

# AUSPOL

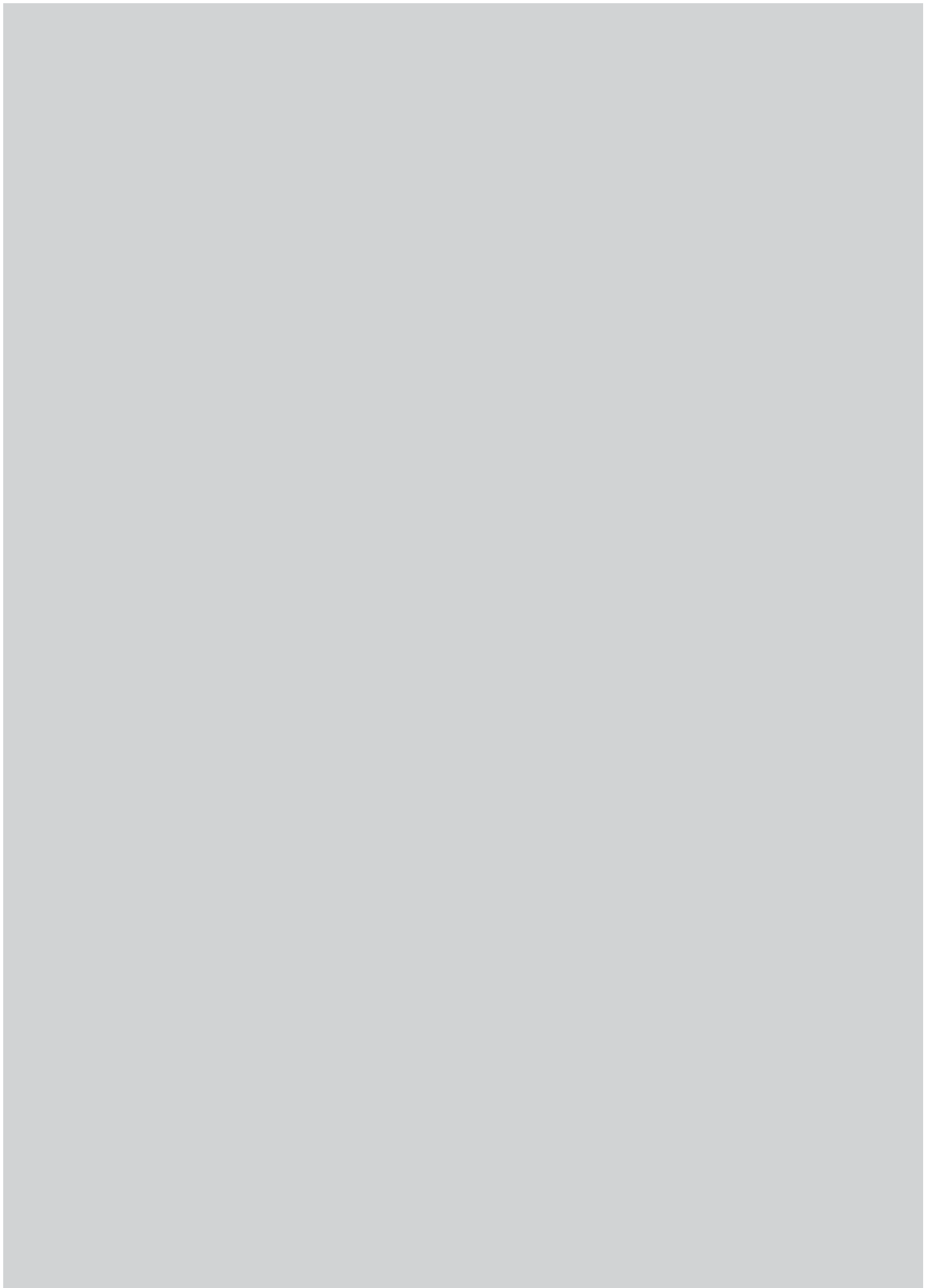
THE OFFICIAL PUBLICATION OF THE AUSTRALIAN FEDERAL POLICE ASSOCIATION

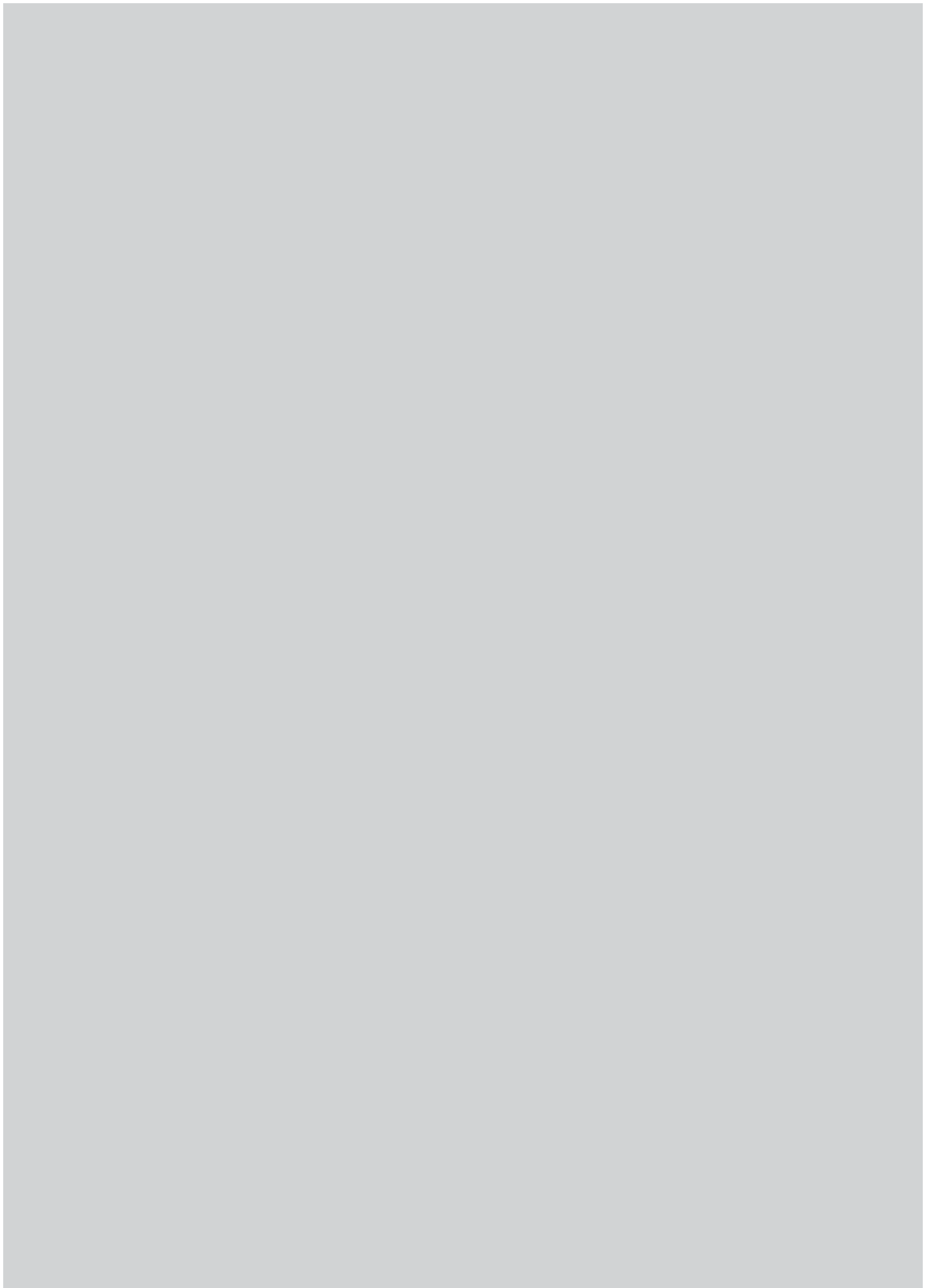
ISSUE 4

SUMMER 2017

## POWER OF EXPLOSIVES

RULE CHANGES FOR AFPA  
