

# PANSW

POLICE ASSOCIATION OF NSW

PRINT POST PUBLICATION NO. PP100018976

MAY | JUNE 2022

# Police News

## A new challenge

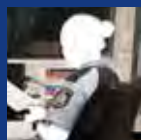
PANSW President Kevin Morton sets out a vision for the Police Association of NSW, to an energised audience at PANSW's 2022 Biennial Conference.

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### Snow Patrol

Keeping warm above the snowline p19



### Counting time

FTE: better than counting heads p23



### A new lens

David Cottee's photography p27

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

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

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

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

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

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

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



## Hurt on duty?

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## Suffering PTSD?

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**Cover photo**

PANSW President Kevin Morton set out his vision for the Police Association of NSW in a widely reported speech at PANSW's 2022 Biennial Conference.

**CROSSWORD ANSWERS**  
 DOWN: 1-KEVIN 2-CREOLE 3-RAFAEL  
 NADAL 4-MOTION 5-RED TAPE 6-SKULL  
 9-PARLANC 10-THREE 12-PINK  
 13-BUDDY 14-MONKEY POX  
 ACROSS: 7-FELT 8-BAILIWICK 11-CLIVE  
 PALMER 15-TAPERED 16-DAVID POCOCK  
 17-CUSS 18-TEAL 19-BUSH DOOF

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 EMAIL: POLICENEWS@PANSW.ORG.AU / ISSN0047-9934 PUBLISHED SIX (6) TIMES A YEAR.  
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## Executive Officers



PRESIDENT  
**Kevin  
Morton**



VICE PRESIDENT  
**Ian  
Allwood**



TREASURER  
**Roger  
Campton**

## Executive Committee



NW MET REGION  
AREA 1  
**Aaron  
Rynehart**



NW MET REGION  
AREA 2  
**Alison  
Dixon**



SW MET REGION  
AREA 1  
**Stephen  
Waddington**



SW MET REGION  
AREA 2  
**Matt  
Thomson**



SOUTHERN REGION  
AREA 1  
**Edward  
Taylor**



SOUTHERN REGION  
AREA 2  
**Jason  
Hogan**



NORTHERN REGION  
AREA 1  
**Paul  
Ireland**



NORTHERN REGION  
AREA 2  
**Darren  
McCaughey**



WESTERN  
REGION  
**Chris  
Jordan**



COMMISSIONED  
OFFICERS REGION  
**Matthew  
Webb**



CENTRAL MET  
REGION AREA 1  
**Oliver  
Behrens**



CENTRAL MET  
REGION AREA 2  
**Graham  
Condon**



NON LAC REGION  
AREA 1  
**Stephen  
McDonald**



NON LAC REGION  
AREA 2  
**Vacant**



NON LAC REGION  
AREA 3  
**Peter  
Gurr**



NON LAC REGION  
AREA 4  
**Peter  
Foran**

## Changing of the Guard

Conference 2022 sees a new Senior Executive elected and changes to the Executive Committee.



■ On Friday 20 May, The Australian Electoral Commission declared the result of Elections for the Senior Executive of the Police Association with Kevin Morton elected President, unopposed.

Kevin is a General Duties Sergeant attached to Northern Beaches PAC. He's served 32 years with the NSW Police, including at Kings Cross and Sydney's Northern Beaches. He's been Field Organiser for the PANSW, an Executive Member and Vice President for the last four years. His partner is an Inspector with the NSWPF, they have two children.

Ian Allwood has been elected Vice President, unopposed. Ian is a General

Duties Sergeant attached to Port Stephens-Hunter Police District and a veteran of the Royal Australian Navy.

Roger Campton has been elected Treasurer, unopposed. Roger is a Proactive Crime Team Sergeant attached to Murray River Police District.

The PANSW bids fond farewell to outgoing President Tony King (p9) and Treasurer Craig Partridge.

Craig joined the NSW Police Force in 1997. He's worked in metropolitan Sydney in General Duties and Criminal Investigations, at Sydney City, Rose Bay, and Campsie where he's currently a Sergeant. He's been a Branch Official

with PANSW since 2005, an Executive Member of PANSW twice and is currently Treasurer. He was actively involved in the Association as Chair of the Women's and Diversity Committee, the Finance and Governance Committee and the Awards Committee. He will continue to support the blue family as the Vice-Chair of NSW Police Legacy. Other changes to the Executive Committee: Paul Ireland replaces Ian Allwood (Northern 1). Matthew Webb replaces Jeff Budd (Commissioned Officers Branch). Stephen Waddington replaces Anthony Roberts (South West Metro 1). Ed Taylor replaces Roger Campton (Southern 1).



# A new challenge

**PANSW President Kevin Morton**

## A new challenge

■ It is with pride and a sense of awe that I am taking on the role of President. For me, this is the culmination of 32 years as an NSW police officer where I have confronted the best and worst of humanity.

On graduation, I was assigned to King Cross and spent the next 14 years working the truck and the street. After leaving Kings Cross, meeting my partner, and moving to the Northern Beaches, I took on the role of Branch Chairperson and took great satisfaction in building a culture of family around the Command.

## Housing affordability

As a cop, I was always lucky to live in the community I served; when transferred to the Northern Beaches, I was able to buy a house and raise a family there.

Today this is out of reach for young officers who can no longer, at least in Sydney, afford to live and work in the same community.

It is imperative to create new models of affordable housing. If we are to have police anchored to the communities we serve, then we need to be able to be part of and live in those communities.

We must also modernise First response policing. We need to be able to answer calls for service in a timely manner. This means minimum resourcing, and minimum staffing which helps to protect those officers, ensuring they respond professionally to these urgent calls for assistance.

## Playing the long game

After nearly a decade on the Beaches, I reached a point when I realized I had achieved my goal as a police officer as a General Duties Sergeant.

I had the chance to take on a more active role with the Police Association when an opening arose as a field organiser. As an organiser, I got the privilege of traveling the state, confronting head-on the disparities in resourcing that are embedded in the economic and political map.

Much like a smart police officer who thinks his way through a situation rather than confronting it head-on, Your Association has learned to play the long game - and it is a game I look forward to playing over the coming years.



KEVIN MORTON'S SPEECH, ACCEPTING THE PANSW PRESIDENCY, WAS WIDELY REPORTED BY MAJOR MEDIA OUTLETS.

## Answering the call

Over the past two years, police have been called on to keep the community not just safe but also calm through a once-in-a-century pandemic.

That's what being a cop is about - first in, last out. Whether it's a DV, a car crash, a natural disaster or a pandemic. We were there because that's who we are.

It is in our DNA, but don't take this sense of duty as weakness. We expect to be recognised through better pay, and proper resourcing but above all, the full funding of our safety net - Death and Disability.

## The road map ahead

Conference was our chance to think through what support we need to keep doing the job. We need to maintain a promotion system with integrity and a

Voluntary Disengagement Scheme that provides a door for members to leave prior to injury.

We need to find ways of tapping the wisdom of longer-serving officers into our recruitment and training methods.

We need to once again recruit people with life experience. The only way to do this is to pay as they learn. You shouldn't have to choose between paying a mortgage and supporting a young family or joining our job.

We need to be serious about the way we support each other - building better resilience and well-being.

We need to ensure that officers confronted with trauma never again need to self-medicate with a schooner.

We need better return to work outcomes where the sacrifice and dignity of the officers is key and not the cost-benefit analysis.

And we need to fully fund the Police Blue Ribbon Police Insurance Scheme - because the way you treat those who protect us who are damaged in the line of duty is a fundamental test of the civility of a society.

## A resilient police force

As we look towards the next two years, there are new challenges and opportunities, including the State Election next March where we will be unapologetic in putting forward the interests of police to all candidates.

A resilient force is an immeasurable asset for the people of NSW. A resilient force is one where young police officers have the benefits of wiser heads.

A resilient force means that when police put their lives on the line, they know we have their backs. And a resilient force is an anchor of safe and thriving communities. The question for our masters, whether they are seated in the Police Executive Offices or Macquarie Street, should never be 'are we spending too much on our police officers?'

It should be: 'are we spending enough?'

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THE VIDEO



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experience  
and results  
matter.

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# Police News Noticeboard



(ABOVE, CLOCKWISE): CONGRATULATIONS TO CLASS 352 - POOTY IS BACK; ROTARY RECOGNISES PROFESSIONAL EXCELLENCE AND DEDICATION IN POLICING, PROUDLY SUPPORTED BY PANSW  
 - THE NSW POLICE LEGACY REMEMBRANCE RIDE CYCLED 300KM FROM SYDNEY TO CANBERRA OVER THREE DAYS, ARRIVING SAFE AND SOUND HAVING RAISED 200K FOR POLICE LEGACY.

