

PANSW

POLICE ASSOCIATION OF NSW

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Police News



POLICING IN A PANDEMIC

Pandemic policing is like nothing our members have ever had to deal with before. **p6**

WE WILL REMEMBER

National Police Remembrance Day allowed us to pause to honour fallen officers..... **p20**

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."



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POLICE ASSOCIATION OF NSW

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Contents

Vol 101 No 5 | Sept-October 2021



This edition's cover photo:
Staff and students at the Police Academy have relied on each other to navigate the prolonged lockdown.

MANAGEMENT TEAM

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PANSW NEWS

2	Executive
3	President's Message
5	PANSW Noticeboard

FEATURES

6	A Police Perspective
7	Policing during a pandemic
11	On the workforce and the homefront
13	Police Legatees: Their Stories
15	Out of Uniform
18	Special Events

SHOWCASE

20-21	Remembrance Day 2021
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COLUMNS

22	Recollections of book reviewer
27-29	On the Record
31	Deep Dive
33	Guest Column: Dr Kevin M. Gilmartin
35	Member Benefits
36	Associates Section
40	A conversation with ... Peter Remfrey

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Level 2, 310 King Street, Melbourne
Postal: GPO Box 2466, Melbourne VIC 3001
Ph: (03) 9937 0200
Email: police news@cwaustral.com.au

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VACANT

In the eye of the storm

With the lockdown conditions that have extended across the state in recent months, the PANSW Executive Committee members operating in the South-West Metropolitan region bring a unique perspective to policing on the frontline during some of the strictest restrictions that NSW has ever faced.



ADAPTING TO MEET THE CHALLENGES

Sergeant Anthony Roberts has been involved in high visibility operations across Cumberland and Bankstown – both listed by NSW Health as local areas of concern.

Conducting compliance checks with the ADF has allowed police to cover more ground when checking-in on the local residents. Despite media reports to the contrary, he says that locals have been overwhelmingly positive about the increased police presence.

"When you're there, you're not just enforcing compliance but making sure people are okay and checking in on their health. The majority of residents are supportive and the majority of people are abiding by the Public Health Orders."

Despite the challenges faced, Tony said that as always, police officers are taking the challenges in their stride. "It's been an adjustment to doing the new tasking but everyone has adapted – it's the changing nature of police work."

Based at Liverpool Police Station, Sergeant Matt Thomson says that his area is "a busy PAC" at the best of times.

As a team leader, one of the biggest challenges during the Greater Sydney lockdown has been managing the high volume of jobs. He is also conscious of the mental health implications with increased stress and reduced downtime for his fellow officers. "Lots of police are doing extra shifts which is a great way for the young ones to get ahead, but they aren't taking holidays because there is nowhere to go," he said. "I do have some fears about what the health impact will be long-term, but what we do best is cope in the short term."

With officers facing the potential of exposure to the virus on the frontline, priority access to vaccinations for police has been welcomed. "Having access to jabs as soon as they became available has placed us in a safer health situation. We all deserve to go to work and come back in one piece."

As vaccination rates continue to increase, both Executive Committee members share a dogged optimism about what the future holds. Tony: "We're all hoping that when we hit those vaccination targets that we can live a more free life".



Taking another difficult year one month at a time

Tony King
President

As this magazine goes to print, there is some cause for optimism that we can all start looking forward to a gradual emergence from the 'doom and gloom' of the Delta outbreak.

THE LONG HAUL OF COVID

If I cast my mind back to the outset of the Covid-19 pandemic in February 2020, it's hard to believe just how many prolonged difficulties have been adapted to and overcome in the past 20 months.

Since June the tempo of 2021 has been very much about following the changes to Public Health Orders, as related to the repeated lockdowns that have occurred right across New South Wales – in the city and in the bush.

In this edition of *PANSW Police News* the editorial focus is on telling some of the stories of the never-ending work that serving officers in NSW have been performing, so professionally, to protect the communities you live and work in. The scale of this has been staggering.

Executive elections

Darren McCaughey, a long-term delegate and GDs Sergeant from Tweed Heads has been elected as the Ordinary Executive Member, Northern Region 2 following the promotion of Brett Henderson-Smith to Inspector.

A contested ballot is under way for Ordinary Executive Member, Non LAC Area 4, constituting non-commissioned members attached to Traffic and Highway Patrol. Nominations have closed and a postal ballot will open on 13 October and close 10am (AEDT) 10 November.

Speaking on Remembrance Day the Premier, Gladys Berejiklian, made a special note of her immense pride in the way the NSW Police Force has responded to the many challenges the pandemic has thrown at police.

What caught my ear the most was the Premier's statement, addressed to every serving officer, that: "without your dedication, thousands more lives would have been put at risk." I couldn't agree more.

THE PANSW RESPONSE

I am also equally proud of the way the PANSW team has been constantly on task in tracking issues that impact our members and in finding pragmatic solutions. To echo PANSW Secretary Pat Gooley (see page 11) the dedication shown by both the staff and Executive to the core purpose of supporting members has been exemplary.

One of the many examples of innovative thinking shown by staff was the swift and well-received action of providing Prezzy cards for members who were required to isolate (see Jon Goddard's article on page 7).

On the Executive front it is with great pleasure we will be welcoming Darren McCaughey on board in October as the newly elected Northern Region 2 representative.

The Executive has had difficult matters to navigate, such as our response to the NSWPF making the call to require vaccination. Throughout all matters, the decisions that have been taken have been well-informed, thoroughly discussed and balanced.

WE WILL REMEMBER

Being part of the small Remembrance Day service held in Sydney on Wednesday 29 September (see photos on page 21) was special. It was a great privilege reading out the Police Ode, and to be present to pay tribute to the life and service of Senior Constable Kelly Foster – as well as to the other 274 brave souls named on the Wall of Remembrance.



PANSW President Tony King fielded a number of media enquiries about assaults on Police in September. Coverage on 9News and 7News included the quote that police work is never valued highly enough, and that long-term protections and conditions of police must be locked in by the Government.

Kelly's tragic death in January, in the effort to save another person from drowning is the epitome of bravery. As said by the Minister for Police and Emergency Services, David Elliott, Kelly, aged just 39, "represented everything good about the NSW Police Force – she was a caring person, a fine officer, clever, inclusive and respectful of others."

In addition 16 members of the NSW Police Force who died during the period 29 September 2020 to 28 September 2021, from illness or other circumstances were also formally acknowledged and remembered. We will never forget our fallen colleagues.

In Unity and Strength.

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and results
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Kells' Criminal Lawyer Patrick Schmidt

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EXECUTIVE MEETINGS

The next meeting dates scheduled for the PANSW Executive in 2021 are 12 October and 16-17 December.

ATTESTATIONS AT THE ACADEMY

Attestation dates for Class 349 and Class 350 at the NSW Police Force Academy in Goulburn are 8 October and 3 December. Superintendent Toby Lindsay commenced as the Academy's new principal in August. As announced in the 2021-2022 NSW Budget in June the Academy has been allocated a multi-million dollar investment to upgrade and refurbish teaching areas, accommodation areas and other training facilities. *PANSW Police News* will have a story on this in Nov/Dec.

EVENTS UPDATE

Unfortunately the long list of events that have been disrupted due to Covid-19 continues unabated – be that formal gatherings, sports events, retirement functions and many other types of occasion that can only realistically proceed if they are held in a physically shared space.

Everyone is looking forward to this situation changing in future months. One event that is back on the calendar is the Central Metropolitan Region Police & Community Charity Ball, with a rescheduled date of Saturday 19 February 2022.

WOMEN'S FORUM MAINTAINS MOMENTUM

In place of the two-day event planned by the PANSW Women's and Diversity Committee a shortened online forum is going ahead for Friday 15 October. *PANSW Police News* will publish a summary of the topics and issues covered at this forum in our November-December edition.

A NEW WEBSITE/ PORTAL IS ON THE WAY



As highlighted in the May-June edition of *PANSW Police News* one of the Association's major projects for 2021 will see the implementation of a new integrated digital platform for delivering news and information to the membership.

This project is now at the stage of putting a new website/portal in place. This stage includes assessing preliminary designs, such as the example at left. The goal is to achieve a cleaner, crisper experience on all devices.

We invite any PANSW members who are interested in providing feedback on this, as it progresses, to contact us via policenews@pansw.org.au

Award 2021 progress

As at the first week of October the PANSW negotiating team for Award 2021 had gained confidence that progress on securing an offer on pay and conditions was accelerating. If an offer meets approval from the PANSW Executive it will be put to members to vote on.

SUPPORT FOR NSW POLICE LEGACY

The PANSW has been a central part of the story of NSW Police Legacy since it was formed, 34 years ago in 1987. In September an agreement was signed to further extend the Association's ongoing commitment and support for Police Legacy as our Charity Partner.



PANSW President Tony King and Police Legacy Chair Gary Merryweather put pen to paper, joined by Legacy COO Kellie Cooper and Craig Partridge, PANSW Treasurer and also Legacy's Vice-Chair.

CHANGES AT THE TOP OF NSWPF

With Commissioner Mick Fuller's announcement he will retire in 2022, after five years at the top, recruitment is now underway for his replacement.

As of 29 June the following Police Executive command alignments were commenced:

- Deputy Commissioner Mal Lanyon APM
– Metropolitan Field Operations
- Deputy Commissioner Mick Willing APM
– Regional NSW Field Operations
- Deputy Commissioner David Hudson APM
– Investigations and Counter Terrorism
- Deputy Commissioner Karen Webb APM
– Corporate Services
- Deputy Commissioner Gary Worboys APM
– NSW State Emergency Operations Controller

I have no training, background and have never done the job but I have watched 20 seconds of video...

By Jon Goddard

PANSW Lead Organiser

Why does Policing more than any other occupation bring out the keyboard experts who "Could have done it better".

Ever watched a mobile phone video on social media of a dentist doing a root canal and then scrolled down the thousands of comments of non dentists and general members of the public telling the highly trained dentist how they would have done it differently or better?

No... me neither.

Yet if you wear a suit of blue and enforce the laws of NSW you are open slather for views and assumptions on how you have done your job by hundreds of thousands of people with no qualifications, experience or training in what is one of this state's hardest jobs.

AN UNPROVOKED AND BRUTAL ATTACK

Sadly last month we saw yet another example of this when on 13 September, two female officers working one of the hardest beats in NSW were assaulted in what can only be described as an unprovoked and brutal attack.

Many would have seen the body worn footage released by the NSW Police.

The full footage which runs several minutes was released in response to a social media post of just 24 seconds which was posted and soon went viral and saw the actions of the police called into question by so called experts who hid behind their computers and phones.

Both these officers are highly regarded for their work in a proactive unit, policing communities where being a copper is hard and being a female copper is even harder.

When the footage was released and the details of the attack became public it was clear that the 24 seconds were recorded after the attack commenced and in no way showed the full sequence of what actually happened.

THE NATURE OF INJURIES

I ask any person who put their incorrect, slanderous views forward to think about the nature of injuries like head injuries, and think of what they see on TV in the NRL or other sports each weekend.

The effect of a head injury on an athlete is there for everyone to see; we see opposition players holding them up, the wobbly boot or the stagger and fall. We see these athletes being assisted off the field with a trainer under each arm.

