



SUMMER 2024

POLICE UNION JOURNAL

BLUE CHRISTMAS



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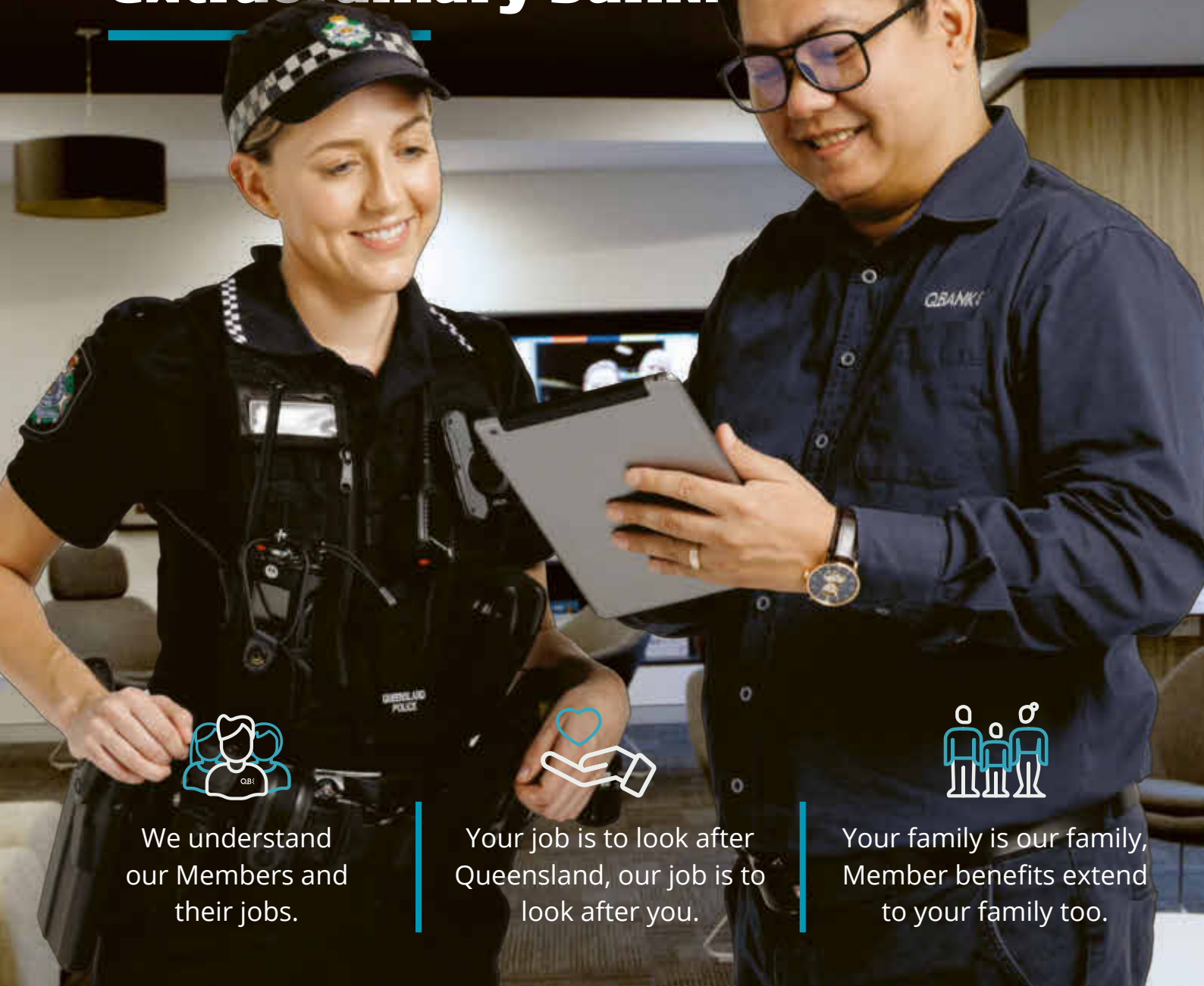
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COVER STORY

RECRUITMENT BOOM AND DELIVERY

The last graduation ceremony at the Oxley Police Academy for 2024 on December 11 was a genuine Christmas gift to reinforce the frontline with new energy and numbers as Queensland rolls into the festive season.

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SHANE PRIOR

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IN THE NEXT FEW WEEKS THE QPU WILL BEGIN THE FORMAL PROCESS OF INITIATING NEGOTIATIONS WITH THE QPS FOR A NEW PAY DEAL TO TAKE OUR MEMBERS THROUGH UNTIL 2028.

SUMMER 2024

It is now crucial for every member to let the QPU hear your voice. In these discussions the QPU Executive and the EB negotiation team led by myself need to be aware of the brutal truths to establish what kind of pay deal would reward police for the work we do and the extra duties expected of us from Government and the community.

At the end of November, I distributed an ENews to all members asking for input through an electronic survey. I want you to be candid in your responses but also understand that the needs and perspectives of our diverse membership must be taken into account, so every member of the Queensland Police Union feels valued and acknowledged.

Rather than focusing solely on specific allowances for individual units I urge you to consider the collective benefit of ensuring that as many QPU members as possible receive a well deserved pay boost.

Recently our colleagues in New South Wales through advocacy from their Police Association negotiated a deal that could set some national benchmarks in terms of leadership retention payments, Field Training Officer Allowances, and increased shift allowances and superannuation benefits. These are all ingredients that could be considered.

EB-11 will shape the future of our working lives for the next four years. It's in your interest and the interests of every QPU member to contribute your input and not go unheard.

Future updates will be delivered by ENews and through the QPU Journal however I have also established an EB specific email for members to submit additional information on Enterprise Bargaining eb@qpu.asn.au

DOMESTIC AND FAMILY VIOLENCE REFORM

Currently first response police are called to around 525 DFV classified incidents a day across Queensland and the trend is continuing to increase. This confirms that current approaches are failing to adequately protect victims and change perpetrator behaviours.

The QPU, in its commitment to both our members and the community, proposes a bold solution: the creation of a standalone offence of 'committing domestic violence' within the Domestic and Family Violence Protection Act. This reform, aligned with recommendations from past taskforces and inquiries, aims to streamline the legal response to DFV by removing the reliance on Domestic Violence Orders (DVOs) as a prerequisite for prosecution.

Addressing the Shortcomings of the Current System

The current DVO-centric system presents numerous challenges:

- **Delayed Protection:** Victims are often subjected to violence before a DVO can be obtained and served, leaving them vulnerable during critical periods.
- **Onerous Administrative Burden:** The process of applying for and enforcing DVOs places a significant burden on police,

victims, and the courts. This bureaucracy diverts valuable police resources away from proactive policing and responding to other community needs.

- **Focus on Orders, Not Behaviour Change:** The current system lacks effective mechanisms to address the root causes of DFV and promote long-term behaviour change in perpetrators.
- **Limited Professional Intervention:** Referrals to support services often require consent, hindering early intervention and comprehensive support for victims and perpetrators.
- **Mismatched Roles:** Police officers are not trained social workers or counsellors. Their primary role should be to respond to emergencies, investigate criminal offences, and apprehend offenders.

The Benefits of a Standalone Offence

A standalone offence offers a more effective and efficient approach to addressing DFV:

- **Immediate Legal Protection:** Victims would be protected from the moment the offence is committed, eliminating delays associated with obtaining DVOs.
- **Reduced Administrative Burden:** Streamlined legal processes would free up significant police time, allowing for increased proactive policing and responsiveness to other community needs.
- **Clearer Focus on Criminal Behaviour:** A standalone offence directly criminalises DFV, sending a strong message that such behaviour is unacceptable and will be met with swift legal consequences.
- **Enhanced Enforcement Mechanisms:** The proposed reform includes provisions for weapons licensing restrictions, extended protection orders, and stronger arrest and bail conditions, ensuring greater

protection for victims and accountability for perpetrators.

- **Empowering Police:** By reducing administrative burdens and clarifying their role in DFV response, this reform empowers police officers to focus on their core duties of protecting the community and enforcing the law.

Real Time Road Side Orders

The QPU is also pushing for a system similar to the Tasmanian model, where police will be able to issue an order at the scene which has immediate force. The respondent will then have to elect to contest or challenge that order within 28 days by applying to the courts; otherwise the order will remain in force for 12 months.

These orders would be in addition to the use of bail conditions which would be used where an offender is arrested for the stand alone DFV offence. The standard of proof for making an order would remain on the balance of probabilities.

The use of Body Worn Footage as the evidence in chief of victims and witnesses would also be permitted. This should greatly reduce the current red tape and paperwork load on police. It would mean a brief of evidence is only required if an order is contested, as opposed to the current process; and that brief would not require affidavits to be obtained where the BWC footage covers the relevant evidence to be relied upon.

Breaking the Cycle of Violence

The QPU's proposal goes beyond simply creating a new offence. It includes key measures to break the cycle of violence:

- **Early Intervention:** Police would be empowered to proactively intervene in situations where DFV is suspected, even without sufficient evidence for immediate charges, through the use of Police Protection Directions.
- **Automatic Referrals:** Mandatory referrals to support services would ensure that victims and perpetrators receive timely

and appropriate assistance, addressing underlying issues and promoting long-term behaviour change.

- **No-Contest Plea:** This option allows perpetrators to engage in intervention programs without a formal conviction, providing an incentive for rehabilitation and reducing re-offending.

Supporting Police and Protecting the Community

The proposed reforms are not only about improving the legal response to DFV, but also about supporting police officers and ensuring they have the resources and tools to effectively serve and protect the community.

By streamlining processes, reducing administrative burdens, and clarifying roles, these reforms empower police to focus on their core duties and better address the diverse needs of the community.

The QPU believes that a standalone DFV offence, coupled with the supporting measures outlined here in this article, represents a critical step towards a safer Queensland. By working together, we can enhance victim safety, hold perpetrators accountable, and break the cycle of domestic and family violence.

DV Commissioner and the DV Sector

The QPU also believes the time has come for an independent DV Commissioner to be established. That Commissioner would not only advocate on behalf of the DV Sector and the good work it is capable of, but would also be responsible for identifying resources needed in each geographical area, and be an impartial arbiter for allocating funds to the entities best placed to provide the support, intervention and referral services required. The politics has to be taken out of DFV funding. The sector are the experts, they're the professionals we as a community rely on. They are the key factor that will effectively break the cycle.

SALARY SACRIFICE

During November I launched the national campaign for improved salary sacrificing options for police in conjunction with the Police Federation of Australia.

The QPU was not only the first of the national jurisdictions to promote this concept but also the first to receive significant media attention and community support for the concept.

The proposal we have put to the Federal Government has three elements to it:

1. **Fringe Benefits Tax.** The creation of an FBT concession for all QPU members to receive up to \$17,000 that can be used to offset mortgages so police can afford to buy into an area close to where they work. This benefit is already available to state employed hospital staff and ambulance employees.
2. **Blue Card Benefits.** The introduction of a card similar to the system for Australian Defence Personnel to cover medical and allied health costs/treatments.
3. **Superannuation access.** The ability for QPU Members to access their superannuation entitlements at 55 years of age to reflect the significant impact decades of service can have on an officer physically and mentally to enable them to retire with dignity.

While these proposals have validity for police, the Federal Government is going to take some convincing. Therefore the campaign has a prominent advocacy element that started in the Logan electorate of the Federal Treasurer Jim Chalmers. A large truck mounted electronic billboard circulated his office and surrounding streets highlighting the need for salary sacrificing to be extended to police.

The program was also expanded to the neighbouring electorate of LNP member Bert Van Manen. From the phone calls I received from staff representing both politicians I can



guarantee these billboards were noticed and prompted discussions from their constituents.



Each State Police Union & Association will further roll out their own events with the PFA between now and the Federal election.

Our people are on the frontline in Australia every day, they are asked to risk their lives every shift. They don't get chauffeur driven cars, airline upgrades, tickets to corporate boxes and a whole range of perks like politicians expect.

If a police officer can salary sacrifice for a family home close to where they work they are likely to stay there for decades or their entire career. We cannot have police squeezed out of a community because they cannot afford to live there.

The precedent is there for the benefits to be applied, it's time the Federal Government used the levers available to help us retain

experienced police and give those starting out in this noble career an opportunity to see the advantage of staying long term and developing a significant asset for their service.

BORDERTOWN

Recently I headed for Goondiwindi to discuss a number of issues with our hardworking members at this important border town only on arrival to find the General Duties crews were all across the border in Boggabilla working with their New South Wales colleagues.

The QPS crew were following up on a break and enter that occurred in Queensland earlier in the day and intel took them on a strong lead across into New South Wales. A victim's car was recovered along with some property they were very thankful to get back.



During my discussions with officers from both states it was revealed the New South Wales staffing levels are below what they should be and they're regularly calling on the QPS

for support. Police will always help each other out but our members cannot be the full time back up plan to fill another state's shortfalls.

There's bound to be dialogue between the Cross Border Commissioner's from both States to make this a significant item where they can achieve some results.

RETIREMENT

It's called the golden years for a reason, an opportunity to slow the pace after sometimes decades of intensity and endless shiftwork. Retirement should be the time to enjoy the proceeds of hard work, significant superannuation and a life free of occupational anxiety.

Unfortunately, I continue to see former members posting erratic and disturbing messages online that obviously give away how long they've been out of the job but also their inability to cope with no longer being 'in the know'. Reading these rants just makes me feel sad that a former officer no matter what their previous rank has no other outlet or believes people are interested.

Disturbingly some former members are also struggling after impulse buying when their superannuation dollars hit their account.

This lack of financial planning and unpredictable behaviour is perhaps something the QPU in conjunction with the QPS needs to look at to assist police who have done their time to adjust, stay calm and enjoy a well earned, peaceful and secure retirement.

While we contemplate ways we can formally assist those retiring, can I ask that if you know of someone struggling you check in and let them know there are counselling services available for immediate help.

BRANCH OFFICIALS

Our local QPU Branch Officials are the true backbone of our organisation and they are the ones who really 'value add' when it comes to assisting members with their initial inquiries.



Their commitment is something all members should respect as they do it for no additional money and it does slice into their valuable personal time. They will all say they do it because helping others is what's in their DNA. If you get a chance say hello to your local QPU branch reps because it's through them most of the assistance flows and information sharing begins.

FESTIVE SEASON

As we gear up to work through the Christmas and New Year holidays, I want to take a moment to express my deepest gratitude to each and every one of you. While the rest of Queensland gets to enjoy this festive season with their loved ones, police are out there keeping our communities safe.

Your dedication and sacrifice do not go unnoticed. Your hard work and commitment to serving and protecting others exemplify the true spirit of this season. We all play a vital role in ensuring that our fellow Queenslanders can celebrate safely and yes, I will probably have the uniform on doing a few shifts in support.

So, here's to you, our brave and selfless officers. Thank you for your service and for being the shining light in our community during this special time of year. Stay safe out there, and may any hours you do get away from shift be filled with moments of joy and gratitude. You are truly appreciated.





ANDY WILLIAMS

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I CONGRATULATE THE PREMIER DAVID CRISAFULLI ON THE ELECTION OF HIS GOVERNMENT AND WELCOME THE NEW POLICE MINISTER DAN PURDIE TO HIS ROLE.

I also thank the outgoing Minister Mark Ryan, the longest serving Police Minister Queensland has had. I thank him for listening after the death of Jack Beasley in Surfers Paradise in 2019 when I pointed out current laws were not fit for purpose, and an RBT style law allowing random metal detection was a solution.

His willingness to see and fight for this vision, resulted in laws which have been enthusiastically endorsed by the community.

DOMESTIC VIOLENCE

The QPU has met with the new Government and put forward DFV proposals that provide a criminal offence of 'commit domestic violence' that will allow police to prosecute offenders in the first instance. They also allow for police to issue DFV orders without the need for a court appearance.

I believe this will dramatically reduce the amount of paperwork for police. Currently penalties for the perpetrators are often less than the lowest of speeding fines. We need the ability to divert offenders into a program to try to address the underlying causes.

A monetary fine that serves to punish the family is not an appropriate strategy. I would like to see first time offenders diverted to programs that address the underlying issues, rather than a monetary fine that can put another layer of stress on the family unit. The QPU also wants funding to be increased to support services to assist both victims and offenders.

OVERWORK

As I write this article there are currently 163 un-resourced jobs within the Logan District. There are significant vacancies in the frontline General Duties rosters to attend to these jobs.

At times Logan District is handling 30% of the outstanding calls for service within the state. Yet there appears to be no strategy from the QPS to deal with these issues.

The South East Region as a whole accounts for 10% of the states work from calls for service. Logan has significant complexity in their calls, and the Gold Coast has one of the most demanding events profiles in the state.

I had hoped that SDRP would address these issues in Logan and highlight the need for even more resources than were given. The fact that just a year on, un-resourced calls for service are so high, goes to show the need for immediate policing resources.

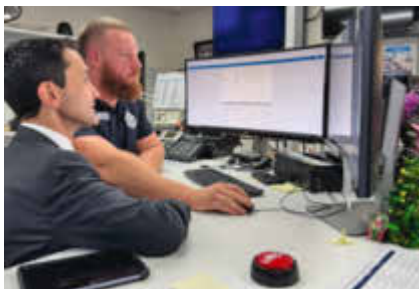
You cannot blame those who finish their tenure for leaving the District, especially when they do the Qlite test and see that neighbouring Districts have more resources and less jobs.

The service needs to urgently address the psychosocial hazards associated with the massive outstanding workload. Whilst the entire state would benefit from changing DFV laws, Logan would have to be the one that benefits most.

In what I would suggest is a first, the Premier himself attended Logan Central Station with Shane and I during a Thursday afternoon in

November. Not with the media for a PR opportunity, but to speak to the crews about the workload they are enduring.

I thank the Premier for attending, and I know that his experience would have reinforced the extreme number of outstanding calls for service and the need for reform.



GOVERNMENT AGENCIES

The QPS has become the dumping ground for every other Government Departments obligations and failures. As such those agencies are using the police to save money in their own budgets or to cover their inability or lack of intestinal fortitude to act.

Much was made of the public order issues at Burleigh and significant police resources have been allocated to the symptoms of good order. The vast majority of premises in this area operate on subsidiary on premises licences. This means that alcohol is a supplementary to the main course of business.

In other words, you would expect a restaurant would make far more money from the sale of food than alcohol. Because of this, the environmental impacts (ie traffic, public drunkenness etc) are deemed to be far lower than a hotel licence.

A restaurant would certainly have no need for a large number of beer on tap options nor have a large outdoor bar section. Those who drink at the location are expected to consume a meal and all service of alcohol should end one hour after the kitchen closes.

The primary agency is the Office of Liquor and Gaming, they are responsible for enforcement of these premises. They are, however, highly risk adverse when it comes to taking action. A law left unenforced is worthless, and we see the effects of that non-enforcement every weekend.

However the OLGR don't cop the consequences, they are felt by the community, both in the reduction of service (police reallocated to public order calls for service) and the actions of the members of the public who attend these premises.

Importantly making Burleigh an Safe Night Precinct (SNP) will only serve to reward the rogue licensees, who will gain extra hours of trade (without the need for ID scanners).

We also need to address our relationship with QAS. It seems their only Workplace Health and Safety mitigation strategy is to call police.

Regardless of the degree of risk (from a sedated patient to a 11 year old drunk child). They don't provide their own security, so they use police as a free service. I heard of a job where a woman had broken her leg in a fall. QAS would not attend because they had previously had dealings with her 14 year old son and he was 'heightened'.

QAS refused to attend this call and there were no police available so she lay injured on the floor for nearly two hours. Police were briefly able to call past and assess the scene. The child was fine, but clearly distressed about his mother.

Again, QAS refused to rely on the intel provided, and insisted on only attending with police. The risk attitude of QAS is one for themselves, but I wonder if they had to pay for their own

security if it would be pushed up a couple of notches.

Finally, our colleagues in New South Wales have/are (as I write this) about to vote on a new EB which will achieve significant pay rises for them.

As we look towards 2025, an EB year for us in Queensland, the newly elected Government no doubt remembers that their leader staked his future on reducing the number of victims of crime. With 7,000 police vacancies along the eastern side of the country, he will be spectacularly unsuccessful (and if true to his word out of a job) if he does not have the police to do the job.

Making sure that our members have the best pay and conditions in the country goes a long way to achieve this. It also allows us to continue to recruit experienced police from other jurisdictions.

With most policing agencies now allowing an easy transition for ranks under sergeant, policing allows for more flexibility to shift across states than ever before. That's before you consider the demand from other government and private agencies, who value policing experience and are prepared to pay for it.

SORROW

Vale Constable Mitch Spencer, it was tragic to hear of his passing. Mitch had only just begun his career in the service. I don't pretend to understand his pain. It also feels so empty to ask you to reach out if you are in need. I wish I knew what worked...

FESTIVE SEASON

Well here we are again, the end of another year. I hope that you find time to enjoy Christmas with your families and most importantly stay safe! As always, I am available to address any issues you may have!



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WELL, SO MUCH HAS HAPPENED AND SO MUCH HAS CHANGED SINCE THE LAST QPU JOURNAL.

Farewell to Premier Miles and the Labor government and welcome Premier Crisafulli and the LNP.

It is a sad goodbye to our previous Police Minister Mark Ryan, who was a very good friend to Police in rural, remote and isolated Queensland.

Mr Ryan would always make contact when he was in the northern part of the State to discuss the issues of our members.

If there was something that he could assist with, he would most definitely do it. Thanks Mark for all that you did for Police. It really was appreciated.

I had the pleasure of meeting the new Police Minister Dan Purdie, in Townsville at a meeting with our members from The Townsville police station on November 12.

From our very brief open and frank conversations about the significant issues facing members in rural, remote and isolated Queensland, I think that we are again in good hands and we will see some great benefits and results in the future.

QBANK AND BRANCH OFFICIALS

In early November, QPU President Shane Prior and I hosted a meeting of the Townsville Branch Officials with QBank Relationships Manager Tony Ross and newly appointed QBank CEO Byron Fuller.

The meeting was a flying success with conversation around ways in which QBank and our Branch Officials can provide support to our members. This is a partnership initiative I can see progressing and developing into something really meaningful into the future.



Introductions and discussions with QBank CEO Byron Fuller and Northern Region QPU Branch Officials.

