

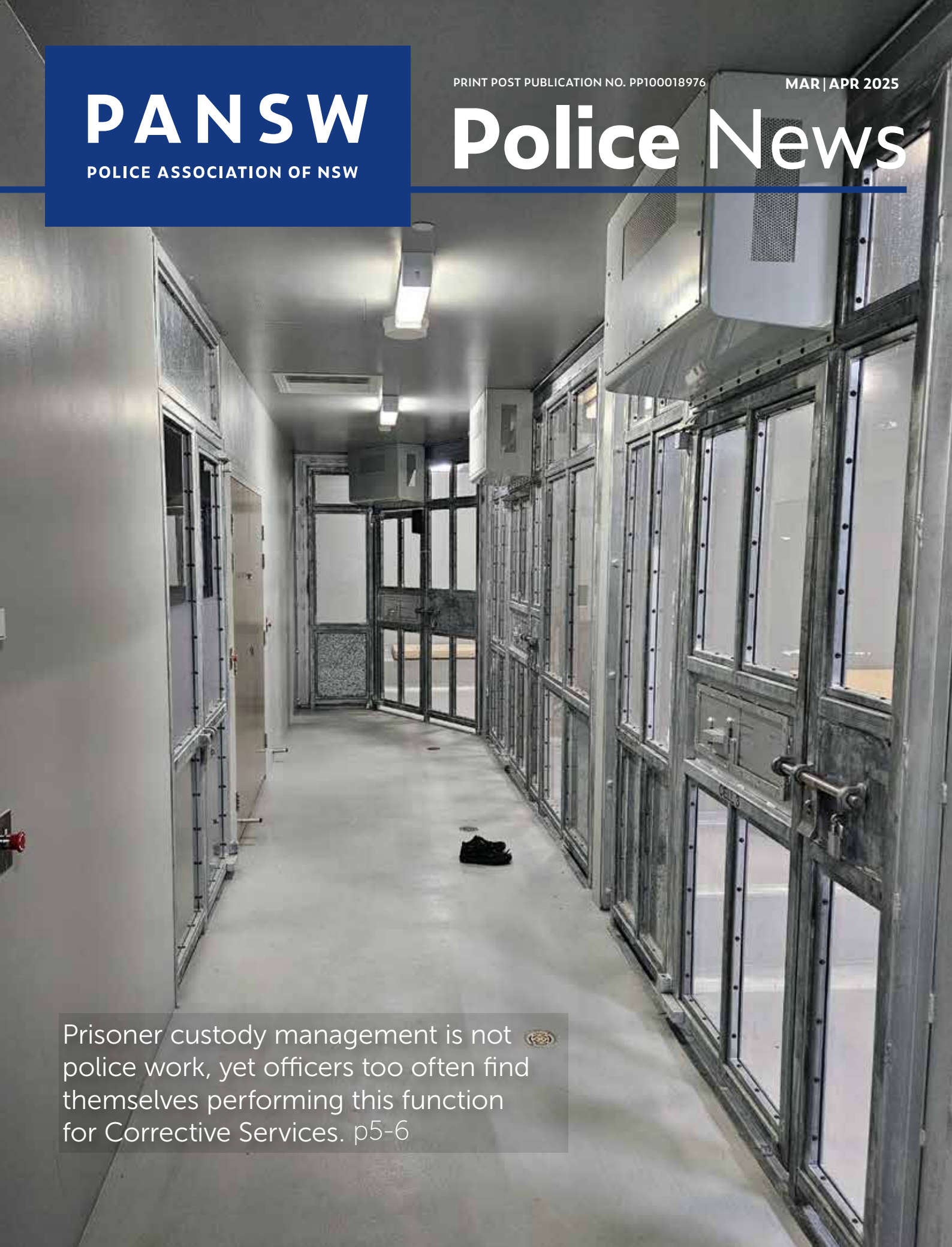
PANSW

POLICE ASSOCIATION OF NSW

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Police News



Prisoner custody management is not police work, yet officers too often find themselves performing this function for Corrective Services. p5-6

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**Cover**

This issue features photographs of SPC's holding cells, taken by Sgt Oliver Behrens

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Executive Committee Commissioned Officers Region

Peter Foran

■ Joining the force in 1994, Peter began his career at Parramatta and Castle Hill in Sydney's Western suburbs. In 1996, transferring to Lithgow before moving to Bathurst Highway Patrol in 2001. He was promoted to Sergeant at Orange Highway Patrol in 2008.

Remaining in the Central West, he worked at Orange and Bathurst HWP until 2018 when he was promoted to the position of Senior Sergeant, Macquarie Cluster Senior Supervisor. In 2020, the THPC restructure saw him return to Orange HWP.

These experiences prepared him for his next big challenge – representing Non-LAC 4 on the PANSW Executive. As an active branch official since 2003, the representation of non-LAC members has been particularly close to Peter's heart.

After being promoted to the role of Inspector, Peter stepped down from his role representing Non-LAC 4.

Following the departure of Matt Webb in late 2024, the position of Executive Member for the Commissioned Officers Branch of the PANSW became vacant. Peter was elected unopposed.

The significant role that Commissioned Officers hold within the organisation along with the geographic distributions of the members means that the Branch is unique in its set up. PANSW Lead Organiser Jon Goddard, Senior Industrial Officer Rebecca Neil and PANSW Industrial Officer Amanda Reece are the representatives of the Branch within the PANSW, ensuring that members remain up to date with the latest issues. A distribution list for CPO members which is managed by the branch members is used to welcome new members when they are promoted. As issues arise, regular communications are sent using this tool to keep members informed.

"We feel that having a separate PANSW representation in the office allows our members to be assisted and represented when and if required." Peter said.

With the Award now set until June 2028, Peter believes that his role will be continuing to drive the issues which impact his members and their staff. Continued staffing issues with operational needs and constant pressures of workload and duties, balanced with rostering require-



ments, will continue to be monitored and supported in 2025. With prisoner transport beginning to impact members across NSW, the PANSW has actively put pressure on the Commissioner of Police and Corrective Services NSW to formalise a new Memorandum of Understanding.

"The PANSW can focus on other core operational and policy issues affecting members, such as Blue Tape, Fixed Term Appointments, Acting Appointments, FTAO and FTE changes."

PANSW President **Kevin Morton**

Handshakes & Elections

■ The 2024 Award Phase 2 backpay and incremental transition is occurring on 24 April 2025, and the Leadership Retention Package (LRP), which we fought for to reward senior leaders in the workplace, will be payable from 8 May 2025. We have ensured NSWPF will not process both payments in the same pay period. Feedback during the roadshow about salary sacrificing part or all of the LRP has also been enabled, giving members more choices regarding their money.

With the 30 May 2025 deadline set by NSWPF for the LRP PETE training, the PANSW will obtain updated numbers from NSWPF per Command with low completion rates. The PANSW will directly contact local Branch Officials to encourage completion and enable payment as soon as possible for eligible officers. Officers currently out of the workplace are exceptional and can extend beyond 30 May 2025, but they must return to work to enable payment before 30 May 2026.

We want to ensure no eligible officer misses out on this payment, so early completion is encouraged.

2025 has allowed us to refocus on key issues that impact your workload. In March, I called for a joint session of Parliament to address comments from three Supreme Court judges who have slammed the Minns Government's tough stance on youth crime. While we want to keep young offenders out of the juvenile system, it is my belief that a harsher stance needs to be taken where young people are continuing to reoffend while out on bail. In many instances, prevention methods aren't working. It is our police officers who bear the load of having to put these offenders before the courts, only to then turn around and tell the victims of serious crimes that they have been released.

The Minns Government has passed a number of reforms to bail laws in order to address this issue. But some members of the judiciary are flaunting their



(L to R) SCOTT WEBER, EMMA McBRIDE and KEVIN MORTON

independence in the exercising of their judgement.

No reasonable person in this state would accept a young offender, or for that matter any offender, being granted bail for the fifth time for serious offences against innocent members of the community who deserve better. To be violently attacked, even threatened with a weapon, in your own home goes to the heart of freefalling community safety.

Who is looking out for the rights of the victims?

When it comes to the scales of justice, it seems that our police officers may be the only part of judicial system weighing it this heavily. As you will read, the PANSW also continues to work with Commissioner of Police and Corrective services to find a resolution to our ongoing issues with centralised weekend bail court and prisoner management. I look forward to keeping you updated as these issues progress.

Our Industrial and Organising teams work together cohesively to support you and ensure that you know your workplace needs are being met.

- Commissioned Officers Branch – Jon Goddard (O) Rebecca Neil (I) and Amanda Reece (I)

- Member Support – Ian Johnstone (O) and Ed Murphy (O)

- Central Metropolitan/Southern – Rod Sheraton (O) Casey Palma (I) and Sally Minahan (I)
 - North West Metro/Northern – Glenn Price (O) Aileen Fleming (I) and Leo Solomon (I)
 - South West Metro/Western – Marty Evans (O) Peter Richardson (I) and Erin Hampson (I)
 - Non LAC Specialists – Ash Stokes (O) and Aleks Boromisa (I) inc. SCC, CT, TOU, RBDU, PORS, SI, PSC
 - Jeff Ludkin (O) and Trelawney McGregor (I) inc. Pros, Edu, FETS, CPYC, PTC + others
 - Nikki Lucaci (O) and Karen Young (I) inc. THPC, Comms, Dog Squad, Mounties, MAC, Airwing

In the lead up to the Federal Election in my capacity as PFA President, I met with a number of stakeholders to drive home the importance of key issues relating to superannuation, salary sacrificing of home loans, key worker housing and health service provision for our members.

You will all be familiar with the concept of the Blue Card, which would allow police officers similar access to mental health and allied health services as military veterans.

Last month, I presented the proposal to the Prime Minister Anthony Albanese along with the Leader of the Opposition Peter Dutton. With PFA CEO Scott Weber, I also met with a number of key stakeholders including Federal Minister for Mental Health and Suicide Prevention Emma McBride at her electorate in Tuggerah.

Don't be fooled - politicians love a photo opportunity and a handshake in the lead up to an Election to shore up the support of key stakeholders with little substance behind their publicity-fueled promises. Let's see if the Federal Government can follow up empty words with actions to show that they are serious about the health and wellbeing of our frontline workers.



Elyssa King PANSW Media & Communications Officer

The prisoner management issue

■ In late 2024, activism from PANSW Branches in the South-West of Sydney led to a movement for police officers to push back non-core duties to the appropriate government agency.

With an unrelenting number of jobs to respond to, police officers continue to perform a range of non-critical duties from responding to animal complaints to truancy checks and mental health related call outs.

Reaching breaking point due to staffing shortages, the South-West branches began to triage specific non-urgent policy jobs and redirect them back to the relevant agencies. "This is not Industrial Action, but our police pushing back on non-policing duties. No member of the community's safety will ever be put at risk. Police will always respond where there is a risk of injury or to life. With staff numbers lower than ever, we need our

police to be available to attend emergency calls for assistance. We are working with the Commissioner to implement these changes across other PANSW branches around the state and are calling on Government agencies to start sharing the workload." PANSW President Kevin Morton said.

This resistance has continued into 2025 with the longstanding issue of prisoner management and transport. Prisoner custody management is not police work. Yet police officers too often find themselves unwillingly performing the function of Corrective Services.

In early February, police officers in metropolitan stations found themselves once again performing the role of other agencies. Surry Hills and Amber Laurel Correctional Centres serve as intake and transit centres for the metropolitan police bail-refused custodies. With

both centres refusing to accept prisoners for various reasons, police officers were placed in the position of having to undertake the role of Correctives along with their other duties.

Members expressed concerns about having to hold bail refused prisoners in police cells for up to three days without proper meal, washing or exercise facilities. Worse still, others reported prisoners being held in charge docks for more than 48 hours. These facilities are unsuitable for accommodating the number and category of prisoners for extended periods, with the conditions being described by some as inhumane with significant behavioural ramifications.

Along with the detrimental impact on the conditions for the prisoners being held, the physical and psychological risks for the police officers cannot be ignored. They are being exposed to unneces-

sary risk by being required to perform duties for which they are not trained or resourced to deliver. Failure to clearly determine the responsibilities related to custodies between police officers and correctives can also lead to a breakdown in working relationships between officers in the field.

