

PANSW

POLICE ASSOCIATION OF NSW

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Police News



Police lobby Canberra ahead of coming Federal Election

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Cover

The Police Federation of Australia (PFA) lobby Canberra ahead of a Federal Election

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PANSW Vice President

Ian Allwood

■ It has been my honour to relieve as PANSW President while Kevin Morton takes a well-earned Christmas and New Years break.

With the 2024 Award now accepted by the IRC, members should start noticing back pay and no doubt look forward to the pay rises and generational changes to pay scales.

As your Vice President, I'm proud to be part of the PANSW. Our negotiating team, staff and Executive have achieved an Award result that has exceeded any other public sector agreement. The overwhelming yes vote by the membership endorsed this hard work.

Moving into 2025, the PANSW will not be resting idly. Your union will keep pressuring the NSW Police executive and all sides of the Government to bring staffing levels up to take the pressure off our members. I am acutely aware that as police we are delivering a very high degree of service with significantly diminished resources. The PANSW will continue to support all sections and remain steadfast in its mission to respect,

reward and retain the best police in the country.

Our Blue Tape workshops at the PANSW Biennial Conference identified some 80 projects to help our members deliver service to the community. We want to see these implemented and rolled out expeditiously in 2025 to help our members.

In late 2024, numerous PANSW branches across the state passed motions pushing back on work that does not entail the nature of the role of a New South Wales Police Officer. Where the task or job is the primary role of another agency, the PANSW will continue to advocate that police should not be a default agency. Police officers are often described as universal problem solvers. Other NSW agencies need to step up and take the pressure off our policing front line. The PANSW will continue to support our branches in helping to bring about change.

I'd like to officially welcome Inspector Peter Foran as the Commissioned Officers representative to the PANSW



Executive. Peter is an experienced PANSW campaigner, and I have no doubt he will robustly represent his Branch by bringing the insight and expertise of our most experienced police to the Board table.

On behalf of the PANSW Executive and staff, thank you for your support. The PANSW only exists because of our membership. In 2025, we look forward to achieving great results for our members.



2025 WILL SEE AUSTRALIA GO TO THE POLLS IN A FEDERAL ELECTION. PANSW PRESIDENT KEVIN MORTON IS WASTING NO TIME ADVOCATING FOR POLICE AND POLICING

PANSW President Kevin Morton

Building on last year's success

■ Members, a belated welcome to 2025. I hope that all of you managed to spend some time with your family and friends over the Christmas and New Year period, but I also want to thank those that worked during this time in keeping their communities safe.

I took a period of leave during this time and I want to thank the Vice President Ian Allwood for stepping into the role and ensuring the operational duties of the PANSW kept ticking over during what was a busy time.

The risks and challenges of policing don't stop during this festive period and from mid-December to the start of January we saw eight Critical Incidents called by various Region Commanders involving up to 54 members either directly involved or as witness officers.

As is always the case, we had Field Organisers and in some cases Branch Officials on the ground assisting each and every one of those members during their time of need; support that will continue either by way of legal or welfare assistance in every one of those matters until its finalisation.

2024 ended in the culmination of many months of work with the finalisation of the Crown Employees (Police Officers 2024) Award; a pay deal unlike any other that I've seen in my 35 years of policing. Late January, we communicated to the

membership about the phasing of back pay and by now all members should have seen the first phase of the back pay based on the percentage increase on your current incremental pay scale salary inclusive of any payments relating to differences in your current salary including user pays, allowances, relieving and overtime.

The second phase of the back pay required NSW Police Force to build system enhancements to support this phase. This phase includes new incremental pay scales including enabling officers' transitioning to the new pay scales in accordance with their usual increment date, implementation of the Field Training Allowance, modernisation of on call telephone recall for non-designated officers and payment of an additional one-off leadership and retention recognition payment. I am hopeful by the time this article is published or shortly after that the second phase will be completed and members will have this further additional money in their bank accounts.

As I look ahead to what 2025 has in store, there is still much to be done. Issues like enhancements to streamline domestic violence and the way we record it, how we deal with mental health related incidents, prisoner transport, operational capacity and First Response Policing Agreements are all still key is-

sues that have not progressed quickly enough for my liking and I am committed to advocating at the highest levels of Government and the NSW Police Force to see benefits in these areas flowing down to the frontline.

The latter part of 2024 was all about achieving the best outcome for our members in New South Wales and I was totally committed to this. However, in September 2024, after the departure of the Police Federation of Australia President Ian Leavers from Queensland, I nominated and was elected unopposed to this role alongside CEO Scott Weber. Through this role our membership now has a definite footprint in the Federal political space. Contained in this edition is one of the issues that we will be tabling to all sides of Government in the lead up to the Federal election which is the concept of a Blue Card. I encourage you to read this article and I hope that in the future I will be able to bring you more updates for not only what we're doing here in NSW but also federally.

Again members, from the bottom of my heart, thank you for the work that you do. It is an honor to lead your Police Association as I look forward to the opportunities and challenges that 2025 has in store.

\$15



Elyssa King PANSW Media & Communications Officer

Wanding Operations Combat Knife Crime

■ New laws giving police temporarily increased powers to target the illegal possession of knives and reduce knife-related crime were introduced in December 2024.

In April 2024, The Police Association of NSW was at the forefront of advocacy in calling on the NSW Government to make legislative changes to get knives off the streets and ensure the community's safety. The call for increased powers for police followed in the wake of the Bondi and Wakeley attacks. The additional powers would allow police to scan people for knives using a handheld scanner or wand in designated areas, such as transport hubs, hospitality venues and other crowded places.

"Using wands will give police an additional preventative tool in their kit

to detect these dangerous implements in designated areas and keep the community safe." PANSW President Kevin Morton said.

"This stop-and-scan approach has already been successfully implemented in Queensland, with hundreds of weapons removed from the streets."

"Implementing these measures shows that public safety is paramount. Shopping centres should be places where people can gather without fear. Transport hubs should be destinations where the public can safely transit between locations, not vehicles for knife-related crime."

The NSW Government responded quickly. Legislation was introduced in May 2024 as part of a suite of reforms designed to enhance the community's safety.

"My hope is that these commonsense reforms stop people from taking a knife into the community and prevent some of the devastating outcomes of knife related violence we have seen in recent months." NSW Premier Chris Minns said.

"The NSW Government is committed to tackling knife crime to keep our communities safe and these reforms send a strong message that knife crime is not tolerated."

In early December 2024, the new laws were activated. A senior police officer of the rank of Assistant Commissioner or above can now turn on the wanding powers to be used in designated areas including at public transport stations, on public transport vehicles within two stops of a designation transport station, shopping precincts, and other public

places designated by regulation, at special events and places that are part of the night-time economy.

Senior police officers can declare these zones for up to 12 hours, with an option to extend that timeframe if specific criteria are met.

Importantly, wandering powers can be turned on for areas where there have been issues related to knife crime or knife possession offences where one of the following have occurred in the last 12 months:

- At least 1 offence committed by person armed with knife or weapon
- At least 1 serious indictable offence involving violence
- More than 1 offence of knife possession or prohibited weapon possession

This gives police the power to wand for knives or weapons in a designated place without a warrant.

In addition to the wandering provisions, the legislation will also make it illegal to sell knives to a child under the age of 18, with exemptions for retailers selling to young people who need a knife for their work or study, as well as increasing penalties for people selling knives to young people under the age of 18.

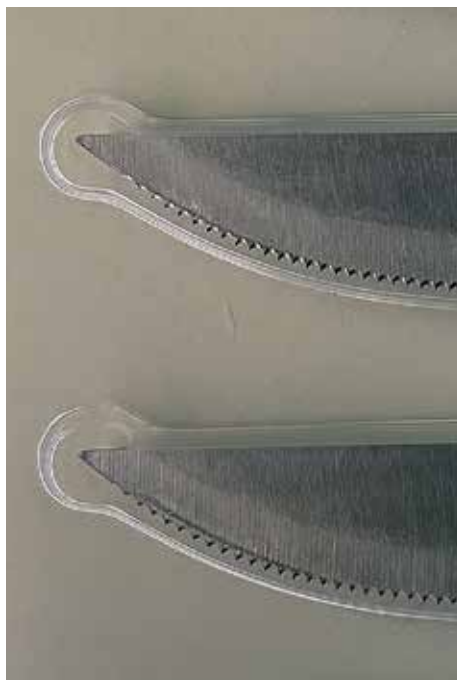
These reforms build on the NSW Government's continued efforts to address knife-related crime and strengthen the safety and security of communities across NSW, including:

- Doubling the maximum financial penalty for selling a knife to a child under 16 to \$11,000 and introducing a custodial sentence of up to 12 months;
- Creating a new offence prohibiting the sale of a knife to a child aged 16 or 17 without a reasonable excuse, with exceptions for young people needing knives for legitimate purposes such as work or study;
- Doubling the maximum penalties for various knife-related offences
- Supporting high-impact police operations like Operation Foil, which targets knife crime and anti-social behaviour. In its latest phase, from April 11–13, 2024, police seized 51 knives and weapons and charged 145 individuals with weapon-related offences. Over the past year, almost 4,000 knives have been confiscated in public places.

With the laws coming into effect on 9

December 2024, a press conference was held at the Sydney Police Centre. PANSW President Kevin Morton stood with the NSW Premier Chris Minns, Commissioner of Police Karen Webb and Minister for Police and Counter-Terrorism Yasmin Catley.

The proposed reforms were based on Jack's Law in Queensland, implemented after 17-year-old Jack Beasley was fatally stabbed on the Gold Coast in December 2019.



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"Jack was out with a group of friends in Surfer's Paradise early one evening. They were set upon by a group of young thugs walking around armed with knives for no reason whatsoever. He was stabbed twice...and he never came home. It was a horrendous time for us and our family," Jack's father Brett said.

As the founders of the Jack Beasley Foundation, Brett and Belinda Beasley have honoured Jack's memory through their advocacy work. Through their charity, they have committed to educate young people about the dangers of carrying a knife and the long term effects of youth violence on offenders, victims and their families and friends.

Jack's Law passed in Queensland in 2023. The trial over two years saw hundreds of weapons seized. In

September 2024, Queensland Police reported that 689 weapons had been seized during more than 7,000 operations across the state. More than 72,000 people were wanded during the operations, with 1,950 people charged with more than 3,500 offences. The weapons that were seized range from kitchen and butcher's knives, tomahawks, hammers, hunting, knives and more.

Jack's parents were instrumental in consulting on the creation of the legislation in NSW and spoke passionately about their determination to see Jack's Law introduced nationally. PANSW President Kevin Morton used the opportunity at the press conference to state that he believed a national approach was required and was happy to support this approach in his capacity as Police Federation of Australia President.