## Class 352 Attestation

■ 202 new probationary constables have joined the blue family. NSW Police Force Commissioner Karen Webb swore in 196 new probationary constables on Friday, 29 April, as they took their oath of office. A further six were sworn in at a later date due to public health isolation requirements.

Of the probationary constables attesting that day, 179 were born in Australia and 23 were born overseas. Nine recruits were Indigenous, with two recruits joining through the Indigenous Police Recruitment Our Way Delivery (IPROWD) program. "An effective police force is made up of all ages, genders and backgrounds." CoP Webb said.

## Riding To Remember

■ From Friday 29 April to Sunday 2 May, PANSW Assistant Secretary Raff Del Vecchio and a team of riders completed the delayed but highly anticipated NSW Police Legacy Remembrance Ride.

Perfect conditions greeted more than 100 riders as they set off on a challenging three-day, 300-plus km trek from Sydney to Canberra. Each day, the

riders cycled through wind, rain and sunshine - sweating, laughing and encouraging each other. The event raised nearly \$200,000 to support Police Legatees - the families of officers who are no longer with us. Well done to all the Remembrance Riders!

## 2023 Police Diaries

■ You've asked and we've listened! Based on results from a survey sent earlier this year, Police Diaries will only be sent to our Associate members from 2023. If any Ordinary members would like a Police Diary, please contact the IOC.

## The POOTY goes too...

■ The PANSW was proud to sponsor of the Rotary Police Officer of the Year Awards. The event - held on Friday 29 April this year after being delayed by the pandemic - recognizes excellence in policing.

Sergeant Vanessa Rolfe from the Crime Scene Services Branch was awarded 2021 Rotary Police Officer of the Year. As an Ante Mortem Coordinator, Sgt. Rolfe works in Disaster Victim Identification (DVI). She supports the families of the victims by coordinating

police visits to those who have experienced the loss of a loved one during a mass casualty event. During her career, Sgt. Rolfe has provided pivotal assistance for major DVI events, both locally and internationally, including the 2004 Thailand Tsunami, the Victorian and NSW bushfires in 2019/2020 and the MH17 plane crash in 2014.

## All Rotary winners:

**METROPOLITAN FIELD OPERATIONS POLICE OFFICER OF THE YEAR**  
 - WINNER: NAME NOT DISCLOSED

**REGIONAL NSW FIELD OPERATIONS POLICE OFFICER OF THE YEAR**  
 - WINNER: DET SGT BRADLEY HUGHES (MONARO PD)

**INVESTIGATIONS & COUNTER TERRORISM POLICE OFFICER OF THE YEAR**  
 - WINNER: SGT VANESSA ROLFE (CRIME SCENE SERVICES BRANCH)

**CORPORATE SERVICES POLICE OFFICER OF THE YEAR**  
 - WINNER: SGT SUNNY CROFT (WORKPLACE SAFETY COMMAND)

**VOLUNTEERS IN POLICING AWARD**  
 - WINNER: CHARLES SALIBA (TUGGERAH LAKES PD)

**POLICE EMPLOYEE OF THE YEAR**  
 - WINNER: ACLO GLEN SUTHERLAND (LAKE ILLAWARRA PD)

**ROTARY COMMUNITY AWARD**  
 - WINNER: CHF INSP SCOTT RUSSELL (MURRAY RIVER PD)

**CUSTOMER SERVICE EXCELLENCE AWARD** - WINNER: DET SNR CST MICHELLE ROSS (CHILD ABUSE & SEX CRIMES SQUAD)

**IRENE JUERGENS (IJ) FELLOWSHIP AWARD (SWORN CATEGORY)**  
 - WINNER: SNR CST CARLTON KOPKE (ORANA MID-WESTERN PD)

**IRENE JUERGENS (IJ) FELLOWSHIP AWARD (UNSWORN CATEGORY)** - WINNER: VERONICA MILLAR (CRIME PREVENTION COMMAND)



# Ian Allwood PANSW Vice President

On 20 May the AEC declared the result of the Elections for the Senior Executive of the Police Association, including a new Vice President.



NEW PANSW VICE PRESIDENT, IAN ALLWOOD, ADDRESSES PANSW'S BIENNIAL CONFERENCE, WOLLONGONG.

## Q. Can you tell me about your career background?

■ I joined NSW Police in 1996 after serving in the Royal Australian Navy for six years. I'm a General Duties Sergeant, currently stationed in the Port Stephens Hunter Police District. In my 26 years in policing, I have served at Wollongong, Nowra, Huskisson, Sussex Inlet, Ulladulla, Walcha and now in Nelson Bay. I love the job, the people I get to work with and serving the community. Nothing makes me happier than contributing to the development of our junior police.

## Q. What inspired you to become actively involved with the PANSW as a branch official?

I first became active in a branch in the late 90s in Nowra, helping negotiate the first FRA agreement. I recognised early on that getting involved in the branch was a proactive way to help our members and work with management to secure outcomes. I remained active in a variety of roles in all the branches I've been attached to.

In my early career, I recall meeting a member who was being made to walk to the second floor, up flights of stairs with his HOD knee problems. A poor decision was made by management that he could

not work on the first floor. The branch achieved the sensible outcome of allowing the member not to have to walk the stairs. I'd like to think this wouldn't occur in the modern era with the PANSW branches and staff advocating on behalf of our members.

## Q. As an Executive member, what have been the most significant achievements while representing your region?

It's been a privilege to represent Northern 1 for four years. The branches are strong and active. We have a good working relationship with our Commanders, the Region Commander, and the Region Staff.

Staffing increases in the Northern region have been life-changing and I'm very proud to have played a role in that.

In addition, during the Upper Hunter by-election, we secured a Government promise for a long-awaited upgrade to Singleton Police Station.

As Chair of the Welfare Committee, the assistance the PANSW has provided for members in times of need has been incredible. I feel privileged to have been involved.

Finally, I was incredibly proud to give a detailed statement to the IRC during

the 1.75% wage win. The PANSW staff collated and presented an outstanding brief that secured an excellent win under challenging circumstances.

## Q. What will be the biggest challenges facing our members in the year ahead?

Operationally, our members are facing more violence and more illegal weapons every shift. The organised crime warfare in Sydney is not receding, and our members will continue to encounter more volatile situations as result. I think the year ahead will present our members with more investigative challenges and exposure to these inevitable dangers. The PANSW will continue to be there to support our members whenever and wherever it can.

## Q. What do you see as our biggest organizational priorities moving forward?

With our Award locked in for the next couple of years, the period following Conference will give us a chance to plan ahead. Our priorities will be around listening to our members, supporting our branches and planning a well-researched and nimble future campaign to benefit the membership.

# Roger Campton PANSW Treasurer

PANSW's new treasurer began his journey with the Association advocating for fellow officers in small country towns.



NEW PANSW TREASURER, ROGER CAMPTON, LISTENS TO DEBATE AT PANSW'S BIENNIAL CONFERENCE, WOLLONGONG.

## Q. Can you please tell me about your career background?

I commenced duty with the NSWPF at Bankstown in 1998. I worked in General Duties and spent time in the Intelligence Response Team and Criminal Investigations. I then transferred to State Crime Command, Property Crime Squad. I returned to General Duties with a transfer to Brewarrina before being promoted to General Duties Sergeant at Bourke. After four years at Bourke, I transferred to Deniliquin General Duties in 2010. For the past 18 months, I have been the Supervisor of the Proactive Crime Team.

## Q. What inspired you to become actively involved with the PANSW?

I have always been an active member of the Police Association but became more involved when I transferred out West. I recognised a need for greater advocacy for my fellow members, given the unique challenges of working in small country towns. I continued to be actively involved and was elected as a Delegate to Conference in 2012.

## Q. When did you join the Executive and what have been your most significant achievements while representing your region?

I was first elected to the Executive in 2017, and during the past five years, we have had many wins. The most significant outcome was the 1500 increase in staffing that we achieved. During the campaign, I held numerous meetings with local politicians across the region, including the Shadow Minister of Police. In addition, I was involved in media interviews for both print and television media. With the assistance of Branch Officials across the region and staff from the PANSW, we were able to run the campaign effectively at a local level and state-wide. This campaign is an excellent example of the results that can be achieved when all levels of the organisation work collectively.

## Q. What are the biggest challenges facing our members in the year ahead?

The State wages cap of 2.5% has considerably impacted negotiations for wage increases over the past 11 years. This government policy was introduced in a very different financial climate than what we find ourselves in today. While

we are in the middle of our current Award, removing this outdated policy will allow proper negotiations to take place in the lead-up to the expiry of our current Award in 2024.

