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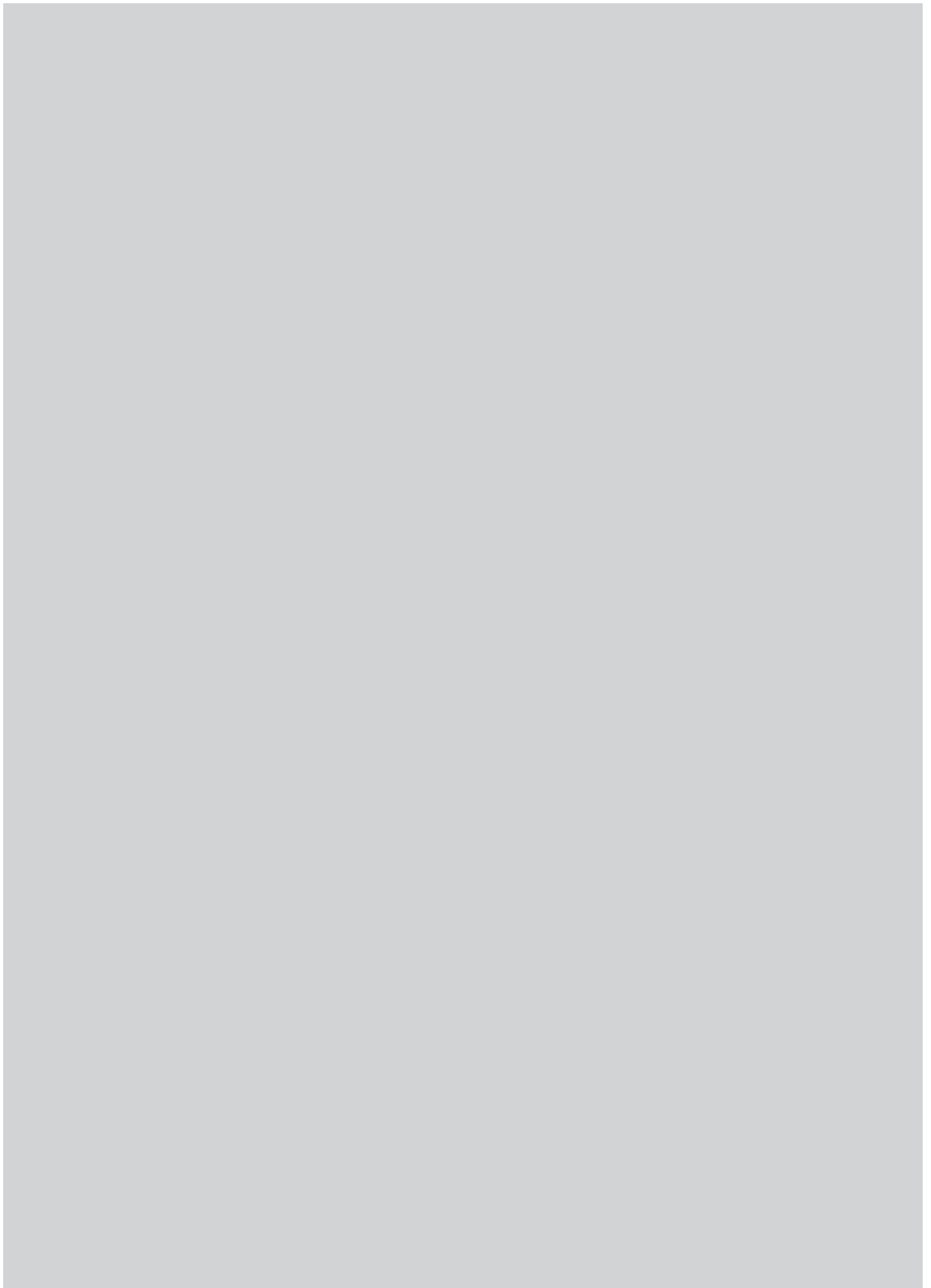
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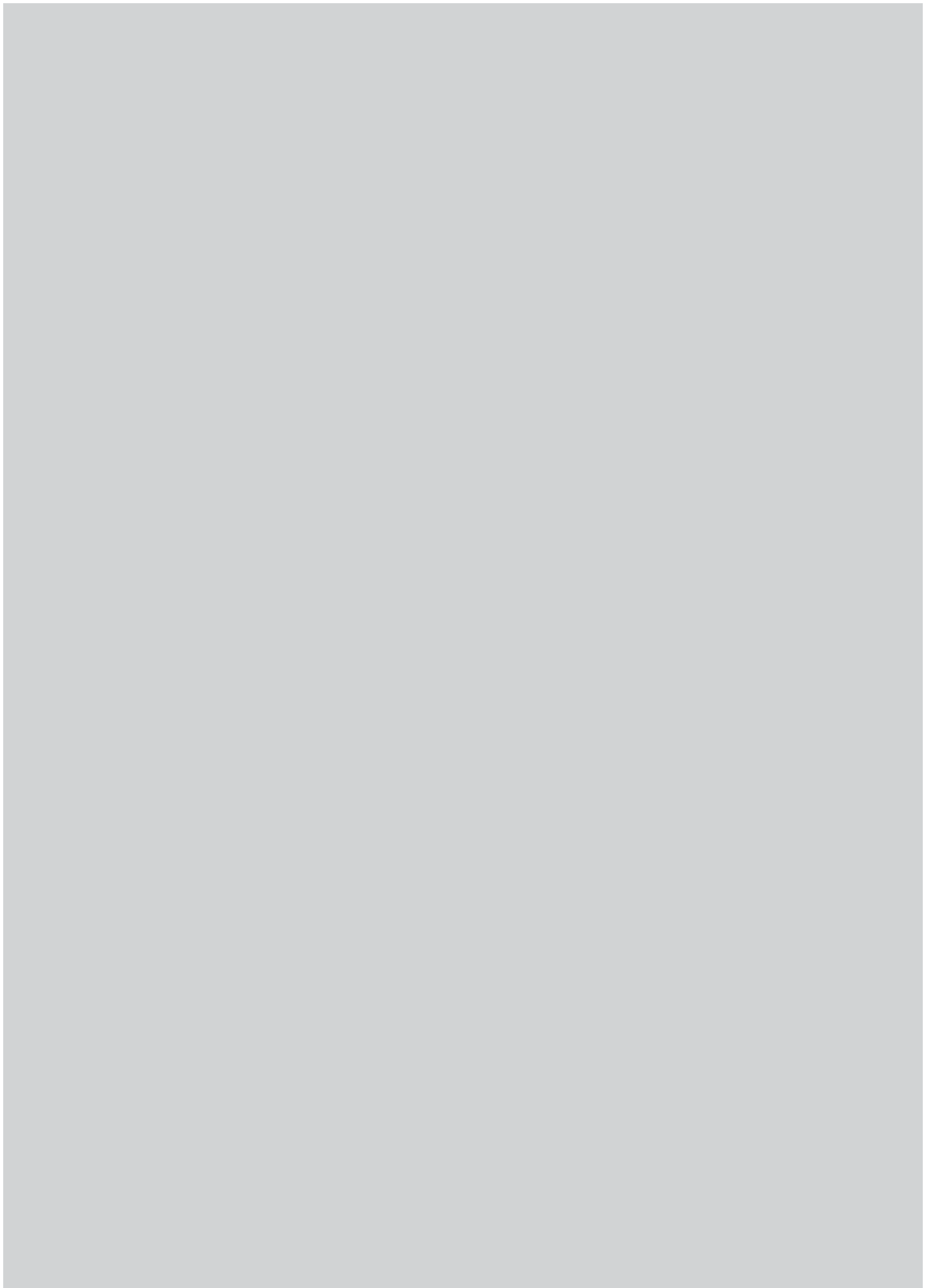
Our K9 team

BEHIND THE SCENES



Integrity Reporting
How far is too far?
Protecting privacy





THE OFFICIAL PUBLICATION OF THE AUSTRALIAN
FEDERAL POLICE ASSOCIATION AND THE AFPA LTD.

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On the cover: Sy and Bmo.
This page: Remi & Harlow.

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President
ANGELA SMITH

PRESIDENT REPORT

SINCE OUR WINTER 2016 EDITION WAS PUBLISHED, A NUMBER OF EVENTS HAVE HAPPENED.

The Liberal government was re-elected with a one seat majority after the Speaker was selected from the conservative ranks. And the composition of the new Senate means that with Pauline Hanson and Nick Xenophon holding the balance of power, Parliament may be even more unstable than before the election. But, time will tell. The Prime Minister, Malcolm Turnbull, re-affirmed Michael Keenan as our Minister for Justice and Minister Assisting the Prime Minister on Counter Terrorism.

REMEMBER, THE MORE MEMBERS WE HAVE THE MORE WEIGHT WE CARRY IN THESE MEETINGS, SO PLEASE ENCOURAGE YOUR COLLEAGUES TO JOIN THE AFPA.

The AFPA negotiating team continued to meet with the AFP negotiators over the Enterprise Agreement (EA). We are providing regular updates following these meetings and remind members the headline wage increase we are seeking is 6% over three years with no loss of benefits or conditions.

Unfortunately, the government's bargaining policy prevents back pay or sign-on bonuses upon commencement of the agreement. Remember, the more members we have the more weight we carry in these meetings, so please encourage your colleagues to join the AFPA.

