

PANSW

POLICE ASSOCIATION OF NSW

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Police News



**PANSW's new head of
Legal, Ben Lee** p3, 8, 9, 32



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Cover

PANSW'S NEW HEAD OF LEGAL, BEN LEE, WITH PANSW PRESIDENT KEVIN MORTON, STANDING IN PANSW'S EXECUTIVE ROOM, SYDNEY.

Crossword solution

DOWN - 1. DRUID / 2. ZOMBIE / 3. YOWIE / 5. WEREWOLF / 7. SACRED COW / 9. SANDMAN / 11. MERMAID / 13. YOGA / 16. POSEIDON / 18. ATHEIST / 23. ZEUS / 24. MINOTAUR / 25. DEMON / 27. NUN
 ACROSS - 4. VAMPIRE / 6. MONK / 8. MEDUSA / 10. DALAI LAMA / 12. FORTUNE TELLER / 14. MOSES / 15. MONOTHEISM / 17. BUDDHA / 19. AGNOSTIC / 20. DRAGON / 21. FRANKENSTEIN / 22. FAIRY / 26. ENLIGHTENMENT / 28. MEDITATION / 29. PROPHET

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Elise Hulley-Thomas

■ For too long, police across New South Wales — from Metropolitan PACs to remote regional towns — have been doing a job that was never meant to be ours. As a Sergeant at Campbelltown Police Station, I have witnessed firsthand the impact that the influx of bail-refused prisoners has on the already stretched capacity of Custody Managers and arresting officers in a busy metropolitan Command.

As Executive Members who are actively involved with our Branches, we hear stories of workload challenges from members across the state. With the tyranny of distance compounded by staff shortages, police officers spend hours chauffeuring prisoners between facilities.

Northern Region Executive Member Paul Ireland describes his own experience of the daily toll that transporting prisoners takes in regional areas:

"Our station at Cessnock covers a town of 17,000 people with four officers on a shift — five on court days. We're out the door at 6am to pick up prisoners

from a correctional centre 90 minutes away. That's an entire shift lost. While we're babysitting prisoners, calls go unanswered and victims wait. The community deserves better."

In metropolitan stations such as Campbelltown, the picture is no less dire; we're holding prisoners for up to three days. These aren't suitable facilities. Custody Managers are sometimes supervising up to 14 prisoners in the busier custody suites. It's exhausting and unsafe — for police and for those in custody.

Every hour spent watching a prisoner is an hour not spent on the street. Every shift lost to transport is a shift not available for the prevention, disruption and response to crime.

After years of voicing concerns, the PANSW has taken decisive action. Late last year, motions relating to protecting the psychosocial wellbeing of members by focusing on core police functions and pushing back against other agencies were passed by numerous branches across the state.



On Sunday 6 July, the PANSW Executive met and passed a motion to stay its directed action on prisoner management because real, measurable change is finally on the table.

Implementation of this reform won't be perfect. Some delays and resistance are inevitable. That's why the Association will continue to monitor, escalate, and advocate.

We are proud to be police. Proud to serve our communities. Proud to do the hard jobs — but only the ones that are ours to do.

PANSW President **Kevin Morton**

Campaigns, Changes & sleeping rough



Prisoner Management

In my last column, I mentioned our prison management campaign and how we were in the process of implementing a solution. I'm pleased to say that we have made more progress in the past month than we have in the past 20 years. At the PANSW's Executive meeting held in June, your Executive determined that now is the time to take a stand and seek solutions to a role that isn't police work.

The outcome of our campaign has provided a pathway to finally relinquish the role we have held in managing and transporting court-bail refused prisoners on behalf of Corrective Services. As with any new process, I encourage the membership to raise any issues with their Branch and provide feedback to the PANSW, so that we may escalate it on your behalf. Your Executive will view any stalling or deviation from timelines regarding prisoner transport management as a clear breach of the arrangements and agreements made with the stakeholders involved. We reserve the right to re-engage with the stance we were going to take on 7th July 2025.

Centralised Bail

I now turn to centralized bail and the decisions made regarding the implementation of a process that was not ready. Centralised bail in regional areas was already being conducted on the weekends, and feedback from you, the members, indicated that it was problematic. Issues reported included coordination of legal consultations, delayed paperwork being sent back from the court, and staffing coordination when dealing with multiple police bail refusals. We were not alone in our concerns, and we jointly provided



(left to right) CAMPAIGN VIDEO / BEN LEE TO HEAD LEGAL / KEVIN'S BED

this feedback to the Attorney General's Office and the Chief Justice, along with the legal fraternity. We implored them to delay the seven-day rollout of centralised AVL until such a time that we had a smooth and efficient technologically driven process in place. However, this was ignored, and what makes it even worse is that, on the face of it, it is set up to benefit magistrates more than the biggest users of the judicial system, our police. We continue to advocate at the highest levels for a change in processes and I look forward to providing a positive outcome in the not-too-distant future, driven by your feedback.

Next Phase Award Pay

Your police pay in July included the second salary increase being delivered as part of the four-year pay deal successfully secured by the PANSW as part of Award 2024.

Non-Commissioned Officers will see a 4% increase in salary and salary-related allowances, and Commissioned Officers will see a 3% increase in salary, which will flow into the Non-Renewal Benefit.

Additionally, any members who are not at the top of the incremental scale will see two pay rises this year: one in pay, ending 17 July, for the percentage increase, and another on their increment date after 1 July 2025. The new pay scales ensure that every member, upon incremental progression, receives a salary increase.



CEO Sleepout

Sometimes, in my role, I get the opportunity to participate in events that, on the surface, don't appear to be directly related to policing or policing duties. This year, I participated in the annual CEO Sleep Out, an event that has been ongoing for 20 years with the sole focus of raising funds to help people experiencing homelessness get off the streets. I know full well, having worked at Kings Cross and the Woolloomooloo area for many years, that the relationship of homelessness and mental health often requires police intervention. It was cold and uncomfortable, but I want to take this opportunity to thank those who donated to this very worthy cause.

New Head of Legal

In the last edition, we bid farewell to Tony Howell, who is now a Commissioner of the Industrial Relations Commission of NSW. I am delighted to recognise Ben Lee as the new Assistant Secretary Legal of the Police Association of NSW. With 20 years of experience in policing, Ben has extensive experience across General Duties, Forensics, and as a teacher at the NSWPF Police Academy in Goulburn, as well as a Prosecutor.

An active Branch Official and delegate to Conference, he joined the PANSW on secondment as a Field Organiser in 2018 before joining the Legal Services Division as a full-time member of staff as a Solicitor in 2022. I am confident that Ben possesses all the attributes required to lead our Legal team and provide the membership with the best advice at their time of need.

Elyssa King PANSW Media & Communications Officer

Prisoner Management Campaign

Progress has been made on a long-standing issue which saps police resources, taking officers away core duties.

■ With unprecedented staffing shortages and an unrelenting workload, PANSW Branches have passed motions redirecting non-core duties to other agencies since 2024. For decades, the work of managing and transporting prisoners has fallen on the overburdened shoulders of police. Once a prisoner is court-bail refused and remanded, responsibility for their custody transfers from police to Corrective Services. But due to a lack of capacity from other agencies, police officers in metropolitan PACs have held prisoners for extended periods in holding cells that are not fit for purpose.

In regional PDs, police are required to transport prisoners hundreds of kilometres to and from correctional facilities, guarding them during court appearances. The announcement that the expansion of centralized AVL bail courts would roll out across NSW without proper consultation with the primary users promised further overload without respite.

With a deadline of Monday 7 July looming, the decision was set to see additional workload changes for police regarding bail determinations.

Pushing back

Based on a motion passed by the PANSW Executive, police officers were directed to stop performing the following functions from Monday 7 July:

- Attending Correctional Facilities to collect and transport Court Bail Refused prisoners.
- Attending court houses to guard Court Bail Refused prisoners.
- Accepting Court Bail Refused Prisoners into Police custody facilities from Corrective Services or Juvenile Justice. Police will allow Corrective Services and Juvenile Justice to use police cell complexes when the CBR prisoner remains in the custody of Corrective Services Staff.

Police would allow Corrective Services and Juvenile Justice to use police cell complexes when the CBR prisoner remains in the custody of Corrective Services Staff.

The PANSW Executive directed all metropolitan Branches to report data to the PANSW regarding prisoners spending excessive periods in police custody due to a refusal of acceptance from other agencies to be collated and reported to the relevant Government Ministers.

They also directed the continuation of negotiations around the creation of a permanent MoU between NSWPF and other agencies that reduces police involvement in prisoner management and returns police to their key task of maintaining community safety.

“For too many years, police have picked up the slack when it comes to prisoner management.” PANSW President Kevin Morton said.

“Once they’re court bail refused, the risk of transporting and holding remanded prisoners should not be the responsibility of police officers. Police stations are not a ‘kiss and drop zone’ for prisoners that should be in the custody of other agencies. We will no longer collect and transport, guard and hold court-bail refused prisoners. Once they wear green, police will not be seen. This will free up our police to focus on police work and protecting our communities, not performing the duties of other agencies.”

Not our duty

The campaign gave Corrective Services and Juvenile Justice an opportunity to respond, adjust and take back their workload. Intensive meetings occurred in the weeks leading up to the proposed deadline. PANSW representatives met on multiple occasions with Acting Commissioner Peter Thurtell, Assistant Commissioner Joe Cassar and representatives from Corrective Services NSW (CSNSW) in order to reach an agreement.



In an unprecedented moment, NSWPF agreed with the PANSW that “court bail refused prisoner management is not a policing function”. Despite their staffing issues, Corrective Services NSW has also acknowledged that prisoner transport and management stand as part of their core business.