QPU CASUAL VACANCIES

A huge welcome to John Shilton, Bec Bradley, Jarrod Brown, and Jake Lacy who are filling casual vacancies on the QPU Executive Board.

The refreshed, open and transparent board that has been established by Shane Prior is very exhilarating.

Being the longest serving member on the Board now, I can assure you that it is inclusive, transparent, and decisions are made collaboratively. This is exactly how an organisation's Board should operate.



Police Minister Dan Purdie meets the staff at Townsville Station during his first few days in his new role.

There has been quite a lot of vitriol from those that have opted not to read and understand our organisation's rules. There has also been a considerable amount of malicious talk by a few who cannot help themselves but spew animosity at every opportunity.

The QPU Board will no longer accept or tolerate these vexatious and defamatory comments and we will take any actions necessary to stop the defaming of our organisation.

WELCOME

A big welcome to Assistant Commissioner Virginia Nelson who took up the position of Northern Region AC on Monday November 4. I have known Virginia for many years and I am certain that the Northern Region will go ahead in leaps and bounds under her command.

A welcome return to Chief Superintendent Graeme Paine who has taken up the role of District Officer for Townsville District. I again have known and worked alongside Graeme in both Townsville District and Mackay District, and as with Virginia, I can only see our District moving forward.



QPU President Shane Prior, AC Nelson and QPU Northern Regional Rep Peter Thomas meet to discuss the AC's future vision.

THE DOWNRIGHT UGLY

Over the years I have adopted the format for my articles 'The Good', 'The Bad', 'The Ugly' and occasionally had to go further with 'The Downright Ugly'.

This article is going to have just one of these sections: 'The Downright Ugly'.

For anyone that resides outside of the southern part of Queensland we are fully aware of that great vortex called South East Queensland.

The Police Service is not immune to this phenomenon whereby empires are built and those sitting on the thrones in these empires have their egos buoyed by the staffing numbers that report to them within the Organisational Units that they command.

We are fully aware of the significant crime in the northern part of the State, the rampant drug production and trafficking, regular firearm theft from properties, and attempts to gain illegal entry to Australia along our Northern Boarder along with extreme violence occurring at most jobs, yet our FNR Special Emergency Response Team (SERT) is being 'starved out of existence' by vacancies continually going unfilled.

For the public that read this Journal, SERT are the Special Emergency Response Team for the QPS. An elite tactical response team that all police pray to God are just around the corner when special weapons and tactics are required.

It's imperative the vacant SERT positions are filled with qualified officers urgently.



FNR SERT Operators.

Well empire building is well and truly happening in the South East of our state and it is leaving our General Duties, Detectives and Major and Organised Crime Units through Northern Queensland not receiving the specialist tactical support for operationally dangerous situations.

The selection process for SERT is stringent and in the upcoming

group only a very small number will successfully complete the selection course.

It is no surprise that all of the successful course members are being placed in Brisbane where the rosters are already full, whilst SERT FNR is operating with less than half staffing and is again overlooked.

This is totally unacceptable and needs to be addressed as a matter of urgency as it not only unsafe to the community and other police, but extremely unsafe for our SERT Operators that place themselves in extreme risk situations without the correct unit operational number.

I am hoping from discussions held with Police Minister Purdie, CQ, Northern and Far Northern AC's and the involvement of Shane Prior this absurdity will be addressed.

FESTIVE SEASON

Well the silly season is upon us again and for us in the north 'Mango madness' has set in.

With minimal frontline numbers in most areas, with the ever present demands for overtime for the many operations being run, crime scene guards, and hospital guards, I see the possibility that many will not get much time to spend with their significant others, family and loved ones.

To those that will be working over this period a sincere thank you. I am wishing each and every one of you a happy, safe Christmas and New Year.

Some of you may also be aware this is also a farewell from me as this will be my last QPU Journal article...

Following the Palm Island riots in November 2004 I took a very active interest in our Union. In May 2005, I was elected Branch President of the Townsville branch.

In May 2011, I contested the Northern Region Regional Representative position and have successfully held that position through multiple elections until now.



I unfortunately only ever had one shift working with my daughter Jess Foster.

SUMMER 2024



My first QPU Journal article in 2011.

To say that this has been a rollercoaster ride is an understatement.

I have felt humbled and privileged to have sat with families as they have farewelled loved ones; I have felt extremely privileged to have been trusted by Members when dealing with critical incidents, and I have felt honoured to be trusted with requests for personal assistance.

We could have all done without the cyclones and a 'once in a lifetime flood'.

I sincerely thank those that have provided me with personal assistance when dealing with some of the most tragic matters that members could ever experience.

On Monday November 4, I submitted my notification for age retirement that will occur in August 2025. I will be accessing long service leave and recreation leave as of February 7, 2025.

An expression of interest will be forwarded to QPU Branch Officials in the Northern Region to fill a casual vacancy for Northern Region until the position is advertised in the scheduled election cycle.

In my very first QPU Journal article I acknowledge the support of my wife through that first month in July 2011 when the phone rang continuously day and night.

Here we are now just over thirteen years later and we have missed wedding anniversaries, birthdays, a Christmas (critical incident) an Easter (two critical incidents and death of a colleague); and multiple weeks annual leave used for station visits and members needing support.

All of those interruptions came with my darling wife by my side – despite the phone still ringing continually.

I offer my most sincere love and gratitude for the support that Rell has given me through those years. It has now just become habit that if the phone rings and I'm required to go

for a matter I have a coffee waiting for me and the question "how many nights will I pack the bag for?"

I sincerely thank you Rell for your unwavering love and support.



Relle has been my constant companion and strongest supporter during my time as a QPU Representative.

To each and every one of you, I thank you for your support over the years.

I don't do send offs, farewells or morning teas and you won't see me back as a Special Constable or PSO; so this is my farewell.

So in my retirement it will be caravanning, car shows, grandchildren and family, gardening, car restoration, holidays, holidays and more holidays all with my darling wife. If you see me around say hello.



Car shows are a great passion of mine and there will be plenty of time to polish & buff during retirement.



The 'Thomas' caravan rig! Coming to a site across North Queensland soon.



My new retirement restoration project.

In closing: look after yourselves and each other, take time for your families; attend your next QPU branch meeting; and don't forget: no union rep = no interview.



4010829 Papa Tango

Booking off and termination of duty.

Sometimes our protectors
need protecting...

for a fair and just outcome
become a member



QUEENSLAND POLICE UNION OF EMPLOYEES

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JARROD BROWN

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STRESS OF EVER-CHANGING TARGETS, REDEFINING CORE BUSINESS FOCUS AND COMPETING INTERESTS OF STAKEHOLDERS WHO SIT IN THE BACKSEAT PROVIDING INSTRUCTIONS, SIMILAR TO A PRE-TEEN GIVING ADVICE TO THE ADULT IN THE DRIVER'S SEAT. THESE ARE THE CONTRIBUTING FACTORS THAT INFLUENCE OUR FRONTLINE OFFICERS WHEN THEY UNDERTAKE A DOMESTIC VIOLENCE INVESTIGATION.

SUMMER 2024

Fuelled by the declining cleared rates in DFV files hitting 40% as a result of an overstretched and exhausted workforce running on the fumes of dedication and loyalty, an ever-increasing push has been felt in the frontline to shake off the chains of constraint known as 'sufficiency of evidence' in favour of cleared rates of DFV.

A quick review of the QPS Policy, OPM 3.4.3 clearly outlines the necessity to evaluate the evidence, or lack thereof before commencing proceedings against an individual where Police fulfilling their duty deprive members of the community of their liberties, lodging defendant's in custody and objecting to their bail.

It is a hard concept to mentally digest when you put yourself in the defendant's shoes, especially in the event there is an uncorroborated version which by itself struggles to adequately prove the elements of the offence.

The renewed push to increase cleared rates from 40% to 60% without clear direction or any fundamental change that would bring about the ability to reach the goal offers a reprieve to those responsible for speaking to the reports, providing a launch pad to spruik the success of the organisational response to Domestic and Family Violence.

The undeniable fact that is readily glossed over is that it places frontline officers directly in the cross hairs of civil litigation and the all familiar QPS discipline system.

A single phone call, email or SMS from a disgruntled respondent instigates an investigation relating to 'misconduct - officer fail to investigate'. We have all heard that if a member's actions are within 'left and right of arc' they will not be subjected to the QPS discipline system yet I am here to tell you, this is simply not the case.

Regularly, I assist members where disgruntled respondents weaponise the discipline system, subjecting these officers to extensive stress, scrutiny and a reduction in promotion or relieving opportunities with the only assistance coming from the Queensland Police Union.

Each member should be empowered to investigate within their skill sets and decide whether proceedings will be commenced, utilising the investigative guidelines provided to them free of any influence relating to 'declining cleared rates'.

As I type this article our local leaders are admirably bringing together focus groups from within the Constable, Senior Constable and Sergeant ranks in an effort to 'brainstorm' how to overcome these organisational issues.

My message to the organisation is do not lose focus of where the solution to the issue hides. The solution is not aligned with blindly increasing cleared rate targets. There is no surprise in the correlation between cleared rates, staffing levels and retention. If you build it, they will come.



Members from the Ipswich District took part in District led Focus Groups to tackle Organisational Issues.

TO THE SOUTH WEST

Recently I had the pleasure of being invited to the Roma Patrol Group in the South West District to attend a Union meeting organised by the local representatives.

Armed with the preliminary information provided outlining the difficulties surrounding the management of custody and how the organisational issue impacts on their health, I set off in the company of QPU Industrial Officer Chris Fraser.

Evidence provided by the members and a review of the practices employed out of necessity, it became apparent that the organisation was readily accepting of an incredible risk to life and injury for our members. It had the appearance of management willing to chew through Police Officers like a scene out of the 1987 war movie 'Hamburger Hill'.

With an entire District void of any functioning custody suite or permanent staff, members ranging from fresh-faced FYC's to salty Sergeants complete gruelling shifts of up to 18hrs to provide custody services.

This is exacerbated by vacancies on the frontline which then requires these dangerously fatigued members to return to duty some hours later in order to provide the core functions to the community.

Imagine the loss and impact on the members and their families when

the day comes that a QPS van laden with prisoners has a collision with a member of the public on the Warrego Highway in the 17th hour of their shift.

The impact of removing suitable supervision can't be overlooked when the Shift Supervisor becomes the custody manager, leaving some of our more junior workforce to fend for themselves knowing that the cavalry isn't coming when needed. This much needed experience and lifeline to our junior officers is required to serve buttered toast and collect discarded juice containers instead.

It deeply concerns me that an organisation that is bound by WHS and Human Rights Legislation along it's own Policies and Procedures has accepted such blatant contraventions

of the same as permissible. Even in the event that I change my perspective from practicality and safety to a financial standpoint, it beggars belief that operating District Custody on Overtime is financially responsible.

I am acutely aware of past, present and emerging psychological injuries that have been inflicted as a result of this business practice and frankly, this approach fails the Organisation's Strategic Objectives of a Healthy and Engaged Workforce.

The ball is in your court QPS. The QPU has drawn a 'line in the sand' with respect to our expectations for the safety and longevity of our members. Unity is Strength and I can guarantee that the South West District is united.

IPSWICH DISTRICT AWARDS CEREMONY

On Friday the 11th of October Ipswich District hosted an Honours and Awards Ceremony to acknowledge the unwavering dedication of our members and their achievements. It is an inspiration to see people we have worked with on a daily basis achieve these milestones and it is heartening to share these events with their family members who were in attendance.





BEC BRADLEY

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IN MID-OCTOBER CAIRNS BRANCH HOSTED A MEETING WITH THE RECENTLY APPOINTED QPU PRESIDENT SHANE PRIOR TO DISCUSS ALL THINGS RETENTION AS WE MOVE FORWARD TOWARDS NEXT YEAR'S ENTERPRISE BARGAINING (EB) NEGOTIATIONS.

SUMMER 2024

During the conversations between the membership and the President, a couple of things continue to be blatantly clear. Firstly, considerable DFV reform is needed so we, as coppers, can return to doing 'police work'.

We need to be able to change existing practices in accordance with our legislative obligations so that we can get back some discretionary time between DV jobs. If we are to be any chance of reducing crime and making the community safe, we need the flexibility to be Police.

It is during the discretionary time on shift that coppers can be coppers; be intuitive, pull over a vehicle that has caught our interest because of the manner of driving or turn over the suspect to see what they are carrying whilst loitering in known hot spot areas. This use of time is almost at zero because we are going from job to job to job.

This brings me to the second issue. If DFV reform doesn't come about soon, there will be no one left that remembers how to be a copper and do proactive policing. The government really does need to listen when we say that we need to retain the experienced police we have.

It was extremely evident that it's going to take more than the offer of 'taxable' retention bonuses or filling the state with First Year Constables to plug the gaps in rosters to make our experienced people stay. I know that there will be some level of comfort to our officers in the far

north knowing that the QPU has commenced working closely with the newly elected government in relation to our proposed domestic and family violence legislation reforms.

WORKFORCE ISSUES FNR

It doesn't take much to work out why our members in the Far North are fatigued. At the time of preparing this article, the Far Northern Region has the unenviable honour of carrying the highest vacancy rate in the state at 13.2%.

This means that 13.2% of all sworn officer positions in the region are vacant. Put more simply, there is a shortage of 118 sworn officers in the far north of the state. The nearest challenger to take the unenviable title from us is the Central Region which is sitting at an 8% vacancy rate in their workforce.

It would come as no surprise that the highest vacancy rates in the Region occur in the areas with the highest calls for service such as Cairns and Edmonton stations. What probably isn't as well known is that these stations have some of the highest number of first-year constables (FYC's).

You could be forgiven for asking how did that all come about, and what is the knock-on effect of having such high vacancy rates and the high percentage of First Years? The day to day effect is that it is influencing how many cars we can get on the road during a shift and ultimately the efficiency in numbers to our answers for calls for service.

The reality is not good. Say, for example, we had twelve officers rostered on shift including a shift supervisor. This should mean five cars on the road, a Shift Supervisor and one on front counter. In the current climate it more often than not means we are likely to have only three cars on the road with three officers crammed into each car (a confirmed officer and two FYC) whilst we leave two unsupervised first year constables holding up the front counter. I wish I was exaggerating.

And what does this mean for our confirmed officers and our FTO's? The answer to that is simple, they don't draw breath! There is no respite for those officers on any given shift. In addition to carrying a heavy workload themselves, they are also supervising at least one, often two FYC's at any given time. Development for our FTO's is now minimal to non-existent as they are needed on the front line to ensure the FYC'S are supervised.

Don't get me wrong, we love our FYC's and value their contribution and commitment. Whilst my hope would be that we are meeting their needs as they develop toward their confirmation at the end of their first twelve months, the reality is that some FYC's have reported to me that they are disheartened with the working conditions.

Most had prepared themselves for the non-stop Domestic Violence calls for service however, what they hadn't prepared for was working three up in a car with staffing numbers that has First Year Constables outnumbering the confirmed officers.

An example of this is Edmonton Station who have had fourteen confirmed officers leave that station since July 2023. Those fourteen confirmed officers were replaced with three brand new second year Constables. The remaining eleven vacant positions have been bolstered by FYC's. In essence, the station has gone from having nine Senior

Constables, sixteen Constables and thirteen FYC'S to now having three Senior Constables, ten Constables with sixteen FYCS.

The current position for Cairns Station is they are carrying thirty two vacancies: a vacancy rate of 17%. Can someone make sense of why it is then that, 25% of Cairns Station's full-time strength is made up by FYC's? What is the FTO:FYC ratio and are we satisfied that our FYC members are receiving the guidance they deserve? Here's a look at the actual numbers.

- The current approved strength of Cairns Station is 193.
- Minus 32 vacancies = 161.
- Minus 31 on long term sick leave and assigned to other duties = 130.
- Minus 14 shift supervisors who are not able to be used as Field Training Officers = 116.
- Minus the 6 second year constables (yep you read that right, there are only 6 second years) who are not eligible to be FTO'S = 110.
- Minus the four members per team that are approved to be on leave at any given time (usually 10 to 20 members absent on leave at any given time so to be fair we'll call it at 15), = 95.
- Minus the 50 FYC's themselves = 45 bums on seats.

Again, forty five substantive officers for fifty FYC'S. I don't think anyone could dispute that the ratio is not conducive to a work environment free from burnout.

The diminished staffing numbers is particularly concerning when the Cairns Division has the dubious honour of topping the state for DFV calls for service; year after year, having the highest count of DV occurrences reported than anywhere else in the state. That issue compounded with a youth crime problem that shows no sign of abating.

I took the opportunity this month to meet with Assistant Commissioner Schafferius, Far Northern Region, to discuss staffing levels. A/C Schafferius has provided an assurance that he has elevated the concerns of the QPU.

He believes that we need to be doing everything we can to ensure that Far Northern Region receives our fair share of confirmed second year Constables and he continues to work with the Deputy Commissioner Regional Operations and Assistant Commissioner at PCAP to ensure our problems are highlighted.

I also met with our District Officer who is also working on strategies to try to attract and secure more sworn officers to the District and retain those we already have.

What happens at that level of the organisation, I wouldn't know. What I can say though is that the message to the Commissioner ought to be very clear. His strategic plan for the QPS is not worth the paper it is written on and it simply can't be achieved without the staffing numbers that are now desperately needed.

I was disheartened to read a recent email from the Commissioner sharing the good news that the QPS will have significant growth to enhance our operational capacity and alleviate frontline pressures.

What was disappointing about this news was that the Far Northern Region seemed to be one of the only two Regions not mentioned in the plans outlined by the Commissioner. How could we possibly miss out? Are the statistics that show the immense amount of Domestic and Family Violence calls for service or the high rate of property/juvenile crime in our divisions not enough to warrant further support?

Further to that, where do all the second years go? How can we have such an appalling vacancy rate across the Region, yet Regions in the southeast corner with significantly lower workforce vacancy rates are

securing second year Constable allocations over the Far North.

All that aside, it's important to tell the broader QPU community about what a fantastic place the Far Northern Region is to live. With ease of access to the Great Barrier Reef, world heritage listed rainforests, beautiful beaches and any number of sport and recreational activities, it truly is a great place to call home. Despite this, the Far Northern Region continues to have trouble both attracting and retaining officers.

Our members can be assured that the executive of the QPU will continue to work vigorously to address staffing levels and workload issues. Both issues will be particularly relevant as we prepare for the EB negotiations process in 2025.

AWARDS CEREMONY

On the 6th of November I attended the Far Northern Region QPS Awards ceremony. It was great to see the effort that went into making the ceremony an enjoyable event which was very well attended.

Officers, administration staff and Police dogs received a variety of awards in recognition of length of service, bravery, exemplary conduct and other achievements.

It was heartening to see the large number of recipients having their hard work acknowledged and rewarded in a public setting in the presence of family, friends and loved ones.

I hope the attendance at these ceremonies continues to grow as it is important for us to take time out to celebrate our successes and the milestones attained throughout our service. Whilst we as Police may receive awards, I often think of the sacrifices that our families and loved ones make in support of our chosen careers. Celebrating with them at these events is as much about acknowledging their commitment as it is ours.



**Sometimes our protectors
need protecting...**

**for a fair and just outcome
become a member**



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AS I REFLECT ON MY TIME AS A BRANCH DELEGATE FOR THE LONGREACH BRANCH OF THE QUEENSLAND POLICE UNION (QPU), I CAN'T HELP BUT FEEL A DEEP SENSE OF FULFILLMENT.

I was passionate about representing our members and addressing the challenges facing our Central West Patrol Group. Over the years, we faced our share of trials from discipline investigations to changes in workplace culture, new policies, staffing concerns, and even housing issues. Looking back, it's clear that the challenges we faced were hardly unique, these issues resonate throughout the state.

One of the greatest aspects of my role was having a trusted 'go-to' in our previous Central Region Representative, Kevin 'Grothy' Groth. He always seemed to have the answers when I needed them most, offering guidance that kept me grounded and focused.

So, when 'Grothy' encouraged me to apply for the casual vacancy role as Central Region Representative (CRR) until the 2025 elections, it felt like a natural next step. While still doing my primary role as Sergeant Shift Supervisor in Longreach Generals, I dove into the CRR position head first, taking 'Grothy's' advice to heart—holding on tight to the reins of this new challenge.

Now, as I enter my fifth week in the role, I've already had over 113 interactions with Central Region members, Queensland Police Service (QPS) management, and District meetings.

The experience has been nothing short of incredible. The opportunity to meet and speak with so many of you has been enlightening, and it's

through these conversations that I've come to understand the real issues facing our officers and communities.



QPU Regional Rep Cliff Baird and QPU President Shane Prior attended a QPU Branch meeting in Mackay during October.



QPU members in Mackay raised a range of issues during the branch meeting including rental affordability, DFV service demands and staffing levels.

THE DISCONNECT IN JOB SATISFACTION

One theme I've consistently heard during my travels across our vast Region is a growing sense of frustration around job satisfaction. Many members have expressed

feeling disconnected from what they initially joined the job to do.

One member shared, “I joined the job to lock up baddies, clean the streets, if I may. Instead, I turn up to work with 16 jobs in the queue, 7 of them Domestic Violence (DV) related.”

Another member, still in the early years of their career, explained, “I’m barely 21, I’m not qualified to offer marriage counselling. I have no experience with marriage, and I’m lucky if I can give life advice, never mind parenting or relationships. I went to a job with a married couple in their 40’s wanting help with their kids, they stood there looking at me, shaking their heads.”

This frustration reflects a broader concern: a disconnect between the core function of policing-fighting crime-and the growing expectation for officers to act as social workers or family counsellors.

These concerns are real, and they need to be heard by the Executive Leadership Team (ELT) and the politicians. If I can see and hear these issues, surely, they can too (and I’m partly deaf).

It’s clear that other government agencies, particularly in areas like mental health, communities, and domestic violence, need to step up. They must engage more fully in their areas of expertise, take responsibility for their roles, be accountable to the community, and let our officers focus on what they signed up for- locking up baddies.

QUEENSLAND HEALTH – MENTAL HEALTH CAROUSEL: A GROWING CONCERN

The Queensland Health – Mental Health carousel serves as a stark example of systemic inefficiencies and mounting costs that are impacting our members and the community.

