

PANSW

POLICE ASSOCIATION OF NSW

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Police News



NO ORDINARY VIRUS

A PANSW member relives his rocky road of recovery **p6**



BACK ON THE ROAD

Historic meeting a highlight of trip to Barrier PD **p21**

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

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

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

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

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

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

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



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POLICE ASSOCIATION OF NSW

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President Tony King presents Supt Karen Cook of Kings Cross PAC, with a PANSW campaign souvenir.

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New Executive Member



Last month, Darren McCaughey was elected as the new Executive member for Northern Region 2 following the promotion of Brett Henderson-Smith to Inspector.

Having spent 31 years in the Force, Darren called Kings Cross home for the first decade of his career.

After being promoted to Sergeant, he moved to Ku-ring-gai before joining PORS. His career came full circle when he finally returned to the heartland where he was raised, moving back north to Tweed Byron PD in General Duties.

As a PANSW member with involvement in local branches throughout his entire career, transitioning to the Executive was a natural move for Darren. He has been actively involved as a PANSW Local Branch Official, a Branch Welfare Officer, Conference delegate and in recent times as the Chairperson of the Tweed /Byron Branch.

An experienced advocate, his branch has achieved great results, utilising local media campaigns to lobby politicians. He is also a skilled negotiator, having navigated numerous First Response Policing Agreements to achieve better outcomes for members.

As a BWO, Darren made referrals to ensure the members of his region most in need are being looked after through the PANSW Welfare Assistance Scheme.

"I just like to assist people who need support and saw becoming a branch official as an opportunity to do that," he says.

Affectionately nicknamed from his park footy days, Barge's main focus in joining the Executive will be to continue to fight for the rights of police and be a regional voice for the best outcomes for the membership. Key priorities for him are The NSW Police Blue Ribbon Insurance Scheme, staffing numbers on the NSW North Coast and mental health.

"I'm passionate about helping members, giving advice and support on operational issues, compliance and welfare matters with confidentiality and compassion."



A well-earnt Christmas and New Year to everyone

Tony King
President

Looking back on 2021 a highlight for me has been the renewed freedoms we have gained in the latter part of the year.

I personally will never again take for granted the ability to get behind the wheel and travel into regional New South Wales.

A recent highpoint has been travelling to Port Stephens, Ballina, Tweeds Head and Grafton to visit with and present recently retired members with watches from the PANSW.

Although it was pleasant to recognize the many years of service that these highly-respected members had given to their communities, some remained deeply affected by their policing careers. This was troubling to see and I believe that more needs to be done in this space to address these issues related to mental health.

A MAJOR AWARD VICTORY

One of the key milestones of the year has been delivering a highly satisfactory result on the 2021 Award. The membership vote held between 11-26 October resulted in a resounding 'Yes' for the salary offer.

At the time *PANSW Police News* was going to print the Award was with the Industrial Relations Commission and on track to be finalised. This Award was a huge contrast to the difficult battle we fought in 2020. The new Award will run for three years, providing a cumulative increase of more than 6% into members' salaries over that time as well as increases to the Superannuation component.

Just as significantly your Association has secured – through our MOU with the Government – certainty for major protections, namely for the Police Blue Ribbon Insurance (Death and Disability) scheme and Workers Compensation exemption.

This victory is a reward for the work in putting our case forward in a consistent and strong manner. Improving your entitlements and working conditions will always remain at the heart of the work that only the PANSW can do in your best interests.

MOVING AHEAD INTO 2022

Next year will continue to present new opportunities and challenges.

One of the early priorities for 2022 will be the roll-out of Optional Disengagement. We will continue to work alongside the NSWPF to achieve the best outcome possible for this important new scheme. We will feature as many details as we are able to share on this in our regular communications to members.

THE NEW COMMISSIONER

On 24 November, the announcement was made that Deputy Commissioner Karen Webb APM has been appointed to the position of Commissioner of the NSW Police Force. Her appointment is a historic first for the state and a forward-thinking decision by the Government.

We have had an excellent working relationship with all of the Commissioner's Executive team, including Karen, and look forward to that continuing into the future.

A TIME TO CELEBRATE AND REFLECT

This is a time of year to reflect on another challenging year where the hard work of every single police officer across the state has made a real difference to the people of New South Wales.

It is important to thank you all not just for the 'special' duties you have been tirelessly performing but every aspect of your duties.

Across city and country, please reflect on the contributions you have made in 2021 to the neighbourhoods and communities, townships and suburbs that you live and work in.

Many of you no doubt will be in uniform over coming weeks. On behalf of the PANSW Executive, made up of serving officers, and the PANSW team, I wish you a safe and joyful Christmas season and a Happy New year with your families and loved ones.

Executive elections

Peter Foran has been elected as the Ordinary Executive Member, Non LAC Region Area 4 following the promotion of Michael Buko to Inspector. Along with being a Senior Sergeant in Traffic & HWP in Central Western NSW, Peter has been a Branch official and delegate for the Western Region and Non LAC 4 for more than 15 years. He has campaigned across a range of member-focused issues including wins on Detective allocations, the restructure of T&HWP Command and various WH&S issues. He is also a graduate of the inaugural Advanced Branch Focus program/course.



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Police Association noticeboard

EXECUTIVE MEETINGS

The next meeting dates scheduled for the PANSW Executive are 16-17 December. The Executive meeting dates for 2022 are: 8-9 February, 5-6 April, 21-22 June, 2-3 August, 11-12 October and 15-16 December.

POLICE ASSOCIATION SCHOLARSHIPS

Is your child in year 12 this year completing the Higher School Certificate (HSC)? Does your child intend to go on to some form of tertiary education?

Every year your Association awards scholarships to assist dependent children of financial serving members to complete their selected course, whether it be at university, college of advanced education or a similar form of a tertiary institution.

Such scholarships are credible for the duration of one full-time undergraduate course (3-4 years) and they are awarded on the results of the HSC.

Each applicant must provide the following as part of their application:

- A copy of the applicant's results e.g. Record of School Achievement (RoSA)
- A copy of their ATAR
- A copy of the applicant's enrolment e.g. student record or unofficial transcript showing enrolment for 2022.

Scholarships that have been submitted will then be awarded by the Association to any eligible applicant whose ATAR is of 75.00 or greater or rank of 26 or more under the International Baccalaureate.

Unfortunately, applications received after 28 February 2022, will not be considered except for those in extenuating circumstances.

All applications will then be revised in April 2022 after which, the applicants will be advised of the outcome, with payments to follow shortly after.

For those with an existing scholarship, a letter will be sent out to you in early 2022, outlining what is required from you for your next instalment.

For all questions concerning the scholarship or to obtain an application form please contact PANSW Admin Officer, Danielle Green at the association office by email: danielle.green@pansw.org.au or by phone (02) 9265 6777, E/N 5707



OUT ON THE ROAD AGAIN

The Golden Boot one-day touch footy tournament was back on in Narrandera for 2021 to raise funds for a local charity (see full details on Facebook @nswpgoldenboot). The tournament started with a welcome to country from the local Narrandera Clontarf Academy and by the end of the day the South East Silverbacks won the Golden Boot over Central West Thunder. PANSW Organisers Marty Evans and Ben Lee – seen above right with Constable Alex Millen from Griffith PD – were on hand to give added support for the event.

This is one of many examples of a situation that will hopefully prevail into 2022 as the normal run of meetings and events resume. One disrupted event that is back on the calendar is Police Legacy's Remembrance Bicycle Ride, now timed for 29 April-1 May. Allied to this a fundraising satellite ride held between Inverell and Tamworth on 23 October covered 230km and raised \$21,000. Training rides are also being held as seen below from 31 October outside Centennial Park in Sydney. Find out more at policelegacynsw.org.au



Heading into 2022

As foreshadowed in our Sept-Oct edition, the PANSW is on the cusp of moving to a more news and resource driven website which will be launched within the next few months. This improvement to one of our primary channels for member communications follows on from the transition that *PANSW Police News* has made in 2021 from a monthly to a bimonthly cycle.

FOCUSING ON IMPACT OF REGIONAL JOBS

A report commissioned by public sector unions into the impact of public sector employment on regional labour markets and economies was released in Queanbeyan on 18 November. *PANSW Police News* will run an article about this in our first edition of 2022.

A BIG CONGRATULATIONS TO CLASS 350!

The last Attestation of 2021 will take place at the NSW Police Academy at Goulburn on Friday 3 December. Congratulations to all new Probationary Constables on joining the Blue Family!

The pain of the pandemic: An all consuming time

By Ben Lee

PANSW Organiser

The membership of the PANSW has been on the front line working with the community of NSW as the pandemic swept through our state.

