

PANSW

POLICE ASSOCIATION OF NSW

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Police News

Remembrance Day

John Graham plays pipes, overlooking the Police Remembrance Wall.
Related stories **p11, p13**



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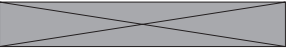
John Graham served in the NSWPF for 41 years before retiring at rank of Inspector. He now volunteers in the Police Pipe Band. Taught to play by his mother, John plays a an instrument owned by his father, a WW2 veteran.

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Craig Partridge

Former PANSW Treasurer and Executive Member Craig Partridge reflects on his time with Your Association and discusses the future with Police Legacy.

Q. You have been a Branch Official with the PANSW twice since 2005. Why would you encourage members to get involved?

I was exposed to social justice and the importance of looking after people early in life. Being able to join a union and have a fair say, I saw an opportunity to help others, which set about a path from my early days at City Central to becoming PANSW Treasurer.

Q. You were also the Chair of The Women's & Diversity Committee. How did this evolve over time?

In 2015, when returning as the PANSW Executive Member for SWM1, I spoke with the then-President regarding the Police Federation of Australia's objectives of getting more women involved in

activism and unionism. From there, we set about campaigning for more women to attend Conference.

We also set up the Women's Forums that we ran annually to cater specifically to women's issues in the workplace. Over the years, these have grown from 25 people attending to 90 or more. We also developed the Gwen Martin Scholarship, awarded to a female branch official, delegate or Executive Member.

This year, The PANSW sponsored the NSWPF Mardi Gras contingent and is continuing work in the First Nations space, which is amazing.

While we work hard to achieve results for our members in the Industrial space, I am equally proud that we are doing great work in enhancing social justice and representation.



CRAIG PARTRIDGE ADDRESSING FELLOW DELEGATES EARLIER THIS YEAR AT PANSW'S BIENNIAL CONFERENCE, WOLLONGONG.

Q. You have been the Vice-Chair of NSW Police Legacy since September 2020. Why are you so passionate about supporting Police Legatees?

The tireless work done by the staff, board and volunteers never ceases to amaze me. If my participation, some care and compassion can influence a Legatee's trajectory, or help in some small way, then I am happy.

PANSW President Kevin Morton

We will remember them

As you read this editorial, we will have completed the events surrounding a calendar date that all Police Officers, serving and former, hold dearly to their hearts.

■ National Police Remembrance Day, held on Thursday 29 September, is our day to remember the fallen. Jurisdictions across Australia hold events in the lead-up as a sign of respect, honouring those that have made the ultimate sacrifice in protecting and serving their communities.

In New South Wales, Police Week 2022 began on Saturday 17 September in The Domain in Sydney. The sounds of hundreds of motorcycle riders gathering to pay their respects shook the tranquillity of the sunny early morning.

The noise signalled the highly-anticipated return of the Wall to Wall Ride for Remembrance, with the engines finally kicking into gear after a two years hiatus due to the pandemic. Hundreds of serving and former Police officers gathered with their family and friends for a short ceremony in The Domain before the riders took to the road on their journey to the National Police Remembrance Wall in Canberra. I was honoured to present a wreath of remembrance at the ceremony with Deputy Commissioner Paul Pisanos APM before the riders departed.

On Remembrance Day itself, the New South Wales Police Force held a moving Ceremony in The Domain. A myriad of VIPs and dignitaries paid their respects, but none were more important than the families and friends who had lost a loved one. They were beautifully woven into the ceremonial proceedings of the day; it was difficult for even the most hardened Police Officer to hold a dry eye.

The day culminates with a trip to Canberra and attendance at the National Police Wall for a special twilight ceremony overlooking Lake Burley Griffin. Here we recognised what this day really meant on a national level.

Thank you to all those who attended the ceremonies in Sydney and Canberra. To the families and friends of the fallen, I hope we were able to show you that your loved ones will never be forgotten; they

will always hold a place in the hearts of members of the blue family.

Senior Constable Benjamin Hammant and Senior Constable Kelly Foster VA were recognised among nominees from across the country for their outstanding acts of bravery.

KELLY FOSTER'S PARENTS RECIEVE HER POSTHUMOUS NATIONAL POLICE BRAVERY AWARD - AN AWARD FOR POLICE, BY POLICE.

lives. Kelly was posthumously bestowed with the Commissioner's Valour Award for bravery at her funeral at Lithgow in January 2021.

This moment made me even prouder to be a member of the NSWPF. S.C. Hammant and S.C. Foster went above and beyond in the performance of their duties and exemplified the most outstanding traits of our serving men and women in blue.

I have been vocal about the ongoing issues we are having with recruitment. In October, the PANSW Executive will meet with Superintendent Toby Lindsay and his staff on this topic at the NSW Police Academy.

In September, I attended the Police Federation of Australia Executive meeting in Canberra where I tabled our issues on this topic, and members, we are not alone. Every state and territory in Australia and New Zealand is currently well behind in its projected recruitment figures. Recruiting into police forces is at a national crisis level, and it was a unanimous decision by all Presidents that something drastic needs to change.

A round table summit held before the end of the year will bring together all Association presidents, Commissioners and Ministers of Police to combat this significant issue. Governments need to think outside the box to provide incentives to recruit the very best of the available tight labour market.

We must attract young school leavers and other workers looking to change their current career path, along with those with life experience that will add value to our workforce. These are challenging times around the country, with various industries competing to employ the best of the best. We must unite and put forward a compelling case to potential recruits to ensure our frontline ranks continue to be bolstered.



(L-R) POLICE COMMISSIONER WEBB AND COMMISSIONED OFFICERS TALK BEFORE DINNER. / GOTCHA4LIFE'S GUS WORLAND READS OUT A RESPONSE TO AN OFFICER'S MESSAGE.

Commissioned Officers Dinner

The Commissioned Police Officer's Branch of the Police Association of NSW held its annual dinner for the first time in three years on Friday, 6 August.

■ The attendees were dressed to the nine's, with the Commissioned Officers outfitted in their mess dress with miniature medals while guests mingled in black-tie attire. In attendance were NSWPF esteemed guests including NSW Police Commissioner Karen Webb APM, NSW Police Deputy Commissioner Mal Lanyon APM and NSW Police Assistant Commissioners Peter Cotter APM, Brett Greentree APM, Michael Fitzgerald APM, Dean Smith APM, Anthony Crandell APM, Rod Smith APM, Anthony Cooke APM and Rochelle Conroy.

We were also honoured to host The Hon. Deputy Premier Paul Toole Minister for Police, The Leader of the Opposition The Hon. Chris Minns along with Crossbench MLCs The Hon Rod Roberts (a former police officer) and Reverend Fred Nile. A mark of these VIP guests attending is the esteem in which this event and you as Commissioned Officers are held.

Official Acknowledgements

The night's Dining President and PANSW Executive member for Commissioned Officers Chief Inspector Matt Webb led the proceedings, welcoming guests. An honour roll was placed on each table for the guests to reflect upon. One minute of silence was observed to remember those Commissioned Officers who regretfully had passed since the last dinner was held.

While the guests enjoyed their meals, several official addresses were made.

In her first address to the Commissioned Officers Dinner, Commissioner of Police Karen Webb APM highlighted the significant role that the Commissioned Officers play in ensuring the success of the NSWPF, highlighting leadership, accountability and responsibility – both to their fellow officers and the people of NSW. "Our success will rest on the dedication of our officers." She said.

In his speech, Deputy Premier & Minister for Police The Hon. Paul Toole recognised the role that police officers have played in "shepherding us through some of our darkest days" over the past few years, acknowledging that all officers have gone above and beyond in their duties. PANSW President Kevin Morton told the Commissioned Officers to enjoy their time together. He took the opportunity to make several important acknowledgments, including formally congratulating Ma'am Webb on her appointment as Commissioner and thanking the Deputy Premier for his role in securing the most recent pay rise. He congratulated all the officers who had been promoted through the new Police Promotions System, acknowledging Assistant Commissioners Leanne McCusker, Gavin Wood and Dean Smith for their role in making this a reality.

Recognised for 38 years of service, Chief Inspector Peter Scheinflug was acknowledged during a special watch presentation. With his march out occurring in July at Springwood Police Station, 'Shiny' was overwhelmed by the recognition and in a few quiet words urged his

former colleagues to "keep the police family going".

Special Guests and Ceremony

Guests of Honour and presenters for the night Gus Worland and Kath Koschel took to the stage to address the room. The founders of Gotcha4Life and the Kindness Factory shared their work in the mental health space, emphasizing the importance of mateship, social connection, emotional resilience and kindness. In a touching moment, all attendees were asked to send a heartfelt text to one of their top five people, letting them know they loved them, missed them and would see them soon. The responses received throughout the room ranged from hilarious to heartfelt, reinforcing the importance of reaching out and remaining connected in small gestures with the ones we love every day.

The event wouldn't have been complete without the ceremony that has always made it such a special event. Towards the end of the evening, a decanter of port was piped to the Official Table. A series of loyal toasts were then undertaken, acknowledging the guests, retired officers, and staff who had made the event possible.