How often have our members responded to situations where a Person of Interest (POI) is placed under an Emergency Examination

Authority (EEA)? Whether initiated by the Queensland Police Service (QPS) or Queensland Ambulance Service (QAS), the POI is transported to the hospital for assessment, requiring a crew to be taken off the road.

The POI is then evaluated by an experienced medical practitioner, and in many cases, the decision is made to keep the POI in the hospital for further care. However, in rural and remote areas, such as the Central West, this is where the “carousel” begins.

The POI often requires a police guard at the hospital—in nearly all cases, overnight—while Central Queensland Mental Health (CQMH) arranges a teleconference for an additional assessment the following day.

This added layer of assessment—after a thorough evaluation by an experienced medical practitioner—raises concerns about the trust placed in frontline medical staff and the overall efficiency of the system.

At this stage, the cost of the operation is already mounting. We’re looking at:

- 2 x police wages
- 2 x paramedic wages
- Hospital staff wages
- Wages for the experienced medical practitioner
- Several hours of overtime for the hospital guard

The financial burden continues to grow. But it’s not just about the money. This process also takes a toll on the well-being of our members, who are dealing with fatigue, overtime pressures, and then ongoing calls for service that don’t stop while they’re caught on the carousel. The strain is real, and it’s only intensifying.

As the situation develops, one of two things generally happen: the POI either is flown out to Rockhampton for further care, or more concerning, CQMH deems the POI fit to return to the community, suggesting that the police, paramedics, and

doctors who assessed the situation out west were mistaken. The POI is then free to go about their way with a new disgruntled opinion of the professionals they just engaged. What a waste of time and money.

And just as the carousel seems to slow down, BOOM! another repeat call for service comes in: a new Mental Health EEA is issued for the same POI, and the process starts all over again. This is an unsustainable situation that demands attention.

MENTAL HEALTH AND THE HOLIDAY SEASON: A TIME TO CHECK IN

As we approach the festive season, it’s crucial that we take the time to look out for one another. The increased workload, family pressures, and the isolation felt by officers in remote locations all contribute to mounting stress. Add in the heightened tensions that come with the holiday season, and it’s no surprise that many of us struggle to cope.

Through my conversations with members, I’ve heard numerous accounts of officers attending critical incidents, fatalities, and other traumatic jobs, only to find that no-one has reached out to check in on them afterward. It’s disheartening.

I still remember a particularly challenging moment from my own career when I was Officer in Charge (OIC) at Moore, a small, single-officer station. I thought I was bulletproof after 15 years on the job. But then, on Christmas Eve, I attended a job that shook me to my core.

It took 23 days before anyone checked in with me. At the time, I didn’t realise the impact it had on my mental health. If I had known then what I know now, I would have sought help much sooner.

This experience highlights the importance of reaching out to our colleagues and ensuring that mental health is prioritised, especially during the high-stress periods of the year. I strongly put the call out to



QPU Regional Rep Cliff Baird openly discusses his own mental health struggles to assist and provide support for other QPU members.

our managers, to be across the jobs that we attend, reach out ask the question, are we okay. Just simply check in.

VOLUNTARY PSYCHOLOGICAL HEALTH SCREEN: A TOOL FOR SELF-ASSESSMENT

On this note, I recently had a conversation with Senior Sergeant Ben Wiltshire from the Capricornia District, who shared an invaluable resource for supporting our mental health particularly in remote policing areas. He mentioned the Voluntary Psychological Health Screen, which was developed as part of a global search for psychological support tools for remote police officers.

One resource that stood out was Mindspot, founded by Professor Titov at Macquarie University, which led to the creation of the Psych Health Screen.



While it's not a substitute for professional therapy, the Psych Health Screen is an excellent tool for self-checking your mental health. It focuses on the Big 3 for

police: depression, anxiety, and post-traumatic stress, and can help identify potential issues before they escalate.

The screen takes less than 10 minutes to complete and even sends you reminder emails to track your mental health over time.

If any issues are flagged during the screening, it prompts a follow-up from a psychologist, offering support and guidance. It's a simple, proactive step to stay on top of your mental well-being.

LOOKING AHEAD: SUPPORTING EACH OTHER

As I continue in my role as Central Region Representative, I'm more committed than ever to ensuring our members are heard and supported.

Mental health is a priority, and we need to continue the conversations around stress, trauma, and the unique challenges we face as police officers. We have to check in on each other, not just when things get tough, but regularly, to make sure no-one is suffering in silence.

The coming year presents opportunities for growth, change, and reform. Together, we can advocate for better mental health resources, more appropriate work-life balance, and a return to the core values of policing. It's time to take care of ourselves, take care of our colleagues, and take care of our communities.

FESTIVE SEASON

From my family to yours... have a wonderful and safe Christmas, cherish the small moments with your family, stay safe on the roads if you're traveling, and have a Happy New Year. Those members who are required to work the silly season, please take care, look after each other.

Psych Health Screen

S&W.PsychHealthScreen[PCAP]
To [redacted]

This message was sent with High importance.

PsychHealthScreen.doc
6 KB

Thank you for completing the Psych Health Screen.

Your wellbeing is important to us and the team will endeavour to contact you to discuss your results as soon as possible.

Please note that the Psychological Assessment Unit is only staffed during standard business hours.

If your matter is urgent, please call:

Police, Fire and Ambulance - 000
Your local [Senior HSO](#), [PSO](#), or [Chaplain](#)
Lifeline - 13 11 14
1800ASSIST - 1800 277 478

A copy the questions and your responses are attached for your reference.

For more insights into psychology and the QPS, please tune into our podcast below.

LISTEN NOW



JOHN SHILTON

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RECENTLY THERE WAS A SERIOUS SECURITY INCIDENT IN THE FOYER OF POLICE HEADQUARTERS IN ROMA STREET.

At about 6:50pm on a Wednesday evening, a male approached the closed and locked automatic doors asking to enter to use the toilets in the foyer. The Protective Services Officer (PSO) met the male at the side door and had a short conversation with him. At that same time a PHQ employee leaving for the day exited the side door, and the male used the opportunity to enter the PHQ foyer.

The male then produced a large kitchen knife from the front of his pants and threatened the PSO. The PSO drew his baton, and the male asked the PSO where his gun was.

A Detective Inspector entering the PHQ foyer from the atrium saw what was unfolding and dialled triple zero. The PSO tactically relocated to the inside of the cattle gates and the male was temporarily isolated.

A uniformed member approached the front doors with the intention of delivering paperwork to PHQ saw what was going on, but was unable to gain entry to the foyer.

So, we had an armed male alone in the PHQ foyer, able to walk around freely including up the stairs towards the Argos area. The responding crews were unable to gain entry to PHQ foyer from outside because they needed someone to let them in.

The PSO and off-duty DI were on the inside of the cattle gates making calls to triple zero that were going unanswered (for a total of 6 minutes over 2 different calls).

This situation was a disaster waiting to happen. The Police counter in

the foyer is only staffed from 6am to 6pm, but there are occasions where there is no uniform member in attendance. PSO staff are unarmed, carrying only a radio, baton and handcuffs.

The only way to access the PHQ foyer from outside after the automatic doors are locked off is for the PSO on shift to physically open the side door. In the case of a security incident, the PSO on the counter has no ability to activate a duress alarm, and there is no emergency alert procedure (Code Black) for PHQ.

If someone gets in through the front doors, their only barrier to the rest of PHQ is the cattle gates (when they're working), and a motivated offender could scale them with relative ease. There are multiple other security issues associated with the foyer of PHQ in addition to the ones I have already mentioned.

It is more good luck than good management that no-one has been seriously hurt by a random person entering PHQ foyer looking for trouble. To quote DI Kerry Lofdahl "Had the male had 'lone wolf' intentions (instead of suicide by cop), both the PSO and I would be dead."

This most recent situation was resolved by the PSO bravely coming back through the cattle gates to let the uniformed crews in the side door when the male was up the stairs.

Responding members from within PHQ and attending external members had firearms drawn and called on the male to drop his knife.

The matter was safely resolved, with no injuries to any QPS employees.

A security audit of PHQ was conducted back in 2020, but a lack of funds was given as the reason for a security upgrade not being completed at that time. What is the price of the life of a QPS member?

The PHQ Security Committee met shortly after this recent incident, and plans were presented to ‘harden’ PHQ foyer. Cattle gates will be replaced, and a screen will be installed above the gates to prevent access over the top.

External access to PHQ will be improved, and CCTV will also be upgraded. Although the PHQ Security upgrades ought to have been done four years ago, they should have commenced and will hopefully be completed by the time this goes to print.

EB11

Many members would have seen the results that New South Wales Police Force achieved in their most recent EB negotiations. I think every day since it hit the media, I have had members approach me and ask if the QPU is going to get us a similar deal.

Whilst I agree it looks great on paper, the general breakdown is as follows:

- Overtime at the rate of time and a half for two hours before double time
- Similarly, overtime at double time before double time and a half on public holidays
- 12% super
- Members need to pass a ‘test of competency’ before each pay point
- No paid meal break (1/2 hour unpaid meal break as part of rostered work day)
- If you work 32 Sundays and public holidays you get 5 days off
- Must take two consecutive weeks leave in a year

While there are some similarities with our current agreement, largely to

compare the NSWPol deal with our last deal is to compare apples with oranges.

Members have now received a survey with a series of questions regarding our next EB and what you would like to see in EB11. Then in early January 2025, your union will write to the Queensland Government and the Queensland Police Service to commence negotiations.

One item that has already been discussed is the concept of a tiered OSA system. Although I don’t have specifics regarding OSA percentages on the tiers and/or if there would be any other give and take, I envision that it would be based on the number and type of shifts a member might perform in a roster period.

For example, if you’re working GDs at a busy station (think City Station, Surfers Paradise Station, Townsville Station) doing a three-shift roster and doing regular nightwork, you would be on the top tier. If you’re working a two-shift roster with no nights, you would be on a lower tier. If you’re working a three-shift roster but not doing as many nights and/or not in a frontline position, you would be in the middle.

The tiered OSA system is only one of many concepts being considered. Examples of how tiers are decided are still to be determined, but I see it as a fair way for all shift workers to be adequately compensated for the work that they perform. In the words of my Executive colleague Andy Williams, a good EB deal “highlights what can be achieved when members unify for a cause.”

STANDARD OF PERSONAL APPEARANCE

I have been made aware by a number of members in PHQ that the ELT is currently cracking down on beards, specifically the length of beards. Being someone who likes to wear their beard a little longer on the chin I also found myself on the radar, so I decided to familiarise myself with the contents of the Management Support

Manual (MSM), and I now share it with you.

Section s12.12.9 of the MSM “Standard of Personal Appearance” states the following:

A full beard (King George V style) is the only approved beard style.



King George V - 1920.

An officer who chooses to wear a beard will ensure that it is:

- (i) grown whilst on leave, or otherwise absent from duty;
- (ii) a minimum of three weeks growth prior to resuming duty;
- (iii) kept neat, clean and consistently trimmed across the entirety of the beard;
- (iv) maintained to a maximum clipper guard size of 5 (16mm) with a moustache;
- (v) no portion of the beard may be exceptionally longer than the rest;
- (vi) not extreme in style or colour; and
- (vii) cleanly shaved from the lower jaw to the shirt collar.

Facial hair grows less than half a millimetre a day and a beard must have a minimum of 3 weeks growth prior to resuming duty but also can’t be longer than 16mm, so the length of our beard needs to be between approximately 6mm and 16mm.

I’ve made a few jokes in the last month about lining up outside the principal’s office to have our beards measured, but I’m sure that the ELT has more pressing priorities than that.

Although some of the Standard of

Personal Appearance reads like something from a style guide from 20+ years ago, I am advised that it was updated only 2 years ago.

Take a walk down Roma Street and George Street to Queen Street Mall and people-watch. Beards in the style stated in the Standard of Personal Appearance are not the norm, much like the guidelines in the other sections covering tattoos, cosmetics, fingernails, jewellery, eyewear and hair.

The QPS needs to get with the times and modernise the Standard of Personal Appearance. We are an organisation that prides itself on its diversity and inclusion, but not being permitted to wear a second set of earrings for a female, or have hair touching the ears for a male shouldn't be something that makes someone reconsider joining the QPS.

The organisation is facing chronic staff shortages, and we can barely get the next group of 18-year-olds through the door to replace the staff who are leaving. Forcing current members to comply with a somewhat archaic dress standard shouldn't be a top priority for our organisation.

I'm not suggesting that red mohawks, nose rings and facial tattoos should be allowed, but I think we should sit down and compare ourselves with other government agencies and make our service a

more contemporary and accepting place for people with different appearances to have a career.

OPERATION WHISKEY LEGION

Operation Whiskey Legion (OWL) continues to be the gift that keeps on giving, but the biggest gift for CIC members is a reprieve on deployments over December and January.

The original 10-day deployments being reduced to 7 days is a win, and it makes life slightly easier for the members being sent away from their families.

I don't disagree for a moment that the frontline needs assistance due to rising crime rates and falling staff levels, but when members are deployed away from work units that are already below half strength, it's no wonder that I am regularly asked if those units at half strength will eventually be absorbed by other sections or dissolved completely.

I am advised that OWL is likely to continue until the end of 2025.

NEW BRANCH OFFICIALS

Please allow me to congratulate the new (and some returning) Branch Officials for Covert Service Branch:

- President - Kim Smith
- Secretary - Chris Doherty-Bigara
- Vice President - Craig Fraser
- Assistant Secretary - Ash Durre

At the time of going to print, two

more of the branches within my Region have elections scheduled and a third won't be fair away. I am buoyed by the enthusiasm of the new branch members and their commitment and willingness to assist their colleagues.

CHRISTMAS 2024

As the year draws to a close, let me take the opportunity to wish everyone a safe and happy Christmas. If you're working, thank you for your service. If you're fortunate enough to have time off, enjoy the chance to celebrate with your loved ones.

I look forward to a busy and productive 2025.



THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family by immediately contacting the QPU office
Ph 3259 1900 (24 hours)
 or your regional representative.
 They will steer you in the right direction.

QUEENSLAND POLICE UNION

www.qpu.asn.au



SHAYNE TREASURE
 REGIONAL REPRESENTATIVE - METRO SOUTH REGION
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THOSE WHO FOLLOW THE MEDIA WILL NOTE THE CONTROVERSY SURROUNDING THE PROPOSED STONES CORNER POLICE COMPLEX. THE CONTENTION ASIDE, WE NEED NEW BUILDINGS.

As police, we must ask why we are sitting in near derelict buildings across all three Commands in the Metro South Region.

Which section of the QPS is responsible for planning for the replacement of infrastructure, is there a plan? I and many others ponder this. We have a number of buildings over a century old. Now it would be nice if these were fully renovated, retrofitted for technology, but they are not.

They are constantly patched up and really not fit for purpose. Then there's newer buildings with sewage, power supply and air-conditioning issues besides no secure parking, concrete cancer and a number of other things.

Then there's recently built buildings that already are full and really had no future proofing involved.

So the question stands why does there not appear to have been planning where every decade we rebuilt some stations? Why does there not appear to be the forward planning on population growth patterns and modelling to build an extra few storeys when the QPS does build?

It's great to have more cars, staff, computers and kit but where do you put it all in a 100 year plus old building made for 5 coppers, 2 horses and a bicycle. The situation has become embarrassing and really needs an explanation of QPS budget forecasting, maintenance and replacement planning. Why has it come to this?

I recently toured the new BCC Electric Bus Depot and left depressed after

the site visit. Why? Because the city council for their bus drivers took a great effort to ensure they had a great modern workplace. Secure parking, end of journey facilities, an excellent gym, a media room, and rest rooms for a kip between shifts if needed or on your lunch break. Spacious, clean, modern lunch rooms inside and out.

The QPS has a lot to learn on the subject of a decent workplace environment and the effect this has on staff.

I'd invite the Police Minister when he is free to tour with me the shanties of SBD, to see the ageing monolith of the Academy or the tac-on sheds to the old Oxley Station that house SRG and ask the same question many of us do, was or is there a plan?

HEALTHY BREKKIES

The QPU in concert with PCAP, SBD and OSC Command, Our People Matter funding put on a series of well attended breakfasts at the QPSA Oxley Jim O'Sullivan Club in which specialists in the area of prostate and skin cancer conducted lectures on these diseases and things to watch.



Health breakfast events have been well supported at the Oxley Academy.

A number of staff contacted me after these events and from the information obtained had commenced testing that may yet be life saving.

The QPU is extremely grateful to Dr Peter Swindle Urologist and Prostate Cancer Specialist and the team from Skin Cancer College Australasia, Dr Brendan O'Sullivan for imparting their expert knowledge and answering questions from our members.



Questions from those attending the breakfast prompted a number of members to undertake screening.

MINISTERIAL VISITS

I had the pleasure of attending Cleveland Station and other events recently where the new Police Minister talked to the frontline troops and much to my delight listened to some pretty pragmatic frontline facts about onerous paperwork, the current DFV system and all it entails.

Mr Purdie got to see that despite being short staffed across the board, there's a determination by frontline Police to

want to actually get out and police the streets.

From the visits I saw and from feedback I received about other visits by both the Minister and Premier, staff at stations did not hold back and came forth with the bare truth. We now hope the feedback manifests to actual change.



Police Minister Dan Purdie met with Cleveland Station staff in November.

FESTIVE WISHES

By the time the QPU Journal reaches you, we will again be rescuing, referring, arresting, testing and investigating our way through the holiday season and all the additional work it brings with it.

We will again be selling a product to people who don't want to hear what we have on offer and believe the law of the State does not apply to them.

We will again be the brunt of unfair criticism and violence when we do no more than our job.

the public to use unmolested by car jackings, knife violence and robbery.

Stay safe, look after each other and vent the mind and soul so the poison we make contact with does not rot you from within.

This job is a contact sport of the mind and body, keep note of the functions of both.

Seasons Greetings.

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JAKE LACY

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AS THE NEW NORTH COAST REGIONAL REPRESENTATIVE, FILLING THE CASUAL VACANCY ROLE, I THINK IT'S BEST TO START BY INTRODUCING MYSELF.

Currently, I'm stationed at Redcliffe General Duties as a shift supervisor, but most of my career was spent in the Mount Isa District.

Growing up on the Gold Coast as the son of a police officer, I graduated from the North Queensland Academy, Townsville, on 13 August 2010, at the age of 22, and was posted to Mount Isa.

I remember discussing my FYC posting preferences with my dad, who emphatically suggested Mount Isa, lamenting his own missed opportunities to explore more of the state during his QPS career.

Moving from the Gold Coast to Mount Isa was a huge culture shock, but I soon realised that regional policing was something I loved. The vastness of the Mount Isa District fascinated me.

Six years later, I left Mount Isa when I became engaged to Whitney Dickson, a fellow police officer, and pursued a career in plain clothes. Logan CIB provided another amazing chapter, giving me my first taste of big city policing.

I worked on several high-profile cases, but by early 2019, it was time for our growing family to move back to Mount Isa after Whitney was offered a sergeant position in crime prevention there. The promise of police housing, disposable income, and a great work-life balance led me to take a lateral transfer to Mount Isa CPIU.

In January 2019, I was elected President of the QPU Mount Isa

Branch. Over the next four years, I worked with Peter Thomas, North Queensland Regional Representative, to ensure positive work outcomes for Mount Isa members.

In 2020, I was promoted to Sergeant Shift Supervisor in Mount Isa and continued my work with the QPU. The membership base in Mount Isa is extremely junior, with 52% of the (50) general duties officers in 2022-2023 being first-year constables. This trend is now affecting all stations as the QPS faces a recruiting and retention crisis.

In August 2023, my wife and our three children moved back to the southeast to spend more quality time with family and experience beach life. We've settled in Bribie Island, and I don't see us moving anytime soon. It's a hidden gem.

In 2023, Whitney left the QPS to pursue a career in nursing and is currently a few months away from completing her degree.



QPU President Shane Prior and QPU Regional Rep North Coast Jake Lacy.



The Lacy family loving life on Bribie Island.

Throughout my career, I've been an outspoken advocate for those who lack a voice. I joined the union to ensure fair treatment for all officers, not to be unnecessarily militant against the QPS executive.

We work in some of the most extreme conditions, and it's crucial our members are looked after and represented, enabling them to make critical decisions confidently, without fear of persecution.

I'd also like to take the opportunity to thank Grant Wilcox for his years of service and dedication to QPU members across the North Coast Region. I hope retirement provides an opportunity to spend more time with Janice and the family plus the added bonus of tranquility.

MISSION CREEP

The QPS is currently at a crossroads. Over the last decade, we've seen a concerning trend where our members are no longer just law enforcement officers.

Today, police in 2024 also serve as mental health workers, corrections

officers, social workers, marriage counsellors, pseudo-paramedics, child safety officers, and more. On its current trajectory, I expect the new police vehicles to include water tanks for dealing with fires on duty.

This mission creep is detrimental to morale and causing significant burnout among our front-line and support service officers.

I'm yet to hear directly from the QPS about how officers are expected to investigate and enforce the new offence of Coercive Control when it's introduced in 2025. General Duties won't have the capacity among the myriad of DV Other, Doc Service, and LCAD job tasks, while detectives juggle unmanageable task lists amid staff shortages.

EB 2025

Enterprise Bargaining negotiations will commence in early 2025. The QPU will soon send out a survey for you to complete.

I ask you please consider your answers and complete the survey as a priority.

In speaking with the North Coast members over the last two months, it's become apparent that our members would like to see improvements to the Operational Shift Allowance (OSA), introduce more incentives for Officers in Charge (OICs), and implement robust retention strategies to support and retain our dedicated members.

We believe these enhancements are crucial to ensuring that our officers are adequately compensated for their hard work, dedication, and to maintain a motivated and sustainable workforce for the future.

We look forward to a positive and productive dialogue with the newly elected LNP government to achieve these goals.

I'm excited to serve the members of the QPU in the North Coast Region moving forward. This role will undoubtedly be challenging, but I believe the rewards of influencing real and meaningful change within the QPS will be substantial.

Please feel free to give me a call even if just to touch base and say hi.