At its height, every form of media platform was dedicated to providing the most up-to-date analysis of the pandemic.

The NSW Police Force generated memo's and policies, FAQ's and risk assessments, decision making trees and briefing notes – completely immersing the membership into the language of the pandemic. It was, according to many members, a complete information overload on all fronts.

It was certainly easy enough to become tunnel visioned on Covid-19. Covid hotels, compliance checks, enforcement of health orders, PPE, continuous testing, dealing with an increasingly frightened and frustrated public in the LGA's we police. It was an all-consuming time.

More recently, the discussion on Covid-19 has focused on the question of vaccination as a requirement for employment.

Your Police Association has fielded calls from members regarding the legality, and at times the morality, of the Police Commissioner mandating that NSW Police will be vaccinated.

A majority of calls received by the PANSW were to thank the President for standing beside the Commissioner and calling for the membership to be vaccinated.

These members viewed this as essential for the maintenance of a safe workplace for themselves and their fellow officers.

The PANSW stood strong alongside our membership. Your Association will always advocate for the issues which are widely and deeply felt, and the safety of our members in their workplace is at the core of what your Association represents.

THE LIVED EXPERIENCE OF COVID

In the midst of our state-wide response, it is the individual stories that really bring home the devastating impact Covid-19 has had on those who succumbed to it. In this feature article Sergeant Lenny Kerr, recounts his experience of contracting Covid-19.

COVID-19 NO ORDINARY VIRUS

By Sgt Lenny Kerr

PANSW Member

In July 2021, I returned a positive Covid-19 test. I have not been the same since.

I graduated with class 234 in 1988 and have been a NSW Police Officer for 33 years. I was front line operational for about 16 years and have been a Prosecutor ever since.

Like most of us, I first became aware of Covid-19 through the media and the unfolding events overseas. I watched as the Australian media picked up the story. I recall having a bad feeling about it.

KEEPING AN OPEN MIND

Prior to catching Covid, I considered myself to be physically healthy and fit with no underlying health issues.

I know people, both professionally and socially, who have talked about Covid being non-existent or being nothing more than a virus.

I also know people who were anti-vaccination and pro-vaccination. It has been a political and divisive issue.

I kept an open mind and respected people's rights to a view. For myself, I had made the decision to get the vaccine and was due to get the 'jab'.

SYMPTOMS THAT KEPT GETTING WORSE

In July 2021, I came home from work and was feeling tired, after a long week.

In the following days, I developed a headache, sore throat and a runny nose. This developed into a fever, shivering cold, aching joints and muscles. This was like nothing I had previously experienced.

During this time I had undergone Covid testing at the local Covid clinic and contacted work advising I was ill and would not be able to come in pending the results of the Covid test.

I was subsequently notified by the Department of Health that I was positive for Covid-19.

This also had implications for my household. My symptoms continued to worsen. Headache, shaking, fever, muscle and joint pain continued and there was no relief, no sleep – it was relentless. A bad cough and severe sore throat had developed and I was continuously shaking and shivering.

I was contacted by various Superintendents in relation to contact tracing and my thoughts and concerns turned to colleagues and their families being infected and the possible consequences.



Views from the bubble-room at St Vincent's Hospital

Owing to the concerns of infecting others in the household, we went to the Covid hotel at Mascot. Oxygen levels and heart rates were monitored throughout the day. You were not allowed to exit the motel room and any contact was at a distance with nurses wearing special clothing.

... AND WORSE

I was incredibly fatigued, bed ridden and my terrible headache had not subsided. The sounds of trucks and trailers hitting pot holes outside my hotel room window were piercing with the continuous migraine.

I could not get any relief from it at all. My oxygen levels had declined and I developed a delirium where I perceived that I had to do the perfect 'COPS' event each night or I would suffer worsening of Covid in the form of severe reflux and other continuing symptoms in the morning. There was no relief, no sleep, nothing to get back some strength.

My oxygen levels were reduced to the point that I was taken by ambulance to St Vincent's Hospital.

My entry to the ambulance and the hospital, and my movement through the hospital, was like a parting of the Red Sea.

Corridors were closed down and people moved away. I was assessed and put into a Covid isolation ward.

The room had positive air pressure with an air lock and was known as the 'bubble room'. I did not fully comprehend what was going on and was in what I can only described as a fog. I was afraid of the great unknown and having to be placed on oxygen which may lead to a downward spiral. It was during this time I contacted my solicitor Patrick Duffy to get my affairs in order and contact lists as a precaution. Such was my fear.

THE BUBBLE ROOM

There were three of us in the bubble room, from all different walks of life, ages, cultures, occupations, backgrounds.

The room was silent but for the sounds of the machines and the meals / checks being conducted by Nurses and Doctors doing rounds. It was not possible to discern one from another

with the protective clothing and face shields, other than by way of shoes.

One man who had a family, rapidly declined and coded. He was rushed to intensive care. I did not see him again. Another man replaced him who had been in the ICU for 26 days after going to a butcher shop to buy meat and returning home with Covid.

Another patient regularly had reduced oxygen levels which constantly triggered alarms on the oxygen monitor and the immediate response of nurses and doctors. I was on oxygen and a drip and monitored throughout the day with various medications. The nursing staff had to enter the room via a positive airlock and were only able to stay with us for a limited time to minimise exposure.

I was afraid of my oxygen levels dropping any further. I saw others having to wear the full face masks and being rolled over onto their stomachs to assist with air flow. This was not a good sign for them. I feared this would happen to me.

THE COVID HOTEL BACK AND FORTH

Although I regularly Facetime my young daughter, I put that aside during this time as I did not want to scare her given my appearance and the monitors and oxygen tubes.

After five days in the Covid ward my oxygen had reached levels where I could return to the Covid hotel which I did.

We remained at the Covid hotel, recovering and excitedly anticipating our imminent release. A care package, together with some Uber Eats meals provided a distraction, and an external visit albeit from the road outside via mobile phone was a welcome relief.

Whilst in the Covid Hotel, I unfortunately developed an issue with the circulation in my left leg. This reached a point whereby I indicated to medical staff that if they did not get me an ambulance, I would not make it through the night.

I was taken via ambulance (with one of the paramedics being ex job) to Prince of Wales Hospital and was treated as a Covid positive patient.

Again I was isolated and I was given strong pain killers. Immediate scans of my left leg revealed a 30cm blood clot had developed from my knee to my stomach. I was told this clot was directly linked to Covid-19.

FACING A WORST CASE SCENARIO

There were discussions amongst my medical team about the worst case treatment scenario which included my leg being amputated. Again, I was in contact with family, friends, PANSW and my solicitor.

In coming days, I underwent a number of surgeries, involving both vascular and respiratory teams. Doctors tried to clear the clot through blood thinners, balloons and wires. A cage was inserted into my main artery to catch any pieces of clot that may break free. The cage would prevent any fragments of the clot going to my lungs or heart which could potentially be fatal. A stent was also inserted into my stomach. While in hospital, it was not possible to have any visitors. I am grateful to a friend who dropped off things I needed to get through and communications from colleagues. It meant a lot.

During the time in hospital I again refrained from much communication as I did not wish to frighten or upset loved ones with my appearance and the monitors, lines and bruising. The blood thinners I was on meant that I bruised easily. Each time they removed the drip I bled profusely.

26 DAYS LATER

I had reached a point where I could be released, however, before I could be released I had to learn to walk again, as the amount of time I had spent in the hospital and the surgeries I had undergone had caused such damage to my leg. This simple act was deeply emotional and physically challenging for me.

Some 26 days after testing positive, and after ticking all the boxes for release from hospital, I was waiting still dressed in a hospital gown until the nurse indicated I should get changed, lest someone think I was a hospital escapee – sound advice. I was wheeled out of hospital into the daylight, and was picked up by staff from Campbelltown City PAC. I am deeply grateful to them for that.

STARTING ON THE ROCKY RECOVERY ROAD

I returned home, where I took stock and started my recovery process. The simple act of a shower with sutures and removing the various Elastoplast and hospital tags was a major effort.

I had multiple further medical appointments with various doctors and further blood tests and scans.

One of the challenges was that as the LGA's went into lockdown, my ability to access medical professionals and hospitals was severely compromised. There were requirements for a clear Covid test and this was problematic.

Two weeks later, I returned to Sydney to Prince of Wales Hospital to have the cage removed from my artery and for a clot that had developed around the stent to also be removed.

The process involved entry through my neck and legs. I was discharged and again went through the process of healing and recovery.

A week later, I went back to my GP and was advised to have a Covid test, which I underwent without being immediately notified of the results.

Two days later, I attended hospital as a result of a further issue with circulation and numbness in my left foot.

