960s out of previous academic approaches to crime, legal studies and law reform, alongside other disciplines across much of the social sciences and humanities. It was driven by sweeping political and social trends of the time, sharing perspectives from movements such as feminism, civil rights and race equality, and – as time went on – new areas such as environmentalism and gender identity rights.

Alongside these social-political movements was an increasingly common scepticism within some areas of academia towards claims rooted in the European Enlightenment generally, such as questioning the scientific method as a way to gain objective knowledge. This broad intellectual movement can be called “postmodernism”, although it’s problematic to apply any simplistic term to complex phenomena – be it crime or what a group of academics think!

Given this general postmodern mind-set, some aspects that typify a “critical criminology” approach would be things including (but not limited to*):

1. doubting the “Western” and “liberal” concept of individualism and an individual’s supposed dysfunction as the proper focus of understanding the causes (or aetiology) of criminal behaviour; instead, looking for systems, social constructs and language around crime and “criminals”,

2. a deep scepticism – if not cynicism – about official agencies and institutions whose job it is to manage crime; instead, police and the court systems are seen as inherently biased towards maintaining the (white, cis-gender, Western, elite) status quo,

3. a view that the powerful maintain their social power through self-interested laws; rather than these laws necessarily reflecting what is wanted or best for the community, and
4. the way crime is traditionally categorised and measured (by non-critical criminologists, of course!) is itself flawed and serving the interests of the above.

Critical criminologists may also happily self-identify as ‘activists’ in the sense that they would see their work as aimed to effect social and cultural change to address injustices. They are not interested in doing “research-for-research’s sake”, as they want to see a direct application for and impact of their work. Now, doing research towards the betterment of society is not the unique domain of such scholars: after all, it is what medical researchers do! What is distinctive is the comfortable alignment of ideological and political viewpoints (typically “leftist” and “progressive”) to their research interests. So, there is a true merging of academic activity – including its scholarly methods – to the political perspective of the person doing it.

To be clear: critical criminology’s interest in macro-systems is not unique, as many social scientists and some criminologists study large-scale groups and socio-economic structures through a variety of “non-critical” means, including through the lens of large data sets (aka Big Data) and statistical methods, and perhaps using behavioural psychology or economic theory as a framework. Instead, critical criminology focuses upon seeing root causes in the terms described earlier.

To return to the point I made at the start about apparent anti-police sentiment from some academics: a critical criminology approach will see any interventions or programmes coming from law enforcement as suspect, as actions in the self-interest of those institutions and the powerful within them. So, for example, an anti-extremism initiative by a government targeted towards a minority religious or cultural group will be labelled as “x-phobic”, or an attempt to manage excessive alcoholic consumption in remote indigenous communities via a cash-card system will be framed as ongoing colonisation and dispossession.

So yes, if you think some academics sound like activists who don’t like the police, you’re probably right. In their eyes, they can only see police as part of the problem, not as part of the solution.

My second article on this topic for *PANSW Police News* will suggest some possible objections to critical criminology, consider some wider implications of its dominance, and posit some further readings and resources that might be of interest.

(* Note: This summary is derived from a classic formulation by the American criminologist Gresham M. Sykes, published in the *Journal of Criminal Law and Criminology*, 1974.)



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Are all banks the same?

By Peter Remfrey

Chair of the Board of Police Bank

Banks are banks right? They are all the same? Aren't they?

To a certain extent that's right. A home loan is a home loan, a term deposit or savings account is a term deposit or savings account. They are all pretty much the same thing in Australia, save the rate of interest.

Banking should be more than that – something that many institutions across Australia have forgotten in the last couple of decades. Banking, like the economy, should serve the members of the community, the society, in which it operates – just like Police do.

That's why we've reset Police Bank over the past 18 months. It has enabled us to drop our home loan rates and keep our TD's above the majors, and why we've appointed mobile lenders to take the hassle out of the process for shift workers and other members who are time poor. Over the next 12-18 months we will be investing in new technology to make it even easier for members to bank with us online and using our app.

That's the banking bit.

Equally important to me and the Police Bank Board is that we've also been able to give real support to our members through Covid. When the first lockdown hit last year we had the equivalent of 2 years' worth of hardship requests which our staff were able to grant in the space of a few weeks. We've worked with those members to help them get back on track and now we have one of the lowest rates of Covid hardship of any bank in Australia.

We are also committed to continue to support both the Police Association and Police Legacy, and work closely with them to assist members in need. Much of what we do for members through these relationships and more broadly goes unseen. But this is why banking is not just banking.