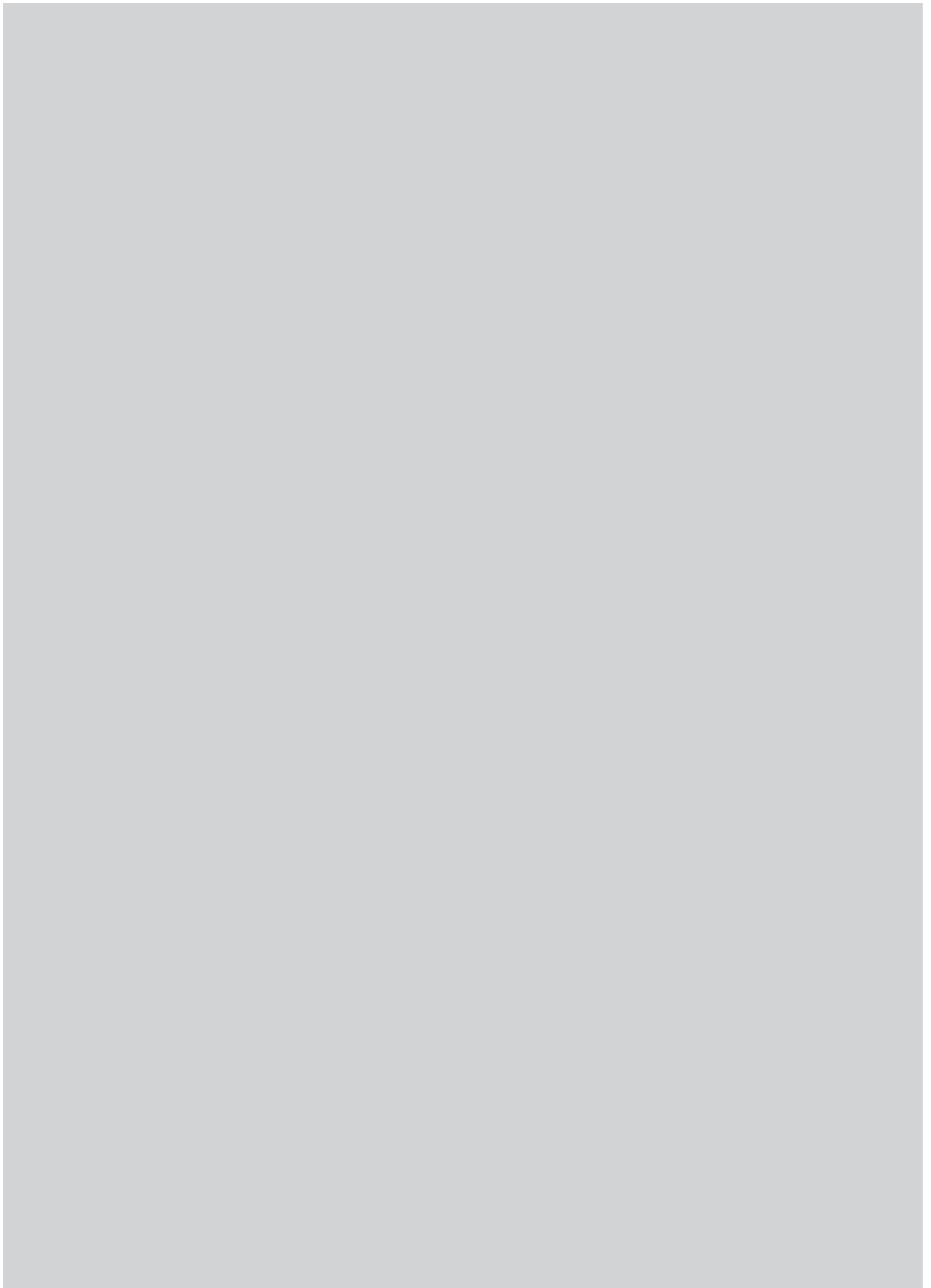
Our social media pages are now up and running which means that regular updates are provided through our Facebook, Twitter, YouTube and LinkedIn pages.

Some of the issues we have covered recently include discussions on the effects of Post Traumatic Stress Disorder (PTSD) on our members and reminding members about the Wall to Wall ride for Remembrance on Saturday 17th September. Other issues include ACT Policing needing consorting laws to protect the local community from illegal firearms trafficking and the manufacturing and dealing in illicit drugs. Additionally, we are calling for the introduction of 3am lockout laws for licensed venues to help ease the pressure on police and help keep the community safe.

Recently, the AFPA helped our latest 11-week old K9 fur recruits to socialise. If you are holding an event, please feel free to send us an email to afpa@afpa.org.au with the details and we will cover it for you either in our social media or magazine.

Features in this edition include a profile piece about our K9 officers, a shout out for any members who can tell us where some of our past promotional spokespeople are and a reminder to keep your online profile and your passwords secure.

Until the next edition, stay safe.



KEEPING THE AFP INFORMED

WHAT I NEED TO KNOW ABOUT

INTEGRITY REPORTING

WHEN NEW RECRUITS STARTED AT THE COLLEGE, ONE ASTUTE AND WITTY SERGEANT USED TO GREET THE NEW INTAKE WITH “WELCOME TO BEING PERFECT FOR THE REST OF YOUR LIVES.”

WHILE THIS IS NOT STRICTLY TRUE, IT IS GENERALLY ACCEPTED THAT DUE TO THE AUTHORITY, POWER AND DISCRETION GIVEN TO EMPLOYEES OF POLICING AGENCIES BY THE GOVERNMENT, THEY ARE ACCOUNTABLE TO A HIGHER ETHICAL STANDARD THAN THE GENERAL PUBLIC.

In his book *The Ethics of Policing*, John Kleinig refers to policing as ‘a form of social peacekeeping’ and:

in fulfilling that role, police will often find themselves caught between the real and ideal, between competing factions and groups, between the public they serve and the culture of their own organisation.

This applies to all policing employees, therefore conflicts of interests, integrity, transparency and accountability are strictly regulated.

WHAT IS INTEGRITY REPORTING

The AFP has a suite of governance surrounding professional standards (see the AFP Hub), which sets out the organisation’s expectations of the integrity and conduct of all appointees. Reporting possible conflicts of interest is one way to ensure the AFP has oversight over situations where an AFP appointee’s private interests conflict with their official AFP duties. Appointees include all employees, special members, locally engaged staff overseas, contractors and those on secondment to the AFP.

The *AFP National Guideline on conflict of interests* defines a conflict of interest as a conflicting obligation, loyalty or other improper influence to which an individual is subject in the course of a relationship or activity. It may involve an actual, perceived or potential conflict between an AFP appointee’s responsibilities in serving the public interest/official AFP duties, and the AFP appointee’s private interests. Conflicts of interest can arise from both avoiding personal losses and gaining personal advantage - whether financial or otherwise.

WHY DO WE NEED TO REPORT

The *National Guideline on conflict of interests* also states that:

the actions of AFP appointees, both in an official and private capacity, must not give rise to a reasonable suspicion of bias in relation to AFP activities. The reputation and integrity of the AFP is critical to the success of its business in keeping Australia secure from criminal threats. The conflict of interest reporting requirements are designed to protect the integrity and effectiveness of AFP operations and maintain the confidence of the government and the community in the integrity of the AFP and its appointees.

The reporting requirements also protect you against possible claims of inappropriate conduct.

WHAT KIND OF THINGS SHOULD BE REPORTED

The *AFP National Guideline on integrity reporting* sets out the kind of things that need to be reported. The Guideline states that the reporting requirements are not intended to limit legitimate contact between AFP appointees and others. They are a way of ensuring your personal and professional communications are transparent and accountable.

The Guideline sets out three situations where an appointee must submit an integrity report to Professional Standards:

- Where an appointee has declarable associations
- Other situations where an appointee's integrity may be called into question
- Reporting another appointee suspected of having an integrity issue where that suspicion does not amount to a complaint

Declarable associations are set out at paragraph 7.1 of the Guideline. They include the usual suspects, such as known criminals, outlaw motorcycle gangs, and those with extreme political, social or religious views.

They also include AFP appointees who are currently suspended from duty, former members of police or intelligence agencies who have left due to integrity issues, and media representatives.

Paragraph 7.2 of the Guideline sets out other situations which must be reported, including being a witness in a criminal matter

in a private capacity, being offered gifts or money while performing your duties, attending social locations (eg parties) where drugs might have been used, and accidental access to inappropriate Internet content during official duties.

An integrity report should not be used to complain about conduct issues. Complaints about conduct should be reported through the CRAMS system.

The Guideline recommends taking a common sense approach to reporting.

WHAT CAN HAPPEN TO ME IF I DON'T REPORT

Failure to report is a breach of the AFP Code of Conduct and can lead to an investigation by PRS. The AFP treats failure to report very seriously.

WHAT IF I'M NOT SURE

The intention of reporting is to enable the AFP to assess whether an association or situation involving an AFP appointee needs to be managed by the organisation. PRS assesses all integrity reports and whether any follow up action is required. If a conduct issue is identified, PRS will record and deal with the matter as a complaint.

Speak to your supervisor if you are not sure if circumstances require you to report. If you are still unsure, call the AFPA. If all else fails, it is better to report than not report.



A BEHIND THE
SCENES LOOK AT

K9 OFFICERS

ACROSS AUSTRALIA, POLICE DOGS HAVE CONTRIBUTED TO MORE THAN 1,200 ARRESTS IN THE LAST 12-MONTHS.



The AFP National Canine Program (K9) is responsible for:

- Explosive detection
- Narcotics and currency detection in houses, buildings, vehicles, vessels and aircraft
- Presenting information on the role of dogs in policing
- Locating weapons and stolen property
- Responding to antisocial behaviour, demonstrations and riots
- Tracking offenders from crime scenes
- Apprehending violent offenders

Despite all the technological advantages in policing, one of the most effective tools for detecting hidden drugs, money and explosives is still the highly sensitive nose of a well-trained K9.

What makes the dog's nose so special is the number of olfactory or sniffer cells that a dog has. Whereas a human nose has only enough cells to cover the size of a postage stamp, dogs have so many cells concentrated in their noses that, if spread out, they would cover their entire body.

One of the first things you notice is that K9 officers really are just like your household pet: They like a pat and their food. But that is where the similarities end. It would be a brave civilian that would try and pat a K9 without their handler giving permission and their food is especially prepared to ensure optimum fitness.

The handlers do recognise that their K9 colleagues are difficult to resist for both little kids and big kids. Harlow is the program's public relations mascot. Whilst not excelling at detection work, the team saw attributes in Harlow that made her suitable for the super model life and now take her to different events as the poster dog for the K9 team.

Although the Australian Federal Police has been working with K9 detectives for many years, in 2007 their importance to the future of policing was recognised. A state-of-the-art facility was built at the AFP's Training Complex in Majura to house and train K9's for use in policing roles across the country.

→ CONTINUED ON PAGE 10

Above: Learning luggage carousel.



The spice cupboard to mask odours that help with K9 training.

← CONTINUED FROM PAGE 09

The National K9 Centre opened in late 2007 and is now the AFP's key training facility designed to utilise the talents of a police officer and their dog.

The AFPA visited the Majura complex to report back on the training of these highly skilled officers.

K9 OFFICER TRAINING

In the past, the K9 program would select dogs anywhere from 14-months of age. But, now the team is purchasing puppies from 8-weeks to begin training from the moment they can smell a bone from a hundred paces.

The Team Leader of National Canine Operations, Detective Sergeant Suzanne Nicholas, said training is based around play and toys. Labradors are driven to search and the use of toys and play encourages the K9 trainees to keep looking until they find something. This instinct is modified to suit specific requirements such as protection, tracking and detecting

The National K9 Centre opened in late 2007 and

narcotics, cash and explosives. Training is ongoing throughout both the K9 and their handler's careers.

The handlers and dogs are trained to search in a particular search sequence to ensure full coverage of a search area and to make sure they don't miss anything. K9 Officers will use both their handlers voice commands as well as their hand signals from their handler to know what is expected including where they are expected to start a search.

The K9 Officers transition from searching for a toy to searching for explosives, currency and drugs is done slowly and methodically.

Suzanne said the dogs are taught to detect the odours by scenting the dog's reward toy, called a 'dummy' – a white rolled up hand towel, with the odour the dogs are learning to detect. The Majura complex has purpose built equipment in the vaults to do this. on the dummies are placed in these vaults with the target odours and are left for months to absorb the smell from the currency, or explosives, or drugs - depending on what the K9 is being trained to detect.



Graham and Harlow.

