

PANSW

POLICE ASSOCIATION OF NSW

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Police News



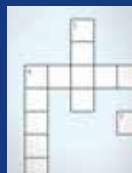
New in blue

Academy recruits adjust to Covid **p6**



Karen Webb

A conversation with the new CoP **p32**



Crossword

Do the meal break crossword **p32**

Cops with PTSD. Now's the time to Emerge & See...

As a former NSW Police Officer who endured her own battle with work-related PTSD, Alana Singleton knows better than most the absolute minefield that awaits officers who find themselves in a similar situation.

"One in nine serving police will suffer PTSD. That's a rate three times higher than what will occur in everyday Australia, yet nothing is in place to provide police with easy-to-find medical or legal guidance should they find themselves in this predicament. The material made available to police is complex and cumbersome - almost impossible for someone suffering PTSD! Our mission is to change that.

When I faced my own PTSD diagnosis I felt overwhelmed, isolated, uncertain about my professional future and uncertain about the financial future of my family. Having finally made it through to the other side, I'm determined to help other Emergency Services workers going through similar experiences. That's how **Emerge & See** was born.

We exist to support our former colleagues and mates. We're the only registered NSW charity that solely focuses on supporting and guiding Emergency Services members through their journey from injury to recovery specifically in the areas of law, medicine and well-being."

In the area of law, Emerge & See has recommended **Law Partners** as a trusted provider to assist its members with their work-related injury claims.

"When it came to my own claim and those of some of my close colleagues, we all had a couple of false starts with other firms before finally landing with Chantille Khoury and the team at Law Partners. Their specialist guidance and unwavering support culminated in an excellent financial result and provided me with the springboard I needed to launch this charity. When people ask me about Law Partners, the best way I can describe it is that they fought for me when I had no fight left. I can't thank them enough."



Hurt on duty?

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*Based on the number of employed lawyers in firms practicing solely in the area of personal injury law.



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**Cover photo**

Two recruits give it their all. An interclass, charity dodge ball tournament at the NSW Police Force Academy, Goulburn 12/9/21.
 Photo credit: Senior Constable Rose Guest /
 Media Unit, NSW Police Force Academy

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Executive Officers

The Executive meeting schedule for 2022 is for meetings to be held (face to face or by electronic means) on the following dates:
8-9 February, 5-6 April, 21-22 June,
2-3 August, 11-12 October and 15-16 December.



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NON LAC REGION
AREA 4
Peter Foran

A personal challenge **Peter Foran**

For Peter Foran, being elected as the new Executive member for Non-LAC Region 4 is a deeply personal achievement.

■ Joining the force in 1994, Peter began his career at Parramatta and Castle Hill in Sydney's Western suburbs. In 1996, he transferred to Lithgow before moving across to Bathurst Highway Patrol in 2001. He was promoted to Sergeant at Orange Highway Patrol in 2008.

Remaining in the Central West, he worked at Orange and Bathurst HWP until 2018 when he was promoted to the position of Senior Sergeant, Macquarie Cluster Senior Supervisor. In 2020, the THPC restructure saw him return to Orange HWP as a unit supervisor.

Over the course of nearly three decades, Peter's career has seen him experience some truly unique and challenging moments – from being deployed to the 2000 Sydney Olympics to responding to the Cronulla Riots in 2005 and the harrowing bushfires in the Lithgow and Blue Mountains areas in 2019.

These experiences have prepared him for his next big challenge – representing Non-LAC 4 as their representative on the PANSW Executive. As an active branch official since 2003, the representation of non-LAC members has been particularly close to Peter's heart. When Traffic & Highway Patrol Command was formed in 2012, Peter was instrumental in the implementation and development of the PANSW Non-LAC 4 branch.

Peter: "Last year I spoke with more than 100 members from across the state to gain a clearer understanding of the expectation and needs of the members of PANSW and our branch."

"My priorities as the new Executive member will focus on building even stronger relationships with branch members and a solutions-based approach to ensuring their issues continue to be prioritised".



NEW EXECUTIVE MEMBER, PETER FORAN



Onwards for 2022

Tony King President

"I certainly didn't expect the majority of my time in the chair would be dominated by a series of seemingly endless crises"

■ As I have often noted on this page, it is a given for police officers that we can never say for certain what we'll find around the next corner.

This is how 2022 is playing out so far – with the surge in the Omicron variant of Covid throwing us another curve ball and creating the biggest impact yet of this ongoing pandemic.

When I began my term as President in 2018 I certainly didn't expect the majority of my time in the chair would be dominated by a series of seemingly endless crises: the Black Summer of bushfires in 2019-2020, severe flooding, and the onset of Covid accompanied by the Delta outbreak and now Omicron.

Again though, as police officers we take crises one by one, as they come. It's just what we do. Working 100% to keep our local communities safe. Always there.

On call 24/7

In December I released my end of year video message. Appropriately it began with footage taken at a meeting of our Organisers held on 1 December as they reviewed their broad range of activity in 2021 and began planning ahead to the new year.

As anyone familiar with the work of the Association knows our highly valued team of Organisers operates on an on call, 24/7 basis. As always they stood up to the test in December and early January to be there for members through an intense run of Critical Incidents – at Auburn, Campbelltown, Fairfield, Forbes, Wellington and Blacktown.

I can't speak highly enough of the selfless dedication Organisers commit to supporting members through these incidents, more often than not side-by-side with branch officials and local Executive members. They too are always there.

In 2022 we welcome both new Commissioner of Police Karen Webb APM (see our conversation with Ma'am Webb on page 32) and a new Police Minister, the Hon. Paul Toole – who is

also the Deputy Premier, leader of the NSW Nationals since October 2021 and local member for Bathurst.

As a country cop myself I have been heartened that we now have two people at the helm who have from their backgrounds a strong understanding of rural and regional NSW. We look forward to engaging with them both to progress issues that improve your working lives and will hear more about their priorities at our Biennial Conference in May.

Their predecessors – Michael Fuller and David Elliott – gave sterling service to the Police portfolio. I myself, and on behalf of the Police Association, acknowledge each of them for the vital leadership and support of the members they have provided in troubled times. They should be proud of their respective legacies.

In unity and strength we will keep pushing through the challenges that face us. Onward for 2022.



Message from Paul Toole Minister for Police

Every day Police are on the frontline, serving and protecting our communities – and I want to ensure we are supporting them right through their careers, professionally and personally. Police haven't just helped us through this pandemic – they've guided us through some of the darkest days our State has ever seen, whether it's evacuating homes in bushfires, sandbagging towns during floods, or dropping supplies to areas cut off by natural disasters.

We couldn't have managed through these challenges without them, which is why I'm really excited and honoured to take on this portfolio.

I know how important police are to everyday life right across the State, and I can't wait to hit the road and visit as many commands and stations as possible to meet our men and women in blue.

TONY KING, PANSW PRESIDENT, ATTENDS THE 45TH ANNIVERSARY/MEMORIAL OF THE GRANVILLE RAIL DISASTER.
DATE 18/1/22

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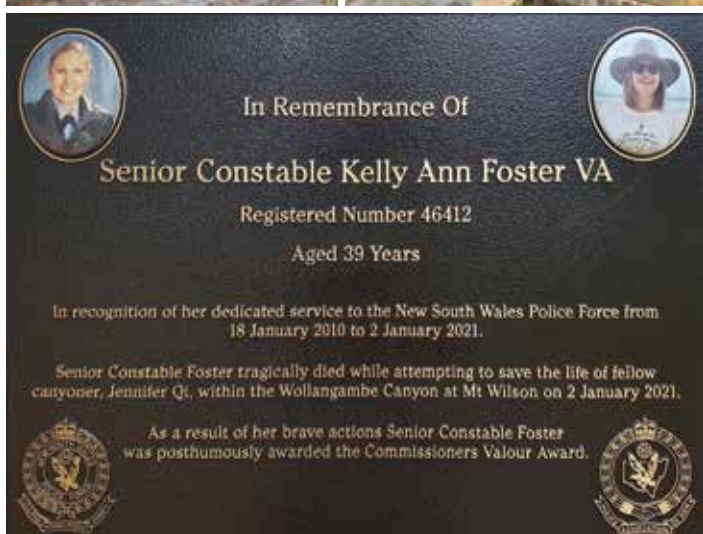
Previously held the position as general duties officer at Marrickville and subsequently the senior prosecutor in Sydney and the specialist courts command.