After cancellations due to COVID, the night was a success, with close to 200 guests enjoying the dinner with colleagues, dignitaries and staff. The PANSW Organising Committee thanks each guest for their attendance and looks forward to commencing planning for the 2023 Commissioned Officers dinner.

HOPE for officers needing to buy a home

Angus Skinner
PANSW Research Manager

■ Ensuring our members can afford a home within the communities they serve is one of The PANSW's top priorities. The PANSW has advocated to government and housing stakeholders for many years that police should be assisted to purchase homes in the areas they work.

Government action to date has been limited to small-scale rental options that do not suit police officers' needs or advance their financial security long-term.

Your Association wants you and your colleagues to be able to purchase, not rent, a comfortable home suitable for you and your family in a location where you can travel to work without exacerbating fatigue and be connected to the community you serve if that is where you want to live.

The gold-plated solution is a shared equity program prioritising key worker access to buying their own home.

Shared equity programs are where a potential homeowner and an 'equity partner' share the capital cost of purchasing a home. The homeowner then lives in the home and can buy a larger share of the equity as their ability to do so grows. When they eventually sell the property, they and the equity partner split the sale proceeds according to the equity share percentage they each hold.

This benefits all parties: the potential homeowner can purchase a home that would otherwise have been outside their price range. They get their foot in the property market and benefit from any property value increase (according to their percentage share of the equity).

To make this a reality, the PANSW has worked with its valued partner Police Bank and HOPE Housing and is pleased to announce this partnership will deliver a shared equity program. Police Bank Chair Peter Remfrey shares this exciting news and what it means for members.



Peter Remfrey
Chair - Police Bank

Are you sick of a long commute to work? Are you finding it challenging to buy a home close to your workplace?

If you're like many members I've spoken to over the years – especially as property prices skyrocketed in capital cities and across Australia – you most likely answered yes to both questions.

I'm pleased to share with you that Police Bank, working with its partner HOPE Housing, is trialling a solution to make home ownership more affordable and accessible for Police and other essential workers.

This sits at the heart of who we are – a bank focused exclusively on being the best financial partners of our members, the police family. We are here to help them create the financial outcomes they want, however we can.

Police Bank is a mutual financial institution owned by members for members. Established in the 1960s by police working in the then Number 1 Division, we exist to provide the police family with financial security while supporting critical organisations like Police Legacy and sponsoring a wide range of police sporting and social events. The Bank focuses on home loans for members. With HOPE, we have developed an innovative solution to the issue of housing affordability.

In recent years, police and other emergency services have been a never-ending cycle of responses to crises – fires, the ongoing COVID-19 pandemic, and floods. With no option to work from home, police have been at the coalface, keeping our communities safe 24/7 and placing themselves (and their own families) at risk.

Despite the economic difficulties, the one thing that Covid and natural disasters did not stop was the relentless boom in the housing market. Sydney is now the second most expensive city in the world for cost of living and property prices, according to this year's Demographia International Housing Affordability



PETER REMFREY IS THE CHAIR OF POLICE BANK AND HAS BEEN A BOARD MEMBER FOR SIX YEARS. HE WAS SECRETARY OF THE POLICE ASSOCIATION FOR 20 YEARS BEFORE HIS RETIREMENT IN 2018. HE WAS AWARDED LIFE MEMBERSHIP OF THE ASSOCIATION IN 2016.

Survey. As a result, police and other essential workers have been pushed to live in the outer suburbs of our communities, unable to crack into the housing market. In cities like Sydney especially, rising prices pushed the Australian dream further out of reach for most.

What does this mean? Long commutes – greater than 90 minutes – have become the norm for most police, which is less than ideal when you're a shift worker and work long and unsocial hours with few public transport options. In addition, limited time with family and not being a part of the community are now unfortunate realities for our members.

The Bank and Your Association have been wrestling with ideas to solve this problem. We have worked for over two years with not-for-profit organisation HOPE Housing, whose mission is to "deliver home ownership help to everyday heroes." They believe wholesale investors can contribute to and benefit from providing a solution to the housing affordability problem in Australia by creating a shared equity partnership with essential workers. This model will allow police and other essential workers to purchase a home and contribute a minimum of 50% of the cost of the home with HOPE investors meeting the remainder.

For example, a member could purchase a \$2M home, paying a 2.5% deposit with the remainder of the \$1m secured through a home loan with Police Bank. HOPE would then contribute the other 50% with a \$1m contribution. The HOPE capital means the member requires less of a deposit and has less of a mortgage. This will allow more members to achieve home ownership and purchase homes closer to where they work or for any other lifestyle reason, including being closer to family, schools for the children, or living near a beach! Significantly, it also reduces mortgage stress at a time of rising interest rates.

Officers will own their homes and the HOPE investors will only receive their share, including the proportional share of any capital gain, when the member



decides to sell their property. Members can sell their homes anytime or choose to continue living there into retirement. There are no additional costs for the member than for a normal home loan. The homeowner can also pay the HOPE share down anytime. Naturally, some conditions apply to these loans, and members will be required to get independent legal advice before proceeding with a HOPE loan.

The Police Bank HOPE shared equity model is not limited by the property's price or the owners' income, as is the case with schemes recently announced by the NSW and Commonwealth Governments. With no caps on income or home prices, HOPE will be able to help those who don't meet the eligibility criteria of these government schemes. Initially, the product will only be available in the Sydney metropolitan area, but there is scope for it to be expanded more broadly.

Investors in the HOPE scheme are involved for two reasons. They will achieve a return over time with their share of capital gains but are also motivated to invest as a social good by assisting police and other essential workers to live and contribute to their communities. It's a form of social impact investing, where investments are made with the intention of generating a measurable, beneficial social or environmental impact alongside a financial return.

Police Bank has commenced a limited pilot of the scheme. It is anticipated that once this is reviewed, we will be able to offer the product to any member of the Bank who fits the criteria. It may not be a product for everyone. Still, I think it will be a game changer for police in terms of providing options for home ownership into the future.

For more information, please contact our specially trained and accredited Police Bank lenders at loans@policebank.com.au. They can identify and assess applicants that will benefit most with a helping hand from HOPE.

Changes To Promotions

Kirsty Membreno PANSW Assistant Secretary - Industrial

In brief

- **Changes are being made to the promotions process**
- **Pass rate for TOKA is now 80% for both parts**
- **Make sure you're ready for promotion, just not eligible**

■ The new promotions system was independently reviewed earlier this year by Ernst and Young, as planned following its implementation.

The Commander of People & Capability Command, Assistant Commissioner Dean Smith, said the results strongly endorse the process.

"The review was overwhelmingly positive, citing that we have successfully implemented a more contemporary and fit-for-purpose system," he said.

"Over 75% of applicants and panel members provided feedback to the independent reviewer that they believe the new process is an enhancement on the old promotions process.

"However, there were several recommendations made to improve the new system and ensure better outcomes for those who go through it.

The recommendations have been worked through and the improvements are supported by the Promotions Working Group, which includes the PANSW and representatives from field and specialist Commands.

One of the main issues flagged from the review was the total number of officers in the promotions pool. While it's great to see so many taking steps to further their careers, it is essential to make a clear distinction between being eligible for promotion and being ready, particularly managing the disappointment for those officers who miss out each round.

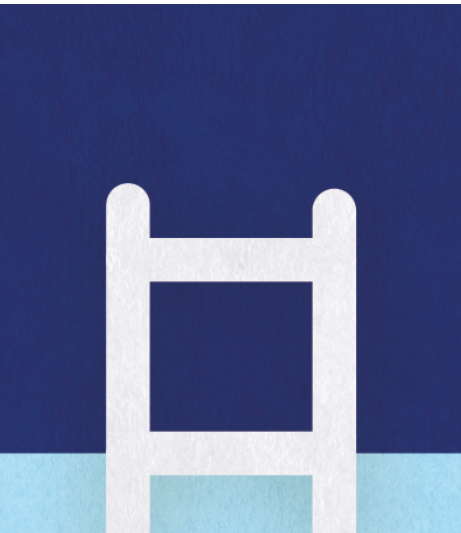
ICA and MyPerformance

There's now a renewed focus on promotion readiness, with Commanders encouraged to have appropriate oversight of officers' MyPerformance review process to identify those who are

truly ready for promotion and those who need to develop their capability further.

TOKA

Changes are being made to the Technical and Operational Knowledge Assessment (TOKA) to further ensure officers are ready for the role they're applying for. Previously, applicants needed an 80% pass rate overall. The update will require an 80% pass for Part A and Part B. The Committee is currently considering and reviewing the structure of the questions.



Feedback

Changes are also being made to applicant feedback, and Commanders will automatically be notified after an applicant has had five unsuccessful rounds of applying for positions. This will ensure Commanders are aware of their officers' progress in the system, which should be running parallel with their workplace performance and career mentoring.

Assistant Commissioner Smith has reinforced to Commanders that this will allow them to have an honest and constructive conversation about where their officers are at and to work with them to develop any capabilities needed to give them a greater chance at

promotion.