NATIONAL POLICE REMEMBRANCE DAY  
WALL TO WALL RIDE  
DANGERS OF SOCIAL MEDIA





THE OFFICIAL PUBLICATION OF THE AUSTRALIAN  
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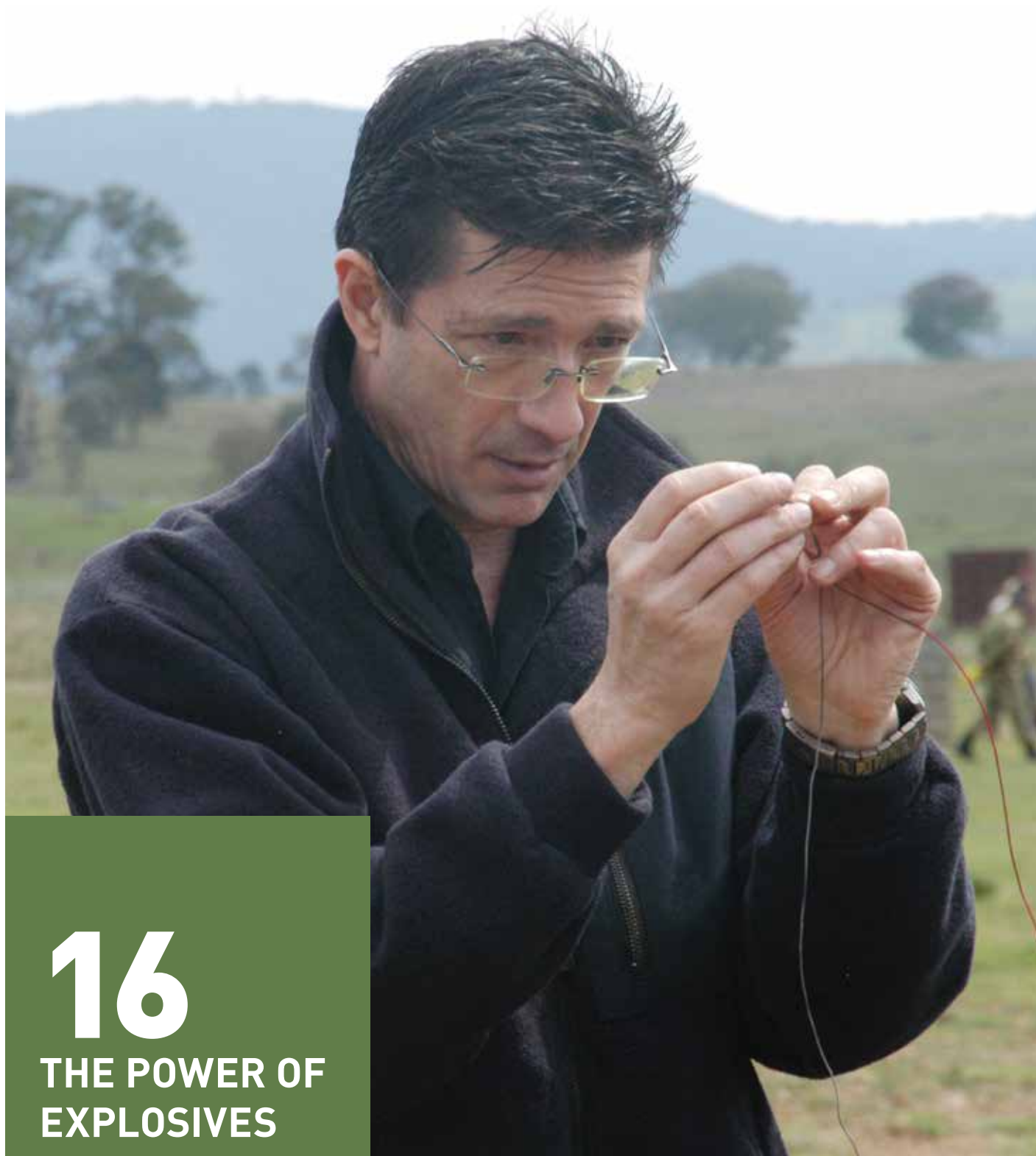
## 12 THE DANGERS OF SOCIAL MEDIA