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 **QUEENSLAND POLICE UNION OF EMPLOYEES**
 Telephone: 07 3259 1900 • Fax: 07 3259 1950



RICHARD JACKWAY

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GOVERNMENT SPENDS HUNDREDS OF MILLIONS OF DOLLARS ON DFV RESPONSE. MOST OF THAT MONEY APPEARS TO BE REACTIONARY, EVEN THOUGH PREVENTING DFV BEFORE IT HAPPENS SHOULD BE THE PRIORITY.

However, Government pro-active approaches have had a negligible impact because DFV keeps growing at an alarming rate. My view is the pro-active approach has failed because:

1. The campaigns have consistently failed to empower aggrieved's before the domestic violence occurs / becomes normalised; and
2. Perpetrators react to the 'Respect' campaign with the catchcry of *'but what about how <the aggrieved> is disrespecting me?'* and then ignore the respect campaign message.

My view is the above combination of the two issues has completely undermined every pro-active campaign the government has engaged in.

REMOVE THE EXCUSE FOR ABUSE

It frustrates me that the Government runs campaigns that don't address these two issues. In my view, a better way to campaign against DFV would be to *'Remove the Excuse for Abuse'*, in a way that empowers aggrieved's (enable them to identify and call out DFV tactics very early on), while disempowering the tactics and excuses used by respondents.

As police, we all know that no aggrieved would enter into a relationship if the domestic violence occurred from the first date. So the only way they end up tolerating DFV is that they have been conditioned to its existence, and it is to some extent, normalised in their relationship.

The non-acceptance at the start, through to normalisation of DFV, very clearly indicates that aggrieved's do not currently have the knowledge of the tactics and excuses used by perpetrators (to condition aggrieved's into normalising domestic violence).

Perpetrators excuses work because society has not exposed the deceit behind those excuses.

As police, aggrieved's tell us time and again of the tactics that were used against them. Those tactics have striking similarities. This means government could run campaigns that call out the tactics and excuses used by abusers to normalise DFV in their relationships.

I have provided examples below that come from my policing experience. They aren't expressed perfectly.

They are an attempt to illustrate what I'm talking about. I'm happy to cop criticism that these aren't perfect – just so long as a discussion is started that actually empowers aggrieved before DV occurs, and starts removing the self-serving justifications abusers use to excuse their behaviours.

Excuses to justify abuse (Shifting Blame):

1. This is your fault (Every person is fully responsible for their own actions. An abuser is fully responsible for their abusive behaviour. There is never a reason for abuse)
2. You made me so angry (the truth: Every adult person is

fully responsible for their own emotions and actions)

3. If only you didn't do this, then I wouldn't have had to <eg hit you> (the truth: Every adult is responsible for how they react, meaning every abuser is fully responsible for the abuse they commit)

Tactics to gradually isolate:

1. Partners who constantly find reason to dislike your friends and family
2. Partners who behave poorly when friends and family come over
3. Partners who say 'we only need each other'

The truth: The above tactics are commonly used to isolate victims of domestic violence, to reduce support circles in order to make the victim reliant on the perpetrator. Every person in a relationship is entitled to socialise with their friends and families and to maintain their own support network.

Tactics to gradually take control:

1. Criticising the way victims dress (perpetrators often criticise victims dress to make them question themselves, which makes it easier to control the victim. The truth is, you have every right to dress the way that makes you feel happy)
2. Name calling (perpetrators often call names in order to try and dominate the victim. The truth is, name calling is never justified, and is always abusive)

3. Assigning sexual infidelity motivations to innocent actions, and insisting it is true (perpetrators often assign sexual motivations to innocent actions. This is done to make the victims doubt themselves, and attempts to coerce the victim into surrendering control to the perpetrator)

4. Constantly criticising you / saying you never doing X well enough (The truth is, perpetrators do this to make victims doubt themselves. The more the victims doubt themselves, the easier it is for the perpetrator to control them. In reality, making an effort to contribute should be acknowledged with gratitude)

My strong belief is that pro-active campaigns are vital to reducing DFV, but they will not work until those campaigns empower aggrieved's at the same time as they remove the excuse for abuse (how the messaging of such a campaign is done is something I'll leave to experts in that area).

LEAVE

As many of you know, I've been overseas for 10 weeks from September. I would like to thank the QPU Metro South Representative, Shayne Treasure, for looking after my members while I was away.

My holiday was a trip of a lifetime that I originally intended for 2021, but COVID put a stop to that. Unfortunately, leading into this

holiday I had a workplace accident resulting in a severe concussion for around three months.

I am fully over those effects now, but essentially, I have been 'out of action' for close on six months, so one of my first priorities will be getting around to do Station visits, talking with officers and Metro North Branch Reps.

CHRISTMAS HOLIDAY PERIOD

We are coming into the Christmas holiday period. This period requires many officers to be away from home, family and loved ones. It requires many officers to spend time responding to the stresses and conflicts within other families, to respond to road trauma, to respond to the deteriorating mental health of others.

While this is something police sign up for, it doesn't change that we are human, and so it doesn't change that we too experience a desire to be home with loved ones, and to return safely to them.

I would urge you all who are working over this period to be there for, and support each other through this holiday period and into the New Year.

And most importantly, stay safe.

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ENTERPRISE BARGAINING AGREEMENT 11

IN JANUARY 2025 THE QPU WILL FORMALLY BEGIN THE PROCESS OF INITIATING NEGOTIATIONS WITH THE QPS TO DETERMINE THE NEXT ENTERPRISE BARGAINING AGREEMENT TO SET THE WAGES AND ENTITLEMENTS FOR QPS STAFF FOR THE NEXT THREE YEARS.

THE QPU EB TEAM HAVE PRODUCED THIS ARTICLE TO HOPEFULLY ANSWER ELEMENTS OF INTEREST FOR MEMBERS ON THE NEGOTIATION PROCESS. FURTHER INQUIRIES CAN BE MADE VIA EMAIL TO EB@QPU.ASN.AU

WHAT IS ENTERPRISE BARGAINING?

Enterprise Bargaining (EB) is a process whereby the Queensland Police Union (QPU) on behalf of all members, negotiates improved wages and conditions directly with the Queensland Police Service (QPS).

The Queensland Police Commissioned Officers (QPCOU) are also party to the negotiations and the State Government has representatives at the bargaining table. General President Shane Prior leads the QPU negotiating team of experienced Industrial Officers and negotiation experts.

WHAT AGREEMENT CURRENTLY CONTAINS OUR WAGES AND CONDITIONS?

The current Enterprise Bargaining Agreement (EBA 10) is officially entitled 'QPS Certified Agreement 2022' contains the past three wage increases and existing entitlements and conditions of employment.

EBA10 has a nominal expiry date of 30 June 2025 which means that the parties will negotiate through the first half of 2025 with the objective of having an 'Agreement in Principle' by the end of July. However, if agreement is not reached by then, the current agreement continues in force (unless one of the parties seeks to formally end the agreement).

Of great significance to the QPU is preserving 1 July 2025 as the operative date of the next wage rise and for this reason the QPU will commence negotiations at the earliest possible date allowable in accordance with the Industrial Relations Act.

HOW DOES THE QPU FORMULATE OUR 'LOG OF CLAIMS'

To ensure that the QPU is addressing the issues that are most important to members, we have a range of options for the membership to engage directly with the Union.

The information received by the Union from members is then used in the formulation of our 'Log of Claims'. Obviously across-the-board wage increases are the most important issue, but we also need to address a wide range of other entitlements and conditions of employment.

The primary way the Union collects information and suggestions is through the Enterprise Bargaining Survey which has been sent to all members along with an explanatory ENews. This important survey will stay open until 31 December 2024. Members are encouraged to complete the survey and elaborate on any issues that are important to them.

A second option is for members to directly contact the Union via our

dedicated Enterprise Bargaining email eb@qpu.asn.au. QPU branches are also able to address EB issues at their Branch meetings and some EB issues are also raised at the QPU Annual Conference.

All of this information is vitally important to the Union's EB team and is fundamental to developing a 'Log of Claims' that reflects the main issues of importance to members.

Obviously the Union cannot include every issue that is raised by the membership, but we undertake to include a range of important issues that will deliver the best outcomes to the entire membership.

WILL THE UNION UPDATE MEMBERS ON THE PROGRESS OF THE NEGOTIATIONS?

General President Shane Prior has given a commitment that all Union matters will be dealt with in an open and transparent manner and EB is no different.

We will ensure that members are kept up to date with the progress of the negotiations - obviously within the parameters of the legal obligations of 'Negotiating in Good Faith' that apply to all of the parties.

We will send EB ENews and QPU Journal articles, including copies of any formal correspondence sent to the parties.

WHAT HAPPENS WHEN THE NEGOTIATIONS HAVE CONCLUDED?

The objective of the parties is to reach 'In Principle Agreement' and assuming this is achieved, the Union representatives will conduct a series of information sessions throughout the state to fully explain the details of the proposed Certified Agreement and answer questions from members.

The Union teams will also provide a comprehensive explanation of the proposed agreement via EB ENews. The QPS will upload a copy of the draft agreement and accompanying explanatory notes to the QPS Intranet.

HOW DO I VOTE ON THE PROPOSED AGREEMENT?

After these information sessions, all members will be given the opportunity to vote on the proposed agreement. The ballot is conducted by an independent provider.

If a valid majority of employees (50% plus 1 of those who vote) endorse the agreement, it is then certified in the Queensland Industrial Relations Commission and the improved wages and conditions are then implemented.

RECRUITMENT BOOM AND DELIVERY

THE LAST GRADUATION CEREMONY AT THE OXLEY POLICE ACADEMY FOR 2024 ON DECEMBER 11 WAS A GENUINE CHRISTMAS GIFT TO REINFORCE THE FRONTLINE WITH NEW ENERGY AND NUMBERS AS QUEENSLAND ROLLS INTO THE FESTIVE SEASON.

By Darren Curtis

It's been a hectic couple of years for Academy staff delivering more recruits than in any other time in QPS history. During the 2021-2022 financial year the Academies delivered an average of 540 recruits, between 2023-2024 that skyrocketed to an average of 1,150. By the end of June 2025 the numbers are predicted to jump further to an average of 1,278.

Manager of Recruit Services, Inspector Felix Faria said, "Our course facilitators are passionate, engaged and committed to the product we are producing. They know their job directly impacts the frontline. We've been feeling the burden of some of the ad hoc intakes that were put in during 2023, 2024 but as we progress towards 2025 I'm hoping to stabilise some of the processes and I'm confident we are going to do well.

"The chaos of 23-24 has built a sustainable workforce and we know the pressures to be expected with the Academy process."

The Academies are up to intake 9 for 2024 and there's another two PACE intakes that are due to graduate in the New Year.

SUMMER 2024



*Oxley Recruits December 2024
(picture Courtesy QPS).*

Instructing Sergeant Troy Cunningham said, “We are packed to the rafters, doing the best we can with what we’ve got and ensuring everyone going through the Academy here at Oxley is ready to be on the road. These recruits are familiar with Qlite from day one, putting on street checks, adding occurrences, even the operation of the new QPrime data base.

“We’ve been using it here for some time, so out in the Regions they will have probably some of the best knowledge of how it works and what it can do. There is great pride amongst the instructors ensuring we are getting the best out of the recruits and producing the best First Years we can.

I’ve enjoyed the feedback from those that have graduated, recently I received an email from one of my recruits who told me they’ve already been awarded a District Officer’s Certificate.”



Sgt Troy Cunningham said despite the intensity at the Oxley Academy there’s still one sergeant per squad.

“OUR COURSE FACILITATORS ARE PASSIONATE, ENGAGED AND COMMITTED TO THE PRODUCT WE ARE PRODUCING. THEY KNOW THEIR JOB DIRECTLY IMPACTS THE FRONTLINE.”



Recruit Aaron Fitzpatrick says some recruits arrive around dawn at Oxley to try and secure a carpark on the grounds.

Recruits from intake 4/2024 are due to graduate on January 30. It will add another 141 officers to the frontline. Squad 285 member Aaron Fitzpatrick said, “There’s 881 recruits here on campus and car parking is a big concern but it’s not like we are stepping on each other’s toes around the campus, it’s co-ordinated well. I feel for the instructors they are truly dedicated to getting recruits through the training.”



Recruit Rielely Jones is enjoying the busy Academy life as an opportunity to meet a whole new cadre of colleagues.

“EXPOSURE TO THE TOP 10 IS A GREAT CONCEPT AS MANY OF OUR STAFF ARE FRESH FROM OPERATIONAL ROLES IN THE REGIONS AND HAVE COME HERE OFF THE ROAD FOR THREE MONTH ROTATIONS.”



Recruit Jack Leather expects patrols in the Brisbane CBD will be hectic with so many entertainment venues and events on in the city every week.

Recruit Rielely Jones believes the capacity campus has generated a really positive vibe, “It’s been crazy at times, definitely a lot of people here but that’s created plenty of opportunities to meet new people and build a network. We talk to new people every day not just dealing with the same twenty in our squad. Honestly this Academy is everything I dreamed about and I’m so excited our training is coming to an end. I’m heading back to my home town of Rockhampton, I love the community I grew up in so to serve there is going to be fantastic giving back.”

Recruit Jack Leather is also counting down the days until he is doing his first shifts at City Station in Brisbane, “Next New Year’s Eve I will probably be working, it’s expected of an FYC but it will be a fun, busy time dealing with people celebrating in the heart of the city.”

Jack and his class colleagues are likely to have a certain familiarity of what to expect with the first jobs they encounter as part of the training process now incorporates the top ten likely jobs the FYC’s will encounter. Inspector Faria said, “Exposure to the top 10 is a great concept as many of our staff are fresh from operational roles in the Regions and have come here off the road for three month rotations. Their experience is invaluable.

“We currently have twenty police filling those positions. This means there’s a huge emphasis on the recruits learning how to handle in particular DFV and mental health incidents. The reviews highlight that these recruits coming out of the Academies now are the best prepared they have ever been and are comfortable with the expectations of dealing in these critical areas.”

Inspector Faria is confident the recruit and service reviews are painting a positive picture of the training program despite the congestion. Felix said, “Evaluations from the recruits confirm they feel better prepared than others ever have. The Field Training Officers indicate that as well. So while we are pushing numbers the quality assurance has been maintained.”



Members of Squad 285 are focussed on enjoying some Christmas downtime before the final phase of training leading to graduation.





QPU President Shane Prior said, “The Academy staff have earned a break over Christmas but I’m told many of our members are planning to use the time to rejuvenate aspects of their training craft skills to enhance the lessons for their squads when they return in January. That shows dedication and commitment. There’s a definite positive energy when you step onto the campus at the moment.

“It will be great to see that sustained now the new Government has committed to another 1,600 additional police to the frontline. These recruits cannot get to their stations fast enough as many of our members are circling the drain on burnout, compassion fatigue and frustration with staff numbers. Thank you training staff and facilitators for what you have achieved.”

Another 181 recruits join the next intake to begin training at Oxley on January 13, 2025.

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Safety & Wellbeing



QUEENSLAND POLICE UNION OF EMPLOYEES

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NEW MINISTER

THIS ARTICLE WAS SUPPLIED BY THE OFFICE OF THE POLICE AND EMERGENCY SERVICES MINISTER IN THE NAME OF THE HON. DAN PURDIE MP, MINISTER FOR POLICE AND EMERGENCY SERVICES.

**IT SEEMS LIKE
YESTERDAY THAT
I STOOD IN MY
QUEENSLAND POLICE
UNIFORM TO TAKE THE
OATH TO BECOME A
POLICE OFFICER.**

All I ever wanted to be was a cop. I was proud, honoured and just a little scared of what was to come as a Constable in the Queensland Police Service.

It's been 33 years since that day, and I'll be honest those same emotions were swelling around me as I stood before the Governor, on November 1 this year, swearing a similar oath, to serve as Minister for Police and Emergency Services.

The gravity and responsibility of the role is not lost on me.

On October 26 the Crisafulli Government was given a strong mandate by the people of Queensland to restore community safety by introducing *Adult Crime, Adult Time* - tough new laws that target juvenile offenders.

The Making Queensland Safer Laws were the Government's first order of business.

Under the new laws, juvenile offenders who commit some of the most serious crimes will face the same penalties as adult offenders and the rights of victims will be put ahead of the rights of offenders. The principle of detention as a last resort will also be removed from the Act.

The Making Queensland Safer laws also make changes to how offenders are sentenced. Courts will be empowered to consider an offender's full criminal history when sentencing, making their criminal history as a juvenile available to the court when they are sentenced as an adult for a five-year period. The Crisafulli Government wants to ensure police have all the tools they need to stop the revolving door of young criminals.

Since being elected, I've made it my top priority to reach out and to listen closely to those of you on the frontline. I have visited police stations across the state - from Cairns to Cooktown, Wujal Wujal to Townsville.

I have spoken with hardworking officers in Kirwan, Brisbane City, Capalaba, Cleveland, Redcliffe, Bribie Island and the Gold Coast.

Their voices were loud and clear. Police want to feel valued and want a government that supports them. As Police Minister, I have your back.

Recently I spoke with an officer at Logan Police station who told of his frustration starting a shift with more than 50 outstanding calls for service, mostly for cases of domestic violence, only to finish the shift with even more.

I understand the impact Domestic and Family Violence has on police.



The number of calls to service and the time each one takes to finalise. I want to assure you, I am working closely with the Minister for Prevention of Domestic and Family Violence, Amanda Camm on significant reforms in this space.

I am conscious of the fact since 2021, there has been an increasing number of police officers leaving the service. I want you to know, I intend on doing everything in my power to address the issues. You are valued by this Government, we need more police officers, like you. I want to enable a world class police organisation that people want to join, are proud to belong to and want to stay apart of.

The Crisafulli Government has committed, at a minimum, to deliver an additional 1600 police recruits above the October 2024 headcount over the next 4 years. There will also be a specific focus on reducing police officer attrition to three per cent or less by providing a safer and more supportive work environment and returning police to their core functions.

I've heard first-hand from officers about their frustrations with 'mission creep'. Police are sick of 'plugging the gaps' of other failing Government departments. They relied on our good nature and 'can-do' attitudes to continue to stretch ourselves and take on more and more responsibilities to resolve the problems within the community. But the time has come to return our police officers back to the importance of fighting crime and keeping Queenslanders safe.

We have six former frontline officers serving in the Crisafulli Government with a combined total of more than 168 years of police experience and includes:

Marty Hunt, Member for Nicklin: 1988 to 2022 (33.5 years), Detective Sergeant in Child Protection and Investigation Unit.

Jim McDonald, Member for Lockyer: 1985 to 2017 (32 years), Officer in Charge of Laidley Police Station.

Dale Last, Member for Burdekin: 1983 to 2008 (25 years), Officer in Charge, Townsville Police Station.

Janelle Poole, Member for Mundingburra: 1996 to 2024 (28 years), Officer in Charge, Kirwan area.

Nigel Dalton, Member for Mackay: 2002 to 2024 (22years), District Crime Prevention Coordinator, Mackay.

This gives us the unique insight into the struggles you face not only on the job, but those pain points that make your jobs harder behind the scenes too. We understand the importance of the role you play in the community each day and we are very appreciative of the difficult work you do and the sacrifices you make.

While victims of crime deserve the appropriate level of support, so do you. That's why we will provide a new mental health support framework for current and former police to ensure every officer is cared for appropriately.

We will also support the Queensland Police Union's 'No Excuse for Abuse Campaign' to address the unacceptable level of violence against police and there should be a zero-tolerance to police being assaulted at work.

**THE MAKING QUEENSLAND SAFER
LAWS WERE THE GOVERNMENT'S
FIRST ORDER OF BUSINESS.**



We hear you when you're calling for more and better operational equipment from Taser 10s to resolving communication blackspots across the state. There's a huge piece of work needed to deliver effective communication technology across all emergency services to ensure the aging equipment and software does not pose a significant risk to the community and officer safety.

We're committed to addressing maintenance and upgrades of police facilities including at Logan Central, Mount Gravatt, Boondall, Edmonton, Goodna and at my first posting station in Redcliffe – where not much has changed since I was there in the early 1990s.

Furthermore, we will audit the police housing state-wide ensuring the living conditions are suitable and meet an acceptable standard.

The list of commitments is long but I know better than most that talk is cheap. You want, and deserve action.

It will be a personal ongoing priority for me to continue to visit you across the state to keep those lines of communication open, to understand the local issues and develop a relationship that's based on value and respect.

The role you have in the community is one of the most important acts any Queensland can perform.

You may have taken your oath and said the words: I will protect life and property, preserve peace and good order and prevent the commission of offences. But at the heart of it, you signed up to help keep Queenslanders safe.

You will always have my respect and support.

Stay safe.

Look out for each other, and I will look out for you.

THERE COULD BE A CRITICAL INCIDENT AHEAD!

If it happens, protect yourself and your family
by immediately contacting the QPU office

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Unity & Remembrance

By Darren Curtis

THE SECOND ANNIVERSARY TO COMMEMORATE THE MURDER OF TWO POLICE AND A COMMUNITY MEMBER AT WIEAMBILLA ON DECEMBER 12, 2022 WAS RECOGNISED FORMALLY WITH A CEREMONY AT THE STATE POLICE MEMORIAL IN BRISBANE WHILE THE FAMILIES OF THE FALLEN OFFICERS GATHERED FOR THEIR OWN PRIVATE REMEMBRANCES.

The Queensland Police Union instigated the formal ceremony held in the Brisbane City Botanic Gardens with Police Chaplain Peter Devenish- Mearns conducting the formalities that brought together the new Premier, Police Minister and members of the Opposition to lay wreaths alongside QPU President Shane Prior and Police Commissioner Steve Gollschewski.

During the service QPU President Shane Prior spoke about the need to ensure Constable Matthew Arnold and Constable Rachel McCrow are never forgotten, "The day of their passing, December 12 is now a sacred date for all police in Queensland.

"The loss of any officer's life is tragic and leaves a permanent scar for their family and friends but the savagery of the way Matt and Rachel's lives were stolen made all of us truly realise there is genuine evil amongst us.



QPU President Shane Prior lays a wreath of remembrance during the ceremony.

“Their deaths are a stark reminder of the dangers that come with this job. Despite that risk, police still turn up for their shifts, protect the community-prepared to put their bodies on the line so we can all hopefully live peacefully. It is my daily wish that every officer gets to go home safe and undamaged each day.