Premier Chris Minns said the new laws were a necessity to ensure that the community felt safe.

"I know that these new laws will be inconvenient for people - but we can't take chances when it comes to public safety.

"These new laws which start this week are about ensuring the public feels safe, and secondly and perhaps most importantly, to change the culture.

"To send a strong message to young people in particular, if you're going to go out at night, don't take a knife with you because there's a very good chance, you'll be wanded or scanned at a New South Wales train station.

"I have no doubt that these reforms will save lives, because people will think twice about carrying a knife with them."

Police Minister Yasmin Catley said the new powers would be an additional tool in the kit for police officers to combat the scourge of knife crime and help protect the community.

"These new powers give police further capability and resources to quickly detect concealed knives before someone has the chance to use them."

"Police work tirelessly to keep us safe and this reform allows them to continue this important work. I want the community to have the confidence that this government is committed to giving the NSW Police Force all the tools required to combat violent crime."

Aleks Boromisa Industrial Officer Specialist Regions

Extending Relief Pool to Members on Annual Leave

NSWPF Relief Pool trial builds towards its final shape

Members would be aware that since August 2023 the NSW Police Force (NSWPF) has implemented a Region Relief Pool concept, allowing members to work additional shifts whilst they are on various types of leave (extended leave, parental leave or leave without pay). The original re-iteration of the Relief Pool did not include annual leave.

The PANSW has been informed that the Commissioner's Executive Team (CET) endorsed an extension of the Relief Pool to now include officers on annual leave. This will be done on a trial basis firstly and subject to the review and satisfaction of the CET and in consultation with PANSW, it may be introduced permanently. The trial will be conducted on the following basis:

- Phase 1 – to run over the roster cycle commencing 22 December 2024. In Phase 1, eligible officers will only be able to opt in to work additional hours at their substantive location only.
- Phase 2 – to run over the roster cycle commencing 2 February 2024. In Phase 2, eligible officers will be able to opt in to work additional hours at any trial location within their region. E.g. officers from North West Metropolitan Region can work across Nepean, Blacktown and/or Mt DrUITT PACs.

The following conditions will apply during the trial period:

- Officers must have availed themselves of a minimum of two weeks leave in accordance with the Award requirements, prior to being eligible for application.
- Officers must be on an approved block of annual leave - generally five days or more
- Officers must be aware of the relevant rate of payment and condition provisions relevant to the Relief Pool
- Commands must ensure compliance with pre-existing Fatigue Management and Work Readiness Guidelines to

support appropriate fatigue, work health and safety oversight and governance arrangements at the local level

Trial review

The trial is intended to run for a six (6) month period only. Following the conclusion of those roster cycles the following matters will be considered:

- Number of additional shifts worked
- Impact on first response for PAC/OD
- Use of overtime in each PAC/PD
- Officer participation numbers
- Commander/officer feedback
- Review of any practical issues that may arise e.g. through use of common appointments
- Any other factor considered relevant

The PANSW expects to be consulted on the outcomes of the trial and will report these back to members. The PANSW welcomes any feedback from participating members over this period to assist with our response.

It is important to highlight that participation in the relief pool is voluntary for officer participation and rosters should not be used as a forced cancelled rest day or recall from annual leave. There are appropriate penalties prescribed in the Police Award should an officer be recalled from annual leave or should there be a cancellation of a rest day with less than 24 hours notice.

Rate of Payment

Officers participating in the relief pool will be remunerated at their ordinary rate of pay, plus 1/12th loading to compensate for annual leave. In circumstances where officers work a relief pool shift and are required beyond the ordinary shift length – the hours worked over the shift will then be considered overtime.

The applicable shift allowances and

public holiday loadings will be payable for shifts performed by relief pool officers in accordance with the Award.

The rate of payment is on the basis participation in the relief pool shifts are voluntary. The shift performed is not considered a recall or overtime that is operationally required.

Members should consult the NSWPF Relief Pool Practice Guide which is available on the NSWPF Intranet.

History of the relief pool

At the 2022 PANSW Biennial Conference, Delegates discussed challenges with staffing experienced when officers were absent from the workplace. Following discussions and extended debate led by the Commissioned Officer Delegates, a motion of urgency was passed seeking the PANSW to negotiate a process to enable the replacement of staff during absences from the workplace on a voluntary basis by those officers who were willing to work extra shifts to fill the gaps.

The motion instructed the PANSW to negotiate with NSWPF to create a relief pool of available officers to fill vacant shifts. All Commanders could seek to access officers in the relief pool.

Following the passing of the motion, the PANSW began negotiations with the NSWPF as part of the Award negotiations process to consider an appropriate relief pool concept to assist Commands in replacing shifts when staff were absent.

The intent of the relief pool is to:

- Enable operational continuity when officer/s temporarily leave the workplace on approved leave types.
- Provide a source of additional operational capability to region/ equivalents to allocate resources in response to emerging operational needs.
- Provide a source of capacity/capability to backfill vacant working hours



CLICK THROUGH WITH THIS QR CODE TO WATCH THE FULL 11 MINUTE DISCUSSION.



In 2024 PANSW's Angus Skinner and Dr. Kate Linklater sat down with Superintendent Brendan Gorman to discuss the origins of Relief Pool, the Central West trial and how it went.

resulting from officer flexible working arrangements/leave/other.

- Enable the NSWPF to operate with flexibility for both an organisational and individual benefit giving officers on leave the opportunity to take on extra shifts for additional pay.

A trial of the relief pool concept consisting of two phases commenced in early August 2023 with Nepean, Mt Druitt and Blacktown PACS participating in the

North West Metropolitan Region and Chifley and Central West PDs in Western Region. The second phase commenced in late September 2023, with the mentioned Commands continuing in the trial, along with all PACs attached to Central Metropolitan Region and Child Abuse Squad attached to State Crime Command.

Following the successful trial period, the Commissioner's Executive Team has approved a permanent roll out of the

relief pool as part of business-as-usual operations. The latest amendments allow for the introduction of a six month trial period for the inclusion of officers on annual leave from 22 December 2024.

For any enquiries or clarification on the process please speak with your local branch official or contact the PANSW Information Organising Centre on (02) 9265 6777 or info.centre@pansw.org.au

Leo Solomon Industrial Officer

Relief pool vs Recall What are the different entitlements under the Award?

■ The relief pool was implemented in stages beginning in August 2023 as result of numerous PANSW Conference motions which pressed for flexibility and the ability to fill shifts that were vacant in Commands due to officers on leave. It allows officers to work additional shifts whilst on various types of leave, including parental, annual, leave without pay and extended. Officers who work a relief pool shift will be paid 1 and 1/12th of their wage rate, the 1/12th being compensation for the forgone leave accrual.

Sounds simple right? When you throw in other entitlements from the Award such as recall, cancelled rest, recall on parental leave etc, it can become a nightmare to ascertain and establish what direction or request is being made by the employer and what your entitlements and or obligations are. If in doubt, always give your Association Branch Official a call or our IOC on 9265 6777.

The process

The usual process for relief pool is before commencing your period of leave (assuming you meet the criteria detailed elsewhere in this journal), you voluntarily put your name down to be contacted as a potential participant in the relief pool during your period of leave. This means that you may or may not be contacted if you would like to work a shift or shifts during your leave. Notice periods are not required; however it will obviously help in the officer's decision on whether to accept the shift. It is voluntary to be in the relief pool.

If they call me, do I have to accept?
– No. Even if you are in the relief pool, and you are contacted for a shift, it is voluntary whether you want to accept the shift.

I've got a call from an HRDO asking if I'd like to work. What should I clarify?

Now this is where it becomes complicated. We are getting a lot of different enquiries about requests, where the requester uses many different words instead of relief pool. Some include

cancelled rest, overtime, recall and recall on parental leave. You should clarify from the requester, what is the request, is it a direction to attend work and if so, what will be paid (overtime, recall). If you are required/being directed this is a recall provision from the leave period you are on. Where possible, get this detail in writing.

What are the different entitlements you're talking about?

There is no such thing as a "cancelled rest day" whilst on a period of leave. It is impossible for this to exist, as rest days or RLD's are not leave, therefore cannot be cancelled.

Secondly, a recall for duty is provided for under clause 53 of the Crown Employees (Police Officer -2024) Award and is subject to a direction of a senior officer of the NSWPF (or by own initiative) if responding in public interest. Depending on the circumstances this could be considered compulsory, and as such there are overtime penalties involved. For the purpose of a recall whilst on annual/extended leave clause 53.8 applies:

53.8 Recall During Annual and Extended Leave

- 53.8.1 A Non-Commissioned Officer recalled to duty during any period of annual or extended leave may elect to be re-credited with a full day's leave for each day or part thereof involved in the recall to duty or to be paid a minimum of eight hours at the rate of time and one half for each day or part thereof. (i.e. time and one half in addition to ordinary rate). For the purpose of this subclause a full day's leave will equate to an ordinary rostered shift in accordance with the agreed flexible roster under which the Non-Commissioned Officer is working at the time the leave is taken.
- 53.8.2 Time worked in excess of eight

hours on any recall to duty during annual or extended leave will be compensated at the rate of double time.

- 53.8.3 Travelling time incurred in any recall to duty from annual or extended leave which falls outside the minimum eight hours granted under paragraph 53.8.1 above will be compensated at the rate of ordinary time

As such if the officer is recalled, they will be paid 1.5 times their hourly rate, for a minimum of 8 hours. After 8 hours it goes to double time. Also travel time if the recall extends beyond the minimum 8 hours is compensated at ordinary time. If the recall is less than 8 hours, then only the amount of travel time which extend over the 8 hours, will be paid.

What if I am recalled while on parental leave?

Now this is a tricky one. Officers who are required to work (i.e. recalled) whilst on Paid Parental Leave that are not completing a relief pool shift are not to be managed as overtime or recall, and instead are processed as a rostered shift and the leave hours to be added to the end of the leave period, thereby recredited to the end of the officer's leave period. It is important to note this should only be done in exceptional circumstances and primary care givers should not be contacted in the first six weeks following birth. Any officer that doesn't feel their recall on parental leave meets this threshold should call the PANSW to get further advice.

An officer who is on parental leave at half pay and is recalled from duty will:

- a) be paid at the full ordinary rate of pay for all time actually worked on any such recall with a minimum of 3 hours (i.e. half pay topped up to full time rate), and
- b) have a leave adjustment of one day at parental leave for each day or part of a day involved in such recall, added to the period of leave.

The above table breaks it down.

Lets look at some example below.