“These matters have progressed further in the last five weeks than they ever have in the previous 20 years.” PANSW President Kevin Morton said in communications to members.

An unprecedented outcome

On Sunday 6 July, the PANSW Executive met and was briefed on the outcome of the prisoner management campaign, including short- and medium-term

These measures support PANSW members in the short term, but a permanent solution is needed



commitments that would see NSW police officers moving out of the space of transporting and guarding prisoners once and for all.

Within the two weeks that followed, it was agreed:

- CSNSW agrees to take over all Court Bail Refused (CBR) functions at Fairfield PAC. Corrective Services currently drop these prisoners to Fairfield Police station on court sitting days, which will cease.
- CSNSW agrees to extend the acceptance of prisoners from NSWPF at Broken Hill to 5pm to allow for less overnight custody management for that Command.

- An additional CSNSW transport vehicle will operate in the Metropolitan area to assist in freeing up beds at Amber Laurel and Surry Hills to provide additional PBR acceptance when presented.

Overtime secured

As these changes could not be made overnight, it was important to ensure that there was no ongoing impact on local policing resources and First Response Policing Agreements.

The PANSW negotiated with the NSWPF that during this time, through an additional budget from the NSW Government, overtime will be used in every instance that a NSW Police Officer undertakes the following:

- Attends Correctional Facilities to collect and transport court bail-refused prisoners
- Attends court houses to guard court bail-refused prisoners or
- Accepts court bail-refused prisoners into police custody facilities from Corrective Services or Juvenile Justice

Members rostered on duty should not be performing these roles under this agreement. Commands are to offer overtime to officers enable them to complete these functions. If no officer is available to perform the overtime, Commands should escalate the matter through their custody dispute process.

The interim measure ensures that any member rostered for FRA and other specialist areas within the Command are not impacted. This means that police officers' valuable rostered hours, which are needed to protect the community, will no longer be allocated to prisoner management.

A permanent solution

While these measures support members in the short term, a permanent solution is needed. The Department of Community and Justice is now in the

planning stages for CSNSW to take over full responsibility for the transportation of absorbing the management of court bail refused prisoners in 10 high-volume country locations. The implementation is expected to be completed over the next 12 -18 months.

Within 12-18 months, CSNSW will also take over the transportation of female and juvenile prisoners, including the air transportation function, a role that is currently held by NSW Police.

Based on the agreement that has been offered and commitments given, the PANSW Executive has agreed to stay any non-performance of CSNSW functions that were proposed from 7 July 2025.

Looking forward

While positive progress has been made, there is much work to be done to ensure that other agencies continue to uphold their side of the agreement. PANSW representatives will meet with Assistant Commissioner Cassar, who will serve as the spokesperson, to discuss the progress made. We encourage all Custody Managers and arresting police to notify us via email with examples of how the proposed system is working or failing at feedback@pansw.org.au.

We view the failure of the NSWPF and other agencies to fulfill these commitments as an opportunity to recommence instructions to our members regarding CSNSW duties, so we rely on your feedback on the ground to keep us informed.

The PANSW will continue to work with NSW Police and the other agencies to ensure they stay on their agreed-upon timeline and look forward to a time when police are fully withdrawn from performing the functions of Corrective Services.

Elyssa King PANSW Media & Communications Officer

Centralised Bail Courts

By law, police officers have a duty to put offenders before a magistrate as quickly as possible. Yet it is an arbitrary deadline being set by the courts that will prevent this from happening.

■ The Attorney General and Chief Justice have ignored issues raised by law enforcement and legal representatives regarding the centralised bail courts, which rolled out seven days a week across regional NSW in July.

The changes were sparked by the death of Molly Ticehurst in May 2024. The 28-year-old childcare educator from Forbes in NSW Central West was allegedly murdered by her ex-partner after a court registrar granted him bail on domestic violence related charges. With the shock imprinted on the state's collective consciousness, PANSW President Kevin Morton led calls for a review and reform of existing bail conditions and the wider court system to ensure victims were protected from recidivist offenders.

"For too long, our police officers have invested into caring for victims and helping them through traumatic incidents, only to see these victims of domestic violence be failed when the offender is released on bail." He said in the May 2024 edition of Police News.

The introduction of regional bail matters being heard by a magistrate in a metropolitan court via audiovisual link was intended to create greater flexibility and improved processing capacity. But the decision to set an arbitrary 12 pm cut-off for a bail application, a process that can take police hours to process, means that offenders arrested after 9 am are unlikely to be seen by the courts that day. In some locations, police can place a bail refused offender before the court up to 3pm.

This new restrictive timeframe could see offenders held in custody for up to an additional 24 hours while awaiting appearance before a magistrate, thereby increasing the safety risk for the prisoner being held in a cell that is not fit for

purpose for hours on end, along with the police officers required to monitor and guard them.

"Police are required to interview and process the offender, manage the paperwork for the court and organise a connection to legal representation in a secure room, all before 12 pm. The paperwork alone can take hours." The PANSW President said.

"In areas where Corrective Services are unable to collect them, potentially vulnerable people, including those with mental health issues, will be forced to spend hours into the afternoon or overnight in a cell at the police station waiting for the next day's bail listing."

"This will cause a strain on the frontline, with additional police being taken off the streets to support this system and not responding to emergency calls for assistance from the public."

-
With crime occurring at all hours, police and Corrective Services officers' work 24 hours a day. This is not reflected in the operating hours of the courts, which should be extended to reflect this and dispense justice in a timely fashion.

In the media, PANSW President Kevin Morton was vocal about the failings of the Attorney General and Chief Justice.

"Key stakeholders that use the court system have been ignored, and feedback disregarded, with this centralised model set up for the benefit of the court and the magistrates that run it." He said.

The Attorney General's office has provided no certainty regarding the administrative process and or the timeframe for submitting paperwork to reach police officers following a bail determination. The PANSW had requested that the date be pushed back by a month to allow for proper consultation with users and create a

system that works for all, but the Chief Justice rejected this request.

A range of stakeholders, including the NSWPF and legal representatives, such as Aboriginal Legal Services, had already flagged the administrative backlog and issues with delays since the introduction of the centralised weekend bail courts last year.

"The courts have created a system that benefits themselves, and we fear vulnerable prisoners will be held longer in police custody, causing a greater risk and taking police off the road, preventing them from performing their core duties," PANSW President Kevin Morton said.

"Magistrates continue to operate during what appears to be school hours while bail-refused offenders pile up in police stations."

"We need a system that is fit for purpose for the present and the future, for stakeholders and users who expect justice to be dispensed fairly and without delay. The courts should be there to serve the users, not the inflexible setup proposed. We need to see these court hours expanded, accepting paperwork for lodgement and dispensing justice from 8 am and into the evening as late as 10 pm. Access to timely justice is a right in this state".

-
The PANSW continues to advocate with the NSWPF and the NSW Government to work on the 12pm timeframe and allow more time for police officers to complete bail hearings. In communications to members on Sunday 6 July, the PANSW President reported a positive outcome from intensive discussions with NSWPF and CSNSW in the days leading up to the centralised bail court rollout.

After expressing concerns to a number of Commands, it was agreed that local agreements and existing work practices

with CSNSW, where they currently take PBR prisoners, will remain in all current locations. This means that the current process used at local regional commands will continue. In practice, it means that if Corrective Services Officers used to take police-bail refused offenders from police officers and walk them to the nearby court, they will now walk them to the AVL suite.

Local regional branches affected by these changes were encouraged to immediately commence negotiations to add additional staff to charge rooms during court hours to act as an AVL coordinator. Taking a prisoner through all the processes required under this system immediately breaches the most basic custody rule of maintaining face-to-face supervision. A Custody Manager cannot safely undertake this role while they have other prisoners in their care.

The PANSW will continue to work with the NSWPF and the Government to ensure that they understand the impact of these changes in work practices on police officers and the potential effects on community policing and make adjustments where needed.

Since its implementation, the 12pm cut-off time for charges to be laid and documentation to be filed has proved to be challenging for many members with a number of late lodgement applications reportedly being submitted. Members are encouraged to submit these applications in instances where they are unable to meet the proposed deadline.

All Custody Managers and arresting police are encouraged to let us know examples of how the proposed system is working or failing via feedback@pansw.org.au.

The PANSW views the failure of the NSWPF and other agencies to fulfill these commitments as an opportunity to recommence instructions to our members regarding CSNSW duties. We

rely on your feedback on the ground to keep us informed and hold other agencies accountable.

Prisoner transport and management have impacted core policing for decades. While this is positive progress, there is still more to be done before achieving our goal of permanently removing police from the prisoner management process.



Elyssa King PANSW Media & Communications Officer

Ben Lee Interview



81% OF PANSW'S INHOUSE LEGAL TEAM PHOTOGRAPHED at the ELIZABETH STREET OFFICE

■ Following the departure of long-serving Assistant Secretary Anthony Howell, the Police Association of NSW (PANSW) is pleased to announce the appointment of Ben Lee to lead its Legal Services Division. With two decades of policing experience and a strong history of member representation, Ben brings a wealth of expertise to the role.

Ben, congratulations on your appointment. How does it feel to step into this new role?

Thank you. It's a tremendous privilege. I've been a police officer for most of my adult life, and in recent years I've been fortunate to serve the membership from within the Association. To now be entrusted with leading the Legal Services Division is truly an honour.

Can you tell us a little about your journey to this point?

Of course. Like all police, I began my career in General Duties, then moved into Forensics. I later became a law lecturer at the NSW Police Academy, and from there a Police Prosecutor. Those experiences gave me a real insight into the complex legal pressures our members face daily—and the critical importance of timely, informed support when things go wrong.