I was admitted as a fresh 'Covid' positive patient on the basis that the Covid test days before had been positive. I was placed on oxygen monitoring and had catheters inserted. I was informed I had contracted Covid for a second time and again placed into isolation for many hours and had further scans for the new clot.

The Department of Health advised that I should not have undergone the Covid test as persons who have contracted Covid will test positive for up to 6 months afterwards, although not infectious. Again, the conversation turned to the potential of having to amputate my foot.

COVID IS REAL!

Before this all happened to me, I didn't know anyone who suffered from Covid. I remain open minded but I can tell you that Covid is real. I have long term effects and felt on a few occasions that I wouldn't make it through the night.

Some four months later, I am undergoing physio. I have an ongoing dry cough and still get out of breath easily. I have lost mobility and have put on a significant amount of weight. I continue to suffer intermittent pain to my muscles and joints and will remain on blood thinners long term.

Some days are good and some are bad, but I am fortunate.

I received numerous texts whilst in hospital which were in support of me. This really helped me and it reminded me of the camaraderie we experience as Police and members of the PANSW.



PEACE OF MIND WITH PANSW

Being a member of the PANSW gave me peace of mind as I knew I could reach out for assistance and support.

My Organiser Ben Lee and my Industrial Officer Gabe Doyle supported me with my p902, questions that I had about my insurance cover and hospital stays, my entitlements, and even just for a chat. That was really important to me.

I remember when I was initially told about the 30cm clot, I sent Ben my solicitor's details as I wanted him to have that contact in the event I didn't make it through. That's how bad this experience was and I think that really reflects where I was at that point.

THE IMPORTANCE OF FIRST-HAND ACCOUNTS

In hindsight, I wish that first-hand accounts of people who have suffered from Covid had been used as part of the information and education process. The social media platforms promote information and disinformation. You need to speak with someone or see it first hand to get an appreciation of what it is capable of.

The issue of Covid and getting vaccinated has been a divisive issue for some. I understand that and acknowledge the rights and freedoms of people.

I also understand front line Policing. It needs to be remembered that policing is a frontline contact sport.

Every day Police face dangers. You go to a job, you don't know if there is a weapon.

In the pandemic context, you now go to a job and you don't know if there is Covid. You can't see it, hear it or smell it and you worry about contracting it or bringing it home.

It's been a long road, Covid fatigue frustrates people. Covid did not give an inch and was relentless.

If someone told me that Covid is not a real thing, I would shake my head and walk off.

If someone told me they were not getting vaccinated, I would say to them that they can make their own decision, but if they are exposed to Covid, they are playing Russian Roulette with their health. Covid-19 is real and I am 'lucky' enough to say that I am living proof.

In closing I would like to thank the PANSW for their support.

I would like to thank Amanda and John Clarke, family and friends for their support and help during this difficult time.

I'd also like to thank the vascular team at Prince of Wales Hospital and my friend and colleague solicitor Patrick Duffy, Madelaine, Darren and Hoota.

The stoic and tireless work of the nurses and doctors at St Vincent's Hospital and Prince of Wales Hospital on the front line dealing with Covid through all of this was humbling.

I also wish to thank the New South Wales Police Force for their support during this difficult period. Thanks to all those who reached out to me during this journey.

To those who have Covid, my thoughts and prayers are with you. Stay safe.



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Promoting access to affordable housing for key workers

By Oliver Behrens

Leading Senior Constable and PANSW Executive member

The availability of affordable housing is a growing challenge for many in the community. As demand steadily outstrips supply, more and more people struggle to find safe, quality housing close to work and other key amenities. This is also true for our members – with the lack of accessible housing presenting additional personal and lifestyle challenges. It has been evidenced for years that better operational and strategic outcomes are achieved when police live in or near the communities in which they work.

Members have identified affordable housing as an ongoing issue, with a range of options required from short stay accommodation to affordable rentals and home ownership to meet their diverse needs. The term 'key worker housing' is used to highlight the distinction between social housing and our member's goals. The PANSW works tirelessly to influence public policy in this area and to keep members informed of the most recent options and opportunities.

BUILDING FROM THE GROUND UP

Aware Super (formerly First State Super) are supporting our essential workers by investing in new, high-quality affordable housing near their places of work – focusing on investments in cities where housing can be least affordable. So far, they have committed nearly \$900 million in 12 properties across Australia, providing more than 1,000 affordable housing units to essential workers with more to come.

The Miranda development, known as Meridian, was Aware Super's first purpose-built affordable housing development project. It consists of 102 units, 50 per cent of which have been allocated essential worker affordable housing, and which will be rented at 80 per cent of the market rate for the area. These properties will be available for tenants to move in early next year.

THE SIGNIFICANCE OF KEY WORKER HOUSING

As a lead on Key Worker Housing for the PANSW, I joined Aware Super's Chief Executive Officer Deanne Stewart in September 2020 for a site tour of the Fund's first of many purpose-built affordable housing developments to be built in Sydney.

As a serving police officer and on behalf of Your Association, I commend the organisation's efforts to address the housing pressures faced by police working in metropolitan Sydney.

The cost of housing can be so unaffordable that many members are unable to live anywhere near where they work. Add additional hours of commuting on top of a twelve-hour shift and you're barely home long enough to have a shower before turning around and heading back out on the job again.

Projects like this are significant for our members – allowing them to reside in the areas that they work and keeping more experienced officers in metropolitan suburbs.



The rear building seen above sits within Aware Super's Meridian development on Kingsway at Miranda in the Sutherland Shire and has been set aside for affordable rental housing. While the local council approved 8486 dwellings for development in 2015-2020, an estimate reported in the *St George & Sutherland Shire Leader* puts the proportion of affordable housing within that total at just 2.6 percent.

When we met, Aware Super CEO Deanne Stewart made sure to highlight the critical role that super funds can play in solving the housing affordability crisis issue. Aware Super's Essential Worker Affordable Housing Portfolio has also provided strong returns for our members with returns achieved since the portfolio's inception exceeding the benchmark for property investments of 7.5% per annum.

WORKING FOR THE BENEFIT OF OUR MEMBERS

To further combat this issue, The PANSW has engaged with a number of partners to develop its member benefits scheme.

EMAG Apartments delivers high quality, furnished rental apartments around the Sydney CBD and Inner West at discounted rates.

Long-term partner Police Bank was one of the first institutions to enrol in the Commonwealth Government First Home Loan Deposit Scheme and offers exclusive Gold Rate Home Loans.

The PANSW will continue to work diligently to ensure our members have the best opportunities to live close to work and access to other desirable amenities to support the lifestyles they deserve while undertaking a job like no other.



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Police Legatees: Their stories

If life has taught Caitlin Robinson anything, it's to go with the flow.

I first spoke with Caitlin in early 2018, ten weeks into her training at the Police Academy in Goulburn. At the time, she was taking it very much day by day, learning all there was to learn and loving the experience.

Three and a half years later, Constable Caitlin Robinson is settling into a new house (quite literally, with the settlement just closed) and starting her new job in Wagga Wagga, where she's been stationed since January.

A DIFFERENT KIND OF TREE-CHANGE

So how has the tree-change been going?

"It's good," she says. "A very different lifestyle." A Sydneysider born and bred, it's quite a change of pace living in a country town, albeit NSW's largest inland city.

And it definitely changes the kind of jobs that she has to respond to. In town, she was used to "dealing with drunks outside nightclubs" – in Wagga, it's more likely you'll be helping somebody out.

She appreciates the community-based feel of the place, even if she's aware that it's going to take her some time to become accepted by the locals. Something else she appreciates is how much easier the regionally based township has had it than her former home of Greater Sydney in relation to Covid restrictions. She's just said goodbye to her Mum, who was allowed to visit her for the first time in six months.

GROWING UP FAST

Over the years, it has been a privilege to witness Caitlin's growth – both professionally and personally – as she has evolved throughout her career.

"It's amazing how much the policing world changes your perspective," she says. "You really grow up a lot quicker."



Constable Caitlin Robinson upon graduating from the Academy with Senior Sergeant Paul Bousfield.



Caitlin stops to chat with a friendly local in Wagga.

I have no doubt that's true. She started work as a Probationary Constable at 21-years-old, and I suspect that she has seen a lot more of life than many 24-year-olds have experienced at her age.

She laughs – a lot – when I ask her what the most surprising part of her job is. "There's just so many," she says eventually, tactfully not naming names or revealing details. "But it's definitely a fun job. Every day is different."

When I ask her about plans for the future, it's clear that I'm talking to the same Caitlin I spoke with three years ago. She might go for Sergeant eventually, she might stay in Wagga after her tenure is up, she might move on to somewhere else.

She is still very much going with the flow – an admirable trait in a rigid world.