Police Bank is proudly member-owned with all surpluses reinvested to provide better services and interest rates or used to support Police in need. Your Board is comprised of members of the Police family who are all committed to assist police and their families gain financial security. Former Deputy Commissioner Nick Kaldas joined us in November after the 2020 election, and Police Association Secretary Pat Gooley has joined the Board in 2021 as a Board-appointed Director. He joins the other serving and former police on the Board along with banking experts we have appointed.

Whilst 2021 shapes as another challenging year for police and the economy, Police Bank remains committed to the Strength of the Community we are part of and serving our members. Our competitive interest rates have seen good growth in both loans and deposits and it would be great to see more of the police family choosing Police Bank as their trusted bank of choice.

As Chair of the Board I know I speak for all of us and the bank's management when I say that Police Bank is here for our members.

Peter Remfrey was elected to the Board of Police Bank in 2016 and has been Chair since April 2019. Peter is a PANSW Life Member and was Secretary of the PANSW for 20 years. He is currently the CEO of the Workers Health Centre.

Insights into superannuation

Aware Super – formerly First State Super – recently commenced publishing a quarterly superannuation update titled *Super Insights*, for its union partners, including PANSW, to share more widely.

This is part of Aware Super's focus on working together with unions towards helping and educating union members by providing access to advice, guidance and support. The three sections of the publication are Investments, Fund News and Industry News. Some selected highlights are:

INVESTMENT RETURNS

- In a period of uncertain and volatile investment markets the fund has delivered a positive one year return for members for its default, growth and balance investment options, and continues to be one of the top performing funds in Australia.
- Aware Super has invested \$250 million in affordable housing and is increasing its investment in key worker housing to \$400 million this year. To date Aware Super has secured sites in Miranda, Epping, Waterloo and Hurstville. These properties are rented at up to 80% of the market rate for the area to key workers like police, nurses and teachers. The returns to the fund come from rent received combined with capital growth on the value of the apartments. For more information and to consider applying contact Aware Super's partner Evolve Housing.

BOLD ACTION ON CLIMATE CHANGE

- Aware Super believes that climate change is one of the most significant long-term risks to its portfolio and member retirement outcomes. Aware has responded by releasing its Climate Change Portfolio Transition Plan which includes moving to zero emissions by 2050 and ambitious short, medium and long-term targets in response to the risk and opportunities of climate change.

MEMBER & EDUCATION SUPPORT WEBINARS

- Aware Super's webinar series covers a range of topics to help participants to get the most out of their super and finances. Aware's education team are experienced superannuation experts committed to helping you get the knowledge you might need right now to make considered decisions about your future.
- Webinar topics include advice helps when planning for retirement; Super 101 – five simple steps to building a better future; Super for women; Managing money and debt; Social responsible investing; Home buying basics; Estate planning; and SASS (State Authorities Superannuation). Visit aware.com.au/webinars to register.

As well as its merger with VicSuper, Aware Super has also completed a merger with WA Super, which now makes it the second largest industry superannuation fund in Australia.

This overview summary was compiled by Rod Harty, PANSW Industrial Officer.

Beyond the watch: Celebrating our Associates

By Tony King

PANSW President

In the December 2020 issue of *PANSW Police News*, I wrote about the pressures and demands placed on NSW Police throughout the year and how the thin blue line held fast. In particular, I wrote about “the demanding and extreme situation we’ve all been confronted with by the year-long crisis of Covid-19.”

On 6 November 2020 I attended a function for retired Assistant Commissioner Michael Corboy APM. A Life Member of the Police Association, Mick retired in June, but it was several months before Public Health orders eased sufficiently to allow a function worthy of an officer of his standing to take place.

I have attended countless send-offs over the years and regularly, even before I was President, took part in presenting retiring members who have completed 20 continuous years of membership with a high-quality Citizen watch.

As I presented Mick with his Police Association watch to mark his four decades of membership, I thought about the members who retired during 2020 who were deprived of the opportunity to have similar gatherings of their family, friends and colleagues to thank them for their service, share some yarns and wish them the best.

In the room were many retired and former police officers and I thought about what recent times have been like for them. It occurred to me that as hard as things have been for our sworn members, they still got to see their colleagues every day. As essential workers, they got to leave the house when others were locked down.



Covid-19 showed us the retirement you wanted and expected may not be the retirement you receive. It was a wake up call too that former police, some more vulnerable than others, did not have access to support networks of the kind available in the job. This was also a concern during the 2019-2020 bushfires. All the more reason for ensuring Associate members are receiving the support and recognition they deserve.