I've also served as a Branch Official and Conference Delegate, which gave me a deep appreciation for the collective voice of the membership. In 2018, I joined the PANSW on secondment as a Field Organiser, where I supported members through critical incidents, disciplinary processes, and industrial disputes. In December 2022, I moved into the Legal

Services Division full-time as a solicitor. That transition allowed me to expand my advocacy through litigation and legal advice.

You've had quite a diverse experience across the Force and the Association. How does that shape your approach in this new role?

It gives me a grounded and practical perspective. I know what it's like to be the officer on the street, the prosecutor at the bar table, and the delegate advocating for change. I understand the pressure of an inquest, the emotional toll of internal investigations, and the realities of our industrial instruments.

That experience helps me lead the Division with empathy and legal precision. The Legal Services Division is made up of highly capable solicitors, medical entitlement officers, and administrative staff, all of whom I deeply respect. Their professionalism and commitment to our members continually impress me. It's a privilege to lead such a dedicated team.

What do you see as your core priorities as Assistant Secretary?

Three key things: clarity, access, and early intervention. We must ensure our

members understand their rights. They should feel confident seeking advice, and we need to be accessible and ready to help. Most importantly, we need members to contact us early. Too often, legal support is only sought after issues escalate. But when members call early we can often prevent major consequences before they arise.

What would you say to a member who's unsure whether to make that call?

Make the call. Always. No concern is too small, and no question is unworthy of advice. Policing is high-pressure, high-stakes work. You're not expected to navigate it all alone. That's exactly why we're here.

Anything else you wanted to share?

I'm grateful for this opportunity to serve the membership in a leadership capacity. I'll continue to bring the same drive, legal discipline, and member-focused commitment that has guided my career.

I do want to acknowledge Anthony Howell, who led this Division with integrity and deep respect for the membership. I look forward to continuing that legacy and building upon it.

The PANSW congratulates Ben on his appointment as Assistant Secretary – Legal Services. We look forward to his continued leadership and advocacy on behalf of the membership.

Ben Lee Assistant Secretary / Legal Services

When the job becomes a Legal Event

■ There are few moments in a police officer's career as sobering, isolating, or potentially life-altering as involvement in a critical incident. A firearm is discharged. A person dies in custody. A pursuit ends in tragedy. These types of events generate headlines—and can upend your world before you've had a chance to comprehend what's just occurred.

In the immediate aftermath, when the adrenaline subsides, the Critical Incident investigators arrive, and scrutiny sets in, you may well receive the message: "We need to speak with you, officer."

From that moment, your experience becomes a legal matter.

If you are ever involved in a critical incident, your next steps are vitally important. So let me speak plainly, drawing on years of front-line experience: you must know your rights, assert your entitlements, and contact the PANSW immediately.

Policing the Police

Oversight of policing is not a new concept. While the Police Regulation Act 1862 formalised the NSW Police Force as we now know it, public interest in operations of police officers, and the organisational oversight that brings, has existed since the earliest days of policing.

The PANSW was established in 1921 largely in response to officers being punished, transferred, or dismissed without due process. Those early members—let's call them what they were: courageous—fought for procedural fairness at a time when none existed. There was no legal representation. No appeals. No safeguards.

A century later, we've secured rights that would have seemed unimaginable in 1921: access to representation, structured post-incident procedures, and statutory protections. But the risks remain. Today's media cycle moves faster than ever, and oversight bodies like the LECC wield substantial authority.

That's why we must never take these

hard-won rights for granted. The system may be more refined, but the consequences for your career, reputation, and liberty are no less serious.

The Interview

A critical incident interview typically arises when an officer is involved in—or has witnessed—a major incident: a police shooting, a death or serious injury in custody, a fatal high-speed pursuit, and similar events.

These interviews are conducted by investigators charged with establishing the facts. But make no mistake: they are not informal conversations. They are formal legal proceedings. You may not be a suspect—but what you say may determine whether you become one. The LECC, the Homicide Squad, or a Critical Incident Investigation Team may all be involved.

Your Rights: Non-Negotiable

So, what should you do?

1. Do not participate in an interview or provide any account until you have contacted the Police Association. This is non-negotiable. Even if you believe you have done everything by the book—especially then.
2. You have the right to legal representation. The PANSW will engage a solicitor—typically from our in-house legal team or panel firm—who will advise you before you participate in any interview or provide any statement.
3. If asked to provide a version or statement, proceed with care. Stay alert. You are providing evidence, and any mistake, omission, or unclear wording can carry serious consequences.
4. You are entitled to adequate time to recover physically and mentally before giving an account. Trauma affects memory. Rest is essential. Fairness must not be sacrificed for the sake of speed.

Famous Last Words

Members often say, "I don't need a lawyer—I've done nothing wrong."

But the law doesn't operate as a truth detector. It is a process. And that process does not favour honesty if it is poorly expressed, badly timed, or misunderstood. We have represented many officers who acted with complete integrity—yet still found themselves under investigation because they did not exercise their rights early. Our role is not just to protect the guilty—we protect the innocent from the system itself.

Your First Call, Not Your Last Resort

When critical incidents occur, your first call should be to the Association. We are available 24/7. No concern is too minor, no situation too complex.

We understand the stakes. We've stood beside members through coronial inquests, criminal inquiries, regulatory investigations, and media storms. We've witnessed the toll these processes take—not just on careers, but on families, mental health, and well-being.

You might not think you need support. But that is not the test. The real test is this: what would you advise your colleague to do? Take your own advice. Don't face it alone.

Final Thoughts

Wearing the uniform doesn't make you invulnerable. Nor does an unblemished record. In today's environment—where judgment is swift and facts often come later—you need every layer of protection available to you.

That's why your Association exists. The next time your role places you at the centre of a storm, remember: you have access to expert legal support, a century of union advocacy behind you, and one number to call.

Don't wait. Because we won't.

Kirsty Membreno Assistant Secretary / Industrial

Police Officer Pay Rise and other entitlements from July 2025

A useful summary of recent changes to your wages, super, and entitlements

■ Award 2024 provided a four-year wage deal commencing from 1 July 2024, with further increases from occurring in July 2025, July 2026 and July 2027. Your police pay in July included the second salary increase being delivered as part of the pay deal successfully secured by the PANSW.

Salary Increase

- Non-Commissioned Officers will see a 4% increase to salary and salary related allowances
- Commissioned Officers will see a 3% increase to salary which flows into the Non-Renewal Benefit (NRB)

Annual Increment rises

Additionally, any members who are not at the top of the incremental scale will see two pay rises this year; one in pay ending 17 July for the % increase and another on their increment date after 1 July 2025. The new pay scales ensure that every member, upon incremental progression, receives a salary increase. Previously, the old pay scale allowed officers to receive incremental salary increases only every second or third year. The new pay scale has overcome this issue and is a significant win for members moving through the ranks.

Pay scale transition

Most members should have now transitioned from the old pay scale over to the new pay scale based on their incremental/anniversary date after 1 July 2024. For any member who experienced a delay in incremental progression in FY 24/25 and has not transitioned to the new pay scale, the salary increases above will be applied to the old pay scales from 4 July 2025. The transition to the new pay scale for these officers will occur on their next increment.



KIRSTY MEMBRENO SPEAKING AT THE 2023 SPECIALIST FORUM

LSCs

From this pay period, all LSCs will now be moved over to Senior Constable Level 5 with the 4% increase applied (except those appointed to LSC 1.1 post 1 July 24, who will transition to Snr Con 5 on their increment date). For any LSC Level 2s who were incorrectly transitioned to a Sen Con Level 5 within the 24/25 FY, these officers will be back paid LSC Level 2 salary up to 30 June 2025, with the exception of those officers who successfully undertook FTAO shifts and who were remunerated for those accordingly.

Former LSCs are permitted to continue to wear the LSC epaulettes; the organisational position of epaulettes is currently being considered by CET, including the Association's submission for all Senior Constables after 15 years' service to wear the same epaulettes.

FTAO

FTAO shifts are now available for all officers, including former LSCs rostered and performing duties with a Probationary Constable who are completing sessions 3 or 4 and who have completed the relevant FTA course. The 'train the trainer' approach utilising EDOs has enabled FTAOs to undertake the training since the introduction of the new FTO allowance from 2 May 2025.

Backpay for relieving

NSWPF has been assessing a large amount of unpaid relieving that was placed on the system with the introduction of the new Award, due to officers who performed relieving duties from 5 July 2024 to 11 April 2025 in a role that did not receive an allowance (HDA placement only).

It is anticipated that, following the validation process that the Commanders are currently completing for the submitted entries, all approved HDA payments will be paid to officers in the pay period ending 28 August 2025.

To be eligible for payment of a relieving duty allowance, the relieving period must be a minimum of seven calendar days. The officer must have performed the duties of the relieving position and have been approved to relieve by their Commander/Manager in accordance with the Acting Appointments and Secondments Manual.

Superannuation

A lot has been occurring in the superannuation space.

12% Employer Contribution - From 1 July 2025, the Federal superannuation guarantee saw the final increase arrive with the employer superannuation contribution now reaching 12% for all workers in NSW. This is the final scheduled increase that the Federal

Government promised. Officers in SASS/PSS should check their SANCS account to see these additional employer superannuation contributions.

Concessional cap reimbursements

Officers will no longer have concerns regarding concessional cap for insurance premiums with the move to EPSS, which sits outside of superannuation. Members who breach the concessional cap for the FY24/25 due to the PBRI contributions made between July and September 2024 can continue to claim reimbursement through NSWPF.

How is my reimbursement paid to me?