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Police Association Noticeboard



Remembering one of our own

■ At a special, private ceremony held on Sunday 2 January 2022 at Lithgow Police Station, close family and colleagues gathered as a mark of respect, to honour Senior Constable Kelly Ann Foster VA, one year after her passing. In memory of Kelly, Lithgow officers, Leading Senior Constable Michael Barr and Senior Constable Jim McMillan, along with members of Kelly's family and other colleagues built a special memorial garden.

The memorial would not have been possible without the generosity of donations from the local community.

The garden was unveiled by Kelly's parents Terry and Marilyn, her brother David and sister Leigh.

Lithgow Police Chief Inspector Chris Sammut: "Today's intimate ceremony between Kelly's family and Lithgow police staff was beneficial as it formed part of the healing process for family and work colleagues.

"The memorial wall and garden will be a lasting tribute to Kelly. It will ensure for decades to come that Kelly's heroic story will never be forgotten by police and the community whom she so tirelessly served."

Senior Constable Kelly Ann Forster VA, tragically died while attempting to save the life of a fellow canyoner, Jennifer Qi, within the Wollangambe Canyon, Mt Wilson on 2 January 2021.

As a result of her brave actions, Senior Constable Foster was posthumously awarded the Commissioner's Valour Award.

She'll forever remain in the hearts and memories of the extended blue family.

Granville: 45 years on

■ The Granville rail/train disaster occurred on Tuesday 18 January 1977 when a commuter train derailed and hit the supports of a road bridge in Sydney's western suburb of Granville, causing the bridge to collapse on to two crowded passenger carriages.

It remains the worst rail disaster in Australian history. 84 people died and more than 213 were injured leaving 1,300 people affected by trauma and loss.

The 45th anniversary was marked with by a service held at the memorial wall adjacent to the rebuilt bridge.

Survivors and relatives addressed an audience including the NSW Governor General Margaret Beazley AC and representatives of NSW's emergency services, including PANSW President Tony King.

Among the speakers Celia Harris, whose father William Gemmell died in Carriage 4, spoke powerfully to his memory and the weight of loss borne by her family. Later Gary Raymond APM OAM spoke of the darkness and light he encountered being one of the first inside the collapsed carriages.

Rain fell, wreaths were laid by the Governor General, MPs, the Mayor, representatives of the emergency services, survivors and their families. A bell was rung for each person, then roses were thrown from the bridge, a ceremony reflecting the lyrics of Nigel Foote's song 83 Ordinary People: *The rescuers came and tried, to save some of those inside, hands held hands that each year now hold flowers, and scattered roses on the tracks.*



BOTTOM RIGHT: CELIA HARRIS SPEAKING ABOUT HER FATHER WILLIAM GEMMELL. TOP & LEFT: THE TRADITION OF ROSES THROWN FROM THE BRIDGE ECHOES THE LYRICS OF NIGEL FOOTE'S SONG 83 ORDINARY PEOPLE. INITIALLY IT WAS RECORDED 83 PEOPLE DIED AT GRANVILLE, BUT IN 2017 AN UNBORN CHILD WAS ADDED TO THE FATALITY LIST BRINGING THE NUMBER TO 84.

The Easiest Question You'll Be Asked at The Academy

We recently received this letter from a member who wanted to share their perspective on why new recruits shouldn't hesitate before signing up to the PANSW.

Q. Do you wish to join the NSW Police Association?

A. Absolutely, most definitely. But why?

For all you new Police Officers starting your career in the NSW Police Force, this is the most important decision you are going to make while at the Academy. In this new litigious world we live in, you cannot afford NOT to have the Association supporting you if circumstances arise that require you to seek legal help or guidance. I hope that you never require the Association's assistance. However after serving in the Force for 36 years, I have seen so many officers helped and advised in many situations supported by the PANSW and given the correct advice.

I know you hear things like, "it is a waste of money", "I am not going to get into trouble", "I am not a union person" etc.

Let me tell you a few examples of why you should join the Association. You are an officer attempting to stop a driver and there is an accident and the civilian is injured or killed. A critical incident is commenced, and you are the subject. Would you want the Association at the Coroner's Court representing you?

A criminal makes a false complaint against you and you are the subject of an internal complaint. Wouldn't you like to ring the Association and receive advice and assistance in defending yourself?

The Association also supports officers who have to leave the Force on medical grounds. What if you suffered a career ending injury or God forbid were killed during your duties. Would you want the Association to help your family?

I am writing this letter to highlight and thank the Police Association of NSW for all the help, assistance and guidance they have offered me during my years of service.

Yes, I did fit into most of the categories that I have mentioned above. Every time the Association was there for me – whether it was a simple call to steer me in the right direction or for more serious matters.

I will never forget what the Association has done for me during my service and thank them very sincerely for their assistance.

Back to where it all began

By Toby Lindsay

Principal – NSWPF Police Academy

Having commenced with the NSW Police Force Academy as the Commander/Principal last August, Chief Superintendent Toby Lindsay shares his perspective on undertaking an entirely new challenge in leading the organisation's Covid-response.

The year that was

■ The Police Academy team encompasses an experienced group of sworn and unsworn personnel across a number of key business units located in both Sydney Olympic Park and Goulburn. These include the Police Recruitment Branch, CEP team (Years 1 & 2), Health & Fitness Unit, operations teams (protocol, facilities/campus management, security, the library, nursing and command and administration element. The Academy Command is supported by contingents from the Operational Safety & Skills Command with Police Driver Training and Weapons, Tactics and Training Units.

2021 was a year unlike no other for the Academy's recruits and staff. Its initial response plan to the escalating impact of Covid-19 was implemented in mid-June. The Police Academy remained in lockdown to ensure the safety of students, staff, contractors and the effective continuation of The Constables Education Program – delivering Probationary Constables for the NSW Police Force. During this time, all non-essential training programs were paused while other core training modules were facilitated online.

Throughout the entire lockdown period, five Classes of the Associate Degree in Policing Practice (Classes 347 to 351) undertook on-campus Session Two studies, with more than 1080 policing students progressing towards, or being appointed, as Probationary Constables at Covid-modified Attestation Parades.

Unfortunately for the probies, family and friends couldn't join them for this important career milestone. Despite these unique circumstances, the students were all eager to complete their training, be sworn in and commence front-line duties.

Supporting each other through thick and thin

With nearly 550 locked-down residents in total, Academy staff worked overtime to keep life as 'normal' as possible – maintaining all the services of a 'mini town'. Additional physical training and sports days, community fundraiser events, welfare and pastoral care, a COVID vaccination program and an entire range of 24/7 support services were provided to care for the students – who in most cases were unable to return home to see their friends and family for the entire 16-week duration.

Supporting the students through this tough time and ensuring the safe and effective continuation of the Constables Education Program was only possible through the efforts of



CLASS 348 COMPLETING THEIR PATCH RUN AT NSW POLICE FORCE ACADEMY, GOULBURN. PHOTO CREDIT: SENIOR CONSTABLE ROSE GUEST / MEDIA UNIT, NSW POLICE FORCE ACADEMY

the Academy's team including seconded staff from the field, the PANSW, Charles Sturt University and contracted partners.