As *PANSW Police News* enters a new phase in 2021 we are introducing a section we’re calling Associates Angle, with the aim of featuring articles of particular relevance to former police officers. There will be a focus on our Associate Branches and stories on what some former officers have been up to since leaving the job.

We want to know how you are doing and what you have been doing. We know that for many Associate members maintaining some social contact through phone calls helped fill a gap, and that South Coast Associates were also able to have their annual Christmas Dinner (see opposite).

Were we ALL confronted with an extreme situation last year? – yes we were! But regardless if you’re a Full serving member or an Associate member of the Police Association, we’re with you too because we are the Blue Family.

Your Associate membership of the Police Association of New South Wales

Associate membership of the Police Association is available to police officers who have retired, resigned, or been medically discharged from the NSW Police Force. At a modest cost of \$2 per fortnight it provides access to various points of assistance and an ongoing connection after leaving the NSWPF.

On exiting the Force being an Associate opens up entitlement to any relevant industrial assistance and, if needed, access to the Financial Legal Assistance Scheme to resolve employment matters and claims. In that sense it is a (tax deductible) backstop.

PANSW chips in to assist the expenses of active Associate Branches, and to the provision of a wreath or donation to a nominated charity on the death of an Associate member.

In addition to information that is widely shared and accessible on the PANSW website (www.pansw.org.au) Associates receive a copy of the now bi-monthly *PANSW Police News* and annual pocket diary. Some information such as noticeboard listings will be given a more prominent home on the PANSW website in 2021.

PANSW strongly encourages all Associates to advise their current address details to membership@pansw.org.au

Safe caravanning for grey and blue nomads

Even before the pandemic consigned our passports to the desk drawer, caravanning had been increasing in popularity.

In NSW, the top ten postcodes for caravan registrations are all in regional areas, with five of the top ten in Northern region. No doubt many Associate and current serving members, the grey and blue nomads, are included in these statistics.

With hard border closures going up faster than a pop-top, caravan owners have the peace of mind that they can cook a meal and get a good night's sleep wherever they go.

Caravanning is not without its risks, and owners need to be aware of those risks so as not to pose a danger, or a nuisance, to themselves or others.

During last year's October long weekend, three people were killed and four more were taken to hospital after a multi-vehicle crash near Ross in Tasmania's Midlands. According to media reports, the crash occurred after a vehicle tried to dodge a solar panel that had come loose from a passing caravan. Police said the driver of the vehicle towing the caravan was unaware of what had happened and continued on.

The fitting of accessories and loads extends beyond finding a place to mount your bicycles, surfboards, and fishing rods. A pre-trip inspection needs to be a part of every journey with a caravan or trailer. This means safely getting up on a ladder and checking any and all fixtures.

Remember, carrying this equipment will also have a big influence on how much your vehicle can safely tow and how long it will take to stop, especially in an emergency.

The advent of this off-grid technology has opened up options for camping and caravanning beyond powered sites. We know how important it is to take a break but with a caravan, where you pull over to take that break is part of that decision.

When selecting a break spot, make a quick check about who else might be there in terms of any other articulated vehicles.

If you are planning on stopping for a while at the rest area, consider if heavy vehicle drivers might also want to use that spot later in the day for their mandated break. "Truck parking only" in a rest area means just that, so head on into town or find a general access rest area.



Many police can remember attending caravan rollovers and the mess they cause. Jack-knifing occurs when caravans are badly loaded and start to sway. This caravan was in poor condition when it jack-knifed and burst open when it rolled. The 4WD off in the scrub was towing the caravan.

Keeping the flame alive at the South Coast Associates Branch

The Illawarra region is serviced by the South Coast Associates Branch of the Police Association. Mr Bob Cocksedge, a former veteran police officer in the area, is the Branch Administrator for an area well inhabited by current and former police officers.

He supports efforts to build Associate membership strength and highlights the social interaction that it brings.

"Over the years, our meetings have gone from a large group of 40-50 down to handful of regulars so we are keen to welcome new members," Bob told *PANSW Police News*.

"Most recently, the pandemic has had a big impact on our ability to get together. No meetings were held during 2020 because our venue was unable to host us and many of our members are at greater risk of the impacts of Covid-19."

"Fortunately, the situation improved towards the end of 2020 and we were able to have our annual Christmas function in December. That event attracted 20 people including some widows of deceased members."