Transparency and consistency

These changes form part of the larger recommendation to continue to build transparency and consistency.

While the new process has been favourably reviewed, we still need to build further confidence and awareness of the system to give officers the best chance of success in each phase.

A more rigorous system will place greater importance on capability and prioritise policing, people and leadership skills rather than application writing and interview skills.

Optimising the process will now involve a critical challenge at each step – Individual Capability Appraisal (ICA) and Technical & Operational Knowledge Assessment (TOKA) – to ensure those truly ready for promotion progress to the next stage.

We don't want people to be discouraged from advancing their career or entering the process because they lack understanding, support or readiness.

People at all levels need to reflect, self-assess and seek feedback about their readiness for promotion. This process is a partnership where individuals, Supervisors, Inspectors and Commanders need to be invested to get the best outcomes.

It's far more beneficial for you to identify any barriers or development opportunities early in the process rather than continually being unsuccessful and not understanding why.

New cycle begins

We're coming up to the second anniversary of the first cohort of police who passed the very first TOKA in December 2020. These officers are eligible until 31 December this year (unless a promotion occurs before then).

The agreed position of the NSW Police Force and the PANSW is that these officers will have the option of re-entering the promotions process from 3 October, giving them time to start and finish their ICA in October, register for the TOKA by 1 November, and attempt

a new TOKA on 29 or 30 November, depending on their rank.

The successful completion of the ICA in October and the TOKA in November will see these officers continuing as eligible applicants for another two years from 31 December, or until they are promoted.

Of course, eligible officers can opt-out and then re-enter the process if and when they're ready.

Better equipped panel members

The review highlighted the critical role panel members play in the promotions process. To ensure they're well equipped to perform their role consistently, training will include more about how to

write interview questions in line with the capability framework.

The training will also include developing marking guides with suggested responses, also in line with the capability framework, to encourage a more rigorous and consistent scoring system.

The pool of independent officers for interview panels now includes civilians with experience in the capability framework, allowing them to share their best practices, which the Promotions Unit will share with HR managers as part of the selection panel's documents.

Further enhancements for panel members and the composition of panels will be considered by the Committee and

will be communicated further.

The review also found that feedback is being provided to applicants at varying levels throughout the process. The goal is to improve the quality and frequency of feedback, improving the experience and outcomes for applicants.

The training will highlight how to provide appropriate feedback to applicants who don't reach the interview stage and to those who're not successful after their interview.

Further articles will be published in the coming months as the Committee works through further recommendations.



Wall To Wall Ride Returns



RIDERS, ORGANISERS AND SUPPORTERS GATHER IN THE STAGING AREA OPPOSITE THE NSW POLICE FORCE, WALL OF REMEMBRANCE - ART GALLERY ROAD, THE DOMAIN, SYDNEY.

■ After a two-year hiatus due to COVID, more than 650 NSW Police riders joined colleagues from across the country for the annual Wall to Wall Ride for Remembrance on Saturday 17 September.

This charity ride commenced in 2009 and is a police memorial motorbike ride that commemorates the service and sacrifices of fallen Australian police, raises funds in support of their families and promotes motorcycle safety.

Riders start at their jurisdictions' dedicated place of remembrance and reflection and make their way to the National Capital before making a final gesture of police solidarity and remembrance in one large group ride to the National Police Memorial.

The ride departed from The Domain in Sydney at 8.30 am and consisted of serving and retired police members, sworn and unsworn, and other friends,

family and proud supporters of police.

The NSW contingent travelled from the NSW Police Wall of Remembrance in Sydney to the National Police Memorial in Canberra, where they will participate in a service to honour those who have fallen.

After departing The Domain, the riders were escorted along the Cahill Expressway and over the Sydney Harbour Bridge before travelling along the M2, M7 and Hume Highway. As the group travelled south along the Hume Highway, riders who commenced their journey from Kiama and Dubbo joined the contingent.

"Over the past two years, we have lost fourteen of our brothers and sister in blue. We will be remembering them today. I wish all the riders a safe and happy return." PANSW President Kevin Morton said.

NSW Police Force Commissioner Karen

Webb said the ride is an opportunity to honour those officers who have lost their lives and show support to the families that they have left behind.

"Wall to Wall is an important event for police around Australia to honour those colleagues who have lost their lives," Commissioner Webb said.

"The Ride commemorates the service and sacrifice of officers who have died in the line of duty, and also those who have died from non-work-related incidents.

"Coming together for this event is a way of showing our police solidarity and support by raising much needed funds to help ease the burden of families and loved ones left to pick up the pieces."

All funds raised during the Wall to Wall Ride by the NSW contingent will go toward NSW Police Legacy, which provides care and support to more than 20,000 serving and retired police officers and their families.



(TOP) PANSW PRESIDENT KEVIN MORTON ADDRESSES THE REMEMBRANCE DAY GATHERING IN THE DOMAIN 29/9/22. (RIGHT) MOUNTED POLICE ATTEND SEPT 29, CEREMONY AT THE WALL. (BELOW) A WEEK EARLIER, COLLEAGUES, FAMILY AND FRIENDS GATHERED IN THE DOMAIN TO REMEMBER MATES (MIDDLE) LONE PIPER JOHN GRAHAM.

Boosted numbers for Branch Focus Training

By Peter Richardson PANSW Western & South West Industrial Officer



PANSW EXECUTIVE MEMBERS CHRIS JORDON AND MATT THOMSON ALONG WITH ASSOCIATION STAFF COACH WESTERN AND SOUTH WEST METRO MEMBERS ON RUNNING MEETINGS.

■ 35 Branch Officials from across the Central Metropolitan, South West Metropolitan, Southern and Western Regions have benefitted from attending Branch Focus training courses in recent weeks. Branch Officials from as far away as Moree, Bourke, Broken Hill, Wagga and Albury, and as close as Sydney City gathered together for the occasion.

Covid restrictions prevented these courses from running face-to-face for the last two years. These training sessions followed the successful course run for members in North West Metro in March 2022.

The Branch Focus Course training is a vital part of Your Association's Organising approach, which assists Branch Officials in gaining the skills and confidence to resolve issues at a local level.

On 16 and 17 August, the course ran

for Western and South Western Metro Branch Officials and Central Metro and Southern Regions on 23 and 24 August. The Central Metro and Southern Branch Officials benefitted from meeting in the room used by the Executive for its meetings, rich in PANSW's history and with staff on hand. However, due to a large number of attendees from the Western and South West regions arising from the backlog over the last two years, that course had to be held off-site in the Ballroom at Rydges World Square.

Both groups were addressed by PANSW President Kevin Morton, along with Executive members for their region. In addition, Assistant Secretaries Paul Hannen (Organising), Kirsty Membreno (Industrial) and Tony Howell (Legal) spoke to the groups along with region and both specialist and region-facing

PANSW staff.

Feedback from members was incredibly positive. Highlights from the sessions included tips for Branch Officials on how to organise their branches and the support available from Association staff, detailed discussions on how to support members during critical incidents and a presentation by Ian Johnstone, Member Support Coordinator, outlining the assistance PANSW can provide members during times of hardship. Attendees also got hands-on with the issues via role-playing running meetings, passing motions and negotiating with bosses.

Further courses will be run based on demand. If you are a Branch Official interested in undertaking the training, please get in touch with us on 9265 6777.

"That's the beauty of the job. One minute you're sitting there having a coffee and a laugh ... next, you're being chunked on a helicopter."



Rescue & Bomb Disposal Unit Celebrates 80 Years

Elyssa King **PANSW Communications**

■ At home with his newborn son in 2014, Leading Senior Constable Andrew Mayfield was watching the Lindt Café Siege unfold on television with the rest of Australia. The nation was holding its breath and following the incident as it unfolded after a call was made to 000 saying all those in the café had been taken hostage by an offender armed with a gun and explosives.

The father of four's phone rang. It was his Coordinator, telling him he needed to come to work.

"I was in there 17 hours later when it all unfolded." He says, "My family knew what I did for a living, but they had never had the ability to see what I do live on television."

As a member of the NSWPF's Rescue & Bomb Disposal Unit, Andrew would suit up in a 32kg green bomb protection suit. The team is unique as the only Australian police unit to combine rescue, operational support and bomb disposal duties.

"Next thing I knew, I was in the bomb suit, going through the door. There was smoke, hostages had been shot. There were alarms going off inside there and sirens. And there was a guy on the ground with a supposed bomb on his back holding a trigger."

While the sensory overload was overwhelming, Andrew began the process of painstakingly investigating the reported explosive.

"It was one of those moments in your career when your training kicks in, and you don't think of anything else outside of that scope."

After a few techniques were tried, the explosive was discovered to be a hoax device.