“We must remember the positive impact Matt and Rachel had in the communities where they worked and in their lives before joining the QPS. May their legacy inspire others to follow in their footsteps of honour and service.

“We will never forget their names or the sacrifice they gave on December 12, 2022. Constable Matthew Arnold and Constable Rachel McCrow may you rest in eternal peace.”

“WE MUST REMEMBER THE POSITIVE IMPACT MATT AND RACHEL HAD IN THE COMMUNITIES WHERE THEY WORKED AND IN THEIR LIVES BEFORE JOINING THE QPS. MAY THEIR LEGACY INSPIRE OTHERS TO FOLLOW IN THEIR FOOTSTEPS OF HONOUR AND SERVICE.”



In a statement the McCrow family said, “Rachel’s unexpected, violent and preventable death has left us with deep emotional wounds. There will never come a day, hour, minute or second we will stop thinking about Rachel. It’s a pain we’ll suffer for a lifetime and unfortunately only those who have walked the same path can understand the depth and breadth of our heartache.”

The family urged the coroner, police service and politicians to prioritise four elements including Remote Piloted Aircraft Systems (RPAS) in all vehicles, satellite communications, a national weapons database and better training. The McCrow family said, ‘how many other police must put their lives in danger because of failures to provide a safe workplace?’”



Police Commissioner Steve Gollschewski asked all police to remember the sacrifice of their colleagues.



Premier David Crisafulli reminded all Queenslanders to pause and reflect on the loss of two young Constables and Alan Dare at Wieambilla.



Former Police Minister Mark Ryan placed his hand on the touch stones of Matthew and Rachel during the ceremony as a mark of respect and connection to the two officers.



Police Minister Dan Purdie laid a wreath during the ceremony.



Opposition Leader Steven Miles laid a wreath during the ceremony.

The Arnold family also shared the pain and loss they are still feeling, “Bereaved parent doesn’t even begin to convey the depth of pain. Only those who have endured it can truly understand. December is especially hard. Not only because of the pain of this day but also because Christmas, once a time of joy, now carries an unbearable weight of absence and sorrow. In 2022, Matt was excited to come home for Christmas. He was just one shift away from being with us, but he never made it.”

The Arnold’s also hope for positive change, “The inquest only reminded us of the graphic and unimaginable nature of their deaths and the systemic failings that allowed this tragedy to happen. This should never have happened. We live in hope that no other family will ever have to endure this.”

“THIS SHOULD NEVER HAVE HAPPENED. WE LIVE IN HOPE THAT NO OTHER FAMILY WILL EVER HAVE TO ENDURE THIS.”





Following the official ceremony, the QPU distributed photos and details of the event with members to acknowledge the service and sacrifice of Matthew and Rachel. The QPU Journal has selected a number of comments that were shared about the anniversary.



- 

Mal Nichols
Our pain of this day does not go away. Your bravery and sacrifice will be forever remembered. You served with honour as did all involved in this tragedy.

Like Reply 2 🙏🏻
- 

Carolyn Mawson-deBarse
My heart goes out to you all. As you do a wonderful job. So blessing to all of you. 🙏🏻❤️

Like Reply
- 

Brendan Furner
Still very raw and so sad. They won't be forgotten.

Like Reply 2 🙏🏻
- 

John Coppola
They will be remembered long after we all here today meet our maker. Rest in peace and know 'the family' loves you both.

Like Reply
- 

👑 Top fan
Richard Higgs
A day of remembrance, may they rest in peace, with honour they served.

Like Reply
- 

Ursula Baguley
Bless you all. Thank you for your service ❤️

Like Reply
- 

Tracey AR
💙💙🙏🏻

Like Reply
- 

Leeann Rethamel-Inmon
Our thoughts and love to all families, friends and work colleagues ❤️

Like Reply
- 

Jeanette Netto Williams
🙏🏻🙏🏻🙏🏻🙏🏻
- 

Paul Taylor
Great tribute to fallen colleagues 🙏🏻

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GRADUATION DAY NOVEMBER

BY DARREN CURTIS

THE GRADUATION CEREMONY FOR INTAKE 2/2024 AT THE OXLEY ACADEMY WILL BE MEMORABLE FOR MANY REASONS BUT IN PARTICULAR THE LIGHTNING STORM THAT CRACKED AROUND THE PARADE GROUND AS THE 44 NEW CONSTABLES TOOK THEIR OATH TO SERVE THE PEOPLE OF QUEENSLAND.

From November through to March the graduation ceremonies in Brisbane are scheduled in the late afternoon in the hope of reduced heat and comfort for both the recruits and families attending, however the event on Thursday November 14, 2024 was already underway when a violent thunder storm swept across the area.

To their credit the recruits stood firm however there were some elevated heart rates and flinching as the thunder rumbled across the sky.

QPU President Shane Prior praised the new Constables for their tenacity and discipline. Mr Prior said, “You have shown tonight you are determined to make policing your career. For those who may not have grown up in Queensland it certainly was a reminder of how rapidly the weather can change and the impact it could have on your shift. The training staff have prepared you the best they can but even some things are beyond their control. I look forward to meeting you again at your new stations and in between know the QPU is available to assist whenever needed.”

The Dux recipient Constable Michael Rutland was presented with his award by QPU President Shane Prior. Michael previously worked in the banking industry, the switch to policing was an inspirational moment, “Before starting here at the Academy I spent all of my time helping people that were rich get richer instead of helping people who actually needed it. So I just wanted to do something worthwhile.

“I’m heading to Mackay where I did my station duty and the crew there seem really good, everyone had a positive vibe about them and I cannot wait to get stuck into the work. We’ve learnt the QPU has always got our backs, providing lots of services but also if something needs to be sorted if it goes bad we’ve got the best people possible when we really need it.

The graduation ceremony was also the first as the Police Minister for former police officer Dan Purdie. "It seems like only yesterday that I stood where you do now. All I ever wanted to be was a police officer. I thought it was an honourable profession and I wanted to be part of it. After a 25 year career in the QPS I believe that even more strongly now. Thank you for putting your hand up to serve our state, for your bravery and dedication. Thank you for making a commitment to keep our community safe. You are Queensland's finest and Queensland needs you."

Assistant Commissioner Kev Guteridge continues to update elements of the graduation ceremony. The parade was dedicated to the memory of Constable Desmond Trannore who was fatally shot attending a domestic dispute on October 26, 1964 at Gordonvale. Constable Trannore's daughter Karen Power attended the ceremony and participated in the ceremony in his honour as mounted officers stood watch at the temporary memorial.



QPU President Shane Prior presents Constable Michael Rutland with the QPU sponsored Dux Award for intake 2/2024.

THE PARADE WAS DEDICATED TO THE MEMORY OF CONSTABLE DESMOND TRANNORE WHO WAS FATALLY SHOT ATTENDING A DOMESTIC DISPUTE ON OCTOBER 26, 1964 AT GORDONVALE.





Constable Chantelle Storeywood was the recipient of the Domestic & Family Violence Training Award.



Constable Kyle Riehl was recipient of the Commissioners Award for high achievement presented by QPS Commissioner Steve Gollschewski.





Constable Bradley Knight is presented with the QBank sponsored Achievement Award by Tony Ross.





First Nations Representatives Joseph Bushman and Jahlan Walker performed a welcome to country ceremony.



Phil Schultz from PCYC presents the Community Service Award to Constable Jemima Miley.



Constable Tiarni Fennell was recipient of the Operational Skills Award.





President of the Commissioned Officer's Union Kerry Johnson presents Constable Andrew Lovelock with the Leadership Award.



Rain couldn't dampen the enthusiasm of the occasion for the new Constables.





Constable Jayden Samuels was presented with the Dan Stiller Memorial Award for Traffic Studies and competency by RACQ Sponsor Josh Cooney.





Constable Jackson Granitch was the recipient of the Sondra Lena Memorial Award for highest achievements in physical skills.





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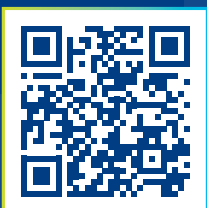
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HONOURS AND AWARDS LOGAN

BY DARREN CURTIS

LOGAN DISTRICT POLICE OFFICERS WERE PRESENTED WITH QPS HONOURS AND AWARDS DURING A CEREMONY AT THE BEENLEIGH PCYC ON TUESDAY NOVEMBER 19, 2024.

Frontline police, specialist units and support staff were praised for their continuity of service, integrity and commitment during the presentations and by QPU President Shane Prior who was joined by QPU South East Regional Rep Andy Williams.

Mr Williams said, “We commend the dedication off all QPU members receiving service awards today for their longevity of service. These awards are not merely for showing up, they are recognition of extraordinary commitment often in the face of danger. The three members today awarded Assistant Commissioners Certificates certainly deserve recognition for their ingenuity and selflessness arresting an offender and showing initiative at a crime scene. Actions not necessarily in a text book.”



QPU President Shane Prior and QPU Regional Rep Andy Williams congratulate Constable Matthew Ika and Constable Scott McPhee for their resourcefulness in preventing a man attempting self harm who had doused himself in petrol on March 15, 2024.

Before presentation of the awards Assistant Commissioner Brian Swan said, “The community of Logan is the most challenging policing environment in Queensland and I make no apologies in saying that. I’m not sure I’ve ever known our job to be as tough and complex as it is now. This is truly one of the only times we get together to say thanks and these awards may only cost \$1.50 in terms of their material value but it’s what they represent that means so much more and I’m talking about your sacrifice, dedication, integrity and commitment. They mean you have served with distinction.”

Another 127 officers were unable to attend the ceremony to receive their individual awards however the Acting Patrol Group Inspector committed to presenting these awards and a similar function.



Senior Constable Samantha Steel is congratulated by QPU President Shane Prior and QPU Regional Rep Andy Williams for being awarded a District Officer's Certificate for her early management and calmness at a homicide crime scene in May 2020 in Surfers Paradise.





Sgt Steve Loxton and Sgt Michael Rasborsk are congratulated by QPU President Shane Prior and QPU Regional Rep Any Williams on receiving the 20yr clasp to their QPS Medal.



Snr Sgt Robert Watts receives 1st Clasp to the National Medal.





Recipients of the 15yr clasp for the QPS Medal.



Recipients of the 25yr clasp to the QPS Medal.



S/C Julia Angus receives 1st Clasp to the National Medal.



Logan District HQ Volunteers in Policing Donald Mackenzie, Michael Hopkins and Andrew Jones provided logistics and operational support for the ceremony.





Fire Service Supt Tyson Luetzsch and SEQ SES Controller Danni Bull offered inter agency applause for the Award recipients.

Recipients of the National Medal.



Sgt Adrian Burns and Sgt Mark Avent are congratulated by QPU President Shane Prior for being awarded a 35yr clasp to the QPS Medal.



PACE GRADUATION DAY

BY DARREN CURTIS

THE CAMPAIGN TO ATTRACT POLICE FROM OTHER JURISDICTIONS DELIVERED 78 NEW CONSTABLES TO THE QPS DURING A CEREMONY ON THE TOM MOLLOY PARADE GROUND AT THE OXLEY ACADEMY ON THURSDAY OCTOBER 17, 2024.

SUMMER 2024

The 18 week Police Abridged Competency Education Program (PACE) uses a combination of theory and skills based training including assessments to build on previous policing experience.

Officers qualified for PACE are also eligible to claim a \$20,000 relocation incentive along with higher pay, free food and accommodation while at the Academy. All benefits advocated by the Queensland Police Union and approved by Government.

Former South African Chief Superintendent Quinten Pretorius said he didn't hesitate to apply to relocate even though he will be starting in Queensland as a Constable, "The values of the QPS drew me initially. Respect, integrity and courage resonated with my personal choices and made it easy for me to consider coming to Queensland.

"I've moved here with my wife after 15 years with the Ekurhuleni Metropolitan Police Department in Specialised Services but I'm keen to work with Queensland's diverse communities and learn some different cultures. The police recruiting campaign is good to get more experienced police officers here and

the financial incentives made it easier to offset some of the costs to relocate internationally as it's quite expensive. I'm looking forward to my first posting to Bundaberg."



Constable Quinten Pretorius transitioned from South Africa to Bundaberg.

Thirty three year old Constable Thomas Booker came to Queensland for what was meant to be a 30 day holiday and ended up leaving his job as a police officer with the Prince George's County in Maryland USA to stay. Constable Booker said, "I came here on vacation and immediately fell in love with the atmosphere, the lack of chaos on the street and the laid back vibe.



Sergeant Korey Maxwell congratulates his former colleague Constable Thomas Booker on graduating with the QPS.

**ALL BENEFITS ADVOCATED
BY THE QUEENSLAND POLICE
UNION AND APPROVED BY
GOVERNMENT.**

“The people in Queensland are extremely nice and the weather is a big draw card. Where I’m from near Washington DC in winter the weather is terrible. You have to wear multiple layers including thermals it’s never going to be like that here. I’ve found the people really accept me here.”

Although a long way from home, Constable Booker wasn’t alone at the ceremony. His former supervisor Sergeant Korey Maxwell flew out for the graduation, “Booker is one of the better officers I’ve ever worked with. Queensland is getting a top high calibre officer with this guy, I’ve left his desk open in case he changed his mind but after arriving here and seeing how good the police are here I know he wont come back.

“When he told me his graduation day I assured him I’d be here because our unit are all lifelong friends. There’s few police in the USA know about this PACE program and the incentives so word might spread a bit now.”

Constable Booker has been allocated Brisbane Metro North and will work from Hendra station. He’s looking forward to a change of pace from

the streets he patrolled previously, “I would respond to a lot of shooting calls multiple times a shift, robberies, basically intense non-stop action. I think this will be really different.”



Constable Rebecca Greenwood had a highly desired skillset working with high risk youth offenders during her five years with New Zealand Police.

Another colleague didn’t have so far to travel but it was still a break from family and friends for New Zealander Rebecca Greenwood. Constable Greenwood worked as a youth aid officer dealing with high risk offenders, “It’s hard leaving people I care about behind and it

was particularly hard on mum at first when I started at the Oxley Academy but she is now very proud and excited for my future here.

“I first heard about the opportunity to get into the PACE program through social media and news stories back in New Zealand. I immediately knew this was an amazing opportunity to further my policing career. I’m going to South Bank in Brisbane so metro policing will be very different from where I worked in New Zealand.”

QPU President Shane Prior welcomed the new officers who previously had careers in a variety of countries including Canada, Hungary, the United Kingdom, India and also other Australian states, “While the new Constables will comfortably join our current first responders, there needs to remain a focus on retaining the experienced police already in the QPS.

“I’m continuing to ask politicians to implement retention strategies to keep talented and dedicated police officers in our ranks who continue to turn up every single day to protect Queenslanders.”







SUMMER 2024









JOCKS FOR COPS

BY
DARREN CURTIS

**THE WIEAMBILLA
TERRORIST ATTACK
PROMPTED A
PROMINENT UNDERWEAR
MANUFACTURER TO
MAKE A UNIQUE OFFER
TO POLICE ACROSS
QUEENSLAND TO ASSIST
QUEENSLAND POLICE
LEGACY.**



Randall Kirk's lucky pinks.

Step One has developed a 'one off' production that includes a waistband with text for Queensland Police Legacy and chequerboard police pattern as a limited production run.

Company founder and CEO Greg Taylor said, "I received an email from Constable Randall Kirk, not an ordinary email I must say. Constable Kirk was unfortunately involved in the Wieambilla incident in December 2022. Constable Kirk was wearing a pair of Step Ones that day, a pink pair. He had them framed and hangs them on his wall with the name of them being 'The Lucky Pinks'. I was so touched by Constable Kirk's story and educated on the amazing work that Police Legacy do in each state that I contacted every state Police Legacy and have made a state-based pair of Step Ones, and we are donating \$5 from each pair to the Police Legacy of that state. I hope not only to raise funds for Police Legacy but also raise awareness of the importance of Police Legacy and the amazing work they do."

The underwear is available in men's and women's style boxers, briefs and a version for children as well.



“I HOPE NOT ONLY TO RAISE FUNDS FOR POLICE LEGACY BUT ALSO RAISE AWARENESS OF THE IMPORTANCE OF POLICE LEGACY AND THE AMAZING WORK THEY DO.”

Queensland Police Legacy Manager Andrew Gough said, “People that have seen the online posts for the products reckon it’s a great idea. It’s really just another form of clothing with some branding on it that just happens to be underwear. The CEO Greg Taylor really should be commended for offering this assistance because the income it generates will help us support the families we look after.

“Step One have proven to be a market leader as a high profile company that’s prepared to help good causes and share some of their profits. The agreement we have is for twelve months so there could be another design on the way if this first production run is successful.”

It’s hoped the extended police family will purchase a few pairs and consider them their duty jocks. The challenge has also been thrown out to QPS sporting teams to make a team and supporters buy up initiative to wear at events including carnivals and interstate championship events.

Pricing and order forms can be found at <https://stepone.life/pages/police-legacy-qld>



HONOURS & AWARDS SUNSHINE COAST DISTRICT

BY DARREN CURTIS

**THE TRADITION OF
PRESENTING QPS
HONOURS AND AWARDS
CONTINUED FOR THOSE
WHO HAVE GIVEN
DILIGENT, PROFESSIONAL
AND BRAVE SERVICE TO
THE SUNSHINE COAST
COMMUNITY DURING
A CEREMONY ON
WEDNESDAY OCTOBER 9,
2024 AT THE VENUE 114
BOKARINA.**

An Assistant Commissioner's Certificate was presented to Sergeant Scott Donald for his actions on April 16, 2022 for an incident at Burpengary East that started as a call to shots fired at a property. The then Senior Constable said, "Our initial call was to secure the rear of the property, we didn't know the offender was hiding in long grass and it turned out myself and former Sergeant Warren Moyle walked right into his path. Any situation that involves a firearm is going to be delicate. Any decision could change the course of action for ourselves or the subject person so every decision is critical."



Sgt Scott Donald was awarded an Assistant Commissioner's Certificate for successfully negotiating the surrender of an armed offender.

While negotiating with the man it became apparent that this was an attempt at a victim precipitated homicide. The offender was armed with a handgun and fifty rounds of ammunition. It took more than an hour to calm the situation and for the offender to surrender peacefully. Sergeant Donald said, "It's still very clear and still very emotional. We had a highly stressed man hiding in bushland but it was resolved and everybody was safe. At the end of shift I told my wife about it because I believe it's important to share what we've been through during the day but I am glad I came home safe."



Recipients of the QLD Police Bravery Medal for their actions saving lives during the Peregian Springs Wildfire in 2019.

Police who initially responded to the Peregian Springs wild fires on Monday September 9, 2019 were also presented with Queensland Police Bravery Medals for their initiative, bravery and resilience on the day.

At 1630hours an allegedly deliberately started fire began impacting the small coastal community of Peregian Springs with fire embers and an estimated nine metre high wall of flame. The area was in the grip of 50 kilometre an hour wind gusts and visibility in the smoke plume was near zero.

Four Highway Patrol Officers were the first to respond in two cars and two motorcycles, from their first assessment they knew they had to start a mass evacuation. Going door to door and occasionally using garden hoses to extinguish flare ups to help people escape.



THE FIRE HIT WITH SUCH FORCE IT ROLLED OVER THE TOP OF THE POLICE CARS AND THE MOTORCYCLE OFFICERS HAD NO CLEAN AIR TO BREATHE WHILE BEING HIT BY WIND PROPELLED BURNING EMBERS.



SUMMER 2024

Senior Constable Darryl ‘Diesel’ Campbell said, “I had never encountered anything like that, the term firestorm comes to mind, it was raining fire and embers. It had been a beautiful day and then escalated to that so rapidly. You had to keep a cool head. I cannot believe we evacuated so many people in such a short space of time including elderly people struggling with mobility who had absolutely no awareness a fire was even near them.

“There were people running down the street, you could hardly see them through the smoke and fire literally falling from the sky. The vest I was wearing had burn holes through it but we just kept thinking we had to get these people out safely. I don’t think I could face myself if I’d turned my back and left for my own safety. I didn’t join this job for medals I do it to help people.”

The fire hit with such force it rolled over the top of the police cars and the motorcycle officers had no clean air to breath while being hit by wind propelled burning embers. The urgent call for assistance had police responding from not only the Sunshine Coast but Brisbane and the Gold Coast. It’s estimated police evacuated 7,000 residents.

Senior Constable Campbell said he was confident they didn’t leave anybody behind but there was always concern the fear and smoke may have overwhelmed some residents, “We thought there was no way this fire could hit with such speed and ferocity that no-one would be killed. We expected to find bodies, it was tough but we expected to lose lives and homes.”



S/C Campbell receives a special congratulations on being awarded the QLD Police Bravery Medal.

THE AWARDS HERE TODAY REPRESENT THE TRULY DANGEROUS AND UNPREDICTABLE NATURE OF THE JOB POLICE DO.

Only one home was destroyed and the list of physical injuries were considered minor. The medal recipients were very proud but humble. Perhaps 'diesel' said it best, "We don't consider ourselves heroes or brave, but this medal means we've been acknowledged for a job we did."

The Sunshine Coast District also presents a unique award to an outstanding local investigator. Named in honour of Detective Senior Constable Russell Sheehan the Memorial Award is presented to an officer from Sunshine Coast CIB or CPIU who is identified by their peers as being diligent, empathetic and community minded.

This year's recipient was Detective Senior Constable Dan McMahon from Noosa. Dan said, "It's very special to me to receive this award, when I was younger I worked with Russ so I knew him personally. I've been in detectives on the Sunshine Coast since 2012, and this award has a strong connection for all investigators. For the judging panel to think I have the same traits as Russ is flattering and for his family to present it to me makes this so very special. I'm glad the Sheehan family have kept their connection with the local police after losing Russell."



Det S/C Dan McMahon is congratulated by daughter Millie and wife Bonnie.

QPU President Shane Prior said, "The awards here today represent the truly dangerous and unpredictable nature of the job police do. It also shows the training we have received kicks in when required but it also takes an officer's awareness to know when and how to act. The medals for service are also important, these are not just handed out for turning up. Police need to have served with integrity and diligence for years to achieve these honours. Please wear these medals and clasps with pride, you truly have earned them."