## 26 AFP MUSEUM



## 32 WALL TO WALL RIDE FOR REMEMBRANCE



# 16

## THE POWER OF EXPLOSIVES

### EXPLOSIVES – DANGERS ON THE FRONT LINE

### REGULARS

04	President Report	22	Out and About
10	Industrial Relations	48	Finance
20	Legal Update	52	Food & Wine



President  
**ANGELA SMITH**

# PRESIDENT REPORT

***Last month AFPA President Angela Smith addressed the organisation's Special National Council meeting. This is an edited version of that address. It was Graeme Cooper's first National Council meeting as CEO of the AFPA.***

***As well as the elected delegates, the National Council of the AFPA includes the President, CEO and the National Executive – Rick Smeltink, Ian Bridle, Mark Jager, Adrian Smith, Alex Caruana and Steve Harris.***

**THE NATIONAL COUNCIL IS, ACCORDING TO THE AFPA RULES, OUR SUPREME GOVERNING BODY BUT IT IS THIS ONLY FOR THE TWO DAYS EVERY TWO YEARS THAT IT SITS.**

That's an important distinction between this body as the Council and the National Executive body, which is like a Board, sitting many times a year. The National Executive has all the powers to manage and conduct the affairs of the branch outside of those two days every two years.

As many of you are aware the election for your National Council position to get you to this point was long overdue – well over a year – due to a Federal Court enquiry which was created out of frustration with the AFPA by the Australian Electoral Commission.

As the newly elected and appointed delegates you are now part of significant change to the AFPA. I want to give you a brief synopsis of what we have achieved over the past 12 months. I don't want to dwell on the negative history. It is now time for renewal.

I was appointed on 11 November last year by the National Executive. Mid-December I applied to the AFP to take all my rec leave so that I could take up my position in the office. In those couple of weeks leading to Christmas I had two sometimes three, depending on which day, para-legals, who were law students, here to help run the office. They did an amazing

job for young kids who had no training in industrial relations, were yet to graduate and had virtually no life experience. At the same time, Vince Kelly happened to be available. Vince was a Detective Senior Sergeant in the NT Police, but the big bonus was that he was the Northern Territory Police Association President for 14 years and, concurrently, the Police Federation of Australia's President for seven years. Basically, he had some experience at running a police association. Without Vince, we would not be anywhere near where we are today.

I had to build a legal/industrial team from scratch. We now have four in that team and we feel we should build that to six in the medium term, as the AFP seems to create an enormous amount of work for us.

One of our first hires was Clair on reception. Until you don't have a receptionist you've no idea how important it is to have one and a good one at that. We then employed Jonathan as Office Manager who has put together a whole lot of policies and procedures which seemed to have been non-existent.

Vince, Graeme and Peter Punch, our solicitor since September last year, have worked tirelessly on the rules re-write. (See story on page 8 of this edition of *Auspol* for full details of the rule changes).

## LOOKING TO THE FUTURE

We have moved the AFPA a long way in 12 months. We have some way to go but we are well down the track. That doesn't mean we stop after March next year once the National Council is over and we, hopefully, have all of the rules changes through. Our type of organisation – a union – should always be looking to improve. We need to stay abreast of change and be always reassessing and re-evaluating to stay relevant and focussed on the members. We cannot afford to lose our way and our focus, because when we do, we lose our members and without our members the organisation is nothing.

So, in this I ask for your assistance. I'm asking you all to help keep the AFPA a relevant and member focussed organisation. We are a service delivery business. Members must have confidence in the brand so they can be confident that we can deliver the service and confident in the service we deliver.

## WE CANNOT BE ALL THINGS TO EVERY MEMBER BUT WE WILL ENDEAVOUR TO DO OUR VERY BEST.

I have a vision for the AFPA and that is for it to be the gold standard in police associations. It's aspirational but if we don't have something to aim towards, we will stagnate. And we should always be aiming to improve ourselves and our organisation.

The past reputation of the organisation was that of being too close to AFP management. That's no longer the case. My mission is to promote the interests of the members, not the AFP. We might now even be considered

a thorn in the side of the AFP in many respects. At the same time, I don't wish to tarnish the AFP brand either. But I have told the commissioner and the national managers that I will go to the media if I see a need to. It's part of the cut and thrust of this business. I have a meeting, roughly every six weeks, with the COO, Andrew Wood, and with NMPSS, Mick Chew. I have so far had two meetings with the Commissioner, and he and I have talked recently about a more regular catch up.

It's not the function of the AFPA to save every member if he or she falls foul of the AFP code of conduct. But what I do believe in very strongly is ensuring the legal or industrial process that a member goes through is fair. We now have a very talented and experienced legal industrial team. Plus, we have extremely dedicated support staff. They all work very

