

PANSW

POLICE ASSOCIATION OF NSW

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Police News

Celebrating what we've achieved together

PANSW President Kevin Morton reflects on the challenges of 2022 and wishes you a safe and Happy Christmas **p3**



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POLICE ASSOCIATION OF NSW

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CROSSWORD ANSWERS

- DOWN
1) RATIO 2) BICYCLE 3) KINGS COUNSEL
4) CATASTROPHIC 7) BETHLEHEM
8) PINK 11) SOUTH AFRICA 13) HAM
ACROSS
5) BING CROSBY 6) PUGILIST 9) WHITLAM
10) YOU 12) HANUKKAH 14) SIXPENCE
15) ONE METRE 16) CICADAS
17) WHAM 18) SUMMER SOLSTICE



Cover fact

Christmas crackers were first made by London confectioner Tom Smith. One night, while pondering the poor sales of his hard-candy bonbons, Tom had the idea to add gunpowder. In 1861 he launched a new range called 'Bangs of Expectation'. The rest is history.

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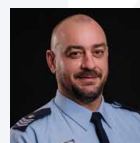
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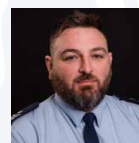
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Northern Branch Officials get a taste of training (and want more!)

Leo Solomon PANSW Industrial Officer - Northern Region

Over 25 Branch Officials from the Northern Region attended the PANSW's most recent Branch Focus Training, which teaches newly elected officials the ropes of the role. After canceling the training four times due to Covid issues, the Northern team decided to hold a mini-focus training course at the Mercure at Newcastle Airport - condensing a two-day course into a jam-packed one-day event.

The Branch Focus Course training is a vital part of the Association's Organising approach, ensuring Branch Officials gain the skills they need to self-empower their branch to have a voice in the workplace.

The group was addressed by PANSW President Kevin Morton and Executive members Paul Ireland (N1), Darren McCaughey (N2), Assistant Secretary Paul Hannen (Organising), and PANSW staff. The group was also addressed

by Northern Region Commander A/C McKenna, who thanked Association officials for their hard work.

The President and the Executive members expressed their gratitude to such an excellent group for showing they care about their fellow officers and affirmed that they are the backbone of the Association, ensuring our members are respected at work.

Feedback from members was incredibly positive, with the highlights including tips for Branch Officials on how to organise their branches and the support available from Association staff, the discussion around new parental leave entitlements, detailed discussions on how to support members during Critical Incidents, a presentation by PANSW Lead Organiser Jon Goddard outlining the assistance that the PANSW can provide members during times of hardship along



ENTHUSIASTIC PARTICIPANT DARRIN BOKOWSKI RECEIVES HIS BRANCH FOCUS CERTIFICATE FROM PAUL IRELAND.

with a general discussion on pay and entitlements.

All participants enjoyed the training immensely, so much so that they expressed disappointment that they hadn't had the chance to engage in the course in its entirety.

Further courses will be run based on demand, so any Branch Official who has yet to undertake the training should contact us on 02 9265 6777.



PANSW President Kevin Morton

The Year that was

What we've achieved together in 2022

■ This year has been an immensely productive time for the PANSW. In the first few months of my Presidency, I am proud of our achievements and we will continue to strive and advocate for improved entitlements and working conditions for our members. I am grateful to former PANSW President Tony King, Treasurer Craig Partridge and current and former members of the Executive for steering with determination and grit prior to my taking the helm as President. It remains a huge honour to hold this position and I am grateful for the faith that you have placed in me to represent your interests.

Optional Disengagement

The first anniversary of the highly successful and oversubscribed Optional Disengagement Scheme is here – with the second round commencing in January 2023. After painstaking lobbying in 2021, the first round saw nearly 220 police officers finishing their careers with the NSWPF of their own accord with dignity in January 2022.

Award Outcomes and Pay Increases

The current Award and Memorandum of Understanding (MOU) was voted for by members in October 2021 for a 3-year period based on the 2.5% Public Sector Wages policy in force at that time.

At the 2022 Biennial Conference, NSW Deputy Premier Paul Toole heard our demands for reasonable pay rises for police officers. We further enhanced our agreed pay deal, increasing the pay rise from 1 July 2022 to a 3% pay increase inclusive of a 0.5% superannuation increase, up from the previous 2.5% increase under the State's wage cap. This complemented our existing MOU which locks in crucial entitlements and protections for our members including maintaining Police Blue Ribbon Insurance (D&D), retaining Workers Compensation and reimbursement of tax bills due to exceeding the Concessional Cap.

In October 2022, The PANSW negotiated an additional 0.5% pay increase for 2023 and a \$1023 one-off payment made into your superannuation following the cessation of the Aware TPD Police category default units of insurance cover along with the reallocation of the funding that subsidised the product. The additional entitlements bring your total Award increase across 2023-2024 to 3.5% inclusive of 0.5% superannuation increase. \$79 million will be redirected into NSWPF wellbeing programs to keep police officers safe and healthy and \$27 million will be committed to recruitment initiatives and regional deployment incentives to put the right police in the right place at the right time.

It was heartening to see the NSW Government continues to acknowledge the essential role that frontline workers play in our communities. You don't do it for the thanks, but you deserve to see this reflected in your remuneration and appropriate safeguards to protect those who protect the community.

Advocacy

In July, we welcomed the last tranche of 1500 police who bolstered the ranks of Commands across the state to increase operational capacity as part of the fulfillment of the State Government's \$583 million commitment.

After years of advocacy, Mandatory Disease Testing of offenders who expose police to bodily fluids went live in August.

The PANSW secured better and fairer outcomes for working parents, achieving directions from your elected Conference Delegates. These improvements expand equal access for both parents so mums and dads can spend this important time with family. All parents caring for a child can access paid leave for 14 weeks plus two bonus weeks. Premature birth, miscarriage and fertility treatments all now attract separate leave provisions, recognising the circumstances officers face in their quest for a family. We also welcomed the decision by the NSW

Government to increase the entitlement of paid Family and Domestic Violence leave to 20 days per year from 1 January 2023.

Emergency Management Overhaul

It is important to thank you all for the contributions that you have made this year in working tirelessly to keep our communities safe. Hundreds of members were deployed across the State to support communities impacted by major flood events in the Northern Region in March and Western Region in November. Along with our members, our Organisers were on the ground to offer support. Your entitlements were comprehensively checked and advocated for by our Industrial staff to meet these tough working conditions.

The PANSW welcomed The NSW Government's adoption of its recommendations to establish a dedicated Deputy Commissioner to take on the State Emergency Operations Controller (SECON) responsibilities and a supporting formalised structure for fully funded, emergency management police positions.

Looking ahead to 2023

At a time of year when others will be winding down, many of you will be out in uniform over the coming weeks. Just remember your Association is here to provide assistance 24/7 when you may need it.

On behalf of the PANSW Executive and my staff, I wish you a safe and joyful Christmas season and a Happy New Year with your family and loved ones.



SEATED IN A 1973 LJ GTR TORANA (PARKED WITH A GREEN 1966 RAMBLER 660). BOTH CARS ARE FROM THE NSW HISTORIC PATROL VEHICLES COLLECTION, RETURNING TO BATHURST 2023-24.

To the Cars

Jon Goddard **PANSW Lead Organiser**

■ Bathurst weekend is known as the Holy Grail for racing fans in Australia as the Supercars roar around Mount Panorama. As the 64th edition of the Great Race was run, the PANSW teamed up with our partners NSW Police Legacy and Police Bank to give eleven very special Police Legatees a once-in-a-lifetime experience.

The morning started early with Legatees travelling from all over the State to Bathurst. Our PANSW Organisers and Executive Members acted as drivers and chaperones to the group aged 14 to 22 who all identified as having an interest in motor racing, mechanics and cars.

Once on the grounds of the most famous 6.2 kilometres of track in Australia, the legatees were guests of Supercars Australia and given the honour of travelling in the New South Wales Historic Patrol Vehicles on a lap of the famous Mount Panorama track prior to the Supercars' practice session.

Each historic vehicle was driven by a current or retired officer. Many had links as former workmates of the Legatees' late parents, allowing them to fondly remember our lost brothers and sisters

as the drive was undertaken.

Our legatees had a blast coming down Conrod Straight in everything from the two-door Toranas of the 1970s, the XR6 Turbos and XR8s of the early 2000s right up to SPG9 - the giant Black Chevy Suburban that carried the operatives of the State Protection Group to high-risk incidents in the 1990s.

Following a catch-up with the Vice Patron of NSW Police Legacy, Deputy Premier and Minister for Police The Hon. Paul Toole MP, the legatees were given a behind-the-scenes tour of how the Bathurst event runs by a former Supercar driver. This included visits to the Pits, tyre preparation area and storage units, driving simulators and the media broadcast centre.

This amazing look at how things work off the track finished with our legatees standing on the Official Podium and being given the honour of holding the Supercars' Trophy for photographs.