The K9s search for the 'dummies' and are rewarded with play when they find a dummy. The dummies are hidden and again the K9s are rewarded with play when they find a dummy. As part of their learning, the dummies are hidden amongst other potent smells such as coffee and curry.

The complex includes a pretend house and an airport baggage carousel for the K9s to improve their skills in an environment similar to what they will be working in the 'real world'. The handlers may hide target odours in plant pots and in air vents of the pretend house to give K9s the opportunity to hone their skills.

The training of a K9 takes 13-weeks and handlers are asked to commit two to three years to the branch. But, not only do the K9s have to pass the training course, but so do their handlers. And the handlers need to be fit as one of the requirements is being able to carry their K9 in the event their partner is injured- a weight of around 30-kilograms.

Suzanne said ongoing training involves simulating different situations that may arise



K9 trainee learning to search.



Food is balanced for optimum fitness.

during police work and expose the dogs to a variety of noises and environments using large crowds, vehicles, schools, public transport, and industrial areas.

The branch uses Labradors for detection work as their search drive is strong and they look forward to the play following a successful search. While German Shepherds are favoured for tracking, whether criminals, missing persons or bodies, because of their energy.

The detection dogs can be found at airports around the country in addition to Parliament House. The loyalty and dedication of our K9 officers is never in question and together with their handlers, these officers help keep our community safe. Because of the bond between K9 and handler, the handlers are given the first option when their partner retires at about 8-years' of age.

→ CONTINUED ON PAGE 12

CANINE:
UTANA

ADELAIDE: AIRPORT SWEEP

AFP Detection Dog UTANA successfully detected cash that was being hidden by three passengers on an incoming flight to Adelaide.



CANINE:
ALPHA

MELBOURNE: OPERATION FARMINGTON

Canine ALPHA was deployed in a post office in Melbourne to investigate tobacco and money laundering from a Middle Eastern crime syndicate.



CANINE:
LOUIE

BRISBANE: AFP CRIME OPS WARRANT

AFP Detection Dog LOUIE deployed and searched multiple dwellings at an AFP search warrant locating more than a kilo of Cocaine and ICE, as well as over \$5000 in hidden cash and silver bars.





DIVERSITY AND INCLUSION: A WAY FORWARD

IN AUSTRALIA, IT'S BEEN ONLY A FEW SHORT DECADES SINCE WOMEN WERE VIRTUALLY INVISIBLE EVERYWHERE EXCEPT THE HOME, TO WHERE WOMEN – GIVEN THEIR 50% POPULATION STATUS – ARE NOW HIGH PROFILE ENTERTAINERS, POLITICIANS, NATIONAL LEADERS.

YET HERE WE ARE, 2016, AND WE ARE ONLY NOW THINKING TO DE-IDENTIFY JOB APPLICATIONS TO REMOVE THE BIAS AGAINST WOMEN, TO PUSH FOR 50% GENDER DIVERSITY IN THE WORKPLACE, TO SET UP TASKFORCES TO PROTECT WOMEN FROM BEING INJURED OR WORSE, KILLED, DURING INCIDENTS OF DOMESTIC VIOLENCE. WE'VE COME SO FAR AND YET WE'VE GOT SO FAR TO GO.

The Australian Federal Police (AFP) recently released its Diversity and Inclusion report titled '*Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police.*' The independent report was written by former Sex Discrimination Commissioner, Elizabeth Broderick.

Over six months Ms Broderick and her team conducted one-on-one interviews with AFP employees, undertook group consultation

sessions and distributed voluntary surveys. More than 1,000 members across the breadth of the organisation participated.

Some of the findings in the final report were disturbing:

- Instances of sexual harassment within the workplace were almost double the national average
- 62% of men and 66 per cent of women reported they had been bullied in the past five years
- Barriers to and opportunities for increased women's representation in the AFP workforce
- The challenge of combining a police career with family, for both men and women

→ CONTINUED ON PAGE 14

Above: WAPU President George Tilbury welcomed participants to the 2016 WAPU Women's Forum.



Sixty delegates attended the second WAPU Women's Forum.



Forum participant Kareene Santoro participates in the 'apples and oranges' workshop.



Commissioner Colvin and Elizabeth Broderick releasing the AFP's Diversity and Inclusion report.

← CONTINUED FROM PAGE 13

The AFPA was at the media conference when the report was released and heard Commissioner Andrew Colvin unreservedly apologise to past and present members of the AFP who had been subjected to bullying and sexual harassment within the workplace and at AFP events.

'This [bullying and harassment] stops now,' Commissioner Colvin said.

During the research phase of the report, some employees reported a lack of trust in the sexual harassment and bullying reporting system. People said they feared being ostracised or victimised if they raised a formal complaint including the possibility of their career being negatively impacted.

In response to these concerns, Commissioner Colvin announced a way forward

The AFPA was at the media conference

'THIS [BULLYING AND HARASSMENT] STOPS NOW,' COMMISSIONER COLVIN SAID.

for the organisation and said a new division 'AFP Safe Place and Investigations' headed by Assistant Commissioner Ray Johnson will lead the cultural reform process.

This new division reports directly to Commissioner Colvin and will employ a victim focused approach to provide support to complainants.

AFPA President Angela Smith said the establishment of the new division was welcome.

'Since I took on this role, the number of members who have approached us as



Angela with WAPU president George Tilbury.



UWA Equity and Diversity Professor Dr Jacquie Hutchinson spoke to the group about her research on gender and the workplace.



AFPA President Angela Smith spoke about her rise to the top of the AFPA.

WOMEN IN POLICING

LAST YEAR, THE WEST AUSTRALIAN POLICE UNION (WAPU) HELD ITS INAUGURAL WOMEN'S FORUM; AN EVENT WHICH SOUGHT TO ADDRESS THE UNDER-REPRESENTATION AND LACK OF FEMALE PARTICIPATION IN WAPU ACTIVITIES WITH POSITIVE RESULTS.

The WAPU Network of Women (NOW) was established to encourage female Members to network and involve themselves in WAPU Branches. WAPU NOW had its inaugural meeting in March this year and last month the second annual WAPU Women's Forum. The event was oversubscribed and on the day WAPU welcomed 60 delegates from throughout Western Australia.

The theme of this year's Forum was 'Inclusivity' and among the speakers was AFPA President Angela Smith, along with:

- Dr Jacquie Hutchinson - Equity and Diversity Adviser, UWA
- Kylie Proctor - Executive Member, Northern Territory Police Association
- Mick Gill - Director, WA Police Union

Additionally, delegates heard from President George Tilbury, WAPU NOW Chairperson Superintendent Kim Travers and Secretary Paul Hunt.

The speakers were extremely well-received by delegates and provided informative analysis on the concept of 'inclusivity' and what forms this could take at WAPU.

The Forum also included four workshops which were fantastically facilitated by Keryn Anderson. The workshops were engaging and encouraged discussion between delegates on an array of different issues affecting female WAPU members.

The day was an incredible success which wouldn't have been possible without the dedication of WAPU staff, the generosity of distinguished guest speakers, and the openness with which the delegates participated throughout the day.

victims of harassment or bullying in the workplace has truly shocked me. It is particularly upsetting hearing the stories they tell us about the treatment meted out to them but what is most disturbing is the re-victimisation that occurs when they are seeking an outcome through the internal processes.

'Members tell me that when they raise a complaint about the perpetrator it is the victim who is moved to another area. They see this as the perpetrator being looked after and that the behaviour is condoned.'

The report outlined 24 recommendations that included the establishment of a 15-member gender balanced Cultural Reform Board to be chaired by the Commissioner. This was in response to findings that the AFP had not capitalised on the 1.6 million women who had joined the workforce in the past 20 years,

causing the proportion of women in the force to remain static.

Employers want to fill their workplaces with talented people who will bring their best selves to the workplace. And the AFP's report makes it clear that workplace support is important in achieving that by dealing with issues that include diversity and inclusion.

'The important part of my experience as President and for many women, is that once you've made the decision to take on a particular role, it is important that the support is there for you.'

'Many people say they want to see more women in middle to upper managerial positions, but the support can fall away once you're there - don't leave us dangling.'

It is important that we all have a workplace where we feel supported and the AFP's Diversity and Inclusion report is an important first step in achieving that objective.



WORKERS' COMPENSATION –

what you should know

MAURICE BLACKBURN LAWYERS ARE EXPERTS WHEN IT COMES TO WORKERS' COMPENSATION.

In fact, it's the backbone of what we do.

If you've been injured at work, it's important you give written notice of the injury and submit a Comcare claim. All members of the AFP are covered by Comcare no matter where the injury occurred, including overseas.

WHAT INJURIES OR DISEASES ARE COVERED?

Comcare covers a member's injury or disease that's come about because of their employment or while they were employed. This includes psychiatric or psychological injuries as well as the aggravation of a pre-existing injury as long as that aggravation came about because of work.

Some examples of an aggravated pre-existing injury could be dust and fumes at work causing an asthma episode or work stress causing a multiple-sclerosis relapse or a bipolar episode.

Remember, it's not necessary to argue that work *caused* the injury. Instead, it's enough to say work *aggravated* the injury, although there can be arguments about whether the effects of the aggravation have stopped.

Secondary injuries or conditions might also be covered by Comcare. For example, a member might suffer a back injury at work and then have a secondary psychiatric or psychological injury such as depression.

Sometimes work over many months or years might cause an injury, such as some back conditions or some psychiatric or psychological injuries, such as post-traumatic stress disorder which can occur after witnessing distressing events over a period of time.

EXCLUDED INJURIES

Comcare excludes a number of injuries, including those caused by travelling between work and home.

Other exclusions include:

- Injuries arising as a result of 'reasonable administrative action taken in a reasonable manner' in respect of the member's employment. This can include employment-related performance appraisals, counselling, suspension action, disciplinary action and so on.
- Injuries caused by making a 'wilful and false' representation to the AFP that the member has not previously suffered from the condition for which compensation is claimed. This can arise from documents completed for employment including superannuation forms.

Comcare often argues some psychiatric or psychological injuries are excluded because the circumstances leading to the injury are complicated. There may be workplace bullying that may cause a drop off in work performance, and so trying to determine what happened first can be difficult.

Comcare will also focus on a time gap in a member seeking treatment or a member taking a break in the hope that things will 'blow over'. That's why we believe it's important to seek medical assistance quickly so treatment can begin as soon as possible to counter any performance argument.

BENEFITS

Members are entitled to incapacity payments, the payment of reasonable treatment expenses and some lump sums for permanent injury provided the member has a 10% or more whole person impairment assessed according to the Comcare Guide. This can be hard to satisfy.

The incapacity payment is the member's usual earnings for the first 45 weeks. If after 45 weeks the member is still not working, then the incapacity payment is 75% – 100% of usual earnings depending on the hours worked.

DISPUTE PROCESS

Comcare decisions are called 'Determinations' and a member has 30 days from the date they receive the Determination to seek an internal review. Upon review, Comcare may affirm or vary the Determination and this is called a 'Reconsideration'. A member then has 60 days from the date of receiving the Reconsideration to file an Application for Review in the Commonwealth's Administrative Appeals Tribunal.