Return to normal

When restrictions wound back, The Academy team implemented its phased Return to COVID Normal Plan – reintroducing training, courses and other activities to the Goulburn Academy in addition to the continuing education programs.

The Academy, HR Command and Public Affairs have continued to work with partners such as Charles Sturt University to attract, recruit, train and employ new recruits to join the NSW Police Force. This continued effort will assist the NSW Police in meeting the additional 1500 front-line police officers commitment that the NSW Government has promised our communities.

In December, the Academy welcomed

218 new recruits, their family, friends and guests to the Class 350 Attestation Parade. In one of their final career milestones as NSW Police officers, NSW Police Commissioner Mick Fuller APM and Deputy Commissioner Gary Worboys were honoured during the ceremony before they marched off the parade ground.

Eyes on the future

2022 will see the continuation of the \$70 million capital infrastructure upgrade program to the Goulburn Academy facilities, complementing the regional and metropolitan training centres that the Education & Training Command (ETC) has planned or are under development. This upgrade will ensure fit for purpose facilities are ready to meet the future education and training requirements of the Force.

Additions to the Academy's facilities

will include a major renovation of the previous gymnasium into a health and fitness centre based on Canberra Raiders' high performance strength and conditioning standards, a dedicated student recreation area, a scenario village Wi-Fi installation, student carpark repairs and major renovations to the Bev Lawson Lecture Hall and ageing accommodation in Towers 1-8. The Academy and Police Properties Group will also build 180 rooms to replace the current demountable accommodations and new classrooms. Upgrades will also enhance the existing driver training track, with a new track at the Police Driver Training Centre, a 25m indoor pistol range, office facilities and classrooms in the Operational Safety Precinct. The significant investment into the Academy's infrastructure will provide state of the art and functional facilities for all police officers into the future.

The early years of crime scene photography

By Holly Schulte **Sydney Living Museums Curator – Digital Assets**

Alongside thousands of images of suspects, scenes and evidence, the NSW Police Forensic Photography Archive offers rare glimpses of the officers who dedicated themselves to developing the use of photography for investigative purposes.

■ In March 1940, Sydney police officer Cecil Stanley Jardine, then aged 35, was appointed officer in charge of the recently established Scientific Investigation Bureau (SIB). His small team was tasked with introducing new methods and practices for the detailed examination of crime scenes and assessment of evidence, then in its early days as a scientific field. From the late 1980s, Jardine and a handful of other retired SIB members generously agreed to be interviewed. Their stories provide insights into the unpredictable and often confronting nature of their work.

"They used to say to me, 'what a life'. I used to spend hours and hours and hours at the scene of a crime ... when I had finished I'd be able to tell you everything that was on that table, exactly where it was and what it was ... I knew everything in the room." Cecil says.

A cultural shift

Initially part of the Criminal Investigation Branch, the SIB was based at Sydney's Central Police Station. Their small first-floor room had a workbench with a sink connected to hot and cold water, a selection of basic equipment (including microscopes for examining exhibits and a precision camera apparatus using infrared and ultraviolet rays to identify stains and marks) and a darkroom "the size of a country dunny".

The new, scientific approach to investigation required a cultural shift within the police force, and at first the SIB relied on particular detectives requesting their expertise. Fortunately, a directive soon came from the chief of the Criminal Investigation Branch. Cecil recalls his words: "From now on when you [Cecil] or one of the senior members of your staff go to a crime, you are in charge of the crime scene, and no-one is going to interfere with that until you've done everything you need ... you take your photographs,

your measurements for your plan [detailed draft of the scene] ... you'd be responsible for the searching and find what you can ... and then let the other police come."

Growing professionalisation

Over time, the scope of the SIB's investigations widened, aided by advances in policing practices, science and photography. In the late 1940s it was amalgamated with the Handwriting, Ballistics and Photographic sections of the Criminal Investigation Branch. The team included experienced investigators, draftsmen and photographers who also specialised in freehand drawing, making plaster casts and models, firearm identification, handwriting analysis or visual comparisons of marks and impressions.

When new officers joined, they were mentored by the 'senior men', learning photography on the job and building their skills and expertise on routine cases before attending more serious crimes. The SIB library contained the latest information about the new ways of working, maintaining subscriptions to international publications such as the FBI Law Enforcement Bulletin and the London Police Journal.

Police photographer's lens

Photographs taken by the SIB depict almost every imaginable aspect of life in Sydney during the mid-20th century: the people who came to the attention of the police, whether through misconduct or misfortune; the streets of the city and its expanding suburbs; the picturesque harbour and beaches; and the ordinary lounge rooms, bedrooms, kitchens and backyards that became the focus of the police photographer's camera.

The negatives created and filed away by the SIB many years ago are now part of the NSW Police Forensic Photography Archive, a vast record of Sydney held at

the Justice & Police Museum. They're accompanied only by the brief notes made by photographers at the time of the investigation and does not include police detective notes, final rulings, court reports or newspaper stories.

Today, the complex qualities of the archive's photography allow for multiple readings and reveal more than was ever intended about the Sydney region, human activity and the police response ... and that is the power of the photograph.



DRY PLATE NEGATIVES FROM THE NSW POLICE FORENSIC PHOTOGRAPHY ARCHIVE. PHOTO © JAMIE NORTH FOR SYDNEY LIVING MUSEUMS



ABOVE: MEMBERS OF THE CRIMINAL INVESTIGATION BRANCH, POLICE PHOTOGRAPHER UNKNOWN, LATE 1930S – EARLY 1940S. CECIL JARDINE IS SEATED SECOND FROM RIGHT.

TOP MAIN: SCENE OF POLICE INVESTIGATION, SYDNEY, POLICE PHOTOGRAPHER UNKNOWN, C1934.

ABOVE: SCENE OF NIGHT-TIME COLLISION ON HICKSON ROAD, WALSH BAY, NSW POLICE PHOTOGRAPHER TUCHIN, 1955.

ALL PHOTOS ON THIS PAGE FROM THE NSW POLICE FORENSIC PHOTOGRAPHY ARCHIVE, SYDNEY LIVING MUSEUMS

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A bright spot in a bumpy year

The smiles of family supporting each other to succeed are even more heartening in the troubled times we've all been living through.

■ The last year has certainly had its ups and downs for the Henry family of St Marys. Dad Brett, a police officer approaching 22 years service, had a serious tendon injury on the job to contend with, mum Michelle lost her job due to the pandemic and more recently Covid briefly hit the household.

On the good news front, Brett ended 2021 with a promotion to Sergeant, mum got her job back and 18 year old daughter Bryleeh had everyone celebrating when she made her debut for the Matildas football team against Brazil in October.

A football success story

Bryleeh is playing for the Western Sydney Wanderers in the A-League, remains part of the Future Matildas program, is pursuing university studies and finds time to coach younger players.

Having played many different sports, Bryleeh committed fully to her love of football in 2018 and hasn't looked back – aided by valued coaches such as Leah Blayney and Corey Gameiro.

It no doubt hasn't hurt that mum played football at rep level with the Marconi Stallions. Dad Brett also dabbled in 'the beautiful game' before turning to league and playing at President's Cup level with the Penrith Panthers.

Bryleeh: "My parents have sacrificed so much to support myself and my sisters Ciarrah, Tabytha and Shantell. Making (mum and dad) proud is my number one goal".

Wise words for sport & life

Brett is proud of Bryleeh's modesty and humility. His advice that achieving



BRYLEE HENRY IN HER WESTERN SYDNEY WANDERERS KIT, WITH MOTHER MICHELLE AND FATHER BRETT. WINNERS ARE GRINNERS.

in sport and life is so often 80% attitude and 20% ability has carried through.

One of his early memories of that shining through in Bryleeh was when she was a youngster competing in an athletics race. "I remember she was coming last but she was still smiling and waving".