Here was a young officer who didn't have any of that assistance. She was in a urban area with an attack still occurring on her partner.



As if a reminder was needed, the dangers that police work entails were in the headlines again in September. The wound pictured at right above, was inflicted by a knife during an intervention to prevent someone from self-harming. The specialist officer who was wounded required surgery and now faces a long period of recovery to regain full use of the injured arm.

The officer didn't lay down which by the description I've been given she had every right to do suffering a head injury that required hospital treatment.

The officer had nothing but the mindset to get up and help her partner and, as Deputy Commissioner Mal Lanyon put it in media the next day, potentially saved her partner from far more serious injury.

To then watch as 'Keyboard Cowards' as I shall now call them turned on the Constable based on a small part of video was a disgrace.

ADMIRABLE QUALITIES

I was contacted after the event by current and former police officers with hundreds of years of service between them, and one theme was unanimous.

The officers looked after each other, had each other's backs and were able to make sure that we now have a male in custody where he belongs.

This is the quality we all need in an offside when we step out on the street.

I am sure that I speak on behalf of the almost 17,000 Police in this state when I say those who know, believe both officers did a fantastic job and should be proud of their efforts.

To those who attacked the officer from behind a keyboard or phone go to www.police.nsw.gov.au/recruitment and feel free to pull on a uniform and an appointments belt and walk in the shoes of our Police before you comment.

The PANSW response:

Managing police officers as identified Covid-19 close contacts

By Jon Goddard

PANSW Lead Organiser

Pandemic policing is like nothing that our members have ever had to deal with before. We are often fighting an invisible enemy – a virus that hides and attaches to places and people and is brought into locations often completely unknown by the carrier.

This situation always brings to my mind the words spoken by Inspector Jeff Budd – PANSW's Executive member for Commissioned Officers – way back at the beginning of the pandemic on 25 March 2020. Speaking to media on the steps of the Tamworth Regional Council about the need for people to be smart to keep communities safe in the face of Covid-19, Jeff put it like this: "We've got a tough track ahead of us, people need to be smart and do the right thing... the virus doesn't move, we move the virus".

TAKING OVER OUR DAILY LIVES

As the Delta variant has ramped up across Sydney during the winter months, new terms that were barely spoken of two years ago – "close contact", "transmission venue of concern" and "exposure site" – are now part of our daily lives and our members are not exempt from their impact.

Rolling up our sleeves – if possible be vaccinated

The level of vaccination of all employees of the NSWPF across the state has been phenomenal. In this photo PANSW President Tony King is seen having his first jab at the Royal Prince Alfred Hospital, in April 2021.



At the commencement of the pandemic in 2020, PANSW worked closely with the NSW Police Force and State Government to ensure that members at the frontline had increased protections should they be exposed to the virus.

Those protections, supported with welfare and assistance planning, were developed into a program designed to assist members in the event that they were directed to isolate for a 14-day period.

In July 2021, as cases and exposure sites in south-west and western Sydney exploded, we saw the first large-scale wave of PANSW members being declared close contacts and sent home to isolate for up to 14 days.

Exposures in the Parramatta, Campsie and Campbelltown areas saw numbers increase quickly to more one hundred police officers in isolation.

ACTIVATING OUR NETWORKS

The PANSW was not automatically informed due to privacy provisions. The resulting activation of the Branch Official and Branch Welfare Officer networks allowed us to quickly identify members required to isolate. The impacted members were all individually contacted and given advice on:

- Pandemic Leave entitlements
- Health Order advice on isolating categories and timeframes
- Out-of-home accommodation options for high-risk family scenarios
- Workers Compensation Advice around P902s
- Welfare Assistance provided to members by the PANSW

PRACTICAL PROBLEM SOLVING

At this point in the response ideas were also being considered for ways to provide some form of added support, of specific value for the circumstances.

This resulted in PANSW forming a connection with Prezzy, a leading global e-gift platform started right here in Australia. The PANSW assistance card allowed us to send members a digital gift card to help during the lockdown period. Members used the platform to obtain everything from groceries to coffees or a local takeaway delivered to their home or hotel accommodation during their isolation.

Prezzy is now entrenched in our Welfare Assistance Program – allowing us to quickly assist members anywhere in Australia with urgent transport, travel, meals and accommodation needs.

Any member in this situation can contact our Information Organising Centre via email to info.centre@pansw.org.au or calling (02) 9265 6777 to discuss the support options available.

Worth a smile!



As can be seen from the smiling eyes of Jon Goddard, PANSW Lead Organiser, the world remains full of surprises when it comes to random acts of kindness and giving.

Whilst normally anything being handed over in a brown paper bag would cause consternation amongst our members, this is a story of the support the public are showing to the men and women in blue out at the front line during the pandemic.

On one of his rounds out to the membership in September, Jon received the following message written on the small bag above which was handed earlier to members out on patrol:

*Dear Sir/ Madam, I spoke to two officers some three days ago in front of a Bunnings store. One looked like Kojak (bald), however I thanked them for their service. I also mentioned **I occasionally give money (a donation) to the Association** – here is one more. Keep up the good work and remarkable tolerance, Stan.*

Jon: "I may never meet Stan, but his gesture of giving and special message of support for our hard-working officers was a real bright spot for the day".

Stan's money order donation, like others that are forwarded via the Association was given to NSW Police Legacy on his behalf of Stan to continue the amazing work they do for the Police Family.

Editor's note: We're sure there are many other 'Stans' who pass on their well wishes to officers out on the beat. If you have any acknowledgements or yarns to share of the public support you have experienced, that otherwise go generally unnoticed, please send to policenews@pansw.org.au

Policing the Stay At Home orders



It's hard to fathom that by the end of October four months will have elapsed since the Delta variant outbreak was first identified in Bondi. By the time 80 cases had been linked to that outbreak the first Greater Sydney lockdown was declared on 26 June.

OPERATION STAY AT HOME

Seven weeks later, Operation Stay At Home commenced – taking effect from 12.01am on Monday 16 August.

The Operation was launched in order to boost the enforcement of Public Health Orders and to keep tabs on the welfare of those exposed to COVID-19 across the state.

As announced, it utilised resources from all Police Districts and Police Area Commands under Metropolitan and Regional Field Operations alongside officers attached to Traffic and Highway Patrol Command, Police Transport Command, Dog and Mounted Unit, and a number of other specialist commands as required – with coordination from the Police Operations Centre (POC) in Sydney.

SELFLESSLY PROTECTING COMMUNITIES

As spelt out in a statement released by the NSWPF Police Media Unit on 13 September, there is copious evidence that compliance checks served to help those in need and, in some cases, directly save lives.

Across the heavily impacted South West Metropolitan Region officers had been calling for ambulances, organising care for children and delivering hampers, essential groceries and nappies.

The release stated that in six separate instances across Campbelltown and Cumberland PACs, officers requested the help of NSW Ambulance paramedics after finding residents struggling to breathe, suffering shortness of breath, or vomiting. Actions taken included putting people into a recovery position, clearing the house, and opening windows to assist with airflow.

Acting Assistant Commissioner Brett McFadden underlined the point that officers could be relied upon to "keep up compliance and welfare checks at this difficult time".

Wilcannia: A different kind of first response in 'Covid times'

When Covid hit the remote community of Wilcannia in August, the NSW Police – working alongside the ADF – could be counted on to respond; servicing the town with both Covid compliance and deliveries for those in isolation.

A big thanks to Senior Constable David Coyle, a PANSW Branch Official who works at Broken Hill Police Station, for this great gallery of photos of the response in action, from the arrival of supplies through to door-to-door distribution.

This is another example of the logistics and coordination efforts required to be this state's 'universal disaster responders' – putting in long hours and covering huge distances.

The call also went out to Detective Senior Constable Ben Oelsnik and Detective Senior Constable Aaron Collis, Rural Crime Prevention Team members usually based in Dareton. Ben and Aaron assisted with the collection and distribution of wood to people in self-isolation. A trailer for this was kindly provided by a local council.



National Police Remembrance Day

NSW Police protect the health and safety of NSW citizens.

This has been the case more than ever during COVID, where police have been called on to educate our citizens on the latest health directives, protect border communities and support the quarantine system, in addition to their everyday duties.

On National Police Remembrance Day, we pay tribute to the more than 17,000 officers who put themselves in harm's way every day to keep us safe. We particularly remember those that have tragically lost their lives in the line of duty.

This year, we honour NSW Police Senior Constable Kelly Foster VA, a highly respected and dedicated member of the Chifley Police District who lost her life during a rescue at Wollangambe Canyon in the Blue Mountains on 2 January.

Senior Constable Foster, 39, was a loving daughter, sister, partner and friend. She joined the NSW Police in 2010, commencing duties as a probationary constable at Newtown Local Area Command. She became a constable in 2012 and, in 2014, joined the State Crime Command as an intelligence analyst before moving to Lithgow Police Station in 2020.



Senior Constable Foster was posthumously awarded the National Police Service Medal, the National Medal, the NSW Police Medal and a Commissioner's Unit Citation in recognition of her contribution to the Lindt Cafe siege response.

On 29 September, we reflect on the extraordinary qualities of officers such as Senior Constable Foster and the challenging and dangerous work they undertake on our behalf. We stand alongside those who have lost loved ones, knowing that they too have paid a significant price for our safety.

And we extend our deepest gratitude to our officers, who serve us with distinction and compassion, as members of the NSW Police Force. We are forever indebted to you.

A stylized blue ink signature of Gladys Berejiklian.

Gladys Berejiklian MP
Premier



On the workfront and the homefront

By Pat Gooley

Secretary, PANSW

At the PANSW, we are committed to supporting all police in the magnificent work you do protecting your communities.

When it appeared there was a return to the 'new normal' on the horizon, the Delta Strain took hold and sent the state into rolling, variable lockdowns.

PANSW's first priority was looking after our highly respected staff while continuing to offer exemplary, uninterrupted assistance to our members. We swiftly moved nearly all staff to a remote working model, as our Organising staff planned how to best physically get to members in need when required.

OVERCOMING OBSTACLES

Few would have initially realised the complexity of the dynamic Public Health Orders or expected NSW to be locked down for so long.

All these obstacles meant the PANSW Executive and staff worked even harder to ensure no member was left behind. The Information and Organising Centre staff have responded to a steep increase in calls around myriad issues.

The Industrial Officers have been handling individual representations around Covid issues, inquiries and disputes due to operational upheaval and negotiating our latest Award.

Our Organising Division has been identifying members exposed to the virus and ensuring their welfare and that their families are cared for.

Meanwhile, they continue to work with our Legal Services Division and In-House Practice to ensure members subjected to legal and disciplinary processes are well represented, supported and treated fairly.

There has been no shortage of critical incidents requiring an around-the-clock response. Our organisers lined up early to be vaccinated and have undergone regular testing to be available to assist members at a moment's notice.

Our Administration staff have been ensuring members in need of assistance receive it immediately and that our remote working set up was safe and secure. Behind the scenes, lobbying, communications and strategic planning has gone on unabated.

KEEPING SIGHT OF OUR CORE PURPOSE

During the remote working period, we have never lost sight of our core purpose in serving our members. The wellness of staff has also been a high priority to ensure work-life balance and optimal efficiency.