Words used by requester	Payment (hourly rate)	Compulsory?	Any notice?
Relief pool	1 and 1/12th (and paid leave as well)	No	No notice period required, however in the Command's interest to give as much notice as possible.
Recall whilst on annual or extended	1.5 x for first 8 hours, double time thereafter (and paid leave) Or member can choose to have annual leave recredited for use at another mutually agreeable time. Also travel time if your recall extends beyond the minimum 8 hours it compensated at ordinary time.	Yes if reasonable	No, as per above
Recall whilst on parental leave	An employee who is recalled from paid parental leave will have one day added to the period of such leave for each day or part day involved in the recall.	Potentially yes if 'exceptional circumstances' & reasonable	No, as per above
Cancelled rest day if not on leave	Overtime rates applicable 1.5 x first 2 hours Double time thereafter	No but can be requested	Less than 24 hours notice overtime applies, more than 24 hours notice no overtime

Relief Pool

Senior Constable Blogs volunteered to be in the relief pool before commencing four weeks of annual leave. He gets a call from the GAO asking "Hey Bloggsy, we're short on car crews this Tuesday. Can you do a 12 hour relief pool shift for us?"

The Senior Constable responds, "Oh I don't know, I don't really want to interrupt leave, but yeah ok", confirming he will do the shift for sure. Blogs will receive his annual leave paid, as well as 12 hours and 1/12th ordinary time paid to him. The offer by the GAO was not a compulsory direction, and the officer could decline the shift if he'd prefer to continue his leave.

Cancelled Rest

Constable Smith volunteered to be in the relief pool before commencing 16 weeks of parental leave. She gets a call from the roster officer asking "G'day Constable, are you free for a cancelled rest on Xmas day?, We're a bit short and need someone to fill a gap on the roster."

The Constable really doesn't want to work, as she wants to spend Christmas

with her family. However she accepts the shift without asking clarification as she doesn't want to get in trouble, she's pretty sure its compulsory and she can't say no. After completing her shift, she's then paid 1 and 1/12th ordinary time for her 12 hour shift in addition to 12 hours of public holiday rates for Christmas day. Constable Smith approaches the roster officer, "Why haven't I been paid overtime, you said this shift was a cancelled rest?". The roster officer responds, yeah it cancelled your rest whilst on leave, but it isn't overtime as a cancelled rest as the officer is on parental leave.

Constable Smith should have sought clarification from the roster officer on the call. Cancelled rest does not tell us what type of recall to duty this is. Is it relief pool or is it a recall? It is unclear. If it was a relief pool shift, or a recall or recall on parental leave. If it is relief pool, then she has been paid correctly, however then it was voluntary, and the constable did not need to accept the shift.

Recall

Sergeant Dale indicated she would

like to be on the relief pool before commencing eight weeks of extended leave. About a week in, she gets call from the Crime Manager, saying "that court matter is going to hearing, and you're needed as a witness. Make sure you're at court next Wednesday." She attends court on Wednesday but is only needed for a couple of hours, as she isn't required for cross examination.

Sergeant Dale is entitled to the Recall provisions above, as it was a direction from a Senior Officer. Therefore, she is entitled to choose whether she would like the two hours recredited to extended leave, or a shift paid a 1.5 times ordinary time for a minimum of 8 hours. She is also paid her extended leave for the day.

Recall on parental leave

Senior Constable Finch is on Parental Leave after the birth of his baby girl. He hasn't put his name down for the relief pool as he wants to spend as much time as he can with his daughter. Seven weeks into his leave, work gives him a call and says "Something exceptional has happened, that only you can deal with for x, y, z reason, we are recalling you whilst on parental leave." He attends work for only four hours. Finch will have one day of parental leave added to the end of his portion of parental leave.

Some important conditions on the relief pool:

Officers may work up to 228 hours in the relief pool. Note: there is no capacity for relief pool participation beyond 228 hours. If this was to occur it's overtime for any hours above the 228 hours.

Overtime on Relief Pool/PPL – only applies when an officer is rostered and then works beyond that rostered shift i.e. rostered for 10 hours but works 12 hours.

Relief pool shifts can be cancelled with any notice, without penalty.

To recap:

- Know if you're in the relief pool or not
- Get clear instruction from the requester, whether it be relief pool, recall on parental leave
- Overtime is payable on relief pool shifts that go longer than rostered
- If in doubt contact the PANSW on 9265 6777 for further advice

Leo Solomon Industrial Officer

Superannuation is now paid on Commonwealth Parental Leave

Unions – Always advocating for what's fair.

■ Thanks to the persistent advocacy by union movements across Australia, commencing 1 July 2025, the Australian government will contribute to superannuation on Commonwealth funded Parental Leave Pay. This is a significant win for unions championing equitable workforce conditions and boosting the retirement savings for parents taking time off work to care for their newborns or adopted children. Data shows that more than 180,000 women receive parental leave payments a year, making up 99.5% of Commonwealth Paid Parental Leave payment recipients, meaning the inequity of the loss of superannuation has been nearly entirely on women.

The origins of parental leave in NSW

The current parental leave provisions we enjoy today were not always the case. After decades of advocacy by unions in New South Wales, the Industrial Arbitration Act (NSW) was amended in 1980 to grant a standard 12 months of unpaid maternity leave. This provision was later expanded to include paternity and adoption leave, and in the year 2000, it was further extended to allow regular and systematic casual employees to take leave.

In 2005, the NSW Industrial Relations Commission issued its General Order in the Family Provisions Case, which led to significant changes in NSW awards:

- Extended the use of sick leave for caregiving responsibilities when a family or household member is ill
- Allowed casual employees to access unpaid leave to fulfill their caregiving responsibilities
- Increased simultaneous unpaid parental leave to eight weeks
- Extended the duration of unpaid parental leave from 52 weeks to 104 weeks
- Permitted employees to return from

parental leave on a part-time basis until their child reaches school age

These changes reflected a growing recognition of the importance of supporting working families and promoting work-life balance.

The union movement has long campaigned for fairer superannuation treatment for parents, arguing that gaps in contributions disproportionately impact women and lower-income workers. Unions have highlighted how these gaps contribute to the gender superannuation gap, reinforcing financial inequity in retirement. Their tireless efforts have paved the way for this critical policy change. Australian unions campaigned for the measures because of the need to improve women's workforce participation and retirement incomes. The PANSW has been involved for years in the advocacy and commitment on ensuring the Government's Paid Parental Leave payments receive superannuation contributions, through their involvement in committees with Unions NSW, ACTU and the Women's Advisory Committee with the Police Federation of Australia. On average, women retire with about 25 per cent less super than men. Time out of the workforce caring for children is a key driver of this gap. Paying superannuation on Government PPL will reduce the impact of parental leave on retirement incomes.

How It Works

Eligible parents will receive superannuation contributions on their Parental Leave Pay, aligning with the Superannuation Guarantee. These contributions, including an interest component, will be paid as a lump sum following the end of the financial year in which Parental Leave Pay was received. The Australian Taxation Office (ATO) will manage these payments, with the

commencing contributions scheduled for July 2026.

Eligibility Criteria

Parents with children born or adopted on or after 1 July 2025.

Must be eligible for the Australian government's Parental Leave Pay.

For more information on eligibility: <https://www.servicesaustralia.gov.au/parental-leave-pay>

Impact on Retirement Savings

This policy change addresses a long-standing gap wherein parents faced a financial hit in their superannuation during periods of parental leave. By receiving additional contributions, parents can look forward to a more secure financial future upon retirement. This is particularly significant for women, who often accrue lower retirement savings due to extended time out of the workforce.

Enhanced Flexibility for Families

Alongside this, the Paid Parental Leave scheme is also expanding. From July 2025, an extra 2 weeks will become available to parents and by July 2026, the length of Paid Parental Leave will increase to 26 weeks, with four weeks reserved for each parent in a couple on a 'use it or lose it' basis. This process will encourage shared parenting responsibilities and offers greater flexibility for families.

This achievement is a milestone in the fight for gender equality and workers' rights. Bringing superannuation contributions to Government funded Parental Leave, acknowledges the crucial role of parental leave and provides essential financial security for parents.

In summary, the inclusion of superannuation in Commonwealth Parental Leave Pay represents a considerable victory for unions and a stride toward fairer and more equitable working conditions.

Elyssa King PANSW Media & Communications Officer

Specialists Branch Focus

Your Association's Branch Focus training sessions provide members with a unique opportunity to learn, share information and improve the workplace.

■ The PANSW's Specialists Team held its Branch Focus training course for the year between 3 and 4 December. 25 participants attended from across the state and representing various areas across the Specialist Commands including State Crime, Prosecutors, Traffic and Highway Patrol, Forensics, Police Transport and Public Safety Command and many others.

The course was opened by PANSW President Kevin Morton. He thanked the attendees for committing their time to enhancing the conditions of their fellow workers in their role as Branch Officials and impressed the importance of this contribution to the functioning of the PANSW in achieving outcomes for its members. He touched upon the recent finalization of the Award campaign and thanked the members for their involvement in securing this outcome for all police officers.

The opening session presented by PANSW Industrial Officer Aleksandar Boromisa focused on how the union operates, membership benefits, governance and the significant role that Branch Officials hold in the functioning of the PANSW.

As a union that follows the Organising model, the success of PANSW campaigns is based on the drive for improved conditions led by the Branch Officials. PANSW Organiser Jeff Ludkin led the attendees through the key elements of the Branch Official's role and steps required to build a functional Branch.

Group activities focused around issues allowed the attendees to gain practical experience in the types of scenarios that they may encounter. PANSW Organiser Nikki Lucaci ran the Branch Officials



S. WOODS (RADIO) & T. WILLIAMS (PROSECUTION) PRESENT TO THEIR BREAK OUT GROUP

through the process of drafting a motion. The process for preparing a running and meetings through the Branch was also discussed at length.

The final day concluded with PANSW Industrial Officer Erin Hampson presenting a session on dealing with senior leadership in the workplace to achieve outcomes for the Branch. The Specialist team led a role-play based activity engaging with all attendees to test out various negotiating skills required to manage a variety of conflict-based scenarios that Branch Officials might encounter with their bosses.

The second day of the training kicked off with a series of important updates. PANSW Organiser Ash Stokes delved into the responsibilities that a Branch Official holds in relation to work health and safety, appointments, housing, uniforms and vehicles along with vital escalation procedures. The group then spoke about the significant role that Branch Officials can play in Critical Incidents in providing important information to the PANSW in the event of these occurrences.