There is a change in how NSWPF will pay eligible officers their reimbursement. The current payment process via payroll will cease on 30 June 2025. From 1 July 2025, CTR and Division 293 reimbursements will be processed as an employee 'reimbursement' similar to reimbursement of travel expenses. This change in process will reduce the impact on officers regarding their taxable income and its flow-on impact on concessional caps. Refunds under this process will attract fringe benefits tax (FBT), which NSWPF is liable to pay.

What do I need to know about the new reimbursement process?

Reimbursements will be paid into your bank account separately from your fortnightly salary payment. A payment remittance advice will be issued to you via your email address at the same time. NSWPF will pay the FBT associated with this reimbursement. You will potentially have a reportable fringe benefit amount shown on your income statement if the total amount of reimbursements you received in the FBT year, and any other fringe benefits provided exceed \$2,000.

How do I lodge my CTR claim?

Lodge your claim in SAP ESS, under Payments & Benefit > payroll, and look for the concessional tax option.

Division 293 Claims

For higher income earners above \$250,000, you may receive a Division 293 taxation notice if this notice is attributed to PBRI premiums or reimbursements. This can be claimed from NSWPF. Division 293 claims are unable to be lodged via ESS. These claims must be lodged by emailing the supporting documents to: PS-CTR@police.nsw.gov.au (#PS-CTR).

Concessional cap reimbursement superannuation remediation –

Some members will receive a superannuation remediation payment recently on their concessional cap reimbursements from previous years. If this occurs, you need to complete the ATO form referenced in the letter from NSWPF to ensure these contributions are disregarded for concessional cap purposes for FY 24/25.

Commonwealth Assistance Payments

Members will recall that the Association, through the Federal Government, secured a one-off Commonwealth Assistance payment to offset some of the financial impact the PBRI concessional tax issue was creating for members. Many officers have claimed these payments; however there was some confusion regarding officers who had exceeded the cap but did not receive an excess concessional notice due to utilising their unused superannuation as a carry-forward. Following advocacy from the Association, NSWPF is now paying the Commonwealth assistance payment to officers who are affected.

Officers who exceeded the concessional cap but utilised the superannuation carry-forward are still eligible to claim the Commonwealth's \$1,500 and \$1,000 one-off payments (for those with dependents in child care) where they earned up to \$135,000. Members are encouraged to claim this through NSWPF reimbursement from NSWPF PS-CTR@police.nsw.gov.au

Commonwealth Paid Parental Leave entitlements

The Federal Government has also increased the Commonwealth Paid Parental Leave scheme for all children born or adopted from 1 July 2025.

From 1 July 2025, parents can share the following entitlements:

- 120 days, or 24 weeks based on a 5 day work week (15 days reserved for partner)
- \$189.62 per day or \$948.10 per 5 day week

From 1 July 2025, the Australian Taxation Office (ATO) will pay a 12% superannuation contribution on your parental leave pay called the Paid Parental Leave Superannuation Contribution. This contribution will be calculated and paid automatically into your superannuation fund after the relevant financial year has ended.

These important changes are designed to assist working parents share the parental responsibilities without suffering financial hardship in addition to the Parental leave entitlements under the Award, which provide further 16 weeks at the full Award wage for each parent.

Salary rates

Finally, officers can log onto the pansw.org.au website to use the PANSW salary calculator to see what their new salary looks like from July 2025. To use the calculator, members need to input the rank they held on 30 June 2024. Each year represents the increment year the officer should capture under the Award.

A copy of the 2025 Salary tables are also available on our website.



Elyssa King PANSW Media & Communications Officer

The Good, the Bad & the Young

The age of criminal responsibility: Courts second guess, communities count the cost

■ A series of stories in the Daily Telegraph in mid-2024 put the youth crime incidents occurring in regional NSW in the spotlight. The reporters shared that kids who were recidivist offenders were referring to 'doing doli' over text, with the awareness that they would be able to get away with committing violent crimes without punishment. In NSW, children under the age of 10 cannot be found criminally responsible for their actions.

Doli incapax, the latin phrase for 'incapable of evil', refers to the legal principle that presumes that children between the ages 10 years and over and under 14 years old cannot understand the difference between right and wrong to be held criminally responsible. It oper-

ates as a common law presumption in NSW, which means that it has not been enacted into legislation as it has in other states such as Victoria.

Police have a significant role in determining the action taken with youth offenders, be it a caution, warning or bringing criminal charges against the young person.

In many instances, they are arresting recidivist youth offenders and placing them before the courts only to see the charges withdrawn or referred back to police for another caution. The offenders are acquitted due to a perception that meeting the doli incapax threshold is insurmountable. As a result, many are released back into the community to

commit further offences; one 11 year old child in Dubbo was reported to be facing children's court for the 70th time.

In an interview in March 2024, Police Association NSW President Kevin Morton backed the need for the courts to help police, saying police resources were being tied up in the cycle.

"We need to stop making excuses for bad behaviour and blaming cops for doing their job in keeping their communities safe," Mr Morton said.

"Police officers work tirelessly with less staff to prevent youth crime and they are being let down by the revolving door of the judicial system and other government agencies that work 9-5 and leave the rest for us to clean up."

Doli incapax, the latin phrase for 'incapable of evil', presumes children between 10 and 14 cannot understand the difference between right and wrong, and be held criminally responsible.

A report published by NSW Bureau of Crime Statistics and Research (BOCSAR) in May 2025 found that there has been a significant decline in the number of young people aged 10 to 13 years found guilty of a criminal offence in NSW.

This followed a significant High Court of Australia decision in 2016 which clarified the application of the legal principal of doli incapax. The decision in *RP v The Queen* clarified that to rebut the presumption of doli incapax, the prosecution must prove that the child understood their actions were seriously wrong, not merely naughty. The judgement requires the prosecution to prove more than that the offence was 'obviously wrong' and that the child committed the act.

The findings highlight that, despite the formal age of criminal responsibility remaining at 10 years, it is now very uncommon for a child aged under 14 to be found guilty of a crime in NSW. The trend is also common in Victoria (where legislation has only been recently introduced) and in South Australia, but not in states where the doli incapax presumption has been altered from the common law position and legislated including Queensland, Western Australia or Tasmania.

"The result raises questions about how best to support vulnerable young people who participate in crime at an early age in order to reduce future harm to themselves and the community." BOCSAR Executive Director Jackie Fitzgerald said. "Many young offenders desist from criminal behaviour of their own accord and require minimal intervention. However, a small number of very young people engage in serious crimes and can continue offending through adolescence and into adulthood. It is important that these individuals receive appropriate interventions, either within the justice system or outside it, to reduce criminal involvement and improve their long-term outcomes"

As a result of pressure from the media, other politicians and key stakeholders, the Minns Government announced its



review into the operation of doli incapax in NSW for children under 14. Attorney General Michael Daley appointed the Honourable Geoffrey Bellew SC, former Justice of the Supreme Court of New South Wales, and Mr Jeffrey Loy APM, former Deputy Commissioner of the New South Wales Police Force, to lead the review. The review findings will be reported to the Attorney General in the second half of 2025.

PANSW Submission

The purpose of the law is both to protect the accused person, and to hold them accountable when they have been found to have committed criminal acts. The ability to do both is even more important and nuanced when the offending conduct was done by a young person. The threshold of actual knowledge that the offending conduct was seriously wrong under doli incapax has resulted in a failure to effectively do either of these functions.

The PANSW's submission made the below recommendations:

There is a clear need to enact legislation that abrogates the common law presumption of the principle of doli incapax. The test for rebutting the presumption of doli incapax must align with other Australian jurisdictions whereby the prosecution must prove that the young person had the capacity to know that the offending conduct was wrong at the time.

There must be legislative mechanisms implemented to allow for police referral of young persons to mandatory educational interventions at multiple stages of the youth criminal justice process.

Frontline police need the ability to do more from the earliest stages of a young person's involvement with the justice system. The ability of police to refer young persons to mandated programs or interventions from the outset, and at multiple stages of the criminal justice system, will provide not only diversion from the court system, but also allow young people to meaningfully contribute to the community and understand the value of positive engagement with their community.

Young persons entering the criminal justice system more than once must attend a mandatory, independent, educational intervention conducted by an independent provider. This intervention must educate both the young person and their guardian of the consequences of their wrongdoing in such a way that doli incapax is understood, with an acknowledgement by the young person and their guardian that is admissible in court.

Any diversionary intervention must be focused on education for the young person to ensure they understand the consequences of their wrongdoing and give them positive pathways to follow in the future. This education assists both with the issue of proving doli incapax, as the young person will understand what wrongdoing is, and helps them to make better decisions in the future.

The evidence available to the court in doli incapax matters should include previous engagement with diversionary programs and options, including mandatory options. This evidence should be available to prove capacity. The failure to comply with attending a diversionary program should be admissible as evidence in establishing the capacity of the young person.



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THE POLEN TENT at 2025 SAMOA DAY CELEBRATIONS in NEWCASTLE

Pat Gooley PANSW Secretary

POLEN spreads & grows across the Nation

■ The Pacific Officers Law Enforcement Network (POLEN) was started in early 2022 by a group of sworn and unsworn officers from Pacifica background. With the aim of creating a sense of belonging, pride and awareness of their heritage and better relationships between Pacifica communities and the NSW Police Force, the network was created, grown and even funded from within by the members.

Since that time the NSW Police Force has seen the value of better community engagement and given corporate support to the Network. The stated aims of POLEN are; advocacy and representation, resources and services for professional development, network opportunities, partnering with other networks and groups in other professional fields, and engaging in initiatives or programs to empower Pacific communities.