COMMON LAW – NON ECONOMIC LOSS DAMAGES

There is a limited entitlement to sue the AFP for negligence and claim common law damages.

If the injuries are due to the negligence of the AFP, Comcare requires the member to elect between a Common Law claim for non-economic loss damages, such as pain and suffering or lump sum permanent impairment benefit. A member cannot claim both and once the choice is made it's irreversible.

To be entitled to claim Common Law non-economic loss damages, the member must have a minimum level of 10% whole person impairment. Ordinarily, there is only three years from the date of injury to make a claim, but this might be extended in some circumstances.

WE BELIEVE IT'S IMPORTANT TO SEEK MEDICAL ASSISTANCE QUICKLY SO TREATMENT CAN BEGIN AS SOON AS POSSIBLE TO COUNTER ANY PERFORMANCE ARGUMENT.

COMMON LAW DAMAGES CLAIMS AGAINST THIRD PARTIES

Although a member can't claim for a journey from home to work under Comcare, if they're injured in a motor vehicle accident and it isn't their fault, they may be able to bring a third party damages claim against the driver at fault.

Similarly, if a member is required to attend an offsite location and is injured because of third party negligence, then the member might be able to make a common law claim against that third party. An example of this could be an officer is on a call out and injured because of a poorly maintained escalator, then the officer could sue the building's owner. This might lead to a better outcome for the injured officer than claiming through Comcare.

Strict time limits can apply so it's important that the member gets legal advice as soon as possible. Members should contact the AFPA which can arrange for a free half hour consultation at Maurice Blackburn Lawyers.

www.mauriceblackburn.com.au

Maurice
Blackburn
Lawyers



WHEN YOU DIE WILL YOUR ASSETS BE DISTRIBUTED ACCORDING TO YOUR WISHES?

IN THE LAST ISSUE OF AUSPOL WE EXPLAINED THE THREE REASONS YOU NEED A WILL. IN THIS ISSUE WE LOOK AT HOW YOU CAN MAKE SURE YOUR ASSETS ARE DISTRIBUTED ACCORDING TO YOUR WISHES.

THE WAY IN WHICH YOU OWN YOUR ASSETS HAS A SIGNIFICANT IMPACT ON HOW YOU TREAT THESE ASSETS UNDER YOUR WILL AND HOW THEY ARE DISTRIBUTED AFTER YOUR DEATH.

The important thing to remember is that you can “own” assets in different ways.

WAYS OF CONTROLLING ASSETS

Examples of ways you might own or control your assets include:

- a. in your sole name;
- b. in joint names;
- c. in your superannuation fund;
- d. in a family trust; and
- e. in a partnership.

HOW YOU CONTROL YOUR ASSETS IS IMPORTANT

In estate planning the way in which you own or control an asset can have significant implications for how that asset will be dealt with after your death. The popularity of structures such as family trusts, family companies and partnerships means that for a lot of people estate planning is quite complex.

Therefore, the way that you structure your estate plan is crucial. Not only will a good plan give effect to your intentions after death, it may also significantly affect the value of your assets when these are transferred.

The table below demonstrates different ownership structures.

How is the asset held?	Capable of being dealt with under will?	Other considerations
Sole name	Yes	Title will pass into the other joint title holder's name.
Joint name as joint tenants	No	The testator's share of the property can be passed to a nominated beneficiary under the Will, otherwise it will form part of the residuary estate.
Joint names as tenants in common in equal or unequal shares	Yes	The family trust deed will address the mechanism for transferring control of the trust such as appointment of successor trustees or appointors.
Family Trust	No	Keeping in mind that shareholders select the Directors who in turn control the company.
Family Company	No, company assets cannot be dealt with by a will. However, the testator can gift shares in the company to particular beneficiaries and in that way ensure control of the company and therefore the assets held by the company are transferred to the intended beneficiaries.	
Superannuation	No	A person can put in place a binding death benefit nomination (BDBN) which directs the Trustee of their Super fund to distribute the money to a nominated person. If a BDBN is not in place, the Trustee of the superannuation fund, in their discretion, can direct a person's superannuation to be paid to a person's estate or directly to a person's dependents.
Partnership	Yes	

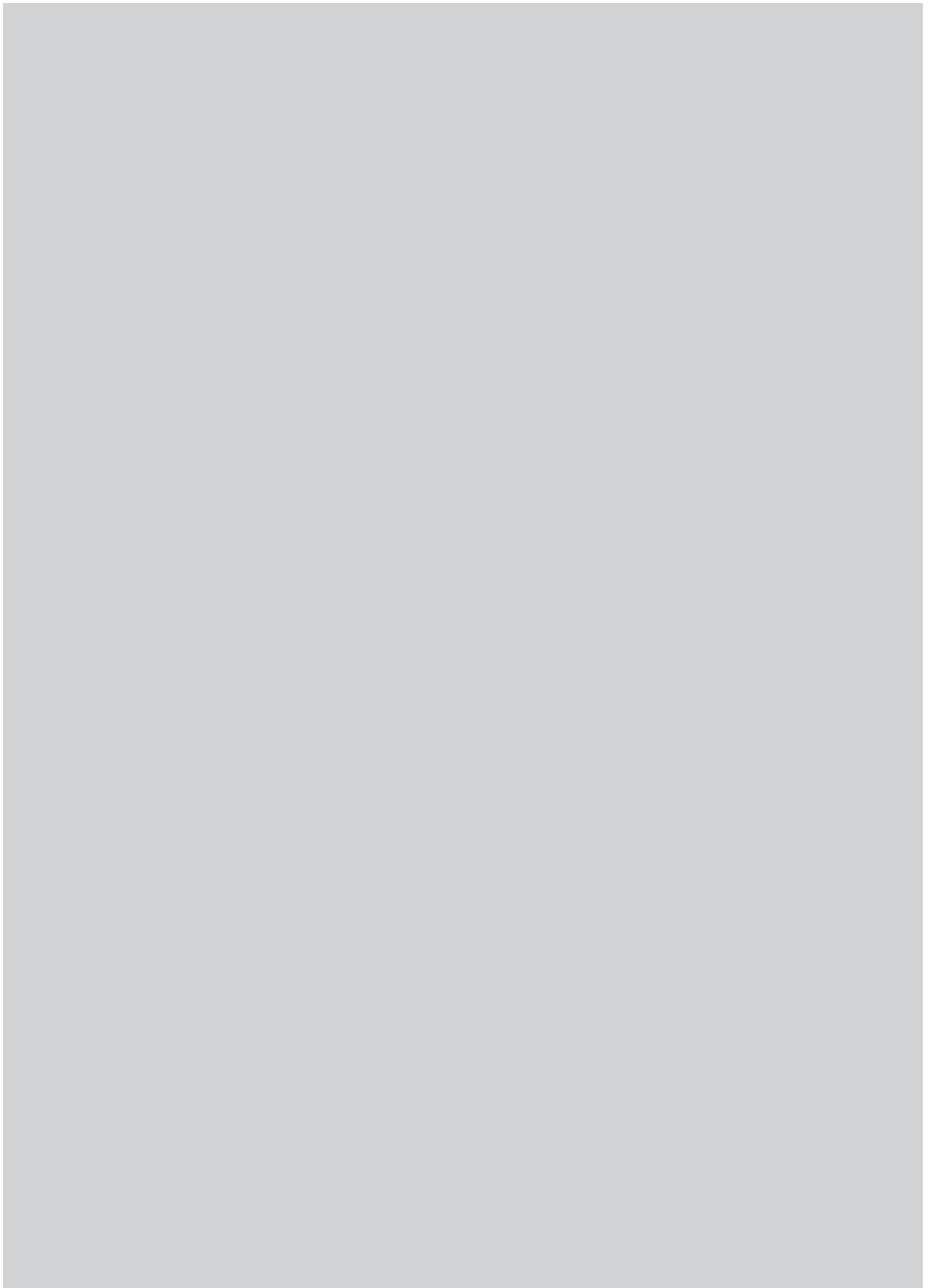
You may not remember the implications of every method of ownership, but you should remember:

- how you own or control your different assets is crucial;
- you must be clear in your will what you intend for your assets such as who they go to or who has control over them; and
- speak to your lawyer about your assets and your intentions for them.

Our estate planning lawyers have the knowledge to guide you and the skills to reflect your intentions clearly in your will and estate planning documents.

we deliver

griffinlegal.



HOW FAR IS TOO FAR?

PROTECTING THE PRIVACY OF AUSTRALIANS DURING THE 2016 CENSUS

IN THE LEAD UP TO LAST MONTH'S CENSUS MANY PRIVACY ADVOCATES WERE QUESTIONING THE MOTIVES OF THE AUSTRALIAN BUREAU OF STATISTIC (ABS), IN NOT ONLY COLLECTING BUT ALSO STORING PERSONAL DATA. Recent revelations that the ABS has already used census data for more than just administrative purpose, has raised concerns about the security of the personal data being collected.

The ABS has used personal data collected in the census to compare with data held by other government agencies since the 2006 census. Duncan Young, Head of Census with the ABS said that the personal data is anonymised through the use of computer codes and no staff members ever see identifiable information. The key concern of privacy advocates, including the Australian Privacy Foundation, is the illegitimate purpose for which valuable personal data could be used.

The Australian Census is conducted every five years in accordance with the *Census and Statistics Act 1905* (Cth) (the *Act*). Pursuant to section 8 of the Act, the ABS may collect 'statistical information in relation to the matters prescribed' by regulation. In previous years this statistical information has included:

- a. Name;
- b. Sex;
- c. Age;
- d. Personal relationships with others in same household;
- e. Marital status;
- f. Religious denomination;
- g. Citizenship;