## Q. What do you see as our biggest organizational priorities moving forward?

The 2022 Biennial Conference will be the decision-making body that sets our priorities for the next two years, with policy direction decided by the delegates. It is then up to the Executive to pursue these priorities and deal with matters arising along the way.

## Q. Reflecting on your time as part of the Executive, was there anything else you wanted to add?

I have thoroughly enjoyed my time on the Executive representing the Southern Area 1 over the past five years. I want to thank Executive Officers Tony King, Kevin Morton and Craig Partridge for their leadership, my fellow Executive Members and our dedicated staff. The results we have achieved over the past four years, despite challenging circumstances throughout, have left our members in a much better position than they were in 2018.

# Recognising our People

Delegates, staff and guests gathered on the second night of Conference to celebrate the 2021-22 BOOTY awards - Branch Official Of The Year.

## Branch Official of the Year - David Coyle

■ Western Region Executive Member Chris Jordan kicked off the proceedings by presenting David Coyle with the highly-coveted 2022 BOOTY Award. David was recognised for his tireless efforts in supporting branch officials. He spent many hours of his own time taking care of the members in regional areas, despite his family being on the opposite side of the state.

In accepting the Award, the Broken Hill Branch BO was quick to acknowledge that he couldn't have achieved these outcomes alone and acknowledged the efforts of his Branch Chairman, PANSW Organiser Rod Sheraton, outgoing President Tony King and more.

## The Exemplary Service Award - Brett Henderson-Smith

Incoming PANSW Vice President Ian Allwood stepped up to present his former Northern Region counterpart Brett Henderson-Smith with the Exemplary Service Award.

Brett has been extremely active and held various positions with the PANSW including as a Branch Official for 11 years and an Executive Member for seven years. "Branch officials, Delegates and Executive Members are the foundations of our Association. We simply could not exist without men like Brett," Ian said.

Saying a couple of quiet words, Brett said the recognition was "totally unexpected but very much appreciated". "All the things we've achieved have been done as a team – people just wanting to do the right thing by those most in need. That really makes me proud."

Brett was particularly proud of the financial powerhouse that the PANSW had become under the Executive's



DAVID COYLE AWARDED HIS 10 YEAR BRANCH OFFICIAL BADGE BY OUTGOING PANSW PRESIDENT TONY KING.

stewardship and its commitment to welfare assistance.

In closing, 'The Big Brain' thanked the Northern Region team including PANSW Organisers and Industrial officers, PANSW President, Executive and staff for their commitment to the membership.

## Peer Recognition Award - Alison Beeche

Outgoing Treasurer Craig Partridge introduced the Peer Recognition Award winner as a member who had distinguished themselves through supporting member wellbeing.

Alison became a Branch Welfare Officer three years ago and has set the benchmark ever since. She is constantly preparing care packages and visiting members in hospital or on long-term sick leave – even those outside of her own Command.

Alison spoke passionately about the role of the BWOs. "This is an amazing recognition for something that many of you do behind the scenes already," she said. "There is a lot more work that can and will be done." "I would like you to all go back to your Commands and be able to have that conversation with people and say 'look after yourselves'."

## Special recognition of service - Rod Harty

In a special presentation, PANSW Secretary Pat Gooley and Industrial Secretary Kirsty Membreno recognised long-serving PANSW staff member Rod Harty.

Joining the Association as an Industrial Officer in 1999, Rod's expertise in superannuation saw him become a fierce champion of the members' entitlements. As a passionate advocate for the blue family, he spoke to thousands of members over 24 years and assisted them in securing their financial futures. "I'd encourage you all to get active because you can make a massive difference in your workplace and I think the recipients of the awards tonight are proof of that and achieve things that they never would have thought were possible," Rod said. "You are the face and the most important cog in the PANSW as the Branch Officials out there doing business."

## 4 Year Branch Official Badges

Adam Davis, Simon Popovic, Josh McKenzie, Adam Piffarelli, Hugo James, David Austin, Cody Woods, Todd Anderson, Luke Trudgett, David Watts, Guy Guiana, Stephen Waddington, Jacqueline Gorrie, Paul Stamoulis, Andrew Buchtmann, Fiona Ozols, Alison Dixon, Wes Taylor, Nicholas Godson, Chad George and Matt Kehoe.

## 10 Year Branch Official Badges

Justin McEvoy, Steve Giffney, Richard Gentle, Chris Brogan, Michael Power, Michael Smith, Damian Goddard, Kelly Hallinan, Matt Thomson, David Coyle, David Tazzyman, Paul Ireland, Mark Drysdale, Julianne Randall, Kate McMillan, David Kneipp, Ian Griffin, Peter Hughes and Michael Ward.



# Farewell Kinggy

Outgoing PANSW President Tony King would never have predicted the challenges that lay ahead when he sat down in the President's chair in 2018.



TONY KING INDUCTED AS LIFE MEMBER #105 BY IAN ALLWOOD (LEFT) & KEVIN MORTON (RIGHT)

■ Growing up in Western Sydney to country-raised parents, Tony always looked up to his uncle who was a country police officer and said it was "all that I ever wanted to do."

He joined the NSWPF in 1989 and has risen to the rank of Detective Senior Constable during his 33 years of service.

Beginning in General Duties in Fairfield in 1989, the country in his bones called and in 1992 he transferred to Moree before moving into Peel District Special Operations Group.

In 1995, he moved to Criminal Investigation in Deniliquin. Once designated in late 1998, he landed in the Clarence Valley - where his mother was raised - and began working in his beloved home patch of Grafton Detectives Office. He moved to Rural Crime Investigations in 2012.

## Unity and Strength

Tony's passion for advocating on behalf of the membership began when he was elected as a Branch Official in 1999.

"My Detective Sergeant had a good mate working for the Association. My D/ Sgte was wined and dined and the next day, I was elected as a branch official at Grafton," He recalls with a laugh. "This was something new for me but I was immediately invested."

In 2008 he stepped up to serve as Executive Member for the Northern Region from 2008-2014. At the 2014 Biennial Conference, he was elected as Treasurer and oversaw The PANSW's strong financial growth over the next four years.

## Defending the members

In 2016 while standing in as President, Tony penned an editorial that was

published in the *Daily Telegraph* staunchly defending the officers involved in the Lindt Café shooting during the coronial inquest. As an accredited hostage negotiator since 1997, he was outraged at the unbalanced coverage and uninformed public commentary about the police operation. "On behalf of the membership, I wish to publicly thank all of those involved. Despite what has been written and reported, your efforts ensured that there was minimal loss of life — and the safety of all involved was the focus." He wrote.

## Ascending to the top

In May 2018, Tony was elected unopposed as President. Post-Conference, The PANSW launched The Back The Blue campaign - securing an additional 1,500 police officers. "It's a huge outcome for the Association - the largest injection of blue shirts coming to our streets in 30 years."

Other notable achievements included strong Award outcomes during the public sector wage freeze, Income Protection for police over 60, bringing parity with the younger members, securing an Optional Disengagement scheme and ongoing member welfare assistance.

One particular memory stands out. "It was special to see the Police Remembrance Ribbon commemorated on the Opera House Sails," He says. "We had to cause a motion to be passed in the Upper House to achieve the outcome - it shouldn't have been so hard but it was worth it."

## Unprecedented times

During Tony's Presidency, PANSW members and staff contended with unprecedented circumstances – from Covid-19 to natural disasters. "Through it all, the members have gone above and beyond to serve their communities with a smile and a helping hand. The PANSW Executive and staff who supported our members to perform at their best during this time were exceptional."

## Back to the bush

In the bittersweet lead-up to his departure, Kinggy has made it no secret that he's excited to return to the bush and country policing. He's looking forward to packing up the car with beloved wife Kerry, their dog Pebbles, and putting the Harbour Bridge in the rear-view mirror. Ultimately, he's grateful for the opportunity he's been given. "I say to all Police, trust your experience and training. I was predominantly a single unit country cop, who somehow rose to be President of the Police Association of NSW. I'm so proud of the achievements we have attained for the membership in the last four years. To the members, the PANSW Executive and staff, thank you for your support and the opportunity to serve as your President. It's been a great honour."

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# A successful first round

By Kirsty Membreno Assistant Secretary / Industrial

The overwhelming response to the first round of the Optional Disengagement Scheme (ODS) has proven that the initiative was very much needed and what members wanted.

■ Your Association has advocated for an ODS for several years. The scheme supports eligible police officers wishing to pursue an alternate career or life path by transitioning from the NSWPF in a dignified and supportive manner that recognises their contribution to policing in NSW.