Representatives from the PANSW leadership team were also on hand to update Branch Officials on the services available from the union. PANSW Assistant Secretary Industrial Kirsty Membreno provided an update on the industrial landscape, with important updates following the conclusion of the Award, EPSS and Concessional Cap Campaigns. Branch Officials were then led through a variety of industrial related scenarios by PANSW Industrial Officers Karen Young, Erin Hampson and Aleks Boromisa to assist them in resolving these issues in the workplace. PANSW Assistant Secretary Legal Anthony Howell

ran the attendees through the offering provided by the legal division, along with the eligibility criteria for the Legal Assistance Scheme.

The final session closed out with Organisers Nikki Lucaci, Jeff Ludkin and Ash Stokes running through the process of creating a campaign, underpinned by the Organising model to ensure that Branch Officials were achieving outcomes for their colleagues along with building momentum in strengthening their Branch.

We would like to thank the Branch Officials who sacrificed their own time to attend the course. Your engagement is integral to the successful operations of the PANSW. If you or any colleagues you know are interested in becoming a Branch Official, contact your PANSW Organiser or Executive Member.



POLICE ARE TRAINED TO MAKE SPLIT SECOND DECISIONS, THEN HELD TO ACCOUNT IF THINGS GO WRONG

Elyssa King PANSW Media & Communications Officer

Critical Incidents

PANSW Northern Region Organiser Glenn Price on the challenge of critical incidents and significant resources PANSW will bring to support members, no matter the hour.

■ The holiday period between December and January is a time to rest and reset for the public. In contrast, it can be a time of intense activity for police officers in NSW – managing an increasing workload with fewer staff.

It can also be a busy time for PANSW Organisers, who are used to receiving calls for assistance in the early hours of the morning or late at night.

“The chances of my phone ringing definitely seem to increase around the public holidays.” PANSW Organiser Glenn Price says.

Glenn has been seconded to the PANSW as a Field Organiser in the Northern Region since 2023. His policing career began with the London Metropolitan police in 1990, where he served in General Duties for six years. After that, he migrated to Australia and

joined the NSWPF.

He’s just returned from the latest in a string of Critical Incidents – events declared by a Region Commander whereby an incident involving an NSW police officer results in serious injury to or death of a person. These events can be one of the most stressful and difficult moments of a police officer’s career.

The most recent involved several police officers conducting a search following concerns for welfare and reports that a man had fired shots into the air in a major regional city. Nearby to a major hospital, the man allegedly pointed a firearm at the attending officers before he was shot by police. Officers immediately rendered assistance to the man prior to the arrival of NSW Ambulance paramedics. The man was taken into the hospital where he died a short time later.

“A Critical Incident is one of the worst experiences that a police officer will go through.” Glenn says.

- As part of your membership, the PANSW provides a 24/7 call out response through the PANSW’s Organising team to support members during Critical Incidents.

“Part of my job is to provide support and protection from the system that is investigating them.” Glenn says.

After the Region Commander declares a critical incident investigation is underway, the Organiser is among the list of people notified. The Organiser then touches base with their contacts at the station to find out who was involved, along with checking their membership details. After contacting the involved officers, the Organiser will contact the

Duty Officers and the Senior Critical Incident Investigator before hitting the road.

During Branch Focus Training, the Branch Officials are given detailed instructions on the best steps to follow when a Critical Incident occurs. They have an important role to play in supporting the Organisers. In instances where the Organisers need to travel to regional or remote locations, Branch Officials can provide immediate support in notifying them about vital information which can assist their colleagues or be a support person until the Organiser arrives.

"Hopefully my Branch Officials at the station will call me – the earlier the better," Glenn says.

"Finding out late can cost up to two hours during which the involved officer has been subjected to things that they shouldn't be."

The involved officers' welfare is the Organiser's highest priority, even before arriving on site.

"I want to ensure that all the officers involved are kept together in the same room with a support person. That way, they don't feel isolated. They still have people they can talk to; they just can't talk about the incident."

"The steps taken in those early stages really assist the chance of that officer being less traumatised and getting them back into the workplace as quickly as possible."

The PANSW Organiser's role is to ensure that procedural fairness is followed during the investigative process.

Engaging with Association's expert legal team, the Organiser provides initial advice to the involved officers. Through the PANSW's Legal Assistance Scheme, expert lawyers in Coronial Inquests are contacted with the Organiser passing on the details of the officers involved and



GLENN PRICE DELIVERING TRAINING AT A NORTHERN REGION BRANCH FOCUS, 2023

providing a briefing on the events that have occurred. Legal assistance is then provided to the involved officer before entering the interview.

Along with the Organisers, the Legal Services staff of the Association monitor each Critical Incident investigation to ensure that involved officers are treated fairly and minimising long-term damage to those involved. The PANSW is committed to the notion of the Professional Police Practitioner and will not support officers who are guilty of criminal or serious misconduct.

The Organiser will be present during the interview process, which is conducted by the investigators and can involve oversight from Professional Standards Command and the Law Enforcement Conduct Commission. Sometimes this occurs on the same day as the incident, while in other instances it can occur in the following days.

"Critical Incidents show you how police are professionally trained to make decisions in micro-seconds. During the Critical Incident investigation, cops are held to account for their actions in greater detail in an incident that may have lasted seconds. They're expected

to be able to process what had happened during that time in detail." Glenn says.

"Critical Incident investigations highlight the entire scope of professional policing. They may show outstanding operations, or where more training is required, or even system failures."

While the investigation is necessary to establish that the action of the police officer involved followed procedure, the scrutiny places intense pressure on the involved officer. Their operational conduct is dissected, analysed, tested and reviewed at length.

"Police are used to being on one side of the interview table asking questions. All of a sudden, they find themselves on the other side of that table being given directions which are very formal and can cause them to second guess themselves." Glenn says.

"Even though you're being interviewed by police, the questions asked can feel quite intimidating to the police officers. It adds further trauma to what they've already had to deal with during the Critical Incident."

"As an Organiser, we are there to reduce the amount of stress that the member is exposed and to ensure that the legal advice provided by our expert solicitors is adhered to. Without us being there, they would be exposed and vulnerable to the system that is investigating them."

Along with being an important part of the investigation, the interview process provides the involved officer with an important opportunity to review their actions and in some circumstances come to terms with the events that occurred.

"The only people that know what those cops have been through are the people that were there and who went through it. They are the best form of therapy for each other to assist in their recovery." Glenn says.

“As soon as they have done the interview, as soon as they’re able to talk about it, you can see the weight lifted from their shoulders.”

- With intense internal and external oversight, the Critical Incident investigation and proceedings that follow can take between months and years to resolve once Coronial, LECC and even criminal proceedings are involved.

The Organiser will remain in touch with the involved officers throughout, equipping them with the knowledge required to navigate the lengthy process. They will do everything within their ability to ensure that the members are provided with welfare support and are aware of their entitlements.

“I am passionate about giving them everything they need to know. I am in contact with them and letting them know what happens after the interviews, following up with the members to make sure that they are alright.”

It can take anywhere from 12 months to two years for a Coronial Inquest to be heard in court. During that time, the involved officers can be subjected to intense scrutiny via the media and social media.

The emotional toll on the involved officers can be significant. The Organiser provides a supporting presence when they attend court, sitting with them during the proceedings and even shielding them from the media in attendance. As part of the Field Services team, the Welfare Support Officers also assist in supporting the wellbeing of the officer’s and their families, coordinating additional support services and financial assistance to alleviate the pressure.

“When the matter goes to court and the Coronial Inquest, we are there walking with them to show that they have our full support.” Glenn says.

“It has a massive impact on reducing the trauma that they are exposed to by

... the questions asked can feel quite intimidating to the police officers. It adds further trauma to what they’ve already had to deal with

knowing that we are there to guide them through the entire process which includes the initial contact, sitting through the interviews with them, all the way through to the Coronial Inquest where we will go to court and support them through it.”

- Being involved in a Critical Incident early in his career has meant Glenn has firsthand experience in what the involved officers are going through. The experience has shaped his understanding and influenced his ability to assist members in what can be the most challenging moment of their professional lives.

Having been a member of the PANSW throughout his career, he has utilised its services to assist his colleagues with Industrial, compliant support and welfare issues to create a safer working environment.

“I was the guy that everyone would come to at work for help and support.” He said.

In 2022, PANSW Lead Organiser Jon Goddard approached Glenn and suggested that he would be a great fit for the PANSW’s Branch Welfare Officer’s course. During the course, Glenn gained

a deeper insight into the assistance that the PANSW provided to members.

When the opportunity presented itself, he leapt at the chance to support his colleagues as an Organiser in a greater capacity.

- After long days of travel and late nights on the phone, one of the most rewarding aspects of being an Organiser is seeing members returning to work after a period of leave.

“Being back at work is the best recovery. The officers are always keen to get back on the truck, but the system holds them up.” Glenn says.

“If they’re at home, staring at four walls thinking about it for too long, its more challenging to get them back to work.”

- When asked what point he would like to drive home, Glenn stresses the importance of being a PANSW member.

Being a member means that support from the PANSW begins the moment that the Organiser is notified that a Critical Incident has occurred.

Members cannot rely on the NSW Police Force or the NSW Government to provide them with legal representation in the event of a work-related legal matter arising. Often the legal liability and interests of the NSW Police Force and the involved officer are different, requiring members to obtain their own independent legal counsel.

“If someone is not a member, the legal fees involved if a Critical Incident occurs are substantial.” Glenn says.

“So many people think ‘the police will protect me’ but they’re wrong. In the event of a Critical Incident, that’s where the PANSW comes in and it’s the membership that represents you. Hopefully that never happens and you don’t have to use it, but being a member is so important.”

Charmaine Woods

'One incident and our lives were hurtling out of control'

■ I will never forget my husband's voice "I am being charged". These are the words of Graeme Woods, a police officer with 34 years experience (24 years with Victoria Police Force and 14 years with NSWPF), in an instant our whole world fell apart.

I am a former Victoria Police Force officer with 24 years' experience (soon to be admitted as a lawyer in New South Wales). I am writing this on behalf of my husband Graeme who now suffers psychological and physical injuries sustained on duty when an offender drove a stolen motor vehicle at high speeds into a stationary police vehicle in which Graeme was seated. Graeme apprehended the offender with the use of minor force (one punch) to prevent the offender resisting arrest in the lawful execution of his duties.

In a dark twist Graeme Woods was then charged with common assault x2.

It was 13 months before he was found not guilty by a judge who when handing down his verdict commended Graeme on his bravery for positioning the police vehicle in the exit point on a cattle grate on a private property to prevent the offender driving the stolen vehicle back onto public roads at excessive speeds.

Unfortunately his selfless and brave acts had not been recognised by his superiors, he had been charged to protect the brand.