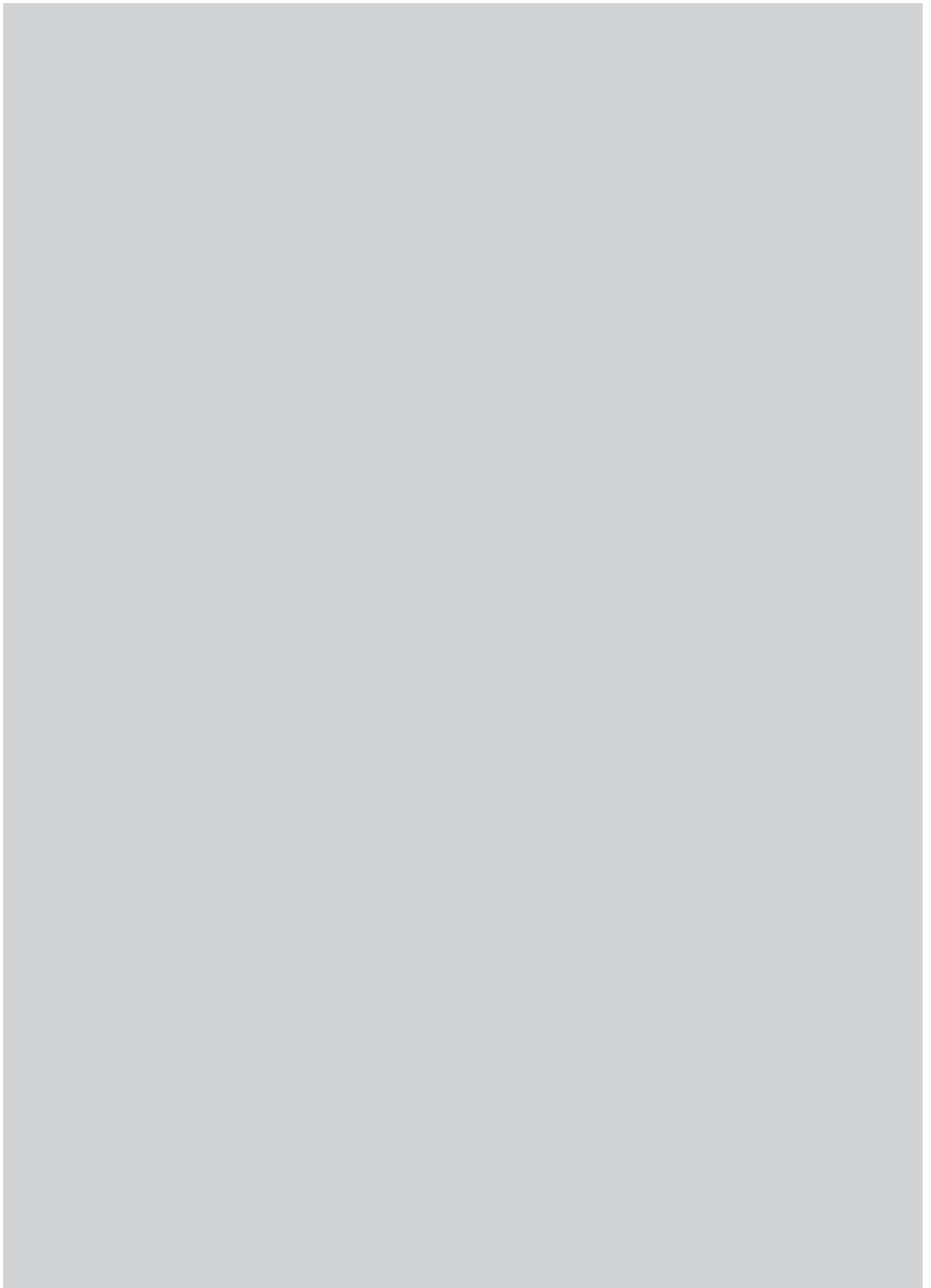
- h. Country of birth;
- i. Educational background;
- j. Ancestry, including names and country of birth of parents;
- k. Employment status; and
- l. Health, including the need for assistance with personal care, movement or communication.

The storage of this data by the ABS puts the privacy of Australians at risk. While the ABS claims that every possible security precaution is taken with the collection of this personal information, there are countless instances of government security breaches around the world that result in the release of personal data. For example, in 2015 the United States Office of Personnel Management reported a major breach of personal data by suspected Chinese hackers resulting in the theft of social security numbers, names, dates and places of birth, and addresses. The theft affected the personal data of as many as 21.5 million Americans.

The potential backlash from Australians not wanting to risk their personal data could be detrimental to the integrity of the census. With many calling for a boycott of the census and others suggesting not including personal data or including false data, the census has the potential to be rendered useless to statisticians.

we deliver

griffinlegal.



BACK TO THE FUTURE SHOUTOUT

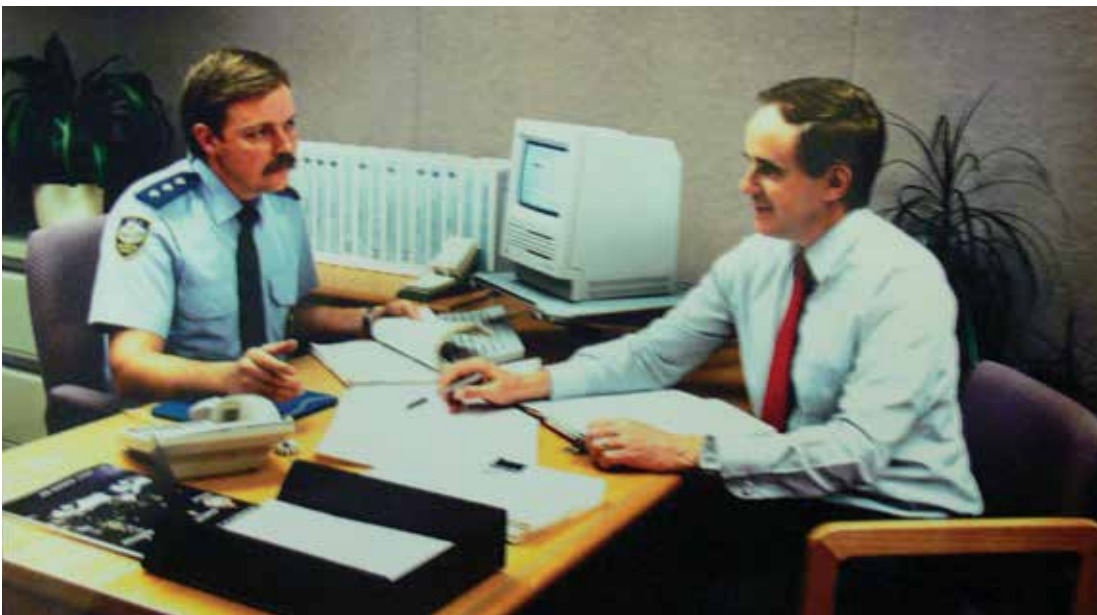
ONE OF OUR LONG SERVING MEMBERS, MARK SMITH SPSO, HAS FOUND HIMSELF THE KEEPER OF SOME HISTORICAL PROMOTIONAL POSTERS.

While Mark has managed to track down the spokespeople in a couple of the posters he inherited, he is still chasing the people in these posters to present them with a copy.

Mark said the gentleman with the moustache Inspector Mike Jebb, left the APS a very long time ago to go home to the Northern Territory to take up a posting with another department. That was the last anyone has heard about him.

If anyone has further information, please email afpa@afpa.org.au

Also, note the older Commodore with the latest feature – crumple doors.





AFPA President Angela Smith talking about the ACT Policing Purchasing Agreement with WIN TV.



Police volunteers helping out at a Forensics training day.

OUT & ABOUT



Police volunteers helping out at a Forensics training day.



Police volunteers helping out at a Forensics training day.



Police volunteers raising funds for Warren Carloff's battle with cancer.



Police volunteers helping out at a Forensics training day.



Police volunteers raising funds for Warren Carloff's battle with cancer.



Sharan helping train the new K9 recruits.



Police volunteers raising funds for Warren Carloff's battle with cancer.



Police volunteers helping out at a Forensics training day.



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Police volunteers raising funds for Warren Carloff's battle with cancer.



Sandra, Gordon, Pat and Gary.



THE LETHAL TRIAD

→ By DR KEVIN GILMARTIN

TEACHING LAW ENFORCEMENT PROFESSIONALS TO SURVIVE AND LIVE THROUGH A POLICE CAREER CANNOT BE LIMITED TO JUST TEACHING OPERATIONAL TACTICAL SURVIVAL SKILLS. TEACHING OFFICERS THE SKILLS OF EMOTIONAL SURVIVAL ARE JUST AS IMPORTANT.

TACTICAL SKILL DEVELOPMENT OBVIOUSLY IS OF PARAMOUNT IMPORTANCE, HOWEVER, THE LAW ENFORCEMENT PROFESSION LOSES MORE OFFICERS TO SELF-DESTRUCTION THEN IT DOES TO FELONY DEATH.

Yet most training academies invest far more time and resources on the development of skills to survive the more tangible and immediate threats in the field. Tactical skill development is an absolute necessity, but so are emotional survival skills.

Developing emotional survival skills requires a multi-faced approach. There is no one size fits all solution to maintaining a law enforcement agency comprised of emotionally resilient personnel, but there clearly are a few danger areas that the officer must avoid.

I call these the Lethal Triad, which is comprised of three areas: isolation, anger, and projection of blame.

The cycle of isolation is probably one of the first psychological injuries that happen to individuals when they begin a law enforcement career.

The emotionally exhausted state that many law enforcement professionals experience after a work day ends, can begin causing the person to pull back from social engagements and activities. Hobbies are engaged in less frequently and sedentary electronic media entertainment replaces physical activity. Since many law enforcement encounters with the public can have a potentially negative dimension — people don't call cops because something is working right — the officer can begin removing themselves from social interaction during their off-duty life.

This inactivity can be exacerbated by the feeling of physical exhaustion that biologically occurs after being in a vigilant state for the duration of a work shift. Emotionally resilient personnel have been trained to understand and overcome this temporary exhaustive state and to increase activity levels off-duty. Officers who do not address this inactivity find themselves progressively withdrawing from social encounters. After a few years, some officers find the vast majority of social engagement is during their on-duty life.

The sedentary off-duty life potentially leaves the person without the available support systems provided by engaged relationships or membership in various communities. Many officers find themselves with no one to turn to in a time of crisis. As a person becomes increasingly isolated, whatever crisis or emotional challenge that is occurring is handled without support. Social participation in groups, sports teams, church membership, or vocational clubs is absolutely necessary for the law enforcement professional to break the isolation cycle and to see beyond the immediate horizon of whatever emotional event is taking place in their life. Loneliness can be deadly for law enforcement professionals.

If there is one emotion that law enforcement professionals readily admit to experiencing, it is anger. In the law enforcement culture, officers give themselves permission to become angry. It's OK to get "pissed off"; however, they don't give themselves permission for other emotions. It's not OK to be sad, afraid, depressed or anxious. Anger is the emotional and biological reaction

that comes about when an event violates our expectations. Our expectations of events are hidden behind the words "should," "fair," "right," or "ought to be". If things took place according to the cops' expectations and values, things would be basically normal, because most cops are basically normal. People don't call cops for "normal" stuff.

Law enforcement professionals are constantly exposed to a lifetime of events and people that violate their expectations of how things "should be". The main anger in law enforcement is reserved, however, for management. This is because officers project onto management their own ideas or expectations of what is "fair" "right" or "ought to be". Ironically the officers put their expectations onto people over whom they have no control.

Working in an authority-based culture requires significant anger management skills. This is often expressed by officers with the statement, "I can handle the idiots on the street better than the idiots I work for". It sounds good at first glance, but what the officer is really saying is, "I have no control over this event or situation that management controls and it holds huge emotional importance to me". People don't get angry over things that are not emotionally important to them.

Anger reduction skills have many different components. Physical exercise, for example, is just one extremely important factor to anger reduction. The officer has two problems: firstly, they work for an idiot and secondly, they're angry. After the officer spends time in the gym exercising they soon discover that the boss is still an idiot but, it doesn't bother them physically quite as much. They're not quite as "pissed off". So they have solved 50% of the problem. The real issue, however, is that the officer wants things to follow their expectations of how things "should be handled" and that flies in the face of reality.