AN IMPACT THAT WON'T BE FORGOTTEN

One thing that Caitlin is definite about, however, is how much her involvement with Police Legacy has shaped her life

after her father, Sergeant Greg Robinson passed away in 2010.

There is a stoicism that has no doubt been built up over the years as she considers her feelings around the subject, but the impact is undeniable.

"Legacy was just there... I don't think I'd be a cop without Legacy."

A lot of her new colleagues in Wagga Wagga know her story, but she loves telling them about how much Police Legacy helped her out as a kid.

"Most of them know about it," she says, "But they're not really aware of the nitty gritty. The kids' camps, and the way you guys are there to help out."

She'd like to get back to volunteer for a camp, when her schedule allows her, as she knows firsthand how important it is to have role models that the younger kids can relate to.

We love that you're out there spreading the word for us, Caitlin, and we're sure you'll continue to excel – whichever way the river of your life takes you!

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Leading From The Front

By Aileen Fleming

PANSW Acting Industrial Officer – Northern & NW Metro Regions

The PANSW Women's and Diversity Committee was proud to host its Annual Women's Forum on Friday 15 October. With restrictions on face-to-face gatherings still in place, the event took place in an online format.

The forum provides a platform for the PANSW's Executive, Management and Staff to join together with members of the NSWPF from around the state in a dedicated space to discuss issues of importance impacting women in policing.

PANSW Treasurer and Women's & Diversity Committee Chair Craig Partridge opened the proceedings by welcoming the guests and thanking them for committing to attending this important event despite being physically unable to meet in person.

The welcoming addresses were then closed out by PANSW President Tony King and with a special address from Commissioner of Police Michael Fuller.

The Committee was also proud to host Deputy Commissioner Karen Webb APM – who has since been named NSW's first female Commissioner of Police.

KEY ISSUES

The first breakout session of the Forum focused on key policy updates. PANSW IOC Supervisor Katie O'Leary and myself provided an update on significant changes to entitlements for parents. Highlighted were wins for the 'other parent' as well as miscarriage leave, surrogacy leave and pre-term birth leave. The PANSW has previously published information on these entitlements and encourages any member interested in learning more to contact us via the IOC.

2021 AWARD

Next up was PANSW Assistant Industrial Secretary Kirsty Membreno and Manager of Relationships & Strategy Tony Bear. The presentation dived into significant strategic objectives raised at the 2020 Conference that provided a benchmark for the PANSW's outcomes during the past year.

On May 28 2021, the long-awaited Optional Disengagement Scheme was announced by NSW Government. The PANSW continues to work with the



NSWPF and the NSW Government to deliver the best possible outcome for members.

An update was then provided on the status of the 2021 Award, which included important updates on the Police Blue Ribbon Insurance policy. Members were encouraged to vote for the Award deal which has since been accepted by the broader membership.

FEMALE ACTIVISM

In the final sessions of the event, PANSW Senior Industrial Officer Rebecca Neil and Industrial Officer Sarah Pope provided an update to attendees on the work PANSW has been doing to increase female activism and the successes we have had.

INTERACTIVE PANEL DISCUSSION

PANSW Industrial Officer Sarah Pope then led an interactive panel discussion with special guests who are all serving police officers including Executive Member Detective Sergeant Alison Dixon and Conference Delegates Senior Constable Fiona Ozols and Constable Catherine Taylor.

Questions of the panel related to their involvement with the PANSW in different roles. They provided firsthand accounts of their challenges, outweighed by the positive experiences they had shared.

This session was useful to attendees who are looking to become more actively involved with the PANSW, particularly with the next Biennial Conference occurring in May 2022.

The Women's and Diversity Committee is looking forward to running the Forum in person again in October 2022 and will send further information on this next year.

LEADERSHIP DEVELOPMENT SCHOLARSHIPS FOR WOMEN IN POLICE, DEFENCE & EMERGENCY SERVICES

Scholarships are now available through Women & Leadership Australia to encourage more women to step into leadership roles and to support the further development of current women leaders in the Police, Defence, and Emergency Services Sector.

Partial scholarships of \$1000-\$5000 will support participation in one of three leadership development courses designed for emerging through to senior leaders.

Apply by 15 December 2021 or find out more at wla.edu.au/policedefenceemergencyservices

Christmas messages



FROM THE POLICE COMMISSIONER

This time last year, we'd come through a year of bushfires, floods and a life-changing pandemic. I didn't think I could be any prouder of the men and women of the NSW Police Force. However, 2021 turned out to be a year like no other.

COVID-19 was already the biggest global health and economic crisis any of us had seen. The Delta variant ensured there'd be no respite in 2021. Again, NSW police officers were at the forefront of the government response. Again, you willingly put your welfare on the line for the sake of others.

The health orders we were tasked with enforcing were even more restrictive and longer lasting. Inevitably, this was not universally popular but compliance was widespread and community transmission remained at manageable levels for our health system.

While jurisdictions around the world experienced soaring case numbers and devastating social and economic suffering, NSW was able to avoid the worst effects of the pandemic. Your actions saved thousands of lives.

This was a remarkable achievement and testament to the high standing police enjoy within the community.

I am particularly grateful to your response to mandatory vaccinations. The mandate was not made lightly but it was absolutely necessary to keep you, your colleagues and the community safe.

We were only able to achieve so much in 2021 because you were willing and able to turn up to your shifts. Most importantly, your long-term health and welfare is always my priority.

While the pandemic has grabbed the headlines, we have continued our

While jurisdictions around the world experienced soaring case numbers and devastating social and economic suffering, NSW was able to avoid the worst effects of the pandemic.

Your actions saved thousands of lives.

relentless efforts to prevent, disrupt and respond to crime, which is at record lows. As vaccination rates allow life to return to some level of normality, our challenge will be to keep up that pressure on criminals and continue to drive down violence, crime and fear.

It's a mission we're well equipped to handle with record investment by government. We are halfway through the biggest boost to police numbers in more than three decades and just over 12 months ago I introduced a faster and fairer promotions system that focuses on individuals' operational experience, capabilities and leadership qualities.

We also launched the Optional Disengagement Scheme in May to provide certainty and financial support for officers who have given at least 10 years' service. It's a ground-breaking initiative that recognises the extraordinary contributions and personal sacrifices police officers make.

There has never been a better time to serve and I'd like to recognise the contributions the Police Association of NSW has made to these and many other initiatives that are helping to shape this outstanding police force.

Together, we can overcome whatever challenges 2022 poses. In the meantime, I hope you're all able to take some time this Christmas to reflect on the positive things we've achieved for our communities and loved ones this year.

I thank you for your dedication, professionalism and selfless service in 2021 and wish you all a merry Christmas and a happy New Year.

Mick Fuller APM

Commissioner of Police





FROM THE POLICE MINISTER

When I wrote my Christmas message to you in 2020 we were looking with hope to a better 2021 but few could have anticipated how the past 12 months has played out.

It certainly wasn't the year we'd all hoped for, yet – once again – the men and women of the NSW Police Force have kept our state safe and secure during the second stage of this pandemic.

While always a focus of media attention, the wonderful stories and images of NSW Police officers helping communities during lockdown have reassured many people who were feeling lonely and uncertain.

I've heard how many of those who had to isolate at home looked forward to the daily checks by local officers, who always arrived with a smile and a chat, and sometimes a hamper. We also saw officers packing and delivering care packages and hampers at Foodbank hubs in Sydney's west, yet another practical way you stepped up to help.

In other commands, officers were again the frontline protectors with operations to ensure the risk to our regional cities and towns was minimised.

I was proud to see the professionalism and kindness demonstrated again and again by you and your colleagues when interacting with community members, many of whom were less than committed than us to keeping our state safe.

While much of our resources and efforts were directed to battling the pandemic, day-to-day policing continued: criminals were tracked down and locked up, drugs were seized, child sex offenders charged, and missing people found. You still attended the domestic violence assaults, the car crashes, and helped those in distress. Your commitment and efforts are appreciated.

I hope each of you will have some time with your loved ones this festive season. It is well-deserved and the people of NSW thank you for your service.

My warmest wishes this Christmas.

David Elliott MP

Minister for Emergency
Services and Police



FROM THE SHADOW MINISTER OF POLICE

It is a privilege, as Shadow Minister for Police and Counter Terrorism, to offer Christmas and New Year wishes to all officers of the NSW Police Force, and to their families.