## Round concludes

All successful and unsuccessful officers have been notified, with the last day of service being before the end of the financial year. Approximately 220 officers have accepted the ODS offer and will exit NSWPF by 30 June 2022.

Your Association has received very positive feedback from members who have received the ODS payment, with many saying the money will allow lives to change, helping them to exit into new careers.

In accordance with the ODS Charter and the ATO Class Ruling 2021/89, eligible EOIs were progressed on a 'first in, first served' basis. There was a limit on the number of officers approved in each financial year based on the dollar value.

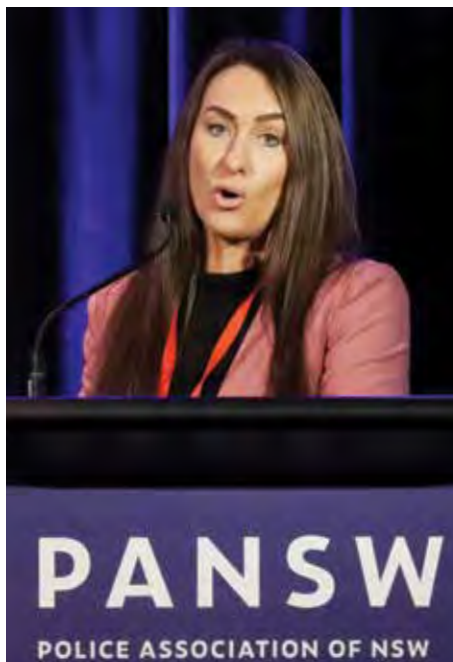
## Unsuccessful Officers or those curious about ODS

What is happening now with my EOI if I had previously submitted one?

- All BluePortal cases will be closed for Round 1.
- Commanders will not be notified of officers who submitted an EOI and were unsuccessful.
- All officers interested in future rounds will need to commence from the beginning of the process, requiring all officers to open a new BluePortal Enquiry case.

## Preparing for the next round

- The next round will open in January 2023, with the Enquiry Stage (ODS Financial Estimator) becoming available in the months prior
- Officers interested in submitting an EOI for round 2 must maintain their eligibility as stated in the Charter



ASSISTANT SECRETARY KIRSTY MEMBRENO ADDRESSING PANSW'S CONFERENCE IN WOLLONGONG.

and are encouraged to thoroughly review the information on the ODS intranet page.

- Officers must maintain their eligibility to re-apply for each round.
- ODS information, including eligibility criteria, is located on the ODS Intranet Page.
- Forms used in Round 1 will not be accepted for Round 2 or subsequent rounds. However, newly completed forms will be required when completing the EOI in BluePortal.
- No priority is given in Round 2 for officers who completed an EOI in Round 1.

## ODS Myths - Busted

- The ODS Team was required to work within the funding available, with the number of offers made based on this funding.
- All offers were made on a 'first in, first-served' basis as per the ATO Ruling.
- Rank and years of service were not considered in determining the order of offers made.

- Commanders did not have any input regarding ODS offers.
- The assertion that thousands of EOIs were submitted is not correct. However, the number of EOIs did exceed the number of available offers.

## What can I do now?

- Stay informed: related communications are released on the ODS Intranet page and Nemesis emails.
- Factsheet #2 (located on the ODS Intranet page) lists support services that may assist some officers in their decision-making related to future rounds.
- Understand the eligibility criteria, Operational Capability and Service History clearance requirements as officers must meet and maintain these requirements.

## New opportunities

As a result of vacancies created via ODS acceptances, some officers may wish to consider attractive career opportunities available. It has also opened up many promotional opportunities at the Sergeant and Inspector ranks. This has created the churn desired from the ODS, creating opportunities for those who intend to remain with NSWPF.

Career opportunities can be found on the People & Capability Command intranet page. Additionally, officers may be able to develop different skills via lateral transfers, mobility and promotions. We recommend all officers take the time to review and consider new opportunities.

## Find out more

All information will be updated on the ODS intranet page. Officers are encouraged to visit it regularly to obtain the latest updates relating to Round 2.

## We're here to help

If you have further questions about the Optional Disengagement Scheme, please contact the IOC on 9265 6777 or via email for individual advice.



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# Historic Women's debut at 2022 NSW PRL State Carnival

**By Rod Sheraton** PANSW Organiser / South West & Western Regions

The highly anticipated 2022 NSW Police Rugby League State Carnival (NSWPRL) was held on Sunday 3 -Thursday 7 April at Scully Park in Tamworth.



MAKING HISTORY: THE BANKSTOWN GIANTS' INAUGURAL CHAMPIONSHIP WIN WAS EVEN SWEETER ON THE SCOREBOARD. THE LADIES DIDN'T CONCEDE A TRY THE ENTIRE TOURNAMENT.

■ The annual tournament bought together more than 400 police officers in the spirit of camaraderie and competition. As the largest registered sport in NSW Police, the NSWPRL has run for more than fifty years. All players are currently serving police officers who represent the region where their station is based.

Along with the eight men's teams, five women's teams ran on to make their historic debut. It was wonderful to see both men and women's players and spectators cheering each other onto the ground, creating a great atmosphere throughout each match.

The competition was fierce, with the addition of the women's teams providing plenty of energy. The Bankstown Giants looked sharp, despite a few players suffering injuries as the week wore on.

In the men's draw, defending champions Eastern Suburbs led confidently in the early rounds with a very classy side controlling the pace on the field.

On Tuesday, the official function night was held at Tamworth Leagues Club. League legends Paul Sironen and Steve Roach were in attendance, along with major sponsor Lee Hagipantelis from Brydens Lawyers and PANSW President Tony King. Plenty of fun was had by all with great music and dancing. Thank

you to sponsors Brydens Lawyers, PANSW, Dimeo Cleaning, Police Bank, and Crimsafe.

## A special victory

On Wednesday, the semi-finals kicked off. Two hard-fought games in the men's competition saw Easts defeat Country South and the Macarthur team beating a gallant Manly.

With some particularly bruising tackles throughout, the ladies' competition ended with the dominant Bankstown Giants prepared to take on the gritty Country South Steelers in the hotly-awaited Grand Final.

On Thursday, the two teams clashed. Both sides gave it their all, but the Giants were too good. The well-tuned side outpaced the worn-down Steelers, dominating 12-0 to become the inaugural winners of the Police Bank Cup. Giants fullback and AFL convert Kiara White was awarded Player of the Match. In a coup for the less lucky side, Marita Shoulders from Country South was named Player of The Carnival for her outstanding performance throughout the competition.

## A momentous rematch

In a thrilling contest, the men's Grand Final followed between well-respected rivals Eastern Suburbs and Macarthur. Underdogs Macarthur were fired up

and crossed first to lead early, with Easts hitting back just before half-time to reduce the lead to 6-4. A penalty conversion early in the second half from the Wombats levelled the playing field. Then, three minutes before the final whistle, the Bulls got the break they needed with a nail-biting penalty goal. Macarthur held on for an epic 8-6 victory in a show of perseverance to claim their seventh premiership. The Player of the Carnival and Rookie of the Year Awards went to classy Eastern Suburbs lock Hayden Ashcroft. Player of the Match was awarded to Macarthur's Nathan Calman, with tough Bulls front-rower Rhys Neil taking home Player of the Finals.

## Giving back through sport

The event also presented a significant opportunity to raise funds for officers currently recovering from the recent flood crisis in the Northern Rivers.

The PANSW and Police Bank run-BBQ raised \$2,500, with a further \$2,500 raised through a special auction and \$10,000 donated by major sponsors Brydens Lawyers. The \$15,000 was donated to Policy Legacy's Flood Appeal. Ultimately, the camaraderie shown by the players and spectators showcased the ability of policing and sport to bring people together.

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# A healthier state of mind

The Central North Police District spans more than 180,000 kilometres, encompassing 13 rural communities from Lightning Ridge to Nyngan.



COPING WITH COVID: STUDENTS AT NYNGAN PUBLIC SCHOOL DURING THE NRL STATE OF MIND PROGRAM

■ Detective Inspector Paul Quigg has witnessed first-hand how challenging the pandemic has been for rural Aboriginal and Indigenous youth. "The kids couldn't participate in sports and outdoor recreational activities at school and on weekends and it's so important for their mental health."

High school truancy rates saw many kids turning to crime as an outlet. Others struggled quietly, spiraling into depression or contemplating suicide. As a country with one of the highest youth suicide rates globally, Paul is determined to ensure the kids become more than a shocking statistic.

"Indigenous Australians are at higher risk of suicide, with the overall rate more than double of non-Indigenous Australians. We need to do everything we can to change that."