Also issues such as sleep deprivation significantly increase mood deterioration. Seven to eight hours of sleep are fundamental to physical health and emotional wellbeing, yet in North America 83 per cent of officers experience inadequate sleep. Unfortunately, four to six hours becomes the norm. Sleep hygiene, physical exercise, substance abuse awareness and generalised anger reduction training are essential building blocks to psychological resiliency.

PROJECTION OF BLAME

Emotional resiliency requires the person to see themselves as the source of responsibility for their own emotional reactions. The emotionally resilient person doesn't take responsibility for

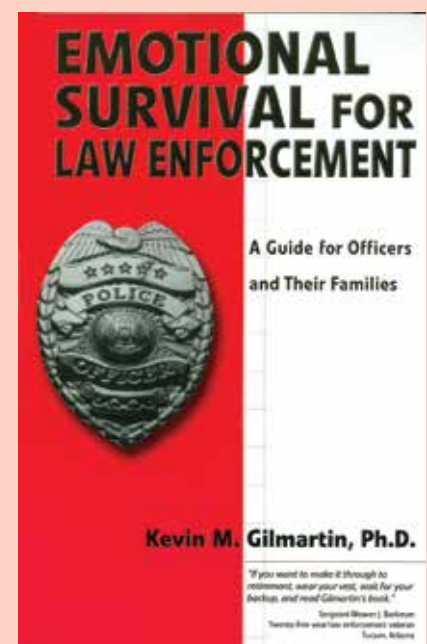
things outside of their control. They do, however, take responsibility for how they react to those things. When law enforcement professionals reduce their world to just their professional role, they are "isolating" emotionally to a world other individuals of higher rank in the organisation control. Emotional "survivors" point the finger of responsibility for their emotional reactions at themselves. They make statements like, "I have to get through this situation". Emotional "victims" point the finger of responsibility at others and project blame, "They did this to me". This is not denying the plight of genuine victims; it is, however, putting the emphasis on surviving and thriving through traumatic events, not fault finding that only externalises and targets others with our anger. The problem with always projecting blame onto others who we do not control, is that the officer potentially reaches a point where they feel totally overwhelmed and incapable of addressing the issues. They have no skill development in emotional problem solving. They try to just tough it out and eventually become overwhelmed and breakdown, and the risk of self-destructive action significantly increases.

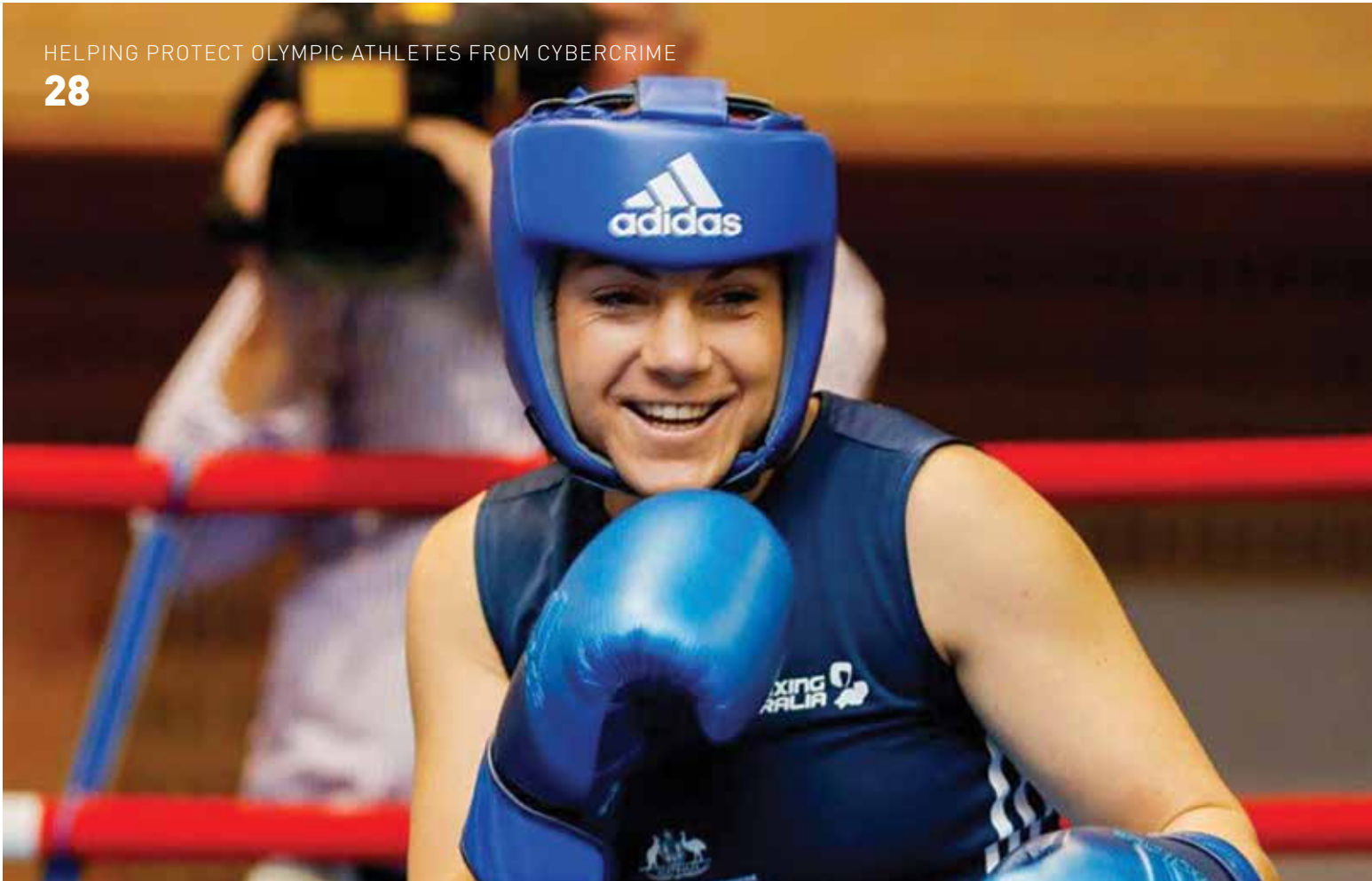
Breaking the cycle of the Lethal Triad is just one of the first steps in developing a resilient orientation and emotionally surviving a law enforcement career. Having a cadre of professionals that do not become angry, socially isolated individuals that blame others for their plight is one of the first steps to developing emotional survivors of one of the most emotionally demanding professions.

Behavioural scientist Dr Gilmartin spent 20 years in law enforcement in Tucson, Arizona. During his tenure, he supervised the Behavioral Sciences Unit and the Hostage Negotiations Team.

He is a management consultant specialising in the law enforcement for agencies in the U.S. and in Canada. He is a guest instructor at the FBI Academy in Quantico, Virginia, and a faculty member of the FBI Law Enforcement Executive Development Institute (LEEDS, EDI and the National Executive Development Institute). Dr Gilmartin is a former recipient of the IACP- Parade Magazine National Police Officer Service Award for contributions during hostage negotiations. He is a charter member of the IACP: Psychological Services Section and former vice-president of the Society of Police and Criminal Psychology. He is the author of the book *Emotional Survival for Law Enforcement*, and also numerous articles published by the Dept. of Justice, the IA cP, and the FBI. Dr Gilmartin is a veteran of the U.S. Marine corps.

This story has been published with the kind permission of Dr Kevin Gilmartin. Copies of his book are available through his website - <http://emotionalsurvival.com>





AUSTRALIAN FEDERAL POLICE HELPING PROTECT OLYMPIC ATHLETES FROM CYBERCRIME

THE AUSTRALIAN FEDERAL POLICE (AFP) JOINED FORCES WITH THE AUSTRALIAN INSTITUTE OF SPORT (AIS) TO HELP ATHLETES BE AWARE OF THE PITFALLS OF SOCIAL MEDIA AND CYBERCRIME.



OLYMPIC AND PARALYMPIC ATHLETES WERE GIVEN ACCESS TO A NEW ONLINE LEARNING RESOURCE DEVELOPED BY THE AFP AND AIS.

There are more than 100 reports of cybercrime in Australia every day, with more than 40 per cent of victims aged between 20 and 40. Athletes fit this demographic and the AIS called on the expertise of the AFP to help develop the "Social Media and Cyber Safety" online module.

"Sports organisations are increasingly seeking information to educate their athletes about the best ways to stay safe online," said AIS Director Matt Favier. "Having the AFP and AIS combine their expertise ensures athletes are getting credible and evidence based advice."

The module includes advice on protecting online privacy, particularly when travelling overseas or accessing secure websites such as bank accounts.

Commander Glen McEwen said the advice also holds true for anyone travelling overseas, not just athletes.

"Email, social networking and website advertising are the top three channels used by cybercriminals to target victims," Commander McEwen said.

"It's great to see the AIS take this initiative to try and support athletes, but I urge all Australians to take precautions with their online identities and information."

Commonwealth Games gold medalist and Olympic boxer Shelley Watts said she'd been a target of cyber-bullying during qualification for Rio, which had brought her to tears.

"As athletes we can be so focused on our sport, it's also important for athletes to be aware of things like cyber-bullying," she said.

AFP'S TOP TIPS FOR PROTECTING YOURSELF ONLINE

- Always be careful with personal information you share online, including photos
- Turn your photo geo-tagging off
- Never use free public wifi to do your banking or anything else which requires you to log into an account
- Change account passwords when you return from overseas travel
- Reduce the amount of personal or sensitive information on easily stolen electronic items such as laptops and smartphones
- Manage the privacy settings on your social media accounts to help manage who can see content
- If an email looks suspicious it could be a scam- Don't try to open it, just delete it
- Your bank, Paypal or any other reputable online site will never send an email to you and ask you to verify your password

ALL THE BEST, NASI



NASI LAVETA GRADUATED IN MARCH 1990 AND HIS AUSTRALIAN FEDERAL POLICE CAREER STARTED IN SYDNEY'S EASTERN REGION WITH THE DRUG OPERATIONS DIVISION (DEVELOPMENT) IN JULY THAT YEAR.

His career progressed through the AFP and in April 1997 to January 2000 he decided to have a break but returned before being made a Designated Detective in August 1993.

Over 26 years, Nasi has worked in a number of areas including Response, Surveillance and Aviation. His AFP career finished on 1 July 2016 after almost a year with the Joint Counter Terrorism Taskforce (JCTT).

Nasi's colleagues said they wished him all the best with his future plans.

GOOD LUCK, BOZ

1982. A time when Random Breath Testing was introduced in New South Wales, the Commonwealth Games was held in Brisbane, Gurner's Lane wins the Melbourne Cup and Up Where We Belong' was on non-digital radio's across the country.

And in November 1982 Mladen Bosnic (aka Boz to his colleagues) graduated from Recruit College and so began a 34-year career that would see him retire from the AFP on 29 June 2016 as Detective Sergeant.