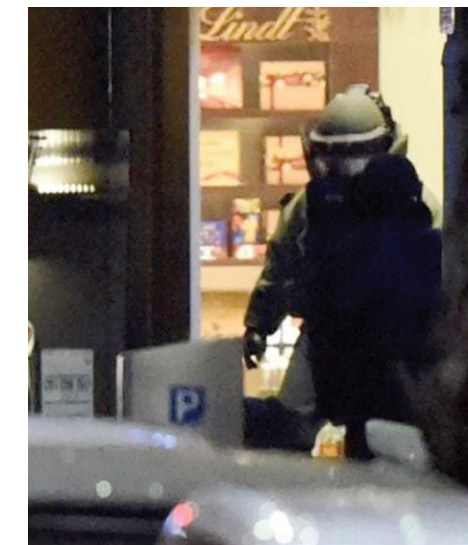
It wasn't until he returned home the next morning, some twenty-odd hours later, when Andrew saw his family and then tried to lay down and process it, that he realized that he had potentially been handling Australia's first body-worn

improvised explosive device.

Seeing footage of himself in the building brings back the surrealness of the moment even to this day.

"I see myself in the green bomb suit and I know that's me and it's bizarre to see. It was pretty intense, but you don't think of all that at the time. You just try and do your job."

It's fair to say that no two days are alike when you join the Rescue and Bomb Disposal Unit.



(LEFT) ON TOP OF THE OPERA HOUSE (ABOVE) WITH THE LINDT CAFE SIEGE BROADCAST LIVE ON TV, ANDREW'S FAMILY GOT TO SEE HIM 'AT WORK' IN HIS 32KG BOMB PROTECTION SUIT.

Variety on the job, and the wide-ranging skillset that came with it, was a huge part of what attracted Andrew to the role.

"My mates used to give me a hard time about Police Rescue [the television series], but that is the beauty of the job. One minute you're sitting there having a coffee and a laugh with your colleagues and the next, you're being chunked on a helicopter being sent somewhere for a bomb job, or a search or a rescue."

The Unit was founded in 1942, with the echoes of World War II raging

across continents. Times were tough, with unemployment skyrocketing to an all-time high. In Sydney, people were handling the toughness of getting by in their own quiet ways. The perilous edges of local cliff faces became popular spots for the hungry looking for the perfect spot to try to catch a meal or the hopeless looking for a quiet way out.

In response to the new challenge, Police Commissioner William 'Bill' McKay founded the Unit to rescue people who had become trapped and assist in recovering the bodies of suicide victims, particularly at The Gap.

The daunting task was handed to Sydney Harbour Bridge rigger Harry Ware, who was to become the Unit's founding father. Previously a sailor by trade, he had a strong working knowledge of ropes, pulleys, counterbalancing, anchoring and height-work. These unique insights led him to develop a simple and effective cliff rescue apparatus that could be set up and secured in a short time frame.

Originally named the Cliff Rescue Squad, Mr. Ware trained a team of police officers to do the job. The team travelled around Sydney performing high-stress rescues and recoveries with a great amount of fanfare. Later designated, Special Sergeant Ware would go on to scale thousands of cliff faces, rescuing more than 80 people in his 20 years of service.

The Unit's white overalls remain in tribute to Ware; a functional uniform carried over from his days as a rigger. The colour allowed members of the Unit to be easily visible on cliff faces or during the night, with bodily fluids also easily spotted if they had stained the material.

In 1958, the Squad's name was changed to Police Rescue Squad. This shift reflected the expansion of the team's duties, being called to bushfire outbreaks, flood emergencies, rescuing people trapped in motor vehicles,

undertaking searches for lost hikers and even operating a mobile canteen to provide meals for police engaged in long phases of emergency duties.

The unique combination of physicality and mental fortitude required to perform the role is tested during the intense three-day pre-selection course and the six-week training course. Participants learn skills in vertical rescue, road crash rescue, industrial and domestic rescue, land search operations, confined space rescue, helicopter operations, urban search and rescue and various other competencies. The Unit's second boss Sergeant Ray Tyson captured the catch-all nature of the Unit when he said, "In police rescue, there is no such word as can't. It can be done."

In 1998 in preparation for the 2000 Sydney Olympics, the Police Rescue Squad and the Bomb Squad amalgamated to become the Police Rescue and Bomb Disposal Unit, which is now located in Alexandria. There are also Police Rescue Units at Bathurst, Blue Mountains, Goulburn, Lismore, Lake Illawarra and Newcastle.

The Unit has responded to many significant events around NSW and Australia including the Wanda Beach murder investigations in 1966, Cyclone Tracy in 1971, the Granville train disaster in 1977, the Newcastle earthquake in 1989, the Thredbo landslide in 1997, the Glenbrook train disaster in 1999 and the Waterfall train disaster in 2003.

Andrew coordinated the original search for missing three-year-old William Tyrell in 2014. He spent a great deal of time at the house with members of the family in Kendall, who remain under immense scrutiny to this day.

"The search phase of what we do during rescues is very intense because everyone is looking at you to make the right decisions. It's very mentally taxing, compared to another side of our work where you're on ropes or off a cliff and it's physically draining," Andrew says.

"A big thing for myself as a human being and a police officer...the public is the same...everyone just wants answers. Everyone wants to know what happened

to him. There is a little bit of hope that because he hasn't been found, he might be alive somewhere."

He also coordinated the recovery of six-year-old Kiesha Weippeart, whose remains were found scattered in Western Sydney in 2011. Police were praised for refusing to give up the search, but the outcome was devastating. Two different cases with two very different results.

"My job as the Coordinator is to



THE UNIT'S FOUNDING FATHER WAS HARRY WARE; A SAILOR, AND BRIDGE RIGGER, WHO WAS TASKED TO TRAIN POLICE IN CLIFF RESCUE TECHNIQUES.

organize all the teams and put them into areas and get the resources that I need so that we have covered everything and there is no stone left unturned."

"You do feel the pressure, but you rely on the police as a unit. It makes you proud to be a police officer in that we have so much depth in what we can ask for and come together as a team to try and get the job done and utilize the skills of all the different branches of the NSWPF."

On the morning of 25 November 2007, Andrew and a colleague attended a hotel in the Sydney CBD near the Downing Centre.

A woman in her sixties was threatening

to jump from the balcony. Suicide interventions are a regular part of the Rescue Unit's broad remit of jobs. The two police officers rode the elevator to the ninth floor.

Andrew was finding a spot inside the room to anchor his harness. The equipment is used to secure both the officer and the jumper if a fall occurs. His partner went out to talk to the distressed woman when everything happened at once.

"The next thing I hear is him screaming for me, so I didn't even have time to set the gear up. I run out and my partner has slipped down onto his stomach and is grabbing the woman by the wrist through the gap in the railing as she dangles over the balcony."

Despite the perilous situation, the woman struggled, trying to get free, making it impossible to get her back on the right side of the railing. Thinking quickly, Andrew leaned over the railing and attempted to handcuff the struggling woman to the metal structure.

What happened next is difficult to describe, let alone visualize.

"I didn't have a harness on; I wasn't anchored but had no choice. I climbed over the outside of the railing and got down low to grab her."

The combination of the struggle and the pull of gravity caused the terrified woman to slip lower than the balcony. Andrew grabbed her arm as she slipped further, desperately gripping the railing. He remembered thinking that he hoped it wouldn't give way.

"You really didn't have time to think; it was just about not losing her. I was holding our combined weight and the railing, trying to keep a hold of her arm. She looked me in the eye and said 'let me go.' I remember saying, 'No, no way.'"

As Andrew started to pull her up, the woman pushed her legs off the bottom railing in a last-ditch effort to escape the rescue. It dragged him forwards, so he was hanging nearly upside down off the balcony with both of his arms at full extension, feet barely on the ledge, attempting to keep them both from falling.

With the support of the other two men inside the railing, Andrew could lift the woman back onto the balcony and out of harm's way. The whole ordeal was over in less than a minute.

He would later find out that the older woman was a grandmother in her sixties. She had found out earlier that day that she had a terminal illness that had sadly been passed through genetics to her grandkids. Her husband, who was attending a work conference nearby, was called and arrived quickly to console his distraught wife.

Returning to work that day, Andrew was in serious pain. He didn't know it at the time, but the strain caused him to rupture two discs in his back. A week later, he was in surgery. The operation would put him out of action for six months. When the problem wasn't fixed, the follow-up surgery would add another nine months to his recovery. Two years ago, Andrew's spine was fused with bone taken from higher up in his back, a donor bone, titanium rods and screws. This time, the healing process would take a year.

Mandatory testing is required yearly to ensure that the Unit's members are physically fit enough to hold their position. Andrew worked incredibly hard in his rehab to get strong enough to wear the bomb suit again and carry all the heavy kit required as part of the job.

"I wouldn't say I did it easy. It was tough to be told that I may not be able to be as physically active as I was ever again. It was pretty daunting, but I trained hard to make sure I was strong enough to get back to my job and not let my teammates down."

His workmates were understandably supportive.

"The guys at work like to come past and run a metal detector past my back!" He laughs.

The Humane Society of NSW awarded Andrew the Silver Medallion for his bravery. He also received the Galleghan Award, an Australian Bravery Decoration in commendation for brave conduct. He sometimes worries that the medals remind his family how that job could have gone a different way.