I am proud of the unwavering and selfless dedication that staff have displayed. Our employees are intelligent, resilient and great at looking out for their colleagues.

Online meetings always, without fail, circle back to supporting you – our members – who are out there risking your lives to keep our communities safe.

During this time, the Executive Team have also had to make decisions that were equal parts difficult, considered and bold. The Executive are acting from an informed position as operational police – out there facing the same challenges and dangers as the members they represent.



The joys of home schooling

Working remotely has not all been doom and gloom. For the first time since my children were born (12 years ago), I am more likely than not to see them at breakfast and dinner. Not being able to travel has seen me at home on weekends (albeit with a phone glued to my ear). My kids think my dream is now to own a restaurant, when my dream is actually for them to just do the washing up!

I have a newfound respect for teachers. Six hours of class time with 20-30 kids seems unimaginable when my 7-year-old can concentrate on my maths teaching for about 10 minutes. So for him, it's 50 minutes of sport and 10 minutes of concentrating, for 9 hours a day.

There have been plenty of frayed emotions, tempers, the odd tantrum but there have been some pretty funny moments too. Like the Study ladder my son was presented with that started "Today's sound is 'uck'. Tell me a word that comes next, 'duck, cluck, suck, tuck...'" The 7-year-old's face showed that he had been listening to far too many of my phone calls, but he was smart enough to say nothing. In the case of my 12 year old daughter, she chose to be inspired by and celebrate the Paralympics by jumping into a 12 degree pool on a 14 degree day – twice!

Editor's note: If any readers have their own humorous tales of the 'joys of home schooling' please send us your anecdotes to policenews@pansw.org.au

While I am in awe of the commitment and resilience of the PANSW team, they operate in the service of the extended blue family.

One day, not too far away, we'll be able to meet up in person, stand around a table and laugh about all the crazy things that have happened. And a big part of why we will be able to do it is because of the frontline heroes that got us there.



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Police Legatees: Their stories

Joshua McDonald isn't one to shy away from pressure – he's aiming high.

Baseball is a team sport. Nine players on the field and they all have their part to play. But when the chips are down and the stakes are high, all eyes go to the person standing on the mound, ready to pitch that next crucial ball.

Most of us shy away from that kind of pressure, but not Josh McDonald. At just nineteen years old, he has his sights firmly set on a career in professional baseball in the US.

BOUND FOR ARIZONA

I spoke with Josh just days before he was due to fly out, heading for Arizona Western College and a two-year baseball scholarship.

It's the culmination of more than eight months' worth of paperwork, including visas, vaccinations, Letters of Intent from the College, and travel exemptions (Josh is one of the few Australians allowed out of the country in this extraordinary time). And paperwork aside, it is in fact the end result of years' worth of hard work and determination, under the proud and encouraging eye of his father Andrew.

Josh came to Police Legacy eight years ago, when his mother Detective Sergeant Gabrielle McDonald died. Already focused on his baseball career, he didn't have time to go on the adventure camps on offer, but he does have fond memories of the day trips he was able to attend, and the sense of camaraderie among kids his age with similar life experiences. And there is no doubt he shares a sense of determination that so many of our young legatees have.

Josh came to baseball through cricket, which he played at a local club when the family lived in Newcastle. Then it became "cricket in the summer, baseball in the winter", and soon it was all baseball, all the time.

A PASSION ENCOURAGED BY HIS PARENTS

It's the passion now, and something he sees himself focussed on for the rest of his life – a drive he got from both of his parents, who always encouraged him.

There aren't many Australians in major league baseball, but more than you might think. This year there are "about ten" young Australians heading over to the US – one of them also from Queensland, also going to Arizona Western. Josh seems pleased to have a mate to share the experience with, but I suspect he'd take the whole thing in his stride regardless.

I almost don't ask about whether he has other plans for the future, not wanting to dampen his enthusiasm, but there's no hesitation in his reply.

"You want to focus on Plan A, but you gotta have a back-up plan in case that doesn't work out," he says.

He studied business in high school, and that's what he's planning to study at College.



BATTER UP! Josh McDonald's talent for baseball will see him take the mound at Arizona Western College in 2021.



We can't take any credit for Josh's baseball prowess, but our education grants would have helped him through high school, and he was also awarded the Sean Burns Scholarship for sporting excellence in 2016 and 2017.

In the meantime, Josh has a one-way ticket booked. "I don't know when I'm coming back," he tells me cheerily.

There's two years locked in at Arizona Western, then a possible transfer to another college for two years, and then onwards and upwards from there.

There are, no doubt, all sorts of big things in this young man's future, and we know that everyone in the Police Family will be watching with interest as his star rises in the West!

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Exercise: An uplifting activity for all



Exercising has always had both physical and mental benefits, but has taken on another dimension during the constraints of 2020-2021 given the disruption to normal routines. For this edition of *PANSW Police News* we paired up two powerlifters to share their thoughts on the ups and downs of maintaining their goals and performance: Aaron Wotton, who works for our Membership Benefits partner Maxxia (see also page 35), and PANSW Organiser Ben Lee.

A SHARED PASSION FOR POWERLIFTING

Aaron and Ben first crossed paths at the PANSW Conference held in March this year, where they soon realised they had both been bitten by what Ben calls the 'lifting bug', with its finely balanced mix of raw power and technical efficiency.

Aaron transitioned into lifting after being a competitive swimmer and gridiron player, while Ben decided in his teens that he was going to be better at weightlifting than rugby.

They are both keen to return to competition in the future and to better their personal bests for such categories as the deadlift – Aaron, with age on his side, has a PB for that of 282.5kg and Ben's deadlift PB is a massive 340kg.

Not surprisingly they both get ribbed about their high intake of food. Ben fully owns this trait, adding that he thinks "a steak or chicken with veggies and rice is perfect for breakfast!"

A lack of access to gyms and equipment has meant they have both had to get creative with program design and to find new motivators.

Ben says not being able to train with his squad at Odd Socks gym has left a big hole to fill. "The camaraderie you have with your fellow lifters and competitors is fantastic. It's a community of people working to better themselves, improve their strength, their health, and progress as athletes. I think that's really positive. Fortunately I have been able to train in the carpark of my building. Having that hour of so of training, just for you – that's recharging".

Aaron says that continuing to lift at home during lockdown has very much kept him sane. "It has also provided an activity that provides improvements to daily function and capability for my son and I to bond over."

COMMON POINTS OF PHILOSOPHY

Both Aaron and Ben had words of wisdom to share.

Aaron: "Exercise is a way to be prepared for what life throws your way. For me fitness is an individual and relative goal, and should never be something to compare to others. Set your own goals, find your own why, and develop good habits. I really enjoy helping others achieve their goals, and I strongly recommend having a coach/ mentor."

Ben: "Training – powerlifting in my case – is a proven stress management technique, with an element of meditation and therapy to it. At the PANSW I'm proud that we strongly advocate for the health and safety of our members. Given these tough times of serving the public, day in and day out, having the discipline and structure of a workout routine gives you something that you can control when everything around you has changed. That's important. I have often thought to myself that regardless of what happened on my shift, a 20kg weight plate is still a 20kg weight plate. I find comfort in that."

A CROSSFIT CHAMPION

In April this year Senior Constable Nicole Boyd (see photo top right) took her passion for CrossFit to a new peak when she excelled in the Law Enforcement category of the CrossFit Open's inaugural Occupational Games (see <https://games.crossfit.com/open>). Her combined workouts earned her the number one spot as Australia's fittest woman police officer.

Nicole, a mother of two, has been in the NSWPF for seven years. "I had become unfit, and now I'm a massive advocate of exercise – it's so under-rated as a way to look after yourself".

Like so many others she has been adapting to Covid restrictions by setting up a home gym. Wearing her hat as a nutrition coach Nicole says one of her favourite pieces of advice to encourage people to make better eating choices is that "you can't out-train a bad diet".

Editor's Note: The intention of this page of the PANSW Police News is to highlight the range of 'out of uniform' interests, sports and hobbies that police officers pursue. If you have a story to share please let us know by email to policenews@pansw.org.au

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Purple Pride

While completing the NSW Police Force's GLLO (Gay and Lesbian Liaison Officers) Program, Acting Sergeant Benjamin Tatton was shocked to learn about the high suicide rate amongst LGBTQI youth.

"The stats are pretty scary," he says. "Being bullied for your sexual preference in this day and age is ridiculous – that was one of the biggest things for me getting involved in being an GLLO locally to help show that there is support there."

Now Armidale Police Station's GLLO-LGBTQI Liaison Officer, Ben threw himself into organising the station's first Wear It Purple Day event for the New England region. The national initiative aims to raise awareness and foster inclusive environments for rainbow young people.

Partnering with Armidale Secondary College and PCYC, the months long event planning (for a carnival-style atmosphere, stalls, activities and speakers) had to be shifted to an online event due to the Delta outbreak.

"We needed to change plans at the last minute, so the best way to do it was virtually and it worked out to be a really good day, and attracted participation from 80 students"



Ben credits the success of the event to the school's teachers who have founded the Rainbow Club, which has created a supportive environment for students and teachers alike.

"It was an eye-opener and pretty inspirational to hear the students share their stories about how they were bullied and how it has changed since the Rainbow Club has been formed." Two LGBTQI guest speakers shared their stories about growing up in a regional community.

SUPPORT FROM THE TOP

Moving to an online environment also facilitated the attendance of one of the state's top cops, with NSW Police Assistant Commissioner Gelina Talbot joining in on the event.

"It was great to see Ma'am Talbot supporting as an Assistant Commissioner," Ben says.

The endorsement from the highest level further reinforced the importance of the initiative to NSW Police.

"WIPD is only getting bigger and bigger. To see police are there to support the participants is only going to help build relationships with these students. We were lucky we were able to host something where other Commands couldn't get together."

Looking back on 101 years!



Even though the best laid plans of the PANSW to celebrate our Centenary milestone were thwarted by Covid-19 in 2020, and again in 2021, we will always do our absolute best to ensure every opportunity is taken to share, reflect on and celebrate the valued history of the Association.

JOINING FORCES WITH HISTORY WEEK

Happily for us, the History Week run in early September each year by the History Council of NSW happens to coincide with the PANSW's founding date of 8 September 1920.

This was the first time we have joined forces with History Week. It gave us an extra platform to run an online promotion for publicising the PANSW Centenary web pages, and to activate a 'soft launch' of our Centenary video as produced by journalist Simon Bouda and his colleague Kym McEwen.

The full length video was played at the PANSW Biennial Conference held in Wollongong in March 2021. As and when a return to normal events and movement around the state resumes it will be shown at Regional Forums. The video is made up of 7 brief segments/ chapters, titled as follows:

1. Policing in NSW from 1920 to 2020
2. Memorable Milestones
3. Turning Points
4. Standing Tall
5. Standing Strong
6. Standing Together
7. Standing in Unity

Decisions on the topic areas and events to shine a light on were made collectively by PANSW Vice President Kevin Morton, Assistant Secretary Paul Hannen and Cath Prosser, Executive Assistant and Event Coordinator.