This is a cautionary tale to all NSWPF members who think it won't happen to them. If you think you're safe, think again... it can happen to you. My husband is a highly decorated police member having received valour, bravery awards and police service and national medals for ethical duty and conduct throughout his career.

Glenn Price from the PANSW contacted us very early on, and in him we found someone we could trust: a professional, a confidant and eventually a friend. In order for us to fight the charges and clear my husband's name, we needed the very best legal team. We were provided with a list of lawyers recommended by PANSW. It is extremely important that you look

at this list and pick the right lawyer to defend your matter. Our lawyer Staurt Cardillio from Newcastle and his team of counsel were experts in use of force and all things policing including LEPR.

PANSW reviewed our case and Glenn informed us they agreed to pay all our legal fees. So if you think a membership fee with PANSW is a waste of your time



GLENN PRICE with CHARMAINE & GRAEME WOODS OUTSIDE COURT

and money, think again. All it took was one incident and our lives were hurtling out of control, taking our whole family with it. Our finances and our home were now in peril and we were worried about what the future may hold should we have to sell our home to defend my husband. What compounded this was his physical and psychological injuries and the isolation we felt.

Glenn took us for coffee every month, teased out problems and helped us find services and networks including counselling. As trust had been lost in the NSWPF management Glenn's presence proved instrumental in bridging the gap,

asking questions on our behalf. There was no job too great for Glenn, he even spoke with us after hours when things were difficult.

The court case rolled out over three days with Glenn there on behalf of PANSW. He stood beside us in the trench as we endured the court process. A testament to his personal committed to helping members achieve just outcomes and regain their life back.

If there is only one message for all the brothers and sisters in blue, I urge you to join the PANSW, as in one unexpected moment at work your life can be changed forever. We hope you never find yourself standing in the trenches and if you do be sure that the PANSW are standing beside you, otherwise it will be a lonely and costly journey.

We hope our story highlights the importance of taking that small step to secure membership with PANSW. Because of the support they provided, our home and finances are secure as we start to rebuild our lives after what has been a devastating set of circumstances with serious impacts on my husband and family.



If you never access their services while your membership is active, remember your contribution will help your brothers and sisters in blue and their families who are impacted when these events occur. The last thing you want to worry about is money for legal fees while dealing with the impacts of court proceedings and medical issues.

On behalf of my husband Graeme Woods, myself and our family we sincerely thank Glenn Price and PANSW. They were the lighthouse in the storm helping us find our way home. We will be forever grateful for the bond and friendship we now have with Glenn and PANSW. They will always have our ongoing support into the future.

We wish every brother and sister in blue a long and rewarding career, stay safe and be smart when no one else has your back, remember Glenn Price and PANSW will. Gratitude and Thanks

- The Woods Family



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Get on your bike

PANSW members and friends raised \$45,333.75 for Police Legacy and Blue families experiencing loss, and here's the hand over. Wall-To-Wall Ride Chair Snr Sgt Chad George (R) and Vice Chair Supt. Robert Toynton (L) present a cheque to NSW Police Legacy Chair Det Supt Donna McCarthy (Centre R) joined by President Kevin Morton (Centre L), and your PANSW Executive. Well done all.





POLICE BANK - RUN BY MEMBERS FOR MEMBERS, SUPPORTING THE POLICE FAMILY

Greg McKenna Chief Executive of Police Bank

60 years of putting Police first

Police Bank is marking an important anniversary and turning its attention to the future.

■ Having the option to take out a loan is something many of us take for granted, but sixty years ago, it was a different story for members of the NSW Police. Back then, policing was considered “high risk” to lenders, which meant the people who looked after the safety of Australians often didn’t have the same financial freedoms as those in other vocations.

In late 1964, a small group of visionaries from the NSW Police Division Number 1 sought to correct that. They got together and started a credit union, which we now know as Police Bank. Banking was obviously a bit different in our organisation’s early years. Money going in and out of the credit union was manually recorded on paper and members’ pay would be delivered in an envelope. However, Police Bank’s key values of helping those who look after the rest of us have remained the same.

Over the past 12 years, I’ve been proud to join our team in building on the founders’ legacy, while remembering their original purpose, which is encapsulated in the original Police Credit Union motto: For You, Your Family, Your future. Partnering with critical organisations, such as the Police Association of NSW, has been an important way we’ve

stayed true to our promise of putting our members’ needs first and supporting the police community.

While our membership base and criteria has broadened, the majority of our 75,000+ customers still have a strong connection to the police – either as members or family members of someone in The Force. Blue is part of their DNA. In fact, we now have third generation members, who have followed in the footsteps of both a grandparent and a parent to join the Police Force.

As readers of this column know, police work is courageous and often stressful. It can also be dangerous and sometimes, can have an unthinkable toll. Given this, one of our key missions is to take the financial strain away from those doing the most important work for the community – especially when times are tough. We’ve done that in various ways, including providing hardship assistance, during periods such as the COVID-19 pandemic and helping members to manage the cost-of-living crisis. Our partnership with Police Legacy is fundamental to what we stand for. Along with the PANSW, we are proud to be their major sponsor. They are there for the Police families who have lost a parent or a spouse and

it’s important to us to support this critical work.

We also see it as part of our role to stay closely connected to the causes that matter to our membership base, which is a key reason we’ve been so close to the PANSW. The work the Association does to advocate for all police should be commended. We’re looking forward to continuing this important partnership into the future.

In the next few years, our attention will turn to delivering what our members have told us they want. That includes better rates on both home loan and savings products, as well as continued technological advancement. We will continue to invest in the digital tools to rival our competitors, while also continuing our first-rate service standards.

Our most important future goal, though, is to deepen our existing connection to our members. They are the very reason we’ve existed for 60 years and will hopefully exist for many more. Through our targeted products and service standards and our partnerships, we’ll continue to try and find ways to reduce financial stress, so that police can continue their vital work keeping communities safe.

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Jelena Babanour Head of Product Police Bank

Become a pre-approval pro

Why getting pre-approval for a Home Loan, or any other loan can ease the heavy lift of a significant purchase.



■ Working through pre-approval can be helpful when you're eyeing your first home, thinking of upgrading your car, or planning a major life milestone. Think of it as a sneak peek into how much you can borrow—without committing to the full leap just yet. But how does it all work? Let's take a look.

Pre-approval 101

The pre-approval process involves a bank or lender looking at your financial situation and deciding whether you're likely to qualify for a loan and if so, how much they may let you borrow. As the name suggests, it happens before you apply for a loan and get formally approved. Don't forget, it can be used for personal loans and car loans too—not just home loans.

The power of pre-approval

Pre-approval can make planning a big purchase easier, giving you an estimate of what's in your price range before you fall in love with a property or new car, or scope out costs for renovations, a wedding, or a dream holiday.

Going through the pre-approval process also means you'll have an existing relationship with your bank or lender, so when you submit a formal application, they are already up to speed on your financial situation.

The steps & how to qualify

Here's when you need to have your paperwork together. Generally, you'll need to show your bank or lender you're an

Australian citizen or permanent resident, are employed, and have steady income coming in. Having a good credit rating – the score you get based on how well you've kept up with loan or credit card repayments in the past – also helps.

Now you can find a loan that works for you and start going through all the checks. Usually, this part is fairly quick. For example, to qualify for conditional pre-approval with Police Bank, you generally need to share proof of income (we normally ask for four pay slips), proof of liabilities, and living expenses.

In the background, your bank or lender will check your credit history (with your consent) and once they've worked through all your details, they'll get in touch to give you an idea of what amount you may be able to borrow.

Pre-approval vs. unconditional approval

So, does pre-approval mean you'll definitely get the loan? Not always. It's more of an indicator. Things can change between pre-approval and the full loan application, such as your household income or debt levels.

Unconditional approval is when the lender has agreed to lend you the agreed amount of money. It involves a more thorough check of your finances and ability to pay back the loan.

Paving the way for your dream purchase

If you've been pre-approved, you can move onto the more exciting task of finding your next potential buy and putting in a formal loan application.

Remember, this is where the lender does a more thorough review of your finances, so it's important to have all your financial information sorted.

Tips to get started

Before you get cracking, think about having a close look at your finances and making sure they're in good order. Being able to show your bank or lender you've been responsible with money in the past may help. Having the right documents ready – such as proof of age and pay slips – can also fast track with the application part of the process.

With just a few quick steps, you could be on your way to your next dream purchase. Happy hunting!

For more tips on managing your finances, visit Police Bank's website or follow us on social media. We're here to help.

www.policebank.com.au

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The best club to never join

“I just jumped in the deep end,” says Kate of her first involvement with NSW Police Legacy. “They were like Come to the Kids’ Christmas Party, and I was terrified, but so glad I went.”

■ It was a big step for a 20-something sole parent with two kids under the age of three, just months out from the tragic death of her partner, Leading Senior Constable Scott Gray. Kate was contacted by someone from Police Legacy soon after he died, and the invitation came not long after that. “And I think I’ve been to every Christmas Party for seventeen years. Every Easter party. Everything!”

Before Scott’s death she was aware of NSW Police Legacy only as something that he donated to through his pay. It’s fair to say that since then she’s come to a much greater understanding of who the charity is, and what it does. And how important those things are for herself and her family.

Since they turned eight (the age that children are first allowed to attend the event), Holly and Paul have been going to Adventure Camp, and Kate saw the positive effects straight away. “It’s having these other kids around – sadly they know each other’s story, and they

talk about it. There’s no pressure, but they do, and just having someone else with a really similar life story to them is invaluable.”

Not only have her children both made lifelong friends, but, as Kate puts it, they now have a “Camp Mum and a Camp Dad”, in NSWPL staff member Leisa Doherty, and camp supervisor Chief Inspector Paul Martin, one of Legacy’s longest-serving supervisors.

“Paul was actually one of the officials at my husband’s funeral,” says Kate. She hadn’t met him before then, but he’s now like family. “He’s known the kids since they were babies, so he’s a big part of their lives.” She’s very aware that a lot of the kids are missing that “male police energy” element from their worlds, and she’s grateful for the fact that Paul can stand in as such a positive version of that.

And how about Camp Mum Leisa? “Holly was going through a really tough time a few years ago... and the first person she rang was Leisa. Not her grandma, not her aunty, nope, she rang

Leisa!” This year Leisa has set both Holly and Paul up with gym memberships and personal trainers, and Kate talks with wonder about the positive effects she’s seeing for them both.

It’s all part of the Community Support Team’s philosophy and practice of lifelong and ongoing support, and even though Leisa will soon be retiring from her role, Kate knows that support will be there whenever it’s needed.