In another instance, a request for an AVL to be utilized from metropolitan police stations was sought for by police officers but denied by a court Registrar. This led to offenders being placed in police custody for extended periods – in some instances, for more than 72 hours. When prisoners who were police bail refused that did not appear before a magistrate, there was a flood on the courts on the Monday, with PACs and Police Prosecutors not properly resourced to deal with the influx.

The PANSW has been a long term advocate for a new Memorandum of Understanding between the NSWPF and Correctives Services – calling for this nearly a decade. It is no longer suitable to have local unwritten agreements which are too frequently ignored. Since being consulted on the draft in 2021, the MOU has been outstanding with the Commissioner of Police and CSNSW not reaching an agreement.

PANSW President Kevin Morton wrote to NSW Police Commissioner Karen Webb twice in February 2025 outlining the dire state of the issues with Corrective Services and highlighting the seriousness of the circumstances being faced by members. He also renewed the call for an MOU to be established between Corrective Services and the NSWPF that properly reflects the work that should be undertaken by each agency.

While metropolitan stations are feeling the strain of prisoner management, regional stations also have long term issues with prisoner overflow. In some areas that Correctives Officers do not service, police officers are having to transport prisoners over long distances to and from police facilities, custody facilities or to court, sometimes covering hundreds of kilometres in vehicles unsuitable for this purpose. This means they are away from their Command for hours at a time, making them unavailable to perform their core duties such as responding to emergency calls or conducting patrols.

Other members spoke of having to hold prisoners in their custody temporarily in police vehicles or cells with regional jails

being unable to accept them. CSNSW does not staff all court locations, particularly in regional areas.

This can result in multiple officers from the same Command being unavailable to respond to urgent calls for emergency assistance. This places the community at risk due to significant delays in response times.

As part of its Election recommendations to the Minns Government, the PANSW called for prisoner escort duties to and from court be removed as a duty of the NSWPF and be taken over by Corrective Services NSW and Juvenile Justice NSW. It also called for all police custody facilities to have suitable equipment to enable prisoners to make appearances via audio-visual link.

On Sunday 23 February, the Commissioner of Police called an emergency meeting with the Commissioner of Corrective Services over inmates languishing in police cells due to the unprecedented strain on the front line.

Members expressed concerns about having to hold bail refused prisoners in police cells for up to three days without proper meals, washing or exercise facilities.

Commissioner Webb says gridlock across the jail system is causing congestion leading to “cell ramping” with bail-refused inmates locked up in police stations for days.

The Commissioner said the problem is a capacity issue; police stations are not designed to house prisoners for extended periods of time. “Our job is to arrest and lock people up when they break the law, we are not an indefinite departure lounge for people in custody,” Commissioner Webb said.

“This bottleneck is consuming police time and resources which could otherwise service the community. We need a plan to allow officers to do their job and get back out on the street.”

The Commissioner also announced a six-month data analysis at the beginning of February to measure the impact prisoner transport is having on police manpower and resources. Police are required to log their time and movement through the NSW Police CAD system. The analysis of this data particularly in

relation to prisoner transport related jobs will measure the real impact on policing resources.

“I will be meeting with unions and Corrective Services to resolve this issue as soon as possible,” Commissioner Webb said.

“While we are happy to support our colleagues at Corrective Services, this issue needs to be resolved at the highest level.”

“We are not minders for people in custody, we are a police force.”

PANSW representatives met with Assistant Commissioner Joe Cassar on Monday 24 February about the Custody and Corrections portfolio, continuing to highlight the significant impact this is having on members in the field and the need for an immediate resolution.

PANSW representatives further met with Assistant Commissioner Kirsty Heyward of PPLEC to work through the impact of the centralised weekend bail court on prosecutors and members in the field. This remains an ongoing piece of work

which the PANSW will continue to raise.

“I am pleased with the Commissioner’s renewed stance on these issues, coming out strong and confirming with us that this is not police work.” PANSW President Kevin Morton said in communications with members.

The PANSW continues to call for a proper MOU between NSWPF and CSNSW to be implemented, clearly outlining responsibilities of each agency related to custodies. We remain actively engaged on this important aspect for members as we know the impact this has on you all in the field and will keep members updated as this issue progresses.

NSWPF have created the Time Delay Report Form for Custody Managers to record evidence of current issues. If you identify a significant delay between contact with Corrective Services NSW and the transfer, this form can be completed and sent through to the NSWPF shared mailbox #SROERECORDS for collation.

Elyssa King PANSW Media & Communications Officer

Recruitment & Retention

A raft of initiatives have buoyed NSWPF ranks

■ The NSW Government has reported that 1,000 newly graduated police officers will begin work across metro, regional and rural NSW this year – the largest number of recruits in two years to attest the Goulburn Police Academy and a major boost to frontline policing and community safety.

This follows last December's notable attestation with more than 300 officers – the largest class in a decade – attesting and starting work at their new home stations across the state.

Applications to join the NSW Police Force have increased by more than 60 per cent since the Minns Labor Government announced paid study in October 2023 – with 3,360 people applying to join the NSWPF.

Last year, the NSW Government introduced the 'Be A Cop in Your Hometown' initiative, allowing recruits from rural areas to serve in or near their hometowns after graduating from the Goulburn Police Academy. The next class to graduate will be the first to benefit from this new scheme.

In late February, the NSW Government reported that 47 individuals had applied to return to regional locations under the program, and all will be deployed to these areas upon graduating.

In the next class to graduate, nine recruits—seven men and two women—will be eligible to return to regional locations they have nominated, followed by another 23 in the class after that. Among them, one recruit is a mother of five who will be returning to her hometown of Coffs Harbour, and another is a father and daughter training together from Inverell.

The NSW Government said that the application and graduate data shows that the Minns Labor Government has been able to begin to arrest the slide in recruitment for New South Wales police.

-

The PANSW has been instrumental in advocating for removing barriers to recruitment for NSW police officers.

Upon being elected as President in 2022, Sergeant Kevin Morton used his inaugural address to delegates at the 2022

PANSW Biennial Conference to highlight the severe inequities facing individuals looking to begin their career as an NSW Police Officer.

At the time, the situation was so critical that the next intake of officers had to be cancelled due to a shortage of numbers. Prospective police officers were being required to pay thousands of dollars to train and forgo 16 weeks of income before being considered to join the NSWPF.

Applications to join the NSW Police Force have increased by more than 60 per cent since the Minns Labor Government announced paid study in October 2023

President Morton called on the NSWPF and the NSW Government to make essential changes and return to the historical 'pay-to-train' model.

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

This initiative was part of an ongoing strategy to alleviate the workload challenges being experienced by the existing frontline caused by vacancies.

In February 2023, the PANSW successfully negotiated significant increases to the incentive payments for officers in special remote and remote locations providing up to \$36,000 over five years which was previously only a \$5000 one off incentive.

In October 2023, the NSW Government announced that student police officers would be paid to train while they studied at the NSWPF Academy from March 2024. This historic announcement brought NSW in line with other states that incentivise and offer allowances for their student police officers.

"I want to thank the Police Association of NSW which has advocated tirelessly for this reform and been a huge support to me and the Government in seeing it delivered." Minister for Police and Counter-terrorism Yasmin Catley said.

In May 2024, additional recruitment measures were announced. The Professional Mobility Program (PMP) aimed to incentivise officers from other Australian states and territories and New Zealand to join the NSWPF while keeping their equivalent rank (up to Senior Constable Level 6). The 'You Should Be a Cop in Your Hometown' program was launched to ensure that people from regional NSW serve in or near their hometown after they graduate from the NSW Police Academy.

"It is heartening to see the pay-to-train model that the PANSW advocated for is working." PANSW President Kevin Morton said.

"The NSW Government continues to show its commitment to bolstering our ranks and ensuring the retention of our serving police officers. Their efforts deserve to be recognised."

"These additional recruitment initiatives will hopefully begin alleviating the strain on our frontline workers."

-

In the latest announcement, the initiatives formed part of the NSW Government's broader, long-term plan to address the crisis in recruitment and retention of frontline workers, especially in law enforcement, and ensure the safety of our communities including:

- Abolishing the wages cap, ensuring fair and competitive salaries for police officers
- Delivering a historic wage increase, overwhelmingly backed by NSW Police officers with 96 per cent voting in favour
- Establishing a groundbreaking scheme

There's still more work to do, but we've shown we're prepared to take strong steps to back in our police force.



(L>R) PANSW PRESIDENT KEVIN MORTON and NSW PREMIER CHRIS MINNS IN 2024

to pay students while they study to become officers, resulting in a 67 per cent surge in applications over the past year

- Launching two new targeted programs to attract both experienced officers and regional recruits.

The PANSW was actively advocated for and was involved in consultation for improvements in these areas.

The 2024 Award outcome voted for resoundingly by the membership in November last year was focused on ensuring that the currently serving men and women of the NSW Police Force were recognised and rewarded for their tireless service. Pay scale consolidation, the leadership retention payment, higher relieving rates, a training allowance for field officers, increases to shift allowances, field training officers, and more were all incentives aimed at the retention of our existing police officers. Along with enhancements to salaries, the complex-

ity of the Award offering aims to retain experienced officers for longer and accelerate progression over the next four years.

-

The Minns Labor Government was elected with a mandate to rebuild public services and reinvest in our front-line workforce. While the increasing number of recruits is promising and NSW Labor believe their recruitment plan is on track, there is still a long way to go before the critical shortfall in police numbers is addressed.

"When we entered Government, we committed to rebuilding frontline services, and I'm proud to say we're making real progress in restoring our police force." NSW Premier Chris Minns said.

"It's a big job, it's a very tough job, and we know how important police officers are, often risking their lives to keep us safe. There's still more work to do,

but we've shown we're prepared to take strong steps to back in our police force."

With a large number of vacancies still impacting on workload, currently serving NSW police officers continue to carry the load as the frontline continues to strengthen and return to full capacity. The PANSW will continue to advocate for enhancements in recruitment and retention and keep members informed.

"It is pleasing to see how the initiatives that the PANSW has championed for so long have led to larger class sizes, with an increased number of students graduating to join the NSW Police Force as Probationary Constables." PANSW President Kevin Morton said.

"More police officers graduating from the Academy and stepping up to serve their communities will ultimately bolster the frontline, but it will take time for workload pressures to shift off our currently serving officers."



PANSW PRESIDENT KEVIN MORTON (R) AND GLENN PRICE (L) PRESENT AT A 2023 HUNTER REGION BRANCH FOCUS TRAINING DAY

Elyssa King PANSW Media & Communications Officer

Cessnock and its FRA

Cessnock staffing well below minimum required under First Response Agreement

■ Serious staff shortages have led to the Cessnock Branch of the PANSW creating a submission for more resources and requesting urgent action calling for an increase in services for General Duties police officers.

Branch Administrator Senior Constable Ayley Ross with the assistance of PANSW Executive Member Paul Ireland in his capacity as a Branch Official compiled a submission to be presented to MP for Cessnock Clayton Barr.

The two Branch Officials reached out to Northern Region Organiser Glenn Price, expressing their intentions. Glenn was then able to seek advice regarding the submission's content with the PANSW Industrial staff. He was also instrumental in attending meetings between the Branch members and the local council where significant data on population growth in the area was obtained for inclusion.

The challenges with workload are similar to those being experienced in many regional areas. The staffing issue

at Cessnock has reached a level where welfare is a significant issue, particularly in General Duties. Recently, several staff have transferred to other districts while some have resigned all together. The majority of these officers said that increased workload at Cessnock coupled with a lack of staff motivated them to leave General Duties to avoid burnout and stress related illness.

"Many regional stations have had stations that have been under 70% operational strength for the entire time that people have been there," Paul said.

"We want to keep police here and keep them healthy, so we need to do something about it."

The Hunter Valley Police District was formed in January 2018 after an amalgamation between Hunter Valley LAC and the Cessnock sector of the Central Hunter LAC. The area comprises more than 18,000 square kilometres of Northern NSW – extending from farmland in Cassilis and Merriwa, to the horse studs in Scone and Murrurundi in

the north through to the wine country of Singleton, Broke and Cessnock. The Cessnock sector includes Kurri Kurri, Wollombi and Cessnock police stations.

Cessnock Police Station currently houses officers from General Duties, Detectives, Proactive Crime Unit, Crime Management Unit, Traffic and Highway Patrol and Forensic Services. Cessnock Police Station General Duties currently has an authorised strength of 55. This is made up of 1 Officer in Charge (Inspector), ten Sergeants and 45 Constables. Of these officers, 7 are utilising SAP positions from Hunter Valley. Currently, there are nine General Duties staff unavailable for duty, for a variety of reasons including long term sick leave, restricted duties and maternity leave.