"I think my wife worries that I am a bit too risky and that I put myself before other people, but you don't think like that," He says, "I go there and do my job and whatever happens, happens. That's what we do at Rescue - we put ourselves in harm's way when it's required."

"I would like to hope that lady is still around for her grandkids and that I was able to help her at that time."



AMANDA VIDLER WEARING THE UNIT'S UNIFORM OF WHITE OVERALLS - A FUNCTIONAL REMINDER OF HARRY WARE'S TIME AS A RIGGER ON THE SYDNEY HARBOUR BRIDGE.

At the time of writing, the NSW Government has just released and responded to the recommendations of the independent NSW Flood Inquiry, which examined the response and recovery processes executed during the catastrophic flooding event that occurred in NSW earlier this year. The PANSW was actively involved in putting forward the accepted recommendations in its submission.

A full-time Deputy Commissioner of Police role will be established to take on the State Emergency Operations Controller (SEOCON) responsibilities. It is also expected that a formalized structure will be created to support this, with permanently funded police emergency

management positions in high-risk areas across the state to ensure that disaster response and recovery efforts are streamlined.

The adoption of these recommendations recognizes the diverse skill set and experience of NSW police officers. Police not only perform an essential law enforcement function, but they are also highly experienced in emergency management, cross-agency coordination and community safety.

You'd be hard-pressed to find someone who understands the unique role of police in responding to emergency situations better than Sergeant Amanda Vidler.

"Police are experienced in dealing with a huge array of different types of emergencies - whether it's a flood or a siege. We are used to working with all emergency services, displaying leadership and managing a situation for a possible successful outcome. That's the skillset we have - we just drop everything and get the job done."

Born and bred in Lismore, Amanda has seen her fair share of floods during her lifetime.

"The scale of emergency management and major incidents in this area is massive. Sydney gets its fair share of floods as well, but we see it on a large scale here in Northern NSW. We don't do things in small doses up this way!"

When she joined the cops in 2006, she strategically selected locations with Police Rescue attached to them because she decided early on that was the career path she wanted to pursue.

"I love emergency management and all aspects of rescue from coordinating searches to bush work. I had previous experience working as a volunteer at the State Emergency Service during floods, so I had that background and had already been trained in several competencies required to be a Police Rescue Operative."

After working in Ballina, the Constable transferred back home where there was a Rescue Unit. She was trained as a part-time Rescue Operator in 2009. In regional areas, it is a requirement to do

"It does take a special type of person to become a rescue operative. We look for people who are physically fit, mentally strong and are problem solvers"



part-time initially as the requirements to drop everything and go aren't suited to a specialty role like Detectives or Crime Scene.

"In regional policing, part-time is the only pathway. We have some full-time positions around the state now in regional areas, but to get to that you need to be a part-time operator living in that area."

"That was a very trying time doing both roles; jumping in and out of uniforms, getting your hands dirty and then going back to frontline policing. But it's also very rewarding."

Amanda became the Team Leader of the Unit in 2016 while still working in General Duties. In the years that followed, she would go on to manage her team through successive flood crises as Richmond Police District's Police Rescue Coordinator. In March 2017, the Lismore flood levee was overtopped for the first time, causing one of the most damaging floods in living memory.

"The jobs were coming in every few seconds through the phone lines and then they'd come to me to prioritise. I'd have to find a resource to send there and then do a risk assessment to see if they could make it to that location."

"We had to prioritise which ones were more urgent and which we could get to. Crews were picking up people as they went by, particularly with people stranded in houses and on top of roofs. That's all you can do in times like that. You just do jobs on the way to another job."

"Coordinating with limited resources and boats with that many jobs coming in was not easy, but I am a calm person and work well under pressure. I just do one job at a time."

Hundreds of rescues were successfully undertaken, numbering more than 800.

"We did a lot of long hours, but it was very rewarding in that I was doing something that I had been trained to do and had the knowledge and skillset to coordinate the rescues during such a big event."

There were no fatalities in 2017, and she believes that all the emergency services

working during that period should give themselves a pat on the back. At the time, she was also Lismore's Deputy Emergency Management Controller. Outside of her policing work, Amanda was also coordinating hundreds of volunteers through her ongoing work with the SES.

"You switch uniforms and you switch roles. I committed a long time ago to give my time to the SES and the



(LEFT) AMANDA BECAME AN OVERNIGHT SOCIAL MEDIA SENSATION WHEN SHE WORKED WITH THE NSW SES BALLINA TO RETURN 'SUMMER' TO HER OWNER AFTER SHE FELL OVER THE EDGE OF A CLIFF IN LENNOX HEAD. (ABOVE) AMANDA COMPLETES SMALL BOATS TRAINING WITH MARINE AREA COMMAND MEMBERS IN TWEED HEADS.

community as well. It is a balancing act, but I do what I can."

Amanda received a unit citation for her bravery and rescue response. In 2019, Amanda was recognized as the Rotary NSW Police Officer of the Year.

When we speak, she has just returned from Sydney, making the trip to purchase new equipment that was wiped out during the last major flood event earlier this year. The first flood in February broke the 2017 record water levels and peaked at 14.4 meters.

During the second flood, Amanda's role transitioned between operational and managerial, from performing rescues out

on the boats to coordinating the search for missing persons out of the EOC and liaising with other emergency services.

"It's not just about being a hero. We have such a broad range of roles that people probably don't see unless you come along and give rescue a go."

The losses have been devastating. With their police station still damaged by the floodwater, the number of rescues undertaken coupled with the personal loss has taken its toll on the team. All are grateful for the help from officers from around the state who stepped up to assist. Ultimately, this camaraderie and passion for the job continue to drive all the Unit members across the state.

The NSW Police Rescue and Bomb Disposal Unit is celebrating its 80th anniversary this month. Highly regarded as one of the best rescue units in the world, all members are extremely proud of its history. With a continual passion for evolution in technical capacity and upgraded equipment, both Amanda and Andrew are quick to encourage new members to come and get involved in one of the most challenging and unique roles in policing.

"The history just keeps evolving and the Unit just keeps growing. We have gone from doing basic cliff rescues to now flying drones and diffusing bombs," Amanda says.

"It does take a special type of person to become a rescue operative. We look for people who are physically fit, mentally strong and are problem solvers who can come up with solutions."

"You've really got to love it and everyone that works here does. At the end of the day, it doesn't matter how long the job takes or how dirty the hands get. Talk to someone in the Unit or attend an open day. The skillset you get as a rescue operator is phenomenal – you just won't get it anywhere else."



PANSW PRESIDENT KEVIN MORTON SHAKES HANDS WITH DR RAGHAV MURALI-GANESH BEFORE SIGNING THE NEW PARTNERSHIP WITH CANCER AID

PANSW partners with CancerAid

A new program offers members support if they receive a cancer diagnosis

At the directive of the PANSW Executive, PANSW President Kevin Morton has engaged CancerAid to provide their programs and services for the benefit of members and their immediate families.

Many of our members have been impacted directly by cancer or will be at some stage in their lives. Nobody should go through a cancer diagnosis alone. Your Association has partnered with CancerAid to deliver 1:1 support programs for our members living with a cancer diagnosis and their families.

Created by a team of oncologists, CancerAid's programs equip participants via digital tools, personal coaching and evidence-based educational resources, assisting you to understand your situation better and adopt positive behavioural changes. You and your carer will have confidential access to two CancerAid programs comprising resources and education focusing on cancer self-management, caregiving, recovery and return-to-work planning.

The Cancer Coach Program empowers the person who receives the diagnosis through a range of resources to take control of their health care. The Cancer

Caregivers Program equips individuals with the information and skills to best look after a loved one living with cancer.

"At CancerAid, we are transforming the way we provide cancer care following a diagnosis and during treatment. Cancer can be very isolating, so to keep a sense of normalcy, the programs aim to ensure participants feel supported, maintain connections and adopt positive behaviour changes, so they feel like they're in the driver's seat," says CancerAid CEO Dr. Raghav Murali-Ganesh.

Dr. Murali-Ganesh says that with the COVID-19 pandemic, doctors had to rethink their consultations and treat patients remotely, which is where digital health stepped in.

"I think if the pandemic has taught us anything, it's that we can reliably use technology and more than that, we can optimise it so that people impacted by cancer are not left feeling isolated from friends, family, colleagues and their support network."

Understanding the impact this can have on a patient and their community, CancerAid's Coach Program strives to improve cancer care outcomes. Remarkably, its participants are 73% more

likely to return to work than those without access to the same support.

"The concept of the CancerAid programs were refreshing and the positive results were already having a ripple effect through Your Association where the program has already been trialed," PANSW President Kevin Morton said.

"Statistically, we are all likely to be touched by cancer during our working life, whether it's ourselves, our family or colleagues. It's important for many of us to keep going, to keep working, to keep connected and to feel in control."

"The health and welfare of our members is our top priority, which is why we are proud to be there when our people need us most. Services like CancerAid allow us to be that pillar of support during the most difficult times in our members' lives."