The PANSW Centenary video can be viewed at:
100years.pansw.org.au/stories/centenary-year-video-trailer.html

For more about History Week see:
historycouncilnsw.org.au

Remembering our fallen officers

By Elyssa King

PANSW Communications

On 29 September, Police Remembrance Day honours officers who have paid the ultimate price while protecting our communities, or passed due to illness or other circumstances

Former police officer Danny Webster is the author of *Beyond Courage*, a book series that shares the stories of NSW police who have fallen in the line of duty.

Q. Can you tell me a bit about your professional background and connection to the police force?

I joined the police force in 1976 and went to Redfern during my training before being sent to Chatswood Police Station. I then went on to Lane Cove, Merimbula and Adelong near Tumut before being transferred to the Police Academy in 1994. I taught there until I retired in 2015. I did 39 years all together in the cops and loved it.

Q. How did *Beyond Courage* come about?

When I was in Merimbula, I used to write local columns about crime. I got questions from people from time to time about their relatives or ancestors who had been in the police force. I didn't know anything about it, so I did a bit of research for a couple of people.

I had always enjoyed local history and having been in the police, I thought I would combine the two interests. In the early 1980s a woman had asked me about her husband who had been killed on duty, so I went to the library at the Police Academy and asked them for a book on police killed on duty in NSW and there wasn't one. I had been writing articles for *Police News* for a couple of years at that stage, and thought "well, if there isn't a book on that, then maybe I should write one".

Q. What is the process for putting *Beyond Courage* together?

I thought it might be reasonably easy, but it wasn't. It took me five years of research and writing to complete the first edition. In those days, you had to do a lot of travelling to libraries to get the information – on micro-film, court houses, police stations and anywhere else that I could get information.

I used the police honour roll as the basis for the first edition and realised fairly quickly that there seemed to be a lot of omissions – people who I thought should have been on it but they weren't – the more I went into it, the more names I came up with. The first edition came out in 1997, with the second coming out in 2004 and the third in 2012. I've just finished the fourth edition and it was a lot easier due to information online.

Q. Are there any stories that have stuck with you particularly?

They are all quite interesting. The first [recorded death of a police officer in Australia] was Constable Joseph Luca who was killed on duty in Sydney on August 26 1803. It coincided with the publication of the first newspaper in Sydney, *The Sydney Gazette*, and it carried several articles on the murder.

It was interesting because a lot of the time it has been easier to find information 200 years ago than it was 50 years ago



PANSW President Tony King and Executive member Oliver Behrens pay their respects at the memorial at the Sydney Police Centre in Surry Hills. The memorial honours NSW police employees, both sworn and unsworn, who have died while serving or were unable to continue work because of an injury or illness, and have subsequently passed away as a result.

because of public interest. 200 years ago there wasn't that much going on – a police murder would have really captivated public interest. It was very brutal and horrible, and we've had many like it since, unfortunately.

Q. How does the *Beyond Courage* Facebook page supplement your books?

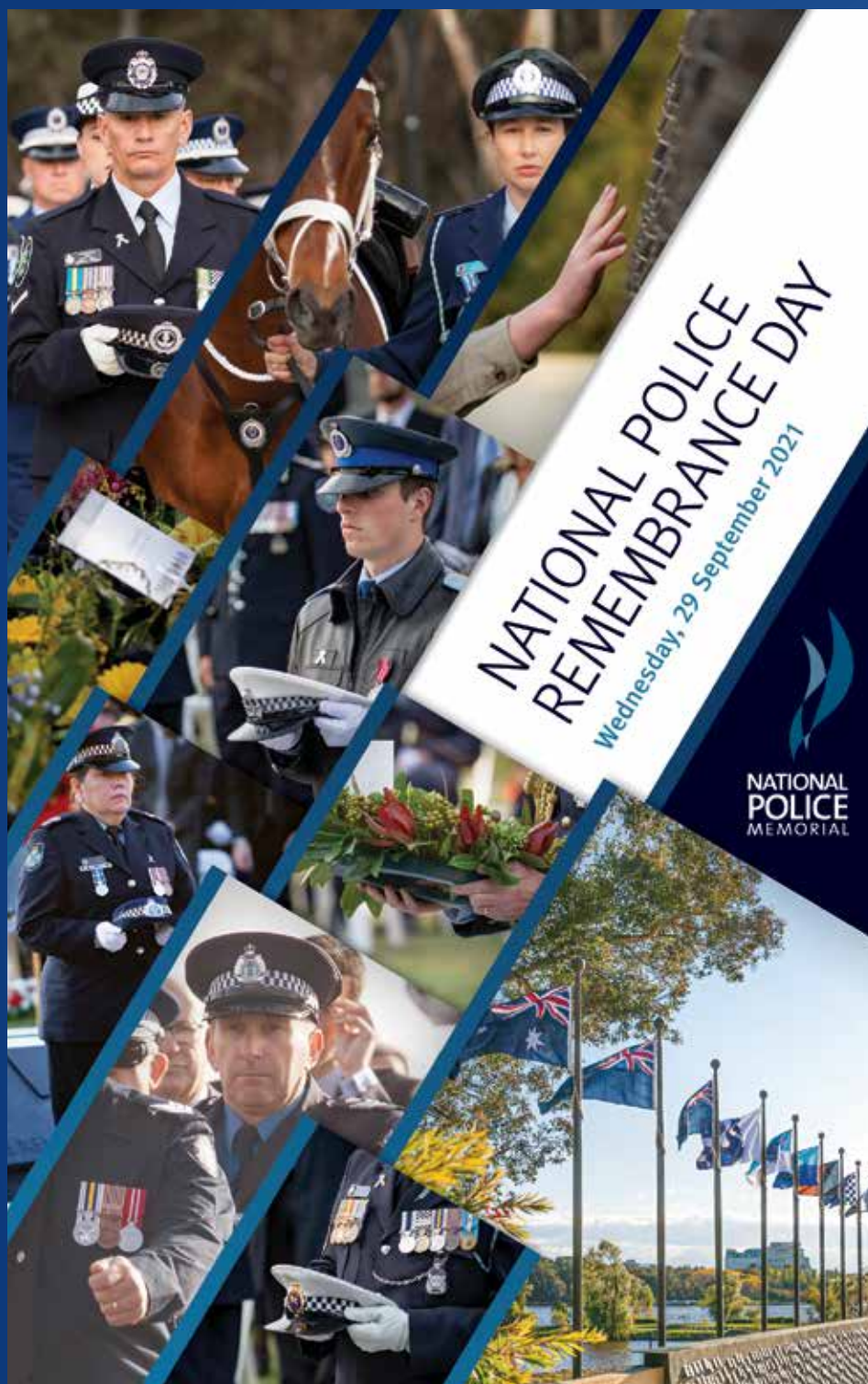
Years ago, my son Paul who is also a police officer said that I should start a page on Facebook with the same sort of information and commemorate the deaths on the anniversary that they occurred. I gave it a run and it's been very popular. It's good for people who have worked with the officers as many won't know the story of what had happened – it keeps the community up-to-date.

Q. National Police Remembrance Day is observed every September. How has your book helped to commemorate the lives of officers who have fallen in the line of duty?

Like the lady who had spoken to me in Merimbula, there was nowhere that people could go to look at what happened to their family and ancestors if they were killed on duty. There was nothing tangible that they could keep. I thought if there was a book that listed them all, it would be something for families to have and to tell their kids about. The book will always be there for people to look at.

I normally go to Canberra for Remembrance Day and have been approached many times by family members of police mentioned in the book who have thanked me for it. They really appreciate that there is a public acknowledgement of what has happened to their family members.

Beyond Courage can be purchased from the Police Shop (www.policeshop.com.au). Danny Webster's Facebook page is also called *Beyond Courage* and can be found at <https://www.facebook.com/groups/514697128544865>



We will remember, always

Fallen police officers were honoured on National Police Remembrance Day, 29 September, with a number of small gatherings and virtual ceremonies taking place across the state.

Representing all those officers, family members, and colleagues who could not attend in person at the Wall of Remembrance service in Sydney, were NSW Governor Margaret Beazley, NSW Premier Gladys Berejiklian, Minister for Police and Emergency Services David Elliott, Shadow Minister Walt Secord, NSW Police Commissioner Michael Fuller and Police Association President Tony King.

After the service Commissioner Fuller stated that fallen colleagues and “the years of service they dedicated to protecting our community” will never be forgotten. “In adding Senior Constable Kelly Foster’s name to this wall, we remember her as a brave woman who upheld our policing traditions of professionalism, commitment, honour and courage”.

Other states also paid respect to fallen officers including Senior Constable David Masters, of the Queensland Police Service who died in a roadside incident on Saturday 26 June 2021, and Detective Senior Constable Michael Cursiter from Western Australia Police Force who died in a foot pursuit incident on Friday 6 November 2020.

THE POLICE ODE

As the sun surely sets:
dawn will see it arise,
for service, above self,
demands its own prize.
You have fought the good fight:
life’s race has been run,
and peace, your reward,
for eternity begun.
And we that are left,
shall never forget,
rest in peace friend and colleague,
for the sun has now set.
We will remember.
We will remember.
Hasten the dawn.

National Police Memorial,
Kings Park, Canberra

For more information: npm.org.au

The National Police Memorial commemorates those who have been killed on duty or have died as a result of their duties and recognises the police contribution to the Australian community.





At this year's restricted Remembrance Day service at the Wall of Remembrance in Sydney's Domain, PANSW President Tony King read out the Police Ode. The Valedictory read out by Chaplain Suzanne Gorham included 19 names.



The name of Snr Cst Kelly Foster – remembered as a much-loved and respected officer – will remain placed inside the Commissioner's Baton until next year, when it will be carried by Wall to Wall Riders to the National Police Memorial in Canberra. The photo above is of grieving family members in Sydney in 2020, and the photo of flagbearers below is from 2019.



The extraordinary recollections of an extraordinary book reviewer

By Ted Bassingthwaighte

PANSW Life Member

When first elected to the Police Association Executive in 1990, I'd only been in the job for three years. I sat at the Executive table as a 33 year-old emboldened with a work life full of unionism. .

At the outset I lost more arguments than I won, in a tussle between my low rank and progressive ideas versus what I perceived to be the inflexible and unimaginative. Over time however, I found a place among the geni and by the end of my tenure in 1998, I left feeling like I'd contributed.

THE TIMES, THEY WERE 'A CHANGING

With the turn of the century looming, the Association and the NSW Police Force were on the cusp of momentous structural change. They just didn't know about it until the day after NSW MLA John Hatton stood up in Parliament and forced the minority Fahey government to instigate the 1995 Wood Royal Commission into Police Corruption. Fortuitously the 1990's saw a rise in enlightened voices join the Executive, keen to modernize the Association for members and staff.

The General Secretary Lloyd Taylor was one such man. In a root and branch evaluation across the Association, Lloyd recognized, after some prompting from me, that *Police News* too, had to evolve. He invited myself, along with fellow Executive members Mark Burgess and Maria Rayment to form a Committee. His commitment to change was reinforced when he employed Nicola Silva to enact a new era.

The Association's magazine has always been an invaluable member benefit but it was expensive to produce and arguably looked a little tired. Lloyd and Nicola and the Communications Committee turned around the cost of production and set about diversifying the content.