Kate has a new partner now, and the couple’s daughter River has just turned seven. She partially understands that her siblings are Police Legatees, but “she gets a bit jealous. It’s a bit cute, but she goes How come I’m not allowed to go?”. Kate laughs. “It’s not a club you want to be part of. But I’m sure as she gets older she’ll understand.”

NSW Police Legacy exists precisely to help those unwilling club members, through whatever twists and turns their life should take. “I can’t even put it into words how much Legacy has had an impact on our family. It’s been amazing.”

Scott Weber CEO Police Federation of Australia

Blue Card Campaign

Police Officers face similar dangers and risks to members of the ADF, but when it comes to health care, they come distant second.

■ The Police Federation of Australia (PFA) is urging the Federal Government to establish a "Blue Card" health benefits entitlement for police officers, to match the Gold and White Cards available to Defence Force veterans.

The PFA campaign aims to increase police force recruitment and retention rates around Australia, in part by addressing the disparity in support for those who serve on the frontline of public safety.

"Police officers dedicate their lives to protecting Australians, often at great personal risk and cost. Yet, unlike their Defence Force counterparts, they receive no equivalent health entitlements for their service," PFA Chief Executive Scott Weber said.

"A Blue Card would provide much-needed recognition and support for police officers' physical and mental well-being, and with more than 7,000 police vacancies around Australia currently, our governments should be doing everything they can to attract and retain police recruits."

A Personal Story of Service and Sacrifice

Sergeant Ian Allwood's career exemplifies the sacrifices made by those in uniform. After serving in the Australian Navy as a Gunner, including two tours of duty during the First Iraq War, Sgt Allwood joined the New South Wales Police Force in 1996. He has since served in every police region in the state, including in his current position as General Duties Sergeant at Nelson Bay, and is also the Vice-President of the Police Association of NSW.

But after his extensive service to the Australian community in these similarly demanding roles, Sgt Allwood said it was impossible to ignore the stark contrast in how his health needs are supported.

"When I served in the Navy, I knew my health and well-being were covered by the Gold Card if I ever needed it," He



SGT ALLWOOD SERVED IN THE NAVY BEFORE JOINING NSW POLICE

said. "But as a police officer, despite facing the same high-pressure environment and dangers, there is no such safety net. It's as though one form of service is valued differently from the other."

Sgt Allwood said he had personally experienced the physical and psychological toll of both roles and witnessed his colleagues and their families struggle with similar burdens. "Policing involves the same relentless stress and risk to life and limb as Defence Force service. We deal with trauma daily, from violent crimes to critical incidents, and that leaves lasting scars. But there's no equivalent acknowledgment of our health needs."

Veterans' Gold Card Benefits

Under the Department of Veterans' Affairs, holders of the Veterans' Gold Card are entitled to a comprehensive range of health care services, including:

- Full coverage for general practitioner and specialist consultations.
- Hospital treatments, including surgeries and rehabilitation services.
- Mental health care, including access to psychiatrists, psychologists, and counselling services.
- Pharmaceutical benefits with minimal

out-of-pocket costs.

- Allied health services, such as physiotherapy, occupational therapy, and chiropractic care.
- Support for home care and community nursing services.
- Access to dental, optical, and hearing services.

In stark contrast, police officers receive none of these benefits despite facing comparable risks and stress in their line of duty.

Why a Blue Card Matters

The proposed Blue Card would ensure police officers have access to vital health services, including mental health support, beyond their active service years. Such support would alleviate the burden on officers and their families and recognize the unique challenges of their profession.

"The mental health challenges in policing are significant," Sergeant Allwood noted. "We're constantly exposed to situations that most people can't imagine – and the incidence of violent crime is definitely getting worse. It's time the government showed the same commitment to our well-being as they do for Defence Force personnel."

The campaign by the PFA, on behalf of its 65,000+ members, is gaining traction among police officers and their families, many of whom have shared stories of struggling to access adequate health care after years of service.

"Our police officers are there for us in our darkest moments. Now it's time for us to be there for them," Mr Weber said.

Campaign to fix national crisis

The Blue Card is one of three Federal Government benefits the PFA is calling on the Albanese Government to immediately grant to police officers.

Police are calling for urgent action by the Federal Government to fix a national



ALL STATES OF THE POLICE FEDERATION OF AUSTRALIA (PFA) LOBBYING IN CANBERRA - PICTURED IN HERE WITH PETER DUTTON (C)

recruitment crisis, as vacancies in the ranks blow out to more than 7000 unfilled positions across Australia.

The campaign, led by the PFA on behalf of all state and territory police, and calls for drastic improvements in working conditions to boost recruitment numbers and prevent more burnt-out officers quitting their jobs.

The campaign argues that police should be immediately granted three Federal Government benefits, some of which are already enjoyed by other frontline workers like nurses, paramedics and Defence personnel.

The benefits are:

- Introduction of a Blue Card covering medical and allied health services, to match the concessions available to Australian Defence Forces
- Fringe benefit tax (FBT) concessions reforms of up to \$17,000, in line with

public hospital and ambulance service workers

- Earlier access to superannuation at 55 years to reflect the significant physical and mental impacts from long careers in policing

PFA Chief Executive Scott Weber said such benefits were urgently needed at a time when police resources were being stretched to the limit amid growing community concerns about crime and safety.

“Modern policing is a physically dangerous and mentally draining occupation, with our officers dealing constantly with complex, often ambiguous and sometimes life-threatening challenges,” Mr Weber said.

“While we’ve all heard our politicians talk about the importance of Australians feeling safe at home and in their communities, the simple fact is: you can’t improve community safety without im-

proving police recruitment and retention numbers.

“And you can’t improve police retention and recruitment without improving police working conditions.

“In short, for the community to feel safer, we need our police to be better supported to do their jobs – and today we’ve outlined three simple things our Federal Government can do that would make a big difference towards that goal.”

Mr Weber said policing generally fell under the jurisdiction of state governments, but superannuation, health and tax benefits were key areas where the Federal Government could intervene to boost conditions, as it has with frontline health workers and defence personnel.



NSW POLICE LEGACY DEPUTY CHAIR SGT CRAIG PARTRIDGE (L), PANSW ASSISTANT SECRETARY RAFF DEL VECCHIO (C), AND LEGACY CHAIR DET SUPT DONNA MCCARTHY

Raff Del Vecchio Life Member

PANSW Assistant Secretary Raff Del Vecchio recognised for contributions to NSW Police Legacy with a Life Member Award

■ After joining the NSW Police Force in 1988, Raff worked in General Duties and the Prosecutions Branch before moving into the corporate sector. He continued to serve the extended police family, joining the Police Association of NSW as the Head of Administrative Services between 2005-2013. He was also a Director on the board of the Police Bank between 2008 and 2020, enhancing the financial security and wellbeing of police officers. After further his development in financial services in the corporate world, he returned as the PANSW's Assistant Secretary of Administrative Services in 2019 to take stewardship of the organisation's governance, finances and administration.

His commitment to NSW Police Legacy has been significant. He was a director on the board for seven years between 2010 and 2017, during which time he was instrumental in rewriting the constitution using his extensive governance experience. While he was the Treasurer, he overhauled the governance framework of the organisation. He has also donated his time on many committees of a number of events with NSW Police Legacy and was known for his effectiveness in

the implementation of strategy.

As a keen cyclist, he has ridden more than 10,000km for Police Legacy. In total, Raff has been instrumental in raising over \$1 million dollars to support the family members of police officers who have suffered a loss.

On 22nd November 2024, Raff was inducted by NSW Police Legacy Vice Chair and former PANSW Treasurer Craig Partridge at the Life Members Luncheon.

In his acceptance speech, he spoke about how being given the opportunity to be a part of the NSW Police Legacy Board gave him a firsthand look at the life-changing work that this wonderful charity does for the extended police family. "It is not often that you get to bring together your life passions and channel them into a cause. But for me it's always been about good governance, cycling and the police family."

His involvement in the Remembrance Bike Ride would become a highlight of every year. The three day endurance event from Sydney to Canberra brought out the most wonderful and challenging aspects of being involved in the extended policing family.

"I am always in awe and inspired by people who push themselves to their physical limit in what is not an easy ride. Often these people have had little or no involvement with policing but get exposed to and hear firsthand from the police participants the challenges that front line policing poses. A human face is put to this, and they leave with a heightened awareness of the challenges of policing." He said. "It is three days of laughs, pains, sweat and on occasions tears. It is an absolute privilege to be involved."

"If you are around policing for long enough, is it inevitable that you are touched by tragedy. It is cathartic sitting in a peloton and just chatting away and knowing that should troubled times come knocking at your door you have an extended blue family that has your back."

He acknowledged NSW Police Legacy Chair Donna McCarthy, Vice President Partridge and the Board of Directors for bestowing the honour of Life Membership upon him. "I am truly touched and can assure and promise you that you have a loyal servant at your disposal for as long as I am useful to you."

Detective Inspector **Paul Quigg**

Bush to Posts program kicks goals

Three Police officers started a program which continues to made a big difference

■ In 2020, Sergeant Mark Pitt, Senior Constable Therese Carroll and Detective Inspector Paul Quigg commenced the Bush to Posts program at Central North Police District to support Aboriginal youth attending school in close association with the Clontarf Foundation through the students love of rugby league.

This year the NSW Police Bush To Posts Program acknowledged two students with the top award which were fully signed and framed 2024 Canterbury Bulldogs R.L.F.C first grade jumpers.

16-year-old Logan Lollback was presented with the first award at the Bourke High School's Clontarf Academy presentation night on 20 November 2024.

On 5 December 2024, the second award winner was presented. This award was presented to 17-year-old Linkin Mawson at the Chatham High School's Clontarf Academy Taree awards night.

Logan and Linkin were presented with these awards after several Key Performance Areas were evaluated, including:

- Training attendance
- Afternoon activity attendance
- School attendance
- Overall academy engagement and most importantly

The student who attempts tasks set out for them and who continues to grow life skills using the Academy's values while at school.

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men, equipping them to participate more meaningfully in society.



SAM SIMMONS (L) DIRECTOR OF THE CLONTARF ACADEMY AT BOURKE HIGH SCHOOL with 2024 AWARD WINNER LOGAN LOLLBACK (C) and DETECTIVE INSPECTOR PAUL QUIGG (R)

It uses a unique, innovative and highly successful approach to target one of the most at risk groups in contemporary Australian society.

Using the existing passion that the boys have for sport allows Clontarf to initially attract them to remain at school and then keep them attending. It is not just a sporting programme – it's about developing the values, skills and abilities that will assist the boys to transition into meaningful employment and achieve better life outcomes.