All of that hard work meant our crew of now lifelong Supercar fans were more than ready to hit their own pit lane for a refueling stop with pizza and burgers, ensuring our team would make the finish

line. It was then time to hit the Paddock shops. Our partner Police Bank supplied each legatee with a prepaid credit card, allowing them to deck themselves out in their favourite team's latest gear. Jackets and hats were the go-to items and, given the amazing amount of rain that hit the track, kept everyone dry as the afternoon wore on.

Sadly, the rain saw the cancellation of the Shootout. Eleven soggy and muddy legatees and their support team headed home after an incredible day carrying not only their souvenirs but memories that will last a lifetime.

The trip is a great example of how the PANSW, NSW Police Legacy and Police Bank work together to look after the extended blue family - our serving members, retired and those left behind.

This experience could not have happened without the assistance of PANSW Organisers Ben Lee and Ian Johnstone, Executive members Peter Foran and Peter Gurr, Ryan Jones, Nigel Blunden and Phil Shaw at Supercars Australia and the team at NSWHPV. Thank you for your generous donations, time and hard work in making this event a success.

Redirecting insurance costs to better value entitlements

(Please note: Death & Disability entitlements are locked in for the duration of the Award – D&D income protection / PBRI insurance is not changing).

The PANSW has negotiated an additional 0.5% pay increase for 2023 + a \$1023 one-off payment made into your superannuation, with the cessation of the Aware TPD Police category default units of insurance cover, and the reallocation of the funding that subsidised that product.

■ Aware Super announced the TPD police category default units of insurance cover will cease on 7 December 2022. Coverage for death and terminal illness under the police category default units will continue to be offered.

Due to rising premiums, the police category default units insurance product would soon be a huge cost to you (approx. \$4,300 a year). This product no longer represents the value for money that it offered when it was originally negotiated. It has become a significant drain on your superannuation savings without sufficient entitlements to justify the increased costs.

What the PANSW has secured for members

The PANSW has worked to reallocate the funding for that product to entitlements that are better value for members. Increases to salary and superannuation put money in members accounts and allows them to plan for their financial security, rather than paying money to private insurance companies.

An additional 0.5% pay increase commencing 1/7/23

The additional entitlements the PANSW has secured bring your total Award increases to:

- In 2023-24: a 3.5% pay rise, inclusive of 0.5% superannuation increase



- In 2022-23: a 3% pay rise, inclusive of 0.5% superannuation increase
- In 2021-22: a 2.5% pay rise, inclusive of 0.5% superannuation increase

Superannuation savings and one-off \$1023 payment

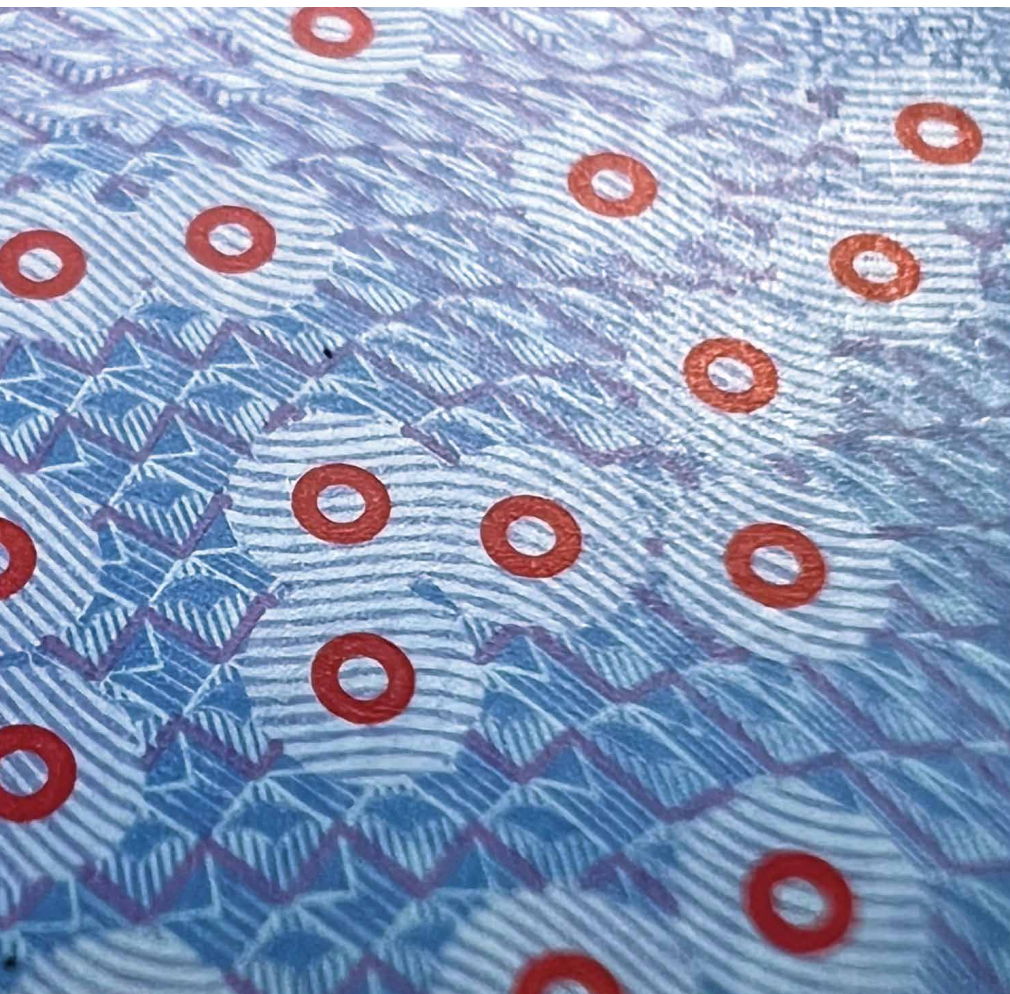
The PANSW has negotiated a \$1023 one-off payment into the superannuation account of any members who held the Aware TPD police category default units of insurance as of 1 October 2022. The cessation of the expensive product also means you will save nearly \$7,000 in superannuation over the

term of the current Award that would have been paid to a private insurance company.

This means your superannuation balance will be approximately \$8,000 better off as a result of this outcome (including the \$1023).

Police Wellbeing Programs

\$79 million increase of funding over 5 years to NSWPF wellbeing programs to keep police officers safe and healthy by implementing a range of initiatives to reduce the psychological claim rates and to improve the return-to-work outcomes for our members.



Regional and recruitment incentives

\$27 million is committed to regional and recruitment incentives. The PANSW and NSWPF are working together over the coming weeks to lock in attractive incentives for recruitment and regional deployment to put the right police, in the right place at the right time.

What the cessation of the insurance products means for your disability cover

You will no longer receive the additional

cover provided by the TPD police category default units of insurance, and we understand this may be a cause of concern for some members.

Rest assured, you are still covered by Income Protection/PBRI and workers compensation, which represents a far greater amount of your support entitlements in the event of a permanent disability.

Your elected Delegates at Conference directed the PANSW to pursue the best range of financial protections for members, consistent with the Award MOU and having regard to

factors including affordability, benefits, sustainability and improving injury management performance. This outcome is the best option according to those criteria set by Conference.

Informed by expert advice, your elected Executive representatives endorsed the position that the extra superannuation and income will allow members to better prepare for their financial future than the TPD police category default unit product would provide.

Ultimately, the cessation of this product and the outcome secured by the PANSW represents better value for money for you the members and was negotiated in the best interest of enhancing the long-term financial security of all police officers and their families.

What action you might consider

NOTE: Coverage for death and terminal illness under the police category default units will continue to be offered, so you may consider whether you wish to retain that product.

Aware Super provides more information about the changes and your options - visit aware.com.au/sen.

PLEASE REMEMBER: D&D INCOME PROTECTION/ PBRI INSURANCE IS NOT CHANGING WHICH ALSO HAS TPD COVERAGE WITHIN IT.

Please contact the PANSW Information and Organising Centre for enquiries on 9265 6777 or via info.centre@pansw.org.au

PCC Promotions Update

New changes have been announced by the People & Capability Command (PCC)

In brief

- Ernst and Young independent review of promotions process
- Improved feedback a major change
- Changes to the TOKA
- Questions changed to test applicants' ability to apply their policing knowledge

People & Capability Command are focused on further improvements to the promotions process.

Last month People & Capability Command (PCC) announced several changes to the promotions process.

These were based on an independent review of the process after it was launched two years ago.

Ernst and Young (EY) conducted a review of the promotions process engaging with all stakeholders in the process seeking their views and feedback on the promotions process from all aspects. EY made several recommendations which have been referred to the Promotions Review Steering Committee for consideration and implementation. This committee includes members from the field, People & Capability Command and the Police Association of NSW.