## A positive focus

Through the Central North Police District's Youth Program, 'Quiggy' has worked tirelessly to improve the lives of local kids through their love of rugby league. With lockdown conditions lifted, Paul worked with Senior Constable Therese Carroll to bring the NRL's State of Mind program to the region.

Developed in consultation with leading experts including Lifeline, Kids Helpline,

headspace and the Black Dog Institute, the NRL created the workshops to improve the mental health and wellbeing of rugby league communities.

Connecting players, fans and volunteers, the program uses the game's high-profile players to help remove the stigma around mental illness and stimulate help-seeking behaviors.

## State of Mind

Between 28 March and 5 April 2022, Paul and Therese travelled through Nyngan, Cobar, Bourke, Brewarrina, Goodooga, Collarenebri, Lightning Ridge and Walgett to deliver the *Get in the GAAME* workshops.

The 90-minute workshop involves on and off-field activities designed to help the kids understand the importance of good mental health and support others going through a tough time.

The voices of former rugby league players add weight to the words. As an Indigenous kid growing up in Ivanhoe, Joel Thompson shared his experiences. "He knew what it was like to face obstacles in school and go to bed hungry," Paul says. "It's important to have these conversations with the kids, so they know they aren't alone in dealing with these challenges."

## A team effort

Whether running drills inside or tossing a footy on the bare grass, the program has been a hit with students and teachers alike. Like every good captain after a win, Paul is quick to point to the entire team involved: Senior Constable Katie Hitchman, Senior Constable Renee Simpson, Senior Constable Emily Pavy, Senior Constable Cody Hildrew, Constable Gavin Campbell, Senior Constable Lindsay Sculley, ACLO Michael Jackson, ACLO Corrina Gibb, ACLO Graham Ruttley and ACLO Donald Cran.

Without Covid-restrictions to hold them back, Quiggy is already looking ahead. In August, he plans to bring back the inter-school Ron Gibb's 7's rugby league carnival. Students from Brewarrina Central School will travel to Sydney to see the NRL live as part of the *Bush To Post* program. Dinner with students and watching Thursday night footy in his own town of Bourke is a weekly ritual that he loves. "All these programs break down barriers and show the kids we care. We want to help them achieve their goals and keep them out of the juvenile justice system." He says.









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# Snow Allowance

**By Kirsty Membreno**  
Assistant Secretary /  
Industrial

As the colder months set in, the annual NSW Snow Season kicks into action. Officers seconded to assist with this year's season should be mindful that they may be entitled to a Snow Allowance negotiated several years ago by Your Association.

■ The Snow Season runs from the Friday of the long weekend in June to the Monday of the long weekend in October. However, the allowance should be paid beyond those dates in the event of an early-season opening or an extension of the season.

The allowance is paid to each officer attending to duties related to policing during the annual snow season. It is also agreed that this allowance is paid where accommodation is provided which is self-contained, meaning it allows access to proper meal storage and preparation areas commensurate with a 'living away from home' situation where officers can be self-sufficient.

This includes;

- All officers who perform duty from Jindabyne Station and are temporarily housed in the police barracks at the station.
- Officers stationed at Perisher Valley and accommodated at Perisher Valley in accommodation paid for by NSW Police.
- Officers stationed at Adaminaby and accommodated at Adaminaby in dwellings rented by NSW Police.
- Officers who perform temporary duty at Jindabyne, Thredbo or Perisher Valley and are accommodated in dwellings rented by NSW Police.

The allowance should apply to each day an officer is present in the temporary location, including days the officer may be on Rest Day, RLDs or Sick Leave etc.



SNOW PATROL: STAY FROSTY WITH THE RIGHT COLD WEATHER GEAR AND APPROPRIATE ACCOMMODATION

It is not paid on days when the officer leaves the temporary location, including Rest Days, RLDs, Sick Leave, etc.

*Note: Officers must inform their supervisor when they leave the temporary location so that the necessary adjustments can be made to the daily payable allowance.*

Payment forms part of the Travel Module on SAP to make payment available either by cash advance or subsequent EFT. If it is proposed to pay this allowance into the officer's salary, sufficient advances should be paid in cash to accommodate the period between taking up duty and the pay period containing the allowance payment.

*Note: The allowance is adjusted in accordance with annual movements in the March food and non-alcoholic beverages Sydney CPI figure. The allowance for 2022 is \$107.40 per day.*

## Cold Climate Uniform

Don't forget that officers working in Cold Climate Areas are also entitled to additional uniform items.

In stations considered 'Category 1', this should include a pair of gloves and four pairs of winter weight socks. 'Category 2' areas are also entitled to gloves, socks, and a fur-lined cap.

'Alpine' areas should receive all of the above along with:

- a pair of waterproof boots
- an alpine beanie
- four alpine snow skivvies
- an alpine snow vest
- a snow/rain jacket and
- snow/rain pants.

*Note: See clause 65.4–65.6 of the Crown Employees (Police Officers – 2021) Award to check which category your station falls under.*

## More resources on PANSW Portal

The PANSW Portal is your newest source for the latest news and resources. Under the Resources section, you can find several relevant fact sheets to ensure that you are up to date with your entitlements and obligations. Again, there is something for everyone, from annual leave and overtime to working in the heat and meal allowances claims.

To view this website section in the navigation bar, you will need to log in to the Portal. Access the invitation sent to your nominated email address by searching the subject line 'Welcome to the new PANSW Portal' in your inbox. Once you've logged in for the first time, you will only need your registration number and nominated password.



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# Emma Scott A thirst for life

By **Tim Sinclair** Marketing Manager / NSW Police Legacy

With both a father and mother in the force, a career in policing was always on the cards



(ABOVE) EMMA WITH HER YOUNGER BROTHERS, JOSHUA & TYLER.



(CENTRE) EMMA IS CURRENTLY TRAINING TO ENTER NSW'S POLICE ACADEMY (ABOVE) WITH HER MOTHER VICKI AND FATHER - SENIOR CONSTABLE DAVID SCOTT

■ It's not until I'm wrapping up the interview that it comes out that Emma Scott is not a drinker. Not a hugely important detail, even though she's just completed a Bundaberg distillery tour. "I did try the molasses," she says and then pauses for effect, "Won't be doing that again." Curiosity is what she's got: a hunger for learning about the world and a strong sense of family – it was her cousin's idea to do the tour, and she was happy to do so. After talking to Emma about her family history and future plan, this revelation makes sense.

## A tragic loss

Emma has been involved with NSW Police Legacy for nearly ten years. Her father, Senior Constable David Scott, became sick and passed away when she was 16. With her mother Vicki trying to cope with everything going on and twin brothers Joshua & Tyler just eleven years old, Emma's new responsibilities hit her heavily. "Mum even said she thought it was weird I didn't cry at the funeral, but I just had to hold it together."

## Growing up fast

Becoming a secondary parental figure to her two younger brothers, Emma juggled dealing with her own grief and trying to adjust while attempting

to finish high school. This meant she couldn't take advantage of NSW Police Legacy's outings and adventure camps. Her brothers did, however, and loved them. They loved being around kids in similar circumstances who knew just what to say and what not to say. However, the help that she was able to accept came in the form of Legacy education grants and scholarships.

## Following the family line

Emma made it through with that assistance (and, no doubt, a great deal of courage and determination). She is currently working hard on her physical fitness, training hard to meet the standard required to be accepted into the NSW Police Academy. With both a father and mother in the force, a career in policing was always on the cards. As a kid, she just thought that was what she was going to do. As an adult, that feeling has crystallised. "It makes me super proud to think that they've both helped out in so many ways," she says.

## A personal loyalty

"It wasn't until the last few years that it really just ... I just feel a loyalty to them," Emma says of the NSWPF. "They've always been there in the big moments."

It's a privilege to hear her speak with such genuine feeling about the Police Family. It's a phrase we use all the time, and for Emma, that's exactly what it is. Is there a particular area of policing she wants to get into? "Highway Patrol," she says definitively. "I have a thing with bad drivers." She's seen a lot of horrible accidents and feels like if she can help prevent even a few of them, that is time well spent.

## The importance of Legacy

Lately, she's also valued NSW Police Legacy for the stories she's been getting from us. On the cusp of her own career in policing, Emma realised that she didn't know much about her Dad's career.

She's been finding out more about him, even the little things like where and when he worked in different locations – things that her mother, living her busy life, can't recall.

"Whatever's needed, they find out!" she says, "It's great. I can't speak highly enough of Legacy and all they do for people."