The CancerAid Programs are now available to all members and their immediate families via a referral from PANSW or your local Branch Welfare Officer.

To register to access the program, please contact PANSW Member Support Coordinator Ian Johnstone via ian.johnstone@pansw.org.au or visit the PANSW website's Member Benefits page.



PAUL QUIGG WITH HIS BUSH-TO-POST STUDENTS, FORMING AN HONOUR GUARD AT THE SCG

Bush To Posts comes to the SCG

■ Through the Central North Police District's Bush to Posts program, students living in outback NSW realised their dream of watching the Sydney Roosters in action at the hallowed Sydney Cricket Ground.

A group of Lightning Ridge Central School students was rewarded for their efforts in and away from the classroom when they attended a live NRL match at the Roosters' home ground on Thursday 4 August 2022. The students formed the guard of honour as their heroes ran out onto the famous turf and had the chance to meet the squad members before the game.

Bush to posts

The Bush to Posts program was the brainchild of Central North Police District Detective Inspector Paul Quigg. 'Quiggy' and Sergeant Mark Pitt (formerly of Brewarrina Police Station) began the program to incentivise local kids to remain engaged at school through their love of rugby league.

Detective Inspector Quigg touched base with Easts' legend Anthony Minichiello, with whom he had an association as a former trainer of the Italian Rugby League team. Together, they worked to form a partnership between the Central North Police District and the Roosters.

"We wanted to give these kids an opportunity to come down to a game while teaching them the benefits of school at-

tendance and making the right decisions in life," Paul says.

"These kids do it tough. Unfortunately, some have no one to care for them or only one parent. Often their diet and nutrition are not the best. They struggle with their mental health and education while living and attending school in these remote outback communities.

"We came up with the idea of the Bush to Posts program so we could help mentor these students to build brighter futures by trying to guide them to finish their secondary education. We want to put them in the best position to find a career after school".

School's in session

The results have been overwhelmingly positive since the program began. A bus full of students made their way from Lightning Ridge to Sydney to enjoy the bright lights and theatre of the NRL.

The excitement on the kids' faces during the trip said it all to the staff involved in the Central North Police District Bush to Posts program. For many, it is the first time they've been over the Blue Mountains, let alone to Sydney.

"A lot of the kids don't like going to school and doing their schoolwork, so this program gave them something to strive towards," Paul says,

"Like emergency services in these remote communities, teachers do the hard yards due to a lack of staff. Many classes are combined, so it can be challenging

for these children to have a good education. Thanks to this program, the kids have been doing their homework and attending class.

"Once they start doing their homework, they quickly realise that it needs to be done to put them in a position to succeed in life. The students' attitudes, manners and interactions with the school teachers have come ahead in leaps and bounds."

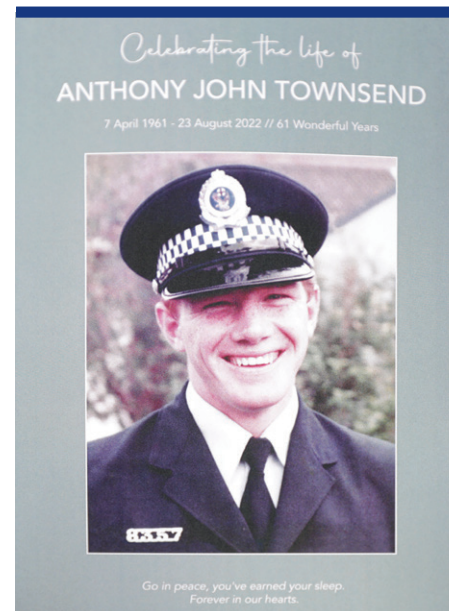
A success story

One of the success stories from the program is Quintin Bolton. The self-confessed Chooks' fanatic emulates Captain and fullback James Tedesco when he takes to the field for the Lightning Ridge Redbacks.

The 14-year-old Gamillaraay boy said the hard work he put in at school was worth it as he witnessed his beloved Tricolours claim a 34-16 win over the Brisbane Broncos up in the Victor Trumper stand in person at the Sydney Cricket Ground.

"It's been great; the program is run well. I've gotten enjoyment out of it and plenty of learning as well. It was a good feeling when I was told I'd be watching a live game of footy between the Roosters and Broncos".

The Roosters have kindly offered to sponsor the Central Police District Bush to Posts program for 2023.



COLLEAGUES, FRIENDS AND FAMILY GATHER AT NEWCASTLE'S MCDONALD JONES STADIUM FOR ANTHONY 'TT' TOWNSEND'S FUNERAL - 1/9/22

Vale Anthony 'Tony' Townsend

■ Chief Inspector Anthony Townsend, fondly known as 'Tony' or 'TT', was farewelled at McDonald Jones Stadium on Thursday 1 September.

The 61-year-old passed away in August after a lengthy battle with cancer.

In an interview with the Newcastle Herald, PANSW Vice President Ian Allwood said Tony was "just loved" - by The Association's members and himself.

"We are just devastated by this sad news. I think he encapsulated the core values of what being a police officer is. That's why people loved him so much."

A bright mind

Tony attested from the Redfern Police Academy in March 1983 and commenced his policing career in General Duties at The Rocks in Sydney before entering police prosecutions.

He continued to study in this field, graduating with a Diploma of Law and a practicing certificate in Law while working within the prosecutions command in the Northern Region until 2001, when he transferred to the Lower Hunter Local Area Command at the rank of Constable.

Heart of community policing

A Hunter local, born and raised in Dungog, TT continued policing within the Hunter and Port Stephens area for the remainder of his career, raising through the ranks at both the Lower Hunter and Port Stephens Commands before they amalgamated in 2018. He was appointed Chief Inspector in 2019 and operated as the Local Emergency

Operations Controller for Dungog Shire.

Vice President Allwood described Tony as a whip-smart country boy who was proud of his heritage.

"His work ethic was second to none. He was a very senior police officer and a true gentleman." He said.

"He spent his entire service operationally. There'd be many times he'd be working at Maitland and I'd say, 'Sir, what time are you going home' and he'd say, 'when the job's done.'"

During his career, Tony was the recipient of various awards that recognized his service including the NSW Police Medal and various associated clasps, an NSW Premier Emergency Award for his work during the Hunter/Central Coast Storm Emergency in 2007, a National Police Service Medal in 2014, and a Commissioner's Unit Citation in 2016.

Influential game changer

Whilst remaining a committed police officer for close to 40 years, 'TT' was also an avid member of the rugby league community.

He was working as a police prosecutor when he made his first-grade debut for the St George Dragons in Round 13, 1985, against the North Sydney Bears at North Sydney Oval - playing seven games that season. He went on to make a further 15 appearances across three seasons before moving closer to home to chase a new dream.

"When I first played for St George, it was after night shift and that's what you used to do," Tony said in a 2017 interview

with the Newcastle Knights.

Tony would go on to pull on the red and blue jersey for the Novocastrian's inaugural team. He took to the field in the Knights' historic introduction in 1988 against the Parramatta Eels, alongside the likes of legends Tony Butterfield, Sam Stewart, David Boyd and Glenn Miller and would play an additional 25 first-grade games.

"It was a great culture... a very exciting time for the town, it had great support and I can look back on some great memories." He said.

Committed to the community

Tony hung up his boots in 1990 to focus on policing, however, remained extremely involved in grassroots programs and youth programs afterward. He served his community as a District Inspector until his passing.

"Tony was an exemplary example of what it meant to be a community leader and role model," Northern Region Commander, Assistant Commissioner Peter McKenna APM said.

"He would always go the extra mile to get the job done for his community.

"He kept his private battles exactly that - private. You would never have been the wiser speaking to Tony, he was the epitome of a gentleman and a professional police officer.

"TT - it's been a privilege and you will be sorely missed by your police family and indeed, the wider Hunter community."



AT THIS YEAR'S PANSW COMMISSIONED OFFICER'S DINNER, 'SHINY' LED A TOAST. WHILE OTHERS DRANK A FINE PORT, PIPED IN, SHINY'S GLASS APPEARS FILLED WITH SPRING WATER.

After 38 years time for family

Sonia Roberts *Police News Contributor*

From meeting Muhammad Ali and other influential figures such as Kerry Packer during the Sydney 2000 Olympic Games to helping guide his Blue Mountains community through multiple bushfires emergencies, weather-related events and the COVID-19 restrictions, Chief Inspector Peter Scheinflug has packed a lot into 38 years of service.

■ Peter, who retired at the end of July, joined the NSW Police Force in October 1983. He began his career working at Fairfield and Cabramatta Police Stations. He was also attached to Highway Patrol, Internal Affairs, a Commissioner's Task Force, Mt Druitt, Police Communications and the Blue Mountains Police Area Command. He was stationed in the Blue Mountains for 14 years.

The man fondly known as 'Shiny' credits his family, friends and colleagues for going out of their way to make the march out day a special one for him and a true celebration of his service to NSW.