One of the driving forces behind POLEN is Tuala-Tamalelagi Detective Sergeant Benjamin Sega, the founding Chair. Supported by a keen committee, Ben has seen deep and ongoing community engagement across many communities. When you speak to Ben, his low-key but heartfelt enthusiasm for the network is infectious. He proudly points to engagements with children that have great experiences at community festivals, or teenagers pulled aside for a

bit of guidance that may ultimately keep them away from a dangerous or destructive path.

While POLEN focuses on a network of employees, it is the wider community and the NSW Police Force who are benefiting equally. The PANSW was recently proud to sponsor and attend a POLEN training day at Minto. Seeing members connecting and immersing themselves in some traditions of their culture and how to harness that for the good of their careers and community was uplifting. We also learned about the work Ben and POLEN are doing to create pathways for Pacifica people, particularly young people, to join the NSW Police Force. Since first working with the Network, it has been great to see an increase in the number of sworn members from Pacifica backgrounds. Specialist PANSW Organiser Jeff Ludkin also delivered a presentation on the assistance the PANSW offers members, particularly in health, wellbeing, welfare and safety.

The Marist Samoa Old Pupils Association Sydney is a leading group within the Samoan community, and marks the anniversary of Samoan independence with an annual ball. This year over 500 people attended to mark the 63rd Anniversary. In the presence of the local MP, Association President, the Patron and community leaders across

the state, Tuala-Tamalelagi Detective Sergeant Benjamin Sega was presented with the 2025 TAUTUA AWARD. The award recognises outstanding service to the community and was presented to Ben for his leadership in establishing and growing POLEN, his efforts to drive better relationships between police and Samoan communities and also reaching the rank of Detective Sergeant.

Noting the honour of being acknowledged and presented by so many senior members of the community, Ben said, "Although the award was presented to me as the Chair, it's important to recognise the team of volunteer committee members who make POLEN what it is both internally and externally. I am grateful for their continued support and commitment."

Other jurisdictions have also started similar networks and are gaining support from their Police Forces. A national conference is being held shortly to identify opportunities to improve the networks and the important work they do. With the stated values of family, faith, culture and community, focussing on belonging and teamwork, the networks can only grow from here. The PANSW is proud to support the Pacific Officers Law Enforcement Network now and into the future.

A day in the life of PANSW:
Ed Murphy (L) and Ian Johnstone (R)
conduct training for Branch Welfare
Officers, onsite in PANSW's
Executive Meeting Room.





Aileen Fleming PANSW Industrial Officer / Paul Ireland PANSW Executive

Transfer Costs win - Classification of Cessnock Police Station

Redrawing the map of transfer entitlements in the Hunter Valley

■ Your Association has recently had success in a significant Award and Policy update that introduces a uniform approach to classifying police stations within the Hunter Valley Police District (PD). As a result, all eligible officers transferring to the District are now entitled to full transfer costs.

Prior to NSWPF reengineering in 2017, Cessnock Police Station (PS) belonged to what was formally known as Lower Hunter Police Area Command (PAC). Hunter Valley PAC was also amalgamated, and Cessnock Police Station (along with Wollombi PS and Kurri Kurri PS) consequently came under the new Hunter Valley Police District.

Historically, the Award has classified all Police Districts in the Northern Region as 'Desirable Locations', meaning that transfers to these locations would not typically attract costs. That was with the exception of what was formally known as Hunter Valley PAC. When Hunter Valley PAC became Hunter Valley PD and took on Cessnock Police Station, the PANSW were of the view that Cessnock PS now had the same classification and entitlements attached to it as the rest of the Hunter Valley PD.

A senior police officer (and PANSW member) won a transfer to Cessnock PS in 2024. A dispute was raised by the PANSW when the member informed us that the NSWPF had declined to cover their full costs due to the NSWPF Transfer Guidelines, which isolate Cessnock PS from the rest of the Hunter Valley PD for the purpose of providing full transfer entitlements.

On 21 February 2025, the PANSW lodged a section 130 dispute under the Industrial Relations Act 1996 in the NSW Industrial Relations Commission (IRC) on behalf of the member for a breach of the Award and policy by denying our member transferred officer entitlements as a result of his transfer to the Hunter Valley PD, in particular to Cessnock PS.

NSWPF maintained that the position won by the member was located at Cessnock PS, which they said was a desirable location due to previously belonging to the Lower Hunter PAC. This position was based on the Award classification, which still referred to 'Hunter Valley PAC', of



which NSWPF maintained did not include Cessnock PS. The Transfer Guidelines isolated Cessnock from Hunter Valley PD without the consultation or agreement of the PANSW, as required by the Public Sector Consultative arrangements.

The PANSW's position was, and is, that Cessnock PS belongs to Hunter Valley PD, and therefore is not a 'Desirable Location' as defined by the Award.

It was the PANSW view that our member was entitled to a full costs transfer due to meeting the definition of a 'transferred officer' and transferring to a non-desirable location.

Under the Award, a "transferred officer" means an officer who has been assigned to a new location, other than from one part of the metropolitan area to another, at which duty is to be performed, and who, as a consequence of such assignment, finds it necessary to leave their existing residence and seek or take up a new residence.

Following several compulsory conferences before the IRC, further meetings were held with NSWPF to work through the issue at hand. Through the continued advocacy by the PANSW, the parties have reached agreement on two affected members who had transferred to the Command since the dispute arose, and to further vary the Award clause to reflect Hunter Valley PD – inclusive of Cessnock PS and all stations within the Hunter Valley PD – and that the NSWPF Transfer Guidelines will have the isolation of Cessnock PS removed thereafter. This agreement reached entitles eligible officers who transfer to Cessnock PS to full transfer costs, effective as of 1 April 2025.

The Award clause is currently being varied with the consent of the NSWPF and the PANSW, along with amendments to the Parental Leave clause, as well as a clarification that transfers to Queanbeyan as a location remain desirable within Monaro PD.

Officers who meet the definition of being a 'transferred officer' to Cessnock PS will now have significantly expanded entitlements that could be worth up to tens of thousands of dollars, resolving a lengthy injustice to our members who did not receive the same entitlements as their colleagues within the rest of the Hunter Valley PD.

Members seeking clarification on transfer entitlements contained within the Award should contact the PANSW IOC at infocentre@pansw.org.au

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(L) LOGO FEATURING PURPLE MICHAELMAS DAISY DESIGNED TO LIGHT UP SYDNEY OPERA HOUSE SAIL (R) OFFICERS MIXING WITH POLITICIANS, HONOURING NATION POLICE LEGACY DAY

Ian Allwood PANSW Vice President

Honouring Service and Supporting Families

National Police Legacy Day, 17 June 2025

■ On Wednesday 17 June 2025, I represented NSW Police Legacy and the Police Association of NSW at the inaugural National Police Legacy Day, a significant moment in the calendar that honours the lives and legacies of police officers who have died in the line of duty. As a proud Board member of NSW Police Legacy and the Vice President of the Police Association of NSW, it is both a privilege and a profoundly personal honour to help launch this important day of national recognition and remembrance.

National Police Legacy Day is more than just a day of tribute; it is a powerful commitment to supporting the families left behind. Our police officers serve with bravery and integrity, putting their lives on the line to protect our communities. When the unthinkable happens, and an officer falls in the line of duty, it is our responsibility as a nation to ensure their legacy is honoured — not just with words, but with enduring care for their loved ones. Our PANSW staff and Legacy staff swing into action almost immediately to offer support and represent us all on what is often a police

family's worst day. As an operational General Duties NSW Police Sergeant, in my 29 years of policing, I've sadly been with many police families on their worst day. I take comfort, as should our members, knowing that should anything happen, the PANSW and NSW Police Legacy will be there to help my loved ones cope.

Behind every fallen officer is a family whose world has changed forever. National Police Legacy Day is about ensuring those families know they are not alone. Through the work of Police Legacy organisations across Australia, we provide critical emotional, financial, and educational support to these families—services made possible through the police unions and associations, community generosity and ongoing awareness.

This day also reminds us of the bonds that exist within the broader policing family. Colleagues, friends, and communities all carry the weight of loss, and National Police Legacy Day gives us a space to acknowledge that grief while also celebrating the values our officers lived by—duty, courage, and compassion.

The new national symbol of remembrance and hope is the purple Michaelmas daisy. Selected for its quiet beauty and resilience, the daisy is a fitting tribute to those we have lost and to the enduring strength of the families and communities who continue their legacy. The flower also represents St Michael, the patron saint of police, who protects those who are sworn to serve.

As a NSW Police Legacy Board member, I have witnessed firsthand the transformative impact of Police Legacy support. I have met remarkable families, many of whom turn their grief into acts of strength, continuing the legacy of their loved ones by giving back to others. Their stories are at the heart of why this day matters. NSW Police Legacy was formed in cooperation with the Police Association of NSW in 1983. PANSW President Kevin Morton and I continue to proudly advocate for the welfare of our members through the PANSW Member Support Services and our partnership with NSW Police Legacy. Caring for our blue family is something the PANSW Executive and Staff are extremely proud of and will continue to do so.



(L) CHARLIE BELL (right) WITH FATHER, SENIOR CONSTABLE JEREMY BELL AND SISTER (centre) / CHARLIE'S ADULTHOOD PASSIONS ECHO HER FATHER'S - A LOVE OF BIKES & LAW

Tim Sinclair NSWPL Marketing & Communications Manager

Interview Charlie Bell

This NSW Police Legatee talks about the past, hopes for the future, and her here and now.

■ Although young, it's clear that Charlie Bell has a firm grasp on who she is and what she cares about. Included in this list are criminology and the law; motorbikes and their various uses; and aquariums and their inhabitants. What she's into, she's into. And two out of these three areas of interest link directly to her late father, Senior Constable Jeremy Bell.