The Foundation partners with schools and communities to create Clontarf Academies which are embedded within the school grounds and education programme.

Full-time, locally based Clontarf staff mentor and counsel students on a range of behavioural and lifestyle issues while the school caters for their education needs. Any Aboriginal and Torres Strait Islander male enrolled at the school is eligible to participate in the Clontarf Academy.

Using supportive relationships and

environment, the students develop improved self-esteem and confidence which enables them to participate in education, employment and society in a positive way.

The Clontarf Academy activities are planned within the focus areas of education, leadership, employment, well-being, life skills and sport. In order to remain in the programme, participants must continue to work at school and embrace the objectives of the Foundation.

The Foundation's approach has been very successful, not only in attracting young men to school and retaining them but also in having them embrace more disciplined, purposeful and healthy lifestyles.

The Bourke High School Clontarf Academy currently has 40 male students in the program and the Chatham High School Clontarf Academy at Taree currently has 60 students in the program. NSW Police have been supporting the two Clontarf Academies at Bourke and Taree to ensure the students achieve their goals in life and continue to embody the core values of the Clontarf Foundation.

Thanks to Diane Langmack OAM, General Manager Stakeholder Engagement Canterbury Bankstown Bulldogs R.L.F.C, Phil Gould AM, General Manager of Football Canterbury-Bankstown Bulldogs R.L.F.C, Ramy Haidar, Canterbury Bankstown Innovation & Growth Manager along with Anne-Marie Mioche, Jane Kemp and Margie Johnson from CatholicCare and Mark Levar from All Glass Awards for their valued partnership in this vital programme being conducted in the Bourke community.

Sonia Roberts PPN Writer

The Accidental Apiarist

As a 40-year veteran of policing, Detective Superintendent Greg Rolph APM earned his stripes. Now it's stripes of a different kind that hold his attention.



GREG ROLPH (L) WITH APIARY MENTOR HAMISH TA-MÉ (R)

■ Since retiring in 2021, Greg has taken up beekeeping. Greg considers himself an “accidental apiarist” after a random advertisement for an introductory beekeeping experience with Bowral Beekeeping appeared in his social media feed.

“It was more the prospect of a day out and lunch in the Southern Highlands that initially got my attention.

“The experience was offered as a two-hour workshop introducing the world of bees, and the diverse types of honey.

“As part of the workshop we got to put on the protective bee suits and taken into the working apiary where Hamish, the owner of Bowral Beekeeping, opened a functioning hive.

The biggest thing to get over initially is the fear of getting stung and having thousands of bees flying around you and landing on you.

“We were shown what to look for in a working hive and how the bees go about their business. I found this to be interesting and the unique feature of bees working as a collective and for the greater good of the hive.

“Interestingly, the queen bee is not in charge of the hive, with key decisions being made by a collective of female bees, which works well,” Greg said.

Greg left the workshop with no real

intentions about taking up beekeeping, but it was a lightbulb moment for him. He started thinking about the importance of bees to the environment as pollinators and the benefit of having bees in your local area. Greg found himself returning to the Southern Highlands and seeking out Hamish for a hive and continued mentoring.

Aside from the environmental benefits of beekeeping, the other big attraction for Greg was the low maintenance nature of his new interest.

“It’s the ability not to be locked into regular or ongoing time and/or day commitments. I looked at organised sports like golf and that sort of thing, but they come with having to be somewhere at a set time/date.

“Beekeeping allows for a degree of flexibility with your time. We are travelling domestically and internationally, and bees don’t need someone to regularly feed or walk them if you are away.

“The most important thing is having a good mentor. One of the smartest choices I made was offering to become

Hamish’s “work experience kid” and follow him on hive inspections and helping on his introductory bee keeping courses.

“I learned so much this way and I am still learning.”

Greg now has five hives and regularly harvests honey from them. The taste of natural honey is influenced by the available floral sources in a local area. The key to a successful harvest was remembering bees make honey to get themselves through tough times.

Do what works for you

After more than 20 years in command roles, Greg found his phone falling silent after so many years of out of hours calls challenging. He acknowledged it took time to get policing out of your system.

“Having regular catchups is great – you talk about the organisation for a bit and then focus on who has been travelling or bought a new motor bike or got new grandkids. That’s more interesting when you retire.

“I knew nothing about bees and had a lot to learn. It has given me something to focus on, read about and jump into boots and all.

Sonia Roberts PPN Writer

Finding True North

After a ground-breaking career in policing, Cynthia McCloughan and her partner Allan Small found a new home in Queensland's tropics.



CYNTHIA McCLOUGHAN and ALLAN SMALL at an INTERNATIONAL WOMEN'S DAY LUNCHEON, CAIRNS 2023

■ After leaving "the job," many former NSW Police head north to Queensland. Among those to make the trek were Inspector Cynthia McCloughan APM and her "forever love," Allan Small. They moved to Cairns in the early 2000s.

Allan was a former senior media officer in the Police Media Unit from 1989 to the early 2000s.

He died in June 2024.

"Why did we move to Queensland? Aside from the State of Origin...no, seriously though it is for the lifestyle," Cynthia laughed. "It is relaxed, not as hectic as parts of NSW. For us, climate had a lot to do with the decision to move here. I always felt the cold quite badly during our time in NSW."

"Allan and I visited Far North Queensland as tourists many times. As soon as we stepped off the plane, there was always a sense of homecoming."

"At one point, there was a number of former police all within a certain radius here. It was a good bond, and you could certainly say that special loyalty that rests within the "blue family" certainly crosses borders."

Among the trail blazers

Cynthia Joined NSW Police in 1969 and was medically discharged in 2001.

When she joined, it was a time of female police officers having separate registered numbers. Cynthia was Policewoman 105. It was a number Cynthia kept with her for her entire career,

In 1995 the NSW Police marked 80 years of Women in Policing. At that time, Cynthia was one of seven women to occupy Commissioned Rank positions, The others were Christine Nixon, Barbara Galvin, Narelle Willis, Beverley Lawson, Carolyn Smith, and Lola Scott.

On one of her last days of service Cynthia was awarded the Australian Police Medal for her work in child protection. The award was presented to Cynthia in Cairns by the Governor of Queensland. "I had the privilege of working with some amazing police officers. Beverley Lawson was always supportive, and she had a wicked sense of humour."

"Like me, she was always so proud of being a Wollongong person. When did that start for me? The day I transferred there in June 1971. To this day, I still think of myself as being a "girl from The Gong."

"Policing gave me a sense of self con-

fidence and made me less likely to put up with rubbish from others.

"Being in the police was something I wanted to do since I was 12. Second only to Allan, it was the most important thing in my life.

The bond formed between some of the early cohorts of women in NSW Police is a close one. Cynthia speculated that was due to there being so few of them at the time they began their careers.

"When I was hit by the car in 1999, the sense of camaraderie from having that generation of policewomen rally around me was uplifting," she said.

"There have been many times throughout my life when the entire "blue family" has rallied behind Allan and I. It is something I will never take for granted."

Throughout her life, Cynthia has been a talented hand crafter. She has made reproduction porcelain dolls along with learning everything from quilting and card making to diamond dot art. The diamond dot art she finds to be "rather addictive."

She said it was important to find an outlet that would fill some of the space once occupied by policing. A mutual love of handicrafts lead to Cynthia making friends in NSW and Queensland.



THE MYSTERY OF THE CASCADE BUTTON REMAINS UNSOLVED

Mick Timms PPN Writer

Unlocking the past **Tasmania Police Museum**

This museum's collection holds a small, bright mystery. Any clues?

■ The Tasmania Police Museum contains a fascinating collection of uniforms and memorabilia. It's housed in a 19th-century Hobart building that was once home to the Police Uniform Store. "It's a heritage listed building - Tasmania Police can use it for anything but it's ideal for a museum," Michael Barber, retired Tasmania Police Officer and Senior Curator of the Tasmania Police Museum told *PANSW Police News*.

The museum tells the story of policing in Tasmania. "In the 1800's there were 21 police forces operating in Tasmania, some with only a handful of members," Mr Barber said. "They were combined into one, unified police force in 1899."

The museum houses artifacts including the Tasmania Police Honour Board and the desk of Commissioner EV Knowles QPM, who died in office in 1977. There are also uniforms, badges of office, photographs, police motorcycles, traffic enforcement equipment and even an old fingerprint bench.

Mr Barber said the museum has a database of every member who served in Tasmania Police. "A lady visited us and told us the name of her grandfather who she'd never met, but knew he'd been a

Tasmania Police officer," Mr Barber said.

"When we brought up his service record from our database, it was the first time this lady had ever seen a photograph of her grandfather.

Mr Barber told *PANSW Police News* of plans for future exhibits. "Our building is connected to an operational police station and is alarmed and monitored, so once we get the appropriate storage facilities, we will be able to display police firearms," Mr Barber said.

Mr Barber was also recently contacted by TAFE about a Tasmania Police 1978 Holden Kingswood which has been fully restored by students in Launceston and is in showroom condition. "Apparently it has been 'on loan' to TAFE for all these years, complete with original logbooks, and now they are giving it back to us," Mr Barber said.

The Tasmania Police Museum (www.tasmaniapoliceuseum.com.au) is located at 28 Bathurst Street, Hobart.

The museum is open every Tuesday between 9am and 11am. However, Mr Barber or another volunteers are usually on site on other weekdays. If groups of PANSW members are visiting Hobart, email tasmaniapoliceuseum@gmail.com

and ask if a tour of the museum can be organised for another day.

Mystery of Cascades button

Last year, the Tasmania Police Museum acquired a gold button marked "Cascades Police" which was likely from a duty coat. Museum Curator Michael Barber is trying to find out its origins. "We believe the button is Tasmanian from the mid-1800's", Mr Barber said.

Mr Barber said there were two areas in Tasmania that are or were known as 'Cascades' – one in a part of South Hobart known for a brewery, the other near Port Arthur in a part of the Tasman Peninsula now called Koonya. But there is no record of a Cascades Police Force.

Mr Barber told *PANSW Police News* that it is an elaborate item to have custom made at the time. "We have reached out to a manufacture in Melbourne where it could have been made but unfortunately, they didn't keep detailed records from that era," Mr Barber said.

Mr Barber made a public appeal for information, but the origin of the button remains a mystery.



GEEVESTON IS HOME TO A STATUE CARVED FROM HUON PINE DEPICTING SENIOR CONSTABLE JIM WOTHERSPOON. NORTH IN SHEFFIELD IS A MURAL OF SENIOR CONSTABLE HARRY CLARK.