General Duties staff are required to investigate many matters ranging from domestic violence and assaults to stealing, break and enters and stolen motor vehicles. On top of this workload, the officers are required to prepare briefs of evidence, attend court, serve process

and complete proactive duties including Command-based taskings and state-wide operations. As well as responding to calls for urgent assistance from the public, General Duties perform the role of Custody Manager and Station Officer. Among their duties, the Station Officer is required to respond to counter inquiries, answer incoming phone calls, create CAD messages for broadcast along with completing changeover documentation and bail reporting functions. Due to a shortage of staff, it is normally the case that a single officer is responsible for performing all these tasks. Additional officers SAP numbers need to be provided that are enough to allow a station assist officer to be allocated on each shift.

Under the intensity of the workload, General Duties staff are struggling to perform these tasks to the highest standard. This has led to customer complaints, failed prosecutions, incomplete work, increased sick leave, high incidents of stress and burn out – resulting in police officers going on long-term sick leave or resigning from the job altogether.

“The workload per officer is busy. If you look at the report, it is comparative to a lot of the busier stations within the Sydney Metro per officer. If you break it down on a per officer or per car workload there is simply too much work.” Paul said.

The current First Response Agreement (FRA) for Cessnock General Duties allows for four operational police to be rostered to fill two police vehicles for a 12 hour period for a day shift and a night shift along with a ‘swing’ car that begins at 1500 on a Friday and Saturday only. These are the minimum staff required to answer calls for assistance safely. Along with this are the ‘Part B’ FRA officers – which include the Custody Manager, Shift Supervisor and Station Officer based at Cessnock. For this current staffing FRA, the required number of staff is 61 and the current level is 55.

The report shares CAD data in relation to first response incidents compared with other regional and metropolitan policing districts. The data illustrates that Cessnock’s workload is consistent with or in some cases greater than some metropolitan Commands with greater authorized strength numbers that can also receive assistance from specialist units or neighbouring Police Districts. “The FRA is at the minimum of what it can be just with the CAD data.” Paul said. “At a busy station in Sydney metro, you

might have ten cars on and forty people working that shift. We’ve got five, so if you start losing three or four people it makes a huge impact in the staffing. The low numbers do highlight the issue when something does happen.”

“We have identified that we need up



ABOVE: MP CLAYTON BARR / BELOW: PANSW'S PAUL IRELAND

to an extra 30 staff, which is double our General Duties staff, when we are fully up to operational strength just to meet the requirements for Cessnock.”

Working with other agencies

Similar to their metropolitan counterparts, police officers in regional NSW often pick up the work of external agencies in covering their workload. Resourcing challenges along with the tyranny of geographic distance means that regional police officers are often required to complete additional duties on top of their exhaustive workload including responding to mental health related call outs and other support functions that should be performed by other agencies.

In spite of this, police officers continue

to rally and respond with professionalism and commitment to service. The tragedy of the Greta Bush Crash in 2023 highlighted the stretched resources that government agencies had available in the Hunter Valley and the jobs that fall to the stretched capacities of the NSW police officers to complete.

Just after 11.30pm on Sunday 11 June 2023, emergency services were called to the scene of a bus accident at Greta in the state’s Hunter region. Resources from Hunter Valley, Maitland, Port Stephens, Newcastle, Lake Macquarie and Tuggerah Police Districts including police rescue and highway patrol rushed to the scene to support other emergency services first responders.

The Daily Telegraph reported that two junior police officers were the first on the scene, setting up exclusion zones, assessing and relaying information while shepherding survivors to safe areas and offering comfort. Paramedics spoke of police officers rushing between the site of the crash and hospitals to replenish blood stocks. Family liaison officers continued providing ongoing support to the families impacted, not only on the night and the following day but for weeks and months ahead.

As a result of the crash, 10 people died, 11 were taken to hospital and a further 18 were remarkably uninjured.

As the member for Swansea, Police Minister Yasmin Catley acknowledged the large-scale emergency response required. “Police are on the front line in dealing with tragedies such as this, and after the crash a large-scale emergency response commenced. They came from everywhere and it was an extraordinary response. I can assure the community and those first responders that the Government is here to support them, not just for now but in the years to come.”

Prisoner management and transport

Cessnock is home to the largest Correctional complex in the Southern Hemisphere with three jails within its boundaries housing both minimum and maximum risk prisoners. At Cessnock, the General Duties staff are also required to perform the role of Custody Manager. With no Corrective Services foothold in area, custodies are transferred to Cessnock for court appearances. As a result, the Custody Manager is responsible for their appearance at court and their

return to Corrections.

"The issue with managing and transporting prisoners that seems to be impacting Sydney at the moment isn't new in regional areas." Paul said. "The prisoners will be dropped at the police station and police are required to transport the prisoners to and from court and then back to jail, with Corrective Services staff shortages meaning they are unable to perform their role."

This places a strain on the already stretched staff with police officers required to perform the arrest and complete the relevant paperwork, escort the prisoner to court, guard them and then transport them back to jail.

"You've got prisoners spending extended periods of time in vehicles that are not purpose built for transporting people long distances." He said.

Along with leaving only one car to service Cessnock LGA, the inadequate staffing numbers can lead to members of the public waiting for several hours for police attendance.

"Police are being exposed to increased risk while undertaking the custody of these prisoners when they shouldn't be in their care at all. They are being monitored at stations and in vehicles when they shouldn't be."

Country Mayors Association

In 2023, the PANSW endorsed a report presented by the Country Mayors Association of NSW (CMA) that called for a Parliamentary Inquiry into crime, law and order in rural and regional New South Wales. As part of its report, the CMA highlighted the staffing issues and limited resources that police officers in regional areas were operating with.

As part of the Terms of Reference for the Parliamentary Inquiry, the report called for an analysis of police staffing levels in regional, rural and remote Local Government Areas (LGAs) and a review of the methodology used to assess staffing levels for LGAs that current have First Response Agreements in place.

PANSW President Kevin Morton said the CMA report showed that additional police resources were needed to manage crime rates and ensure that communities could be effectively serviced. "Our regional police officers are expected to be the 24/7 problem solvers. Police in these regional and remote locations are

required to attend emergency situations that cover huge geographical areas with limited staff and resources with little to no back up. When they do call for assistance, it can be an hour away or more."

"Minimum staffing levels must be improved in regional and remote areas where police stations do not operate 24 hours a day, seven days a week."

"In locations with police stations operating 24/7, the outdated model of rostering police officers based on one car per job per hour needs to be updated. This model doesn't reflect the distance travelling to and from emergency call outs in regional areas, including the time it takes to deal with the matter when you arrive on the scene."



PANSW KEVIN MORTON AT THE 2023 COUNTRY MAYORS ASSOCIATION PRESS CONFERENCE

The PANSW President said that police officers were required to pick up the workload of other government departments, which also needed to be scrutinized. "Police officers are spending hours transporting prisoners hundreds of kilometres across remote areas to correctional facilities, while other government departments close their doors once business hours are over and shift the workload onto our already stretched frontline workers. This is not our job and is taking police officers away from serving their communities."

With an extended reporting deadline, The NSW Government's Legislative Committee on Law and Safety intends to undertake further hearings and community consultation throughout 2025 as part of its inquiry into community safety in regional and rural communities

The CMA report acted as a valuable resource for the Cessnock Branch Officials in compiling their own staffing submission. Through its staffing submission, the Cessnock Branch is seeking an additional 30 SAP positions for General Duties which would allow for a more

expansive First Response Agreement. It would enable the Command to roster at a minimum another car crew every 24 hours and provide another station/customer assist officer.

On 20 February, a motion driven by Cessnock Councilor Quintin King was passed by Cessnock Council to address crime and police staffing numbers in the area. He has also written directly to the Police Minister with the hope of getting urgent assistance for the area. Along with utilizing relationships with the PANSW and local politics, the Cessnock Branch is also addressing the staffing issue through direct submissions to the NSWPF. The Intelligence team through the Cessnock Branch have put in a business case for additional SAP positions to perform their role.

"Branches are trying to progress their numbers through the Police Force as well as using their relationship with the PANSW to call for change through politicians at local and state level."

As the Executive Member for Northern Region, Paul said that Cessnock was just one example of the critical challenges with staffing shortages occurring across regional police stations in New South Wales. He hopes

that the activism of the Branch in continuing to advocate for change will encourage others on the frontline who are experiencing the same challenges. "Even if we don't have a solution, we won't give up. The Branch's activism in driving issues impacting operational policing shows the people we work with, who are doing it tough on the ground, that we are still trying to make a difference for them. It's important to highlight that Cessnock is just an example of regional NSW. There are similar issues occurring everywhere." He said.

"We might be suffering, but there are other regional stations doing it tough as well and the Branches are still fighting for change."

Is your shift understaffed?

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PANSW
POLICE ASSOCIATION OF NSW

If you find yourself working an understaffed shift, let us know.

**Peter Richardson PANSW Industrial Officer +
Kirsty Membreno PANSW Assistant Secretary Industrial**

Incremental Progression

On Monday 3 March, the PANSW won an important industrial court case over the pay of Constables who have had their confirmation and future increments delayed.

■ PANSW achieved this outcome following an industrial dispute that the Association's Industrial Team has been running for over 12 months concerning several members who were delayed in completing their ADPP due to injury or other reasons, delaying their confirmation and, as a result, suffering a permanent deferral of their incremental progression for all future increments.

In its first substantive judgement since it was re-established last year, Justice Chin of the Industrial Court of NSW found in favour of the Association and its members:

The Court declares that by operation of clause 64.9 of the Crown Employees (Police Officers – 2021) Award, police officers who are confirmed on a date after the first anniversary of the date of their first appointment as a police officer of the rank of constable in the position of Probationary Constable (Level 1) (their "original attestation date") are entitled to progress to the salary and grade of Constable (Level 3) on the next anniversary of their original attestation date following confirmation as a constable.

This means that incremental progression to Constable Level 3 will occur on the anniversary of their original attestation date, not 12 months from confirmation, which is how NSWPF has been applying the Award. The NSWPF process of applying future increments to the confirmation date has been determined by the Court to be wrong.

This decision does not change the confirmation date for police officers. It will change the Constable Level 3 and future increment dates for officers, giving rise to back payments owed to members.



LEFT TO RIGHT - KIRSTY MEMBRENO, PATRICIA LOWSON and PETER RICHARDSON

History of the Industrial dispute

From late 2022 until early 2024, PANSW made representations on behalf of a number of members who had contacted the Association after having their increment date deferred on an ongoing basis as a result of a delay to their ADPP and confirmation, arising from work-related injuries or complaints which were unsustainable. The Association relied on Clause 64.9.2(a) of the Award which states that "within the first 3 years of employment ... the original increment date is to be retained for future increments" in cases where an increment has been deferred due to the time taken to achieve a particular competency or standard. The issue is important as any such deferral, if not addressed, will cause each subsequent increment date to be similarly deferred, thus causing a long-term financial impact. And it became apparent that NSWPF had been treating affected Probationers in this way for many years.

The first member to alert PANSW to this issue was former Constable Justin O'Bryan from Central Metropolitan Region, Inner West PAC. While a Probationary Constable, partway through Session 5, he suffered approved work-

related hand and leg injuries from a foot pursuit, meaning that he was required to resit Session 5 after rehabilitating and being cleared back for full duties. This delayed not just his confirmation but his reaching Constable Level 2, Level 3 and each subsequent increment.

NSWPF firmly declined our representations on behalf of Constable O'Bryan. The PANSW wrote back to NSWPF noting that their position is inconsistent with the Award and putting them on notice that the PANSW would

initiate dispute proceedings in the Industrial Relations Commission and/or civil penalty proceedings before an Industrial Court for a contravention of the Award if the matter remained unresolved. Three more members had contacted the Association in the meantime, who had suffered delays to their confirmation through injury and through complaints which were later found to be not-sustained, and were now included in the dispute. One of these members was Constable Julieanne Garland who featured in a previous Police News article in relation to the serious injuries she sustained after being hit by a falling tree during her probationary period. This caused a delay in her confirmation as a Constable, impacting every increment since she has been confirmed.