"When I was a teenager in school and studying lots of things I was like, I know that I want to do law and go into that environment, because I was raised in that environment. It's very normal to me. It's kind of comforting."

Charlie's father served in the NSW Police Force from 2007-2021. She grew up in a household where matters of the law and questions of right and wrong were common topics of discussion. And now she's in the second year of a law degree, getting deeper into the knowledge that she intends to channel into a career as a criminal lawyer. It's a long and hard road from here to there, but one that she accepts with clear-eyed determination.

And at the other end of the spectrum from the world of case notes and legalese? Dirt bikes, quad bikes, road

bikes, and rally cars. Her dad loved them all, and the two of them went to car shows and on motorbike rides together, with Charlie perched on the back of the bike.

"...and when I was finally old enough to get my bike license I got it, and I love it, and I feel that's also a way to keep connected."

Keeping connected, of course, is crucial for anyone who suffers a loss. It's arguably even more so when you're a child, and a parent dies unexpectedly. Snr Cst Bell died of a pulmonary embolism at the age of just 48. The family used to call him 'Robocop' because of the amount of steel he'd had implanted in his body from various surgeries, but despite all that, he was in good health. His death came out of nowhere.

In the chaotic whirlwind that followed, NSW Police Legacy contacted the family (Charlie lives with her mother and sister) to help with funeral arrangements, and then with longer term practicalities like the setting up of trust funds, and education grants for school and university, "which was a relief because it took a lot of distress and anxiety off the shoulders of everyone in the family."

As the family began to settle into their new routine, the two daughters started to get more involved with Police Legacy. Fittingly enough, one of the first outings Charlie had was with a group of other young Police Legatees to the Bathurst 1000. Naturally, she loved it.

And that was just the start of meeting and bonding with other young people who share her journey of loss and rebuilding. Over the years she's really come to appreciate that sense of a shared understanding, including the people who get that "you can make a joke about it here and there and it's light-hearted... you can discuss things with them without feeling like you're alienated."

You get the sense, too, that Charlie has done her own share of helping other people come to terms with the new reality they've been thrown into. It comes back to that third thing on her list of passions. "I just love decorating the tanks and kind of making the fish feel at home." It's truly heartening to think what the future holds for this young Police Legatee.

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Greg McKenna, CEO of Police Bank

Relationships & finances: what to know if things get messy

Money Matters brought to you by Police Bank

■ Few of us enter a relationship anticipating the end. But as life changes, so too can relationships – and unfortunately, some of them don't last. At Police Bank, we understand that life doesn't always go to plan. If you're facing financial stress due to a relationship breakdown, we're here to help. We offer compassionate support, including hardship assistance if you're having trouble meeting repayments. Here are some other ways to try to stay financially safe and secure, even if things get rocky.

Know what's yours (and what's shared)

When you're in a committed relationship, it's common to combine finances, whether that's sharing a joint account, taking out a loan together, or contributing to the home loan. But when a relationship ends, sorting through who owns what can become one of the more stressful tasks.

To start, be clear about your financial picture – know which assets (like savings, super, or property) are held in your name, your partner's name, or jointly. The same goes for debts. Joint credit cards or loans can be particularly tricky, so it's important to know what you're legally responsible for.

Keep communication open (but protect your privacy)

When relationships are strong, financial transparency can build trust. But it's also wise to protect your financial security by keeping some safeguards in place.

That might mean:

- Keeping at least one personal bank account in your name only
- Regularly reviewing who has access to shared accounts or loans
- Updating passwords and contact details if a relationship ends.

If you share finances with a partner, it could help to have an honest chat



about how you'd manage things if the relationship changed. It might feel awkward, but it's a healthy part of planning for your financial future – just like budgeting or insuring your home.

Consider a financial agreement

If you're entering a serious relationship or marriage and have significant assets – such as a property, business, or inheritance – a financial agreement can be a wise step. This is sometimes referred to as a 'prenup' or binding financial agreement under Australian family law.

While it might seem unromantic, it's really just a form of protection. Think of it like a seatbelt – you hope you'll never need it, but if something goes wrong, you'll be glad it's there. A financial agreement can clarify how assets will be divided if the relationship ends, potentially saving time, money, and stress.

You'll need to get independent legal advice to set one up, and both parties must agree freely for it to be valid.

If you're separating, take action early

Breakups are hard enough without financial stress on top. If your relationship has ended or is in the process of ending, it's important to take early steps to separate your finances.

That might include:

- Closing joint accounts or setting spending limits
- Notifying your bank or lender about the change
- Making a list of shared debts and working out a plan to manage them
- Seeking legal advice if needed.

We know life can take unexpected turns, so if you're facing financial difficulty after a break-up, we're here to try to help. Speak to us about the ways we can support you.

Stay in control of your financial future

Whether you're single, in a relationship, or somewhere in between, taking control of your finances is one of the most empowering things you can do. It's not about assuming the worst – it's about being prepared, confident, and secure no matter what life throws your way.

If you're unsure where to start or need help understanding your options, get in touch with us. We're here to support you through all stages of life – the highs and the harder moments too.

For more tips on managing your finances, visit www.policebank.com.au or follow us on social media.

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This article is intended to provide general information of an educational nature only. This information has been prepared without taking into account your personal objectives or financial situation.

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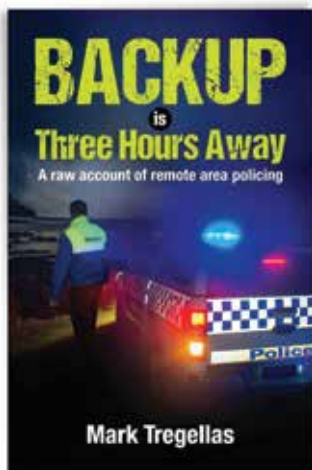
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Julia Weber PANSW Administration Officer

Celebrating 25 Years Police Shop



POLICE SHOP STOCK A GROWING RANGE OF ESSENTIAL ITEMS & GIFTS: 'BACKUP IS THREE HOURS AWAY' \$32.00 / RECHARGEABLE TORCH \$30.00 / PLUSH CREAM POLICE LAB \$42.00 / XXL BLACK GLOVES \$32.50

■ This year, The Police Shop marks a monumental milestone—its 25th anniversary. Since its inception, this unique retailer has served NSW Police recruits, their families, friends and the wider community. As we celebrate this remarkable achievement, we take a closer look at the journey of The Police Shop and its profound impact on the police community.

A Humble Beginning

On 1 July 2000, The Police Shop opened its doors at the Police Academy in Goulburn. This joint venture between the Police Association of NSW and NSW Police Force is the only retail outlet authorised to sell branded NSW Police force items. The then Assistant Secretary of Administrative Services Garry Dunn had the idea to open a store after recognising a gap in the market.

With a mission to provide quality products, great service and a welcoming experience to not only NSW Police Recruits, but friends, family and members of the public, 25 years on and the Police Shop stands today serving this exact purpose.

What began as a small, local venture quickly grew with the support of the PANSW and NSW Police Force combined.

Expanding the Vision

Over the years, The Police Shop evolved from a single storefront into

an extended retail outlet selling online nationwide. They have expanded their offerings, consistently introducing a new range of products with longstanding and new suppliers.

The company's growth didn't just stop at product expansion. It also focused on its online presence, launching an e-commerce platform that made it easier for customers to purchase anywhere in the country. This shift helped The Police Shop reach an even broader audience.

With the assistance of the now Assistant Secretary Administrative Services Raff Del Vecchio, long-standing Treasurer Bob Morgan and committee members, the Police Shop has ensured its long term sustainability with prudent management and coupled with ensuring it remains relevant and purposeful

A Commitment to Community

While the store's products are at the forefront of its success, The Police Shop's true foundation lies in its commitment and relationship with NSW Police recruits. The Shop has always made it a priority to foster relationships with the officers it serves. Through various initiatives, such as offering discounts and hosting pop-up stores at various events, The Police Shop has built a strong sense of camaraderie.

One of the most notable aspects of The Police Shop's impact is that all profits managed by the committee, are

reinvested into the Academy to provide facilities, equipment and resources for NSW Police Force policing students. These funds have enabled the delivery of sporting and recreational equipment, BBQ facilities and other much-needed resources for our future Police Officers.

This commitment to giving back underscores the company's dedication not only to serving its customers, but also to honouring NSW Police.

The Next 25 Years

As The Police Shop celebrates its 25th anniversary, it's clear that the future holds even greater promise. With a loyal customer base, a commitment to innovation, and a deep-rooted passion for supporting our officers, the company is poised for continued growth and success. What to expect for the future:

- Always looking for new, unique and innovative products to add to its range.
- Focused on further enhancing its digital platforms, ensuring that customers have easy access to the latest products, information, and resources at the click of a button.
- Ways to support recruits at the Academy through upgrades and enhancing the experience.
- Expanding exposure through attending more events.

The Police Association of NSW invites all serving officers to the

2025 PANSW Women's Forum

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Pat Gooley PANSW Secretary

How the community honours our Heroes

■ The Royal Humane Society of NSW was founded in 1877 to honour the bravery of those who risk their lives to save others in dangerous situations. Since then, it has presented over 6,200 awards to civilians, members of the NSW emergency services, volunteers and children.

The nature of policing duties means our members are called upon to confront challenging, complex and often dangerous situations. But it is in the character of the individual police officer that we often find bravery, selflessness and a determination to save the life of people they have never met – often at great risk to themselves.

The NSW Police Force, through the Commissioner's Awards system, recognises such acts of bravery. The Police Federation of Australia, through the National Police Bravery Awards recognises such act of bravery. This prestigious award is a peer-nominated.