"At the moment I am still adjusting to the quietness of my world after handing back the on-call phone. As I was on a contract, the end date was always known. There are no regrets as I had always intended to retire at 60. The only uncertainty was the body. Like most people on the frontline, I have quite a few injuries that flare up regularly with age. There will be a few minor running

repairs made in the coming months."

"Working during the COVID-19 restrictions of 2020 and 2021 was interesting as, when you sit back and think on it, we were living through history. Most people did the right thing for the greater good – however work was different and at times less frantic.

"One of the things I put this down to is the limitations on movement during this time and its impacts on the tourism sector which plays a large role in the local economy.

"I think this helped in starting my adjustment to life after policing. Time felt like it went quicker than normal.

"Retirement was 12 months away, then 6 months away, then a couple of weeks. My last operational shift was an uneventful Saturday night; it was a strange feeling at the end of the shift.

"I never 'counted down' the days until retirement but everyone around me seemed to have a countdown running of some kind."

When it came time to think about retiring, 'Shiny' believed research and remaining connected were two of the most important things to think about. Even if you only had a rough plan, it placed you in a better position to respond to any unexpected challenges.

"It is important to accept that, at times, retirement or disengagement can be a process. Don't be shy about asking the Police Association for guidance.

"Some people try to map out their lives in minute detail, and if that is you, great. It's not my style, I have things that I want to do but it is not 'make or break'.

"I have applied to become an Associate Member of the PANSW and I am also joining the Retired & Former Police Association as it is important to stay in touch and catch up with former colleagues."

In the weeks and months ahead, Peter will be spending time with family along with planning some domestic and overseas travel.



Law Enforcement Torch Run NSW Turns 20

Sonia Roberts Police News Contributor

■ A request to “take a look at a file” was the starting point for a group of now retired police officers to begin one of the NSWPF’s largest community engagement initiatives.

Among the group is former Detective Inspector Alan Keane, who retired from NSW Police in 2005 after 25 years of service. He is currently the President of the Law Enforcement Torch Run NSW - one of many officers who continue to be a part of LETR after they hung up the badge.

LETR is a worldwide police charity that operates the largest and most active community engagement initiative in global policing today. In Australia, the program funds much of the week-to-week activities of the local Special Olympics clubs in the community – allowing people living with an intellectual disability to get involved in sports and organised competition. This year is the 20th anniversary of the LETR in NSW.

Alan first became involved in LETR in 2002 when then Assistant Commissioner Chris Evans placed a file on his desk and asked him to “have a look at it”.

“It was a request from Special Olympics Australia for police to conduct a Torch Run in support of their National Games being held in Sydney. Plans were made for Torch Runs from Wagga to Sydney, including taking the Torch

into the Opening Ceremony at the old Entertainment Centre near Chinatown.”

It was a week like no other. The on-road team for the first LETR encountered many challenges, with then Inspector Keane having to arrest a man for Offensive Behaviour as the LETR passed through Bateman’s Bay. Then Commissioner Ken Moroney received the Torch (a symbol of the support law enforcement has for the Special Olympics and its athletes) from the then Water Police at Darling Harbour on the evening of the Opening Ceremony of the 2002 National Games and walked in with athletes to light the cauldron.

After the event, work began on formalising NSW Police support for Special Olympics and LETR. Alan enlisted help from former Detective Inspector Steve O’Grady and then Senior Constable (now Inspector) Ben Macfarlane. Along with Detective Superintendent Scott Whyte (formerly of Counter Terrorism & Special Tactics Command) and Sergeant Don Stuart (both retired), all remain involved with LETR.

Alan continued his work with LETR as the organisation’s most successful business model involved a mix of serving and former officers. In time, he took on more administrative duties within LETR NSW while former Detective Superintendent Scott Whyte worked within NSW Police

to ensure continued support.

“Don Stuart and I took over the fund-raising strategies and we began introducing the new recruits at Goulburn to the LETR concept and the benefits of Special Olympics.

“We began a formal ‘workplace giving’ system within NSWPF that enabled funding to continue so that it could be directed to various Special Olympics projects around NSW.”

Scott has gone on to be the current Chair of LETR International. He occupies that position as a result of his experiences with LETR in NSW and Australia and his ability to think and act strategically.

Through direct fundraising and value in kind from NSW Police, Alan estimated that LETR in NSW is responsible for more than \$2 million in funding. The value in kind support included support from specialist units, police attendance and resource allocation.

To get involved with LETR in NSW, leave a message through the group’s Facebook page (search for @letrnsw) or contact Torch Run Co-ordinator Inspector Tina Davies via davi1tin@police.nsw.gov.au.

CAPTION: NSWPF COP KAREN WEBB PRESENTED A \$60,000 CHEQUE TO TONY MOORE, CHAIRMAN OF THE SPECIAL OLYMPICS NSW. IN TWO YEARS, OFFICERS FROM ACROSS THE STATE, INCLUDING RECRUITS AT THE NSWPF ACADEMY IN GOULBURN, HAVE DONATED ALMOST \$200,000 TO SUPPORT THIS INITIATIVE. THE FUNDS RAISED WILL HELP SEND A TEAM OF ATHLETES TO THE NATIONAL GAMES IN LAUNCESTON IN OCTOBER. PHOTO CREDIT: NSWPF.

City Vs Country: A tale of two traffic cops

Mick Timms PANSW Contributor

Two well deserved retirements, both Traffic & Highway Patrol Officers, one country, one city.

■ On 31 March 1980, they stood on the same parade ground as part of Class 166. One became a country highway patrol officer responsible for keeping regional roads safe. The other was a city traffic specialist who kept Sydney moving. Then, 43 years later, having both attained the rank of Senior Sergeant, it was time for the community to say thanks for a job well done.

Hardcore Country: Retirement of Senior Sergeant Brett Davies, Tamworth Highway Patrol

On 22 July 2022, Senior Sergeant Brett Davies marched out of Tamworth Police Station, capping off a career spanning 43 years for the veteran Highway Patrol officer. The occasion was covered by local media.

“Some long-time colleagues encouraged me to do the march out and I’m glad I did,” He told *PANSW Police News*. The Junior Trainee system had not long replaced Police Cadets when Brett started with NSWPF in May 1979. As a Junior Trainee, he worked at the Crime Investigation Unit. His initial training commenced in January 1980.

On 1 April 1980, the day after his attestation, the Probationary Constable reported for duty at Waverley Police Station. “The fact I started on April Fools Day wasn’t lost on me,” He says.

The country calls

North Sydney Highway Patrol was his next move and in 1984, he made what proved to be a one-way trip to Tamworth. “I was initially stationed at Tamworth Highway Patrol until 1999,” Brett says. He then transferred to Tamworth VKG where he worked for five years, before returning to the Highway Patrol in 2003. He remained there until his last day of service, some 38 years after arriving in the regional city. Asked as to how he managed to spend



so many years in the place, Brett spoke of the nature of his duties. “The way highway patrol operated allowed me to spend a lot of time working out of town, as well as doing operations and trips away,” He says.

Putting down roots

Brett agreed it also helped that “passing trade” made up so much of a country highway patrol officer’s customer base. But there was a moment when he feared his time at Tamworth could have ended. “At one stage, the Police Force wanted experienced officers to move back to Sydney and forced transfers were discussed,” He recalls. “Some country police elected to go to the metro, but others stayed, and the talk of forced transfers subsided.” But the country lifestyle wasn’t the only

reason Brett wanted to stay in Tamworth. “I met Kath in Tamworth, and we married in 1986,” He says, “We have three children and 12 grandchildren”.

Back on the road again

After nearly four decades in Tamworth, *PANSW Police News* asked if there are plans to move elsewhere. Brett says having his children and grandchildren in town is front of mind. “Our kids have great jobs and are well established in Tamworth. We’re happy to be here to help them however we can,” “If they were ever to move, Kath and I would have to consider whether we stay or go.” In the meantime, the couple is looking at doing some travelling.