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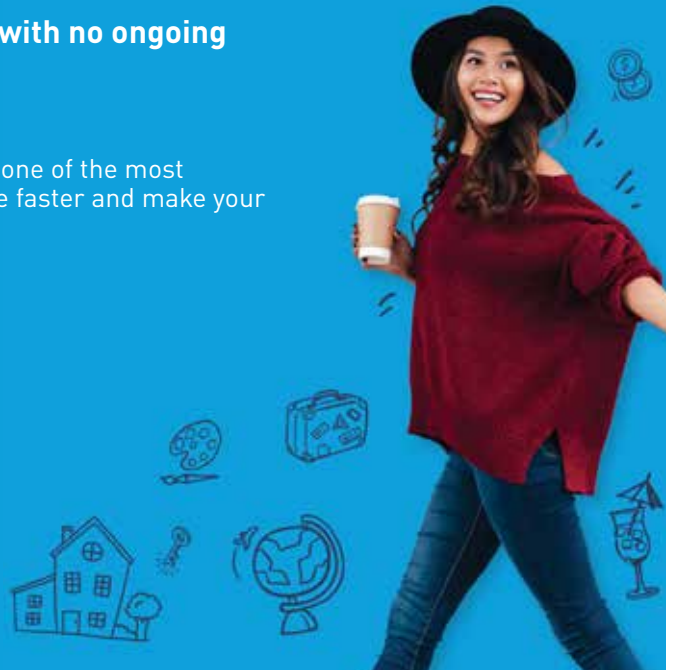
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2. For a full list of fees and charges including fees that have been waived for the U30 SUPER CHARGE Account please visit our website: [policebank.com.au/savings/u30-super-charge](http://policebank.com.au/savings/u30-super-charge).

3. This account is only available to members 18-29 years old who credit their whole salary to Police Bank. Once you are no longer eligible all credits, debits, and balances set up on this account and sub accounts will be transferred to the Easy Access [S1] account, unless other instructions have been provided by you the account holder.



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# Counting hours **not** heads

By Dr. Kate Linklater PANSW Research

Your Association is advocating for a better model of work that will improve outcomes for members, NSWPF and the community.

## The Headcount model (SAP)

■ Currently, the number of NSWPF employees is measured by the number of SAP positions filled via the Headcount Model (HM). The number of people working in a Command is measured rather than the number of hours worked. This model makes it difficult to measure productivity, as it assumes all officers are working the same hours when this is not the case.

## Full-Time Equivalent (FTE)

Many organisations have shifted to a Full-time Equivalent (FTE) model, reflecting the overall number of hours worked more accurately. The PANSW asserts that the FTE model will benefit members and the NSWPF. This model is calculated by the number of hours an employee has worked - divided by the number of hours a full-time employee is allocated over the same time period.

To illustrate the difference, compare the FTE amount and Headcount amount in the below table:

<b>Officer 1</b> 76 hours/fortnight (full time) 1.0 FTE vs 1 SAP position
<b>Officer 2</b> 38 hours/fortnight (part time) 0.5 FTE vs 1 SAP position
<b>Officer 3</b> 15.2 hours/fortnight (part time) 0.2 FTE vs 1 SAP position
Total combined hours actually worked <b>129.2</b>
Total hours available for three positions <b>228</b>
SAP positions filled <b>3</b>
FTE positions filled <b>1.7</b>



PANSW ADVOCATES A MORE FLEXIBLE, EQUITABLE MODEL OF WORK FOR ITS MEMBERS. IMPLEMENTING THE FTE MODEL WITHIN NSWPF IS AN IDEAL WAY TO DO THIS.

In the headcount model, each officer is allocated to one SAP position, meaning the Command fills three SAP positions. However, when combining the hours of the three officers under the FTE model, *there is a deficit of 98.8 hours per fortnight* - leaving the Command effectively short-staffed. Therefore, the Command would be entitled to an extra 1.3 FTE officers in this case.

While the Headcount (SAP number) model makes workforce planning easier to manage, it is not an effective way to get work done. The FTE model requires more planning and organising, but the benefits will likely outweigh any disadvantages.

## The benefits of FTE

The FTE model is beneficial to all members, regardless of the number of hours they work. Under this model, all allocated hours are available to have an officer present in the workplace.

Currently, part-time officers feel they need to work a full-time load in less hours to demonstrate their commitment to the workplace. At the same time, full-time

officers feel they are 'picking up the slack' for the hours left unworked when there is a part-time position on their roster. Both responses place the burden of high workloads on our members. The real solution is that there should be officers working those unallocated hours.

An FTE model takes away the problem by ensuring all officers maintain an equitable workload based on the hours they actually work – meaning there is an officer being paid to work for every hour of available work time.

This is expected to positively impact our members' wellbeing. It is well documented high workloads and lack of flexibility for police officers negatively affect them physically and psychologically, with part-time officers feeling guilt for not working the same hours as their full-time colleagues.

## Improving operational capacity

By providing more flexibility in part-time arrangements through the FTE model, part-time officers can be placed more easily to allow Commands to fulfil operational demands. The Command's hours can be filled, so applications for part-time work should not be rejected on an operational basis.

Officers may also be able to perform multiple roles within the Command e.g. if a DVLO works part time 0.5 FTE (38 hours per fortnight), the Command may have another full-time officer allocated to the role for the other 0.5 FTE (38 hours per fortnight).

The full-time officer may work the rest of their shifts in General Duties or another position. The DVLO role will be properly filled, and another officer will be able to learn further skills while still being in GDs.

Importantly, the FTE model will allow Commands to demonstrate their actual productivity more effectively. They will be comparing actual hours worked instead of number of personnel allocated. In this model, the number of personnel may be more, but some of those will be working less hours in the week.



# Thank you for Protecting our Community.



**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](mailto:prospect@parliament.nsw.gov.au)

Authorised by Hugh McDermott MP, 2/679 The Horsley Dr, Smithfield NSW produced using Parliamentary Entitlements June 2022.

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■ At Police Bank, we know it might seem tough right now for young people to be prioritising saving goals, but no matter what stage of life you're at or how much you're earning – we want to help.

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With a competitive rate of 2% p.a., U30 SUPER CHARGE has no minimum monthly transactions, no account keeping or ATM/EFTPOS fees, and includes an additional everyday transaction account with an easy-to-use Visa debit card.

"U30 SUPER CHARGE gives our younger members a great opportunity to get ahead and save faster at a time in their life when they're still studying or just starting out in their careers and need a leg up," Police Bank CEO Greg McKenna said. "When I talk to members, of all ages, they ask about their financial wellbeing and building for the future."

"This product highlights Police Bank is here to support our young members with targeted financial products to help them with their savings ambitions. We all want to see them get ahead and be future-oriented about their money goals."

The new all-in-one U30 SUPER CHARGE banking package allows members to use one everyday transaction account along with two savings accounts to reach both short and long-term financial goals – like saving for weekend trips away with friends while also working towards a new car or house deposit.

To earn the interest rate of 2% p.a., members simply need to have their salary paid directly to Police Bank each pay cycle.

U30 SUPER CHARGE is available now. Visit [www.policebank.com.au/savings/u30-super-charge](http://www.policebank.com.au/savings/u30-super-charge), call 131 728 or head to your local Police Bank branch to sign up today.

*At Police Bank, we know how important it is to be managing your money at every stage of your life, and you're never too old or young to start developing good money habits.*

*Here are our top tips for saving and having more financial freedom:*

- Create a budget so you know where your money is going and how you can cut down on expenses when needed
- Leave room in your budget for things that make you happy, so saving is realistic, achievable, and enjoyable
- Use the multiple savings accounts in your U30 SUPER CHARGE to keep track of different financial goals
- Automate your saving transactions each pay so it becomes a no-brainer
- Make sure to celebrate your savings milestones along the way!
- Build an emergency fund for unexpected expenses.

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(LEFT & CENTRE) SINCE MOVING TO REGIONAL NSW, DAVID & VICKI COTTEE HAVE BEEN BREEDING AUSTRALIAN STOCK HORSES AND PROVIDE FIRST AID FOR THE UPPER MURRAY HORSEMAN'S ASSOCIATION AND EQUESTRIAN EVENTS IN SOUTHERN NSW AND REGIONAL VICTORIA. (RIGHT) ANTELOPE CANYON, PAGE ARIZONA: THE EXPERIENCE CHANGED DAVID'S VIEW OF THE WORLD. PHOTOGRAPH – DAVID COTTEE

# Finding beauty through a new lens

By Sonia Roberts PANSW Police News

A trip to Arizona's Antelope Canyon sent former Detective Chief Inspector David Cottee OAM towards a new hobby and a way of seeking beauty in all things.