The awards bestowed by the Royal Humane Society of NSW give the community of NSW the opportunity to acknowledge and celebrate these brave acts, not just by police officers and other services, but members of the community including children.

It is not uncommon to see up to one third of award recipients coming from the ranks of the NSW Police Force for brave acts, both on and off-duty.

Retired Det Sen Con Allan Sparkes CV, OAM, VA, FRSN is known to many members. He is a staunch advocate, trainer and mentor for improved mental health for police officers. He works closely with the Police Association to train our Branch Welfare Officers and other members.

He is the recipient of the highest award for bravery Australia, the Cross of Valour. In 1996 Allan and Retired Superintendent Gavin Dengate were the first recipients of the Galleghan Award and were also awarded the Royal Humane Society Bronze Medal for the same incident in Coffs Harbour.

Allan also received another prestigious award, for a separate incidence of bravery, the Commendation for Brave Conduct.

Allan sits on the judging panel for the National Police Bravery Awards and we asked him to reflect in the work of the Society. He said, "Royal Humane Society Awards quietly honour acts of immense courage, most often carried out by individuals who never sought recognition. Whether first responders or members of the community, these recipients share a common thread: an instinctive willingness to face danger for the sake of others."

"These awards don't just elevate the values of bravery and humanity, they also serve as a meaningful recognition

for the recipient, acknowledging not only what they did, but what it may have cost them. In doing so, the awards offer a moment of reflection, healing and pride for those who have risked their own safety, often carrying the physical or emotional weight long after the moment has passed."

Despite its prestige and patronage, the Society is run on a volunteer basis and with a tiny budget. The PANSW has previously supported the Society when times were tough, so it was with great pride that, when approached earlier this year, we were able to help again.

With a view to ensuring that our community has the opportunity to acknowledge their heroes, including our members, we have provided much needed funds to allow the Society to continue their important work. We are also appreciative that, working with the Society, we were able to secure further funding for the NSW Police Force.

We encourage members to visit the Society website www.royalhumanesocietynsw.org to understand the prestige of the awards, the criteria and how to nominate someone. A quick reading of some of the citations is uplifting and shows the dedication of those recipients to the preservation of life.



Sonia Roberts PPN Writer

Celebrating their time together

Members of Class 106 mark their 59 year anniversary

■ 1966 was a landmark year for so many reasons – the introduction of decimal currency in Australia and the St George Dragons winning the 11th of their record run of rugby league titles – were among the standout memories for many of that time.

For the recruits of Class 106, 4th April 1966 was the beginning of their policing careers. It is worth noting some of the Police Cadets in that cohort were sworn in before or after that date.

Class members will hold their 59-year reunion on the Central Coast during September. One of the reunion organisers, Lee Rankin said the decision was prompted by the recent deaths of several of the cohort's younger members. "After speaking with Phil (Martin) and Irene (Juergens) we decided to have a 59-year reunion. I know people will say it is a little unusual, but we thought it was important to try and get everyone together. In between the retelling of some war stories, it will also be a chance to start

planning our 60th reunion to ensure it is as special as possible. Then there is that other equally compelling reason to hold a reunion – just because," Lee said.

He served for a decade in the NSW Police – including three and a half as a cadet. He reached the rank of Plain Clothes Constable First Class. Lee started his policing career at the age of 18 years and nine months – making him the youngest in the class. The oldest was Lionel Cole who embarked on his policing career at the age of 34.

Being in the police was a chance for Lee and his classmates to meet new people – some of whom he never saw again after the day the class was sworn in as police officers. "On the final day, we were all busy checking our uniforms and appointments to make sure that everything was right for the swearing in. There was a lot of shaking hands and wishing everyone good luck for the days, weeks, and years ahead.

"Some of the class went to the bush

and we never really saw or heard from them again. One of the biggest things I remember was that once I had been sworn in and was stationed at Hornsby was how the perception of the Sergeants and Senior Constables changed once I went from cadet to a sworn officer. It was a great job then and I know some old hardheads may say it has gone backwards. Regardless of where life has taken us, I know we will be reliving many war stories when we get together in September." Will the 'Touring Secrets Act' be applied? You had better believe it!"

You have this bond.

Class member Irene "IJ" Juergens APM, retired at the rank of Inspector in 2009. When she joined, Irene was the 88th woman to join NSW Police. At the time of her retirement, Irene was the longest-serving female officer with close to 44 years of service.

The four female members of Class 106 were the second to receive identical



LEFT (opposite page)
POLICE CADETS OF CLASS 106

(L>R TOP ROW) – ALAN CHAMPION, TONY ANTUNAC,
MAX MCKINNON, RAY ADAMS, MAURIE GREEN,
MAL BRAMMER, MICK JONES.

(L>R BOTTOM ROW) – PHIL MARTIN, KEITH BYRNES,
MICK BAMENT, BOB TAIT, JIM WOODEN, LEE RANKIN

RIGHT (this page)
PROBATIONARY CONSTABLES
(L>R) IRENE JUERGENS, ELIZABETH MORRISON,
NOELA ROBINSON, and LESLEY WILLIAMS
ON THE DAY THEY WERE SWORN IN
AS POLICE OFFICERS – APRIL 4, 1966.

training to their male counterparts – with one exception. Irene recalled it would be a little over a decade before she was trained in the use of and issued with a firearm. We've come a long way since then," she said.

"At the time we joined, there was a separate seniority list for female officers and the age where females could join was dropped to 19. I was filled with enthusiasm and felt like I was going to conquer the world."

Irene recalled that any officer who wished to get married had to make an official application to the then Police Department to ensure they were marrying someone of 'good repute.'

In retirement, Irene, works extensively with NSW Police Legacy on the Central Coast.

NSW Police Legacy Chairperson Superintendent Donna McCarthy affectionately refers to Irene as Commander of the NSW Police Legacy Central Coast Luncheon Network. "Irene does all the work of a commander, keeps a look out for the welfare of the police legatees, coordinates resources and support if she identifies a need, manages the budget for her meetings, inducts new Police Legatees into the group, schedules regu-

lar meetings (luncheons and gatherings) for the police legatees to come together and enjoy each other's company and communicates regularly with the Central Coast Police legatees and NSW Police Legacy, so that we are all up to date and across any new information impacting the group."

"The Police Legatees know they are under her care. She takes it incredibly seriously, but the outcome is more fun and joy," Superintendent McCarthy said.

Irene stays connected with many of her classmates. "The ties you make as a police family, it does not stop when you give the badge back. You have this bond," she said.

Professionalism is a state of mind

Bob Inkster APM OAM, retired from NSW Police Force in 2004 at the rank of Detective Chief Superintendent. His career spanned 38 years of service to the state. He was awarded the Australian Police Medal in 1992 and the Order of Australia Medal in 2006.

He recalled a trio of drill sergeants – Roy Shields, Dave Ferguson, and Brian Andrews - at the Police Training Centre administering tough love to the class.

They often told recruits that if they could not take it from them, how were they going to handle it on the streets?

"As time went on, we woke up to them and realised they were good people just trying to make us into more professional police officers. It would be fair to say, that once we overcame our fear of them, the entire class realised how amazing they were."

"What would I say to a class about to step onto the parade ground for attestation? You will work and form friendships with some of the most loyal and dedicated people you will ever meet."

"You will also meet people of all walks of life. Some experiences will be pleasant. Some will not. Teamwork is everything. Your team includes everyone who works on the station from your immediate colleagues to senior management and the public service staff."

"There is only one way to conduct yourself and that is the right way with professionalism and ethics forming the foundation.

"I'll echo the words of my former commander Clive Small – there is more to professionalism than just qualifications, it is a state of mind and pride in your work," Bob said.

Mick Timms PPN Writer

Father Jim Boland

A guiding light for 60 years



KAREN OWEN LEADING FAY'S ANGELS AT ROSEHILL RACECOURSE / PHOTO VIRGINIA HARVEY

■ In 1965, James Boland was ordained by the Catholic Church as a priest. Father Jim, as he became known, would go on to pioneer the establishment of the NSW Police Chaplaincy.

Father Jim spoke to PANSW Police News about an infamous crime in 1974 and its effect on police at the time. "The Virginia Morse case was the spark they needed to establish the police chaplaincy," Fr Jim said.

Commissioner Fred Hanson gave Father Jim a reference to observe chaplaincies while in the USA. The model chosen to follow was that of the New York Police Chaplaincy.

Cooperation at the highest levels between Commissioner Merve Wood and Cardinal James Feeman then lead to Father Jim being officially appointed as the police chaplain. He then set about the task of providing counsel and support to police regardless of their faith.

"I was warmly accepted and supported by police of all persuasions – they knew I was not out to convert them. I had previously had friendships with many police irrespective of religion," Father Jim said.

In 1985, after discussions between Commissioner John Avery and Cardinal Clancy, it was decided to implement the

establishment of a fulltime uniformed police chaplain, Father Jim being the prototype.

"At that time, being new territory, I was sworn as a "special constable chaplain" which does not happen anymore," he said.

To better reflect importance of the police chaplaincy, Father Jim was involved in the development of a uniform for the group as it expanded.

"The question of uniform arose with the inception of full-time chaplaincy, as military chaplains are uniformed," he said. "The design was left to the uniform branch, police hierarchy and myself as the prototype. Father Jim found that police welcomed the sight of a uniformed chaplain "as a sign of belonging."

Reverend Peter Mumford (Anglican) and Major Errol Woodbury (Salvation Army) were to follow as fulltime chaplains.

Police Chaplains developed a strong relationship and affinity for the Police Association. In 1992, the three chaplains were awarded PANSW Life Membership.