The key high-level recommendations the committee is working through includes:

Reduce volume of applicants entering the promotions pool

This is to reinforce a stronger focus on informal career discussions prior to officers entering the promotions process. The Individual Capability Appraisal (ICA) includes an officer having to confirm they have had a career discussion with their commander prior to confirming their ICA for approval. A new feature is that this is to be reaffirmed by the commander ensuring that the ICA does not come as a surprise.

Commander People & Capability

Command, Assistant Commissioner Dean Smith said the majority of those who gave feedback during the review spoke positively about the new process, with many citing this is a more contemporary system.

"The new system and these recommendations will give a renewed focus on promotion readiness across the organisation," Assistant Commissioner Smith said.

"This starts with the Individual Capability Appraisal (ICA) and ensuring applicants are truly ready for promotion, not just eligible."

"That's why it's important to have the conversation with your supervisor to find out if there are areas that need improvement or skills you need to further develop."

It's important these issues are identified early in the process rather than continually being unsuccessful and not understanding why.

Review options to better 'down select' and cull applicants at each stage gate

More rigour will be applied to the ICA process, giving early appraisal and having promotion readiness conversations.

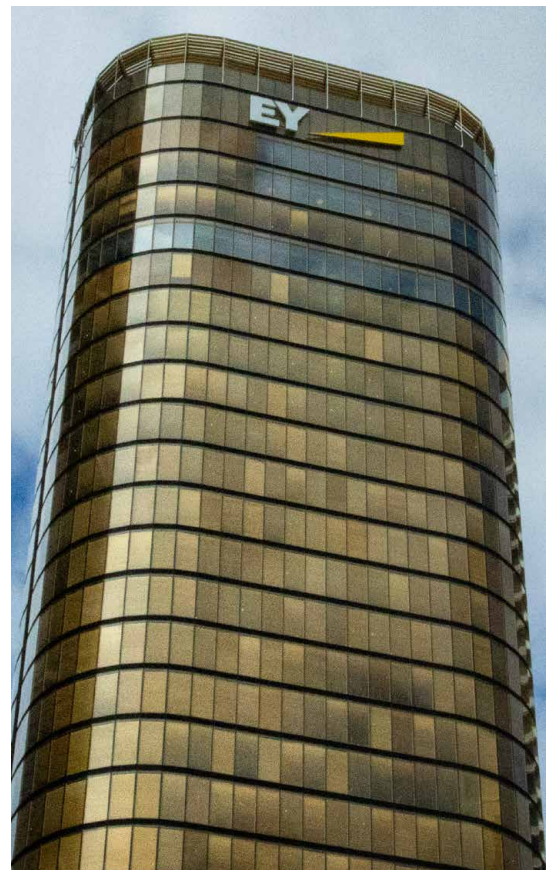
One key change to the promotions process is to the TOKA. Applicants will now need to achieve 80% pass for both Part A and Part B as opposed to 80% overall.

The format will also change with Part B to only contain short answer style questions. This will not only test an applicant's general policing knowledge, but also their ability to apply their policing knowledge to a given situation or scenario.

"The purpose of these changes is to ensure officers are truly ready for the role they are applying for," Assistant Commissioner Smith said.

Increase consistency and transparency across the promotions process lifecycle

People & Capability Command will provide greater focus on the quality and transparency of data to share across the organisation to reduce perceptions of



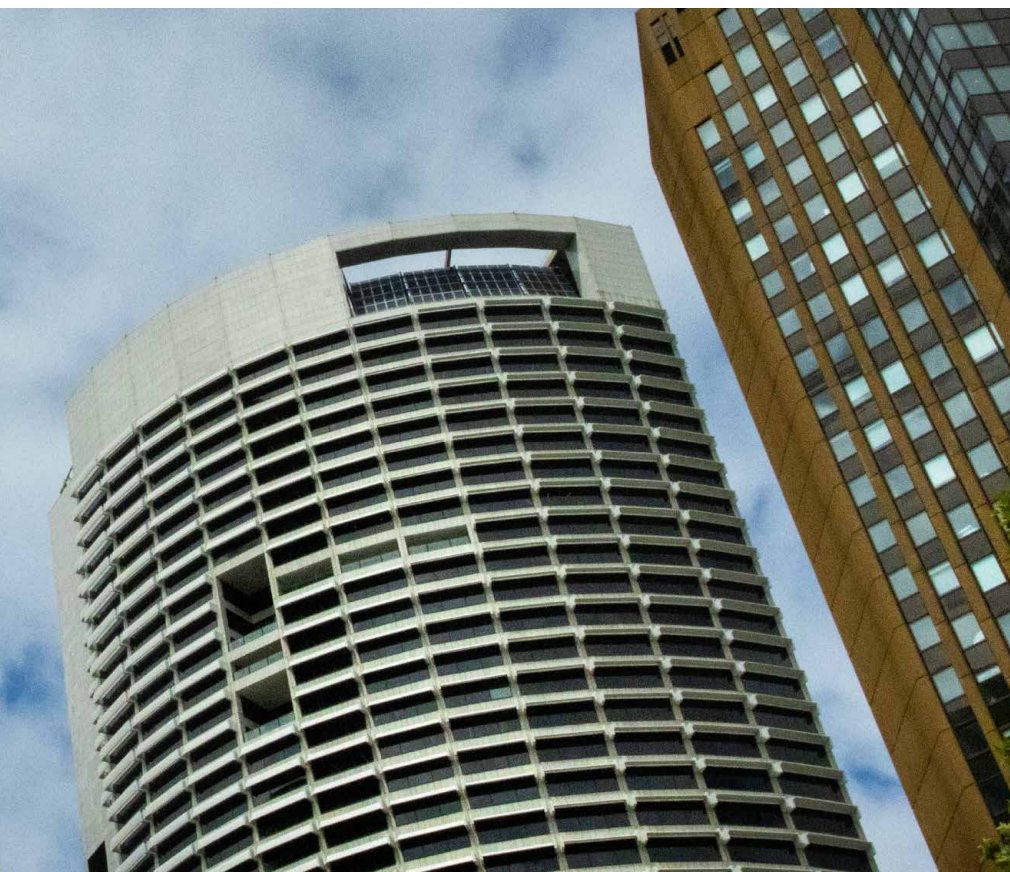
decisions being made in the promotion process. The independent member of the panel will now be centrally selected and coordinated by People & Capability Command ensuring adequate training has been undertaken and selection is truly independent.

Better equip panel members

Panel members play a critical role in the promotion process and must be equipped to perform their roles in a rigorous and consistent way.

Additional training is being prepared for panel members which will include a PETE module focused on providing quality feedback to applicants in the promotion process.

Further work is being done on CV marking guides and additional training on critically analysing and marking large volumes of CV's and targeted questions.



People & Capability Command to review its role in the end-to-end promotions process

People & Capability Command plays a vital administrative role in the promotions process and has overseen the implementation of a much improved system.

All guidance material and training material is being reviewed and improved for applicants and panel members at each stage of the process. People & Capability Command review and monitor targeted questions and will continue to engage in stages of the process to guide and advise commanders where necessary.

Feedback

It is crucial for the organisation to encourage a culture of ongoing feedback throughout the process, including prior to the ICA in early conversations, identifying development gaps, potential

career gaps and progression plans. This can involve conversations in relation to relieving and development.

A key recommendation from the review was to provide applicants with more timely and more comprehensive feedback from panel members on their application.

"This will aim to improve the experience for all," said Assistant Commissioner Smith said.

"The goal is to improve the quality and frequency of feedback to applicants, which will improve the experience and outcomes for applicants."

A new feature has been added to the Police Promotions System to advise Commanders when one of their officers is unsuccessful in being promoted after five rounds of applying.

"This will also allow those who are unsuccessful to identify what training or

development may need to be done."

This improved feedback will occur at all stages of the promotions process as part of a further recommendation to increase consistency and transparency in processes across the promotions lifecycle.

"By optimising the process we can critically examine each step to ensure only those who are truly ready for promotion progress to the next stage."

Further work is being undertaken by the Review Committee to work through each of the elements of the EY review, you will be regularly updated as we work through the implementation of each of them.

New Cycle

With the new cycle set to begin from 1 January next year, it's important to note eligible officers will be able to re-enter the promotions process 90 days before their two-year eligibility period expires.

For example, if your time in the eligibility pool is set to expire 31 December, you can talk to your commanders now to determine your suitability for promotion from 3 October.

Of course, 'eligible officers' have the choice of not immediately renewing their eligibility and can re-enter the process at a time of their choosing in the future.

Note: You can continue to apply for advertised promotional vacancies eg October, November and December 2022 rounds regardless of your new ICA/TOKA outcome.

With the new cycle starting, and large registration numbers anticipated for December 2022, some of the smaller TOKA venues (police stations) will be rolled into larger regional venues in Coffs Harbour, Dubbo, Goulburn, Newcastle, Wagga Wagga.