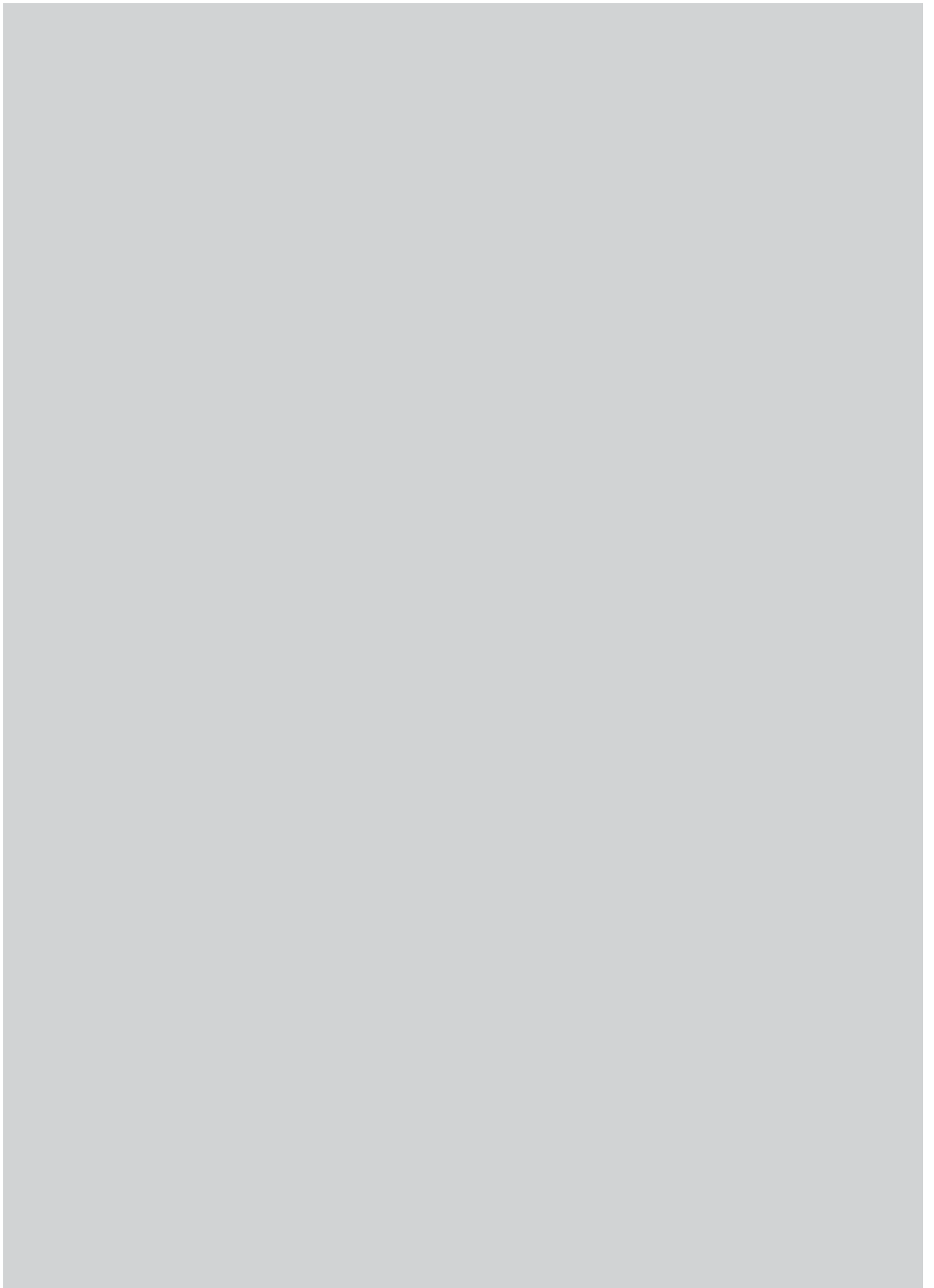
hard to help and support members. Some members will be happy with us, and some will not. We cannot be all things to every member but we will endeavour to do our very best.

I will be thinking of all of you who are on shift over the Christmas/New Year period, and also those who are doing it tough.

Please stay safe and look

after yourselves. Graeme and I will be available throughout the 'shut down' if you need to talk or require assistance.

I wish you all a safe and happy Christmas and New Year. Don't forget, be kind to your family and to the public. It's Christmas.





# CALLING OUT A LACK OF RESPECT FOR POLICE

THE POLICE FEDERATION SPEAKS OUT ABOUT SENATOR DAVID LEYONHJELM'S VILE COMMENTS ABOUT POLICE.

→ By **MARK BURGESS**  
Chief Executive Officer  
Police Federation of Australia

**DISGUST. DISBELIEF. HORROR.** This is the response from thousands of serving police officers and their families to comments widely reported and attributed to Senator Leyonhjelm.

Back in 2013 – just months after winning his senate seat – Leyonhjelm is recorded telling a rally that he would be happy to let police "... lie on the side of the road and bleed to death". The rally was about bikie legislation in Queensland.

This is not the first time that Leyonhjelm has made disparaging comments about the country's police.

In November 2015 he said, "The police are not our masters. They are our servants and I think they should remember that." Further, in a parliamentary inquiry he is quoted as saying, "All cops are bastards".

So who are these men and women of Australia of whom he speaks so disparagingly?

There are some 60,000 police men and women across the country. They, as Senator Leyonhjelm is all too aware, uphold the laws made by legislators and in doing so are often privy to the worst aspect of human behaviours. Violence, abuse, death. Police protect prevent and investigate crime and in doing so protect and support our community.

They are normal people with families and loved ones of their own. And yet – these are the people that Senator Leyonhjelm has degraded and abused.

One mother has written:

"My daughter is a police officer. I would never say to you, your daughter should lie on the side of the road and bleed to death. You have said that to me. Police officers have mums, dads, children, wives etc. You have insulted us all."

For the last ten years 29 September holds a special place in the police calendar. The National Police Remembrance Day honours those officers who lost their lives in the line of duty. There are 764 names on Canberra's National Wall of Remembrance and every year more names are added. All of these officers have given their blood for their community and have done more for this country than the Senator could ever hope to achieve.



Quite honestly, how can a man who is employed by the people and paid via the public purse, be allowed to make such outlandish statements against those who work tirelessly for the good of others? And a man, who was only successful at the last federal election because of a preference deal done by the major parties.

The Liberal Democratic Party received \$48,494.75 of electoral funding. Funding entitlements are calculated using an indexed sum per first preference vote – worth in 2016, 262.784 cents. By rough calculations that means that the Liberal Democratic Party received just over 18,000 primary votes. And that is nationally. Leyonhjelm would have received markedly less than that.

Both major parties must commit to not engaging in a preference deal with this man again – a man who obviously is out of touch with the wider community and who has no respect for the work that our law enforcement community does.

I urge the Senator to spend a shift in a police station, ride the truck on a Saturday night, attend a car crash, go to the scene of a suspicious death; inform parents that their child is never coming home. Then see how he feels.

As one police officer wrote on social media

"Well Senator you may want us to "lie on the road and bleed to death" but rest assured if you need saving I'll be there for you, that's what sets us apart.

# RULE CHANGES FOR AFPA

ON THE 24<sup>th</sup> NOVEMBER 2016, YOUR ASSOCIATION HELD A SPECIAL NATIONAL COUNCIL (SNC) IN CANBERRA ATTENDED BY NATIONAL EXECUTIVE MEMBERS AND ZONE DELEGATES FROM ACROSS OUR ASSOCIATION.