THE BIRTH OF A BOOK REVIEWER

The opportunity to contribute a monthly book review arose and as an amateur journalist, I jumped on it. At that point I thought I'd be lucky to get a couple of months of reviews past Lloyd's discerning eye before he would unceremoniously dump me.

I started writing the reviews in about January 1996 and barely missed a beat right up until January 2021.

If I'd known, wryly speaking, that I could get away with my sometimes biased and sometimes barbed ramblings for so long, I may have been better behaved or a little more professional.

In my defense, I believe the majority of the reviews were positive and entertaining – any lack of talent being superceded by my outright lust for reading and writing.

I tested the patience and tolerance of Lloyd Taylor, who saw something in me that most others did not.

When Lloyd retired and Nicola became my editor I can't count the number of times she emailed me or called and in her soft, respectful, emphatic Sri Lankan accent suggested



I rewrite, delete or change the review I sent her to one less controversial. I, of course, would graciously acquiesce assuming that my tenure as the *Police News* book reviewer might otherwise succumb to the detractors and grind to a halt.

THE POLICE NEWS READERSHIP

As I was working operationally, it was a real advantage knowing where and when the *Police News* was read. You found it in meal rooms and change rooms. For me, it was a welcome break in a busy shift.

I hoped the reviews could help a tired, frustrated member relax and even smile for a moment during a busy shift. This notion was the bedrock of all my reviews, so being negative and disparaging about someone else's effort was, I believed, not in the interest of those who read the reviews.

300+ REVIEWS ACROSS THREE DECADES

Of my 300 or so reviews, there were only two books that I disparaged.

The first bad review was a memoir of sorts by John Howard's close personal protection officer. I found it self-congratulatory, uninteresting and poorly written. On reflection, I should have avoided it, in line with the saying that any publicity is good publicity.

The other such book was slightly more problematic. The literary merit of the book – which shall remain un-named here – remains dubious in my mind but my insensitivity to the author and the subject needs to be apologized for. I chose to poke the gorilla's cage believing the gorilla would see the tongue firmly planted in my cheek. I was catastrophically wrong.

Very soon after the review was published, the reaction by some resulted in deep embarrassment for me. But I was more unsettled by the harm inflicted on the Association and my colleagues. It still stings. My advice to my former self is that I should have resisted the temptation to be a smartarse.

A DIVERSITY OF TITLES AND AUTHORS

I rarely reviewed novels and if I did it was mainly crime fiction. I decided early on to focus on reviews of true crime, military and Australian history, memoir, biography and self-help titles.

When I could get it past Nicola, I slipped in the odd book on Buddhism and politics.

Why? Simply, I felt that these genre would resonate with the readership of the *Police News*.

Over time relationships with a range of publicists, mainly from Allen & Unwin, Penguin and Pan Macmillan evolved.

I'm very grateful to these people for supporting my reviews and sending me a plethora of solicited and unsolicited review titles without hesitation. I am deeply appreciative of their generosity, as are a multitude of friends and family who gladly accepted the post-review books.

I also supported and reviewed a number of books written by retired police officers.

One writer who moved me with her honest and well written stories of police work was retired NSW Detective, Esther McKay. Her true crime books, *Forensic Investigator* and *Crime Scene* persist as prescient examples of the debilitating effect of operational police work.

THE RISE AND RISE OF TRUE CRIME

Over the years the true crime genre came to dominate the reviews.

I can't forget *Milat* (Allen & Unwin) by Clive Small and Tom Gilling. This psychopath's evil actions redefined police investigations in NSW and left an indelible stain on Australian society.

Although the book was rather prescriptive in structure and formula, Clive Small, with the expert help of professional writer Gilling, created a riveting and important record of that dark time.

What books were the most memorable? I tried but cannot recount or recollect the entire run of books I reviewed as sometimes I did three a month. (As has been suggested to me recently, more than enough to sustain a Podcast!)

From my prolific reviewing three titles moved me the most. Not only for the clarity and ingenuity of the narrative, but also for the importance of the topic.

THREE STAND-OUT BOOKS

Evil in the Suburbs—the brutal gang rapes that shocked Australia (Random House Australia) by Cindy Wockner and Michael Porta comes to mind.

This is a snippet from my review in 2010: "This is not an easy book to read. It is highly recommended though, for its detail, emotion and contemporaneity. Take to it with a steady mood. Be prepared to rage ... at the iniquity of the rapists be carried heart thumping with pride to the finish in the knowledge that no matter how destructive evil actions can be the yin to that yang is the courage and resilience of the female victims. Then be proud ... at the corresponding dedication and skill of the police investigators and the prosecutors."

In the small, delicate and beautifully personal memoir, ***A Private Life*** (Allen & Unwin) by retired High Court Judge Michael Kirby, his eloquence did not surprise me. You'd expect nothing less from such a distinguished legal mind.

Kirby invites the reader to journey with him through his childhood and formative years and post-retirement with little or no reference to his outstanding legal career.

The honesty and clarity of Kirby's reflections include his lifelong fascination with the American actor, James Dean. But it was his expression of love for his life partner, Johan Van Vloten, moved me to tears.

Of the numerous military histories I reviewed, ***Heroes of Hamel*** (Penguin Random House Australia) by Stephen Dando-Collins encapsulated the Digger ethic in the First World War.

One Digger in particular, Henry 'Harry' Dalziel, a Queenslander in the AIF's 15th Battalion has the distinction of becoming the 1000th Victoria Cross winner. Dalziel epitomized the quintessential Australian soldier serving on the Western Front during the First World War. His V.C. citation omits to mention a whole range of courageous actions by this one soldier. His bravery during the battle for the French village of Le Hamel in the Somme, on the 4th of July, 1918 contributed, albeit indiscernibly, to the rapid end of the war. Dando-Collins's retelling of the lives of these brave men writes itself into your memory.

I am eternally grateful and very thankful to Lloyd Taylor, Nicola Silva and the multitude of colleagues, both serving and retired, who reached out to me over the years to comment on my efforts. I'm proud to have hopefully brightened someone's day or to have introduced them to a piece of literature they may not have otherwise been drawn to.

A book for the Detectives!

The November/December edition of *PANSW Police News* will feature excerpts from a book titled ***Murder Maps – Crime Scenes Revisited*** (Thames & Hudson).

This ornately illustrated book meticulously traces the trails of 123 murderers from the 1800s and early 20th century across Europe, the USA and Australia.

We have a copy to give away to a verified NSWPF Criminal Investigator who can send an answer to this question to policenews@pansw.org.au by the 1st of November. And the question is: What was the name of the police officer who arrested the infamous English murderer Dr Hawley Harvey Crippen in 1910?



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[^]Running cost figure is based on the assumptions stated above* and includes budget for fuel, servicing, tyres, maintenance, Vero by Suncorp comprehensive motor insurance, Hydro Platinum Pack and re-registration over the period of the lease. Vehicle residual, as set by the Australian Taxation Office, is payable at the end of the lease term. The exact residual amount will be specified in your vehicle quote. Vehicle pricing stated in your vehicle quote is correct as at the time of distribution but may be subject to change based on availability. Image shown may not be the exact car that the calculations have been based on.

[#]While stocks last. Only available on the following vehicles: Mazda 3 G20 Pure Hatchback 5dr. SKYACTIV-Drive 6sp 2.0i, Mazda CX-30 G20 Touring Wagon 5dr. SKYACTIV-Drive 6sp 2.0i, Mazda CX-8 Touring Wagon 7st 5dr. SKYACTIV-Drive 6sp FWD 2.5i. These vehicles are only available to NSW and QLD residents.



Australian Government

MAKING OUR ROADS SAFER

Every day, in the line of duty, police officers deal with the tragedy and trauma of horrific road accidents.

It's a sobering fact that someone dies or is hospitalised every 41 minutes because of a crash on NSW roads. While most serious injuries happen in metropolitan areas, two-thirds of NSW fatalities happen on country roads and 70 per cent of those killed are locals.

As someone who was raised, lives and works in regional NSW, I know how devastating road trauma is to these communities and first responders. No matter where it happens, every death and serious injury on our roads is one too many.

The Australian Government is serious about the Vision Zero objective – to achieve zero deaths and serious injuries on our roads by 2050, and our police officers are a large part of the solution.

We established the Office of Road Safety in 2019 to help eliminate road trauma and in this year's Federal Budget committed \$5.1 million to continue this vital work.

This year we also provided an additional \$1 billion each for two of our road safety programs—the Road Safety Program and Local Roads and Community Infrastructure Program. This new funding will extend both programs out to 2022–23 and builds on the \$500 million Targeted Road Safety Works we announced in June 2020.

The first tranche of the now \$3 billion Road Safety Program delivered up to 700 life-saving road safety projects, alongside more than 2,000 projects through the \$2.5 billion Local Roads and Community Infrastructure Program.

Last year, NSW recorded its lowest number of road deaths in almost a century but there is still a way to go. All of us have a part to play in making our roads safer. Together, we can achieve Vision Zero.



The Hon Barnaby Joyce MP

Deputy Prime Minister

Minister for Infrastructure, Transport and Regional Development

Wearing the blue shirt with pride

Signing off for the last time in July, Deputy Commissioner Jeff Loy will be remembered for being a 'cop's cop' who wore the blue shirt with pride throughout his career.

"I didn't plan my career; I just did my job. I was willing to take on a challenge when it came my way, and to move around the state which broadened my experience."

After transferring to the Homicide Squad in 1988, Mr Loy investigated dozens of high-profile murders including Kempsey local Russell 'Trumby' Lawrence in 1988, 14-year-old Leigh Leigh at Stockton Beach in 1989 and greyhound trainer John Brown, who was shot dead at Black Hill in 1989.

"As a regional detective I became very experienced at investigating major crimes as well as deaths in custody and other critical incidents."

During his tenure, Mr Loy became experienced in crisis management through his involvement in the state's most notable disaster response and recovery operations. He was one of hundreds of police and emergency services operators to respond to the catastrophic 1989 Newcastle earthquake which claimed 13 lives and injured more than 160.

Appointed to Deputy Commissioner in 2017 by Commissioner Mick Fuller, he was tasked with re-engineering Metropolitan Field Operations – amalgamating several commands to get more boots on the ground to strategically enforce crime prevention.

During his two years as the State Emergency Operations Controller, Mr Loy supported a training regime for inspectors and sergeants which paid dividends last year with police

contending with bushfires, floods and the Covid-19 pandemic.

"I'm very proud of the way our police have managed the health restrictions in NSW. We needed to have a very tempered and measured approach, which meant focusing on education and awareness rather than just enforcement, although we did that when we needed to."

While Mr Loy said that the hardest part of walking the thin blue line was the loss of his fellow officers, he will fondly remember each and every person that he has worked with during his storied career.

"When I think about this job, I think about all the good things; the people I've worked with, the officers I've led and the family I've raised while working all over the state," he said. "I want to thank all of the sworn and civilian officers in the job who carry out their day with professionalism, diligence, and regard for the blue shirt and the community they serve."