IRC role in dispute conciliation

In April 2024, the PANSW lodged an Industrial Dispute and underpayment claim to the Industrial Relations Commission on behalf of four affected members seeking the Commission's assistance to resolve the dispute after the NSWPF repeatedly failed to engage in

Our aim is to be able to confirm with NSWPF and members as soon as possible which members are owed back pay and need their increment adjusted as a result of this decision.

meaningful discussion on this issue. This prompted NSWPF to respond, confirming their position to decline our requested change to the Level 3 increment dates for the four cases which quickly became six as two more members had contacted us in the meantime.

Some six conciliations were held at the IRC before Commissioner O'Sullivan between April and July 2024. Despite Commissioner O'Sullivan's active assistance, extensive efforts by the PANSW Industrial Team and at times productive discussions about possible solutions to the issue, NSWPF declined to agree to any change that would assist members in this situation. The NSWPF maintained their interpretation of the Award clause to confirmation date for future increments. The PANSW maintained NSWPF interpretation and current application of the Award in this regard was incorrect. Commissioner O'Sullivan then issued a notice of failed conciliation on 4 July 2024.

Lodging an application at the new Industrial Court

Instructing Counsel Patricia Lowson, the PANSW maintained its position and interpretation of Clause 64.9.2(a) and lodged an application for Declaratory Relief at the newly restored Industrial Court of NSW, seeking that the Court find in our favour in relation to how the relevant Award clause should be applied by NSWPF. If we were successful, our intention was then to press for our six cases, along with any other affected Probationer within the statute of limitations (i.e. going back 6 years), to have their Level 3 and subsequent increment dates adjusted and be accordingly backpaid. Commissioner O'Sullivan agreed to park the original



Cnst JULIEANNE GARLAND, SERIOUSLY INJURED AT WORK

IRC matter concerning our six specimen cases, pending the decision of the Industrial Court.

The matter was heard at the Industrial Court before Vice President Chin on 15 October 2024 (1 day matter). Evidence was lodged by Industrial Officer Peter Richardson for PANSW and Assistant Commissioner Brett Greentree of PCC for NSWPF. The judge reserved judgement.

On Monday 3 March 2025 Justice Chin handed down his judgement in favour of the PANSW.

Where to from here

The PANSW is now working through the practical effect of this on other members who have previously suffered a delay to their confirmation, which has impacted future increments and who will now potentially be owed back pay.

We have written to NSWPF requesting they apply the decision to members affected, and we have via the IRC process sought for production of these records

by the NSWPF outlining each officer who attested in the NSWPF and whose confirmation was delayed.

We have already had over 150 members respond to the member communication that was distributed on 4 March 2025 outlining their cases. We are working through each one individually.

Any affected member who has not yet contacted us is invited to email feedback@pansw.org.au asap with the following details asap:

- your name, rego, contact details including location
- date of attestation
- date of confirmation
- reason for delayed confirmation
- increment date for each increment achieved
- copy of your SAP ESS profile

We appeared in the IRC on 18 March 2025 and have formally requested data from NSWPF regarding any members who have had their confirmation delayed and increments impacted. NSWPF did not appeal against the decision.

Our aim is to be able to confirm with NSWPF and members as soon as possible which members are owed back pay and need their increment adjusted as a result of this decision.

On 25 March 2025 NSWPF confirmed they would not appeal the judgement and have agreed to work with us on identifying affected members

We will keep members updated on the outcome of this important dispute. We hope this assists members to gain an understanding of the work that goes on behind the scenes by the Industrial and Legal Teams to pursue these outcomes on behalf of the membership.

Tony Howell PANSW Assistant Secretary Legal Services

Legal Services

PANSW's in-house legal practise is here to support members

■ Often the legal liability and the interests of the NSW Police Force and a police officer involved in a Critical Incident or other work related matter are very different, and members are required to obtain their own legal counsel if they encounter professional challenges experienced during the course of their operational duties.

As part of your membership, the PANSW provides access to a comprehensive suite of legal services.

The PANSW operates an internal legal practise, with in-house lawyers regularly briefing Counsel and representing members in disputes and at Coronial Inquests. It also retains an external panel of experienced legal firms to assist members under its Financial Legal Assistance Scheme. Eligibility for the scheme can be viewed on the Association's website.

The Legal Services Division has been active in the delivery of services to members over the last several weeks.

On 28 February 2025, the Coroner published her findings in the Inquest into the death of Allan Green. Mr. Green died when the motorcycle he was riding crashed in the course of a police pursuit. The in-house legal team briefed Counsel directly on behalf of the number of officers involved in the pursuit, who had been given sufficient interest notices by the Coroner. The Coroner made comment on some aspects of the pursuit, but no adverse findings were made against any individual officer. The Coroner confirmed the stop that led to the pursuit was lawful, that the initiation of the pursuit was appropriate, and made Recommendations to the NSWPF designed to clarify parts of the pursuit policy and to enhance training of officers on pursuit policy (including refresher training for officers Silver certified some time ago). The team are also directly



engaged in the representation of members in a number of other Coronial Inquests that continue to be part-heard over 2025. Not all officers will need independent representation in a Coronial Inquest, but if you or your colleagues are caught up in a Coronial Inquest and would like to talk through any concerns you might have, please reach out to the PANSW Legal team.

The In-house Legal team have also secured successful outcomes for members in a variety of proceedings, including the satisfactory settlement of a section 181E Review before the Industrial Relations Commission (IRC), the satisfactory resolution of a complaint of unlawful discrimination before the Anti-Discrimination Board, and the successful resolution of a number of total and permanent disablement benefit claims with Aware Super under the PBRI.

The Medical Entitlements Team continued to provide excellent service to our pre-88 membership, having secured favourable outcomes in claims for a medical discharge/pension and pension increase for members before the Police Superannuation Advisory Committee (known as PSAC).

In addition, the In-House Legal team, working with the Industrial Team, secured the successful resolution of proceedings before the IRC alleging unlawful victimisation of a PANSW delegate. The successful resolution of those proceedings has opened the door to a dialogue between the Association and the NSWPF to clarify the right of members to communicate information about their work and workplace to their union. We will keep members apprised of updates in that connection.

In other matters, members may be aware that the Law Enforcement Conduct Commission recently published a report into the use of body worn video by the NSWPF. A number of recommendations were made by the LECC to enhance Standard Operating Procedures. The Association will continue to monitor the Commissioner's consideration of the LECC recommendations to ensure any alteration to current SOPs is practical and workable.

To learn more about your access to Legal Services through the PANSW, please contact the IOC on info.centre@pansw.org.au.

Kirsty Membreno PANSW Assistant Secretary Industrial

Award Phase Two Back Pay + Leadership Retention Payment

24 April new pay scale transition, some officers with back pay and 8 May LRP payments begin

■ Phase two of the Award, which may include additional back pay, will be processed in pay period 24 April 2025. Work has now been completed by the NSWPF to their systems to enable transition to the new pay scales. The new compressed pay scales:

- removes incremental levels for Senior Constables, Sergeants, Senior Sergeants, Detectives, Prosecutors and Inspectors
- provides an annual salary increase for each incremental rise to every officer (where an increment is due)
- Removes the overlapping pay scales, increases the starting salary on promotion, and
- Increases the salary of top level Senior Constables to above that of Leading Senior Constable level 1 salary

Transition to new pay scales

Transition to the new incremental scale will occur on your increment or anniversary date since 1 July 2024 (FY 24/25). Officers who have had an increment/anniversary date approved between 1 July 2024 and 15 April 2025 will transition to the new pay scale which may result in back pay for some officers.

Officers will see a change on their pay-slips and rosters to reflect the new incremental scale from 5 April. The transition scale and Salary Calculator are available on the PANSW website.

Relieving since 1 July 24

Officers who have undertaken paid relieving since 1 July 2024 will also receive back pay up to the new starting salary for Sergeant, Snr Sgt or Inspector ranks.

LSCS, Dets or Pros who have relieved since 1 July 2024 (ensuring the minimum period of relief has been met) which had previously resulted in nil payment (place-

ment only) are advised to submit a report through your Chain of Command, outlining dates of relief and attached rosters in support, to enable back payment in those periods at the new promotional salaries.

CAS Tests

Officers who were required to complete a CAS test for FY 24/25 will still be required to do so (as per current pay scale) and should have received their notification to complete the test within six months of the increment being due. Officers who were not (ie you were not expecting a pay increment rise) will not be required to complete a CAS test for FY 24/25.

All officers on their increment/anniversary date will transition over onto the new pay scale complying with the above CAS requirements. Note: For FY 25/26, all officers who are due an increment under the new pay scales will be required to complete a CAS test (as each year is now a salary increase for an increment).

Leadership Retention Package

The one-off Leadership Retention Payment (LRP) of \$5,400 will begin being processed from pay period 8 May 2025 once officers' eligibility is confirmed. The PANSW negotiated the LRP as part of the Award 2024 package for officers who are leaders in the workplace and were not gaining as much from the new compressed pay scales due to their incremental seniority.

LRP eligible ranks on 1 July 2024:

- Senior Constable Level 6
- Leading Senior Constable – all levels
- Sergeant – 3rd Year to 9th Year
- Senior Sergeants – all levels
- Prosecutors Constable – 6th Year to 10th Year

- Prosecutors Sergeant – all levels
- Prosecutor Senior Sergeant – all levels
- Detectives Constable – 6th Year to 10th Year
- Detective Sergeants – all levels
- Detective Senior Sergeants – all levels
- Inspectors – all levels
- Superintendents – all levels

Note: If your rank has changed since 1 July 2024, but on 1 July 2024 you were in one of the above rank categories, you are still entitled to the payment (eg, SC Level 6 as of 1 July 2024, promoted to Sergeant Year 1 on 2 Feb 2025).

Eligible officers must be members of NSWPF and be at work to complete the Leadership and Retention Training package. They are expected to complete the requirements by 30 May this year. Commanders and officers must make every effort to ensure this occurs.

The PANSW successfully negotiated that officers not currently in the workplace but on approved leave or LWOP and returning after 30 May 2025 will have one month upon their return to complete the training to meet the eligibility criteria up to a maximum period of 30 May 2026. Payments will be made within 2-4 weeks from date of completion of the training package on PETE with the first payment from 8 May 25. Officers also have the option can also elect to make a "pre-tax voluntary superannuation contribution" with a form specifically created for officers to nominate all or part of the payment to go into superannuation should they choose to.

The PANSW wants to ensure that long serving police officers are retained in NSW; this payment is designed to do that, focusing on officers who are in the workplace or will be and who are the future leaders in NSWPF.

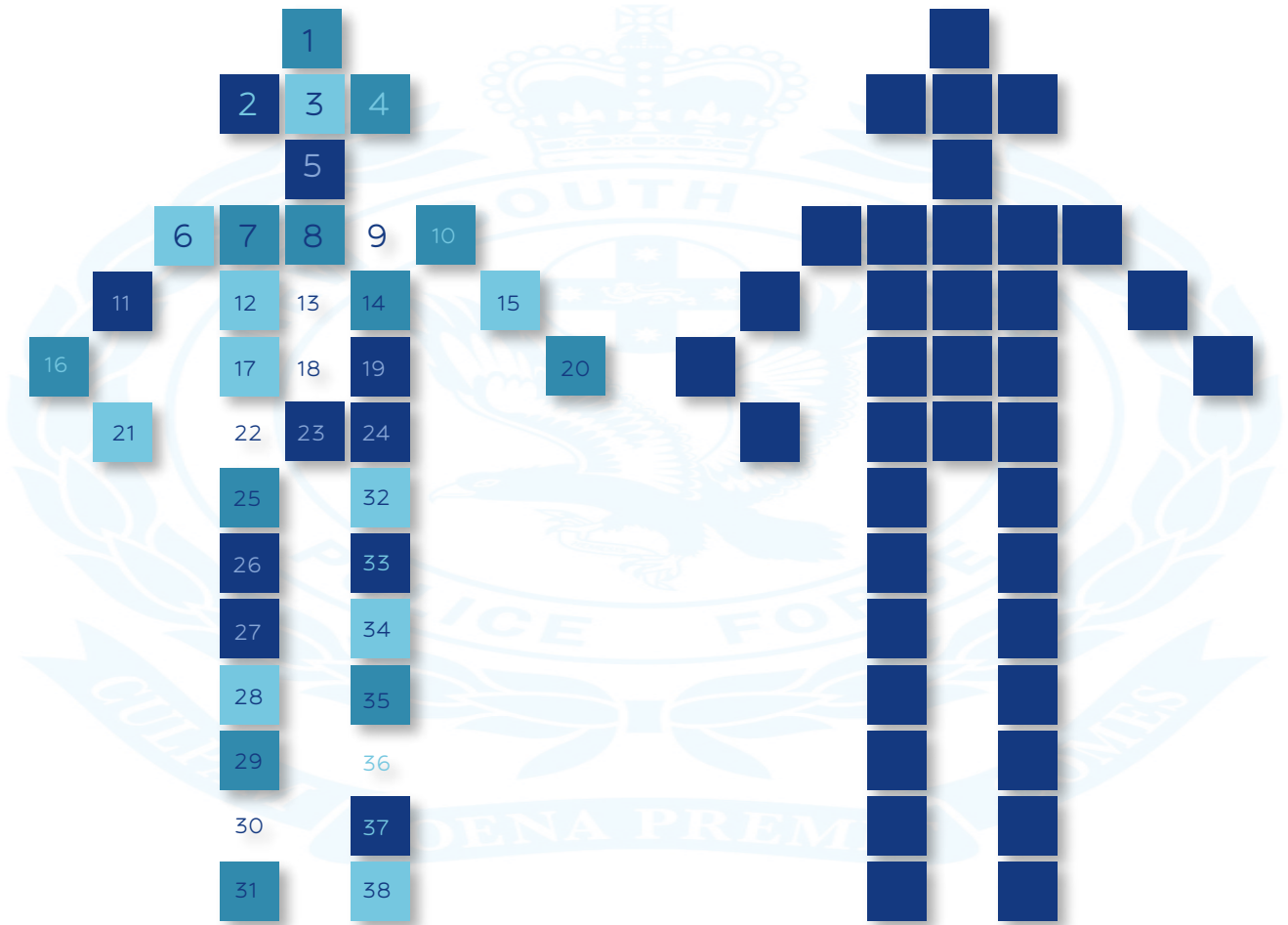
"Our job is to arrest and lock people up when they break the law, we are not an indefinite departure lounge for people in custody,"