**THE MAIN PURPOSE OF THE CONFERENCE WAS TO CONSIDER A NUMBER OF INTERIM RULE CHANGES AND TO DISCUSS THE STATUS OF ENTERPRISE AGREEMENT NEGOTIATIONS.**

Newly appointed CEO, Graeme Cooper, led the discussions relating to the interim rule changes which were unanimously endorsed by the SNC. Graeme having worked closely with a preeminent industrial lawyer, Mr Peter Punch, and AFPA staff over several months to draft the changes that were considered by the SNC.



**Above:** AFPA President Angela Smith chairing National Council.

It is no secret that our Association has experienced several challenges over the last 18 months particularly around internal governance. The National Executive had identified in mid-2015 that for the AFPA to be a dynamic and responsive organisation a high-level review of our rules was required.

As police, we understand a clear organisational structure which defines roles and responsibilities for office holders is paramount for good governance. Unfortunately, our rules did not provide a clear structure and contributed to the difficulties we experienced in recent time. For example, the way the various duties of elected offices of President and CEO and the National Executive was set out in the rules contributed to the instability of the past year by not clearly defining reporting lines or accountabilities.

As part of the internal rebuilding process the National Executive undertook governance training through the Australian Institute of Company Directors earlier this year. One of the governance consultants, Mr Geoff Carter, considered our rules were open to varying interpretation, which would provide difficulties for a coherent leadership group to resolve any governance issues arising. These concerns were similar to opinions expressed by regulators such as the Australian Electoral Commission and the Fair Work Commission and our own industrial advisors.

The review involved engaging the services of our own internal professional staff, the professional staff and officials of other Police Associations and unions and external governance experts that included both Geoff Carter and Peter Punch - a highly qualified industrial lawyer with more than 30-years' experience in industrial law.

Ultimately the National Executive settled on a governance structure that included:

- A full-time President
- A full-time Vice President

- An honorary Secretary/Treasurer
  - 6 Executive members
  - An appointed General Manager (employee)
- The rule changes will see the organisation transition from having an elected CEO, who must be an AFP employee and AFPA member, to employing an appropriately qualified General Manager with the expertise to manage the \$5 million business of the AFPA.

The President will provide strategic leadership for the organisation through the Executive and national council and will be the public face of our Association with overall responsibility for our growth and success.

The position of Vice President will be created to work with and support the President in the operations of the Association. The role of the Vice President will be to engage with members and delegates to build capacity and grow the membership of the Association. In 2013, a Field Officer position was suggested and was never realised. It is intended that many of the roles identified for the Field Officer will be performed by the Vice President, along with maintaining carriage of the Enterprise Bargaining process and chairing the Legal Assistance Committee. The office of Vice President will be a full-time position elected every four years along with the President.

The Secretary/Treasurer will be an honorary role and add a layer of financial governance to the operations of the Association. The office holder will be elected every two years and be responsible for the financial and regulatory accountabilities previously allocated to the CEO. Although the execution of these duties will be delegated to the General Manager, the Registered Organisations Act requires an officer of the Association to be responsible for the finances.

In broad terms the President and Vice President will be driving membership growth looking outwards from the organisation, engaging with stakeholders. The General Manager will look inwards to ensure our administrative and operational structure deliver quality services to our members.

A further structural change related to the title of the current Vice Presidents, each with a specific portfolio. This structure is confusing and does not accurately reflect the governance obligations or duties that exist for members of the National Executive. These six positions will be retitled as Executive Members who will be honorary and elected every two years.

The final structural change approved by the SNC related to the conduct of meetings, particularly Executive meetings. The current rules relating to the conduct of meetings were open to, and had been the subject of, markedly different interpretations. Further a strict reading of the current rules prevented the Executive from utilising modern communications to carry out their duties to members.

The Fair Work Commission considered these issues at length and while the Commission made a determination, it was evident the rules needed to be revised and modernised. The endorsed rules will allow the National Executive to meet with the frequency required to address the matters before it and remove any potential impediments of our Executive engaging in best-practice governance.

As these principal changes concerned elected office holders of the Association, it was necessary to implement interim provisions to define which offices existed and were to be called for election at the March 2017 National Council Meeting.

As indicated, the rule changes were unanimously endorsed by the SNC. Amended rules will now be considered by the Fair Work Commission and it is anticipated they will be registered in the near future.

As part of the continued modernisation process, your National Council will consider further comprehensive rule changes in March 2017 which will incorporate these interim changes and other improvements to our governance structures into a revised set of rules.

The National Executive believe these changes will be positive for the organisation and enable us to deliver significant benefits to our members into the future.



**Top to bottom:** Peter Punch, Special Project Officer Vince Kelly and CEO Graeme Cooper.

# NATURAL JUSTICE AND PROFESSIONAL STANDARDS

The common law recognises a duty to afford a person procedural fairness or natural justice when a decision is made that affects that person's rights, interests or legitimate expectations. In *Kioa v West (1985)*<sup>1</sup>, Justice Mason said:

It is a fundamental rule of the common law doctrine of natural justice expressed in traditional terms that, generally speaking, when an order is made *which will deprive a person of some right or interest or the legitimate expectation of a benefit, he is entitled to know the case sought to be made against him and to be given an opportunity of replying to it.*

Procedural fairness, which is the term more commonly used when referring to decisions made by government departments, requires that a person be told the case to be met and given the chance to reply before a decision is made that negatively affects a right, an existing interest or a legitimate expectation which they hold.

Under these principles, a person who is potentially aggrieved by a decision has the following rights:

- to examine the information used by the decision maker to make their decision;
- to reply to that information; and
- for their reply to be received and considered before a final decision is made.

The decision maker is required to give proper and genuine consideration to the case put forward by the person.

## INVESTIGATION OF COMPLAINTS BY PROFESSIONAL STANDARDS

There are many situations that arise in a workplace when an employer is required by law to give their employee an opportunity to be heard before a decision about them is made. Professional standards investigations into Category 3 matters

<sup>1</sup> (1985) 159 CLR 550

provide a compelling setting for examining the practical application of these rules.

Category 3 conduct issues must be investigated by AFP Professional Standards under the *Australian Federal Police Act 1979* (the AFP Act). These conduct issues involve:

- serious misconduct by an AFP appointee; or
- raise the question whether termination action should be taken; or
- involve a breach of the criminal law or serious neglect of duty.