Former DCOP Jeff Loy

Mr McKechnie signs off

By Leo Solomon

PANSW Industrial Officer – Western Region team

Assistant Commissioner Geoff McKechnie, who served as Western Region Commander since 2012, has called it a day. Just before he signed off the Western Region team at the PANSW held a virtual regional catchup via Zoom, in which more than 30 Branch Officials had an opportunity to be part of an informal farewell.

PANSW President Tony King thanked Geoff for a fruitful and productive relationship with PANSW.

Geoff explained his long involvement with and support for unions and especially the Police Association as a member, Branch Official at Dubbo and then eventually a boss.

As a Branch Official he completed PANSW's Branch Official Focus Course and appreciated its benefits. He encourages every young or new cop to join the PANSW, to have their voices represented and because of its vital role in maintaining and progressing members' interests for more than 100 years.

Geoff stressed the importance of the Association being involved in important issues such as the work on remote incentives, Award conditions and pay rises. He noted the importance of housing and issues with lack of suitable quality housing at various locations, while also noting they were being actioned through the new partnership with Properties NSW.

In an interview for the *Daily Liberal*, Geoff said that over the years technology was the biggest area of change on the job, recalling that some of his first tasks had included distributing messages from the telex.

Geoff spoke highly of the variety of work across the Western Region and referred to Tibooburra as his favourite spot.

"I really enjoy just getting out there and I love that back country and the sky at night, White Cliffs and the stars up there, it's just a beautiful part of the world," he said.

His parting advice to younger generations of police men and women was a straightforward maxim: "treat people the way you'd like to be treated yourself".

Looking back on his career he also commented: "If anyone's sacrificed it's been my family. It's always been about me really so it's time to turn that around."

Although Geoff is leaving the NSWPF, he still remains a part of the Blue Family, and the PANSW wishes him all the best in his retirement.



Former AC Geoff McKechnie

A special tribute

Police Remembrance Day is a time for us to reflect on those who have lost their lives in service.

Men and women who served with a determination to protect and care for their fellow Australians.

Their families, friends, colleagues and communities carry a loss beyond measure. But grief draws comfort from pride. Sorrow is a window to remembrance.

As a nation, we are united in deep gratitude for their sacrifice in service. We honour lives lived with courage and integrity, and are moved by their example.

On behalf of all Australians, I pay tribute to our law enforcement officers, state and federal. You have our enduring respect and appreciation.

Lest we forget.



SCOTT MORRISON MP
PRIME MINISTER OF AUSTRALIA
FEDERAL MEMBER FOR COOK

Suite 102, Level 1, 30 Kingsway, Cronulla NSW 2230
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Authorised by Scott Morrison MP, Liberal Party of Australia, Suite 102, Level 1, 30 Kingsway, Cronulla NSW, 2230.

Message from Minister David Elliott

It's 2021 and I'm proud to say NSW Police officers are still standing strong and playing a vital role in the fight against COVID-19.

Some of the most shocking images of the past year were seen during the protest in Sydney's CBD a few months ago. I was sickened and appalled at the attitude of that small but irresponsible minority which resulted in officers being assaulted.

The NSW Government and I have always been proud of our Force but - with the world's media watching - NSW Police officers demonstrated the highest level of commitment to others, responding with stoicism and professionalism.

It was a passion for helping others that saw the tragic death earlier this year of 39-year-old Senior Constable Kelly Foster VA.

On 2 January 2021, Kelly was canyoning in the Blue Mountains when a young woman in the group was swept into a whirlpool in the Wollangambe River. Kelly immediately went to her aid and was herself dragged under and disappeared.

Kelly represented everything good about being a NSW Police Officer. In the days after her death, her colleagues described Kelly as a caring person, a fine officer, clever, inclusive and respectful of others. She began her career at Newtown in 2010, had beaten cancer, before moving west and was stationed at Lithgow at the time of her death.

Her loss was felt not only by her family and friends and her police family, but by the people of New South Wales who recognised they'd lost someone very special. Senior Constable Kelly Foster was posthumously awarded the Commissioner's Valour Award for her "heroism, exceptional bravery and sacrifice".

With the pandemic continuing to impact the lives of every person in NSW, the Government continues to rely on the NSW Police Force to maintain public order, compliance and identify those who choose to flout the laws.

You have the respect and appreciation of both the Government and the people of NSW, as we look to the officers of the NSW Police Force to keep our community safe.

David Elliott
Minister For Police





A SPECIAL FATHER'S DAY CONNECTION

With many loved ones unable to spend time together on Father's Day in September, we thought it was important to acknowledge all the Police Dads (past and present).

To mark the day we shared two photos above, one from the 1950s (sourced from our Instagram @policeassociation_nsw) and one from a later decade, as a Facebook post.

You can imagine our surprise and delight when celebrity country singer Melinda Schneider sent a comment that this was a photo of her kissing her father, the late Senior Sergeant James Keith Swanson Bean.

James was stationed in various areas of Sydney including Redfern, Petersham, Ashfield and many more. Melinda was happy to share her response with readers of PANSW Police News:

Seeing this image brings happy tears to my eyes. I remember as a child I was always very proud that my Dad was a Sydney policeman. Dad was a good man, loyal, strong, wise and loving and with him being in the Police Force, I felt protected. As well as belonging to the showbiz family because of my mum, we also belonged to the police family. He was a pretty binary thinker, very black and white but he saw things simply, played by the rules and believed in being held accountable if you did the wrong thing. As I became a teenager, I remember him always telling me that if anything (wrong) happened to report it, no matter how small, (because) then it was on record. Because of Dad, I formed a belief that police were good and they were there to help. He wasn't religious, but he had a strong conscience. He loved people, helping people, a beer and a good laugh and he loved me, of that I am certain.

RETIRED POLICE DAY

For Retired Police Day (2 September) the NSWPF produced an excellent video featuring Max Mitchell APM, Retired Commander, Northern Region and Deb Wallace APM, Retired Commander, Strike Force Raptor.

Both reflected on the lifelong friendships they carry with them, and also the transferability of their skills.

There was this gem of a quote too from Deb: "The Police didn't define who I was, it was part of who I was. For me it's always about looking forward. I never look back (and) I try to never have any regrets."

The video can be viewed at <https://bit.ly/3olakp2>

OFFERING AN ASSIST

Senior Sergeant Graham Thomas (Rego # 18355) is seen here receiving his 20 years Peer Support service medal from Chief Inspector Alan Janson at Wyong Police Station. Congratulations Graham!



THE NEED FOR BLOOD DOESN'T STOP



This year's Australian Red Cross Lifeblood Emergency Services Blood Challenge ran for 3 months, from the June to the end of August. One of the many donors across Australia to contribute towards the equivalent of saving 38,000 lives was Deputy Commissioner Mal Lanyon seen above. It's worth remembering the need for blood doesn't stop. Visit www.lifeblood.com.au/

WORLD MARITIME DAY – 30 SEPTEMBER

A great photo to mark World Maritime Day with.





**We remember the Bravery and Sacrifice
of the Men and Women of the NSW Police
Force who have fallen in the line of duty.
May God bless them and their families.**



Hugh McDermott MP State Member for Prospect

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

Telephone (02) 9756 4766 **Email** prospect@parliament.nsw.gov.au

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Evidence-based wellbeing research

Data-driven decision-making is the future of policing

By Dr Kate Linklater & Angus Skinner

PANSW Research Division

There has been a lot of talk about evidence-based policing recently, with many police organisations adopting this approach. What is it and why is it important?

In the past, strategies were often formulated on what seemed logical or 'felt right'. Evidence-based policing uses a data-driven approach to form policy and strategy checking whether what 'felt right' is effective, and endorsing it if it is.

By using research, we can also identify what is being done well and improve even further, meaning the likelihood of success is greater. While evidence-based policing generally refers to strategies for crime prevention and reduction adopted by police departments, the PANSW Research team is similarly taking a data-driven approach to member wellbeing. The PANSW advocates for best practice strategies to protect the health and wellbeing of police officers and their families. We are passionate about providing the evidence needed to do this effectively.

Mental health and wellbeing for police officers is a top priority for the PANSW. We regularly participate in Parliamentary Inquiries, NSWPF Committees and working groups, campaigning for the NSWPF and Government to implement best practice.

PHYSICAL HEALTH OF POLICE OFFICERS

This year, the Legislative Assembly Committee on Law & Safety has been conducting an inquiry into the physical health of police officers. The PANSW made a submission to the inquiry, and appeared in-person before the Committee to give evidence.

The Committee has now handed down its report, adopting a number of PANSW's recommendations. A major win was the acceptance that a gap in current NSWPF wellbeing strategies is the lack of formal evaluations of wellbeing programs. The PANSW is seeking to correct this through our Research Partnerships described below.

Policing is a profession that requires physical capability, but equally important is intelligence, excellent decision making under pressure, and high-level communication and time-management skills.

The Committee recognised this evidence given by the PANSW and therefore tailored its recommendations to appropriately balance strategies aimed at physical fitness with the wide range of skills that police use every day.

PANSW RESEARCH PARTNERSHIPS

The PANSW is formalising partnerships with universities and leaders in policing research. Our research focus is on identifying best practice in wellbeing strategies, translating this into practical outcomes for member health and wellbeing, and oversighting implementation in NSW policing.

Police officers have gone above and beyond to protect the people of NSW from Covid. The demand from new types and higher volumes of work has been unprecedented and, our members have risen to the challenge. Unfortunately, it will come as no surprise that the resilience of police officers has also been tested.

Charles Sturt University, assisted by the Police Federation of Australia (of which the PANSW is a part), recently conducted a study into the impact of COVID-19 on the mental health of police officers and other frontline first responders.

It found that police officers have experienced elevated levels of stress, leading to higher rates of depression, anxiety and burnout. For police officers to continue to be as effective as they have been, these new findings must be heeded by the NSW Police Force and NSW Government as a warning that urgent action is needed. The PANSW will use these findings to argue for positive changes to be made, in line with the recommendations of the study.

EXPERIENCES OF OFFICERS OVER AGE OF 50

The PANSW has partnered with Charles Sturt University in a research project looking into the experiences of police officers over the age of 50, specifically in relation to their wellbeing. The partnership brings together a range of experts, turning a wealth of research experience and resources to the issue of police officer wellbeing. Eligible members will receive an email in the coming months offering them the opportunity to participate in the study.

INTERNSHIPS AT PANSW

The PANSW has also had the pleasure of working with two of the best and brightest from the Bachelor of Policing program at Western Sydney University.

Zac Chaker has been working closely with the Research Team, consolidating the most up-to-date knowledge base on police officer wellbeing, while Sara Nady has been part of the Communications Team, comparing representations of the police in the media.

Both students are hoping to join the NSW Police Force in the future, and now have a greater understanding of some of the issues facing police officers as a result of their internships. While they're not finished with us yet, we wish them well in their future careers and hope to see more of them at PANSW.

YOUR OPPORTUNITY TO BE HEARD

The PANSW Research team is excited about engaging members to be involved in more evidence-based strategies to improve and maintain police officer wellbeing. We appreciate your support in contributing to these studies.

Proudly supporting local Police

Remembrance Day is an occasion to honour those officers who have lost their lives while performing their duties. It is an important reminder of the continued dangers that our brave men and women in blue face each day in serving the community.