Find out more on the Police Promotions intranet page, or call the Police Promotions Unit on 34679 / 9768 0679. Contact can also be made with the PANSW Information Organising Centre on 9265 6777.

Parental Leave entitlements 1 July 2021 - 30 Sept 2022

Leo Solomon & Aileen Fleming PANSW Industrial Officers

■ The PANSW has been working with other Public Sector unions to seek improved leave entitlements for parents. These entitlements are able to be secured on top of Award conditions that are subject to the Public Sector salary increase cap. The pursuit of these entitlements is based on direction from your conference delegates at the last four consecutive Biennial Conferences.

The PANSW has fought for the parental rights of members since its inception in 1920 – with the first form of maternity leave established in 1975 for female officers.

Recent campaigning by the Public Sector unions, including the PANSW, has resulted in the implementation of a number of significant new entitlements for parents, and parents-to-be. It is important that all members understand the availability of these entitlements. We are aware that there are still circumstances where some officers are eligible but are not made aware of the entitlements by their Command/Business Unit.

The first expanded entitlements came into effect **for babies born, adopted or coming into care by way of a surrogacy or permanent out-of-home care arrangement on or after 1 July 2021** by operation of *Determination No. 5 of 2021* and remain current. This determination consisted of the following leave types:

Miscarriage Leave

If an officer suffers the loss of a pregnancy prior to 20 weeks' gestation, or an officer who is the partner of a person who suffers the loss of a pregnancy prior to 20 weeks' gestation, they are entitled to access five (5) days of paid Special Miscarriage Leave.

If both officers work for NSWPF, both are entitled to take the leave. This leave does not come from any accrued leave balances and appears on the system as 'Special Parental Leave', offering a discreet entitlement at a difficult time.

This can provide some necessary time off work whilst one recovers from the loss of a pregnancy and/or recovers physically. It means officers do not need

to access their sick leave or recreational leave balances to cover this absence.

The leave is to be taken at the time the miscarriage occurs and must be taken in a continuous block. The evidence requirements are a medical certificate or a certificate from Births, Deaths and Marriages.

Pre-Term Birth Leave

If an officer has a pre-term birth that occurs prior to 37 weeks' gestation, they



THINGS TO KNOW, JULY 1, 2021 - TO SEPTEMBER 30, 2022

are entitled to access paid pre-term birth leave. This type of special leave can be taken up to the end of 36 weeks, where parental leave then commences.

This special leave is only available to the primary carer, however, the 'other parent' can commence applicable parental leave. The above entitlements still apply to any miscarriage or preterm birth after 1 July 2021. It is worth noting that we are currently in a transition phase between two sets of parental leave entitlements depending on when the birth, adoption or surrogacy (or permanent out-of-home care) occurred so advice should always be sought from the PANSW.

Birth, surrogacy or adoption arrangements

An old set of conditions under *Determination No.3 of 2021* applies

to birth, surrogacy or adoption arrangements that occurred after July 1 2021, but before October 1 2022.

The primary carer will receive as per previously the full 14 week entitlement, which can be taken at half pay. Additionally, an 'other parent' paid parental leave was introduced, which was an additional 12 weeks on top of the previously granted two weeks, making 14 weeks for the 'other parent' leave in total. This could only be taken in the first 12 months from the birth, surrogacy or adoption arrangements, and the 'other parent' had to assume primary caring responsibilities – usually meaning the primary parent returned to work or study in some capacity. The additional 12 weeks can be taken at half pay, but has to be completed before the 12-month mark.

For the first time in 2021, surrogacy leave was included and was to be treated the same as parental leave – a big win for equality for PANSW members.

A major feature of this new 'other parent' leave was that it couldn't be taken concurrently and had to satisfy that 'primary care' was being provided, which was defined as the person 'meeting the child's needs more than anybody else'.

We have seen emerging issues on what this meant for returning to part-time. If any members are having issues or questions with the granting of parental leave for births post 1 July 2021 (but before 1 Oct 2022), we encourage them to call our Information Organising Centre on 02 9265 6777.

Further changes in Oct 2022

After further advocacy, and identifying some of the shortfalls with the July 2021 entitlements, additional enhancements were made to parental leave provisions to provide even more leave and flexibility. The Public Service Commission's website states that "the changes expand on previous parental leave provisions and provide greater access to paid parental leave to eligible public sector employees, regardless of gender. The changes are intended to support more equal sharing of parental responsibilities."

Parental Leave entitlements

October 1, 2022

Leo Solomon & Aileen Fleming PANSW Industrial Officers

Under the new *Premier's Memorandum*, eligibility for the new enhanced entitlements is subject to the birth, surrogacy or adoption arrangements occurring **on and after 1 October 2022**.

In summary, the improved conditions include:

- Changes to existing paid parental leave provisions to remove the primary/sec-ondary carer distinction.
- Expansion of paid parental leave eligibility to include permanent out-of-home carers (which was previously unpaid).
- Increasing the period in which paid parental leave can be taken from 12 months to 24 months after the expected date of birth, adoption, surrogacy or permanent out-of-home care placement.
- Officers who permanently take on children in an out of home care arrangement now have access to the same 14 + 2 weeks of paid parental leave, previously this was only unpaid leave.
- Additional two 'bonus' weeks of paid parental leave where both parents (whether employed in the NSW Government Sector or elsewhere) 'more equally share' paid parental leave entitlements bringing the total to 16 weeks.
- Addition of five days' paid leave per year for employees undergoing IVF fertility treatment.

Removal of Primary/Secondary distinction

Unlike in the July 2021 scheme, for birth, surrogacy or adoption arrangements on and after 1 October 2022, there is no distinction between primary and 'other parent', therefore the leave can be taken concurrently. The only exception to that is if both parents work in the same NSWPF workplace. In such circumstances, the Command would make a decision whether an extended period of concurrent parental leave is allowable based on operational requirements.

It is noted that instead of the previous 12-month deadline for other parent leave to be used, now both sets of parental

leave need to be used within 24 months. Where only one parent is employed by the NSWPF parental leave (14 + 2) weeks can be applied for as a continuous period and will be granted. This is not subject to operational requirements, but rather the birth or care of the child.



THINGS TO KNOW FROM OCTOBER 1, 2022 ONWARDS

All parental leave consistent with the existing Award provisions can be taken at the full rate of half pay rate.

Concurrent leave

The removal of the distinction between 'primary' and 'other parent' now means that parents can take their full leave entitlements concurrently. The full 14 weeks can be taken at the same time. By default, parents are to take the leave as a continuous period, however under clause 6 of the new *Premier's Memorandum*, **the leave can be taken flexibly with consultation with the Command and subject to operational requirements**. Furthermore, under clause 5 of the new Determination, members who work at the same "NSW Government Sector workplace" are only entitled to take 4 weeks concurrently

subject to operational requirements. This does not prevent it, it simply means an operational assessment has to be considered along with the personal needs of the officer.

Fertility Treatment Leave

Another new entitlement is when a member needs to be absent from the workplace to undergo fertility treatment, they are now entitled to 5 days of special fertility treatment leave per calendar year. The leave can be taken in part, single or cumulative days and is non-cumulative year to year. It is not available to the partner of the member undergoing fertility treatment.

Bonus Two Weeks Leave

Members who exhaust their parental leave entitlements within the first 24 months will now be entitled to an extra two weeks' bonus parental leave each (if both work for NSWPF) bringing the total amount of parental leave to 16 weeks (which must be used within 24 months). It's important to note, both parents need to exhaust their parental leave, and if a parent isn't an employee of NSWPF, evidentiary documentation such as a letter from their employer may be required.

The sweep of new conditions are great improvements for PANSW members, and we want to make sure all members understand what they are entitled to.

If you have had a child since July 2021 and are unsure what scheme applies to you, or want to know more about what you're entitled to, contact the PANSW on 02 9265 6777.



'Deb Wallace
was amazing'

WOMEN'S FORUM FEEDBACK FORM

PANSW PRESIDENT KEVIN MORTON THANKS RETIRED DETECTIVE SUPERINTENDENT DEBORAH WALLACE FOR HER TALK TO DELEGATES OVER DINNER.

Women's Forum Breaking the Bias

■ The PANSW Women's and Diversity Committee was formed with the charter to develop and strengthen women and their involvement with the Association.

As part of this charter, the Women's Committee created and conducted its first Women's Forum in 2015. The annual forum is for members of the Association to participate, engage, learn and network over two days, with the goal of having more women involved in Association activism.

Seventy-eight delegates, PANSW Executive members and staff came together for the first time in three years between 13 and 14 October for the 2022 Women's Forum at the PARK Royal in Parramatta.

In her address, NSWPF Commissioner of Police Karen Webb APM said that when she joined the NSWPF 35 years ago, only 10% of women were represented – with females now representing 28%. The CoP also recognized that more must be done to encourage female participation in recruitment and retention.