Bob said that he and most of his fellow Associates are also members of the Retired and Former Police Officers Association (RFPA – www.retiredpolice.com.au).

"There is an obvious overlap between the Associates Branch and the RFPA. They are a separate entity but both of us provide an avenue for former officers to socialise and keep in touch."

Bob said in the absence of face-to-face meetings, contacts and friendships made through the branch allowed Associates to keep in social contact. "We have members who are particularly good at phoning colleagues and checking in on them," Bob said.

"Many Police are exiting at younger ages and the benefits of Associate membership are available to anyone leaving the job."

The next meeting of the South Coast Associates Branch is scheduled for 11am, Monday 15 February 2021 at Wollongong's Master Builders Club. "That's the date we have advertised, but it is subject to the ongoing Covid-19 situation and changing public health orders. We look forward to welcoming our regulars, new members and first-time attendees."

South Coast Associates

Branch contact: Bob Cocksedge, 0438 089 369

Central Coast Associates

Branch contact: Brian McVicar, (02) 4333 9971

Northern Associates

Branch contact: Alan Crumpton, (02) 4946 6477

Southern Metropolitan Associates

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

Mid North Coast Associates

Branch Administrator: Al Lukes, 0488 728 628

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



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Service, sacrifice before self – 20th anniversary SC Affleck memorial

A simple garden memorial service, now in its 20th year, has left a generation of police knowing Senior Constable Jim Affleck's legacy of service and sacrifice before self.

On 14 January 2001 Snr Cst Jim Affleck VA died after being hit by a stolen car whilst deploying road spikes on the Hume Highway near Campbelltown.

Plans for a service befitting the 20th anniversary of his death had to be replaced with a smaller gathering in line with Public Health Orders.

Retired Superintendent Ben Feszczuk APM was the commander at Campbelltown Local Area Command (LAC) at the time of Snr Cst Affleck's murder. He recalls 14 January as being a living nightmare and one of the longest and worst days of his career.

"At that time, Highway Patrol was a part of the LAC structure. So I was faced with the question of how best to manage the trauma suffered by Jim's Highway Patrol colleagues as well as the rest of the command," Mr Feszczuk said.

"The community's grief was overwhelming. Flowers and cards filled the police station foyer.

"During all of this, I had to balance the ongoing emotional health of everyone in the station alongside helping to ensure the progress of the investigation to identify and locate the driver of the car."

THE IMPORTANCE OF REMEMBERING

Everyone working at Campbelltown agreed Snr Cst Affleck's life and police service needed to be remembered locally. The annual service is conducted around a garden outside the police station which was created and is maintained by Campbelltown City Council.

The initial services were organized by then Campbelltown LAC Duty Officer Brian Doyle and are now organized by Senior Constable John Crawford of Macquarie Fields HWP.

"People keep coming back for the memorial as it is a desire not to forget Jim and the sacrifice he made that fateful day.

"Jim was a professional in his work, which he relished. He was a good bloke and was well respected not only by his colleagues but the wider community.

"It's also worth noting a paramedic who attended the scene has been present at each of the services.

"January 14 is a permanent commitment in my diary. I have been and will continue to attend the service whilst ever I can," Mr Feszczuk said.

TRUE BLUE SUPPORT

Retired Detective Inspector Hans Rupp APM was on-call for the Homicide Squad that weekend. He was out walking his dog and was nearly home when the phone rang.

A police officer had been murdered at Campbelltown whilst on duty. After alerting his team, Detective Inspector Rupp began the journey to Campbelltown. After stopping at the scene on the Hume Highway to obtain a briefing, Mr Rupp made his way to Campbelltown Police Station.



Senior Constable Affleck's presence on the road he patrolled regularly can never be forgotten – with the Jim Affleck Bridge and a highway patrol vehicle forever bearing the officer's initials and call sign – "JA 213". Retired Superintendent Ben Feszczuk APM paid tribute to Snr Cst Affleck's now retired colleague Peter Willard as being instrumental in the car's creation. The Jim Affleck Bridge is located on the Hume Highway at Menangle Park

"It was mayhem," he recalled. "There was a lot going on and so much information to process. Commissioner Peter Ryan and Deputy Commissioner Jeff Jarratt were in the station to support the officers."

Mr Rupp and his team worked around the clock with their efforts leading to Trevor Holton's arrest early the next day.

The investigator was a steadying presence to Snr Cst Affleck's wife Trish and his extended family, particularly his brother Paul who attended every day of Holton's trial. Trevor Holton was convicted of Snr Cst Affleck's murder.