■ At the time of his December 2018 disengagement, David was the Crime Manager at the then Albury Local Area Command. He and his wife Vicki were acknowledged in the 2022 Australia Day Honours List as recipients of the Order of Australia Medal in recognition of service to their community. "We were both humbled and a little embarrassed that we had been singled out for such a prestigious honour, knowing how much everyone in our community gives back," he says.

## Starting again

The ending of his policing career was not what he had imagined, but David acknowledged his time had arrived. He suggested anyone who thinks retirement automatically translates into a life of leisure may be in for a shock. "I don't think I've ever been busier, even with the restrictions of COVID-19," he says. "My wife Vicki and I live in a small community on the NSW-Victorian border that thrives on local involvement and volunteer service. We have been extremely fortunate to have been so warmly welcomed since moving here in 2000. "It was this sense of community

that saw me driving back and forwards to Sydney for almost four years to accept a position as a Duty Officer at Burwood LAC before transferring back to Albury in 2011."

## The next adventure

On reflection, David suggested considering what life after policing will look like for those planning to take the leap into retirement. "Whatever you do, approach life with the concept of 'what can I do that will contribute? We become police officers because they are driven to provide service. That view may become corrupted by the work we undertake, dealing at times with the garbage of humanity, but it remains innate. To continue or re-engage that tenet provides a purpose to life beyond 'just going fishing'. I'm not saying don't do the things you thought you were going to do when you retire but find a way to make it purposeful. As police officers, we learned many skills, including negotiating with people and managing competing resources. Retirement or disengagement is the next big test of all those skills. The other part of this is the chance to surprise yourself by learning new ones."

## A new perspective

David and Vicki have always loved travelling and returned from their journeys with the usual series of "brag photos" and memorable moments. However, a trip to Antelope Canyon in Arizona changed the way David looked at his camera and how he sees the world. "I will be forever grateful to my wife for taking me there and to a Navajo woman who helped me that day with my camera. I have since undertaken some photography courses and upgraded my camera and lenses. I am obsessed now that I am a photographer." The now-beloved hobby has created a new sense of purpose. "The way that this has changed my life view is incredible. I can see beauty where before there was ugly; and the beauty is now even more beautiful. I have sold some of my works at local community markets, including large prints, photo books and a calendar of the local area. Recently, I had one of my photographs used to create a large screen at a local hospital and supplied the local council with a portfolio of local photographs for promotional purposes: it all goes to help fund new equipment."

# Police Association of NSW

## Summary of Financial Information

**For the Year Ended 31 December 2021**

The financial statements of the Police Association of NSW have been audited in accordance with the provisions of the industrial Relations Act 1991, and the following summary is provided for members in accordance with Section 517(2) of the Act, as applied by section 282(3) of the Industrial Relations Act, 1996.

A copy of the Financial Statements, including the independent Audit Report, will be supplied free of charge to members upon request. Certificates required to be given under the Act by the Accounting Officer and the Executive have been completed in accordance with the provisions of the Act and contain no qualifications.

### Summary statement of surplus and other comprehensive income

	2021 (\$)	2020 (\$)
Membership revenue	<b>18,311,261</b>	17,657,896
Other income	<b>4,864,923</b>	2,216,569
Total income	<b>23,176,184</b>	19,874,465
Less total expenditure	<b>17,441,726</b>	17,429,627
Result for the year	<b>5,734,458</b>	2,444,838
Re-measurement of net defined benefit obligations	<b>72,033</b>	33,249
Fair value movements in land and buildings -		(20,000)
Total comprehensive income attributable to members	<b>5,806,491</b>	2,458,087

### Balance sheet as at 31 December 2021

Total equity	<b>59,845,607</b>	54,039,116
Represented by:		
Current assets	<b>8,074,138</b>	4,035,626
Non-current assets	<b>57,468,234</b>	55,597,159
Total assets	<b>65,542,372</b>	59,632,785
Current liabilities	<b>5,609,413</b>	5,447,793
Non-current liabilities	<b>87,352</b>	145,876
Total liabilities	<b>5,696,765</b>	5,593,669
Net assets	<b>59,845,607</b>	54,039,116

Information to be provided to members or registrar in accordance with the requirements of the Industrial Relations Act, 1991 [NSW] the attention of members is drawn to the provisions of Sub-Sections (1) and (2) of Section 512 which read as follows:-

A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.

An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

Members are advised that the Fair Work Commission have determined that Section 254 of the Fair Work (Registered Organisations Act) 2009 required that all members of the Police Federation of Australia, NSW Police Branch be provided with an Operating Report. A copy of the report has been published on the PANSW website [www.pansw.org.au](http://www.pansw.org.au). Alternatively, a hard copy can be posted to members free of charge by contacting the Police Association's Information and Organising Centre on 02 9265 6777.

# Police Association of NSW

## Additional Information Under the Rules of the Association

**For the Year Ended 31 December 2021**

### **Report of the Independent Auditor on the Summary Financial Statements to the members of the Police Association of NSW**

#### **Opinion**

The summary financial statements, which comprise the summary balance sheet as at 31 December 2021 and the summary statement of surplus or deficit and other comprehensive income for the year then ended are derived from the audited financial report of Police Association of NSW for the year ended 31 December 2021. In our opinion, the accompanying summary financial statements a fair summary of the audited financial report.

#### **Summary Financial Statements**

The summary financial statements do not contain all the disclosures required by Section 510 of the Industrial Relations Act 1991 (NSW) or Australian Accounting Standards. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

#### **Report of the Independent Auditor on the summary financial statements to the members of the Police Association of NSW continued...**

#### **The Audited Financial Report and Our Report Thereon**

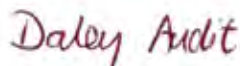
We expressed an unmodified audit opinion on the audited financial report in our report dated 3 May 2022. The audited financial report is included in the 2021 Annual Report. Our Independent Auditor's Report to the members dated 3 May 2022 on the Financial Report did not contain any particulars of any deficiency, failure or shortcoming as referred to in the Industrial Relations Act 1991 [NSW], as applied by Section 282(3) of the Industrial Relations Act, 1996.

#### **Executive's Responsibility for the Summary Financial Statements**

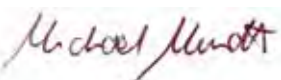
The Executive is responsible for the preparation of the summary financial statements.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.



Daley Audit



Michael Mundt  
Partner

3 May 2022, Wollongong

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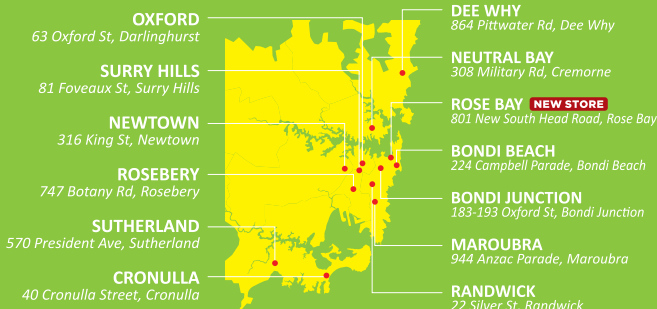


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## On the march: Anzac Day

HONOURING SERVICE: COMMISSIONER KAREN WEBB IMPRESSED EVERYONE DURING THE INSPECTION, STOPPING TO TALK TO EACH INDIVIDUAL

■ The NSW Police RSL sub-Branch members proudly took part in this year's City of Sydney ANZAC Day March. The sub-Branch contingent marched behind a small number of current uniformed NSW Police Force officers, led by the Police Military Band. "We are honoured to announce Commissioner Karen Webb APM recently accepted an invitation to become the Patron of the NSW Police RSL sub-Branch," sub-Branch Secretary Bruce Howe says. "Prior to stepping off, Commissioner Webb inspected the entire group, including the Police Pipe Band."

Following the march, the sub-Branch hosted a lunch at Club Sydney. At lunch, police national servicemen who served as Military Police during the Vietnam War gathered at "the naughty boys' table". Bruce spoke of the importance of recognising the service of retired and former police who are members of the sub-Branch, and also the service of current police officers who are either ex-military or current reservists. "Many served overseas in multitude areas of conflict, through military or peacekeeping duties," David says. "For 2023, I would like to see a strong contingent of current police marching in uniform alongside members of the sub-Branch, and I will be writing to Commissioner Webb with a view to making that happen," he added.

Amid recent media reports of a declining RSL membership, NSW RSL President Ray James has called for

"younger veterans" to help secure the continuation of the movement. Membership of the NSW Police RSL sub-Branch is open to current and retired members of the NSWPF who satisfy the military service and other criteria\*.