City Traffic: Retirement of Senior Sergeant Stewart Lockrey APM, Transport Management Centre

On 5 August 2022, the curtain came down on the 43-year career of Senior Sergeant Stewart Lockrey APM when he marched out in front of family and colleagues. Reflecting the esteem in which he is held across agencies, the march out took place at the Transport Management Centre (TMC). Stewart’s time with NSW Police Force began as a Junior Trainee in January 1979. He worked at locations including Eastwood, Burwood, and the analogue-era Fingerprints Branch. As he approached his 19th birthday, Stewart entered initial training and was attested on 31st March 1980. He spent several

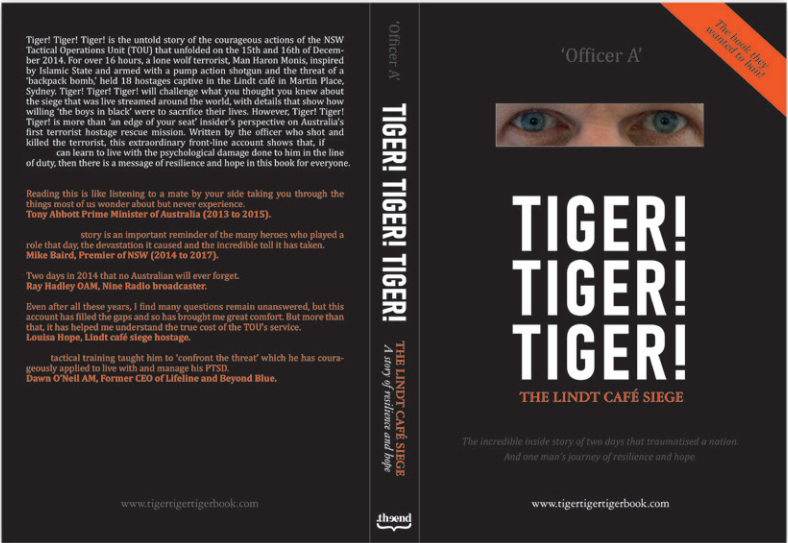
years working at inner metropolitan police stations. During a stint at the Police Transport Unit, he found himself in Bathurst in the motorcycle riot era and the Belanglo State Forest as part of the backpacker murder investigations. By that stage, Stewart was an Operation Support Group operative and team leader. He started Traffic Services duties in 1998, taking on the critical role of City Central Traffic Sergeant. “Over 16 years as Traffic Sergeant, I worked countless hallmark events including New Year’s Eve, Australia Day, Chinese New Year Parade, Mardi Gras Parade, St. Patrick’s Day Parade, Anzac Day March, May Day March, Sydney Half Marathon, City to Surf, and the Sydney Christmas Parade,” He says. “I coordinated hundreds and hundreds

of ‘on street’ events and demonstrations, including the massive protest and march after the start of the 2003 Iraq war, and many large trade union protests in the Sydney CBD.” In 2010, he was awarded the Australian Police Medal. Stewart’s work in training and education is also noteworthy. For 22 years, he lectured at the Traffic Services Course, and his traffic induction of city-based Probationary Constables, including field trips to the TMC in nearby Everleigh, were highly regarded. With such vast experience in traffic management, particularly in the CBD, Stewart was the perfect fit for the role of TMC Police Liaison Officer. In 2013, he won promotion to Senior Sergeant at the TMC at Eveleigh where he remained until retirement.

Passions outside of policing

Away from work, he was a leading football referee and assistant referee and officiated in several National Soccer League Grand Finals and the 2003 FIFA Confederations Cup in Paris. “In 1994 I was nominated by Soccer Australia to the International Governing body FIFA in Zurich, Switzerland to be an Assistant Referee on the International FIFA Assistant Referees panel,” He says. The new retiree plans to resume travelling with his partner Robyn and is looking forward to the wedding of his son Ben later this year. He also hopes to devote more time to his classic performance car hobby.

OPPOSITE PAGE: BRETT DAVIES IS PRESENTED WITH HIS WATCH BY PANSW EXECUTIVE MEMBER – NON-LAC 4 PETER FORAN. ABOVE: SENIOR SERGEANT LOCKREY SIGNS OFF FOR THE LAST TIME.



JOIN THE WAITLIST FOR
'TIGER, TIGER, TIGER' BY VISITING
WWW.TIGERTIGERTIGERBOOK.COM

Tiger! Tiger! Tiger! by Officer A

Ted Bassingthwaight PANSW Life Member

■ We all remember that day when something happened that scared us or worried us as we wondered how that could have happened on our safe, comfortable little island. There is no denying the long-lasting effect and deep trauma that these calamitous events have on our collective psyche. For some, it may have been the Thredbo landslide on 30 July 1997, while for others the destruction caused by the 1989 Newcastle earthquake triggers anxious thoughts each anniversary of that day.

For many Sydneysiders and the wider Australian community, 15-16 December 2014 are dates we will never forget. The fog of mental illness disguised as a deluded brand of religious terrorism left an indelible stain on the city, a small band of unsuspecting innocents and many first responders. The Lindt Café Siege should not have happened if the criminal justice system had worked as it should have and we as a society had been better prepared to catch madness of the kind that inflicted Man Haron Monis before he fell through the cracks in the health and justice system.

Tiger! Tiger! Tiger! by the anonymous Officer A is a memoir of his service as an NSW police officer working General Duties in the racial melting pot of inner western Sydney through to his appoint-

ment as a Tactical Operations Unit (TOU) operative some four years into his service. This book is a very blunt retelling of some of the experiences that Officer A had in GD's and plain clothes. It details the incredible mental and physical effort he had to endure to eventually pass the gruelling TOU course.

For serving police, there are no surprises in this book as all would have experienced similar moments of boredom, fear, despair and the thrill of the adrenaline rush. But for lovers of procedural police true crime, Tiger! Tiger! Tiger! is a fresh, exciting, appetite-whetting roller-coaster of the best and very worst situations police experience.

Officer A is a self-described 'sh*t magnet' in the job. An epithet he embraced throughout his career leading the way into a multitude of dangerous jobs that, but for his skill, determination and the teamwork of others, may have ended differently. The rollicking retelling of the officer's involvement in the hunt and capture of the murderer Malcolm John Naden reveals just how dangerous and laborious police work can be.

The story climaxes with the TOU's involvement at the Lindt Café Siege in the heart of Sydney CBD. There has been a plethora of journalistic writing and high and mighty opinion written about this

tragic event. But until now, there may not have been such a deep insider version of what actually happened throughout the siege.

Officer A and his TOU colleagues were the Alpha, or primary arrest team, who were the first line of surveillance at the scene, rescuing and supporting those innocent captives we all saw flee the café in a panic. The reader is positioned at the door when, after two days and a murderous action by the hostage-taker, the command 'Tiger Tiger Tiger' is given.

Sadly, the next 60 seconds shaped the outcome of Officer A's police career and that of some of his TOU brothers. What happened that day to survivors and victims and subsequently to the officer is difficult to read and understand.

Tiger! Tiger! Tiger! is a very important memoir. For those who risk their lives to save others as first responders or specialists, it may be challenging to read. But it is worth persevering because of the honesty and openness of the narrative. Officer A's story, and that of a multitude of others who served and continue to serve, will resonate in the mind of future practitioners, their families and the community.

For more information on the book's release, visit <https://tigertigertigerbook.com> and join the waitlist.

In conversation with Bob Minns

Sergeant Robert Minns talks with Ted Bassingthwaighte about his outstanding contribution to the culture and life of the Police Association of NSW, and how it felt being honoured with a PANSW Lifetime Membership, number 104.

“I started in 1985 where I went to The Rocks and met Life Member #103 Mick Alders.”

“I was always an activist [even when] I left the City and went to Nowra, went to Berry... My father was a military man but when he left the military, he was a union man. He would take me to protests... where it was all about the workers.”

“Sometimes you’ve got to march and sometimes you’ve got to take the consequences of that march. I know people focus on the bad, but I still saw the good in that, when we marched in front of Parliament for our rights.”

“If a boss makes a change without consulting, I take offence to that. You’ve got to consult the troops and take ownership and you’ve got to give us [The PANSW] a chance to be involved.”



“I’ve always had a determination to do what was right for the members. I thought it was an honour for a member to come to me and ask for help. A lot of times I’d take their problem on and make it my problem and that I supported them

from start to finish.”

“You ask ‘what does The Association mean to us?’ I say we are The Association. It’s not Head Office, it’s not the Executive, it’s all of us. We’re a powerful group of people when we are together.”

“If you have a situation [that is] deeply felt, widely felt and winnable...sometimes you have to take on the unwinnable too because that member will talk to another member and say ‘this is what they did for me’.



For an extended video of Bob Minns talking to Ted Bassingthwaighte, click this QR code. (length 8:46)

DOWN

- 1) T.O.U. (8,10,4)
- 2) This year’s All Saints Day coincides with what herd of horses (9,3)
- 3) Reflecting light, typically clean and polished (5)
- 4) A diagrammatic representation of an area with physical features (3)
- 5) Younger boomers (11)
- 7) Bomb and Rescue Squad wear what colour overalls (5)
- 8) Australia’s highest bravery decoration (5,2,6)
- 10) Collective noun for Cobras (6)
- 11) Baynes, Bradstreet, Gregson, Lestrade were assisted by which fictional character? (8,6)
- 14) Destination of the Wall To Wall Ride (8)
- 16) A big data breach (5)

ACROSS

- 3) Name of dog rescued by Sergeant Amanda Vidler (6)
- 6) A scheme used to defraud investors (5)
- 9) Musical played at Police Memorials and Funerals (10) (*see opposite QR code for tune)
- 12) Elizabeth Alexandra Mary Windsor is buried where? (7,6)
- 13) Portuguese fortified wine (4)
- 15) Test taken prior to promotions (4)
- 17) A board game illustrating the vicissitudes of life (6,3,7)
- 18) The National Police Memorial is located in ACT, but where? (6)
- 19) Number nine in rugby league (6)

Meal-break crossword



SCAN QR CODE FOR MUSICAL CLUE, 9 ACROSS