When Bryleeh ran on to the pitch at CommBank Stadium for the Matildas, she had her dad's words in mind that a key difference at each higher level is the leap up to a much faster pace.

"What I've learnt is to be confident in yourself, to play freely, to trust yourself. You're there for a reason.

"As a Forward, the sweetest goals that you put in the back of the net are the ones where in the split second before it happens you aren't wasting time second guessing yourself, or even thinking about it".

"You win as a team"

Regardless of the level she's playing at, Bryleeh says that as much as teammates are focused on their own game there is also a common effort to help each other. "You don't win games as individuals, you win them as a team. You can't win any other way".

This also gels for Brett in terms of the way that he observes police officers

working together. "It's about sticking together and all looking after each other".

Looking to the future

All aspiring women footballers have their sights set on the 2023 FIFA Women's World Cup being hosted in Australia and New Zealand in 2023.

In her playing career to date, Bryleeh has been sidelined by things like a broken leg – during lockdown – and is a realist about there being no guarantees of continued selection to represent Australia. A next stepping stone would be playing in Europe or the USA.

Bryleeh's sister Tabytha joined the NSWPF in 2020 and while Bryleeh's playing career should have many years to run, she isn't ruling out a similar line of work one day, such as being a paramedic. She knows she'll have her family supporting her in whatever paths she takes.

On the day PANSW Police News spoke with Brett, he had come off a day shift as part of a search for a missing person, and was about to leave home to watch Bryleeh's team take on Melbourne Victory. It reminds him of the many times he's gone to games with no sleep. "But you get there, and it's always worth it for the moments we'll never forget".

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CONTRIBUTED BY TIM SINCLAIR, NSWPL MARKETING AND COMMUNICATIONS MANAGER. THIS IS THE SEVENTH IN A SERIES OF ARTICLES FROM LEGACY FEATURED IN PANSW POLICE NEWS.

The importance of Legacy

Warren Proops is a stalwart NSW Police Legacy supporter, mentor, advocate, and volunteer. He is also a Police Legatee



■ In 1993, when Warren was just ten years old, his father, Sergeant John Proops, died on duty. That day, Warren and his two older brothers became Police Legatees, and Warren remains forever grateful for the support they have all received over the years.

"Legacy's always been there, through the hard times," he says. "There's always someone to answer the phone, or someone to meet up with and talk about things, who knows what you're going through."

As a younger man, struggling with what it meant to grow up without a father, Warren turned to Legacy for help and was given the opportunity to participate in one of the greatest challenges of his life to date: The Kokoda Trek.

"It showed me friendship, mateship, family and determination."

The Trek was so formative, and so character-building, that he decided to participate again in 2019, but this time with an eye to giving back to the young Legatees taking part. His second trek allowed him not only to assist the young ones going through their own mental and emotional journeys, but also gave him the opportunity to walk alongside then Commissioner Mick Fuller.

Warren has also given back over the years by volunteering on Police Legacy Adventure Camps, where his calm and enthusiastic assistance is always a welcome asset. Tragedy has shaped his life but he hasn't let it define him.

Through Police Legacy, he says, he has made some lifelong friends. And having grown up in the Police Legacy family, he is now raising a family of his own.

"I've got a son now," says Warren, his face filled with tenderness when he talks about his little boy. "One of the things I do is give him a cuddle and a kiss and say I love him every time I leave the house, because Dad went to work one day and never returned."

TOP LEFT: TREKKING THE KOKODA TRAIL, WHICH RUNS 96 KILOMETRES THROUGH PAPUA NEW GUINEA'S OWEN STANLEY RANGE. THE TRACK PASSES THROUGH THE LAND OF THE KOIARI PEOPLE WHO FOUGHT ALONGSIDE AUSTRALIAN AND THE ALLIED FORCES IN WORLD WAR 2.
TOP RIGHT: WARREN AND HIS SON

Wall to Wall Ride delivers

■ On 12 January PANSW President Tony King presented NSW Police Legacy chair Gary Merryweather with a cheque for \$40,604 on behalf of the Police Federation of Australia from money raised in the name of the 2021 Wall to Wall Ride motorcycle event.

Gary says that, like many charities, Police Legacy has been knocked around

by Covid-related disruption to a number of its fundraising events. "Even so, time and time again, we are heartened by the continued generosity of our supporters – it never goes away".

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A detective's detective

Concluding more than 40 years in the job in October 2021, Detective Chief Inspector Russell Oxford reflects on his storied career.

■ My late uncle was a uniform Police Officer in South Australia in the late 1950's- early 1960's. I remember him telling stories about his life. It's all I ever talked about and all I ever wanted to be.

I can still remember walking through the gates at Bourke Street, Redfern as a kid on the 13th August, 1979, after the Police Cadets had just been phased out. Young kids dressed in suits and wearing a collar and tie, learning basic laws and police procedure. My Junior Trainee No. was 3601 – the first of three registered numbers I had during my police career.

The early days

After basic training and prior to being sworn in, I went to the Parramatta Police Station. One day, I answered an inquiry at the front counter from a young woman. She told me she was a prison escapee and wanted to give herself up. I walked around into the foyer and asked her to come into the station. Her name was Kerry Lee Denyer and she was serving a sentence for murder. I suppose it was my 'first arrest'.

I was sworn in on 31st March 1980, so my first day of duty was at Burwood Police Station on April Fool's Day. I was allocated a Registered No of 93271 which would last for my 12-month Probationary Period.

After finishing Secondary Training and being confirmed as a Constable, I was allocated my Registered No. 19010, which I kept until my retirement.

A calling answered

I was transferred from Burwood 1981 to the Transport Section (formerly known as Four Wheels) where I drove prison vans conducting prisoner escorts. During a permanent gig driving the detectives on the night wireless cars around the city, I got a glimpse at how some really good detectives operated – which set me on the path to a career in plain clothes. It was also around that time that I first met Roger Rogerson one night at the Darlinghurst Police Station. Ironically, our paths would cross again under different circumstances in 2014.

I started working in plain clothes in 1984 at Parramatta and Castle Hill. I was



BEFORE GOULBURN, THE NSW POLICE FORCE ACADEMY WAS LOCATED IN BOURKE STREET, REDFERN, SYDNEY.

Designated as a Detective in 1986 and transferred to the Homicide Squad at the CIB in 1987. I still pinch myself that I was working with legendary Detectives Dennis Gilligan, John Wilson, Clarrie Lemme, Jim Counsel, Bob Myers, Kevin Raue, Gordon Beaumont, Geoff Prentice and too many others to name.

In my first week there, I was sent out to Mt Druitt with Neville 'Yeti' Smith to work on a sad case of a 9-year-old girl who was sexually assaulted and suffocated in her home. On the drive out with Dennis Gilligan, I made a rookie error in announcing that I was a sleepwalker. I was given the nickname of 'Nightstalker'. Being congratulated by the legends of the Squad after my first arrest there – "Well done Stalker, welcome to the Squad" – is a moment I will never forget!

Career highs and lows

I spent 25 years in the Homicide Squad, with four years at the Robbery & Serious Crime Squad and two years at the Child Abuse Squad.

During that time, I worked on hundreds of murders. People often ask "what is the worst murder you ever worked on?". My honest reply: "all of them."

Every job involves untold sadness, tragedy and grief – to choose one investigation over another is disrespectful to the families. You always

want to do your best and do the right thing, to make a difference to people's lives and help them through living their worst nightmare.

My advice for aspiring Detectives is to remain humble in everything you do and simply be methodical and follow the clues. You have been given tremendous responsibility in being entrusted to solve the most heinous of crimes. It's not a one-man band, you are part of a team – be prepared to listen and take on other people's ideas.