An AFP appointee who is subject to an investigation for a Category 3 conduct issue must be given an opportunity to be heard in relation to the issue before the matter goes for final adjudication<sup>2</sup>. This is called a natural justice response.

A natural justice response is a key opportunity to provide critical information to the adjudicator prior to a final decision being made on whether conduct issues are established or not established and if applicable, what sanctions are recommended. The information in a response should:

- be relevant;
- address allegations or the key rationale of the decision;
- provide evidence you believe disproves the allegations;
- explain the allegations; and
- provide details of any special or mitigating circumstances you believe should be taken into account.

In these circumstances, the appointee must also have received the Professional Standards investigation report into the conduct in question. This is to ensure the appointee has all

<sup>2</sup> AFP Act, section 40TQ



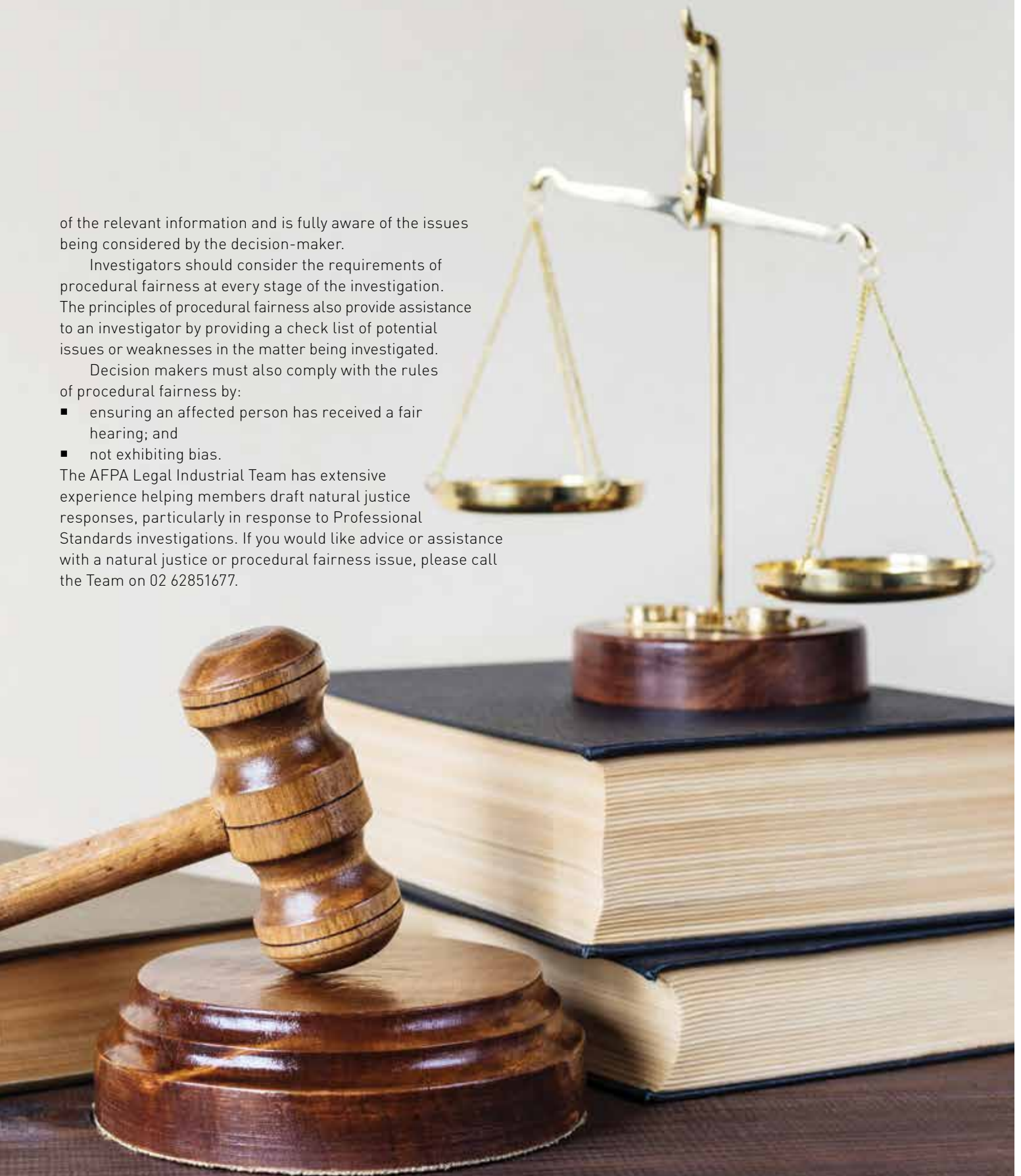
of the relevant information and is fully aware of the issues being considered by the decision-maker.

Investigators should consider the requirements of procedural fairness at every stage of the investigation. The principles of procedural fairness also provide assistance to an investigator by providing a check list of potential issues or weaknesses in the matter being investigated.

Decision makers must also comply with the rules of procedural fairness by:

- ensuring an affected person has received a fair hearing; and
- not exhibiting bias.

The AFPA Legal Industrial Team has extensive experience helping members draft natural justice responses, particularly in response to Professional Standards investigations. If you would like advice or assistance with a natural justice or procedural fairness issue, please call the Team on 02 62851677.



THE

# DANGERS

# OF SOCIAL MEDIA

## NOT JUST FOR KIDS

THE AUSTRALIAN FEDERAL POLICE (AFP) CODE OF CONDUCT SAYS THAT AS AN AFP EMPLOYEE, YOUR OFF-DUTY ACTIONS REMAIN SUBJECT TO THE PROFESSIONAL STANDARDS FRAMEWORK OF THE AFP.

**THIS MEANS THAT EVERYTHING YOU POST ON SOCIAL MEDIA, INCLUDING YOUR PERSONAL FACEBOOK PAGE, IS ALSO SUBJECT TO THOSE SAME PROFESSIONAL STANDARDS.**

A breach of the Code of Conduct can lead to a Professional Standards (PRS) investigation and if a breach is substantiated, there can be serious consequences.

Just this year, New South Wales (NSW) Greens Member of Parliament (MP), Jenny Leong, lodged a complaint with the Police Integrity Commission (PIC) after social media comments from some police officers.