REMEMBRANCE VIGIL

BY DARREN CURTIS

**THE STATE
CANDLELIGHT VIGIL
TRADITIONALLY
HELD ON THE EVE OF
NATIONAL POLICE
REMEMBRANCE
DAY HAS BECOME A
SIGNIFICANT ANNUAL
EVENT THAT CONTINUES
TO DRAW LARGER
CROWDS WITH EACH
PASSING YEAR.**

This year the ceremony was held in the Brisbane City Botanic Gardens on September 26th and the service was well supported not only by the families of those police who have died and recruit intake 6/2024 but an increasing number of community members and people who support the work police do.



The solemn atmosphere enveloped the gathering as the names of all 150 police officers who had been killed on duty were read out, and a candle was lit in their honor. The flickering lights of the candles created a touching scene, symbolizing the eternal flame of remembrance for those who made the ultimate sacrifice in the line of duty.

One remarkable aspect of the candlelight vigil was the presence of not only the families of the more recent fallen officers but also families who had a legacy of service spanning multiple generations.



Shirley Garcia and her son Craig Steele, honoured Constable Noel Steele killed in a car accident in 1969.

Shirley Garcia and her son Craig sat patiently in the flickering light to honour Shirley's husband and Craig's father Constable Noel Steele, who died while pursuing a vehicle on Brisbane Road Booval in 1969. Shirley said, "I can still vividly remember the Inspector walking up my stairs that night to break the terrible news. Noel had always said if an Inspector turns up at the house and I'm not with him, somethings gone wrong."

"I was left with four boys aged from eleven to 22 months. All the boys screamed when I told them, he was such a lovely man and a great husband. I still have his picture and some police things of his on the dining room table. It's important he's never forgotten, the boys still talk about him."

Families, who had experienced the pain and pride of having a loved one serve in the QPS came together to pay homage to the bravery and dedication of all fallen officers.



Constable Noel Steele died when his police car crashed in a pursuit in Booval.



Jenny McCarron, husband Matt with daughter Matilda and son George along with Perry Irwin's brother Barry and his wife Sue.

The daughter of Senior Sergeant Perry Irwin brought her young family to the vigil for the first time. Jenny McCarron and her daughter Matilda lit a candle and later spent time amongst the walls and arches of the memorial, it was obvious the experience was deeply emotional.

Jenny said, "Matilda and George never knew Perry, they just know he was my dad, they don't know him as the kind policeman. It's important they come and honour him and understand the world their granddad worked in. I hope my children will continue to honour Perry. The last 21 years have been painful and slow but also have gone by so fast."

As the evening progressed, the glowing candles illuminated the faces of those in attendance, reflecting a mix of emotions – grief, gratitude, and solidarity. Each candle represented a life lost in the line of duty, a story of service and sacrifice that would not be forgotten.

The solemnity of the occasion was punctuated by moments of silence, broken by the shrill of old police whistles signaling an officer needs assistance.

The candlelight vigil stood as a powerful tribute to the courage and selflessness of police officers who had made the ultimate sacrifice to protect their communities.

FAMILIES, WHO HAD EXPERIENCED THE PAIN AND PRIDE OF HAVING A LOVED ONE SERVE IN THE QPS CAME TOGETHER TO PAY HOMAGE TO THE BRAVERY AND DEDICATION OF ALL FALLEN OFFICERS.



Senior Sergeant Perry Irwin was ambushed and shot twice by an offender in bushland at Caboolture in August 2003.





NATIONAL POLICE REMEMBRANCE DAY BRISBANE

BY DARREN CURTIS

NATIONAL POLICE REMEMBRANCE DAY SERVICES WERE HELD ON FRIDAY SEPTEMBER 27, 2024 TO HONOUR THE LIVES OF QUEENSLAND POLICE KILLED IN THE LINE OF DUTY.

Each ceremony attracted significant numbers of current serving police, family & supporters along with strong support from retired officers. Former QPU President John 'Bluey' O'Gorman led the traditional service march along George Street to the State Police Memorial in the City Botanic Gardens.

The street was lined with hundreds of people who wanted to show their appreciation. For responding when they need help and acknowledging the dangers police are prepared to face to protect people living in cities, suburbs and in rural communities.



Former QPU President John O'Gorman set the pace for the 2024 National Police Remembrance Day March in Brisbane.



THE STREET WAS LINED WITH HUNDREDS OF PEOPLE WHO WANTED TO SHOW THEIR APPRECIATION.

QUEENSLAND POLICE UNION JOURNAL



Subway worker Edith Puthie was on the corner of Charlotte Street clapping as the police marched past to the tune of the pipes and drums. Ms Puthie said, "Police have been a bit of a political football this year with the election but I see how hard they work. Recently we had a man in our store who was having some sort of mental crisis and threatening people, it was pretty intense. Before we could dial triple zero there was a group of cops coming past on patrol. Next thing they calmed him down, arranged some sort of help for him and he left with them and they were just complete pro's and nobody got hurt. You never see that stuff on the news."



Shari believes after watching the 2024 ceremony, she and her family will now attend the NPRD march every year to honour fallen police.

Shari Webster excitedly held one of the prime positions along the march route hoping to catch a glimpse of her partner Police Recruit Scott Perkins. Shari brought her parents, son, nieces and nephew in to watch the march and attend the memorial service. Shari said, "This is a great thing we do as a country to remember those who have fallen being police officers. It's a high demand job but also comes with great rewards when people are protected, but when police are killed it hurts us all. We will be here every year now so we can remember those who gave their lives to protect us."



Trevor and Karen Price attended the National Police Remembrance Day Service to honour Trevor's grandfather killed in 1905.

Sitting in the backrow at the memorial service was 95 year old Trevor Price and his wife Karen. They made the trip in from Lawnton for the ceremony for first time since COVID. The grandfather of Mr Price, Constable Albert Price was mortally wounded during a wrestle with a knife wielding offender he was trying to arrest in Mackay in 1905. The officer's death devastated his young family who had to cope without any assistance. Queensland Police Legacy wasn't founded until 1971.

Mr Price said, "When COVID interrupted this ceremony I lost contact with it but I'm back today and I have thoroughly enjoyed this service and it's really gratifying remembering all of the police we have lost including Albert. I hope to return again next year and lay another rose in his honour."



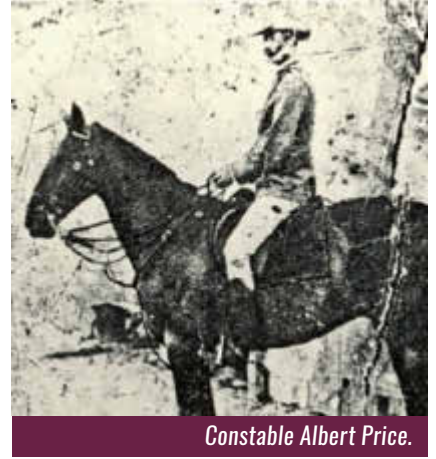
Trevor Price to honour his late grandfather Constable Albert Price.

Maintaining the tradition and remembrance was also important for the Roots brothers Mark and Wayne. Their great uncle, Constable Richard Roots died during a mine collapse in Coen in 1897. He'd been underground inspecting a local gold mine.



Mark and Wayne Roots have been coming to the NPRD Service in Brisbane for a decade to remember their great uncle Constable Richard Roots.

Mark Roots said, "Constable Richard Roots has a name that means something. It's inscribed on the walls of this memorial and people come and pay their respects here during remembrances like this. I'm quite proud of Constable Roots actually, it's a shame he was killed obviously but we



Constable Albert Price.



Constable Richard Roots was killed in a mine collapse in Far North Queensland in 1897.

feel his name here also honours our father who became a police officer following the legacy of Richard.” Wayne Roots said, “We’ve been coming here for ten years and it’s a tradition I hope to pass onto my sons.”

Queensland Police Legacy President Shane Prior said, “The significance of today is not just felt by police but everyone in the community grieves over the loss of a police officer. I was talking to Mr Price earlier who lost his grandfather in 1905 and he was very impressed that so many people were here today to not only honour his relatives but another 149 officers we have lost.







Services were also held at many Regional towns and were well attended.

An afternoon service held at Kippa-Ring on the Redcliffe Peninsular enabled many police and families to honour local police who had been killed on duty.

The solemn ceremony filled the Holy Cross Church and many community members came because they said they wanted to pay tribute to the work police do in their neighbourhood every day to protect them and arrest those stealing property and drug dealing.

One officer said, "This is not something we do because it simply rolls around on the calendar, this day means something to us as we've all lost friends, and made sacrifices for the good of others."





Earlier in the day at the Constable Matthew Arnold memorial park at Algester a service was held to not only remember Matt who was murdered at Wieambilla in 2022 but all police.

Although rain fell the ceremony proceeded as planned. The sombre notes of the bagpipes adding a hauntingly beautiful backdrop to the ceremony. Despite the challenging weather conditions those in uniform didn't flinch or seek shelter, their commitment to honour Matthew and the 149 other police who have been killed on duty shone through.





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The rain pausing momentarily as the wreaths and personal tributes were placed in the park.

The Arnold family grateful so many of Matthew's colleagues, friends and neighbours took the time to honour their son and brother.



QUEENSLAND REMEMBRANCE LIST

NAME	YEAR OF DEATH	NAME	YEAR OF DEATH	NAME	YEAR OF DEATH
Constable M. Connolly	1861	Constable P.C. Vowles	1915	Senior Sergeant J. O'Hara	1967
Constable P.W. Cahill	1867	Constable E. Nugent	1915	Constable D.G. Gordon	1968
Constable J.F. Power	1867	Constable J. Christiansen	1915	Constable L.G. McCosh	1968
Constable A. Wood	1872	Constable J. Thompson	1916	Sergeant S.C. Cupples	1968
Sub-Inspector G. Dyas	1881	Constable T. Dedman	1916	Senior Constable D.R. Ney	1968
Sub-Inspector H.P. Kaye	1881	Constable G. Dewhurst	1916	Senior Constable C.W. Brown	1969
Cadet Sub-Inspector M. Beresford	1883	Constable W.E. Bishop	1916	Constable N.A. Steele	1969
Constable W. Dwyer	1883	Constable P. Mulvie	1917	Constable A.R. Cambage	1969
Constable N. Roberts	1884	Constable A.J. Curvey	1917	Senior Constable R.P. Moore	1970
Constable J. McMullen	1884	Constable H. McLean	1917	Senior Constable J. Rynne	1971
Constable J. Stewart	1885	Constable J. Graham	1917	Senior Constable G. Ball	1972
Senior Constable H. J. Fetherston	1885	Constable O.H. Goodrich	1917	Constable N.A. Green	1974
Senior Constable W. Considine	1887	Constable P. Devine	1917	Sergeant R.J. Harris	1975
Constable T.J. Callaghan	1888	Constable J. Warfield	1918	Senior Constable L.M. Hoey	1975
Senior Constable A. Wavell	1889	Constable J. Fitzgerald	1918	Inspector J.M. Walsh	1977
Constable W. Arundell	1890	Constable H. Wells	1918	Constable R.E. Seefeld	1977
Constable P.J. Curtin	1891	Constable W.W. Dumbrell	1918	Technical Officer J.P. Browning	1979
Constable W.J. Doyle	1891	Constable F.A. White	1918	Constable V.J. Hennelly	1980
Constable J. Sangster	1893	Constable D. O'Donoghue	1918	Constable T.R. Thompson	1981
Constable E. Lanigan	1894	Constable T. McGillycuddy	1918	Constable R.A. Wilson	1981
Constable B. Ebbitt	1894	Constable C.E. Castree	1918	Senior Constable R.J. Moody	1982
Constable T.M. Black	1895	Constable J. Herbert	1918	Constable J.M. Sturrock	1984
Senior Constable W. Conroy	1895	Constable D.J. Dodds	1918	Constable M.L. Low	1984
Constable W.G. Clarke	1895	Constable E.R. Pastorelli	1918	Sergeant J.D. Neideck	1984
Constable A. Lowe	1896	Constable J.P. Taylor	1918	Senior Constable A.P. Anderson	1987
Constable J. Quinn	1896	Constable T. Griffin	1921	Senior Constable P.G.J. Kidd	1987
Constable R. Roots	1897	Acting Sergeant W. O'Rourke	1924	Senior Constable P.A. Wegner	1987
Constable P. Cahill	1898	Constable R.S.R. Alexander	1926	Constable B.T. Handran	1989
Constable J. Cullen	1901	Constable A. Crust	1930	Constable A.L. Greaves	1991
Constable G. Doyle	1902	Constable E.J. Dawson	1931	Constable M.L. Goodwin	1991
Acting Sergeant D. Johnson	1903	Constable J. Herbert	1931	Constable S.N. Lena	1992
Constable C. O'Kearney	1904	Constable R. Kyle	1933	Constable S. W. Gill	1996
Constable A.G. Price	1905	Constable G.R. Young	1938	Detective Sergeant L.J. Hooper	1997
Constable R. Orme	1905	Constable D. Nicol	1947	Senior Constable N.J. Watt	2000
Sergeant T. J. Heaney	1906	Sergeant A. Neden	1947	Senior Constable D.A. Shean	2001
Constable J. Murtagh	1908	Constable H.F. Bidner	1951	Senior Sergeant P.J. Irwin	2003
Constable P. Ryan	1908	Constable J.R. Ward	1952	Constable S.E. Urquhart	2005
Constable F. Hoge	1908	Constable M.J. Howard	1953	Constable C.I. Barwise	2005
Sub-Inspector M. Broderick	1909	Constable R. Doyle	1956	Detective Sergeant S.I. Kerlin	2006
Constable W.J. Mercer	1910	Constable K.S. Mason	1956	Constable B. Irwin	2007
Constable P.J. McCabe	1913	Senior Constable D. Gregory	1956	Sergeant D.A. Stiller	2010
Constable W. Murray	1913	Constable B.G. Gabriel	1956	Detective Senior Constable D. Leeding	2011
Constable W. Quinlan	1914	Constable L. Smith	1957	Constable C. Blain	2013
Constable S. Tierney	1914	Constable A.R. Muir	1958	Senior Constable B. Forte	2017
Constable P.J. Moynihan	1915	Constable G.J. Olive	1962	Senior Constable D. Masters	2021
Constable D.C. Bourke	1915	Constable D.W. Wrembeck	1962	Constable M. Arnold	2022
Constable W.J. Hughes	1915	Senior Constable C.R. Bagley	1963	Constable R. McCrow	2022
Constable J. Johnston	1915	Senior Constable D. Trannore	1964		
Constable R.N. Ritchie	1915	Constable J. Reid	1966		
Constable J.W. Harris	1915	Senior Constable C.M. Wilson	1966		

With honour they served

GRADUATION DAY DECEMBER

BY DARREN CURTIS

THE LAST GRADUATION CEREMONY FOR 2024 WAS HELD ON WEDNESDAY DECEMBER 11 AT THE OXLEY ACADEMY WITH 122 RECRUITS COMPLETING THEIR TRAINING TO BECOME FIRST YEAR CONSTABLES.

There were 30 graduates who already have connection to the police family, among them Constable Jack Masters. Jack's father Senior Constable Dave Masters was murdered on the Bruce Highway at Burpengary in June 2021. Jack completed his electrical apprenticeship and didn't hesitate to follow his father into the Police Service. Many of Dave's work colleagues attended the ceremony along with the extended Masters family and when Constable Jack Masters was announced as the recipient of the Community Service Award a loud cheer rang out. Dave Masters was the recipient of the exact same award during his time at the Oxley Academy in 2011.



Constable Jack Masters received the Police Citizens and Youth Club sponsored Community Service Award.

Constable Mark James confirmed he relished the study, skill development and leadership opportunities at the Academy receiving three awards including the Commissioner's Award for individual conduct, academic studies and service to the community, he was also presented with the Leadership Award and Dan Stiller Memorial Traffic Award for driver training competency which was appropriate considering before joining as a recruit Mark was employed as a QPS Driving Instructor.



Former British soldier Constable Mark James celebrates with family after being presented with three significant honours for intake 3/2024.

QPU President Shane Prior presented Constable Colby Donaldson with the Union sponsored Dux Award. Mr Prior said, “Colby achieved fantastic results in his academic studies and although he’s only twenty years old displayed maturity that earned him the respect of his peers.”



QPU President Shane Prior presents Constable Colby Donaldson with the Dux Award for intake 3/2024.

Constable Donaldson is heading for Townsville, a significant change from an early career as a phlebotomist on the Gold Coast. The service has already advised him his second and third years will have him posted to Mt Isa. Constable Donaldson said, “I do like a challenge and the change in surroundings will be interesting. I always wanted to do something that constantly had me on the move and presented a challenge. I’ve always wanted to work in the emergency services so hopefully this will be a long journey.”

Colby admits however the announcement he had achieved dux status caught him by surprise, “I was very proud, I worked hard for this, it really shows that hard work does pay off. The Academy has been very busy with all the recruits

THERE WERE 30 GRADUATES WHO ALREADY HAVE CONNECTION TO THE POLICE FAMILY, AMONG THEM CONSTABLE JACK MASTERS.

**“WE DON’T POLICE OUR
COMMUNITY WE POLICE
WITH THE COMMUNITY, TO
MAKE THEM FEEL SAFE AND
ENSURE THEY ARE SAFE.
THE PEOPLE WE DO POLICE
ARE THOSE WHO PUT OUR
COMMUNITY AT RISK.”**

here but the staff are always there to help us out, if there’s anything you felt like you needed a hand with the staff were always willing to give it.”

Police Commissioner Steve Gollschewski thanked the recruits for joining the service at a time when they are desperately needed to assist police currently on the frontline. Mr Gollschewski said, “We don’t police our community we police with the community, to make them feel safe and ensure they are safe. The people we do police are those who put our community at risk. You will face difficult times ahead, please respect each other. Policing is about caring and we should all care for each other.”

The graduation ceremony was dedicated to the memory of Constable Michael Low who was shot and killed attending a domestic dispute in North Rockhampton on February 29, 1984.



Gail Mayerle accepts the QPS Blue Heart Medal and the National Medal on behalf of Constable Michael Low killed in the line of duty in 1984.



Constable Emily Hull was the recipient of the Achievement Award presented by Grant Spooner from QBank.





Constable Montanna McAvoy was the recipient of the Sondra Lena Memorial Award for Physical Skills.



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Constable Mark James was presented with the Leadership Award by President of the Commissioned Officer's Union Kerry Johnson.



Constable Lucas Simonds presented with the Domestic and Family Violence Training Award.





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Constable Mark James was the recipient of the Dan Stiller Memorial Award for driver training. Presented by Josh Cooney from RACQ.



The Operational Skills Award was presented to Constable Dylan Gale.





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Police Commissioner Steve Gollschewski presents Constable Mark James with the Commissioner's Award.





QUEENSLAND RETIRED POLICE ASSOCIATION

NEWS



MESSAGE FROM GREG EARLY, STATE PRESIDENT

This is the last QRPA contribution from the Queensland Retired Police Association for 2024. We are grateful for the space provided in the Journal by the Queensland Police Union.

On behalf of the State Management Committee, I wish all readers a safe and happy festive season.

ATTENDANCE AT THIS YEAR'S LUNCHEONS/DINNER

So far this year a member of the State Management Committee has attended all of the Branch luncheons/dinner with the exception of Van Diemen's Land annual dinner/luncheon as follows:

Myself: Redlands on 27 February 2024, Sunshine Coast on 23 April 2024, Hervey Bay on 19 June 2024, Gold Coast on 16 July 2024, Gladstone on 20 July 2024, Far North Queensland on 26 July 2024, Darling Downs at Toowoomba on 17 October 2024, Near North Coast at Caboolture on 22 October 2024 and Ipswich on 12 December 2024.

State Vice President Alex Granlund: Southern Downs and Granite Belt at Warwick on 12 July 2024 and Logan Beenleigh on 24 July 2024.

State Secretary Chris Sang: Gympie on 28 August 2024.

State Vice President Bob Atkinson: Mackay-Whitsunday on 18 October 2024, Rockhampton dinner on 18 November 2024 and Townsville on 5 December 2025.

State Welfare Officer Dave Walsh: Bundaberg on 4 December 2025.

NEW MEMBERS

Former Senior Constable in the Northern Territory Police Force Mark Anthony Butler, Gympie; former QPS A05 Public Servant Helen Mary Kiloc, Ipswich; former Senior Sergeant Neil Raymond Bradford, State and former Inspector Gordon Thomas Watson, State.

NEW ASSOCIATE MEMBER

Joan Madalena Nugent, widow of deceased member Barry Nugent, Darling Downs.

QRPA CERTIFICATES

VETERAN MEMBER

(75 years & 10 years continuous financial membership): Barry Cannon, Ipswich, Robert Adamson, Far North Queensland, Neil Allan Campbell, Near North Coast, Roger William Collins, Gold Coast, Richard Cornelius de Groot, Sunshine Coast, William James Padget, Darling Downs, John David Read, Bundaberg, Neil David Coleborn, Gladstone and John Flanagan, State.

VETERAN ASSOCIATE MEMBER

(75 years & 10 years continuous financial membership): Carolyn Lucy Moskwa, Sunshine Coast, Alicia Maria Cooper, Redlands, Elizabeth Ann Edgerton, Bundaberg, Elaine Jefferies, Gold Coast, Rosemay Nicol, Redlands, Robyn Fay Stokes and Denise Ann Sullivan, Gold Coast.

SENIOR MEMBER

(65 years & 10 years continuous financial membership): Vernon Horley Holcombe, Gold Coast, Veronica Mary Kane, Gympie, Peter William Faulkner, Van Diemen's Land, Paul Michael Fitzpatrick, Redlands and Stephen William Maney, Sunshine Coast.

SENIOR ASSOCIATE MEMBER

(65 years & 10 years continuous financial membership): Pamela Joan Holcombe, Gold Coast and Anne Johnston, Townsville.

90 AND OVER

Clyde Wilkie, State, 95 on 13 October 2024, Joan Ehlers, Redlands, 94 on 29 October 2024, Bernard Barry Ingham, Redlands, 94 on 15 October 2024, Douglas Ronald Trace, Ipswich, 92 on 27 October 2024, William John Bergin, State, 92 on 17 November 2024, William Stanley McDonald, State, 94 on 15 November 2024 and Constance Caroline Schultz, Townsville, 95 on 27 November 2024.