Following the family line

My eldest son Brendan is a Detective Senior Constable at Mt Druitt. My youngest son Callum has just started with the Pro-Active Team at Mt Druitt and up until recently, my daughter Jessica was a journalist working at the Police Media Unit. I am so proud of everything my kids do. I love listening to their stories, preferring to stay in the background. Sometimes I might provide advice to them but in most cases they mostly have things worked out.

Sadly, I entered retirement without my beautiful wife Heather, who succumbed to breast cancer two years ago. I am still heartbroken. Spending most of my time with my two young grandchildren: while watching my kids forging their own careers, makes me happy.



A roadtrip back in time

■ As an apprentice panel-beater in the 1980's, Tony Fitzgerald's love affair with police memorabilia began while fixing classic model cop cars.

As his passion grew, the collector teamed up with 18 mates including retired officers to begin the NSW Historic Patrol Vehicles – a private collection of NSWPF equipment and artefacts.

The 64 vehicle fleet is a car enthusiast's dream – complete with sedans, coupes, F100s, Rescue Trucks and panel vans. Iconic muscle cars and brands take pride of place – the XY Falcon, XC Coupes, Rambler and Mini just to name a few.

The 22 vintage motorcycles on display include classic makes such as

the Indian Outfit, Harley Outfit, Honda 750 Kawasaki 1000. The collection is completed by 900 unique pieces including uniforms, radar equipment, station memorabilia and signage.

"All of these items tell a story. They take on a life of their own, each a memory of a time or person that means something to someone." Tony says.



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Winning Back The Streets

By Pat Gooley

PANSW Secretary

Woolloomooloo is a tiny waterfront suburb that epitomises the duality of Sydney's city life.

■ While being home to some of Australia's most well-known celebrities and multi-millionaires, other members of the highly multicultural community struggle with poverty and homelessness.

In 2014, crime in the area was dominated by youth gang violence, drug deals and robberies. When strict liquor law reform was implemented, then Local Area Commander (now Assistant Commissioner) Mick Fitzgerald saw an opportunity to reduce crime rates and improve relationships with the locals – particularly the youth.

The cops needed to rebuild trust within the community to encourage locals to come forward with information, report crime and engage in a meaningful way. Central to this was building relationships with local kids. While there were some great role models in the Woolloomooloo community, too many kids were looking up to the thugs for a better life.

The importance of education

In tandem with the talented team at Kings Cross Police Station, A/C Fitzgerald identified that Plunkett Street Public School was instrumental in the local kids' life paths. Working with the Principal, it became apparent that kids finishing at Plunkett St had to travel to a high school miles away despite some of the most exclusive schools in Australia being visible from their local streets.

The Principal agreed to allow A/C Fitzgerald to attempt to facilitate a pathway for some of the gifted Woolloomooloo kids to be awarded placements at nearby private schools – offering resources, stewardship and extracurricular opportunities that could change their lives.

Building a better future

Mick knew there was a mountain of work to be done to achieve this outcome. As a former delegate, he turned to the PANSW for support.



LEFT TO RIGHT: JOSEPHINE HEESH (PARTNER AT CARROLL AND O'DEA), NICK LI AND PAT GOOLEY (PANSW SECRETARY).

Through the PANSW's networks, solicitors Carroll and O'Dea generously donated their time and resources to establish a charity structure to allow the local cops to raise money. An appointed expert board then undertook the decision making to distribute the proceeds.

The cooperation of benevolent groups, individuals and schools meant that the dream of a couple of scholarships has transformed into a network of top schools placing kids into their programs.

A fundraising gala ball brought cops, local businesses and the community together to support the Woolloomooloo and Inner City Police Community Scholarship Foundation. The funds allowed a number of local kids to be awarded scholarships to top private schools, with all essentials and extracurriculars covered.

A role model to look up to

In the present day, the program has extended to Sydney City PAC. An expert coordinator works to assist kids in the program to meet the rigors of high school and identify opportunities for further growth.

It was an absolute thrill to attend a function in December 2021 to honour the program's first graduate: Nick Li.

Nick grew up in Woolloomooloo with his mother and was awarded a scholarship to attend St Marys Cathedral College in Year 7.

This bright young man is quiet, articulate and warm and hopes to study engineering at university. He received the Gold Award from his college for efforts in both his academic performance and social justice work – regularly volunteering at the Matthew Talbot Hostel for Homeless Men in Woolloomooloo.

With his achievements and humble manner, Nick is a great role model for the other kids in Woolloomooloo. There are now 17 talented kids involved in the program, enrolled at schools including Brigidine College Randwick, St Marys Cathedral College, SCEGGS Darlinghurst and St Vincent's College Potts Point.

Mick Fitzgerald: "The life expectancy of an Indigenous girl who completes her HSC is 10 years longer than it would be if she hadn't. For that reason alone, we are not only dedicated to continuing the program, but are focused on its growth,"



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Christmas With Covid

a PANSW Perspective

The scale of the Covid spread experienced in NSW in the lead-in to the holiday season in December 2021 would have been hard to imagine or contemplate just months earlier.

Looking back to the same time period in 2020 it wasn't uncommon to have never come across anyone that had contracted the virus.

However, the emergence of a new variant and increasingly open social conditions with the lifting of restrictions in the months closing out 2021 has meant the virus has touched the lives of many – including members of the extended blue family. Two members of the PANSW's Staff and Executive shared their experiences living with Covid during the holiday season.

Keeping it in the family

■ In December 2020, Christmas in Sydney's Northern Beaches was derailed when a transmission at two registered clubs led to a super spreading event that resulted in the area being locked down for the festive season.

Nearly a year to the day, the transmissibility of the Omicron variant was showcased during an outbreak in a Newcastle licensed premises in early December 2021. Dubbed by the media as one of the 'super spreader events of 2021', the total number of cases tallied in the Northern Beaches cluster over a month was eclipsed in just six days in the Steel City.

PANSW Executive Member Ian 'Ducky' Allwood experienced the impacts firsthand, when his 21-year-old son Jason received a notification of his possible exposure after visiting one of



SHERO WITH SERGEANT DEAN JONES, AT MENINDEE LAKES / ALL IN A NIGHT'S WORK. DUCKY STANDS BY A WRONG-SIDED TRUCK.



the event sites while on a trip home from university for the holidays.

After Jason received his positive result via PCR test, the fully vaccinated family members bunkered down for the self-isolation period.

Ian: "Isolation is so different to the lockdown where you can only leave for medical treatment or COVID testing. It was tough, your life just stops."

The family did their best to remain separate and stuck to strict personal hygiene measures where possible in the close quarters of their household. While Jason experienced a sore throat, sneezing and fatigue, his parents were fortunate enough to avoid contracting the virus.

"We had hand sanitizer in every room – Glen 20 was the fragrance of choice!"

For the members of the family not experiencing symptoms, accessing online fitness resources allowed them to stay active while remaining indoors. Support from the PANSW's members also helped to boost their mental health.

"There were plenty of check-ins and even some knock and run goodies on our doorstep which were very much appreciated."

Despite the tough conditions, Ducky is grateful that his family have come out the other side.

"I'm very relieved that my family appears to have come through this without any long-lasting effects".

A Christmas unlike any other

■ From those with full or partial symptoms through to the asymptomatic, the virus doesn't discriminate.

PANSW Organiser Rod Sheraton received a positive test result on Christmas Eve – forcing the cancellation of any plans for the following day.

Despite the poor timing and being fully vaccinated, the safety of their loved ones meant the decision was a no-brainer.

"On Christmas Day, we were all in isolation at home and had to cancel catching up with our wider family. That was hard on the kids, but we made the best of a bad situation."

Experiencing symptoms akin to 'a bad flu' for 36 hours, recovery meant lots of downtime and self-care.

"I did my best to stay away from everyone which isn't easy but you just have to get through it."

While the rest of the family was fortunate not to catch the virus, Rod found it hard to shake the fatigue.

For anyone recovering from the virus, his advice is the same – self-care and resting when possible.