COMMISSIONER WEBB p5





INTERIOR OF HOLDING CELL AT SYDNEY POLICE CENTRE (SPC). CELLS ARE DESIGNED FOR SHORT TERM USE, YET INCREASINGLY USED FOR LONGER TERM CUSTODY. - PHOTO SGT OLIVER BEHRENS



**Kirsty Membreno Assistant Secretary-Industrial +
Rebecca Neil Senior Industrial Officer**

Counting hours not heads

For several years, the PANSW has been advocating for the NSW Police Force to move away from head count and start counting actual hours worked by police officers to maximise operational capability within Commands.

■ At the PANSW Biennial Conference in May 2022, a presentation was delivered by Dr Kate Linklater of the PANSW Research Team highlighting the benefits that can be gained by moving away from head count to hours worked by officers. At that Conference Delegates from the Commissioned Police Officer Branch (CPOB) moved and passed the following motion of urgency which was unanimously supported by those in attendance at Conference:

Motion of Urgency #1

The CPOB of PANSW directs the

Executive of PANSW to negotiate with the NSWPF to change the current process of the number of authorised positions to instead reflect the authorised FTE (full time equivalent) hours for each Command/Section.

The focus of this campaign was about recording the hours being worked by police officers in a Command as opposed to just counting the SAP numbers which had been placing pressure on employees, as back filling was not being properly managed at every workplace. For example, while there might be 250 SAP numbers in a Command, the hours

being worked may only equate to say 210 police officers being worked if the hours are not being captured correctly.

Following several years of negotiation between NSWPF and PANSW around this concept, the Full Time Equivalent (FTE) Management Model of measuring staffing levels in hours rather than head count has been agreed with the policy implemented by the NSW Police Force from 1 March 2025. Commanders/Managers and those who hold a HR portfolio have undertaken training with the People and Capability Command on these changes.

The Headcount Model (SAP)

Currently, the number of NSWPF employees is measured by the number of SAP positions filled via the Headcount Model (HM). The number of employees working in a Command is measured rather than the number of hours worked. This model has made it difficult to measure productivity, as it assumes all officers are working the same hours when this is not the case. It has theoretically allowed a Command to fill their authorised positions without having regard to the hours being worked of each officer.

Full-Time Equivalent (FTE)

The way to overcome this is to record the 'full time equivalent' in hours which is what the new FTE Model allows. FTE measures the hours worked relative to full time hours by officers. It is a way of adding up the hours of full-time and part-time employees into measurable 'full-time' positions.

For example, a Command that has an authorised strength of 250 will be able to fill 494,000 hours per year where a combination of full time and part time officers can be utilised. This may result in this Command, for example, having 280 actual police officers fulfilling those 494,000 hours with the use of parttime, permanent parttime, job sharing and full time staff occupying authorised SAP positions

This model is calculated by the number of hours an employee has worked – divided by the number of hours a full-time employee is allocated over the same time period. To illustrate the difference, compare the FTE amount and Headcount amount in the above-right table:

This will enable the filling of the remaining 0.85 SAP numbers, or 64 hours in the fortnight that remains available.

Officer 1 76 hours/fortnight (full time) 1.0 FTE vs 1 SAP position
Officer 2 38 hours/fortnight (part time) 0.5 FTE vs 1 SAP position
Officer 3 50 hours/fortnight (part time) 0.65 FTE vs 1 SAP position
Total combined hours actually worked 164
Total hours available for three positions 228
SAP positions filled 3
FTE positions filled 2.15

It is important to note that FTE cannot be shared where there is an allowance/pay-scale implication. For example, a PAC will have a GDs FTE and Detectives FTE as well as FTE for each rank.

Improving operational capacity

By providing more flexibility in part time arrangements through the FTE Model, part-time officers can be placed more easily to allow Commands to fulfil operational demands. The Command's hours can be filled, so applications for part-time work will be easier to consider and enable. Officers may also be able to perform multiple roles within the Command e.g. if a DVLO works part time 0.5 FTE (38 hours per fortnight), the Command may have another full-time officer allocated to the role for the other 0.5 FTE (38 hours per fortnight). The full-time officer may work the rest of their shifts in General Duties or another position. The DVLO role will be properly filled, and another officer will be able to learn further skills while still being in GDs. Importantly, the FTE model will allow Commands to demonstrate their actual productivity more effectively. They will be comparing actual hours worked instead of number of personnel allocated. In this model, the number of personnel may be more, but some of those will be working less hours in the week.

This will enable transfers and promotional positions for officers at part time hours being advertised and made available.

What type of part time work is available to me?

Part time work is a valuable option for both management and officers. Planned and well managed part time work may contribute to better work performance, productivity, and officer retention.

Applications for part time work can fall into the following categories.

1. Part Time Parental Leave Without Pay

Consistent with the Parental Leave provisions, an officer may make application for a period of part time parental leave within the first two years from the date of birth / adoption / surrogacy. Refer to the Police Leave Manual for parental leave provisions.

2. Part Time Leave Without Pay – until child reaches school age

In accordance with clause 25.1.3 of the Crown Employees (Police Officers – 2024) Award, when returning from a period of full time parental or adoption leave and providing care for a child, an officer may make application for a period of PTLWOP until the child reaches school age.

3. Part Time Leave Without Pay – General Applications

Any general applications for part time work, not including those listed in 1 and 2 above. These may include care of children or other dependents, study, tapering work prior to retirement or managing an injury or illness. These applications are limited to a maximum term of three years.



Helping PANSW members find their rhythm of retirement

As Chant West's Super and Pension Fund of the Year 2024,* we'll help you prepare for your retirement rhythm.

Check out our digital Retirement Guide which offers plenty of tips, advice and real member stories, plus a helpful checklist to guide you every step of the way.

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4. Permanent Part Time Work

Permanent change to an officer's contractual hours to work less than full time hours. While the reduced weekly or fortnightly number of hours agreed to may be changed, the patterns of the hours worked remain subject to negotiation and operational requirements.

Flexible Work Applications (FWA) – What has changed?

Depending on an officer's circumstances and request for part time work under the above provisions, each request should be genuinely considered by the Commander/Manager on a case by case basis and assessed on its merits with consideration to the operational requirements of the Command and personal needs of the individual.

Officers who are making applications based on caring for children can apply for a part time agreement under the above sections 1 and 2. Following these options expiring, the officer can consider a further general application under 3 above, permanent part time work or a return to full time work.

For officers who have no desire to return to full time work, a request to apply for permanent part time is now an available option for police officers which had previously been very limited.

FWA's can now be approved for a period of up to 2 years with a review to be undertaken during that period.

What if I want to revert to full time after being on part time leave without pay?

Reversion Hours:

Officers automatically revert to full time hours at the expiry of their agreement term unless they have negotiated (or are in the process of negotiating) a further term of PTLWOP.

If an officer seeks to vary their agreement during the agreement term, they must provide 6 weeks (1 roster cycle) notice of their intent (or a shorter period as agreed with the command).

The following considerations relate only to the position the officer reverts to.

Reversion Position:

For PTLWOP agreements of 12 months or less:

Officers have the right to return to their substantive position (working full time hours) by giving 6 weeks' notice (or a shorter period as agreed with the Command).

For PTLWOP agreements of greater than 12 months:

At the conclusion of, or during the agreement term (subject to notice as specified above) the position the officer reverts to will be considered in the following order (in consultation with the returning officer):

Same duty type, same location (e.g. EDO, SHPAC)

Different duty type, same location (e.g. GD's SHPAC)

Same duty type, different location (e.g. EDO, KXPAC)

Different duty type, different location (e.g. GD's KXPAC)

As part of the model above, the option of the officer retaining their current part time duties and increasing their hours in another duty type at the same location may be considered by the Commander/Manager in consultation with the officer.

Relevant matters for consideration may be:

Hours seeking to be added to existing hours

Current working arrangements/rosters

Alignment to team working hours/rosters in same location or different location

Duty types and allowances payable

If the balance of the position is not occupied and /or sufficient FTE is available, officers may revert to their substantive position or full time hours with 6 weeks' notice (or a shorter period in agreement with the Command).

Can I apply for promotion on a part time basis?

The new FTE Model enables positions at promotional ranks to be advertised on mobility or for promotion at part time hours where there is vacant FTE within a Command.

If an officer applies for a part time promotional position and is promoted into a part time role, the officer will generally:

Enter into a PTLWOP arrangement for a 12-month period relating to specified work hours/pattern of the promotional role only. (Note: An officer may seek to be considered permanent part time at the time of promotion if that is their preference).

After this arrangement (12 month period - unless extenuating circumstances exist - to be considered on a case-by-case basis), officers may seek to increase their working hours by applying for roles through the mobility process (subject to meeting eligibility), or,

Providing 6 weeks of their intent to increase their working hours and the position the officer reverts to will be considered in the following order (in consultation with the returning officer):

Same duty type, same location (e.g. EDO, SHPAC)

Different duty type, same location (e.g. GD's SHPAC)

Same duty type, different location (e.g. EDO, KXPAC)

Different duty type, different location (e.g. GD's KXPAC)

This new FTE Model of managing police resources is an important step forward in enabling greater flexibility within the NSWPF for police officers whilst at the same time enabling operational capability and recruitment to balance the flexibility it provides. For years now, we have been encouraging family-friendly options available to police officers including parental leave entitlements and flexible work but at the same time this has necessitated NSWPF changing how staffing levels are recorded. This has finally been achieved through the pressure applied by PANSW prompted by PANSW Conference Delegates.

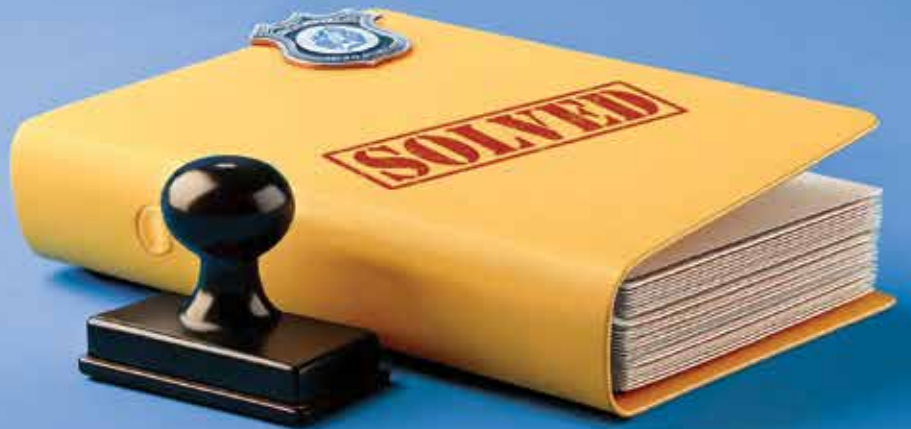
The work continues now on recruiting the right people to fill the gaps to build the capacity of the NSWPF.