The changes made to the promotions system demonstrated a key measure of success in this area. Since the new promotions system in October 2020 was implemented, the NSWPF has 118 more female Sergeants, 45 female Inspectors and 15 female Superintendents.

As of the end of September, 222 women are going through the promotions process undertaking the ICA or the TOKA and 380 women are eligible

to apply for advertised positions. Four of the 20 Assistant Commissioners are female, whereas ten years ago, there was just one.

"If you hear your friends and colleagues lack that confidence and you see that ability in them like my friends and colleagues saw in me, I think we all have a role to say, 'of course, you can do that.'" Commissioner Webb said.

"There is a different sense that it is time for something different in a lot of places. It's time for women to seize those opportunities while they are in front of you and that time is now.

Several guest speakers provided unique perspectives on their roles in a variety of fields including Christine Clarke CSC (Australian Department of Foreign Affairs and Trade's Ambassador for Women and Girls), Nicole Sorbara (Global Chief Operating Officer for Macquarie Group), retired Detective Superintendent Deb Wallace and The Hon. Rose Jackson MLC.

Health and wellness were also important topics covered during the two days. PANSW President Kevin Morton was "extremely proud" to launch a new partnership with CancerAid. Senior Product Manager Dr. Dav Sangar explained how CancerAid's products and services could benefit members living with a diagnosis. Retired officers Pia and Alana shared the mission behind Emerge & See - NSW's and ACT's first independent charity providing one-on-one guidance and support to emergency

service workers living with PTSD.

Delegates were also engaged through sessions held by The PANSW's Industrial team, with sessions focused on parental leave updates and Domestic Family Violence Leave, flexible work policies and Income Protection and injured benefits when on a part-time agreement. Award updates including the recent payment of the pay increase, Optional Disengagement and promotions. In addition, PANSW Research Officer Dr. Kate Linklater engaged staff with the latest on FTE and the PANSW's position that the NSWPF should not be counted based on SAP numbers but by an approach that looks at the occupancy of each position and how those gaps can be filled.

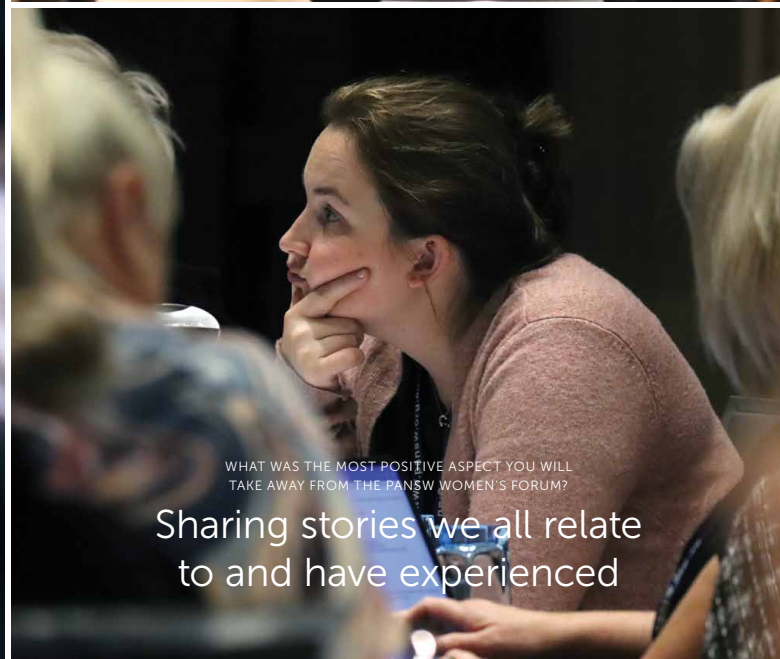
The Forum concluded with an interactive session designed to engage delegates with the motivation to become more engaged with the PANSW, whether that be as a Branch Welfare Officer, Branch Official, Conference Delegate or becoming an Executive Member, with a view to understanding the barriers in becoming engaged at each level and encouraging better representation and diversity in thought and opinion.

Thank you to all the informed, enthusiastic, engaged delegates who participated in the 2022 Women's Forum. We will be holding another Forum in 2023 and want to encourage female and male officers from diverse backgrounds who value inclusivity to attend.



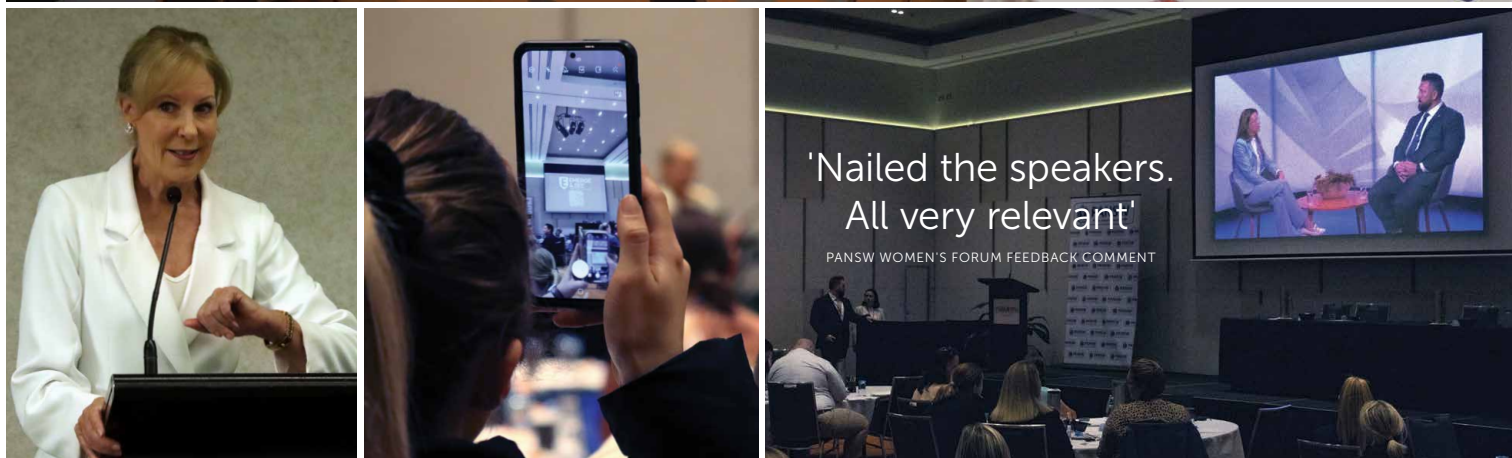
(FEEDBACK QUESTION) WHAT WAS THE MOST POSITIVE ASPECT YOU WILL TAKE AWAY FROM THE PANSW WOMEN'S FORUM?

'Not being the only one to experience imposter syndrome. It's common and something even influential, successful women have experienced'



WHAT WAS THE MOST POSITIVE ASPECT YOU WILL TAKE AWAY FROM THE PANSW WOMEN'S FORUM?

Sharing stories we all relate to and have experienced



Optional Disengagement Scheme

Round Two Dates Announced

Everything you need to know to get started

■ Members would be aware that the existence of the Optional Disengagement Scheme (ODS) came about at the insistence of the Association and PANSW Conference Delegates and has always been about providing officers with an ability to leave the organization with dignity at a time of their choosing, enabling them to embark on a new career path or focus on their own personal interests.

Your Association has continued to be involved in the ODS process including the preparation for Round 2 in 2023.

The Enquiry Stage/ODS Financial Estimate has been available from 7 November 2022. **The Expression of Interest stage for the ODS will open on 18 January 2023 at 9.00am. The closing date will be 24 January 2023 at 5.00pm.** In the unlikely event that insufficient numbers of EOI's are received, the closing date may be extended.

The BluePortal system will be activated to accept an Expression of Interest (EOI) between these dates and times only. No early or late EOI's can be accepted.

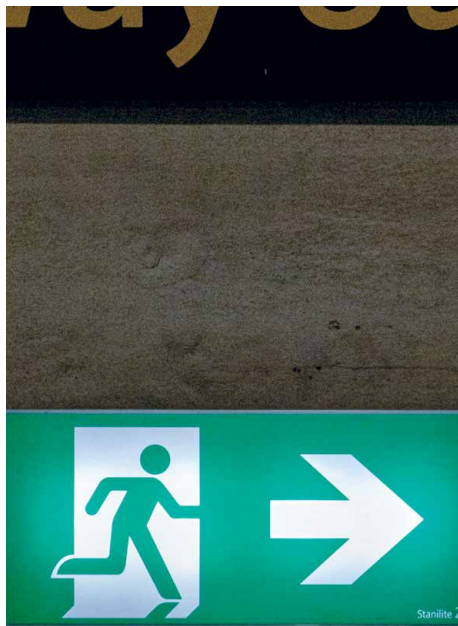
If you are interested in participating in the ODS and haven't already done so, please access the BluePortal ODS Registration page and complete the Enquiry Stage to obtain an ODS Financial Estimate (Estimate), as this is a pre-requisite to the EOI.