"Eat well, get plenty of sleep and take a few vitamins to boost your energy levels."

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Policing in the media

By Sara Nady **PANSW Research Intern**

Through my internship with the PANSW in 2021, I was able to gain insights into the complex environment of police-media interactions through an extensive literature review.



Changing media landscape

■ As concluded in several articles I drew on for my research on those interactions, there is no suggestion that the influence of the mainstream media is in decline or that it will be replaced any time soon by social media.

The media landscape has changed but it's also relatively static. As summarised in a *Global Media Journal* (2021) article authored by academics at Charles Sturt University, traditional media enterprises such as newspapers continue to deal with declining circulations and the need to expand into the online environment.

On the other side, the proliferation of social media has led to a 24/7 media cycle and a mediated news environment with a seemingly infinite number of players.

To quote an article in *Policing and Society* (2016), "the police and the media contribute significantly to the shaping of our interpretation of the world through the framing of factual and fictional representations of crime and of police work, and how we make meaning of such representations".

Both police and media are bound in a loop of interdependence – predicated on their need for, and protection of, information. Because of the random and dynamic nature of news events this is sometimes described as a 'dance'.

Some studies have also asserted that the media's portrayal of crime plays an influential role in informing crime control responses by state and federal governments and law enforcement agencies.

In addition it is well accepted that effective communication between the police and the public is a fundamental aspect of community policing, fostering positive relations and allowing citizens to be active participants in reducing crime and disorder.

Media coverage in NSW

My research into the nature of media coverage of police issues in NSW was that topics that portray police in a positive light often get drowned out by constant reporting on negative aspects.

Through being given access to the media monitoring resources and archives maintained by the PANSW, it appeared to me that areas such as the work put into building community relations are not given enough attention in the media.

In terms of reportage of operational activity, there is very little credit given when officers' actions are carried out appropriately, or enough context given to the unpredictable and dangerous situations that police officers confront every day.

This highlighted for me the pivotal role that publications such as *Police Monthly* and *PANSW Police News* can play as a counterbalance in the pursuit of improving public relations – not as 'spin' but moreso to present the realities of a police officer's working life.

Two goals for 'police PR' written about in *Policing & Society* (2013) are about producing positive images and narratives of police work both to the public and police themselves. The backdrop to this is that the professional reputation of police can be fragile, cannot be taken for granted and requires constant work.

Speaking with the PANSW Communications team about their experience with the media, there is a frustration that too often media interest starts and ends with the old saying that 'If it bleeds, it leads'.

Everything else, in terms of follow up stories or a greater effort to humanise police work, are way down the list for most journalists as they look for the next deadline-driven headline.

SOURCES: THE IMPACT OF A CHANGING MEDIA LANDSCAPE ON POLICE PRACTICE AND LEGITIMACY, GLOBAL MEDIA JOURNAL AUSTRALIAN EDITION, VOL. 15, NO. 1 (2021)
THE END OF SYMBIOSIS? AUSTRALIA POLICE-MEDIA RELATIONS IN THE DIGITAL AGE, POLICING & SOCIETY, VOL. 26, NO. 8 (2016)
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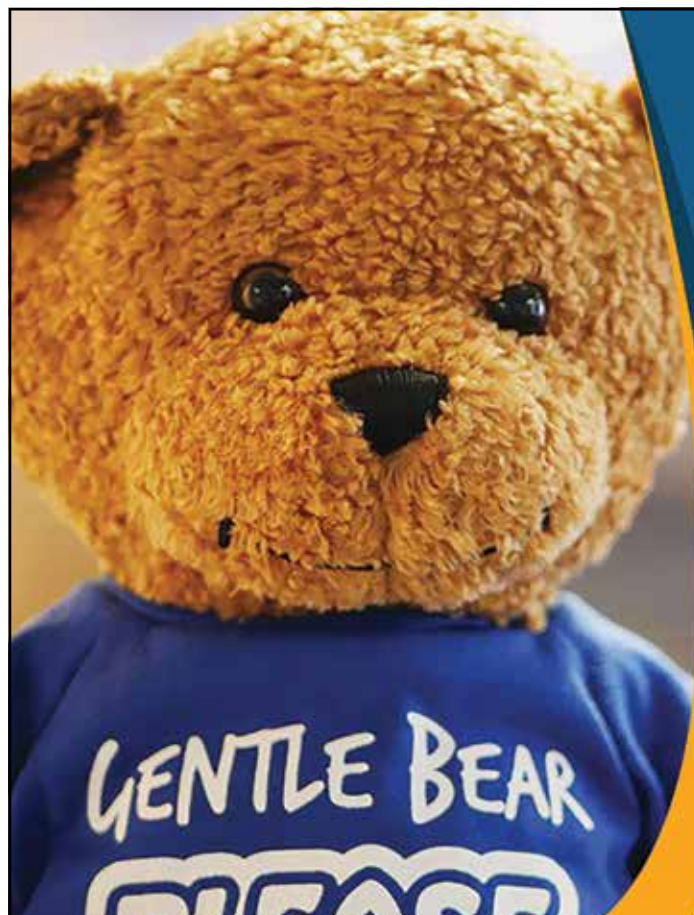
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Peeling back the layers seen around first responders

By John Bale

John Bale is the managing director and co-founder of Fortem Australia (fortemaustralia.org.au), an organisation dedicated to supporting the mental health and wellbeing of first responders and their families. In the immediate wake of the jumping castle tragedy on 16 December 2021 in Devonport, Tasmania, he contributed these thoughts.

■ It's important we see first responders as the humans they are. They're the people we hold up on a pedestal as brave, strong and unbreakable. We like to think of them as different from us: superheroes who run into situations that the rest of us run away from.

Late December 2021 we saw the human side to them in images that covered news pages: devastated police officers consoling each other, and paramedics with sombre faces doing incredibly tough work at the job that no first responder wants to be called to.

Following the tragic deaths of six children at a school celebration in Tasmania, Devonport mayor Annette Rockliff acknowledged that we must consider the wellbeing of the first responders who attended the scene.

"They did an amazing job to take care of those children and those families – and sadly, they weren't able to save them all," she said. "That must be a terrible thing for them to have to deal with." Such wisdom from the mayor is brilliant.

Sometimes it's tempting to turn ourselves away from the reality of the work that first responders carry the burden of. These are superheroes, we remind ourselves, so they'll be fine. But the human layer under our society's preferred superficial vision is slowly being peeled away.

Edith Cowan University researcher Erin Smith, who recently conducted



DEVASTATED POLICE OFFICERS AT THE PRIMARY SCHOOL IN DEVONPORT WHICH WAS THE SCENE OF A FATAL JUMPING CASTLE ACCIDENT. PHOTO CREDIT: MONTE BOVILL/ABC NEWS.

a study into first responder mental health experiences, reported in *The Conversation* a comment from an emergency services worker who had admitted they were struggling: "I was told ... that if I couldn't hack it, I should hand in my uniform". They chose this job, we tell ourselves, and so they need to be able to cope with these challenges.

However, as the chair of the Tasmanian faculty of the Australasian College for Emergency Medicine told the ABC, "We do train for these events ... but never, ever do you expect to have to face an event like this."

It's true that first responders often feel a calling to make a positive difference, but no one is immune to the emotions that hit during and after the type of call that came that day in Devonport.

Prime Minister Scott Morrison reinforced this fact in his statement: "Our first responders each and every day are trained to deal with some of the most unimaginable things, but on this occasion it goes beyond what they could have imagined."

It is heartening to hear high-profile leaders reminding our communities of the vulnerabilities of first responders; this knowledge will create wider community awareness, and should result in providing the on-the-ground services that are needed for first responders and their families.

We don't deny that first responders are brave, and we very much acknowledge that they do amazing and important work – but they are certainly not unbreakable.