Associate members are encouraged to nominate former colleagues who are still actively serving their communities outside of policing for recognition.

PANSW Associate Superintendent Beth Docksey (Stirton) APM was presented with the Albury's Citizen of the Year (2022) award for her work with the Murray River Retired & Former Police Association of NSW.

PANSW President Kevin Morton said many police, some retired or disengaged and others still serving, had been recognised through local, Australia Day or Queen's Birthday Long Weekend Honours. "The service ethic that has been a big part of your working life can and does go beyond the badge," he says. "There are so many officers who are deserving of recognition for the community work they are doing outside of or after their policing careers. More commands are turning to their retired and former members to help guide the current cohort of officers. It doesn't matter what rank you hold – understanding the history of your station and the people who have been before you allows you to make more informed choices throughout your time at a command".

Former police officers are also encouraged to make inquiries regarding their National Police Service Medal eligibility. 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. If you were medically discharged before 10 years of service, you could also make an application and be eligible to receive it if you didn't receive the medal automatically.

Sergeant Graeme Stephens, Senior Constable Ann Smart and Senior Constable James Hughes were recently presented with the National Police Service and NSW Police Medals in Albury after the service was delayed due to Covid. Both made post-service applications, with Ann being awarded in the medical retirement circumstance.

"Your service is, was and always will be important. The time you invested in the people of NSW deserves recognition," PANSW President Kevin Morton says.

A downloadable copy of the application form can be found on the NSWPF website.

\* FOR MORE INFORMATION, VISIT [WWW.NSWPOLICERSLSUBBRANCH.COM](http://WWW.NSWPOLICERSLSUBBRANCH.COM).

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# Conversation Ron Mason

In 2011 Superintendent Ron Mason was appointed Chair of the NSWPF's Red Tape Review. With an eye to the future Ron reflects on the challenges he faced identifying and cutting Police 'Blue Tape'.

## On keeping his finger on the pulse:

*"I tried to maintain operational policing throughout my career, even as a Local Area Commander...I remember working the truck in The Rocks when someone went off sick one night, and they had no replacement."*

## On the process of establishing a diverse Committee:

*"To me - if you're going to have change, you need to involve those most affected by the change. You also needed representatives that are high up [in their divisions] and can make decisions...and who can tell you why things can't be done so you can tell them that they can."*

## On the submissions gathering process:

*"Half the responses we got were from people in the field - to do with domestic violence and motor vehicle collisions...the things that affected them from day to day that takes*

*up their time that they could be otherwise spending doing proactive policing."*

*"I spoke to every single one of them. How are you going to get people to respond to you if they feel like they're just going to be flicked away? You need to talk to people."*

## On the barriers:

*"A lot of areas are only concerned with their section. These people have a different point of view, but that is not to say that they are wrong. You need to look at the whole system, not just 'this affects me'."*

## Advice for streamlining processes in the new review:

*"You've got to involve the people that are going to be affected. Without their involvement, you're not going to get their point of view. They're going to agree [with the recommendations] if they feel they've had some level of participation."*



*"You've got to have the energy to drive it and push it through; you need to give your time and effort to make it successful. There were certain things that touched your heart, and you'd drive it with a passion."*



CLICK ON THE QR CODE TO WATCH THE FULL 13 MINUTE CONVERSATION WITH RON MASON ON PANSW'S VIMEO PAGE.

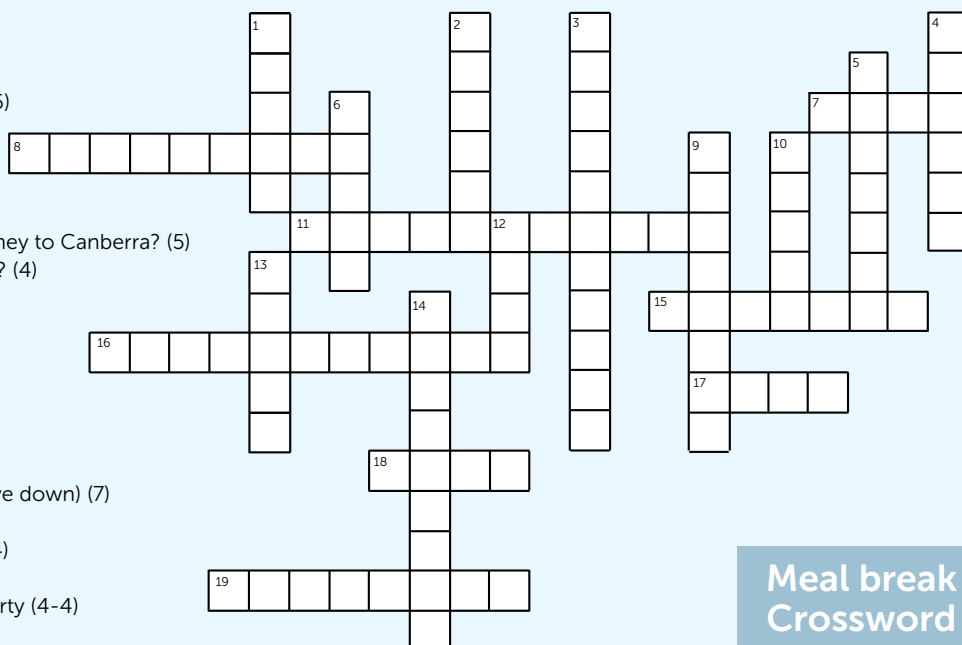
## Down

1. PANSW President's first name (5)
2. Mash-up of languages (6)
3. French Open makes 22 wins for who? (6-5)
4. An idea put up for a formal vote (6)
5. Excessive and redundant processes (3-4)
6. Kerry O'Keeffe's moniker (5)
9. Spoken phrases common to a group (8)
10. Approximately how many 100s from Sydney to Canberra? (5)
12. Winner of Giro d'Italia wears what colour? (4)
13. Kicked his 1000 as a Swan (5)
14. A new pandemic? (6-3)

## Across

7. Widely-held and deeply-(....) (4)
8. One's sphere of operations (9)
11. 70 million for no seats (5-6)
15. Diminished or reduced (an anagram of five down) (7)
16. Wallaby née Senator (5-6)
17. To swear / a stubborn person or animal (4)
18. Independents wore what colour? (4)
19. Remote, rural, electronic dance music Party (4-4)

ANSWERS: PAGE 1



Meal break  
Crossword



# Ordinary people, *Extraordinary* lawyers.



Erin Sellars

## New Office Opens in Liverpool

From 2 May 2022 our new office at Suite 2A Level 2, 300 Macquarie St, Liverpool will be open for business. These modern offices will be housing all our Sydney staff. Clients who wish to have face to face appointments in Liverpool may book an appointment. Of course, Erin will continue to service all her regular venues as well as arranging telephone and zoom attendances where this is appropriate.



Don Cameron

## High Court Opens the Door to Damages ... A little

Police & Emergency Services workers injured at work, particularly those suffering psychological injury, have for years had a difficult task pursuing proper compensation by way of damages in NSW. The insidious nature PTSD and associated illnesses means that those suffering such injuries do not appreciate that their worsening mental condition is caused by work. If you are physically injured, it is immediately apparent that you have suffered injury and what caused that injury. Psychiatric injury does not work like that. First it is not always immediately recognized as an injury and second its cause is often only apparent to a trained medical clinician.

So such injuries are not always reported thus allowing the employer to deny breach of duty on the basis that they had no knowledge that the worker suffered psychiatric injury.

On 13 April 2022 the High Court of Australia handed down their decision in *Kozorov v Victoria* [2022]HCA 12. The case throws some new light on the duty of an employer to provide a safe workplace for workers who may be exposed to vicarious mental harm through the nature of their work.

Ms Kozorov was a young lawyer employed by Victorian Police Prosecutors Office and assigned to a special unit that prosecuted serious sexual assault matters including assaults upon children and child pornography prosecutions. Stressed and overwrought by her work, including her mountainous workload, she developed abnormal behaviors which would be familiar to many emergency service workers.

These problems came to a head in August 2012. She was terminated by the Victorian Police on 20 April 2012. The High Court found Victorian Police breached their duty of care in failing to provide a safe workplace. Further they rejected the defendant's that the failure to offer redeployment to another section of Prosecutions was not proven to be an effective response to Ms Kozorov's situation.

The case opens the door to a more lenient approach by the Courts to workers suffering vicarious trauma by transferring some of the responsibility for appreciating the risk of such harm in these types of employment back to the employer. In our view a more realistic approach to assessing breach of duty.



Sharla Sutcliffe



Lauren Rowlands

**Attending - Penrith Gosford Newcastle Wollongong Sydney Canberra  
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