The Sydney Morning Herald reported that one detective posted a modified image of Ms Leong's own Facebook profile picture, adding the words: 'One condom could have prevented this from happening'. The post was 'liked' by four other police employees.

Under the NSW Police Code of Conduct and Ethics, an employee must 'behave honestly

and in a way that upholds the values and the good reputation of NSW Police whether on or off duty.' In its Personal Use of Social Media Policy and Guidelines, staff are told: 'Do not post any material that may bring the NSW Police Force into disrepute, or otherwise embarrass the agency.'

One officer was suspended and as one journalist reported: 'Even if the Police do it [cyber bully], it's still illegal.'

### **CHECK PRIVACY SETTINGS AND DE-IDENTIFY PICTURES**

ThinkUKnow.org.au is a cyber safety program that provides resources to the community. The program uses law enforcement members to deliver cyber safety messages across Australia.

The site says to check your privacy settings on social media. If a 'friend' tags you, make sure you get an alert so you can stop a photo you don't want posted from being posted.



**Above:** AFPA President Angela Smith talking to Crime & Deviance students from Narrabundah College about social media.



Ensure your images are not identifiable. Have a look at these images (above). One is identifiable and the other is not.

- Name: John Citizen
- Year: 10
- Lives: Canberra

AFPA President Angela Smith spoke to the Crime and Deviance students at Narrabundah College about the dangers of social media: 'The lessons aren't just for young people – they are for everyone.'

### LOOK OVER YOUR ORGANISATION'S SOCIAL MEDIA POLICY AND RELATED DOCUMENTS

For most police jurisdictions across Australia the social media policy is also read in conjunction

with the Code of Conduct and Acts of Parliament such as the Australian Federal Police Act 1979.

The AFP social media policy says that some questions to ask yourself before posting a message include:

- Would you want your posts to be put to you while you were giving evidence?
- Would you want a selection panel to see your posts?
- Would you want your posts seen on the front page of a newspaper?
- Don't use your @afp email address to open a social media account
- The AFP would prefer you don't post any images of yourself or identify your employment which also includes not posting images of yourself in uniform
- Think about whether the posts/images may impact your current and future career prospects including in covert policing operations and possibly affect your security clearance
- Don't use your workplace to do 'checks' on people you meet online
- Because of the nature of policing, posts on social media are more likely to be interpreted as officially sanctioned (and some of your 'friends' may feel intimidated by an inadvertent post)
- As an AFP employee, your off-duty actions remain subject to the professional standards framework of the AFP

# THE LAST CEO

FOR SOME PEOPLE TAKING ON A JOB THAT IS ABOUT TO BE CONSIGNED TO THE HISTORY BOOKS MAY SEEM AN ODD CHOICE, HOWEVER, FOR RECENTLY APPOINTED AFPA CEO, GRAEME COOPER, IT WAS A LOGICAL STEP IN HIS EFFORTS TO MODERNISE THE GOVERNANCE, ADMINISTRATION AND MANAGEMENT STRUCTURE OF OUR ASSOCIATION.



**GRAEME JOINED THE AFP IN 2004 MOVING FROM TROPICAL NORTH QUEENSLAND TO A DIFFERENT LIFE IN CANBERRA.** After finishing his training, Graeme has worked in ACT Policing in General Duties and Collision Investigations. While his qualifications as a mechanical engineering draftsman may not have fully prepared Graeme for street policing, he has relished all aspects of operational policing.

Graeme became AFPA workplace delegate in 2011 - "The highs and lows of the job motivated me to get involved. I'm passionate about looking after the members and have always argued strongly for the protection and improvement of industrial conditions," says Graeme.

In November 2015 Graeme was appointed to a casual vacancy on the National Executive and immediately volunteered to be directly involved in the EA negotiations.

It was also evident to Graeme that many of the difficulties being experienced by the AFPA at that time were being compounded by the AFPA rules. Graeme strongly advocated for change and supported the National Executive in its efforts to bring about change.

Graeme has been performing the duties of CEO since September this year was appointed to the position in November 2016.

"I knew the rule restructure would likely result in the CEO's position, in its current form, being disbanded."

Graeme was actually one of the strongest advocates for change and has been instrumental, with the support of National President Angela Smith, in guiding the National Executive and recent National Council to bring about change.

Now that the first stage of the modernisation of the rules is complete, Graeme will concentrate on ensuring the development and realignment of AFPA's administrative and operational capacity continues so we can meet members' expectations.

"Our Association remains in a transitional phase until March next year when the new Executive leadership and management structure will commence. That won't stop us from continuing to work hard to assist members when they need it and bring about a fair wage outcome.

"That's why I got involved."



# ALLOWANCES UPDATE

→ By GRAEME COOPER  
CEO

**ON 16 NOVEMBER I WROTE TO DELEGATES AND MEMBERS EXPRESSING THE ASSOCIATION'S FRUSTRATION AT THE LACK OF DECISION BY AFP MANAGEMENT IN RESPECT OF THE STATUS OF THE COMPOSITE ALLOWANCE.** I am pleased to say the AFPA has been advised of the Commissioner weighing in and confirming the AFP's intention for **the composite allowance to remain**. Further, DC Phelan will have a greater role in directing negotiations from the AFP side.

During musters held in Melbourne and Adelaide last week, DC Phelan outlined the AFP's position that removing the composite allowance and returning to an industrial framework underpinned by penalties and other allowances would be a backward step. This is obviously good news and welcomed by the AFPA, though it is hard to characterise it as a 'win' when it represents the same outcome as a 'no' vote. It illustrates how hard we are having to fight in defence of our current entitlements.

The following are other points to arise from DC Phelan's musters:

- The AFP is aiming to deliver a two percent salary increase each year to employees
- The Operations Working Pattern requires better definition around what constitutes 'flexibility'
- Annual leave utilisation is an area of concern to the AFP and they are interested in encouraging all employees to take their annual leave
- This has a financial benefit to the organisation and will assist to fund the agreement
- Savings achieved through the ELEA process, though not required to fund the ELEA, are also being attributed to funding the general agreement

DC Phelan has indicated he would like a draft agreement prepared before the end of the year, for approval by the APSC then provided to employees in January. From the AFPA's perspective, we welcome the accelerated timeframe after spending this year engaged in a process best described as painfully slow. We of course remain committed to delivering the best possible agreement for our members, albeit in the highly restrictive circumstances imposed by the Workplace Bargaining Policy.