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*Terms and Conditions apply and are available on request. Fees and charges and lending criteria apply. Redraw available on Variable loan minimum \$100 and the maximum is \$50,000. Any advice provided is general and has not taken into account your personal needs and financial circumstances, and you should consider whether it is appropriate for you. Please read and consider the FSG at www.policebank.com.au in deciding whether to use a particular product. ^The interest rate and comparison rate is current as at 17/01/25 and is subject to change. The comparison rate is based on a loan of \$30,000 over a 5 year term. WARNING: This comparison rate is true only for the examples given and may not include all fees and charges. Different terms, fees or other loan amounts might result in a different comparison rate. Police Bank Ltd. ABN 95 087 650 799. AFSL/Australian Credit Licence No. 240018. 25 Pelican Street, Surry Hills NSW 2010. Document ID PB-PL_01/25.

Jelena Babanour Head of Product Police Bank

Buying a home: the deposit is done, so what next?

Money Matters brought to you by Police Bank

■ If you've saved up a deposit for a new home – congratulations! You're one step closer to getting a foot onto the property ladder. The next step is summing up the extra costs you'll need to pay to seal the deal and make sure everything's in order. We've got you covered with this quick explainer.

Stamp duty and transfer fee

Your state or territory government is likely to charge you stamp duty when you buy a home, but the exact sum you'll pay depends on a number of factors, including the value of the property, whether it's an investment or to live in, and where you live. Luckily, you can get a speedy estimate using our stamp duty calculator – online at the Police Bank website.

You may also be charged a fee for transferring the title from seller to buyer – again depending on your location. Usually you can find the details with a quick state or territory search.

Mortgage application and registration fees

As part of the process, you may have to pay an application and registration fee to get the ball rolling. The fee generally ranges from around \$100 up to \$1000, depending on the lender and type of loan.

Legal and conveyancing costs

A solicitor or conveyancer can handle the important documents, from early reports to the final exchange of contracts. They often check the contracts and title, organise for stamp duty to be paid, and prepare for the settlement. Again, fees can vary starting



from a few hundred to a couple of thousand dollars, depending on who you choose and how complex the job is.

Lenders' mortgage insurance (LMI), if applicable

Is your deposit less than 20 per cent of the expected property price? If so, you may have to pay lenders' mortgage insurance (LMI) – a one-off cost that covers your bank or financial institution if you can't repay the loan. LMI varies depending on the loan size, but online calculators can give you an estimate.

Inspection, pest and building reports

No-one wants termites or other pests crawling around their new property! Inspection, pest, and building reports can help ensure there are no nasty surprises in store. Generally, these reports will set you back a few hundred dollars.

Home, contents, and building insurance

Insurance can protect your new home and treasured items against a break in or bad accident. The premium you'll pay is calculated based on the value of your home and the things you're insuring, so

getting a personalised estimate is often the way to go.

Ways to save on upfront costs

There aren't too many shortcuts when you're preparing to buy a property, but you may be able to save with a home loan that offers a competitive rate and features that suit your objectives. With a larger deposit you may also be able to save on LMI, while shopping around for insurance could be your ticket to a lower premium. Current and former members of an Australian Police Force may be eligible for a Police Value Home Loan*, reach out to a Police Bank lending specialist today if you'd like to learn more.

Just call 131 728 or visit policebank.com.au/home-loans.

Happy home hunting!

For more tips on managing your finances, visit Police Bank's website 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.

**Terms, conditions, fees, eligibility and lending criteria apply and are available on request or at policebank.com.au*

DLO

Department of Law Organisation
and the Office of the Director General



NO ENTRY
AUTHORISED PERSONS ONLY

DANGER



ASBESTOS
AUTHORISED
PERSONNEL ONLY
RESPIRATORS AND
PROTECTIVE
CLOTHING ARE REQUIRED
IN THIS AREA

Elyssa King PANSW Media & Communications Officer

Renovator's delight

Glebe Police Station's 'Old Court House' declared an unsafe workplace.

- *Water pooling near electrical outlets and fixtures on the floor.*
- *Rivulets of water stream from the roof in entryways and the bathroom.*
- *Broken tiles with visible asbestos hanging overhead.*
- *The damp scent of black mold in the air.*
- *Dead flying white ants.*

These are the conditions faced by police officers working out of the Glebe Court House in Sydney's Inner West. As an overflow site for the local police station, the refitted Court House has housed up to 10 staff from the Crime Management Unit, Command and Administration since 2012.

On 10 February, heavy storm and rain activity flooded the Court House. Videos from members showed water streaming from the damaged roof at the entryway and inside the building. Parts of the roof have caved in as a result of the damage.

Working in General Duties, Sergeant Graham Condon has seen the impacts on the buildings occupants firsthand.

"Water was coming in through the roof and power box...we had electrified water pooling on the ground in the walkways."

"It's just one thing after another. We had flying white ants go through the entire premises a couple of years ago. For too long we've had to put up with it. Now, it's a case of enough is enough."

As the Chairperson of the Leichhardt PANSW Branch and an Executive Member for Central Metro 2, Graham escalated the issue to the PANSW.

PANSW Specialist Organiser Ash Stokes and PANSW Industrial Officer Trelawney McGregor inspected the site on 25 February to inform the Branch of their rights under s.84 of the Work Health and Safety Act regarding high-risk exposure.

There was visible evidence of water ingress with compromised electrical wiring and fixtures and more, the presence of black mould actively sporing, broken asbestos tiles opening to areas of occupation, active cockroach infestation, contamination with HVAC and more.

The PANSW team requested that impacted members put in P902 forms marking that they had been exposed to hazardous materials.

On 28 February, the Leichhardt Branch of the PANSW held a special meeting, where several motions were passed that were escalated to the PAC Commander:



RAIN POURING PAST WIRING THROUGH DAMAGED ROOF

Members of the Leichhardt Branch of the PANSW advise the Commander, Leichhardt PAC that they will cease work within the Glebe Court House effective immediately and not return to the premises until remediation work, both inside the premises and the roof are completed (in line with the full recommendations of the hygienist) to a standard agreed upon by Health and Safety representative, members representative or the regulator appoint an inspector. In accordance with WHS Act Sect 84, 86, 87.

Members of the Leichhardt Branch of PANSW advise the Commander, Leichhardt PAC that members shall not return to work within the courthouse, into an unsafe environment, until the PCBU ensures, so far as is reasonably practicable, that the health and safety of the workers is not put at risk from work being carried out, as part of the conduct of the business or undertaking

Entry into the Courthouse should be only with the provision of PPE, and any furniture and any item required for conducting business should be decontaminated with a preference to not do so unless undertaken by a person suitably trained and equipped to perform such decontamination.

That members of the Leichhardt Branch of the PANSW will not return to the unsafe work environment of Glebe Court House, until such time as:

(a) the Initial hygienists' report is made available to the HSR, Members representative or a further hygienists' assessments are undertaken by the New South Wales Police and the results and report provided to the HSR, members representative or an inspector appointed by the regulatory authority.

(b) Once remediation works are completed in line with the full recommendations of the hygienist and a final hygienist's assessment is undertaken, and results provided to PCBU, HSR, members representative or an Inspector appointed by the regulatory authority.

Now access has been closed to the building, with signs warning of the dangers of asbestos plastered to the doors. The staff have relocated back into Glebe Police Station in close quarters.

"Staff morale has taken a hit...it's just an uncomfortable working environment. It's not pleasant for the staff to come to work."

Graham has concerns about the building moving forward, which is currently owned by the Department of Justice and Communities and will be handed over to NSWPF, with major renovations required to ensure the building meets the safety standards required for occupancy.

"Unless the roof is fixed, if we have another downpour again... we're going to continue to have the same problems."

Ensuring the safety of your workplace is a priority for Your Association. The PANSW will continue to work with the Branch and the NSWPF to ensure that proper conditions are met.



Elyssa King PANSW Media & Communications Officer

Who looks after the rights of victims?

■ Police officers are bound by a Charter of Victim's Rights and their oath of office. Recent bail decision from the Supreme Court relating to recidivist youth offenders have brought into question whether other parts of the judicial system are weighing the rights of victims of serious crime as heavily.

The PANSW has called for both sides of Parliament to hold a joint session to strongly reject what it sees as the growing activism of some judicial officers in New South Wales.

It comes after the Daily Telegraph reported on the decision of a Supreme Court judge to grant bail for an alleged youth offender for the fifth time after a string of serious offences including home invasion, victims being allegedly subject

to assault, being held at knife point and having their cars stolen.

When handing down the decision, the Supreme Court judge said that she had a "high degree of confidence" that the young person would not offend again despite being on bail when allegedly committing one of the above offences listed.

"It's only taken a short amount of time for the revolving door of the judicial system to let down our police officers and the community. More concerning, disregarding the rights of the victims who are devastated by some of these incidents." PANSW President Kevin Morton said in an interview with Mark Levy on 2GB.

"It's our police officers that quite often

have to deliver that news to [the victim] that they've arrested that offender, they've put them before the court and then a magistrate or a judge has decided to grant them bail, given the seriousness of the offence, and they've thrown them back out there into the public to continue to reoffend."

While the PANSW President reinforced that the primary aim of law enforcement was to keep young offenders out of custody, there was an onus on the courts to act in the interests of public safety in instances where youth programs and other preventative measures were not making an impact on repeat offenders.

"I am all for trying to keep our youth out of the judicial system, but sometimes the offences that they commit are so serious

'At the moment ... police officers are protecting the rights of those victims, and not anyone else.'

that we need to put victims first and we need to put the community first and protect them."

"This is not occurring, and this is where the judicial system and these decisions by these judges are letting down those victims affected.... victims that...have this traumatic experience for years after the initial incident, knowing full well that the court system has let them down."

The PANSW President said that it should be reinforced that the independence being shown by some members of the judiciary was not a license to disregard the will of the Parliament.

"The decision by these judges and the independents views that they are bringing into the judicial system is simply wrong and it needs to be stamped out. The Parliament really needs to reaffirm with them that they need to make sure that the scales of justice are balanced and that the right decisions are made to protect the community and the rights of those victims."

"At the moment... the police officers are protecting the rights of those victims, and not anyone else."

The PANSW President said he was looking forward to hearing back from the Police Minister and the Minns Government. He reinforced that the NSW Government had put together a suite of reforms to bail target repeated offenders and that they were being let down by the judicial system through lack of adherence.

"There was increase and strengthening of bail laws by the Minns Government and we thank them for that. But they are fruitless if we have judges and magistrates out there saying, 'I don't agree with that and I am going to make my own decision.' That is where that independence needs to be stamped out."

"Our police officers have had enough."

-

On behalf of the membership, the PANSW has been active in calling for a targeted response from the NSW Government to support police officers in addressing youth related crime rates.

In the last few years, media coverage has placed an increase focus on incidents related to youth crime in

regional areas. With reduced staff and limited resources at their disposal, police officers in regional areas have struggled to manage the number of call outs.

While calls to address the issue in previous years focused on recruitment and retention to address the staffing shortage with enhanced pay and conditions, the PANSW President also highlighted the need for "the revolving door of the court system to be addressed."

More recent reporting in The Daily Telegraph has shown that this issue is also impacting metropolitan areas with incidents related to teenage gangs.

-

In March 2024, the NSW Government announced that it had strengthened bail laws to help prevent repeat youth crime and introduced a new performance crime offence targeting those who advertise certain crimes on social media.

Parliament passed legislative changes to amend the Bail Act 2013 to include a temporary additional bail test for young people between 14 and 18 charged with committing certain serious break and enter offences or motor vehicle theft offences while on bail for similar offences.

Under the change, a bail authority such as police, magistrates and judges would need to have a high degree of confidence that the young person will not commit a further serious indictable offence while on bail before granting bail.

The Government had also created a 'performance crime' offence in the Crimes Act 1900 (NSW) imposing an additional penalty of two years' imprisonment for people who commit motor vehicle theft or break and enter offences and share material to advertise their involvement in the criminal behaviour.

At the time, the PANSW President said that legislative reform, coupled with additional support initiatives focused on early intervention and prevention, was a strong response from the Labor Government.