Boz's career began in the Northern Territory at Darwin Airport before he moved onto Drugs Intel at head office. He then moved to Canberra and the CIB Fraud Squad in addition to undertaking detective duties at Woden Station before heading to Cairns.

In December 2010 Boz's next transfer was to Christmas Island for five weeks where his first day was spent dealing



with the refugee boat, Siev 221, that broke up off of Christmas Island resulting in the deaths of 50 people.

Boz returned to Cairns and was promoted to Sergeant in 2013. From April 2014 to his retirement, he was Team Leader in the Cairns office.

His colleagues said that what they will remember most was the smell of fresh mangoes and lychees from Boz's farm wafting through the office. Although, some people did say that what they were trying hard to forget was the sound of Slim Dusty echoing down the hallways.

An unnamed person said that the office just wasn't the same without Boz's 'quick' meetings (that were never quick).



OUTSIDE OF WORK

FIRST CONSTABLE DAVID CLARK FROM SOUTH AUSTRALIA HAS DISCOVERED A PASSION FOR ACTING.

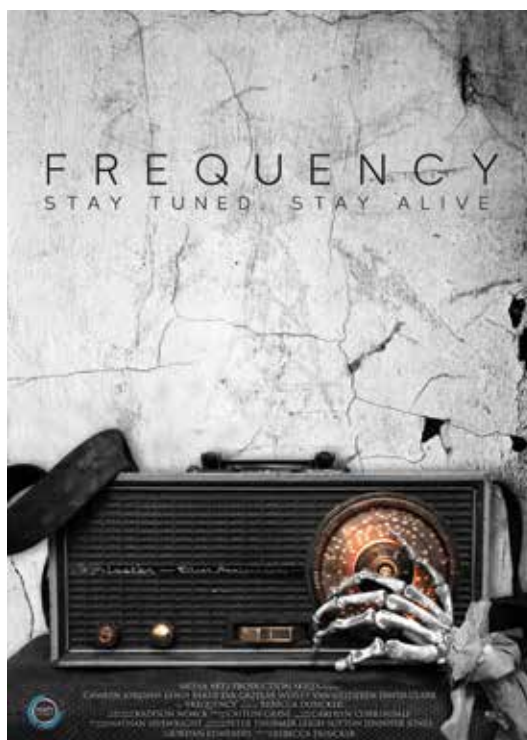
HE TOLD AUSPOL THAT HE DIDN'T HAVE ANY ILLUSIONS OF BEING THE NEXT BRAD PITT: 'I JUST WANT TO SEE WHERE THIS ACTING GIG TAKES ME'.

'What Remains' by 'Remember the Name Pictures', is a short movie David starred in as 'Michael'. The movie is set in a post-apocalyptic future where females are struck down by a virus turning them into zombies.

David also appeared in 'Frequency' by Director Rebecca Duncker. In 'Frequency' David had a supporting role as 'Cal'. Again, a post-apocalyptic movie in the horror genre. The movie was nominated for two awards including Best Drama at the 2016 South Australian Screen Awards.

Just before going to print David said he was just told he had a role in 'Legacy'. The film is a sports drama about a star footballer with high expectations from his overbearing father to make it into the AFL. It's the day of the grand final and it all comes down to the player scoring the winning goal. The pressure is high and anything can happen. In this film, David plays the overbearing father.

Anyone wanting to follow David's career can go to www.facebook.com/davidjohnclarkactor



AUSPOL wants to hear from our members who are doing after work activities whether it is helping out at Cat Haven or coaching their kids footy team. Send an email to: afpa@afpa.org.au (yes, please feel free to dob-in-a-colleague and tips will be treated anonymously).

RUGBY LEAGUE LET'S TAKE IT OUTSIDE

JUNE IN MELBOURNE SAW POLICE TEAMS FROM BOTH QUEENSLAND AND NEW SOUTH WALES BATTLE THEIR COLLEAGUES FROM THE AFFILIATED STATES AND TERRITORIES POLICE RUGBY LEAGUE ASSOCIATION (ASTPRLA) FOR THE 'TRI-SERIES 2016 RUGBY LEAGUE' CHAMPIONSHIP TITLE. THE AUSTRALIAN FEDERAL POLICE ASSOCIATION IS A PROUD SPONSOR OF THE ASTPRLA 'STORM' TEAM.

ASTPRLA WAS FORMED IN 2007 BY POLICE FROM THE AFP, VICTORIA, NORTHERN TERRITORY, WESTERN AUSTRALIA, SOUTH AUSTRALIA AND TASMANIA. The team has competed in the Australian Police Rugby League Tri-Series since 2008 and hosted events in Darwin (2010), Adelaide (2013) and this year, in Melbourne.

The Tri-Series is an annual event which has the full support of the AFP, with Commissioner Colvin

reached between ASTPRLA and the Melbourne Storm National Rugby League (NRL) club. The affiliation means that the ASTPRLA can use the Storm's intellectual property, including branding and social media profiles. It also means that ASTPRLA could officially adopt the name 'Storm ASTPRLA' and wear the Melbourne Storm jersey. This is the first time in the history of Police Rugby League that a team has officially affiliated with an NRL club.

The first game of the series saw ASTPRLA take on the Queensland Police. This was a close game from the onset, with Queensland edging out ASTPRLA 22 points to 14 in the final minutes. This game was played as a curtain raiser for the Melbourne Storm against Wests Tigers game at AAMI Park.

This first game was a great effort from the ASTPRLA 'Storm' which had 14 AFP officers who had been playing together for less than a week: including nine debutant players. ASTPRLA 'Storm' centre, Federal Agent Adam Luchetti scored two tries and front rower Protective Service Officer Mitch Greig led from the front in both attack and defence.

The second game saw Queensland take on NSW at Gosch's Paddock next to AAMI Park. It was a tough match with Queensland having to back up from the hard match of the previous day. The fresh NSW team eventually defeated Queensland 26 to 16 in a tightly contested match that kept the supporters entertained.



in attendance. Commissioner Colvin, AFP members and players also took time away from their busy schedules to visit the Melbourne Royal Children's Hospital with Constable Kenny Koala. The smiling faces of those patients tell the whole story!

In 2015, an historic affiliation agreement was



F/A Adam Luchetti receives his jersey from Coach of Melbourne Storm Rugby League Club Craig Bellamy.



F/A Adam Luchetti nails the sideline winner against NSW Police.



Kenny Koala visits Melbourne's Children's Hospital.



The 2016 ASTPRL Team.

(Ed note: we are way too professional to mention the recent State of Origin series here).

Game three saw ASTPRLA 'Storm' take on NSW at Gosch's Paddock. ASTPRLA 'Storm' were forced to make a number of key changes due to injuries suffered in their previous game. Despite this, the team was outstanding and dominated the NSW pack. Hooker Federal Agent Tyson Pickavance controlled the ruck with five-eight and captain, Victorian Police officer Brendan Williams directing the game. AFP members Phil Stonham, Mitch Greig and Gary Fahey were also relentless. In the final two minutes, winger and Victorian Police officer Nasi Holani scored in the corner. Adam Luchetti nailed the conversion from the sideline and the Storm held on for the final 50-seconds to defeat NSW 20 points to 18.

The tri-series gives players the opportunity to get noticed by selectors for the Australian Police Rugby League (APRL) team that is sponsored by Crimsafe. ASTPRLA also has two members on the APRL committee.

At the post-tri-series-event dinner,

ASTPRLA had eight players named in the Australian representative team, the most in their short history.

Congratulations to AFP members Adam Luchetti, Tyson Pickavance, Phil Stonham, Mitch Greig, Ilija Radan and Josh Munro on their selection. Also selected were Victorian Police members Brendan Williams and Manase Holani. Adam Luchetti was named player of the 2016 Tri-Series.

ASTPRL 'Storm' manager Federal Agent Stephen Raper said:

"The teams were fantastic on and off the field. The AFP members were all outstanding ambassadors for the AFP, as were all the players for their respective police services."

The ASTPRLA 'Storm' would like to thank the AFP Executive, the Melbourne Storm, AFP National Sports Federation and Australian Federal Police Association for all their support,"

Next year's Tri-Series is being hosted by the Queensland Police Service in May 2017.

Anyone wanting more information can contact afpa@afpa.org.au



AFPA President Angela Smith with Captain Andrew McCoola.

RUGBY UNION

ON 16 SEPTEMBER 2015 THE AUSTRALIAN POLICE RUGBY UNION (APRU) TEAM LEFT AUSTRALIA FOR A SEVEN MATCH TOUR OF THE UNITED KINGDOM (UK).

The touring party comprised of representatives from most Australian Policing jurisdictions and included five AFP representatives: Mitch Greig, Adam Raszewski, Josh Munro, Joel Rivers and Andy McCoola. The APRU team finished with three wins from the seven matches in a tour marked by the spirit of competition and camaraderie between the players and teams.

The first leg of the tour commenced in Glasgow, Scotland and included a comprehensive 89-0 victory against a touring Canadian side, 'Justice Rugby'; and a narrow loss to the Scotland Police team, 31-27. The test match against Scotland was a see-sawing game and included some very physical rugby. This was a good benchmark for the rest of the tour as they were the reigning UK Police Rugby champions. Included in this leg of the tour was a visit to the newly formed Police Scotland, National Policing Centre, which included training facilities for specialist Detective, firearms and public order training.

The second leg of the tour in Cardiff, Wales included two tough test matches against the Welsh Police and the Combined Irish Police

team. Both matches were hard fought matches with the APRU side putting in a spirited performance in each game, but ultimately losing 31-19 to the Welsh Police, and 22-10 to the Combined Irish Police. Post-game was a good time to catch up with each opposing team to dissect the game, and discuss policing in each jurisdiction on opposite sides of the world. It was surprising how similar the jobs are on each side of the world. Each jurisdiction seemed to have the same problems and concerns at both the street level and the Management level. Whilst in Cardiff the team took part in Rugby World Cup festivities, catching Australia play Fiji at Millennium Stadium, and Australia play Uruguay in Birmingham.

The final leg of the tour took the team to London and included three games in ten days. The first game was a match against a combined Surrey and Sussex Police team, and resulted in a 66-7 win by the APRU. The second game was a match against the British and Irish Police team. The APRU team lost 26-5 but their performance, despite the loss, was featured by some good hard rugby, and gutsy performances from all involved. The final test match against old rival English Police was a good way to conclude the tour, with a 21-18 win, ensuring the tour finished



APRU on their UK Tour.

on a high. In London the team took part in a tour of the Tower of London and the Houses of Parliament, the second tour a unique experience hosted by a former member of the Metropolitan Police who gave the touring side a unique experience of the history and tradition of the Houses of Parliament. A highlight of this leg of the tour was a visit by the team to the Australian High Commission hosted by AFP members stationed in London. The jerseys for the match against the British and Irish Police team were presented by High Commissioner, Mr Alexander Downer. A massive thank you from the APRU goes out to Superintendent Paul Morris for organising this function, and to Manager Linda Champion for taking time out of her busy new posting as the Manager of Europe, the Middle East and Africa to attend the function. To say the team felt privileged to take part in this function was an understatement.