"I have had a close friendship with Tony Day (PANSW President 1988-1994) and other Association members," Fr Jim said.

"In the mid-seventies the Association had a 'rights of police committee' which

looked into the establishment of a police chaplaincy.

"I see the role of the Association linked with the chaplaincy in caring for police.

Further recognition for the work of Father Jim came in 1993 when he was awarded the Medal of the Order of Australia (OAM). The official citation reads "in recognition of service to the community as Senior Chaplain, NSW Police Service". He was recently awarded the Pontifical Cross of Honour from the Vatican.

After 60 years as a priest, Father Jim, now residing on the Central Coast, maintains contact with the broader police family. "I remain in touch with many retired police through emails and the Retired and Former Police Association," he said.

"Some of these friendships go back half a century. I am also in touch with many families of deceased police."

For Father Jim, it's always been about helping others.

Watch the 100 Year anniversary interview with Father Jim here: <https://100years.pansw.org.au/stories/life-members-what-does-the-association-mean.html>

Elyssa King + Kelly Makhoul PANSW Media & Communications

Two Members Marched Out

Celebrating excellence in leadership and service

■ Thursday 17 July: PANSW acknowledged Sergeant Andrew New as he marched out today after 39 years of service. PANSW President Kevin Morton presented Sergeant New with his service watch to recognise his contribution to the NSW Police Force and as a long serving member of the PANSW. Sergeant New is known to many for his time as a Physical Training Instructor at the NSW Police Academy in the 1990s where his enjoyment of a long run was well known to new recruits. We wish Sergeant New all the best in his retirement.

PHOTO (top): KEVIN MORTON AND ANDREW NEW

■ Thursday 31 July: Senior Sergeant Cath Urquhart APM retired with an impressive 44 years of dedicated service, making her the longest serving female officer and the 12th longest serving officer in the NSW Police Force. She's also the state's longest serving intelligence officer.

Cath has been a PANSW Member since the beginning of her career, and served as a Branch Official. She was presented with her service watch on behalf of PANSW membership at Parramatta Headquarters, then walked out for the final time through a guard of honour.

Cath's remarkable career began in an era when policing looked very different. One of only seven females graduating from a class of 138.

She leaves behind a lasting legacy of leadership and service, leaving a lasting impact on her colleagues, community, and Association.

PHOTO (bottom): CATH URQUHART'S MARCHING OUT /
Video still courtesy of NSW HISTORIC POLICE MUSEUM

Did you know that as a financial member of PANSW that you are eligible for a retirement gift from PANSW if you medically retire or have twenty years' of service? Please call our Information Organising Centre on 9265 6777 to update your details so we can get in touch, especially if you're on long term-leave.



Elyssa King PANSW Media & Communications Officer

Kristian White judgement

White attends Court for Appeal decision. DPP stays away



KRISTIAN WHITE AND PARTNER ENTER SYDNEY SUPREME COURT, LED BY SOLICITOR WARWICK ANDERSON (Bunnings umbrella) FOLLOWED BY ED MURPHY (PANSW jacket)

■ On Wednesday 30 July, the appeal initiated by The Crown against the sentencing of Kristian White was dismissed in the Supreme Court of New South Wales.

NSW Director of Public Prosecutions Sally Dowling SC, who was personally prosecuting the matter in her capacity as the state's chief prosecutor, did not appear in person to hear the judgement. As previously reported in ATG, the DPP has thrown unprecedented resources at this PANSW Member's matter.

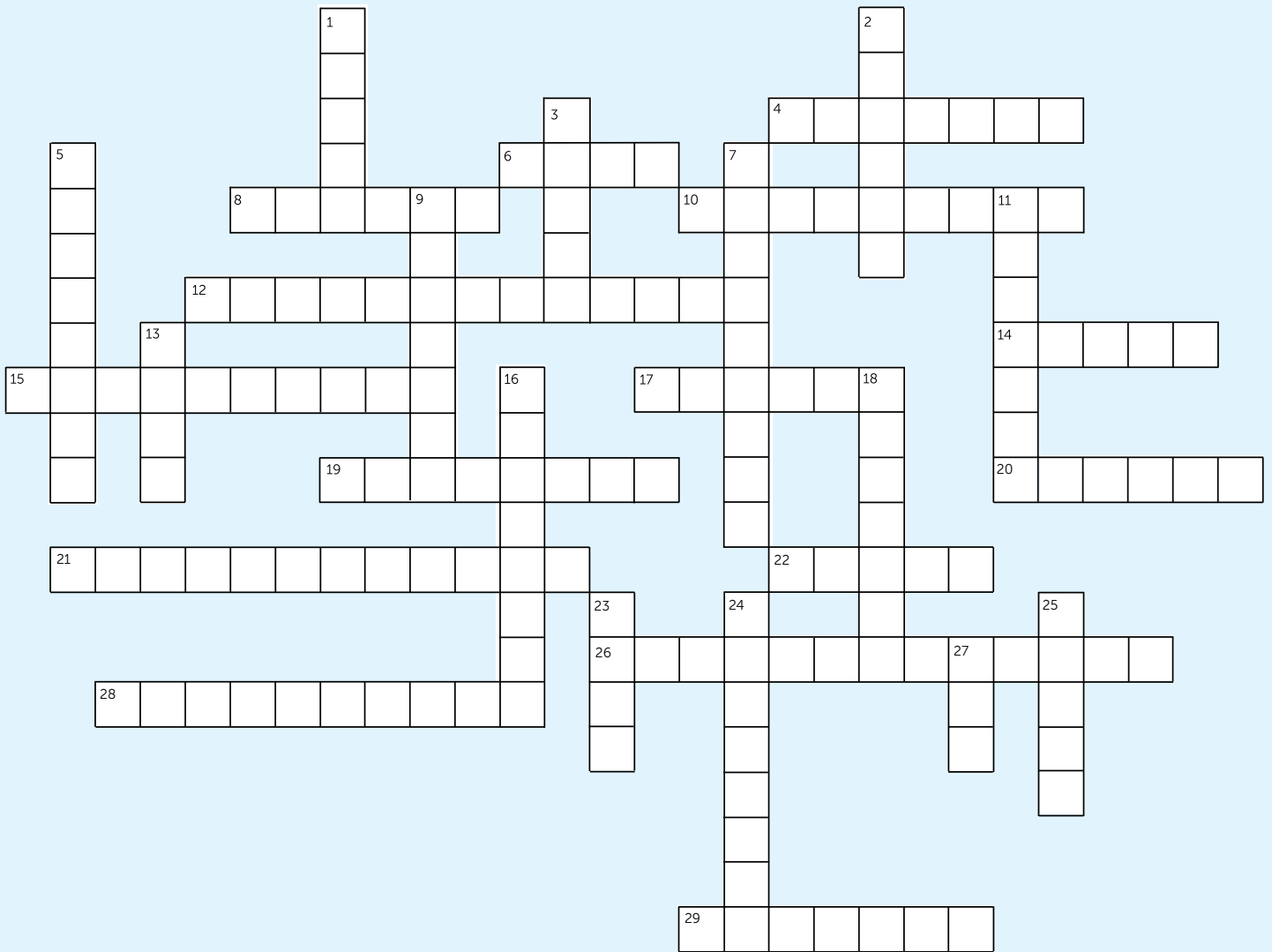
While acknowledging the tragic nature

of the case, the Court found that the previously imposed sentence was not 'manifestly inadequate' as argued by the Crown. In handing down a unanimous judgement, the Court also agreed with the sentencing judge that the conviction of the offence of manslaughter did not, in the exceptional circumstances of this case, mandate a custodial sentence.

PANSW Member Support Officer Ed Murphy was on hand to support the member during the proceedings at Supreme Court. He was accompanied by PANSW Organiser Marty Evans, who has

been with Kristian throughout all of his court mentions and hearings, shielding him and his partner from the media scrum upon their exit at Macquarie Street.

The PANSW has stood by Kristian from the initial announcement of the Critical Incident, through multiple court appearances right up until the July 30th judgement.



Down

- 1. Medieval Celtic priest or sorcerer (5)
- 2. Reanimated corpse with a taste for human brains (6)
- 3. Australia's Bigfoot equivalent (5)
- 5. Shape-shifter cursed by the full moon (8)
- 7. Hinduism's holy animal, or unchallengeable concept (6,3)
- 9. Mythical figure who brings dreams while you sleep (7)
- 11. Half-human, half-fish female sea dweller (7)
- 13. Hindu spiritual & physical discipline, done on a rubber or latex mat (4)
- 16. Greek god of the sea (7)
- 18. One who is certain about God's non existence (7)

- 23. King of the Greek gods (4)
- 24. Half-man, half-bull, guards a subterranean labyrinth (8)
- 25. Evil spirit or fallen angel (5)
- 27. She might take a vow of silence (3)

Across

- 4. Blood-sucking undead creature (7)
- 6. Religious man who lives in a state of simple asceticism (4)
- 8. Snake-haired Gorgon who turned men to stone (6)
- 10. Spiritual leader of Tibetan Buddhism (5,4)
- 12. She predicts your future with cards or crystal ball (7,6)

- 14. Biblical figure parted Red Sea (5)
- 15. Belief in only one God (10)
- 17. Enlightened Teacher of major Eastern philosophy (6)
- 19. Having a bet both ways about God's existence (8)
- 20. Airbourne, fire-breathing, mythological reptile (6)
- 21. Fictional doctor who created a man from old body parts (12)
- 22. Small, gossamer winged, magical being from folklore (5)
- 26. Sudden state of spiritual awakening (13)
- 28. Practice of stillness and mental clarity, can be done sitting (10)
- 29. One who speaks for God (7)

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