Ensure you pre-read and have available the BluePortal Knowledge Article How to submit an ODS Registration Request located on the ODS Intranet Page under Information and Resources and within BluePortal before commencing the EOI steps. If you make a mistake submitting your Expression of Interest, it may affect your place in the first in, first served process and the ODS Team cannot intervene to assist individuals.

Important Information

In line with the ATO class ruling, all EOI's will be considered on a first in, first serve basis. Eligible EOI's will be subject

to the availability of funding in the round and the maintenance of operational continuity across regions or commands as well as the officer maintaining their eligible status. Only commence the EOI stage if you are genuinely interested in exiting the organisation. Make sure you have read all the available information and have obtained your independent financial advice.



As part of the EOI process, an acknowledgement and consent form will be required. This occurs within BluePortal and cannot be completed in advance. The acknowledgement form does require a witness at the time of uploading and submitting your EOI and cannot be completed at a later stage. Incomplete, incorrect and forms completed in a previous round cannot be accepted and will void an EOI if they are submitted.

The eligibility criteria as set by the ATO and NSWPF is strict. Officers are reminded that when they are undertaking the self-assessment stages,

you are required to be truthful and answer all questions to the best of your ability. If during the assessment process it is identified that you have knowingly incorrectly conducted your self-assessment, this may preclude you from the current and future rounds.

Officers offered ODS in this round will be required to exit prior to 30 June 2023. The ODS Team will allocate dates and notify successful applicants. These exit dates are not negotiable and cannot be changed.

If you submit an EOI and then resign prior to the EOI being assessed as eligible and/or an ODS offer is made, your application will lapse and will no longer progress.

Officers who have submitted an EOI for ODS are encouraged to have discussions about their career plan including their interest in ODS with their Commander/Manager, Supervisor or Mentor. These discussions could extend to what options and support is available in the event an EOI for ODS is not successful.

Officers who are not offered the ODS in a round are not necessarily precluded from submitting an EOI in any future rounds advertised. However, officers interested in a future round must commence at the beginning of the process from the Enquiry Stage ODS Financial Estimate. Applying in a previous round does not entitle you or give you any preference in any future rounds you may apply for. Each ODS round is assessed independently from any potential future rounds (no EOI will be carried over to future rounds).

All officers must submit their own Expression of Interest using a NSWPF computer via Blue Portal (Chrome). Note: using a work laptop may cause access issues when completing the EOI.



If you
can get
through
Kokoda,
you
can get
through
pretty
much
anything.

BRENDON SPEECHLEY
OUT AHEAD ON THE
KOKODA TRAIL, 2016

Not A Bad Wicket

Tim Sinclair NSW Police Legacy Marketing & Communications Manager

■ Picture this: you're eight years old, riding right up the front of an inflatable dinghy, water splashing everywhere as you speed across Sydney Harbour. You turn to the police officer at the back of the boat and say, "Go faster!"

When I ask Brendon Speechley about his favourite memory of being involved in NSW Police Legacy functions, this is what comes to mind. It takes him a while to narrow it down, though. "I have lots of fond memories," he says. "So many of them!"

Brendon has been involved with NSW Police Legacy for nearly twenty years. His father, Detective Sergeant Mark Speechley, died when he was just four years old, and he and his mother drew immediate comfort from Police Legacy's support. "When we'd just lost Dad, to have a support officer from Legacy come out and have tea and just talk and play a bit of music – it just put a smile on our faces."

As an older child, Brendon appreciated the unique opportunity for friendship presented by Police Legacy outings and adventure camps. It's not that the kids in his school didn't know about his situation, but most didn't know how to respond. "A lot of people were sympathetic, but not so many were empathetic," he says. So being on camp with a whole group of kids who

understood and accepted what he'd been through meant the world to him.

His next big life change was an incredibly positive one. Awarded a Sean Burns Scholarship, he not only received money for sporting equipment but formed a personal relationship with the Burns family. They generously gave him some of their hiking equipment, which enabled him to take up the Kokoda Youth Leadership Challenge through the RSL & Services Clubs Association. In 2016, aged seventeen and recovering from a "pretty gnarly" cricket injury, he completed the Kokoda Trail. He learned a lot – about himself, about history, and the true meaning of courage.

"You can read the Kokoda book by Peter FitzSimons, but you can't feel the rain on your head," he says wryly. Because it rained. A lot. Every day, just about the time you were starting to feel good about yourself and the dry clothes in your backpack. "If you can get through Kokoda, you can get through pretty much anything. Ever."

And hasn't he gotten through a lot since then? In 2019, after high school, he took a gap year in the UK, where he played cricket for a club in England. Not professionally, he hastens to tell me, but he was housed and given work opportunities, and spent three or four days a week playing cricket (not a bad

wicket!) Then, returning to Australia, he enrolled in a Bachelor of Business at Western Sydney University, where he continued to parlay his sporting passion through work placements, including with the Parramatta Eels, where he got a sense of the positive changes that could be made in the community.

After graduation, he found himself "living every twenty-something male's dream", working for an online betting company and getting paid to watch sports every day. Next on his career ladder, and where he finds himself happily installed now, was QBE Insurance. It's not something he ever anticipated, but after spending a little time talking with Brendon, it makes perfect sense. "I love problem-solving," he says. "I love getting on the phone and helping people."

And his plans to help include Police Legacy, naturally. With things continuing to open up at this moment in the pandemic, he's planning to get involved in mentoring, giving back to the family that's given so much to him and his mother. "While the circumstances that led up to me being involved aren't ideal, I'm so grateful for the time and effort Legacy has put into us," he concludes.

Brendon, we're sure you'll be paying it back. In spades.



CHOOSE YOUR FIGHTER: SENIOR CONSTABLE PETER STEPASIUK AND CONSTABLE JAYA DELATERRE GO TOE TO TOE IN THE SQUARED CIRCLE FOR A GOOD CAUSE.

Boxing for a Cause

Alan Clarke APM Former NSWPF Assistant Commissioner

NSW Police Boxing's City versus Country showdown on Friday 14 October 2022 was a massive hit! Country was victorious by three bouts to two. No doubt City will be keen to avenge the loss in 2023.

■ More than seven hundred spectators packed the Canterbury-Hurlstone Park RSL for the special event to raise money for NSW Police Legacy and the Police Citizens Youth Club (PCYC).

Officers from all over NSW stepped into the ring, with the vital funds raised providing invaluable assistance for the Police Family and at-risk youth.

Fifteen bouts were held with participants being serving or retired Police Officers. However, three bouts were held between young boxers from PCYCs who all demonstrated outstanding boxing skills. The clash between young guns Ahmed Reda and Blake Sapienza nearly lifted the roof with the cheers from the crowd. These will be two names to look for in the future amateur ranks.

The main event was held between Superintendent Dave Wardell of Blacktown Police Area Command and Superintendent Dave Roptell of Tweed/Byron Police District. The two fighters were highly skilled and went toe to toe for the full three rounds. The result was a split decision going to Superintendent

Roptell. We would love to see a rematch!

Another great bout was held between Amanda George from FETS and Melina Hormozi from PTC. This was another close decision with Melina being the victor. However, Amanda received the 'Lion Heart' Award. This award is traditionally given to the participant that shows outstanding determination and courage whilst not necessarily winning.

All the competitors were trained in PCYCs or by their own private trainers. Both men and women participated, and all agreed that their journey was one of the most exciting and rewarding experiences of their lives. It takes a mountain of courage to step into the ring in front of friends and peers and whilst some said it was a 'one off' experience, others are hooked and will look to participate again next year.

More than \$120,000 was raised for Police Legacy and PCYCs. Outstandingly, over \$40,000 was raised by the boxers themselves with the remainder of the funds being raised through ticket sales and from corporate sponsors. Police

Boxing Patron Mr Mark Bouris of Yellow Brick Road Home Loans said he believed this year's event was the best yet.

Police Boxing will be back next year to mark a special milestone – its 10 year anniversary. During this period, more than \$770,000 has been raised for charity so far and over the next few years it is hoped to bring the total to more than \$1,000,000.

Police Boxing participants and trainers meet at Eastern Suburbs PCYC at 8am on the 2nd Saturday of each month. Anyone interested in boxing is welcome to attend. Ongoing training can be arranged.

It is hoped 2023 will be bigger and better than ever, with expression of interest to be called for in the New Year – it's never too early to start training if you are interested!

To get involved or for more information, please contact Superintendent Christopher Schilt (schi1chr@police.nsw.gov.au) or Karen Wallace (wall1kar@police.nsw.gov.au).



From the Police Commissioner

As we celebrate the holiday season this is a time to reflect on a year full of challenges and competing demands.