"We thank the NSW Government for listening to our members and welcome

this all-agency response to reducing regional youth crime rates."

"Police officers are excellent at identifying and capturing offenders, carrying a heavy workload and doing more with less."

"These additional tools in tightening bail conditions and harsher penalties for sharing criminal acts on social media will provide our police with another tool to reduce the rate of repeat offenders and help support our cops in keeping their communities safe."

"These diversionary initiatives, including those already run by the NSWPF such as PCYC facilities and youth education programs, will provide additional infrastructure and support services to help young people become better engaged in the community."

"This encompassing response from all agencies will hopefully lighten the load on our police officers, who are expected to be the 24/7 problem solvers in the city and the bush."

-

On 19 February 2025, the Minns Government announced that it would be moving to extend the strict bail test that applies to young people accused of stealing cars and breaking into homes. The section was originally intended to sunset after 12 months and would have ceased operation on April 4, 2025. However, legislation introduced would extend it for three years to April 2028.

The NSW Government said that early data showed the strict test was working, with the bail refusal rate under 22C more than double that of the general bail refusal rate for young people charged with similar offences. It said the impacts of the section 22C amendment would continue to be evaluated throughout the three-year extension.

"Extending this bail test is one way my government is responding to youth crime." NSW Premier Chris Minns said.

"Under our stronger bail laws, alleged offenders are more than twice as likely to be denied bail.

"It's not 'mission accomplished' on youth crime, but the bail laws are working, so we're extending them."

Three upcoming Reunions

Reconnect to community, relive memories,
renew friendships, get intel

(Various events) May 2 - 4, 2025

Bi-Annual NSW Mounted Police Reunion, 200th Anniversary.

Sat. 3rd. May 2025

The Bi-Annual NSW Mounted Police Reunion will be held in the Conference Room of the Coffs Harbour Surf Club, Coffs Harbour at 12md on Sat. 3 May 2025 for all serving and former Mounted Police and their wives or partners.

It will be a three-course luncheon at a cost of \$55.00 per head which also includes the Sausage Sizzle at the Park Beach Caravan Park. (Other functions are optional and at your own expense.

Other Reunion Functions

Friday 2 May (5pm approx) – Informal gathering at Park Beach Bowling Club for drinks and dinner.

Saturday 3 May (4pm onwards) – Sausage Sizzle and drinks (BYO) at the Camp Kitchen Park Beach Caravan Park, Park Beach Coffs Harbour.

Sunday 4 May (8am onwards) – Breakfast at Coffs Harbour Surf Club. RSVP by Sat. 19 Apr. 2025
Contact - Murray Smith,
Phone - 0411-548-860
E-mail - muzjudsmith@bigpond.com
Post - 65/1 Ocean Pde;
Coffs Harbour NSW 2450

Wednesday 7th May 2025

Class 124 reunion

Class 124 members attested on 14 September 1970 including Police Cadets from Class 124 who were attested on their respective birthdays are invited to attend our Class Reunion along with wives & partners.

Wednesday 7th May 2025 at 11am.

Location. Club York 95-97 York Street, Sydney 2000.

11am meet for drinks renewing Friendships.

12pm adjourn for Luncheon approx. \$70.00

Post Lunch, Club Lounge to continue catch up.

All food & beverages paid for by individual guests.

Contact Dick Hurst 0416291032
Email: dickhurst2013@gmail.com

Thursday 29th May 2025.

MacArthur Branch, retired & former police assoc. of NSW. supporting Campbelltown Hospital's Special Care Nursery.

Following last years success, we are happy to advise that this year's golf day will again be held at Lakeside Golf Club. We are hoping to raise enough money to buy a KanMED Baby Bed Warmer System 'Hot Cot' which is used in the A51 Special Care Nursery.

The Hot Cot is a controlled warmed cot environment that allows the baby to be swaddled & nested. It is sad to see that around one in five babies are admitted to Neonatal Intensive Care or Special Care Nursery due to prematurity, respiratory, sepsis or infections & the list goes on. Your support does make a difference.

Thursday 29th May 2025.

Lakeside Golf Club, Raby Road.

Event: 4 man Ambrose.

Cost: \$150-00 per player.

Time: Registration with breakfast from 7am.

Shotgun start: 8am.

• Teams of 4. Individual players welcome.
Raffles & silent auction.

- 18 holes of golf on a highly rated course paired in a golf cart. 2 golf balls each.
 - Breakfast: Bacon & egg roll, tea or coffee. Lunch menu: To be circulated.
 - Trophies for winning team. Challenges: NTP 3rd & 14th. Long Drive 2nd & 15th.
- If you wish to support the day or require further information please contact:
Roger Ford Secretary/Treasurer. 0412 409 905. rogerandlorraine.health@gmail.com
Steve Reeves OAM Welfare & Events Manager 0423 454 661.
s.a.reeves@hotmail.com

Friday 13 June - 12pm

VKG Reunion

Friday 13 June - 12pm

Where: Club York, 99 York Street City
Cost: \$50 Lunch
Payment: Police Bank
BSB: 815 000 A/C No. 1003445309
Don't forget to leave your name
RSVP deadline: Friday 6 June
Contact: Peter King on 0404 294 058
or peterking53@outlook.com for more details.

Friday 27 June to Sunday 29 June 2025

NSW Police Academy Class 167 45 year Reunion (sworn in on 23/6/1980)

What: 45 year Reunion function

Friday 27 June to Sunday 29 June 2025

Where: The Horatio Motel, Horatio Street, Mudgee NSW

Please contact Rowland McGready for any further information required
at: rpmacca@gmail.com or 0416 237 552

Mick Timms PPN Writer

The life and times of **Ralph Masters**

■ "I'm fairly well known as a radical...it's a label I've had to wear during my service"

Ralph Masters (1922-1996) joined NSWPF in 1940 as a cadet. He rose through the ranks, at times quickly, before his retirement as Chief Superintendent in 1982. In 1989, Mr Masters took on two armed robbers in Newcastle and was awarded the Star of Courage (SC), to go along with his Queens Police Medal (QPM).

In 1980, the then Wollongong District Superintendent was interviewed on ABC Radio Illawarra. Thanks to the Masters family and Mr Ian Lovell APM, Secretary of the Retired and Former Police Association, PANSW Police News obtained a digital copy of the interview, which surfaced recently.

In the interview, Mr Masters described how NSWPF had grown from 3,000 during the World War II to 10,000 in 1980 and commented on complaints on the slowness of the promotion system. "That's stripes on their arms, but they've got to look at it a bit different," Mr Masters told ABC. "A lot depends on the job satisfaction they are getting and what (pay) they take home. If you can't provide the promotion, you've got to provide the job satisfaction and give them a decent wage - they can't all be superintendents.

Mr Masters described his reputation throughout his service as "a radical" and



CENTRE: RALPH MASTERS

that he tried to get decent conditions and wages for police. For being a PANSW Delegate to Conference for 18 years, a member of the Country Executive for 14 years, and a Branch Secretary for 9 years, he was awarded PANSW Life Membership.

Mr Masters gave ABC Radio his views on being an effective police leader.

"You've got to get your staff so involved, they feel like they are the ones making the decisions," Mr Masters said. "Keep the community involved so they know what the local police are trying to achieve. You've got to farm out to the media something substantial and constructive and tell them what you've done.

"Get your staff onside and the people you are giving the service to onside, and they will really start to work for you.

Mr Masters advocacy for effective police public relations was likely influenced by an incident early in his career. Whilst making an arrest in Redfern, he was set upon by a violent mob who upturned his motorcycle and sidecar, later setting it on fire. Fortunately, a cab driver witnessed the melee and raised the alarm.

In a message still salient 45 years later, Mr Masters was mindful about the victims of crime, including offences sometimes described as "minor". "The fella who loses his lawn mower from his back yard - that's a major crime to him," he said.

On 2 May 1989, the retired Mr Masters was at the Newcastle suburb of The Junction when he saw two balaclava-clad males entering a bank. According to the official citation, Mr Masters, armed with an umbrella, challenged the men as they left the bank and was hit on the head and face repeatedly by one offender with a long barrel handgun. This did not deter Mr Masters from striking the second offender with his umbrella whilst attempting to dispossess him of several bags of money. This offender also assaulted Mr Masters before both made good their escape. Mr Masters received 12 stitches to his head along with other injuries. In 1990 he was awarded the SC for "conspicuous courage in circumstances of great peril."

Centenary Lunch with **Joyce Masters**

At the start of the year, PANSW Police News was invited to attend a special lunch held in honour of Mrs Joyce Masters, who, at the age of 102, is one of the oldest NSW Police Legatees.

Mrs Masters is the widow of Ralph Masters SC QPM, a retired senior police officer and PANSW Life Member who died in 1996. Joy, as she is known, has been part of the Police Legacy family since that time.

The lunch, organised by the Hunter Retired and Former Police Association/ Northern PANSW Associates Branch, was held on 14 January at Pelican RSL near Swansea. The venue was nominated by Joy as it is her favourite lunch spot.

With only the aid of her walker, Mrs Masters entered the club under her own steam, accompanied by family members. Mrs Masters was welcomed by RFPA State President Mr Paul Wynne and State Secretary Mr Ian Lovell APM.

Joy had a good chat to Inspector Annie Devere-Birtles, representing Lake Macquarie Police District, and was presented with a commemorative copy of her late husband's service register, thanks to the Office of the Commissioner. Asked about her secret to long life, Joy replied, "Half a glass of red wine topped up with lemonade." PANSW Police News thanks Mr Lovell and the RFPA for extending the invitation to attend the lunch.



INSP ANNIE DEVERE-BIRTLES AND JOY MASTERS

Mick Timms PPN Writer

Morrie Gallina

'Find ways to meet, even if it's just over coffee'

■ Morrie Gallina and his family left Zurich (Switzerland) when he was 12 years of age and settled in the Illawarra. In 1974, he enlisted in the Army Reserve, or the CMF as it was known at the time, attaining the rank of Sergeant.

Morrie's interest in motor vehicles led him to become a mechanic by trade. The Shell Service Station on the Princes highway Corrimal is where he worked and also serviced Corrimal's police vehicles. In 1982, a local police officer convinced him to join the NSW Police Force.

At the age of 25, Morrie began a 37-year policing career which took him to 12 Division Kogarah, Wollongong, Dapto, South Region Crime Squad, Crime Agencies, State Crime Command and he retired at Sutherland. He investigated many high-profile matters and was so highly regarded that he was called upon to directly brief the Commissioner at the time with his boss Det. Supt. Bob Inkster.

An active PANSW member, Morrie was the President of the local Sutherland branch for four years as well as a Delegate to Conference.

There was an interruption to Morrie's policing career when he rejoined the Army Reserve in 1990. He undertook basic training for a second time at Kapooka and returned as a Private. "I eventually made it back to Sergeant," Morrie told PANSW Police News. "The process hadn't changed so I relied on my experience from the first time around.

Although he could take military leave for most of his reservist service, Morrie had to take extended leave when he was deployed to the Papua New Guinea province of Bougainville as part of the Pacific Nations Truce and Peace Monitoring Group - Operation BEL-ISI (in Pidgin, Operation Feel-Good).

"I was transferred to the regular army for the duration of my three-month deployment. We commemorated ANZAC Day at our Lolo HQ while I was there.

Morrie retired from NSWPF in 2018. He admits that his mental fitness had suffered from his police service and uses the term "de-role" to describe the process military service personnel and police officers go through at the completion of their service to return and integrate back

to civilian life.

For the past six and a half years, Morrie has been the President at the Corrimal RSL Sub-Branch, a position he is preparing to step down from and pass the baton on. "I've always had an affinity for the military - when I retired, the RSL was a way of keeping me busy," Morrie said.

It was a chance meeting as part of the Kokoda Track Walk with his son and the high school which brought about Morrie's involvement with the RSL. "On the plane home, I met the Chief of Kokoda village Benjamin Ijumi and surviving Fuzzy Wuzzies who'd helped Australian soldiers during World War II," Morrie said. "Each year they took part in the Sydney ANZAC Day March. We organised for them to come to my son's school and give a presentation, which eventually led me to joining the Corrimal RSL Sub-Branch.

Morrie spoke of his involvement with Afghanistan veterans, including NSW RSL State President Mick Bainbridge who remains a member of Corrimal. "We've come from a paramilitary organisation, and when you leave there is a total disconnect," Morrie said. "The RSL is a way to slowly re-integrate into civilian life whilst maintaining a connection with likeminded people - we have four cops in our sub-branch of varying ranks.