When 2020 drew to a close, we all agreed that it was one of the most challenging in our memories. The year began with devastating fires and floods, followed quickly by the start of the Covid-19 pandemic. Each of these events put additional strain on our police officers, who rose to the challenge unquestionably. It had been our hope entering 2021 that the greatest challenges of the pandemic were behind us. But the Delta outbreak once again called upon police to protect communities from health risks. Our police stepped forward to respond to a mix of pressures: from violent and abusive anti-lockdown protestors, to border enforcement, to supporting critical health care interventions in high risk lockdown zones. And in each of these examples let it never be forgotten that police put themselves not only at the front line of upholding the law and the changing public health orders, but also at the personal front line of COVID risk. I will certainly not forget this, and in the coming months, subject to COVID-restrictions, I hope to get out across our State and meet individual officers and their colleagues to thank them for their service and commitment and to hear their needs and concerns. I also hope to share and unveil NSW Labor's police policies for the 2023 State election, which better recognises the commitment and unique contribution of the NSW Police Force to our society. On that note, I thank our State's more than 17,500 officers for their dedication and professionalism. I also acknowledge the leadership of the Police Association of New South Wales, and wish NSW Police Commissioner Mick Fuller and his family a long and happy retirement as he completes his term. He has served the community and can be proud of his legacy. For those officers who are fortunate enough to get a break in December, it is well deserved. And for those who will work on the holidays, I sincerely thank you for your effort and recognise the precious time spent away from family and loved ones. On behalf of the NSW Labor Opposition, I wish you all a Merry Christmas and a safe New Year.

Walt Secord MP

Shadow Minister for Police
and Counter Terrorism

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Oh Canada! Memories of a larrikin

Detective Sergeant Paul 'Canada' Richardson arrived in Australia in 1979, joining the NSW Police in 1988. Recently calling time on his 33 year career, the Ontario-native has kindly shared some memories with PANSW Police News.



Paul 'Canada' Richardson receives a retirement gift from PANSW President Tony King in October.

RECOLLECTIONS OF A COLOURFUL CAREER

Dear Blue Family, I can't tell you all how overwhelmed, humbled and honoured I am for all the support and incredibly kind comments on the PANSW social media post announcing my retirement.

For some reason, the good people at the PANSW want to subject you all to a profile on yours truly, so buckle up for a highlights reel from 1988 to 2020.

THE ACADEMY (June-Sept 1988)

A flu epidemic ripped through the college of knowledge upon arrival. It prepared us all for two things you should never forget as a walloper – 'if it can get worse, it will', and 'this too, shall pass'. I enjoyed my time at the Academy and even won the public speaking contest! Sadly, anyone who has seen me in the box knows I was not destined for a prosecutorial career. A case in point:

Defence barrister (dripping with condescending sarcasm): "I'm terribly sorry, Detective, I wasn't aware there was a difference between an American and Canadian accent."

Me: "Sir, what you're not aware of would fill the library of Congress"

KINGS BLOODY X (1988-1993)

Woolloomooloo, my spiritual home. There wasn't a better place or crew to learn to be a cop with.

THE HILLS OF SORROW (1993-1995, 2007-2009 and 2014-2016)

More time here than anywhere and grateful thanks to Detective Senior Sergeants Lapham, Banfield and Vandergraaf for my start in plain clothes. Amazing times and people with some incredible arrests!

CITY CENTRAL ('ROBBERY CENTRAL') 1995-1999

In the aftermath of the Royal Commission into corruption, I was partnered with Luke 'The Bulldog' Arthurs to run the Robbery Unit. In 12 months, we had taken the city out of the State's top 10. I was officially designated in 1998 and regarded this as a major accomplishment.

And yes, the story about the naked run to arrest an offender that broke into my unit is true. Let me tell all you blokes – running naked bloody hurts!

MASCOT DETS (2002-2007)

With Rockin' Ronny Mason again, and back in a purely C.I. role where I belonged. Close to home, lots of great people, too much overtime and the infamous sunfish rescue in Botany Bay. While I got drowned, four uniforms stood on the shore saying it was too cold!

ROSE BAY DETS (2009-2013)

Working out of the old Paddington Station, I mentored a lot of young dets and undertook the Sergeant's exam. The event that sticks with me is the bank manager I locked up for defrauding an Auschwitz survivor. Visiting the 93-year-old victim afterwards, she broke out in tears then broke out a bottle of '75 Dom Perignon!

STATE PLANNING UNIT AND LEICHHARDT (2016-2020)

With no cartilage left in my knees, I worked for Gavin Dengate as a project officer for four months. Highlights included acting as unofficial coach to the victorious Nepalese team – who says Canadians can't play cricket?

At Leichhardt, I worked in warrants and summons for 18 months, locating persons, both living and not, for a variety of offences.

"No Detective, you're not listening, my son isn't out in the garden, – he's IN the garden!"

After returning to GD supervision in 2018, I went out with a bang after arresting a bloke during a motorbike pursuit. That's two for two in vehicular pursuits and I grew up driving on the other side of the road. Orbs, take note!

AN INCREDIBLE RIDE

Retiring in August 2020 and looking back on my time in the job, my daughter Harriet summed it up best at her kindergarten parent's career's day in 2004.

'My Daddy's a detective! He locks up bad guys and helps lots of people'. Cue a polite round of applause. The next tyke carrying a spanner says 'My dad's a plumber – he's a millionaire'. Standing ovation... good to know where you stand, isn't it?

Thank you to all I have worked with. It was an incredible ride and I wouldn't have traded it in for anything!

All of you, stay safe, and look after each other! No matter if you're Dets, GD's, specialist, HWP (very special – love you guys!), we ALL bleed blue!

Editor's note: Canada is now spending quality time with his number one supporters throughout his career, wife Alex and kids Oliver and Harriet.

Living with PTSD? We Can Help

Moving Beyond Trauma is a 5-day residential program at the Quest for Life Centre in Bundanoon, NSW designed to assist people with PTSD reclaim their lives.

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A special tribute

As Prime Minister and as the son of a police officer, I want to say thank you to our police for the work you do protecting, defending and caring for communities across Australia.

Our police reflect the best of our people. You stand on the frontline every day and do your job with incredible passion, courage and commitment.

Australians put their trust in our police. Your work is a call to service that honours the highest expectations of our community.

I am proud of what you do for our country every day.

On behalf of all Australians, I say thank you for the sacrifices, generosity and support you provide to all of us every day.

I wish everyone in our policing family a very Merry Christmas and a Happy and Safe New Year.

SCOTT MORRISON MP

PRIME MINISTER OF AUSTRALIA | FEDERAL MEMBER FOR COOK

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



Historic venue for Broken Hill branch



The Broken Hill branch of the PANSW held a significant meeting in October in the historic Trades Hall Building across the road from Broken Hill Police Station.

PANSW Western Region Organiser Rod Sheraton and Branch Official David Coyle organised to hold the meeting in the Trades Hall – the first time the branch had met at the location. The Trades Hall is said to be the birthplace of modern Australian Unionism, dating back to the Coal Mining disputes of the late 19th and early 20th centuries, embodying what working Australians can achieve with unity and strength.

“For a long time, police weren’t always welcome in The Trade Hall as they were often required to step in when situations with the striking unions escalated,” Rod said. “Hosting our first meeting there has united the PANSW with other significant unions that have used this very hall to discuss improving working conditions for their members”.

Highlighting the occasion, PANSW President Tony King attended the meeting to address the branch. The new 3-year-Award was discussed along with the locking in of Police Blue Ribbon insurance for at least 3 years, the preserving of grandfathered Workers Comp entitlements and new Award clauses guaranteeing no afternoon/night shift before commencing annual leave and allowances for shifts terminated early due to injury. Tony King: “The PANSW has your back. Through thick and thin, we always stick together.”

Lead Organiser Jon Goddard also addressed the meeting to discuss further concerns facing the policing profession in regional NSW. Branch Official David Coyle raised a motion to enter into negotiations for a new First Response Agreement, which the Branch voted in favour of. Motions were also passed ensuring WHS was adhered to by the Command with a new HSR elected.

Over the past five years, the PANSW has campaigned for improved working conditions for its members in Broken Hill. Wins have included a trial First Response Agreement with improved staffing arrangements and a new state-of-the-art police station, with the sod turned on commencement of the \$16 million multipurpose facility in November.

Around the grounds at Barrier PD

By Leo Solomon

PANSW Industrial Officer, Western & SW Metro Regions

The PANSW Western Region team managed a number of stops on the tour of the Barrier Police District.

In Menindee, Sergeant Dean Jones said the town was in high spirits with the lakes being full and the prospect of more water to come and an influx of tourists expected with travel restrictions easing.

After another two hours in the car, PANSW staff dropped into the remote town of Ivanhoe. Due to the remoteness of the location, members were encouraged to attend meetings via phone or video link, with recent rule changes allowing members to participate electronically.

Located on the Murray River just a stone’s throw away from Mildura in Victoria, Dareton Branch members turned out in force for the meeting at Coomealla Golf Club.