OBITUARIES - MAY THEY REST IN PEACE

MEMBERS

Member and former QPS Field Craft/Activities Officer Rex Lawrence McCall, 19-09-2024 age 93 years, Senior Member and former Senior Sergeant Francis George Hurren, 23-09-2024 age 74 years, Veteran Associate Member Cynthia Florence Guteridge, age 93 years, Veteran Member,

former Superintendent Roy John Graves, 29-10-2024 age 91 years, Veteran Member and former Senior Constable Peter Frederick Hilder age 86 years on 30-10-2024 and Veteran Member and former Inspector Thomas Edward Strain age 92 years on 14-11-2024.

FAMILY

Shirley Taylor, mother of Member Allan Nicol and widow of former QPS Officer Hedley Gordon Nicol and Maureen Joy Murphy, widow of former member and Assistant Commissioner Anthony Murphy, 05092024.

SERVING MEMBER

Senior Sergeant Brendan Ware Wiblen, passed recently following a motor cycle accident in Glenn Innes.

NON MEMBERS

Bradley John Smart, former QPS Officer passed away on 28-09-2024 age 64 years, Samuel Bruce Haigh, 87 years, passed away on 23-09-2024, former Senior Sergeant Anne Wade, 26-06-2024, former Sergeant 1/c Robert George Bannister, 31-10-2024, Alan William Ross age 85 years on 05-11-2024, former Inspector and former member Anthony John Olsen age 87 years on 12-10-2024, Mary Broadley age unknown on 01-11-2024 and Frances Michael Hannan age 99 years on 10-10-2024.

AROUND THE BRANCHES

BUNDABERG

Meeting held on 20 August 2024. Visitor: Glen Lynch visiting from NT. Welfare: Mary reported she had a fracture in her knee which required further treatment. Greg Strohfeldt was doing well after his surgery. Lou Pakallus was going well. Margaret Francis was having eye problems and may not be able to drive. John Reid had a fall and hurt his hip again. Tony McDowell checked on Graham Hancock who had major surgery and got good results. An application from Colin John Lindorff for membership of the Association was recommended for approval. A Bowls Day Committee is to be formed before the end of the year. Mary Waugh explained the issues with sponsors with making application on line these days. Mick Harvey spoke of the change of management at the RSL. The Sub-Branch has employed a group to run the Club, Bistro, etc and it will be operating next year after a hand over during the Christmas period. The QRPA will still be able to meet there for the foreseeable future. **Meeting held on 27 September 2024** at the Coral Coast Christian Church following attendance at the NPRD service which was held in the church. Welfare: Mary Waugh reported she is doing OK and getting around better. Mary contacted Mary Crook who reported she is scheduled for a pacemaker to be fitted. Mary also visited Cheryl Hayes in Brisbane who was having a good day and passed on her regards. John Reid was having lots of trouble with his hip making movement difficult. **Meeting held on 25 October 2024.** Welfare: Mary Waugh visited Fred Collins and found him doing well.

She also contacted Graham Hancock who is going OK, as is Heather Storer. Lou Pukallus reported he is going well and hopes to have a clearance to travel to the UK later this year. Col Lindorff gave an interesting talk about his time in the Military Police around Australia and overseas. His application to join the QRPA was recommended for approval. Next meeting: 29 November 2024. (*Secretary – Rowan Bond – 0408 286 483*)

GOLD COAST

Meeting held on 3 September 2024. David Manfield resigned as Secretary of the Gold Coast Branch on 21 August 2024 because of personal reasons and health issues which he explained to the meeting. However, he has since resumed duties as Secretary until a replacement can be found. Welfare: John Coggan was in hospital undergoing treatment for diverticulitis. David Stoneley was in hospital undergoing heart bypass surgery. **Meeting held at Currumbin RSL Club on 1 October 2024.** Plaques were presented by President Mike Sparke to former President Russell Robertson for outstanding service as the President of the Gold Coast RPA for the past 12 years and to former Vice President Colin Sullivan for outstanding service as the Vice President of the Gold Coast RPA for the past 10 years. Welfare: David Stonely recently underwent surgery to remove some extra-large kidney stones. Robyn Stokes recently underwent surgery to the upper right shoulder. Guest Speaker: There was no guest speaker however Gerry McKendry gave a short outline of his recent trip to the USA which included a tour of the Air and Space section of the Smithsonian Institute. President Make Sparke provided a current update of the amendments to the Traffic Act with cameras and AI detection issues. **Meeting held on 4 November 2024.** Eight members together with Social Secretary Denise Sullivan attended the Gold Coast RPA Widows Social Meeting held at the Burleigh Bears Club on 09 October 2024. Nineteen members attended the 31 October 2024 Social Meeting held at the Paradise Point Bowls Club. Associate members Carole Raward and Beverley Robertson were presented with Veteran Associate Member Certificates by Social Secretary Denise Sullivan. The next Social meeting is to be held at the Currumbin RSL on Thursday the 28 November 2024. Social Secretary Denise Sullivan is now responsible for organising Gold Coast RPA Widows Social Meetings and the presentation of Certificates to such member. Welfare: Carole Raward was released from hospital after receiving two weeks treatment for kidney issues. Robyn Stokes is now in full recovery mode after undergoing surgery to her upper right shoulder. Next meeting: 3 December 2024. (*David Manfield – 0413 957 610*)

GYMPIE

Meeting held on 2 October 2024 at the Tin Can Bay Sports Club. A special welcome was given by President Keith Bunkum to their newest member Mark Butler who gave those present some details of his past history in the QPS.

Welfare: Norm Breen has been in contact with Brian Johannesson as he was in hospital having surgery. He also spoke with Wayne Sachs, QRPA Gympie Member, about the passing of his wife Susie. The Christmas luncheon will be held at the Gympie Sports Club on 11 December 2024. There was a get together on 17 October 2024 at the Gympie RSL Club for morning melodies and lunch. President Keith Bunkum presented Annabell Andrews with her Veteran Member Certificate. **Meeting held on 6 November 2024.** Welfare: Glen Durre spoke of his wife Marge receiving medical attention. Brian Johannesson was in hospital at the time of the meeting and his wife was also unwell. Their Christmas luncheon will be held at the Gympie Sports Club on 11 December 2024. Next meeting: 5 February 2025. (Secretary – Wayne McDonald – 0406 728 070)



Annabell Andrews receiving her Veteran Member Certificate from President Keith Bunkum.



Gympie Police Colour Party at the NPRD service held at the Expansion Church in Gympie.

LOGAN-BEENLEIGH

Meeting held on 28 August 2024. Guest speaker: Member Mike Pearson spoke to the members concerning Cardio Vascular heart issues, particular atherosclerosis (hardening of the arteries) which is a topic close to him as he was recently diagnosed with it and underwent life saving surgery. Branch President Colin Thorne provided an update on the health and wellbeing of a number of branch members. **Meeting held on 25 September 2024.** Welcome back to Jeff Dawson and Max and Viv Faulkner. Guest speaker: Sergeant Mick Gardiner from the Explosive Ordinance Response Team (EORT) spoke to the members about the origins of the old Bomb Squad when it consisted of two members Les Bardwell and Neil Raward. Prior to this the Qld Police Force did not have a Bomb Squad as such and used to rely on the army bomb technicians. Now the Qld EORT has the largest full-time team in Australia with a staff of 16 and supported by computer technicians and detector dogs. From the research carried out by Mick with respect to his book – *Blast from the Past* – Mick outlined that Qld has the dubious honour (or infamy) for the first targeted bombings in Australia. It possibly began with the organised crime targets in Ingham in 1933. At this time a member of the organised crime

group operating in Ingham blew up a mother and son. The Ingham community subsequently retaliated and alleviated the problem by blowing up the business and person of the organised crime member. Mike regaled the group with various extracts from some of the cases researched for the book. The cases provided ranged from plane hijacking to murders and attempted murder of a police officer in Qld to also include disputes between political parties utilising explosives. Overall a very interesting presentation. The visit to Summerland Camels on 11 Sept 2024 was most enjoyable. The Branch's Christmas lunch will be held at the Beenleigh RSL Club on 4 December 2024. Welfare by Colin Thorne: Eileen Riley had some setbacks after her knee replacement. Max Faulkner was able to attend the meeting after his long recovery process. Dale Ellsworth was having some ups and downs but it was good to see her at the meeting. Phil Clohesy was having some problems with spinal issues. The NPRD service was held at the Highway Church, Ormeau. **Meeting held on 23 October 2024.** Guest: Andrew Gough, Secretary/Manager, Queensland Police Legacy Scheme and Guest Speaker, Acting Inspector Corinne Brown, Beenleigh Station, Logan District. Andrew Gough presented Gerry Stevens with a Certificate recognising the donation of \$10,000 to the Queensland Police Legacy Scheme. Andrew mentioned that Gerry and the Logan Beenleigh Branch have had the most involvement with Police Legacy for Retired Police. Guest speaker: Acting Inspector Corinne Brown. Corinne explained the process that Logan District went through during the QPS Service Delivery Program from the initial establishment to the eventual disbandment of the program. Corinne spoke about the challenges facing front line police today especially in the area of maintaining core business and the impact of Domestic Violence response. A question was asked concerning the current homeless situation with people setting up tents and camps in parks throughout the district. Corinne advised that it was a complex issue involving the engagement of many agencies and was not all a policing issue as in many cases no actual offences were being committed. Members Emergency Contact Information - 26 responses have been received to date. The purpose behind the information was for when the Branch is having a function or trip that if there was an emergency that someone could be contacted (This includes when partners are accompanying each other). Branch President Colin Thorne provided an update on the health and wellbeing of a number of branch members. Next meeting: 27 November 2024. (Secretary – Kevin Francis – 0401 668 760).



Gerry Stevens being presented with a Certificate by Andrew Gough, Secretary-Manager of the Queensland Police Legacy Scheme, recognising the donation of \$10,000 to the scheme.

SUNSHINE COAST

Meeting held on 24 September 2024. Welfare report: President and Welfare Officer Dick Turpin presented his report. The Welfare Officer, President Dick Turpin, continues to make contact with most unwell members where he can. Guest Speaker: Guest speaker Senior Constable Jacqui Burge from the Sunshine Coast District Forensic Crash Unit gave a very informative address regarding current staffing at the FCU and outlined some of the technological advancements and changes to investigative methodologies during recent years. The FCU when at full strength has seven staff but is currently operating with three due to absences on leave and other reasons. Staff now perform ten hour shifts working eight shifts per fortnight. The unit has been fortunate to secure significant enhancements to equipment and resources in recent years. They now have capacity to access and use data uploads from airbag and seat belt modules as part of their investigations. They continue to use theodolites and now also have access to two drones that can be used to photograph and map crash scenes and other incidents. The unit has three accredited drone pilots who are also used to support District activities with drones including use for intelligence gathering, deployment during searches, execution of high risk search warrants and other activities. Staff attached to the unit are undergoing increased training to deal with emerging issues including electric vehicle safety at crash scenes, accessing and use of CCTV and 'dash cam' technology and use of Vericom and V-Box equipment for brake testing and speed assessment to enhance investigations. In addition to motor vehicle crash investigations, the unit also has an active involvement in related investigations involving workplaces, planes, trains and electrical incidents. State President Greg Early presented Don Teague with a plaque and QRPA badge for the award of Life Membership of the Association. Don has been a member of the QRPA for over 30 years and throughout his membership has given long, distinguished and meritorious service to the Association. He has held executive and welfare officer roles for a number of years at both Gold Coast and Sunshine Coast branches during his membership. Kevin Darch was presented with his Senior Member Certificate having been a member of the Association for over 10 years.

Meeting held on 22 October 2024. Howard Glass and Joanne Pitt, Bundaberg Branch, and prospective member Jon Johnson were visitors to the meeting. Member Kev Darch has sold up and is moving to Bargara. He will probably attend meetings of the Bundaberg Branch. Guest Speaker: Member Narelle Walker recently spent two months as a volunteer in Madagascar. She provided photographs and a very moving summary of the living conditions of the people and her efforts while she was there. She even drew interest from other people (non-members) who were present at the club on the day of the meeting. Narelle's efforts deserve congratulations as she brings happiness to people who would otherwise be deprived of some happier times. **Luncheon held on 26 November 2024 at the Power**

Boat Club. Seventy one members and guests attended. There would have been seventy two there had President Dick Turpin not taken ill early in the day which prevented his attendance. Treasurer Steve Maney ably chaired the proceedings in Dick's absence. Special guests were: Andy Henderson, QBank Director, Vicki Stewart from McGrath Realty, Kym and Patricia Presgrave, Qld Medals and More and Mark Newton, KAM Autos, Kawana. An excellent two course lunch was enjoyed by all attendees. They had three lucky door prizes and 43 other prizes which included twenty Christmas cakes made by Associate Member and Cake Maker Queen Lyn Betts. During the luncheon State President Greg Early presented the following members with Certificates: Carol Moskwa (Veteran Associate Member - taken in her absence by her son and member Steve, Steve Maney (Senior Member Certificate) and Dick de Groot (Veteran Member Certificate). (Secretary - John Ballard - 0447432622)



Guest Speaker Senior Constable Jacqui Burge with President Dick Turpin.



Kevin Darch receiving his Senior Member Certificate from State President Greg Early.



Don Teague receiving his Life Member Plaque from State President Greg Early.



State President Greg Early presenting Dick de Groot with his Veteran Member Certificate.



Member Steve Moskwa receiving his mother Carol's Veteran Associate Member Certificate from State President Greg Early.



Treasurer Steve Maney receiving his Senior Member Certificate from State President Greg Early.

ROCKHAMPTON

Meeting held on 4 September 2024. Guest speaker: Mrs Allison Ray who co-authored a book called 'Wouldn't Swap it for Quids'. Some 500 pages of yarns and stories about colourful characters, present and past, of the bush. She said some are true and some names have been left out to protect the innocent. Allison's husband worked for Dalgety's Stock and Station Agency. Some of the characters in the book are/were known to members (favourably). She is still looking for more yarns for a second book. An application for membership by Alison Maree Beitzel was recommended for approval.

Meeting held on 2 October 2024. President Barry gave feedback on the NPRD Service and Candlelight Vigil. Eight members attended the service and two attended the vigil. The absence of the pre-service march was noted.

Meeting held on 6 November 2024. A special welcome was given by President Barry Self to Alison Beitzel to her first meeting of the Branch. The BBQ at Cockscomb Retreat was held on 20 October with 16 members attending. It was great to have Tom and June Young and Cavill and Gloria Heywood in attendance.

Annual dinner held at Bartletts Tavern on 18 November 2024. Thirty three members and guests attended. Special guests were State Vice President Bob Atkinson and Acting Superintendent Mark Burgess, both of whom addressed the gathering. Unfortunately President Barry Self could not attend due to illness. Seven Gladstone members attended as did Alan and Elizabeth Edgerton of the Bundaberg Branch. Retired Administrative Assistant Lynn Patterson won the lucky door prize, a green sapphire donated by member Terry Hanly and Alan Edgerton won the decorated Christmas cake donated by Carolyn. Some thirty prizes were donated by members for the multi draw raffles. The almost \$500 raised by the raffles will be donated to the Queensland Police Legacy Scheme. A pipes and drums rendition was presented by their

resident Piper, Sergeant Jon Cookson of the District Office, and drummer Gladstone President Glenn Churchill. Next Meeting: 04 December 2024. (Secretary/Treasurer – Dennis Smith – 0408 321 416)

SOUTHERN DOWNS AND GRANITE BELT

Meeting held at the Stanthorpe RSL Services Club on 6 September 2024. General appreciation was shown for the work undertaken by the State Management Committee in regard to the recent Rules Review. **Meeting held on 8 November 2024 at the Tenterfield Bowling Club.** An application for membership by former Sergeant Chris Stewart was recommended for approval. Some words by Secretary Brian Cannon: As has become the norm, the November meeting of the Branch was followed by a luncheon that becomes our Christmas do. The tables were adorned with the requisite festive trinkets and heaps of lollies by Jill. The smorgasbord that followed was again well received by those gathered. A highlight of the meeting/luncheon was a short presentation by Bob Platt of his experience looking after a jury in a trial in the west which involved several familiar figures. Reg Carter was the judge, Dan Casey was a defence barrister, with Col Bennett rounded out the defence legal fraternity. Bob provided interesting observations and a riveting rendition of the machinations around the trial. As 2024 closes, the branch has lost to the blue beat above three of our stalwart members. In March a few of us had the privilege of joining in the celebration of the life of Norris Carney at Kalbar. It was a fitting acknowledgement of a great family man and an exceptional police officer. In June we farewelled one of the most accomplished officers particularly in the training space - Annie Wade left us and is now at peace without pain and suffering. Keith Love had not enjoyed good health for some time and in August passed comfortably in Stanthorpe. Keith and Maureen had retired to Stanthorpe after their retirement and Maureen remains a much-loved member of our branch. We have also experienced some losses of family of some members. Our thoughts and prayers remain with all as this festive time highlights to many the loss of a much loved face at the Christmas celebration. Unfortunately, keeping with this sombre theme, some members and family have suffered ailments and illnesses, some of which have required hospitalisations over the last twelve months. The flip side has been that when we meet, companionship and camaraderie combine, as we laugh and recall tall tales and true of the legendary past, muted occasionally by the adoption of a nom de plume or two. I acknowledge the end of the year has brought the eve of new adventures and a level of anticipation. Let's look forward to the future in a community made safer by the contributions of our young(er) brethren 'on the front line', and realise the support provided by our colleagues during their service, now in the retirement phase of life, as well as those who we cherish and remember as they walk the beat in the sky. On behalf of the President, Laurie Bell, may 2024 close with joy and happiness and 2025 bring on good health and friendship. (Brian Cannon – Secretary – 0476 156 968)



Monica O'Mara listening intently to George Allard.



Inspector Kelly Hanlen presenting Maureen Love with the late Keith Love's statement of service.



Tim Battle receiving his Senior Member Certificate from President Laurie Bell.

MACKAY-WHITSUNDAY

Meeting held on 21 September 2024. President Bob Maher congratulated Vice President Doug Sologinkin on being made a Life Member of the Association. Members were invited to participate in the 2024 candlelight vigil and NPRD march and service. The grave dedication ceremony of Constable Roy Doyle was held on 27 September 2024 and Mackay Police Chaplain Rev Dr Rosemary Dunn was involved in the ceremony. The service history, photo and service record of Constable Roy Doyle was received from the QPS Museum Curator, Lisa Jones. A \$400.00 donation was made to the Friends of the Queensland Police Museum in appreciation for assistance received in regard to the restoration of the grave of Constable Roy Doyle. Welfare: Report by Welfare Officers Barry Downs and Peter Howard. Graham Drury has been frequently examining the bitumen surface of the Bruce Highway between Mackay and Townsville. Barry gave himself a scare just before he left for Brisbane when he mowed his lawn - defying doctor's orders. Members participated in the NPRD march and service which was held in St Patricks Catholic Church, River Street. A Veteran Member Certificate was presented to member Kev Wall by President Bob Maher. Guest speaker: Recently retired Qld Police Sgt Nigel Dalton who gave an excellent presentation by using photographs and an overhead projector. Nigel outlined many aspects of his

life growing up - with his father's work taking the family to different countries; also his journey of joining the police and the difficulties and danger presented while serving in Ireland; also about working in the English Police and later in the Queensland Police including in the Mackay District. **Annual luncheon held on 18 October 2024 at Souths Suburban Bowls Club.** Dennis Hansen acted as MC due to Secretary Andre being in hospital following a farming accident. Twenty three members attended along with five guests: QRPA State Vice President Bob Atkinson, QBank Director Dan Keating, Superintendent Shane Holmes, Detective Inspector Emma Novosel and Mackay Mayor Greg Williamson. The President's report was delivered by Bob Maher which was followed by Bob Atkinson who addressed the luncheon and presented Vice President Doug Sologinkin with his Life Member plaque and gold badge. Other speakers were Mayor Greg Williamson, Superintendent Shane Holmes and QBank Director Dan Keating. Nineteen raffle prizes were donated by members. **Meeting held on 16 November 2024.** An application to join the QRPA by retired Mackay police officer Nigel Dalton was recommended for approval. Feedback was provided to Sergeant Steve Smith on the Drive to Thrive Program presented to the members earlier in the year. Welfare: Welfare Officer Barry visited Secretary Andre while he was in the Mater Hospital. Fifteen members got together at Wests for a social catchup and a lovely meal. A huge thanks to Dennis Hansen for his work regarding the refurbishment of Constable Roy Doyle's grave, Bev Houley for arranging for the family of Constable Doyle to be present at the dedication, President Bob with his contact with the Council to arrange chairs and shade for the ceremony, Police Chaplain Dr Rosemary Dunn, Superintendent Shane Holmes and Mackay Police Officers for their attendance and involvement. The annual Christmas luncheon will be held on 7 December 2024. (Secretary - Andre Wijtenburg - 0437 230 840)



Kev Wall receiving his Veteran Member Certificate from President Bob Maher.



Commemorative plaque donated by the Mackay RSL Club.



Members marching in the 2024 NPRD parade.



Constable Doyle's daughters Diane and Judith with Superintendent Shane Holmes.



President Bob Maher with officiating Police Chaplain Rev Dr Rosemary Dunn.



Doug Sologin holding his Life Member Plaque presented to him by State Vice President Bob Atkinson in the presence of his wife Maren.