"I think I have been to every memorial service held for Jim. I call Jim's widow Trish every year on the anniversary of Jim's death and I also call her on Police Remembrance Day.

"I know that Trish appreciates the phone calls."

During his career Mr Rupp lead the investigations into the murders of Constable David Carty (1997), Senior Constable Jim Affleck (2001) and Constable Glenn McEnallay (2002).

"I call families of each police officer on the anniversary of their loved ones murder and again on Police Remembrance Day in September," he said.

Mr Rupp remained with State Crime Command until his retirement in 2015.

Mr Feszczuk left Campbelltown at the end of 2002 and took up the commander's role at Penrith. He retired from the NSW Police Force in 2013.

A conversation with Ken Madden

Any roll call of those who can be said to 'bleed blue' for members of the Police Association would be sorely lacking without the name of Ken Madden, a PANSW Life Member since 2018.

Ken is a founding partner of panel solicitors Walter Madden Jenkins and before entering the law profession, served as a NSW Police officer between 1969-1983.

As a specialist in criminal and industrial law, Ken is a staunch advocate for police at every level, and frequently brings his invaluable expertise in difficult matters such as Critical Incidents to bear.

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



Can you share a memory from your time in uniform?

When I joined I started at Redfern and then went to the Prosecuting Branch. It sounds bizarre (given my career in law) but I found that being in court every day just didn't suit me.

I moved on to a section at headquarters called Criminal Correspondence and then I went to Special Branch for the last 6 years. I enjoyed my time there.

What does your legal representation involve?

We do the disciplinary matters, we do the coronial inquests and for police prosecuted for a criminal offence, we act for them.

I would guess we've done hundreds and hundreds of matters, including appearances before bodies such as the NSW Independent Commission Against Corruption (ICAC), the NSW Crime Commission, the Australian Crime Commission, the Police Integrity Commission and in inquiries conducted by the NSW Ombudsman.

It's an honour to represent police and in a funny way I have probably had more contact with police as a lawyer than from being in the police force.

One of our biggest wins was in the Baff Case in 2013 where the Supreme court held that police officers have got a right to silence and can't be directed to participate in an interview if there's a chance they might incriminate themselves.

I know you represented the Police Association at the Royal Commission (1995-97). What was that like?

I've got to say it was a pretty stressful time. It was like riding a tiger, not knowing where you were going to end up. You'd always wonder what was going to come up next.

The only downside I see to the system we've got now, the 181D, 173 show cause notice procedure and industrial relations procedure is that it's drawn out. The whole idea of moving to a new system was that it was going to be quick and efficient. I also think there's just too much oversight.

What's your view on accountability?

First of all I don't know of any profession, other than the police, that has such accountability and frankly I think there has got to be a better system.

I find the industrial matters very stressful. When some police are dismissed it's because they have done things it would be hard to argue against. But I've also seen police removed and I don't think they should have been. I think they got a raw deal through the system.

There's been such a cultural change since the Royal Commission. Most police who get into strife these days, it's over silly things. It really is. I've never acted for anyone who I thought was bad. I've acted for some police who've done some bad things, but they're not bad people. They just do silly things, get led astray.

Does the Police Association make a difference?

I've always thought the Association does a very good job for its members. There'll always be people who complain and say you don't do this, you don't do that. But they usually don't know the facts or the true extent of everything that is done. I've always understood the importance of unions. When all else fails, it's the workers' collective representative that will be in your corner. I know that it sounds a bit old fashioned but it's all about protecting workers' rights.

One of the reasons I'm such a great believer in unions is my father was killed when I was young. My mum had to fight for the payment under the journey provisions of the Workers Compensation Act and I know the union he belonged to went into bat and provided a solicitor and a barrister.

What does being a PANSW Life Member mean to you?

I was blindsided when it was announced (at the Biennial Conference) because I'd been told I was there to give a speech. I was just astonished and felt so humbled and so proud. It made me think of my grandfather who was sworn into the police in 1899, and how proud he would have been.

The first Commissioned Police Officers dinner after I was made a Life Member, I rang Pat Gooley at PANSW and said, 'Pat am I allowed to wear my badge to the dinner?' He said, 'Wear that badge! Wear that badge!'

Many people came up to me afterward who I'd acted for and forgotten about. One young fellow came up and said, 'You gave me a good talking to, I took it all on and I changed my ways. I'll tell you honestly', he said, 'you changed my life'. I got really emotional when he said that. That really touched me.

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