Mick Timms PPN Writer

Tasmanian towns honouring their Police

Two communities celebrate highly regarded local officers

■ PANSW Associate members often have a sense of policing history. Two small Tasmanian towns honour the contribution made by local police. Geeveston in the Huon Valley, an easy day drive from Hobart. Around the side of the Town Hall and Visitor Centre stands a stature carved from a Huon pine in honour of Senior Constable Jim Wotherspoon (1912-1992).

Jim was appointed as the Geeveston police officer in 1945. He chose to forgo promotion opportunities stay in the town with his wife and children for twelve years. His practice of taking young offenders' home to face their parents rather than the courts earned him a reputation as fair and compassionate man.

This reputation was further enhanced by his sporting endeavours, playing cricket for Geeveston and representing Tasmania in rugby (Jim was born in New Zealand).

Jim retired in 1977 after 38 years of service. Jim and two of his children are featured in the wood carving.

Up north, the town of Sheffield is about 30 minutes from Devonport. In an effort to attract tourists, the town started painting large murals on prominent walls in the town and surrounding areas. One of the 200 murals is dedicated to Senior Constable Harry Clark.

In 1971, whilst he served in the Sheffield/Kentish local government area, a group of 21 students were caught in a blizzard in the Cradle Mountain

area, killing one. Harry organised 75 police and volunteer bushwalkers who waded through waist-high snow in an effort to reach the students. As the weather cleared, Harry directed the first helicopter rescue to get the students out.

When he retired in 1985, Senior Constable Clark was Tasmania's longest serving police officer.

The Geeveston and Sheffield sites are easily accessible by car, campervan or motorcycle. Along with the Tasmania Police Museum in Hobart, these inspiring sites should be on the to-do list of PANSW members touring the Apple Isle.

The information contained in this article was sourced from information boards posted at Wotherspoon and Clark monuments.

Essential worker Housing

In February 2025, PANSW Secretary Pat Gooley presented to the NSW Parliament Select Committee on Essential Worker Housing (Chaired by Alex Greenwich MP). Accompanying Pat was PANSW Researcher Dr Kate Linklater (Ret. NSWPF Detective). Below is their opening statement.

■ We'd like to thank the committee for the opportunity to expand upon our previous submission. It would be trite to say that access and affordability of housing is one of the biggest issues facing the people of NSW today. We're so glad that this committee has turned its attention particularly to essential workers and the challenges they face within the housing market.

At the outset we believe that police officers are essential workers and are key to a safe and productive society. We acknowledge the current government working with the police association to ensure that police officers now receive higher wages earlier in their careers reflecting their professionalism. This does not however cure many of the housing issues they continue to face.

In regional areas our members are suffering from a stark lack of availability of housing even when the NSW police force is required to provide it. For this reason our submission makes recommendations, particularly for rural and remote areas.

In metropolitan and large rural centres our members simply can't afford to live close to where they work which drives them to fringes or satellite cities where they commute to work. The lack of affordability is reflected in an exodus of members from in the inner and middle ring of Sydney as soon as tenure commitments are met. This results in far lower levels of experience in police stations and specialist areas located there.

Current build to rent schemes targeted at essential workers are based on variable means testing which means our members, even when they can access it, are quickly forced to move out. Caps on purchase price and income within

Government shared equity schemes means our members are forced to the fringes of major centres and Sydney, away from where they work.

It is our position that there is a social and practical dividend, to having police officer live in or near the community they serve. A police officer that must travel hours to and from work each day has no time to invest in the community

with essential worker status overriding eligibility criteria for affordable housing.

Similarly we believe that a range of options is imperative to ensuring the right mix in the housing market balanced with the needs of police officers. We are strong advocates of a shared equity model that encourages police officers to own their home in or near the community they serve. A proven model

being Hope Housing.

An investment from government would be just that. An investment not a handout. Investing in shared equity, providing a genuine return would allow hypothecation of returns towards more affordable housing for the general community.

In rural and remote areas members suffer from decades of underinvestment in the stock of government housing. There are areas particularly in western NSW, where the current government stock is in appalling condition, and others where it is simply not available. We have members housed by Force in private rentals in QLD.

We see that our members are often housed in far lower standard homes than other agencies serviced by Property NSW. This may be due to the poor quality of the stock taken over from NSW Police Force.

There needs to be a coordinated statewide strategy to identify need, then acquire and build to meet that need.

The police association stands ready to work with parliamentarians and government departments to provide a range of solutions that made the needs of our members but also provide better outcomes in community policing.

We welcome your questions to assist your considerations.



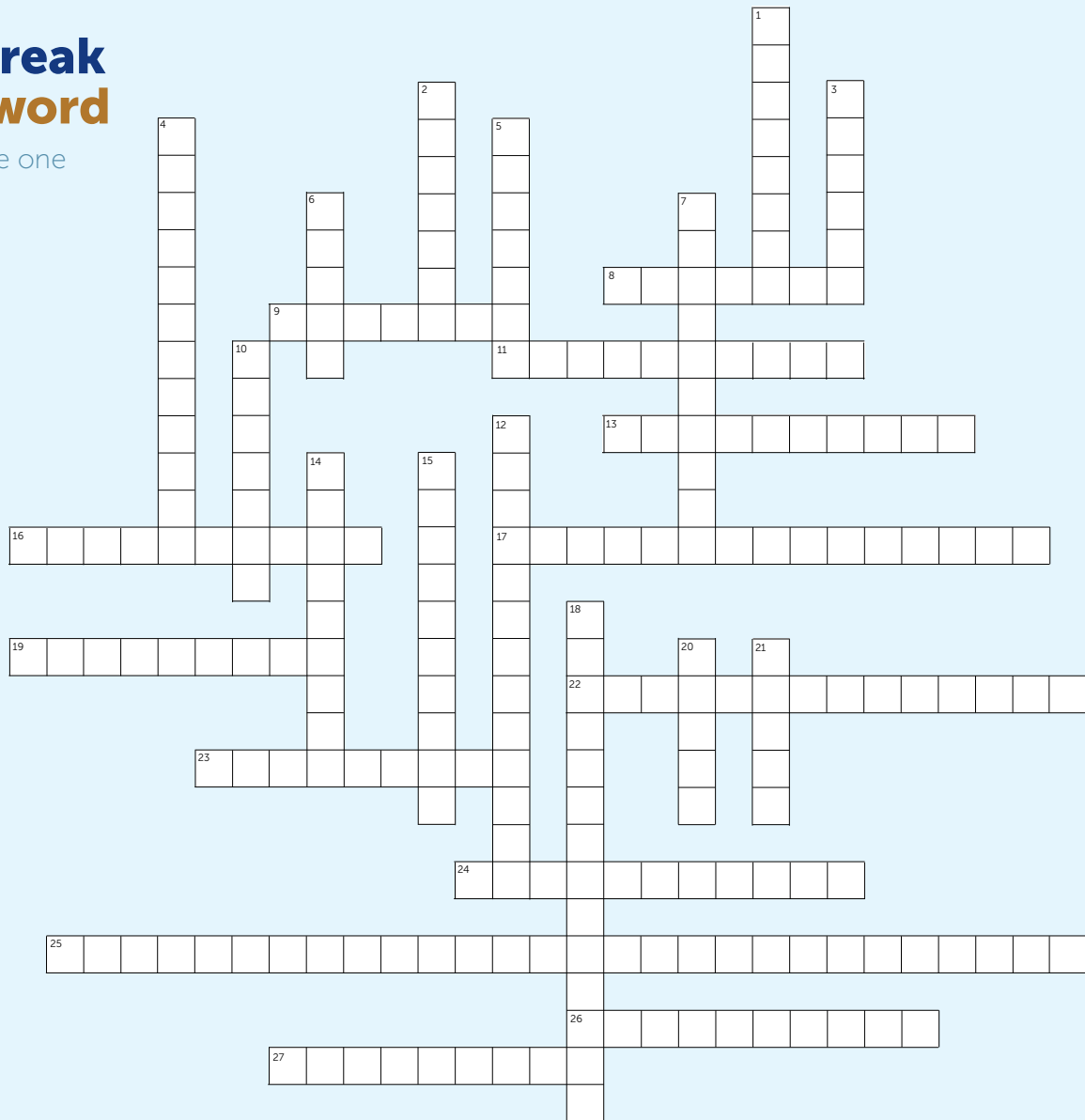
PAT GOOLEY APPEARING ON PARLIAMENT'S INTERNAL VIDEO LINK DURING THE HEARING 7/2/25

they serve, and no time to invest in the community that they live in. We simply cannot have the failures of community policing that have been witnessed overseas where relations between the community and police are broken down by the physical and economic disconnect between them. That value should be recognised and inform decisions.

Further, all community policing, and nearly all operational policing is delivered in person. Police officers must be physically present to be working, and physically available to be recalled in emergencies. It is for that reason that we believe that police officers must be defined as essential workers,

Mealbreak Crossword

Solution, page one



Down

- 1. LIV Golf is played in which capital?
- 2. Tour Down Under is flagship of what sport?
- 3. The most played team sport in Australia.
- 4. Jordan Mailata plays gridiron for which American City's team.
- 5. The most participated-in fitness activity for Australians.
- 6. AFL and NRL kick off their respective seasons in which month?
- 7. 'Ramped' the world's best bowler, Jasprit Burma, on debut for Australia. (3,7)
- 10. The recent Women's Ashes series was played against who?
- 12. Name of the 203cm ex Condell Park Highschool student who won Super Bowl LIX. (6,7)

- 14. UFC President. (4,5)
- 15. Ornament of Australia v Sri Lanka test. No 7 in all-time wicket takers. (6,4)
- 18. Name the year's first Grand Slam. (10,4)
- 20. Country of origin of 2025's AO mens singles winner, Jannik Skinner
- 21. LIV golf is owned by which sovereign wealth fund?

Across

- 8. This Australian sport star's bad behaviour landed her in a London court. (3,4)
- 9. A UFC bout happens in what shaped enclosure?
- 11. First CEO of LIV Golf. (4,6)
- 13. Tasmania's Jack Jumpers were beaten in the Grand Final of what national sport?

- 16. Australian Women's Test captain across summer. (3,7)
- 17. Sydney UFC main event winner and middleweight champion of the world (6,2,7)
- 19. Term used to describe a clean sweep of wins.
- 22. Tour Down Under happens in which state? (5,9)
- 23. What American Sporting fixture happened in Caesar Superdome, New Orleans.
- 24. Name of 2025's AO women's singles winner. (7,4)
- 25. UFC is short for what? (8,8,12)
- 26. Australian Captain of Men's Test cricket team against India. (3,7)
- 27. The Australian Grand Prix happens where?

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