It is incidents like these that are renowned for creating psychological distress in first responders; the type of distress and trauma that leads them to suicide more than twice as often as the general population.

Such incidents also contribute to the one in four first responders who experience PTSD, particularly when they are left unsupported.

In order to continue doing this brave work, we need as a collective to give first responders permission to ask for help. An important step in doing this is to stop seeing them as different, and to start seeing them as humans.

The raw, emotional images we've seen from Tasmania have helped to peel back more of the layers we've placed around first responders. The photos tell the story of humans who did their very best that day. They tell the story of vulnerable humans who need support. They tell a story of people who are doing what people do best when they need to get through something difficult: leaning on each other.

This connection – with their peers, their families and inner circles, their communities, and with professional mental health supports – is vital for their mental health and wellbeing. They are people, and people need help to get through difficult things.

Instead of telling the first responders who did this incredible work, that they're brave and expecting them to get on with it, to them we say:

We see you.
We thank you.
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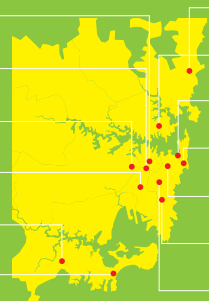
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WE WILL FIGHT FOR YOU

Keep The Wheels Turning

By **Sonia Roberts** **PANSW Police News**

At work or home, you'll always find a bicycle or motorcycle somewhere near Jim Prendergast.

■ Senior Sergeant Jim "Prendo" Prendergast ASM APM retired from the NSW Police Force in July 2012 after 41 years of service.

The majority of his career was dedicated to road policing and road safety in country and metropolitan areas.

"After I retired, I spent a couple of years travelling Northern and Central Australia with friends on our motorcycles

"I have four motorcycles and ride dirt and road bikes to this day. After my wife Judy retired, we bought a caravan and 4WD – beginning many trips across Australia.

While the future can be a daunting prospect for a retiring officer, thinking ahead eased the transition.

"If you're considering retirement or disengagement it's so important to have a plan. I departed when I was ready.

"I'm fully aware not everyone has this benefit. There are times when it will be hard, but I have always believed in looking to the future and not the past."

The next stage of the race

'Prendo' said a lot of fun and laughter helped balance the tougher times that all police encounter during their careers.

He acknowledges he worked in a time of great organisational change and credited his many mentors for their help along the way.

"I had some wonderful mentors with not enough space to name them all. But special mention to two men who guided me at different stages of my career when I was a little lost and needed a way forward – Sergeant Dudley Costigan and Inspector Burt Bennett.

"Police today work under closer scrutiny than I ever had to in a world of technology that was only beginning to evolve as I departed. My time was then, and their time is now.

"The most important thing I learned during my time as a serving police officer was that change is constant. I realised that to accept change you must be part of the process and have a say".

Remaining part of the team

The desire to continue to remain part of the team and make a difference led the former PANSW branch and state delegate to become actively involved in a variety of organisations close to the blue family.

"Staying connected with the friends you make inside and outside of policing is vitally important – for me it was through bodies such as the Retired Police Officers Association and Blue Liners Motorcycle Club.

"I've been a part of the NSW Police Council of Sport since its creation.

"I am so grateful to be able to continue my work as an organiser of the Police and Emergency Services Games."

For the love of the game

As a participant and administrator, the thrill of the competition remaining has played a big part in helping Jim to continue to feel fulfilled.



Along with acting as President of the Panthers Triathlon Club in Penrith for 15 years and serving as a Director with the NSW Triathlon Association for eight years, he also competed at a state, national and international level as a triathlete.

His main piece of advice?

"When you do leave policing, keeping up with your physical and mental fitness is so important."

You can't win a lottery you didn't enter

■ Helping your parents or an older friend with finances in an era where more opportunities for fraud exist is one of the most challenging moments for an adult child, according to a former Fraud and Cybercrime Squad Commander.

Detective Superintendent Colin Dyson APM retired in 2013 as the Commander of the Fraud and Cybercrime Squad. Since his retirement, he has served on the Board of Directors of Police Bank for nine years, with seven years as Chair of the Risk Committee.

Colin: "Online scammers are some of the worst predators that exist. They seek out and target the vulnerable amongst us without hesitation.

"They are sociopaths, lacking the feelings of guilt, shame or conscience that prevent most of us from targeting the vulnerable."

Scammers know many older Australians have more available funds than younger people. They are also targeted for number of reasons including declining health, for having a more trusting nature or not wanting to make a fuss.

Through the use of data analytics and observing social media posts, scammers identify and target older people who may be well off, living alone or have been scammed in the past.

Types of scams

Dating and romance: These scammers play to the emotional triggers of the lonely, painting an imaginary picture of their ideal partner. Mentally blinded by the image, the victims more easily part with money because they don't want the dream to finish.

Beneficiary, Investment and lottery scams: The excitement of a 'get rich quick' scam can have a similar effect. The victim's emotional buy-in blocks their thought processes. If it's too good to be true, it probably is.

Door to Door Home Maintenance scams: These scammers quickly assess their target for vulnerability at their front door. Often they will say they need to inspect the building for defects, and will steal anything they can whilst inside. They will then attempt to convince the victim that the house needs repairs,

then charge highly inflated prices for shoddy work. On occasions, they will keep charging the victim for the same work, even taking them to the bank to withdraw the money.

Remaining alert for scammers

Colin says that raising awareness among older relatives and friends is important to reduce the risk of being targeted by scammers.

"The generations before us came from a time when there was much less fraud

"They may not be used to being wary of strangers and tend to believe what is being said. Those who live alone are more vulnerable because no one is immediately available to 'run interference' on incoming calls, emails or text messages.

With advice on how to avoid being scammed quickly forgotten, adult children assisting with or taking over the financial affairs of their parents can bring its own emotional impact.

"Social psychologists have shown older people may perceive this as a threat to their independence," he says.

"It's important that if you do spot an unusual transaction on a bank statement or in a passbook, keeping calm, asking plenty of questions and not laying blame is so important."

What can be done?

The below tips may be helpful in different scenarios where your older family member is approached by scammers:

Don't blame or shame: Explaining and reminding them of the lessons they taught you (not to trust strangers, especially where money or personal information is involved) is helpful i.e. 'you can't win a lottery you didn't enter', 'why would these people offer you millions of dollars out of the blue?'

When they refuse to believe they are being scammed: If you know your parent is being victimised, but strenuously denies it's a scam, report it to the police, the ACCC (via the report a scam page) and their bank. Ask the police and the bank to speak with them as speaking with someone outside the family can have more impact. Reassuring the victim



that this may help others experiencing the same issue may encourage them to open up with more details.

Offering additional support: Along with any power of attorney you may have, consider arranging online access to your parents' bank accounts so you can monitor their finances from afar and look for unusual activity. If something occurs, you may be able to have the bank block the transaction.

Assisting them with their shopping can be helpful to get a sense of what their regular expenses are and make unusual transactions easier to spot.

Gentle repeated reminders: Advice provided once can be quickly forgotten. Regular reminders to remain alert, not provide personal details and the types of scams to look out for are important.

Report it: If your parent lost money it needs to be reported. Report it to the bank, the police, the Australian Cyber Security Hotline on 1300 292 371, or the ACCC.

For more advice on reporting scams or cybercrimes, visit <https://www.service.nsw.gov.au/transaction/report-scam-or-cybercrime>

Seek advice and anything's possible

Inspiration for a future career can come from the unlikeliest of places. For Mell MacDonald, it was a television show called *Waterloo Station*.

■ The fictional police station sparked a real-life interest in policing. Her career choice was reaffirmed through time spent at a police station during Year 10 work experience before she went on to become a member of the blue family.

Time for a new path

As she was managing her work-related injuries, Mell started realising that the time to seek another path was approaching.

"I finished working as a police officer in 2013.