We emerged from the Covid-19 pandemic facing multiple catastrophic flooding events across NSW which have destroyed large parts of the State. It's tested the resilience and commitment from officers, staff and volunteers. There are countless examples of exceptional courage and determination shown by NSW Police Force employees while working in difficult conditions.

The PANSW has always provided invaluable support to officers and staff in their hour of need whether it's legal, financial, logistical, emergency support or just by being there on the ground. Thanks to the crucial assistance from the Police Association during these flooding events, officers could continue to make a difference in the community.

The NSW government's recent \$100m landmark package to recruit, retain and better take care of NSW Police is further proof of the strength of our working partnership. It's the biggest ever investment in the physical and mental wellbeing of police officers over the next five years and couldn't have been achieved without wholehearted collaboration.

Whilst we know, the festive season is a time for celebration for most people, it can be an exceedingly difficult period for others. In the true police spirit of looking out for each other, can I encourage you all to 'check in' with your colleagues and spare a thought for those who are on duty during this period. They will be away from their families and friends providing a service to keep us all safe from harm.

On behalf of the NSW Police Force, I would like to wish you all a safe and Merry Christmas and a prosperous New Year.

Karen Webb APM
Commissioner of Police



From the Police Minister

Over the past few years, the NSW Police Force have helped shepherd this State through some of its darkest days. From the challenges of COVID to evacuating homes during bushfires, and helping our communities through the floods that have ravaged much of the State.

Police go above and beyond in normal times. And in the last few years, you have been extraordinary.

Over the past 12 months, I've met with hundreds of Police at stations right across the State, from Parramatta to Bulahdelah to Bourke. And the common denominator in those conversations is the commitment those officers show to protecting their communities.

Police run towards danger when the natural instinct is to run the other way – and that can take a physical and mental toll.

I'm proud that under my watch, our Government will make its biggest ever investment in the physical and mental wellbeing of police officers as part of a more than \$100 million package of reforms designed to help recruit, retain and better take care of our Police throughout their career.

The new Pulse program represents a complete rethink of the way we look after the physical and mental fitness of our workforce.

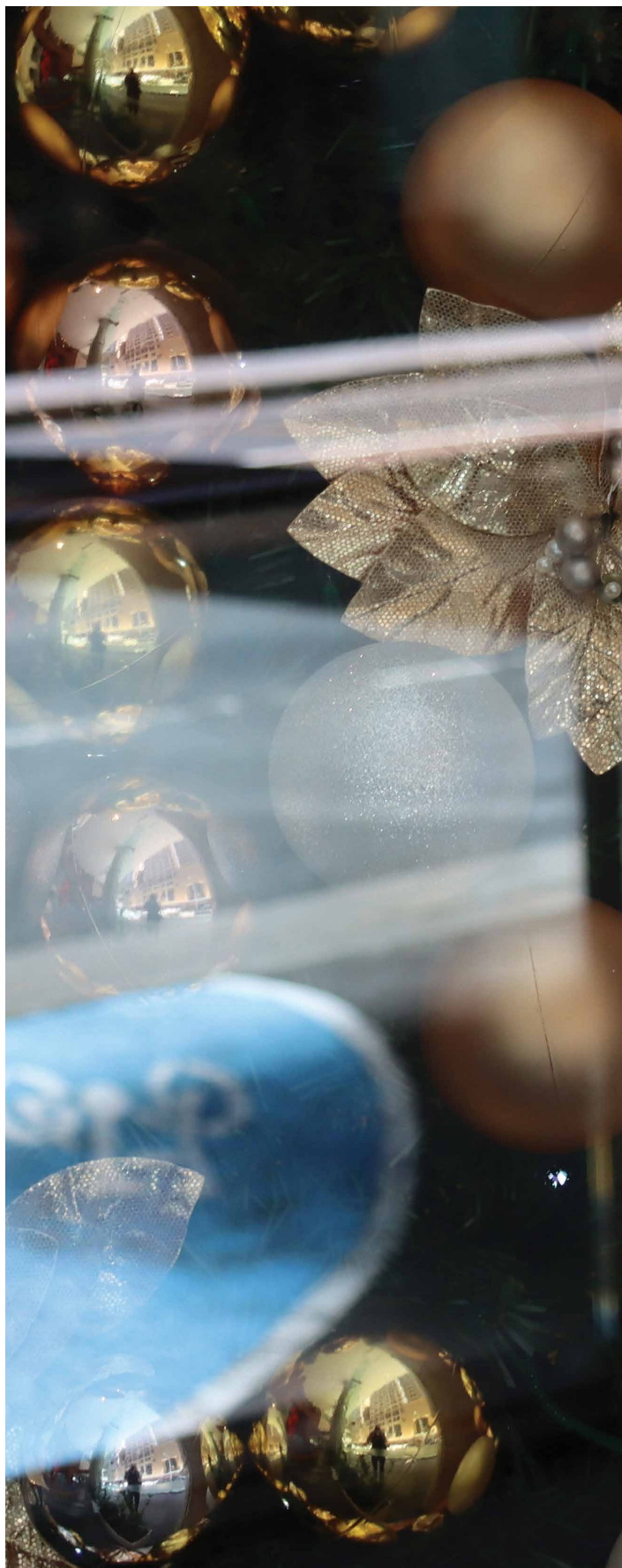
In very simple terms, it's about taking care of the people who help take care of us.

This year we've also continued to deliver the 1,500 new officers we promised in 2019, and in July the Commissioner and I announced the rollout of the final 550 new positions. This has involved close consultation with the Police Association to ensure we're delivering those numbers where they are needed most.

I want to thank the Police Association for their continued support under the leadership of President Kevin Morton. We've worked side by side over the past year to ensure we are delivering on every front for our Police.

Finally, my thanks go to each and every one of you for the work that you do to keep our community safe every day.

Paul Toole MP
Deputy Premier
Minister for Police



From the Shadow Minister

On behalf of NSW Labor, I extend to all serving officers of the NSW Police Force and their families, a Merry Christmas, and Happy New Year 2023 festive season.

The past three years have proven to be among the most challenging of the first two decades of this new century.

We have as a community battled consecutive natural disasters in much of the state as it experienced either floods or bushfires – on occasions, simultaneously.

We have largely overcome the COVID-19 pandemic; although strains of the virus continue to linger and will do so for some time to come.

Through it all, the men and women of the NSW Police Force have fronted up every day ready to keep our communities and families safe from both the fierce ravages of nature and fighting crime.

Along with other frontline personnel, members of the NSW Police Force deserve the acknowledgement and recognition for keeping safe communities across the state.

In March the state will face a general election and policing and crime will feature in the policy debate.

While the NSW Liberal and Nationals Government must be held accountable for the promises it has made over 12 years and many not kept; any criticism NSW Labor will make will be directed at government inaction and broken promises.

NSW Labor thanks each officer of the NSW Police Force and member of the NSW Police Association for their bravery, professionalism, integrity, and dedication to community service – most of whom will still be working to keep us safe during the Christmas and New Year while the rest of us enjoy the end of year festivities.

NSW Labor has respect and the strongest support for the men and women of the NSW Police Force and the work you do in keeping our community safe.

Paul Scully MP
Shadow Minister for Police
and Counter-Terrorism



Stay Focused

Words of wisdom from Magistrate Jacqueline Milledge

■ As a child, Magistrate Jacqueline Milledge wanted to study law or become a police officer. History will show she did both, obtaining her law degree whilst a serving NSW Police officer.

Ms Milledge joined the NSW Police Force in May 1972 as a member of Class 131. In 1996, Ms Milledge left NSW Police after becoming the first member of the Constabulary directly appointed to the bench. She held the rank of Sergeant.

"When I was appointed to the bench as an Acting Magistrate, I was still a serving officer. There was a groundswell of discontent from ex-police prosecutors as they believed a sworn Police Officer should not be acting as a Magistrate. They thought I should resign. The Attorney General of the day indicated Crown Prosecutors acted as Magistrates, yet they didn't face calls for their resigna-

tions. Ex-police prosecutors had been appointed to the bench prior to my appointment."

Ms Milledge acknowledged the support she received from Acting Commissioner Neil Taylor during this time. She was sworn in as a substantive magistrate in October 1996.

To remove any perception of bias in the next phase of her professional life, Ms Milledge found herself disconnecting from all aspects of her policing career.

"What I have discovered about myself having made the change from cop to beak? That I can stay focussed. I am adaptable and have been able to roll with the punches. Despite my failings at times, in my own small way I have made a difference. I did what I set out to achieve 50 years ago. I'm content," Ms Milledge said.

She reaffirmed there was life after

policing and remained proud of her NSW Police service. It could not be understated how important the skills you learned as an officer were when it came to preparing you for other phases of your life. "It is more than just a job – it's a calling. What conversation would I have with my 20-year-old self, now having spanned seven decades and two significant careers?" Jacquie, life is what it is. It is up to you to make the best of what's on offer. There will be trials and tribulations. Life is not always fair. You will meet some incredible people (male and female) and courageous and inspiring women. For your entire career, you will have a 'back-stage pass' to life that will ensure you're grounded and grateful for the opportunities that you have. Stay focused."