The meeting was called to discuss new roster arrangements and the impact this would have on the existing First Response Agreement. A motion was passed to trial a new roster, for the Branch to review before the end of the period. The meeting concluded with discussion over new award entitlements and pay rises.



On the road out West to Menindee, Ivanhoe and Dareton





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The next gen of aspiring Police

By Dr Kate Linklater

PANSW Research Division

The PANSW Research Division has partnered with Western Sydney University to provide 14-week internship opportunities for high-performing Bachelor of Policing students. This semester, PANSW invited one student for placement within the Research team and one within the Communications team. Here is what they thought of their PANSW experiences:

ZAC CHAKER



Policing has always been my passion. As a young kid, I always dreamt of becoming a police detective. I enjoy investigating and finding answers to mysteries.

My family and I escaped war-torn Iraq and the civil conflict; we were living in Syria as refugees when the war started over there too. The journey has not been easy but moving to Australia has changed (our lives) a lot and provided many opportunities, one of which is the chance to become a police officer and serve this great community.

As part of my degree at Western Sydney University, I was invited to enrol in the Policing Leaders Internship and was allocated a placement at the PANSW.

During my internship, I worked on a project addressing a crucial and interesting topic about police wellbeing. My task was to compile a report stating the recommendations made by the literature to improve police wellbeing in NSW.

While completing the project provided a great insight into the topic and the academic literature, I equally enjoyed the interactions and discussions I had with my internship supervisors, Kate Linklater and Angus Skinner, which were very insightful and guided me through what would have otherwise been a daunting experience.

I had an amazing time during the 12 weeks with The PANSW. The internship has helped me expand my educational knowledge and develop professional growth.

Completing this internship helped me further develop other skills such as time management, planning and critical thinking skills.

I enjoyed learning about the PANSW, its cause and the great work that the organization does to ensure that police officers are protected, and their wellbeing is looked after.

SARA NADY



I grew up in Ashfield and completed my secondary education at Canterbury Girls High School. My legal studies teacher was a detective for 20 years. His experience really inspired me to consider policing as a career. Having the opportunity to interact with lecturers with an extensive background in policing has really motivated me to keep pursuing my goal.

The work undertaken during my internship with the PANSW related to the portrayal of policing in the media. Through an analysis of various sources, I gained a deeper understanding about the role of the Communications team in the PANSW and particularly the interplay they have with the news media.

There was little focus on the significance of police unions in my course, so being able to learn about the importance of the union's role in conveying positive and informative police news to balance the media's portrayal of frontline policing was really insightful. Being a police officer is often a thankless job, and the media's skewed reporting often means stories that portray police in a positive light often get drowned out. The public's attitudes toward policing can be strongly influenced by the, at times, single-sided coverage.

The PANSW strives to balance this perception via its media responses and communications channels by highlighting the importance of policing in the community. This is achieved by providing a balanced perspective on police operations, celebrating good news stories and showcasing community relation-building initiatives.

I would like to thank Stephen Olsen and Elyssa King in the PANSW Communications team for their support. I am looking forward to fulfilling my future aspiration of becoming a member of the NSW Police family.

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We appreciate the ongoing sacrifices of our Police Officers who often miss out on family gatherings and events to serve our communities.

Merry Christmas and best wishes for the New Year

Sonia Hornery

State Member for Wallsend



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

Authorised by Sonia Hornery MP. Funded using parliamentary entitlements.

Debunking DV myths

Reviewed by Elyssa King

PANSW Communications

Attending her first domestic violence call as a UK police officer, Jane Monckton-Smith couldn't understand why the female victim of a vicious assault with a hammer at the hands of her abusive partner wouldn't accept medical assistance.

Her Sergeant's reply: "Get used to it, it's what they're like".

That judgement of the victim, along with a brutal education in sexual politics on the job, drove Jane's desire to study domestic homicides to better understand the actions underpinning coercive control or stalking.

In her role of Professor of Forensic Criminology, the former police officer turned researcher, examined more than 400 cases of intimate partner homicides in order to build a picture of the killers and their motivations to end the lives of their partners and children.

In a bid to debunk the myth of 'crimes of passion' used to excuse or justify intimate partner killings, her ground-breaking research categorises the patterns uncovered into an eight-stage 'Homicide Timeline' of behaviours that can predictably lead to murder.

The research has assisted individuals, charities, police and legal groups to more easily identify coercive control and shows how it can be prevented at nearly every stage from escalating. Complete with face-to-face interviews with killers, survivors of victims and individuals currently living in relationships where the signs are being displayed, the data is balanced by real-life case studies that humanise a largely misunderstood and misrepresented experience that could happen to any of us in the safety of our own home.

In Control: Dangerous Relationships and How They End in Murder (Bloomsbury) confronts traditional perspectives on domestic violence, challenging the often sexist roles attributed to the participants and misassigned blame due to these stereotypes. The book also aims to expose the underlying acceptance of violence against the victims and vindication of the perpetrators that continues to be perpetuated by single-sided reporting in the media, imbalanced legal processes and apathetic or misguided views from many members of the wider public on the subject of domestic violence as a result.

Times journalist Caitlin Moran said: "I genuinely think every young woman should read it, before they start dating...[this book] blows assumptions about relationships out of the water"

Book giveaway

We have a copy of *In Control: Dangerous Relationships and How They End in Murder* to give away. To go into the draw please email policenews@pansw.org.au with the words Book Draw in the subject line.

The rise of the Detective

Reviewed by Stephen Olsen

PANSW Communications

The splendidly illustrated book *Murder Maps – Crime Scenes Revisited* (Thames & Hudson) takes its lead from newspapers of the 19th and early 20th centuries. Focusing on more than 100 murderers, it plots every location on a contemporaneous map of the areas where the gruesome crimes took place.

Here's an excerpt from the introduction: "Mapping murder allows us to explore homicides on both a micro and macro level...

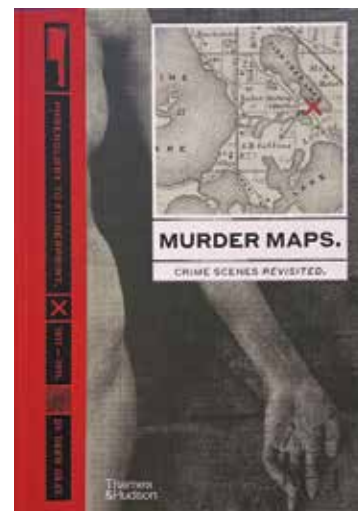
By taking a global perspective, this new study also reflects on the comparative nature of distribution of murders across the world. Were patterns in London, for example, repeated in Paris or New York, both international cities with diverse populations? To what extent were killings in Australia, the American West or other 'colonial' locations different (or differently detected)?"

Author Dr Drew Gray presents a series of helter skelter depictions of murders of every typology, through a period that witnessed the development of fingerprinting, mugshots and criminal profiling. One of the influential pioneers singled out by Gray is Austrian Hans Gross (1847-1915) who was responsible for putting forward a lasting set of essential principles for crime scene investigation. He also gives credit to Alphonse Bertillon (1853-1914), who worked in the Prefecture of the Paris Police, for inventing mugshots – which Bertillon called 'speaking portraits', a far more elegant descriptor. Bertillon also assembled and published a book himself, titled *Album of Paris Crime Scenes*, images from which are featured in *Murder Maps*'s 730 illustrations.

All in all, *Murder Maps* offers a fascinating and diverting survey across time and place, with many photographs reminiscent of the archives held by Sydney's Justice and Police Museum.

RESULT OF OUR BOOK DRAW

In the September-October edition of *PANSW Police News* we invited Criminal Investigators to enter a draw for a gift copy of *Murder Maps – Crime Scenes Revisited*. As part of the entry, all of the Detectives correctly named Chief Inspector Walter Dew as the police officer who made history when he arrested infamous English murderer Dr Crippen in 1910, aided in a crime solving first by wireless telegraphy. And our winner is Detective Senior Constable Cory Ware of the South Coast PD Criminal Investigation Unit. Congratulations Cory!



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Police Officers for your
fantastic frontline work done
to protect our communities
during another challenging
year of Covid-19. Wishing you
and your families a safe and
restful Christmas break and
here's to a brighter 2022."**



Janelle Saffin MP

MEMBER FOR LISMORE

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to our NSW Police Officers.**

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**ROBYN
PRESTON MP**

Member for Hawkesbury

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The value of membership

By Raff Del Vecchio

Assistant Secretary – Administration

Membership of the Police Association of NSW (PANSW) provides members access to a full range of union services and member benefits throughout their career – from the time they leave the NSW Police Force Academy in Goulburn through to their last day and retirement.