"The greatest challenge for me in disengaging was managing and treating my injuries while feeling very much on my own to make my way through. I had to work out everything for myself and got there eventually.

"One of the best decisions I made during that time was attending a career transition program as I was sick of sitting around and feeling sorry for myself."

Mell thought she needed to do something as she wanted to get back to work but needed direction about how to do that. As a result of attending the Police Legacy course, the former police officer was approached and asked to be a mentor for the-then Back Up for Life program. She has been working as a mentor for almost four years.

Talk to someone who has disengaged

Although the process can be challenging, Mell suggests that officers thinking of disengaging speak to someone who has already been through it or consulting a career transition program mentor.

Participating in a career transition program allowed her to realise the skills that she had developed during her service were highly transferable into civilian life.

"I have been doing contract emergency management consulting for the past four years. I facilitate training to centre management staff for several clients Australia wide."

This renewed confidence also led to her undertaking further study to further progress her professional goals.

"Recently, I completed a Diploma in Counselling and Communication skills. This has set me up to take on a Diploma of Health and Wellbeing along with working as a support person with the Quest for Life Foundation."

Ultimately, Mell's advice for others looking to take the next step in their working and personal lives is to take the journey one step at a time.

"The biggest thing I have learned is that there is life after policing but it can and will take time to readjust. Don't be afraid to ask for help from those who have gone before you and you will find that anything is possible."





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Pride in Police Employees Network

■ In September 2021 the Pride in Police Employees Network was launched. This network was established as an open forum for all New South Wales Police Force employees who identify as members of the LGBTIQ+ communities and allies. Membership of the network is purely voluntary, and is open to ongoing, temporary or contracted employees of the NSWPF.

The network comprises of an organising committee, headed up by Senior Sergeant Darren Struthers and Scene of Crimes Officer Catherine Emery. The network has a number of objectives such as engaging all NSWPF employees to promote work-place inclusion, celebrate diversity and the ongoing benefits it brings to the NSWPF, develop and support policies that ensure NSWPF workplaces are free from bias and discrimination and establish the NSWPF as an employer of choice for prospective employees.

At periodic times throughout the year, there will be social and networking events that will be hosted by the Pride in Police Employees Network. If you think that joining this network is something you may be interested in, please get in touch with the Committee to see what events are coming up. Contact: #prideinpolice, prideinpolice@police.nsw.gov.au

LEFT TO RIGHT: SCENE OF CRIME OFFICER CATHERINE EMERY, SENIOR SERGEANT DARREN STRUTHERS AND CORPORATE SPOKESPERSON LGBTIQ+ ASSISTANT COMMISSIONER GELINA TALBOT

News in brief

ACWAP Awards

■ The evening of 25 November was a proud one for our Research Division star Dr Kate Linklater when she won the ACWAP award category for 'Excellence in research on improving law enforcement for women'. Read more about the awards at <https://acwap.com.au/awards/>

Optional Disengagement

■ As communicated to members in our e-bulletin On The Beat, an Expression of Interest stage for the Optional Disengagement Scheme (ODS) was set to run between 10-31 January via the Blue Portal system. Your Association will continue to monitor the roll-out of the ODS.

Death and Separations

■ Many readers have noted that listings of Deaths and Separations at pansw.org.au have not been appearing for several months. This has been beyond our control as the information has not been made available by the NSWPF. We are in dialogue to have this re-instituted.



Book Winners

■ Detective Senior Constable Cory Ware of Batemans Bay with his copy of Murder Maps – Crime Scenes Revisited, hand delivered by Organiser Marty Evans. The winner of our latest giveaway (In Control: Dangerous Relationships and How They End in Murder) is Senior Constable Benjamin Abbott, who is working with Strike Force DELRINE.

Introducing Commissioner Webb

Police Commissioner designate Karen Webb APM addressed the PANSW Executive and staff in December 2021. The incoming CoP shared her thoughts and priorities coming into the top job.

■ "It's important for me as Police Commissioner to still be engaged with regional and country NSW. I think it's really important for me to hear from the ground what the issues and opportunities are."

■ "It's not my intention to turn the organisation upside down. I think we've been through enough [with the] re-engineering with Mr. Fuller in 2017 and then we went into fire, floods and Covid. I think us, as an organisation, our stakeholders, our families and the community need a bit of a break. I think there is work for us to do to re-engage with our communities."

■ "My mantra is connect to community, connect to workforce. It's not just the number of meetings that you attend but what are the

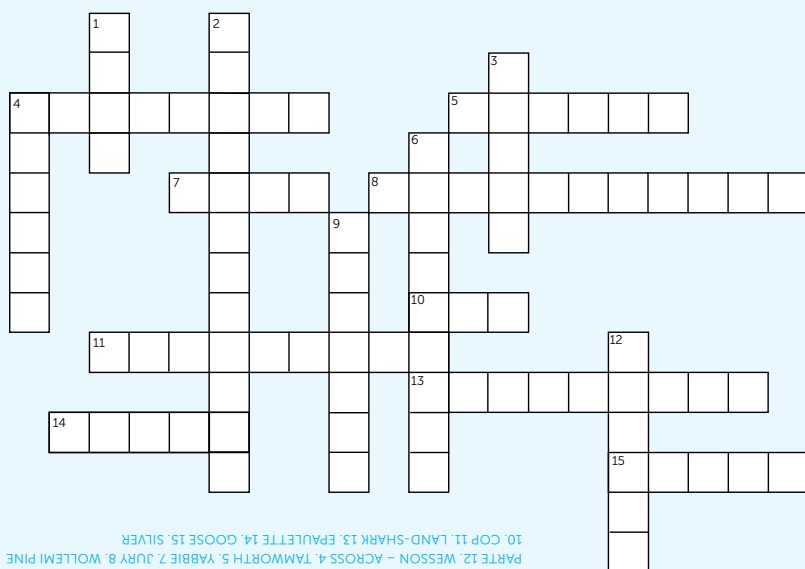
outcomes. My plan for the five years is to heavily invest in our people and equally in the culture of the organisation.

■ "We are seeing an increase in domestic and sexual violence and there is more we need to do in that space. Organisationally, we need to tackle that. Crime is stable or falling everywhere else, but the personal violence at that awful end where it costs everyone so much time and money...for us to respond to (that) and the community ... there is a lot more work to be done there, particularly around repeat offenders."

■ "I am a people person but I am task focused, so I hope I'll get that mix right and lead the organisation with involvement from the PANSW".



KAREN WEBB: AT THE PANSW EXECUTIVE, PARRAMATTA 15/12/22



Meal break crossword

Down

1. Dog on the tucker box watches this highway (4)
2. Wagga Wagga's river (12)
3. Two under par and emblem (5)
4. Olympic champion 200m / 400m freestyle (Surname 6)
6. Songwriter and Slim Dusty's wife (2 words 3-6)
9. When your defendant doesn't turn up in court (2 words 2-5)
12. Partner with Smith in firearms (6)

Across

4. Home of the big Golden Guitar (8)
5. The police station in Home & Away: --- Creek (5)
7. Twelve people sitting in a box (4)
8. One of the world's oldest & rarest plants (2 words 7-4)
10. Abbreviation for Commissioner (3)
11. Slang for police dog (2 words 4-5)
13. Sits on your shoulders whilst in uniform (9)
14. Mad Max's offside (5)
15. Minimum licence needed for pursuit* (6)

* also works on werewolves

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"I am passionate about helping workers who have suffered a psychological injury. I am also passionate about assisting current and former police officers as well as other emergency services personnel in New South Wales who have experienced a personal injury get the necessary justice and compensation they deserve." **Erin Sellars**



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Lastly we would like to offer our thanks to all members of the NSW Police Force who have worked tirelessly to try and keep our communities safe over the Christmas holiday period. Thank you guys and gals.



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