Upgrades to PANSW website aimed at Associate Members

All members are encouraged to regularly visit our website – www.pansw.org.au. Importantly, the ability to advertise reunions and other events, milestones, reunions and more has returned with the establishment of a dedicated Associates page in the Activity section on the home page. By providing the platform to share the news is just the first step: we can't promote it if we don't know about it. Do you have a story, reunion, or other Associate News to share? Is there an Associate member we should be profiling either on the website or in *PANSW Police News*? Please contact us at policenews@pansw.org.au



50 Years Plus One

Sonia Roberts Police News Contributor

Memories and bonds forged at the Police Academy last beyond the time the final blue shirt is hung up in the wardrobe.

■ Members of Class 127 held their "50 Years plus One" reunion in Dubbo during October. The official Golden Anniversary reunion was delayed by COVID-19 restrictions.

On 17 May 1971, 153 recruits entered the Police Academy at Redfern and attested six weeks later. The class had a large number of recruits from country areas of the State. Many were drawn in from their day jobs by a radio advertising campaign and found themselves at their local Police Citizen's Youth Club to sign up.

Others in the class were former Police Cadets, re-joiners or Vietnam veterans. Two members of the class were women. Some became friends for life, simply by virtue of being lined up next to each other at the Academy. Since being sworn in, class members have held several reunions. One of the reunion organisers – Phillip Knight – said the event went well and started with a "meet and greet" on the Friday night.

Twenty-four of the class attended this

reunion and there was 23 apologies for various reasons including Covid-19, flooding, health and grandchildren minding. "Dubbo was chosen because I volunteered and there had not been a reunion of our class held in the country. The vast majority of the class was from country communities across the state," He says. "Previously, there had been four reunions and the 50th marked our half-century. We are all over 70 and some of us are 80.

"Out of those attending the reunion – 22 of us did all of our policing service in the country and we retired in regional NSW. – Many of us had 10 to 15 years of service at each of our postings. We learned a lot about policing and ourselves as a result of working in the bush."

For Phillip, his strongest memory of the Academy was the amount of law and other relevant procedures the class members had to learn.

He believes the biggest things the cohort learned and continued to develop was their ability to listen, talk to people

and offer advice. "I enjoyed the bond we established in the seven weeks which has lasted 51 years so far.

"During the intervening years I have spoken to many of our class members and none of us regret being a police officer.

"On behalf of our entire class, I would like to thank our families for enduring the stresses and strains that come with loving someone who works in blue. We couldn't have done any of this without you all being there for us every step of the way.

"There were plenty of war stories told during the reunion weekend. Some were made better for the re-telling and there were others that will forever remain within the group. That was the strength of the bonds we established in the Academy," He says.

Phillip also thanked the Dubbo Photo News for taking photos during the event.

The next Class 127 reunion is planned for two years' time at the St George's Basin Country Club.

On your Bike

Health and fitness for Associates

Mick Timms Police News Contributor

Assistant Commissioner Michael Corboy APM retired in 2020. He is an active cyclist and in 2021, joined the Board of Bicycle NSW. He spoke to PANSW Police News about cycling and fitness.

You are widely known as a motor-cycling enthusiast. But what led you to take up bicycle riding?

Most of us ride bikes as children but tend to drift away for various reasons when we get older.

A few years ago, when I was still working, I decided to give greater priority to my health. That's when I returned to cycling and it's something I've continued in retirement.

For me, cycling is an excellent form of exercise because it's low impact. Unlike running and walking where there is a constant impact on your knees, ankles, feet, and other joints, pedalling a bike is a smooth motion. So for anyone who has joint pain or is worried about knee or hip replacements, cycling could be an activity your doctor would recommend.

There is also strong cycling culture within NSWPF. Police Legacy rides for example, raise valuable funds for legatees and cycling features prominently in NSW and Australian Police Games.

Cycling is another form of camaradery. I continue to meet serving and retired police officers who ride bicycles. Some do it for competition, but most ride to maintain fitness, general health and wellbeing.

During the pandemic, there was a huge increase in bicycle riding among all ages. Based on the statistics, cycling has never been safer. What do you say to people who may be reluctant to take up cycling on safety grounds?

When COVID restrictions were in force, bicycle riding remained one of the few options available to us to be active. Two years on, people have stuck with cycling.

Yes, cycling is much safer now than when I was growing up. There are, for example, more places to ride.



MICHAEL CORBOY ADVOCATES GETTING ON YOUR BIKE

No matter where you live, there is an increasing network of bike paths and other cycling infrastructure. It's not just for kids or competitive riders. Governments are prioritising cycling and other forms of "active transport", so this trend will only increase.

Bicycle NSW promotes events such as Spring Cycle, held recently on October 16, where people of all ages and abilities can ride in numbers on closed roads. When else would you get to ride over the Sydney Harbour Bridge? I recommend readers monitor local websites and social media for local cycling events they can be involved in.

What equipment and clothing do you need?

You don't have to dress like Cadel Evans, but you do need to give some thought to what you wear. You need to be able to move your arms and legs and loose fitting clothing can get caught in the bike chain or pedals.

You will need a bike and they range in price and quality. A specialist retailer can offer advice on the best bike within your budget and that relationship will be handy for after-sales service.

There's a range of helmets on the market and other safety equipment like gloves. If you do fall, or just tumble over when stopping, it is instinctive to put your hand out first, so gloves are worth the investment.

Finally, I recommend joining Bicycle NSW (bicyclensw.org.au) which comes with insurance, legal protection and a range of benefits and discounts.

How can motorists help keep cyclists safe when driving?

It is the law in NSW and throughout Australia, to allow one metre between your vehicle and the rider when going past a cyclist. If you are on a road where the speed limit is 70km/h or higher, that distance needs to be 1.5 metres. This has made a big difference to bicycle safety. Social distancing has given us a lot of practice at keeping a safe distance, so it's not too much to ask. Remember, that rider you are about to pass is someone's loved one, maybe even the family breadwinner. Road safety is everyone's responsibility.

Always seek the guidance of your doctor before commencing any new fitness regime.

Ben Lee in conversation with Macquarie Group's Nicole Sorbara

PANSW Organiser Ben Lee interviews Macquarie Group's Head of Corporate Operations Group and Global Chief Operating Officer Nicole Sorbara. They discuss the rewards organisational diversity brings, the challenges change agents face, and effective strategies. This interview was screened at PANSW Women's Leadership Forum, October 2022, Parramatta.

On the importance of PCYC:

"Macquarie Group has had a long association with PCYC. Ever since PCYC was civilianised 20 years ago, a Senior Executive at Macquarie has held the role of Chair of the board. I was very privileged to be asked to take on this role. It really has opened my eyes to the close partnership that PCYC has with NSWPF. If ever there is a purpose or mission, it is certainly the work that the PCYC and NSWPF do together to empower young people.

Some of the young people I have met... it has been quite remarkable to hear their stories and how PCYC has been literally life-changing for them."

On diversity, equity and inclusion:

"We have a diversity, equity and inclusion (DEI) policy here at Macquarie... and have been focused on DEI for well over a decade. The banking and finance industry has traditionally had an underrepresentation of women, particularly at senior levels. Today, over 50% of our board are female and 30% of our group Executive Committee are female.

"We're really focused now on extending our focus beyond females into ethnicity and into all forms of diversity whether that be age, background, or sexual orientation. We recognize that having a fully diverse workforce is good for business because you're able to get all different skills, views, opinions and experiences to the table so you end up

coming up with better ideas.

"For true innovation to happen, you need to have a very inclusive environment and culture where people from more underrepresented groups feel that they are valued...and that the culture is one where they can raise their hand if they have great opinions. We seek to represent the clients and communities within which we serve."



Meal-break crossword

Down

- 1) How many times one number contains another (5)
- 2) Uses less energy than walking (energy:distance) (7)
- 3) The highest level of recognition for a barrister (5,7)
- 4) Top bushfire danger rating (12)
- 7) Town Jesus was born in? (9)
- 8) Colour of day/night test cricket ball (4)
- 11) Australia's Boxing Day Test against? (5,6)
- 13) A cured and sometimes glazed meat (3)

Across

- 5) Sang the biggest selling Christmas single ever. (4,6)
- 6) A boxer, professional or by habit (8)
- 9) Prime Minister who introduced maternity leave (7)
- 10) What does Mariah Carey wants for Christmas? (4)
- 12) A jewish celebration near December 25 (8)
- 14) Old silver, baked into Christmas pudding (8)
- 15) Minimum passing distance to a bike at 60km (3,5)
- 16) Loud insects that tell you its hot (7)
- 17) 'Last Christmas I gave you my heart, the very next day, you gave it away' (4)
- 18) Longest day of the year (6,7)