IPSWICH

Meeting held on 12 September 2024. Welfare Reports from Bruce Raymond and Margie Kussrow: Barry Cannon spent a week in the Mater receiving treatment for infection following sun cancer treatment. Fred Maynard has returned home following a long period of convalescence in the Canossa Hospital, Oxley. Bruce informed the meeting of 'phone calls to members unable attend meetings – Di Hart, Ron Lobwein, John Hawkins and Greg Daniels. Paul Hogg has moved into a unit at Cascade Gardens and looks well. Brothers Function Manager Brett Mackay has suffered a stroke and is recovering slowly. Bob Latter is recovering from a heavy fall. Police Widows Coordinator: Di McCrae arranged a Police Widow's Morning Tea which was held at Brothers Leagues Club on Tuesday 17 September 2024. In attendance were Beverley

Latter Guest, Margie Kussrow, Noelene Ladlay, Narelle Bohn, Helen Koloc, Pat Priddle, Ros Rooney and Di McCrae. An application for membership submitted by Helen Mary Koloc nee Mahoney was recommended for approval. Guest Speaker: Val Marlow – Val joined the Brisbane Auxiliary of the Royal Flying Doctor Service in September 1986, has been a volunteer ever since and has been president for a number of years. She has seen many changes in that time in the work done by the Royal Flying Doctor Service. She has taken on the role of guest speaker to various organisations to pass on information of just what the Royal Flying Doctor Service does as city people have very little knowledge of what the Service does. **Meeting held on Thursday 10 October, 2024.** Welfare Officer Bruce Raymond reported he had been in contact with Mark Clark, Matt and Elaine Dale and Margaret Crawford; also he was following up on Shirley Zillman, widow of former welfare officer Arthur Zillman. He also informed the meeting of the problems Roslyn Rooney faced when the ceiling in her house collapsed through water damage causing her to vacate until repairs were carried out. The Branch made a donation of \$300 to the Royal Queensland Flying Doctor Service. An application for transfer from Van Diemen's Land Branch was received from former Ipswich Detective Darren Prickett. He resides in Geelong, Victoria, and is the author of many books. Guest Speaker: Acting Senior Sergeant Ty Nolan. Prior to joining the police Ty served in the RAAF as an Airfield Defence Guard. He completed his probationary period in 2012 – 2013 and was confirmed to the Ipswich Station. In late 2013 he commenced relieving in an investigative role in the Ipswich District Property Team; then in November 2014, he secured a permanent position in the Ipswich CIB. His current substantive position is as a Detective Sergeant in the Ipswich CIB. He is currently relieving as Acting Officer in Charge of Springfield Station. Ty provided an update on his recent investigations. Nicki Steel, former QPS officer, provided an insight into her amazing career not only as a police officer but also as a professional singer, sky diving instructor, trauma counsellor, traffic escort vehicle operator and in funeral transfers. **Meeting held on 14 November 2024.** Welfare reports by Bruce Raymond and Margie Kussrow. Margie reported she had been in contact with Denise King, Dan Brown, Dianne Hart, John Hawkins and Beth Suhr. Bruce reported: What Doug Trace now lacks in mobility (fulltime on wheelie walker) he makes up for with humour. When their unit was blacked out following an evening thunderstorm recently, he went out to reset the trip switch. But he was the one that made the trip, suffering a fall in which his wife Dawn had to help him to get to his feet. Ross Gorrie is now looking good after a recent eye procedure. Meanwhile Murray Cavanaugh is walking tall following cortisone treatment for a spur growth on his heel. Good news with John and Joy Raatz who are now both enjoying good health after battling for nearly two years with various ailments for each of them. John is back to full mobility but now keeps only two bee hives and a small collection of birds. Joy is kept busy with ten grandchildren

and seven great grandchildren. Shirley Zillman has returned from Tasmania and in good spirits. She lives alone and doesn't get out much. Fred Maynard was an apology as he had suffered a fall. Greg Polzin underwent eye surgery the day prior to the meeting. Guest Speaker: Darren Bennett – speaker and author. Darren is a published author with five widely-acclaimed books to his name, including his debut novel, '25/12/74', which received positive reviews after its release in July 2024. Beyond his writing prowess, Darren's talent extends to captivating audiences as an engaging speaker. Known for his ability to weave impactful and often humorous narratives, Darren leaves a lasting impression on diverse audiences. Whether addressing a conference, classroom, or community gathering, Darren's story telling acumen shines through. His anecdotes are not just entertaining but also carry profound messages that touch the hearts and minds of his audience members. Through his speaking engagements, Darren shares wisdom drawn from his experiences as a survivor of a catastrophic cyclone, author, educator, and family man. His talks are not only informative but also serve as a source of encouragement, reminding listeners of the power of resilience. Before embarking on his writing and speaking career, Darren devoted over 25 years to educating as a high school teacher and leader. His dedication to shaping young minds reflects his commitment to making a difference in the community. Darren presented an awe-inspiring account into his, and his families, survival in Darwin's Cyclone Tracy in which their home was destroyed around them. Darren's presentation was followed by an informative overview of the recovery process by one of the first responders, Bob Latter, of the Queensland Police Contingent sent to Darwin where they faced extreme difficulties. Next activity: Christmas luncheon on 12 December 2024. (Secretary/Treasurer – Ken Martin – 0407 345 500)



President Ken Morris presenting Doug Trace with his Veteran Member Certificate.

TOWNSVILLE

Meeting held on 4 September 2024. A very interesting presentation was made by David Fielding from Apricus (Health Advisors and Occupational Therapists) on 'tips and tricks for staying independent, safe at home and in the community'. Rev Glenn Louttit advised the meeting that the NPRD prayer vigil would be held at the Rock Pool on the Strand on Thursday night 26 September 2024; also that services would be held in Ayr and Ingham on Friday and Charters Towers on Thursday night. President Merv Johnston was congratulated by all members present on being made a Life Member of the Association. The annual luncheon will now be held at Brothers Kirwan, Bamford Lane, on 5 December 202. John Urquhart, on behalf of June Weston, thanked all of the members for the beautiful bunch of flowers sent to June. **Meeting held on 2 October 2024.** Welfare: Kev Jacobsen had a knee replacement and was sent home the next day to recuperate. Jill Hardy was having problems with her shoulder and Peter is still having treatment to find out and fix his back problems. Laurie Pointing was experiencing balance problems and had a couple of trips to the Townsville Hospital. **Meeting held on 5 November 2024.** Welfare: Kev Jacobsen is still experiencing problems with his knee replacement. Anne Johnston was admitted to Hospital to have an urgent operation to have a pacemaker fitted. Laural Angus spent three days in hospital with problems with her foot. After being the raffle coordinator since August 2016, Wendy has decided to Retire. She was thanked by the President and given a round of applause by the members. Linda Janetzki and Terry Lewthwaite have volunteered to take over this task. The Christmas luncheon will be held at Brothers Kirwan Sports Club on 5 December 2024. (John Urquhart – 0407 734 497)



John Korner and Brad Parfitt at the 8 August 2024 AGM.



Vice Chairman Dan Murdoch and Murray Cavanough at the 8 August 2024 AGM.



Linda Gorrie, Di McCrae and Greg Tutt at the 8 August 2024 AGM.



Floral tributes at the 2024 NPRD service at Townsville.



Attendees at the 2024 NPRD service at Townsville: President Merv Johnston, Warren Buterworth and Secretary John Urquhart.



President Merv Johnston placing a wreath at the 2024 National Police Remembrance Day service.

GLADSTONE

Meeting held on 4 September 2024. A donation of \$350.00 was made to the Gladstone PCYC from proceeds of the annual luncheon. A similar amount was donated to the Queensland Police Legacy Scheme. Members were invited to the NPRD service in Gladstone. Unfortunately no vigil could be held in Gladstone this year due to the non-availability of a Police Chaplain. Welfare: John Joannidis, reported that he is back on deck after some complications, including pneumonia and time spent in hospital from his motor cycle accident. Neil Coleborn had further skin cancer treatment on 26 September 2024 and was not able to carry the flag in the NPRD march this year. Welfare Officer Mary McKenzie brought up the subject of a Facebook page for the Branch and was authorised to investigate same. **Meeting held on 2 October 2024 at Flavours Marina.** Welfare by Mary McKenzie: Doug Jones advised that he suffered a couple of mishaps, the worst of those was a fall at his home causing injury to his back and neck and a laceration to his head for which he was well looked after by ambulance and hospital staff and is now thankfully on the mend. Glen Josefski, Darryl advised Glen is still doing as well as can be expected. Wayne Lamb was unable to attend the meeting due to a post op consultation in Rockhampton. Peter Vale had either the flu or a severe cough last meeting so Peter and Helen did not attend the meeting to avoid spreading the joy. Other members are doing well according to their individual circumstances. Darryl Saw reported that he had recently spoken with Mrs Lyn Harms, widow of the late Sergeant Owen Harms, and Lyn is interested in becoming an Associate Member of the QRPA in due course. Darryl will forward an invitation and Associate Membership

application form. The NPRD service was well attended. Mary McKenzie placed the Branch wreath. The late Constable Rachel McCrow's mother and other family members were present. Mary followed up on a possible Branch Facebook page and due to various issues members resolved not to create a page. Doug Jones has featured in Gladstone Region 'Our Priceless Past' this year. **Meeting held on 6 November 2024 at the Tannum Sands Hotel.** The Branch made a \$100 donation to the Qld Police Women's 60 year reunion. Several members attended the Rockhampton Branch Annual Dinner on 18.11.2024 and Bundaberg Branch Annual Luncheon on 4.12.2024. Welfare Officer Mary McKenzie read the obituaries and recited the Ode. Gladstone Branch Members Zoe Mortimer and Judith Saw were remembered. Her welfare report: Darryl Saw regularly catches up with Glen Josefski and advises he is doing as well as can be expected. Diane Janas, Chris and Debbie Lette advised that Diane has started her second round of Chemo and is hoping to be back this month and able to attend the Christmas luncheon. Gladstone Station Property Officer Vicki Larnar, following the passing of husband Elton Larnar, Mary reached out to Vicki by private message, extending my deepest sympathy along with sincere condolences on behalf of the Gladstone Retired Police Association Members. I provided my contact details should Vicki need any support or just to catch up for a coffee and chat. Vicki thanked me for reaching out. A sympathy card will be delivered to the Gladstone Station from the QRPA members. Neil and Chris Coleborn, Darryl arranged sympathy cards for Mel Pengelly and Neil and Chris along with a wreath for Brian's funeral held on Friday 1st November. And a card for Chris and Neil following the loss of Chris' brother Geoffrey Bridges. Our thoughts go out to their families. Allan Bassett was having a colonoscopy on the day of the meeting and Marysha was supporting him. Next meeting: 11 December 2024 at he Calliope Central Bowls Club. (Secretary - Darryl Saw - 0447 417 746)

DARLING DOWNS

Meeting held on 12 September 2024. Welfare: John Mackay said Boyd Wilson had now completed chemo treatment. Maria Keightley is now a resident at Infinity Care. John stated that Gwen Knapp and his own daughter had been diagnosed with Breast Cancer. President John MacKay stated that he was pleased with the attendance at the Rededication Ceremony. He suggested the QFS and Ambulance may wish to participate in future ceremonies. John Mackay said that former Sergeant Eric Cargill was now living in a home in Highfields and had expressed interest in joining the QRPA. John Mackay advised that Richard Creagh had been doing some research on the purchase of embroidered shirts from Hip Pocket Workware. An application by Joan Nugent to become an Associate Member was recommended for approval. **Meeting held on 10 October 2024.** Welfare: Brian Willett and Ray Briese gave updates on their cancer treatments and John Mackay also gave an update on the treatment for cancer that his daughter was receiving. John Sullivan gave a report on the Police Remembrance Ceremony

at Crows Nest. John Mackay stated that attendances were low at the local event. John Mackay advised that the maintenance and removal of rubbish around the Memorial Wall was the Branch's responsibility and he and Viv Nolan would be keeping an eye on the situation there. John Mackay stated that the QFS was interested in attending the next Rededication Ceremony but he was yet to be advised by the Ambulance Service. Their annual luncheon was held at the Toowoomba TAFE Centre on 17 October 2024. Forty seven members and guests attended. Near North Coast Branch was represented. They had three lucky door prizes and 22 raffle prizes donated by members and QBank. Special guests who spoke were: QBank Director Paul Wilson, Acting Superintendent Scott Stahluht, District Officer, Toowoomba District and State President Greg Early. A delightful three course alternate drop was enjoyed by those who attended. **Meeting held on 14 November 2024.** Eric Cargill was welcomed to the meeting by President John MacKay. An application by him to join the QRPA was recommended for approval. John indicated he had attended the funeral of Veteran Associate Member Cynthia Guteridge. Welfare: Judy Lehfeldt stated that John Cooper was still trying to settle in to Garden Settlement. John Mackay said he had been tested for a heart problem. Roger Deshon stated that Rick Niland was not improving. John Sullivan stated that Ray Briese was doing Ok. Viv Nolan reported on the progress that he had made since his heart treatment. John Mackay stated that John Brand had advised that the Branch could participate in next year's Anzac Day parade. John Mackay stated that he had recently discovered that the Darling Downs and Gold Coast Branches were the oldest in the State having been formed in 1978. Next meeting: 12 December 2024. (Secretary - Mike Jordan - 0438 111 423)

NEAR NORTH COAST

Meeting held on 16 September 2024. Vice President Allan Hawkins chaired the meeting. Welfare: Allan Hawkins reported that he contacted some members and all were well. Information from President Carol Flanagan: That she was home, improving well and not able to drive for a while. (Injuries sustained in a fall). Annual luncheon held at the Sundowner Hotel, Caboolture, on 22 October 2024. Twenty seven members and three guests namely: Andy Henderson, QBank Director, State President Greg Early and Federal MP Terry Young. Terry had been an apology but dropped into the luncheon, spoke to some members and then gave an address. Andy Henderson spoke about the success of QBank and Greg Early spoke about the QRPA and presented Veteran Associate Member Lou Hartwig with her Life Member Plaque and gold badge. Lou is the first Associate Member to be made a Life Member of the QRPA. They had three lucky door prizes and 57 other prizes. (Traditionally the Branch always has many raffle prizes, most of which are made by or donated by members). **Meeting held at Woody Point on 18 November 2024.** Mike Gordon was welcomed to the meeting by President Carol Flanagan. Welfare: Allan Hawkins reported that he has been in contact with members

Des Kelly and Earl Sanders, that they are well but Des is having difficulty walking. Merv Melling advised on the health of member Noel Fortescue. President Carol presented Neil Campbell with his Veteran Member Certificate. While Mike Gordon was welcomed as a visitor, his application to join the QRPA was later recommended for approval. The Branch will donate \$100 towards a group called Bright Bags which provides items to children either affected by Domestic Violence or other circumstances. Christmas lunch and drinks will be held at the Burpengary Community Club on 16 December 2024. Next meeting: 20 January 2025. (Secretary - Bill Feldman - 0419 659 105)



Veteran Associate Member Lou Hartwig receiving her Life Member Plaque and gold badge from State President Greg Early.

REDLANDS

Meeting held on 24 September 2024 at the Mt Cotton Fire and Rescue Station. Sharon Gallow's resignation was accepted with regret. The contribution made by Eddie and Sharon over the years to the Branch was acknowledged. Doug McDonald's application for membership was recommended for approval. The August social meeting was held at the Sharks Football Club with twenty members attending. Overall it was a successful day. The October social meeting was conducted at the Manly Boat Harbour. Welfare Officer Chris Gibney advised of the welfare situations of several members. Bob and Marian Cassidy and Mark Norris were welcomed to the Branch. Another social event was held on 11 October 2024 at the Elysium Restaurant and Bar at Victoria Point. Another social event was held on 22 October 2024 at the Manly Harbour Boat Club. The Christmas luncheon will be held on 3 December 2024 at Hogans Hotel, Wellington Point. Next general meeting: 26 November 2024 at the QAS Museum in Wynnum. **Meeting held on 27 November 2024 at the QAS Museum, Wynnum,** where Ken Bedford presented and hosted a tour of the Museum. Welfare: Chris Gibney advised members of the welfare situations of various members. Cathy Beadley has been spoken to about her knee replacement operation but this has been postponed until next year. The guest speaker was Alison of Home Instead. (Secretary - Tina Bowen - 0408 199 085)



Redlands members attending the recent social meeting.



Members attending the Mt Cotton Fire and Rescue Station.

FAR NORTH QUEENSLAND

Meeting held at Kairi Hottel on 23 August 2024 (37 attended).

Welfare report – Brigitte McKaskill. There is not a lot to tell you except that quite a number of our members are unwell with various viruses doing the rounds. Guest speaker: Mark Setter who spoke on his favourite topic – woodworking. It was a very interesting discussion around the processes of woodworking and the beautiful outcomes and wonderful creations he has made. (Mark donated two prizes for the raffles). Al Pearson was presented with his Senior Member Certificate by President Mal McKaskill. **Meeting held on 26 September 2024** (33 attended). Special welcome to Ian and Lee Swan and Graham and Cheryl Cook. Welfare report by Brigitte McKaskill. Ray Sutton had been very unwell and been in hospital with the flu. Is home again and getting stronger every day. We wish him well as well as all of our members who are unwell at the moment. NPRD services were held at St Joseph’s Church in Atherton and at the Cairns Regional Council Chambers. Ian Swan was presented with his Senior Member Certificate by President Mal McKaskill. **Meeting held at the Top Rail Tavern in Malanda on 25 October 2024** (37 attended). A big welcome was given to Inspector Jason Smith, Tablelands Patrol Group, Sergeant Mary-Anne West, Mareeba PCYC, Police Chaplain Peter de Haas and visitors John Cran, Townsville, and Bill and Bev Christensen, Darling Downs. Welfare report by Brigitte McKaskill. Passing of Joe Glendon, former QPS Public Servant, aged 95. Beryl Pocock had a fall in the past month and had a night in hospital. Then again with a bad cough that wouldn’t clear. President Mal introduced Inspector Jason Smith who presented a brief update around the Tablelands Patrol Group activity highlighting domestic violence and youth crime as major issues taking up police resources. Vice President – JD Hartwell introduced special guest Sergeant Mary-Anne West, Mareeba PCYC. Sergeant West presented information on one of the programs she has been working on with the PCYC in Mareeba. This program is called Ready for Work which assists youths develop skills around preparing for interviews, addressing selection criteria, working in teams, organising clothes etc. She spoke about a young girl who went through the program and eventually joined the Navy. A very successful program and quite a number of the successful outcomes are participants who are first in their generation to find full-time work. Sergeant West also explained that it was difficult to obtain funding but she was always on the look-out for grants and assistance for the programs they wished to run. Another program she discussed was to help reduce numbers around

youth crime as there was a high proportion of first nations youth being involved. January 2022 worked for 27 days straight – opening from 6.00pm to 9.00pm providing food, pool tables, board games, recreation. Former Commissioner Carroll and former Police Minister Mark Ryan came to visit in Mareeba as they had heard about the program. This was the catalyst in providing funding to employ five first nations staff. The stats have proven that youth crime has lowered as a result. Final meeting/lunch for 2024: 29 November 2024 at Red Beret.

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Ian Swan receiving his Senior Member Certificate from President Mal McKaskill.



Al Pearson being presented with his Senior Member Certificate by President Mal McKaskill.



Guest speaker Mark Setter talking about his favourite subject woodworking.



President Mal McKaskill entertaining members and guests with his Dad jokes.

HERVEY BAY

Meeting held on 17 September 2024. Superintendent Anne Vogler and Detective Acting Sergeant Distavano of local command attended and addressed the group in regards to local matters and juvenile crime. WELFARE: Sandy Mc-Innes West updated the group on Gerry Walton’s condition after his car accident. Gerry is recovering steadily and the offender responsible for the incident has fronted court. The NPRD service was held at the Baptist Church at Hervey Bay where a wreath was placed on behalf of the Branch by President Ian Anderson. Derek Mayne presented Bob Summers with his Veteran Member Certificate. A BBQ

was held on 15 October 2024 in the park off Cheapside Street, Maryborough. **Meeting held on 17 November 2024 at the Hervey Bay RSL Lakes Room.** The guest speaker was Matthew Steer, Officer in Charge of the Hervey Bay Ambulance Service. Welfare: President Ian Anderson visited Norm and Bev Sprenger. Norm is battling his illness with determination with Bev by his side. The Christmas lunch will be held at the Hervey Bay Golf Club on 3 or 4 December 2024. The change of recording passings in the Roll of Honour on the QRPA website to alphabetical order rather than previously was raised for consideration by the State Management Committee. (Secretary – Nick Paton – 0428 839 552)



Officer in Charge of the Hervey Bay Ambulance Service, Matthew Steer, addressing the meeting.

VAN DIEMEN'S LAND

A general meeting was held on 7 September 2024 at Prem's Seafood and Grill, Devonport. Fourteen members attended the meeting. Vice President Ian Johnston addressed the meeting and spoke about the passing of their former founding member, President and Secretary Andy Beasant on 8 July 2024 at the Royal Hobart Hospital. He then read out the Vale Addendum which State President Greg Early was able to include in the September QRPA quarterly newsletter along with Andy's last newsletter. Ian also gave a vote of thanks to Colleen and Phil Sharp for their love, help and companionship which they gave to Karen up to and following Andy's passing; he also extended his own and Karen's grateful thanks to Col and Sara Boreham for their very special help given to Karen during those early and very trying days. Ian also gave a great shout-out to Dave Palmer for the exquisite handmade timber plaque of the island of Tasmania on which he had inscribed the wording of the Police Ode, dedicated to Andy and handed to Karen at the funeral. A vote was taken to elect a new President/Secretary and this resulted in Bob Fitzsimmons being elected to that position until the election of officers at the 2025 AGM. The other positions, namely Vice President - Ian Johnston, Treasurer - Jim Byrne and Newsletter Editor - Jennifer Johnston remain unchanged. Members were invited to the NPRD service at the Tasmanian Police Academy on 27 September 2024 where Vice President Ian Johnston placed two wreaths. From President Bob Fitzsimmons: Firstly, many thanks to those members who voted for me in the special election held at our September meeting. Your confidence and support were greatly appreciated. I'll do my best to live up to the high standard

that Andy has set for the position. I hope everyone had a good time at the September meeting and enjoyed the food and ambience at Prem's Seafood and Grill as much as Deb and I did. I'm pretty sure we will be holding more meetings there in the future. Our next meeting has been scheduled for Sunday 24 November 2024 at The Pancake and Crepe Shop in Oatlands.



New President/Secretary Bob Fitzsimmons and wife Debbie.



Members attending the 7 September 2024 meeting.



Members attending the 7 September 2024 meeting.



VP Ian Johnston and David Palmer. David made one of these with the Ode to a Police Officer on it and this was given to Karen Beasant.

Courtesy of QPS, confidential psychological support service available to retired Queensland Police Officers – 24/7 – 1800 277 478.

IF YOU KNOW OF SOMEONE DOING IT TOUGH, PLEASE URGE THEM TO USE THIS FREE SERVICE OR TALK TO YOU OR SOMEONE.

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