Morrie recommends retired police take advantage of formal and informal ways of meeting on a regular basis, even if it's just over coffee or lunch. "There are organisations that offer a hand in friendship, an ear, a coffee or beer in a friendly environment - you don't have to de-role alone.

Morrie also enjoys walking with his wife, gardening and motorsport. He still services his own cars. "If it's got two or four wheels and a real engine, I'm into it."

ANZAC Day

PANSW Associate member Morrie Gallina recalls the first dawn service he hosted as Corrimal RSL Sub-Branch President at ANZAC Grove Memorial Park back in 2019. "The logistics behind organising these things, such as invitations, the order of service, the actual march, complying with State and Local govern-



ment regulations, like traffic mitigation, is tremendous. But it was all worth it and in awe when I saw the large crowd and of how many of our citizens attended," Morrie said. "Imagine a wall of heads. You could hear a pin drop during the Last Post and the minute of silence.

ANZAC Day is the highlight on the calendar for the RSL and Morrie has a long day every year on 25 April. "We remember the sacrifice of our ANZAC's, baptizing our country and enshrining their legacy to the history books. We will not let their sacrifice be forgotten and lost to history. Because of their sacrifice we live in a country where we have become accustomed to our free way of life, happy to rile against society's norm. We enjoy

There was an interruption to Morrie's policing career when he rejoined the Army Reserve in 1990



the freedom and choices that many other countries only dream about”.

“The sub-branches always put on an exceptional commemorative service befitting the solemnity of the occasion”, Morrie said. “I do the dawn service at Corrimal as I have responsibility here. Then we go to the Wollongong ANZAC Day march at 10am. Afterwards I go back to Corrimal and have a beer or two for fallen comrades, enjoy the camaraderie and fellowship of likeminded people in a safe environment.

On ANZAC Day, service members can have a choice between attending local commemorations or travelling into Sydney for the big march. “My view is you attend your local RSL Sub-branch’s

ANZAC Dawn Service. It’s your community,” Morrie said.

As well as leading the Sub-Branch, Morrie is also proud of the friendship and the joining of the Illawarra’s Vietnam Veterans Association with the Corrimal RSL Sub-Branch. “We took them under our wing and inter alia signed an MOU in the spirit of camaraderie giving the Vietnam Vets the confidence, clarity and peace of mind that their annual Battle of Long-Tan commemorative service continues into the future. Sadly, there has been historical intergenerational animosity between the Vietnam vets and the RSL, we wanted in some small and local way to mend those bridges” Morrie said. “In 2024, I was invited to be their guest

speaker at the unveiling of two magnificent plaques at the Vietnam Veterans Memorial at Flagstaff Hill.

The two large bronze plaques that depict scenes of Aussie soldiers during the Vietnam conflict near Wollongong’s famous lighthouse, are a must-see for visitors. They are unique and the only ones in the country. “The vets are very proud of it and rightly so,” Morrie said.

In closing, Morrie said: “The RSL is one way for veterans; be it ADF, cops, ambos or fires to help with the readjustment (de-role) back into the community. You do not have to feel alone! We are ready, willing and able to help you in some way. Lest We Forget”.

Knife Crime Update

Wanding powers are just another tool for police officers to keep knives off streets

■ The Minns Governments crack down on knife crime has seen more than 90 dangerous weapons seized from our streets since the NSWPF began wanding operations in December 2024.

34 wanding operations have been conducted across metropolitan and regional NSW, scanning 4,147 individuals, seizing 91 unlawful weapons and charging 67 people with 71 weapons offences.

Weapons seized include knives, tasers, sling shots, knuckle dusters, machetes and folding kitchen knives.

Locations of the operations include Sydney CBD, Liverpool, Campbelltown, Blacktown, Mt Druitt, Parramatta, Newcastle, Coffs Harbour, Dubbo, Wollongong, Wagga Wagga, Nowra, Bomaderry, Albury and Lavington.

The Minns Government moved to take decisive actions following calls from the Police Association of NSW and other unions following the catastrophic events of the Bondi Junction and Wakeley attacks.

In April 2024, the PANSW, PSA HSU and SDA stood together calling for the NSW Government to urgently introducing wanding powers for police officers, which would allow them to use metal detectors to search individuals in designated areas without a warrant. Similar laws were introduced in Queensland where they are known as 'Jack's Law,' after 17-year-old Jack Beasley who was fatally stabbed outside a convenience store in Surfers Paradise.

"This search measure will assist our police officers to prevent and disrupt knife-related crime." PANSW President Kevin Morton said.

"This is a non-invasive scan that is already used at large scale events from concerts to sporting finals, from getting on a plane to walking into the Easter Show. Scanning for weapons is part of keeping the people of New South Wales safe."

"We want to proactively prevent knife crime from occurring. This is not an enforcement issue, but about keeping the community safe in day-to-day life."

The legislation was introduced into NSW Parliament in June 2023 to double the maximum penalty available for

certain knife crimes. The Bill amended the Crimes Act to transfer the offences of having custody of a knife in a public place or school and wielding a knife in a public place or a school, to the Crimes Act. The new wanding powers were introduced by the NSW Government in June 2024. In December 2024, the new wanding laws to target the illegal possession of knives came into effect.



Under the powers, modelled on Queensland's Jack's Law with input provided from parents Belinda and Brett Beasley, police will be able to use hand-held scanners – or electronic metal-detecting 'wands' – to stop and scan individuals without a warrant at designated areas.

A senior police officer of the rank of Assistant Commissioner or above can turn on wanding powers to be used in a designated areas including:

- Public transport station (including bus, train and tram stations) and surrounds.
- Public transport vehicles within two scheduled stops of a designated public transport station
- Shopping precincts
- Certain sporting venues

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

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

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

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

The Minns Labor Government has taken decisive action to give police further resources to create a safer NSW and send the clear message that knife crime will not be tolerated and remains committed to reducing knife crime and building a safer NSW through continued legislative and operational policing efforts.

"The number of weapons that have been seized already is shocking." Premier of NSW Chris Minns said.

"To have taken almost 100 knives and other weapons off our streets is as horrifying as it is important.

"Our tough knife laws are working and getting weapons out of our community.

"The NSW Government and NSW Police are confronting knife crime and sending a strong message that it is not tolerated."

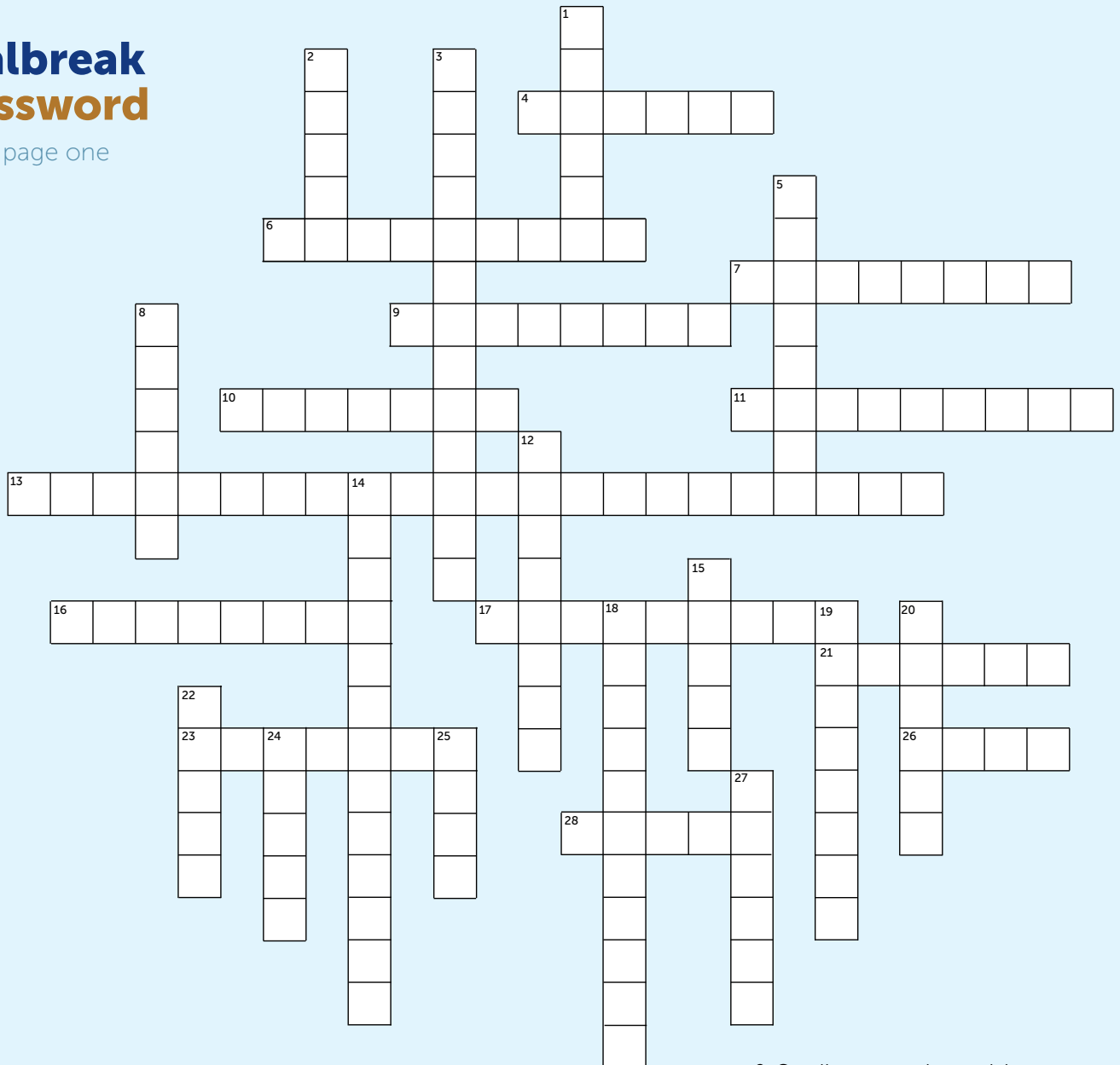
"We are pleased to see that these measures have been effective in protecting the community," PANSW President Kevin Morton said.

"The additional wanding powers have been just another tool in the kit of our police officers to enable them to effectively assist in keeping knives off of our streets. More importantly for our members, it gives them a level of protection against knife crime themselves."

Police themselves are safer, the deterrent gets knives off the streets, and as we look back on the Death of Police officer Peter Forsyth, on 27th February 1998 stabbed in Glebe, I am happy that this legislation and wanding powers give just a little extra protections to officers. We will remember.

Mealbreak Crossword

Solution, page one



Down

- 1. A sudden, temporary malfunction or fluctuation in a system. (6)
- 2. Flat, circular, analog music storage. Double-sided. (5)
- 3. Protecting an organisation from cyber threats. (5,8)
- 5. Synthetic media which depicts someone doing something they didn't. (4,4)
- 8. A brand of wearable physical fitness monitor. (6)
- 12. Communications satellite network launched in 2019.
- 14. The length of time a person can focus on a task. (9,4)
- 15. A machine resembling a human. (5)
- 18. A type of energy; a feeling of thrill. (10)
- 19. A word categorising all physical parts of a computer. (8)

- 20. The country producing the world's fastest Semiconductors. (6)
- 22. Non-local computer storage. (5)
- 24. His first name was Nikola, his surname is now an EV company. (5)
- 25. Parent company of Facebook, Instagram and WhatsApp. (4)
- 27. The act of booting a computer system again. (6)

Across

- 4. Chinese platform that hosts user-submitted videos. (6)
- 6. A set of mathematical calculations used to rule a network or system. (9)
- 7. A chatbot, same as ChatGPT but cheaper. (8)

- 9. Cavaliere guys who work in new technology. (4,4)
- 10. The physics powering a new breed of computers. (7)
- 11. The first one was called Sputnik. (9)
- 13. The ability of computer systems to perform tasks previously requiring human intelligence. (10,12)
- 16. A word categorising all computer programs. (8)
- 17. Short-range wireless technology used for exchanging data between devices. (9)
- 21. Before digital, all media was this. (6)
- 23. Chemical element with symbol Li, used in batteries. (7)
- 26. A radio wave used for a local area computer networking. (4)
- 28. An unmanned aerial vehicle. (5)

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