The PANSW is a not-for-profit organisation where all funds are directed into member services and benefits. All membership subscriptions are fully tax deductible and are tiered in accordance with the member's salary.

MEMBER SERVICES

The value attached to being a Member is often initially perceived in terms of the vital 'safety net' that PANSW services offer for members. A prime example of that is the 24/7 callout response that occurs whenever a Critical Incident (CI) takes place – well known as one of the most difficult and stressful events that a member can experience. During a CI, which may take many months to be resolved, the Association ensures members know their rights and obligations and will be on hand to ensure procedural fairness, advise access to legal advice, back in recognition of entitlements and provide welfare support as needed.

Members have access to a variety of beneficial schemes and initiatives delivered by the PANSW, including:

- Access to the **PANSW Legal Assistance** scheme consistent with the scheme rules
- Access to the **PANSW Welfare Assistance Scheme** which supports members who find themselves facing financial difficulties beyond their control due to circumstances such as hospitalisation, an accident, illness, injury or illness to members' dependents. This assistance is coordinated by a full-time Member Support Coordinator and backed up by a network of Branch Welfare officers. Practical assistance can range across arranging accommodation needs, meeting travel and incidental costs and hospital TV hire.
- Access to the **Death Benefit Scheme** which delivers:
 - \$15,000 to your nominated beneficiary should you pass away
 - Death Benefit of \$15,000 to you should your spouse or partner pass away
 - \$12,000 trust funds for each dependent child under 18 upon death of member or their spouse
 - Funeral expenses upon passing of dependent child under 18

Other beneficial offerings available to Association members include:

- Access to Training Courses in Industrial Relations and Workers Health and Safety.
- The bimonthly *PANSW Police News* and other branded material/ merchandise, including a Police Bank diary.
- An annual application process for Scholarships that are awarded to serving members' children on the results of the HSC to assist towards the cost of tertiary education.
- A free basic Will service through the PANSW panel solicitors.

- A Sponsorship policy that allows for applications for sponsorship funding, from small scale events through to Police sporting teams.
- The presentation of a gift – generally a watch – to members who retire upon completion of 20 years' continuous membership, or have been discharged medically unfit with less than 20 years' service due to a work-related infirmity (see page 28).

MEMBER BENEFIT PARTNERS

A variety of commercial offers and discounts are made available to Association members through Member Benefit partners, as well as one-off promotions. These can provide Members with significant savings in relation to areas such as:

- **Banking:** Through our partnership with Police Bank, members can access a suite of banking products at competitive rates
- **Health funds:** Bupa and Police Health are available to assist with your health care needs
- **Salary sacrificing:** Maxxia and Smart Salary
- **Rental accommodation:** Emag apartments provides affordable rentals in Sydney locations
- **Car Hire:** A significant discount is available via Hertz
- **Footwear:** RM Williams provides members with a 15% discount on their product range and Mizuno provides members with a 15% discounts on sporting apparel

Visit the PANSW website (pansw.org.au) for more information.

Are you planning on taking unpaid leave?

Each year numerous members take unpaid leave for a variety of reasons. This may leave them without a regular income for a period of time causing their membership to fall in to arrears.

The PANSW want to ensure our members continue to have access to our services and benefits at all times. Member subscriptions can, in particular circumstances laid out in our rules, be waived without loss of benefits. For example if you are on Unpaid Sick Leave, LWOP or Maternity LWOP, as long as you're not receiving a salary during this time of unpaid leave. To clarify your position or to apply to have your membership subscription waived before commencing leave, please contact PANSW Supervisor Memberships Nicole Scott on 9265 6777 or email nicole.scott@pansw.org.au

Note: It is important that you do this prior to commencing your leave to ensure that your membership remains current.

Time for family and community

Time with family and maintaining a sense of connection with his local community are the key forces guiding former Senior Assistant Commissioner Peter Walsh, APM through retirement.

Peter retired from the NSW Police Force on 5 September 2003. In 2001, he was awarded the Australian Centenary Medal for Community Service.

At the time of his retirement, Peter and his wife Narelle had lived in 15 homes in 10 locations, predominantly in rural NSW. This was something that made the building of their then new home on the NSW North Coast, and establishing its gardens, all the more special.

"The only job I ever wanted to do in life was be a police officer," Peter said.

"After retirement, I was appointed to the Parole Authority of NSW and remained there until last year. That appointment, along with building the house allowed me to begin the next part of my life while still drawing on everything policing had given me over 38 years.

"For anyone thinking of retirement or disengaging, it's important to think seriously about what you will be doing next and working towards that."

Even though he missed 'the job', Mr Walsh has no regrets about retiring when he did.

As a country officer for the majority of his service, Peter cherished the sense of community and being able to build and maintain connections with people.

Those forces anchored one of the professional achievements he holds most dear, when in 1997 he was appointed the Northern Region commander for four years, based in Port Macquarie.

"Like every senior officer, there's been my share of major incidents and investigations," he said.



Assistant Commissioner Eric Gollan APM (retired), Senior Assistant Commissioner Peter Walsh APM (retired), Chief Executive Officer, Ports Australia Mike Gallacher.

"Setting up the command and the stations within it was challenging but immensely rewarding at the same time.

"It was during that process that I saw the sense of community that country policing brings at its finest.

One of the key things was keeping in touch with people and that is something I have kept up with regardless of where in the state my travels took me.

"Since finishing my time as a police officer, I have been working in the community with various groups which has included local hospitals, financial institutions, councils and a church parish.

"The most important thing I have learned from policing was the importance of treating people with respect and showing tolerance and empathy wherever and whenever possible," Peter said.

Watch presentation criteria

Your Association, in appropriate circumstances, recognises the contribution of its members to the profession upon their retirement.

The eligibility criteria is set out as follows:

- Upon the retirement of a member who has completed 20 years continuous membership, or in other circumstances deemed appropriate by the Executive, such member shall be presented with a suitable gift as approved by the Executive – generally a watch.
- Such gift shall be made to include ordinary members who are discharged medically unfit with a recognised work-related infirmity from the NSW Police Force, with less than 20 years' service. In respect to 'recognised work-related infirmity', the PANSW will rely on the decision of the appropriate person/group in determining eligibility for receipt of this Award.

Should you have any questions in relation to eligibility, please contact PANSW Admin Officer Danielle Green danielle.green@pansw.org.au or 9265 6777



In the driver's seat: Putting a lifetime of policing knowledge to good effect

By Sonia Roberts

PANSW Police News

Losing a family member in a road crash, along with trusting the skills he gained during his policing career, were the forces that drew a former investigator towards establishing a traffic offender program.

Detective Senior Constable Mark McDonald was medically discharged from the NSW Police Force after 27 years of service – 22 of them in Criminal Investigation.

"There's life after policing, believe me. Retired police officers have a range of skill sets and these are highly regarded in private and public industries," Mark said.

"Don't underestimate your worth, don't take anything for granted and the harder you work, the greater chance you have of succeeding.

"There is a whole new world outside of policing and many opportunities. Seize them when you can and be prepared to take a risk."

Reflecting on his career, which included the forging of many life-long friendships, Mark said he had no regrets about leaving policing when he did.

UNTAPPED SKILLSETS

Mark believes many police do not realise the skills, knowledge, qualifications and expertise they gain throughout their career provides them with a sound platform for future opportunities.

He cited skills such as effective written and verbal communication, meeting deadlines and prioritising work along with the application and interpretation of policy as some of the most portable skills acquired during his policing career.

"When I first learned I was in the 'departure lounge', it did come as a shock to me. My family was only young and I was still fully operational.

"In 2008, I was placed on restricted duties due to the physical injuries which ultimately led to my disengagement. Being on restricted duties gave me time to look at the skills and knowledge I had and work out the next steps in my career."

Those next steps included further study and working as a lecturer at the Police Academy and private investigations.

ASPIRATIONAL OUTCOMES

Along with his brother Andrew, who had three decades in the NSW Police Force as a police officer under his belt, Mark created ASPIRE – an accredited NSW Traffic Offender Intervention Program. The program's creation and the application process took six months.

"The application form was quite complex but what I found made it easier was my experience (from policing) in drafting and submitting legal and other documents.

"The friendships and connections you make during your policing career can and do help beyond the badge.

"As we were establishing ASPIRE, Andrew and I could not have done it without the help and support of former Commissioner Ken Moroney, Pieter Strik, Kel Clowry,

John Marsh, Joshua Blom and Police Legacy.

"One of the more unique challenges we tackled was obtaining copyright for the course content."

EDUCATING DURING A PANDEMIC

Prior to the start of the global pandemic, the brothers were holding classes at 12 locations throughout NSW.

As COVID-19 and government restrictions became part of daily life the ASPIRE team, like business owners everywhere, had to face and solve some new challenges.