Sonia Hornery
State Member for Wallsend

67 Nelson Street,
Wallsend NSW 2287
wallsend@parliament.nsw.gov.au
(02) 4950 0955

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Law enforcement in 2021: A US view

By Dr Kevin M. Gilmartin Ph.D.

If an acute social problem presents itself the frequent societal response is to 'call law enforcement' and expect them to handle the situation.

These expectations projected on to police are often limitless and often unrealistic. During recent decades, it's hard to conceptualize a social deficiency or injustice that exists for which the blame is not projected onto the police.

From community mental health issues to historic social injustices, law enforcement many times is blamed for situations that society as a whole has created.

As society attempts to address centuries old inequities and injustices rooted in racial and ethnic prejudices, Law Enforcement alone often bears the brunt of society's anger, as if the profession was the generator of the systemic racism found in the historic and present fabric of 21st Century democratic societies.

This tragic legacy of our historic injustices proves fertile ground for hopelessness, violence and crime. Police did not cause the injustice – they might be the only truly engaged profession attempting to limit its damage to members of society. Yet the 20 to 30 year old Police Officer responding to the outcomes of these 200-300 year old injustices gets the blame. Housing administrations, school systems, and major employers often get a pass on blame at the expense of police. It has often amazed me how in American cities that are experiencing significantly increasing crime, the police are blamed for racially divergent arrest rates, yet the rates of the criminal victimization of people of colour gets ignored. If the Officer makes an arrest in a homicide, they are accused of racism if the arrest rates do not distribute themselves equally across all demographic groups.

A FEELING OF BEING TRAPPED

As society's anger grows and is focused towards police and activist generated Defund the Police movements gain traction, the effects can be emotionally unbearable to many young committed and idealistic law enforcement officers.

In the US, retirement eligible veteran officers take their retirement and move on. Recruitment of quality entry level personnel becomes challenging.

Many officers feel trapped and under appreciated by both society as a whole and the leadership of their own organizations.

Officers watch the absence of people championing them. I believe the absence of expressed support of police harms not only the officers, but society as a whole.

It's an old adage that every community has the Police Force it deserves. Without being actively supported and defended, officers can begin believing "you never get in trouble for the traffic stop you didn't make", "I handle my calls for service and nothing more", "the more you try to do around here, the more you risk" and "I keep my head down and in 17 years, I'm done with this place".

For Police, rationalized and justified 'Acts of Omission' are the first stop on the Continuum of Compromise.

ADDING BALANCE AND PERSPECTIVE

In the U.S. it is estimated that 240 million 911 calls for service happen annually and that 2.5 million police-citizen interactions occur daily – that's approaching a billion interactions per year. The overwhelming majority are productive encounters where the public is served. Disgraceful and unacceptable encounters can be counted in the dozens. Positive police encounters number in the millions.

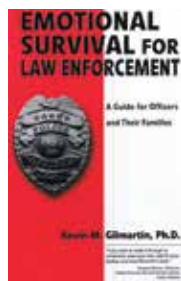
The public needs to be given perspective. John Hopkins University estimates that 250,000 Americans die each year due to medical mistakes. Other researchers put the number at 400,000 – making medical mistakes the third leading cause of death in the US after heart disease and cancer. Yet, no one calls for Defunding Medicine. The individual physician is held accountable, just like the individual Officer was held accountable in the George Floyd homicide.

ASSISTING LAW ENFORCEMENT

There needs to be a two-pronged approach to assisting law enforcement. First, officers need to be reminded of their own need to practice the steps of self-care towards Emotional Survival. Stress reduction efforts for both chronic and acute traumatic events need to be enhanced.

Secondly, Leadership needs to step forward and unapologetically tell the complete story of what police do. How they serve and how they protect society needs to be the story. Leadership's role is essential and cannot be denied. Leaders need to step up and to invest in the men and women who make up their organizations. Agency members and society at large need to hear from the Leaders in law enforcement on the professional perspective of what's taking place. Without a presence of courageous Leadership the message is left to the anti-police rhetoric driven activists that have hijacked the microphone.

In these tough times of COVID and social unrest, officers need to invest in their own emotional wellbeing. Less than a half hour a day of moderate physical activity can significantly assist in reducing the law enforcement professional's levels of depression and anxiety. They need services to assist them and their families as well as the time to take advantage of the services.



Dr. Kevin M. Gilmartin Ph.D

is a behavioural scientist specialising in law enforcement and public safety related issues. He is the author of the book *Emotional Survival for Law Enforcement: A Guide for Officers and Their Families*. This book is highly recommended by the Police Association of NSW and copies are readily available on request to the Association.

**“Thank you to all police,
past and present, in
the St George area for
your service.**

**We are grateful to you
everyday for working to
keep our community safe”.**



Steve Kamper MP

Member for Rockdale
Shadow Minister for Small Business,
Property and Multiculturalism

Contact details:

Phone: 02 9597 1414

Email: rockdale@parliament.nsw.gov.au

Address: 478 Princes Highway, Rockdale NSW 2216

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***We honour the sacrifice
of our Police Officers,
who have lost their lives
in the line of duty.***



29 September 2021



Janelle Saffin MP

MEMBER FOR LISMORE

55 Carrington Street (PO BOX 52), Lismore NSW 2480 |
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Email: contact@edhusic.com **Phone:** (02) 9625 4344

f [ehusic](#) **@** [@edhusicmp](#) **edhusic.com**

Authorised by Ed Husic MP, ALP, Shop 41 Plumpton Marketplace,
Cnr Hyatts & Jersey Road, Plumpton NSW 2761.

Bringing added value to members

The PANSW is grateful for the strong, mutually supportive relationships we have with our Membership Benefit Scheme Partners.

MUCH MORE THAN PROMOTIONAL OFFERS

A valued aspect of our relationship with our Member Benefit Scheme Partners is the extra yards that are put into backing the activities of the Association – be that events like our Biennial Conference (the next one will take place in May 2022) or publications like *PANSW Police News*.

As these two-way relationships develop further, particularly across our top tier of supporters, there is a strengthening of contacts and understanding of our common goals.

This has even reached into personal interests like the powerlifting goals that Maxxia relationship associate Aaron Wotton shares with PANSW Organiser Ben Lee (see p15).



KEEPING MEMBERS UPDATED

Your Association is dedicated to bringing added value to members by delivering a range of member discounts and exclusive offers with selected retailers and providers.

We keep members informed of the latest offers and information from our partners through regular updates that are sent to the membership by email at least once a month.

Partners we have featured in those messages include all of the partners seen at right: Bupa, Police Bank, Police Health, Maxxia, Samsung, R.M. Williams, Mizuno and EMAG Apartments.

The list of available offers that we promote extend to Oakley Sunglasses, ACTU Member Advantage, Citizen Watches, and Hertz Car Hire. Most recently we have been delighted to welcome Samsung on board, and in the near future we will be promoting new offers from Smartsalary (a promotional offer for smartleasing Mazda cars), Brooks Running and Iron Edge gym equipment. Watch this space!

Disclaimer: Although the Police Association of NSW makes every effort to check the integrity of offers it is not responsible for, and does not accept any liability in respect of any promotional offer published for the information of its Membership. All information about promotional offers has been provided on an "as is" basis. Whilst the Police Association has endeavoured to provide information which it believes to be correct at the time of publication, all descriptions of the goods and services that we publish comprising promotional offers is based on information supplied by or obtained from third parties. We make no representation or warranty that the information on the website, including any descriptions of the goods or services, is accurate, complete, reliable, current or error free. We do not accept any liability relating to information provided by or obtained from third parties.

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Mizuno offering PANSW Members 30% discount on Footwear.



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See more at <https://pansw.org.au/member-services> (Login required)

Navigating the road ahead

Unpacking career transition programs

By Sonia Roberts

PANSW Police News

For retired Superintendent Beth Docksey APM (formerly Stirton), life after policing is like a road you've never travelled on – you will more than likely need a map. That map may take many forms and one of them is a career transition program.



Beth disengaged from the NSW Police Force in March 2017 after 34 years service. Shortly after that she became a mentor within Police Legacy's Back Up for Life Program (which concluded in July 2021).

"For anyone who has disengaged from a policing career, one of the most common feelings is a sense of losing your identity," she said.

"Policing is all many people have known. Regardless of how long you worked as an officer – whether three, 10 or 30 years and beyond – there is a perception among many that their skills only apply to policing.

"We often hear 'I only know how to be a police officer' and people lack the confidence in applying for a new career and the processes that involves.

"Recruitment processes have changed significantly, due particularly to technology now being a key part of these processes.

"I believe the biggest misconception about career transition programs is that it won't help the individual, and the people who present them have no idea about what police officers have been through, nor the skills that they have, or careers that they might be able to enter into.

"A number of these programs are presented by former officers with lived experience or coaches who have engaged with former and transitioning police officers on numerous courses and have the level of understanding of what they need, not only because they are former officers, but because they understand that no matter what they wish to enter a new career and need guidance."

IDENTIFYING A NEW PATH

Coaches and mentors within the career transition programs help participants identify the skills and abilities they have and what their passions are.

This can be done in person or online and should focus on guiding a person through how they identify what they are passionate about, writing resumes and building a personal brand on platforms such as LinkedIn.

Beth said one of the most important things about participating in a career transition program is identifying a person's skills and passions which will help them survive and thrive in their new careers.

"A person's range of skills is often broader than what they might think, and people often begin to see themselves as competitive candidates in professions not usually associated with post-policing careers.

"Officers impacted by physical and/or mental health injuries may not be ready to immediately seek a new career path while there are others within the programs who have simply decided that it's time for a new career.

"In both scenarios it's important for a person to maintain and keep building their confidence. That's where getting involved in a career transition program as soon as you can is important.

"I have seen so many people have that 'light bulb moment' when they realise how many skills they have and how these can be applied beyond policing."

"That's when career transition program mentors know they have made a difference to someone, and that person is just that little more equipped to negotiating life beyond policing."

MAKING THE TRANSITION

When you are deciding on a career transition program, Beth suggests looking for a company that have successfully marketed themselves and not to be afraid to ask questions about the program's content.

"Look for ones that assist from start to finish of the process from application, brand building, interviews processes etc. If you are looking to go into business for yourself, ask questions about whether the program content is able to assist you to build your own business," she says.

Career Transition Programs can be funded in many ways including workers compensation providers, the Police Post Trauma Support Group, Quest for Life and state government health funding. Beyond the Badge has some courses funded through grants via Clubs NSW. If you have an injury management advisor in the NSW Police Force, they should also be able to assist with some options. Three to consider are:

- Beyond the Badge is a not-for-profit organisation that exists to support first responders across Australia. To find out more, visit beyondthebadge.com.au
- Jane Jackson, a Sydney based career coach operating both in Australia and internationally, has presented 14 Career Confidence Workshops for Back Up for Life to former or transitioning officers and has assisted many former police into new careers. She offers complementary 30 minute one on ones as an introduction. To find out more, visit janejacksoncoach.com
- Esther McKay, a former police officer and Back up for Life Program Manager who now works as the Project Development Manager at Quest for Life, is currently developing a Career Transition Program run as part of a new four-week residential Healing Trauma Program that will assist first responders and others to move forward with their lives. Find out more at questforlife.org.au

Your service matters



Retired Sergeants Ken Ziegel, Steve Farwell and Superintendent Paul Smith APM. Photograph courtesy Murray River Retired and Former Police Association.