Overall the tour to the United Kingdom by the APRU was a huge success, both on and off the field. Not only were relationships between the Australian policing jurisdictions formed, but relationships with our overseas counterparts and a knowledge of their Operations were gained. The APRU would like to thank the AFPA for their support of the team on the tour.

RUGBY TOUR TO CANADA OVER 35'S

The Australian Police Rugby Union Golden Oldies are seeking over 35's players to participate in the World Vintage Rugby Carnival in Ottawa Canada 2017.

Limited numbers for Tour.

Dates: 20th August to 27th August 2017

Costs: TBA (see website for details)

Website for Carnival govsl.com/vintage/rugby/overview/

Contacts: D/Sgt Tony HYNDES

Email: hynd1ant@police.nsw.gov.au

0474 043 342

S/C Paul MADIRAZZA

madi1pau@police.nsw.gov.au



THE FINANCIAL BENEFITS OF GOING GREEN

BEING ENVIRONMENTALLY CONSCIOUS IS NOW CRITICALLY IMPORTANT WHEN INCREASING THE RESALE VALUE OF A HOME OR WHEN BUYING A NEW CAR. THE SUN IS THE PLANET'S NATURAL SOURCE OF ENERGY. WHY NOT ALLOW IT TO POWER YOUR LIFE?

INCREASE THE VALUE OF YOUR HOME REDUCE YOUR ELECTRICITY BILLS WITH SOLAR PANELS

According to a consumer study for Origin Energy conducted by Realestate.com.au, 85 per cent of Australians would pay more for a house that has solar panels. Of course, there are a number of factors to consider when evaluating the selling price of your home, but going solar has a proven record of increasing the value. If you decide to rent your home, 75 per cent of renters, from the same study, say they would pay more rent for an environmentally friendly house. Solar panels are not just a trend in Australia. The US Department of Energy along with Berkeley Lab Illuminates released a study on whether home buyers in California are willing to pay more for a house with solar panels. The answer was a resounding "YES". It is now a global phenomenon and there is no better time to keep up with the rest of the world.

Battery storage for energy collected from the sun has been available for some time now, but with recent innovations and the introduction of the Tesla Power Wall, a new boom of efficient storage options have become available. Imagine being able to live free of the monthly electricity bill, better yet, being able to produce and sell your excess electricity back to the power grid and making a profit.

MAKE IT RAIN

There's nothing quite like a howling storm to dampen your day, literally and figuratively. However, if you have the right attitude, you can turn this nuisance into a useful commodity for your home – and that storm suddenly becomes an opportunity for savings. It's time to talk about water tanks.

Loads of Australians already have these handy features for their homes (about a third of those with suitable homes in 2013, according to the Australian Bureau of Statistics). It's understandable: a water tank not only saves you money on your utility bills, but also helps your local community by reducing the amount of stormwater that drainage needs to deal with. If you've experienced flooding before, you'll know how much of a difference that could make.

However, it also helps reduce your water consumption, and subsequently your bills. Rainwater tanks can provide water for the toilet, washing clothes or even the pool. What's not to love?



GUIDED BY THE HEART

Millennials have shown themselves to be heavily guided by their own set of personal values. The latest Deloitte Millennial survey has revealed that 55 per cent of them considered their personal values as very influential when making decisions at work – you can bet that their choice in housing will be guided in a similar way.

So how do you cater to this? Provide easy access to recycling, install a rainwater tank or even upgrade any whitegoods to energy efficient models. If you can show that you have the same considerations as them, they may be far more likely to consider your property as tenants or buyers.

CRUISING DOWN THE FREEWAY IN YOUR HOT, HOT (ELECTRIC) CAR

Owning an electric vehicle has never been easier. For instance, if you purchase the new Tesla Model X 60D – an all-wheel drive sedan with a top speed of 210 kph and max range of 350 kilometres – you can easily cruise around the state utilising Tesla's local charging stations (which are, in fact, the fastest in the world). Even better, Tesla's stations are free to use, meaning you won't just be saving the environment, you'll be saving money, too.

A handy tool to use when going green is the Government Green Vehicle Guide. It will lead you in the right direction for your personal preferences in choosing a greener option car.

policebank 
member owned banking

At Police Bank, we try and do our bit for the environment and encourage

Members to do the same. That's why we launched our Green Loan which rewards you with a special low rate when you borrow for a green initiative such as solar panels, solar hot water systems, rainwater tanks, green vehicle or top energy savings white goods. If you'd like help going green visit us at policebank.com.au/green or call us on 131 728.



HAVE A FLING WITH SPRING

WHILE LONG WINTER DAYS CAN BE SPENT CURLED UP BY THE FIRE, WINE IN HAND AND A GOOD BOOK IN THE OTHER, THE SEASON OF SPRING IS WHEN WE ALL COME OUT TO PLAY AGAIN. It doesn't stay long, and that makes it even more of an exciting time. The sun begins to peep through the clouds and new things start to blossom all around.

The turn of the season has just begun and what ensues is magical, so dust off the bikes and head out to see what's around! Vibrant colours burst from the countryside and families are out and about together, enjoying days in the sunshine. Perhaps go on an adventure and bring along

a picnic with a basket of goodies from your local providore or find a restaurant or café nearby to sun yourself alfresco while sipping on an icy beverage. As the new season continues on, it brings with it fresh harvests of vegetables and fruits such as beetroot and asparagus, artichoke and peas. Honey is also more flavoursome with a wider range of flowering plants for bees to choose from. For those with a green thumb, it is also the time to replenish soil nutrients and re-plant herb gardens and vegetable beds at home or to take up the opportunity to get involved in local community gardens.

DINING OUTSIDE

Instead of visiting your local favourite, get out and about this Spring and get to know a new restaurant or café in your area. We've got a few suggestions for you around the country, if nothing is near you simply jump onto www.agfg.com.au and search via your location for something closer.

POD FOOD

12 Beltana Road, Pialligo, Canberra City ACT

Take a stroll along Canberra's vibrant gardens of Pialligo Plant Farm and you'll find Pod Food, a hidden culinary gem serving an innovative European inspired menu. Surrounded by a green garden terrace, this restored 1930s weatherboard cottage is stylishly fitted out with wood furnishings and modern art.

LITTLE RED FOX EATERY

600 Banks Road, Marcus Hill VIC

Get out of the city when the sun begins to shine and head down the Bellarine Peninsula instead for a day of exploring this beautiful coastline. Stop awhile for a replenishing meal and find Little Red Fox Eatery nestled within the tranquil surrounds of Banks Road Vineyard, just off the highway.

THE CURRANT SHED

104 Ingoldby Road, McLaren Flat SA

A sunny spring day in Adelaide calls for a trip to the country, and what better place to visit than a restaurant in a wine region? Journey down Ingoldby Road to find The Currant Shed restaurant nestled in among the lush vineyards of McLaren Flat. A sumptuous menu incorporates quality produce sourced from across the Fleurieu, seafood from nearby waters and the added touch of hand-picked ingredients from the garden complemented by a careful selection of wines.



NOOSA WATERFRONT RESTAURANT

142 Gympie Terrace, Noosaville QLD

Take a day off to spend wandering around the leisurely Noosa precinct and with sun shining bright, enjoy dining at Noosa Waterfront Restaurant and Bar overlooking the calm canal inlet of the Noosa River. Tantalising modern Italian cuisine is paired with award-winning wines from Australia's most bountiful regions and imported from Europe to complete a memorable dining experience.

PEE WEE'S AT THE POINT

Alec Fong Lim Drive, East Point Reserve, Fannie Bay NT

Relax amid lush tropical surrounds while taking in gentle sea breezes and breath-taking sunset views over Darwin Harbour with a drink in hand at Pee Wee's. For hungry visitors, Pee Wee's extensive menu matches this laidback setting perfectly, combining the region's fresh produce to create 'Modern Territorian' cuisine. Opt to begin your Northern Territory gourmet tour with dishes like sesame seared tuna with edamame puree, watercress, chilli and ginger dressing.



OTHER SIDE OF THE MOON RESTAURANT

Pullman Bunker Bay Resort, 42 Bunker Bay Road (Off Cape Naturaliste Road) Naturaliste, Margaret River WA

Other Side of the Moon's olive-tree fringed outdoor terrace is a perfect perch for those wanting breathtaking views of Bunker Bay and the majestic Indian Ocean. For dining, a menu focuses on showcasing the region's fresh produce with standouts such as spicy Hiramasa Kingfish with pickled cucumber, squid ink tempura and tobiko mayonnaise through to slow cooked pork belly with mushroom and corn fricassee.

HOME HILL WINERY RESTAURANT

38 Nairn Street, Ranalegh TAS

Celebrate the coming of Spring with a wining and dining experience at Home Hill Winery Restaurant located onsite at Home Hill Estate. A rustic building nestled among Tasmanian vineyard landscapes is where diners amass, seeking out tastes that reflect a rich regional heritage including some of the state's finest produce and of course the winery's own award-winning drops. Dishes come garnished with herbs from the estate garden, such as succulent lamb leg with chevre minted peas.



CIRCA 1876

64 Halls Road, Pokolbin NSW

Housed within Peppers Convent and surrounded by the region's lush greenery, this popular establishment is complemented by a spectacular 1.5 acre organic kitchen garden and a cosy modern fit-out. Wander through the garden rows and say hello to the resident chickens in a wide coop before dining beside this idyllic backdrop and enjoying a paddock-to-plate philosophy.



A REWARDING BIO-DYNAMIC PINOT GRIS

→ By **DAVID ELLIS**
from www.vintnews.com

ALTHOUGH GRAPES WERE FIRST GROWN AT WRATTONBULLY ON SOUTH AUSTRALIA'S SOUTH-EASTERN LIMESTONE COAST FROM THE 1880S, IT WAS FOR MAKING JAM AND NOT FOR ANOTHER CENTURY WAS THOUGHT GIVEN TO THE POTENTIAL OF THE AREA FOR WINEMAKING.

Between the Padthaway and Coonawarra wine regions, and with similar characteristics to these famed areas, Wrattenbully is today one of our smaller wine regions after really kicking ahead with large-scale plantings in the 1990s.

Among current noteworthy makers is Cape Jaffa Winery, whose 2015 En Soleil label Pinot Gris is just now becoming available. It's a somewhat luscious drop with wonderful varietal lemon, apple and pear flavours, coupled with nice aromatics and is an excellent partner to Spring crayfish and scallops or with many, rich and full-flavoured Asian dishes.

Interestingly, this drop was made from fruit off certified fully bio-dynamic vineyards on which herbicides have been eliminated and biological fertilisers are being trialled.

At just \$27 a bottle it'll be perfect for any Spring BBQ's you have planned. If you have difficulty finding it, phone the winery on 08 8768 5053 or go onto www.capejaffawines.com.au



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around the corner**

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