These included modifying the course delivery to an online platform and the policy, technical, staffing and timetabling challenges that came with it.

"Our business continues to thrive with many major law firms – whose staff include former Police Prosecutors and lawyers I met during my policing service – referring their clients directly to us.

"Many of the major local courts have recognised our course as a leading provider of the NSW Traffic Intervention Program and this in part is due to our policing experience, the ability to interpret policy and law, taking accurate notes during our courses, preparing detailed and professional reports to the Court and having the ability to make people feel comfortable during their participation in our courses."

A LASTING IMPACT

Mark hopes that the initiative will utilize his own first-hand experience as a police officer to positively impact the lives of others. "Throughout my policing career I had seen first-hand the impact which road trauma has on communities.

"I have also lost family and friends in road crashes. Andrew and I believe that if we can help save one life through our course then we have helped."



Former Det Snr Cst Mark McDonald – a driving force behind the ASPIRE Traffic Offender and Driver Education Course

Read about ASPIRE at www.aspiretoc.com.au

Seasons Greetings

As Christmas draws near, we wish the men and women of the NSW Police Force and their families a happy and safe holiday season.

In 2022 One Nation NSW will continue to use our voices in Parliament to fight in the interests of frontline service workers across our State.



The Hon. Mark Latham MLC
& The Hon. Rod Roberts MLC

Authorised by N. Turner, Pauline Hanson's One Nation – NSW
3/36 Vincent St Cessnock NSW 2325

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Blacktown City Council is committed to working towards a community based on equality and respect to ensure that every person has the right to live a safe and meaningful life, free from all forms of violence.

Council applauds the outstanding police officers at Blacktown, Mount Druitt, and Quakers Hill Local Area Commands.

We are proud to work in partnership with our local police to help make Blacktown City a safe place to live, work and enjoy.

Thank you for driving safely on NSW roads



50 years of keeping the NSW coastline safe

By Sonia Roberts

PANSW Police News

When most people retire, travel or catching up on jobs around the house are high on the "to-do" list. But for three former Water Police officers, it was a time to recapture half a century of marine policing.

In the introduction to *Five Decades of Water Policing in NSW 1950-2000*, retired Sergeant Mark Stirton recalled he was thinking about creating a history of the Water Police (now Marine Area Command) that covered his 30 years protecting NSW coastline and waterways.

That started a walk down memory lane with former colleagues Sergeants Brian Friend and David Buckley.

THE BEGINNING OF A BOOK COLLABORATION

The book looks at key moments where NSW and water policing history overlap such as the presence of the water police at the opening of the Sydney Opera House and the arrival of battleships such as the USS Missouri and the Royal Navy Aircraft Carrier Invincible.

One of the most memorable chapters recalled the times during the half century when all those attached to the Water Police had to hold their breath – a fire on the Police Launch William J Mackay (1983), Police Launch Sea Eagle lost at sea (1988) and collisions with unlit buoys.

The authors covered the role of the Water Police Allied Sections – Launch Maintenance Section (Support Unit), Police Diving Unit, Police Flood Rescue Squad and the Pillage Squad. At one time in his career, former PANSW President Merv Taylor QPM served as head of the Police Diving Unit.

"Once I got out of the police, I noticed I was missing a lot of people I worked with.

"At get-togethers we always started talking about the boats," Mark said. "I knew a lot about the boats and gave some thought about making a book. It's a statistical book that took three years to put together.

"One of the best things about the Water Police, as it was then, was the wonderful times you had working together as a crew. You really got to know one another."

A TESTAMENT TO MATESHIP

Brian said writing the book allowed a collaboration that recaptured an important era in marine policing, where he believed the crews relied on their instincts as sailors just as much as their policing skills.

"A lot of the technology you see in today's boats was still quite a long way off. So it really was just those of us on the boat, the capability of the vessel and the work of those in the support units which helped us take to the water," he said.

"Mark's job was to keep the launches in a state of mechanical perfection after he was made the boss of the Maintenance Section. He did a great job and he had a great crew of 'shippies' – mechanics, electricians, painters and anyone else who knew the 'workings of launches'.



A boat load of Officers-in-Charge from 1965. This photo shows three proud officers at the prow of three vital areas of police work: the Water Police – Sgt D Lechleitner; the Police Flood Boat Section – Sgt J. Bourke; and the Police Diving Section – Sgt. M. T. Taylor (also a long-serving President of the Police Association).

"When you came back in after a long job you could talk to him and get any repairs required straight away to keep the vessel in service. When you were 100 nautical miles or so off the coast, your only back up was another police launch."

Brian also acknowledged the assistance smaller stations received from local groups and other bodies including Naval Police, professional anglers and boatshed operators during storm season. "Those guys were seriously a cut above the rest," he said.

A CELEBRATION OF THE CREWS

For the writing team, the upgrading of the fleet in 2000 was a natural end point for the book.

David said the book was just as much a celebration of the boat crews and the people in the support units as well as the vessels themselves. He recalled that some of the fleet prior to the upgrade was more than 20 years old.

"In the year 2000, the entire fleet was renewed and put straight into service," David said. "The new fleet brought with it so many massive steps forward in terms of the capability of the vessels and the equipment they carried.

"That was the beginning of the evolution of the Water Police into the Marine Area Command."

Retired & Former Police Assn.

The website address for the Retired & Former Police Association of NSW Inc is www.retiredpolice.com.au

A conversation with Father Jim

The NSWPF engages more than 100 honorary chaplains representative of all major denominations to minister to the spiritual welfare of employees, former employees, widows, widowers and their immediate families.

Father James (Jim) Boland began police chaplaincy work in 1972 as an assistant priest at Cabramatta. In 1974, he became chaplain to the Guild of St Christopher and in 1979 took on the role of senior police chaplain for The NSWPF. Between 1979 and 1985, Jim served in a part-time capacity and full-time from 1986 until his retirement in June 2008. Since then, Father Jim has been a regional chaplain. He became a Life Member of PANSW in 1992. He was awarded the Order of Australia Medal for services to the community and to The NSWPF in 1993. The following is an edited conversation held with Ted Bassingthwaite.



What are your earliest memories working with Police?

As an Assistant Priest in Cabramatta and at the Guild of St Christopher, I came in contact with many police and their families from all over the state.

They were so dedicated to their job, but they had a lot of problems and they had to deal with them by themselves, which is where I came in.

When I was appointed to the department in 1979, The Cardinal rang me up and said, "Jim, when the coppers come knocking on your door, they're not going to arrest you. You've been appointed the police chaplain." That's how I started officially.

How did you begin your relationship with the PANSW?

The chaplaincy program really took off with the support of the PANSW. I'm forever grateful for that initial support, which has not ceased even to this day.

Throughout my chaplaincy, I would often refer to the Association on behalf of members that I came across that were in trouble.

In confidence, I could even ask the Association's officials what to do without mentioning names, and then prevail upon that person. Even then, it was good for police officers to be aware of the great support that they could receive from the Association.

In your opinion, what does the PANSW offer its members?

The PANSW means comfort – in that police officers have the backing of a dedicated group working for their welfare. Police do need support – in legal matters, death, sickness or with financial difficulties. They can always go to their Association officials wherever they are and find out how they can gain assistance.

How did chaplains support officers during Critical Incidents?

The first significant critical incident that I went to was a plane crash at Mascot Airport in the 1970s. I was able to be present with the Disaster & Rescue Squad which had the task of going

through the wreckage where 13 people sadly lost their lives.

There were various times when we went to nasties like a massacre at Surry Hills where the person had a shotgun and killed five people. To be there with the police and show them support was priceless.

You could go on forever about these experiences with police officers, the sick, dying, those who've had trauma through the actions they took as police officers like taking a life or coming across cot deaths and things like that. Just being there to talk and listen meant so much on both sides.

What are some of the fonder memories that you have from your time as a chaplain?

There were happy times, such as significant marriages of police officers. It was good to talk to them before they got married so they knew what they were getting in to by marrying a police officer. And it was good to talk to the trainees at the Police Academy.

Have you had any experiences that might make people think differently about people of faith?

In 1998, I was appointed by the Sydney Organising Committee of the Olympic Games to run the religious service centre in the Olympic Village.

We had to facilitate a prayer room and counselling services for the five major faiths – Christianity, Judaism, Islam, Buddhism and Hinduism.

The first time that 'the five faiths' were all together in the one building, one religious leader said "why can't it be like this at home?".

All the different representatives of the faiths got on so well together and the experience proved that it can happen.

Why is being a Life Member significant to you?

I think the value of being named a Life Member is that members know that you are on their side and that you understand the Association's values.

It gives the person that you would be speaking to confidence that this person is accredited by the Association, put it that way.

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



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