Retired Sergeants Ken Ziegel and Steve Farwell recently received their National Police Service Medals during a ceremony at Albury.

The medals were awarded after post service applications by the former officers. A number of former officers also attended the ceremony.

The presentations were made by Murray River Police District Commander Superintendent Paul Smith APM who was trained by Ken and Steve as a part of their Field Training Officer duties earlier in his career at Albury Police Station.

The medal was initially automatically awarded to serving officers from 30 October 2008, however later it was backdated to 14 February 1975.

This backdating meant officers who had already left the police service were required to make an application to be awarded.

Officers who were medically discharged before 15 years' service could also be eligible to make application if they didn't receive the medal automatically.

ENCOURAGEMENT TO APPLY

Ken and Steven both made post-service applications and PANSW President Tony King is encouraging other former police to make inquiries regarding their eligibility for the National Police Service Medal.

"Your service is, was and always will be important and the time you invested in the people of NSW deserves recognition," says Tony King.

"I am encouraging people to put in a post service application if they have not yet received their medal."

A downloadable copy of the application form can be found at: https://www.police.nsw.gov.au/_data/assets/pdf_file/0010/423838/Approved_NPSM_Application_Form.pdf

Recent retirements

The Association is making regular efforts to feature retirements on our Facebook page as well as via *PANSW Police News* and our website. It is also encouraging to see NSW media providing coverage of events like the retirement milestones highlighted below.

LEADING SNR CST STEWART BAILEY



An article in the *Sunday Telegraph* on 15 August paid tribute to L/Snr Cst Stewart Bailey on his retirement for the vital role he has played in saving hundreds of lives as a member of Australian heart and organ transplant teams over approximately four decades. Stewart did his first medical transport in 1985, just a year after legendary surgeon Victor Chang first asked NSW Police to help transport organs from donors to recipients. The photo above is a still from a NSWPF video filmed in 2011, in which Stewart explained his role in Medical Escorts.

SERGEANT DAVID LONGFIELD



The Northern Star's tribute to Sgt Dave Longfield noted that the former British soldier joined NSW Police in 1996, starting out in Kogarah before moving on to roles in Newtown and as a weapons instructor at the Police Academy. Asked about highlights, Dave cited his work as chair of the PANSW's Lismore and Ballina branches. Our Facebook post showed the mark he left in his career, with 80 heartfelt comments.

SERGEANTS O'GRADY AND ENGDAHL

Since our last edition of *PANSW Police News* two long-serving Tuggerah based Sergeants have called it a day: Gregory O'Grady after 38 years, and Marita Engdahl after 36 years. Thank you for your service, and thank you to Sgt Kylie Thorpe of PoliceLink Tuggerah for keeping us posted.

**Mark Latham MLC and Rod Roberts MLC
on behalf of all members of One Nation
New South Wales wish to recognise and
acknowledge the commitment and dedication
of the New South Wales Police Force.**

We take this opportunity to reflect on and remember the brave women and men that paid the ultimate sacrifice whilst protecting and defending their community.



PAULINE HANSON'S
**one
NATION**

Authorised by Neil Turner, Pauline Hanson's One Nation - NSW,
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WE WILL FIGHT FOR YOU

Thank you NSW Police

for your unwavering service to
our community especially during
these unprecedented times.

We are indebted to you for protecting
our community and keeping us safe.

I pay tribute to and honour the fallen
police men and women who will
always be remembered.



ALEX HAWKE MP
FEDERAL MEMBER FOR MITCHELL

🏠 Suite 8, 23 Terminus Street, Castle Hill NSW 2154
☎ 02 9899 7211 ✉ alex.hawke.mp@aph.gov.au
🌐 alexhawke.com.au 📺 AlexHawkeMPMitchell

Authorised by Alex Hawke MP, Liberal Party of Australia, Suite 8, 23 Terminus Street, Castle Hill NSW 2154.

Edmond Atalla MP

State Member For Mount Druitt

*"On this National Police
Remembrance Day, we remember
those Officers who have died in
the line of duty and honour their
service and sacrifice"*

Electorate Office: Suite 201 Westfield Shoppingtown,
Carlisle Avenue Mount Druitt NSW 2770

Phone: (02) 9625 6770

Fax: (02) 9625 9965

Email: mountdruitt@parliament.nsw.gov.au

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**Transport for NSW
Thanks the NSW
Police Force for helping
to save lives on our roads.**



Stay on the field, stay connected

By Sonia Roberts

PANSW Police News

For NSW Police Council of Sport stalwart Jim Prendergast APM, the police sports network is an excellent way that allows former members to remain connected to their 'Blue Family'.

Even though COVID-19 restrictions have led to the cancellation of the October Police and Emergency Services Games, the NSW Police Council of Sport is encouraging former members to still be a part of future events.

Retired Senior Sergeant Jim Prendergast, APM has been a part of the NSW Police Council of Sport since its creation.

After 41 years of service, he retired from the NSW Police in 2012 and remains on the Council's Executive to this day.

"Sport played a big part in my life in that I helped organise and then manage the NSW Police Games since their inception in the late seventies," Mr Prendergast said.

"As a competitor and official, I have made so many friends for life through the police and emergency services sporting movement.

"Since COVID-19 arrived in the world, there has been great changes in our lives and how we move around.

"It is unfortunate but we have had to cancel our last two Police Games and the hosting of the 2020 Australasian Police & Emergency Service Games.

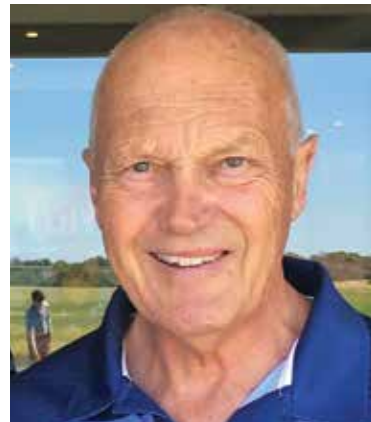
"Realistically, it is a small price to pay when you think of the many people who have lost loved ones or had their lives changed in so many ways.

"I would like to think we will come out the other end changed but intact.

"I know many former police and emergency services members have re-embraced sport and exercise since the pandemic began.

"Along with the obvious mental and physical fitness benefits of sport, being involved in events such as the Police and Emergency Services Games is just another way of remaining connected.

"I'm looking forward to seeing all former and current NSW Police and Emergency Service personal at future Games and other organised police sport."



A SHIFTING HORIZON FOR EVENTS

- The Police & Emergency Services games scheduled for October 2021 have been cancelled. A decision is yet to be made on a new date. Competitors are advised to keep checking the NSW Police Council of Sport web site for updates: <https://nswpolicesport.com.au/>
- The Australasian Police & Emergency Services Games originally set to held in New Zealand in March 2022 has been postponed until March 2023. Specific enquiries can be made to info@apes2022.co.nz
- The World Police & Fire Games are still timed to be held in Rotterdam, The Netherlands from 22-31 July 2022. See more information at www.wpfgrrotterdam2022.

Police Legacy events



NSW Police Legacy made the difficult decision in September to delay the Remembrance Bike Ride until 29 April – 1 May 2022.

Legacy's latest fundraiser was an auction of a pair of \$10,000 diamond earrings generously donated by the jeweller behind the NRL Premiership ring, Affinity Diamonds. This year's ring was designed with input from Commissioner Fuller, in a recognition by the NRL of the sterling service of the NSW Police. Read more at www.policelegacynsw.org.au

MAKE CONTACT WITH YOUR LOCAL BRANCH

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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

Retired & Former Police Assn.

The website address for the Retired & Former Police Association of NSW Inc is www.retiredpolice.com.au It was established 90 years ago, in 1931, to foster Friendship, Fellowship and Welfare

A conversation with Peter Remfrey

Serving the Association for 38 years, Peter Remfrey played an integral role in every major industrial campaign run by PANSW.

Joining in 1982 as an Information Officer straight out of university, he rose through the ranks of the organisation to become a Field Organiser. After thriving in a role traditionally performed by seconded police officers, he was later appointed Industrial Secretary in 1994 and into the role of Secretary in 1997.

Widely respected for his industrial knowledge and political nous, Peter left the Association in 2020.

Amongst other endeavours he is now the CEO of the Workers Health Centre and the current Chair of the Board of Police Bank.

The following is an edited excerpt from a transcribed conversation held between Peter and Ted Bassingthwaighe, also a Life Member, which was captured on video for the Association's 2020 Centenary.



What do you recall from your very early days with the Association?

I suppose getting to know the culture. Back in those days it was not common for people to work at unions straight from university. The office was much smaller and my first role as an Information Officer was to provide Award information to members and to answer phone calls.

How has the role of organising changed since your time in the role?

When I first started, there was one organiser covering the entire state.

A second position was introduced and I applied for it. That was rather challenging because I was the first, and to this day, the only organiser that wasn't a former or currently serving police officer.

The role was very different to how it has evolved today. I had half the state with a line drawn down the middle from Broken Hill to Tibooburra.

You couldn't really organise in the true sense of the word, but you had to go out and deal with disputes while flying the flag for the organisation across the state.

What made your early work as an Industrial Officer so invaluable to your career?

We had to pull together a range of evidence, go out and get members to provide statements and then coach them through appearances in the Industrial Commission.

That was part of what I had learnt through my academic studies, but you can't beat that experience to give you a great grounding in how industrial relations works.

Can you explain the Association's role in responding to the Wood Royal Commission in 1996 and the significant reforms that followed?

Then President Phil Tunchon led us through five years of very difficult times.

Our role in that period, particularly from the industrial point of view, was to see how we could use the changes that

were inevitably going to come to advance police wages and conditions. And to do so in a way that supported our position.

We supported the Royal Commission and wanted to see change that was going to be sustainable to prevent the corruption that did exist from re-emerging.

Part of that was to give police officers decent wages and conditions that would reduce the temptation for people to engage in corrupt conduct.

What was one of your proudest achievements during that time and since?

We pulled together a really strong submission (to the Royal Commission), which laid the foundations for the most significant pay rise that the organisation had ever been able to achieve.

We got an interim pay rise of 6% prior to the final Royal Commission findings coming down, and all the recommendations that we knew were going to be significant in terms of workplace change.

We then negotiated and received a 22% increase on top of that. So that gave us, when you added it up a pay rise in the order of 30% for police officers. For the first time, you could see professional wages being paid to police officers.

Over the years being involved in providing a whole range of services to members around industrial matters, work health and safety and the like has been incredibly fulfilling.

What did your Life Membership in 2016 mean for you?

It was pretty profound for me. The Executive had already made their decision and had kept it from me. I was sitting in the audience and working on something for later at the Biennial Conference, barely paying attention when it was announced.

To be Life Member 98 of an organisation that has celebrated its Centenary continues to be amazing.

There had been a couple of Life Members in the past that weren't police, but the vast majority are serving officers with some going on to be Commissioner of Police.

To think that I'm regarded as someone that is worthy, having come from the outside, is just extraordinary.

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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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