Our measures for a successful outcome will be that no member receives less pay upon commencement of any new

agreement and that those reasonable matters we brought to bargaining through our Log of Claims have been considered and accepted by the AFP. We cannot support any proposed agreement if all the claims we brought to bargaining have been denied by the AFP.

We are also concerned by apparent moves to further diminish the status of specialists in the AFP. Both Intel and Technical Operations have specific broadband arrangements within the current agreement which appear set for removal. In the past, a compelling argument was made to recognise the skills and knowledge employees performing these roles possessed and to provide an alternate salary structure. No similarly compelling argument has been mounted for their removal and, indeed, no information has been provided to illustrate what will happen to those employees being paid in accordance with the existing arrangements. The operating environment has not become less complex, nor the requirements of those roles less specialised, however, it appears the expectation will be for the same job to be done by a different employee earning less money. Kind of like after a 'span of control exercise' for the Executive Level.

In recent days, we provided a briefing to Senator Jacqui Lambie in relation to the overall budget position being confronted by the AFP. In short, this year's budget papers indicated the AFP's budget will decrease by \$112 million across the four years of the forward estimates. Of this, \$61 million is being stripped from employee benefits, which equates to more than 600 positions. Senator Lambie prepared a motion for the Senate noting the budget reduction and calling on the Government to outline which operational outcomes will no longer be required as the AFP cannot deliver business as usual into the future in this environment. Significantly, this motion was supported in the Senate and prompted contact from Minister Keenan's office to the AFPA to discuss the matter.

We recognise the budgetary challenges facing the AFP and are seeking to raise these issues with whomever we can, given the its intimate relationship with the bargaining process. According to Minister Keenan's office though, they are only the forward estimates and don't really count. In which case the government should keep their ridiculous budget games for those agencies where they don't influence operational decision making.

THE AFPA WAS A GUEST AT THE AUSTRALIAN FEDERAL POLICE'S 'POWER OF EXPLOSIVES' DAY THAT WAS HELD AT THE MILITARY'S MAJURA RANGE COMPLEX IN THE AUSTRALIAN CAPITAL TERRITORY (ACT).

# POWER OF EXPLOSIVES

Bruce Schiefelbein prepares an explosive charge.

# LIVES



**Right:** Paul Remin ready to detonate.

**WEAPONS TECHNICAL INTELLIGENCE (WTI) HOSTED THE EVENT SO THAT PARTICIPANTS COULD SEE THE EFFECTS EVEN A SMALL AMOUNT OF EXPLOSIVES WAS CAPABLE OF**

**CAUSING.** Of course, we were all given a briefing about using mobile phones and smoking near the explosives - one of the very few occasions when (in this day and age) people actually did turn off their phones.

WTI is an amalgamation of what was previously known as the Australian Bomb Data Centre (which was raised by Cabinet decision in 1978 following the infamous Hilton bombing in Sydney) and the Australian Chemical Biological Radiological and Nuclear Data Centre.

Statistical data suggests that the most common improvised explosive devices used in Australia in 2015 (as well as previous years) are of a simple design (such as soda siphon bulbs and sparklers bound together with tape or aluminium foil), commercial fireworks, or pipe bombs with a combustible composition.

In 2015, there were 15 incidents classified as significant in Australia. This included five deaths to persons across three separate incidents (murder, suicide or both). There were two incidents involving the targeting of financial institutions in an attempt to gain access to the money inside an automatic teller machine (ATM). Other incidents involved experimentation and criminal nuisance/pranks and were classified



as significant because of the sophistication, design, methodology used, or the amount of damage done.

One of the demonstrations involved the use of household products and the subsequent explosion was impressive. Although technical knowledge is needed to initiate the homemade explosive, the realisation that it could be done was a sombre thought. In another demonstration, the shockwaves could be felt from the safety of the viewing area. The reality of being any closer to the point of detonation silenced the audience for a couple of minutes.

An AFP Technical Intelligence Analyst explained to participants that it was important to research incidents in order to learn from them.

'We replicate explosive effects to demonstrate the power of various types and amounts of explosives. The results allow our participants to gain an appreciation of what a post-blast scene may look like and how they can contribute from a law enforcement, forensic or witness perspective.'

'The knowledge gained contributes to both the prevention of future explosions and better management of a post blast scene if an explosion were to occur,' the analyst said.

'An example of the things we are interested in is the colour of the flames or smoke. Different chemicals emit different colours when ignited and this will assist the forensics team to work out what we are dealing with.'

**Top:** Explosives destroy a car.

**Above left and right:** The power of explosives.



# FLEXING YOUR RIGHTS:

## Work/life balance and requests for flexible working arrangements

THERE IS AN INCREASING NEED IN ALL INDUSTRIES FOR GREATER WORK/LIFE BALANCE, WITH THE FOCUS NOW SHIFTING EVEN FURTHER TOWARDS “WORK/LIFE INTEGRATION.” IT’S A REALITY OF MODERN LIFE AND SIMPLY MAKES GOOD SENSE: PROMOTING A HEALTHY BALANCE RETAINS STAFF AND BOOSTS OVERALL PRODUCTIVITY.

**WORKPLACE WELLNESS IS ALSO FUNDAMENTAL IN A DEMANDING AND HIGH-PRESSURE ENVIRONMENT LIKE POLICE.**

Achieving a balance between personal life, family obligations and police work is essential for members to do their jobs well and protect mental wellbeing.

**YOUR RIGHT TO REQUEST FLEXIBLE WORKING ARRANGEMENTS**

The National Employment Standards (NES) in the *Fair Work Act 2009* (Cth) (**FW Act**) provides employees in the national workplace system with a legal right to request flexible work arrangements.

Under s 65 of the FW Act, employees who have worked with the same employer for at least 12 months can request flexible working arrangements if they:

- are the parent, or have responsibility for the care, of a child who is school aged or younger;
- are a carer (under the *Carer Recognition Act 2010*);
- have a disability (and are qualified for a disability support pension under the *Social Security Act 1991*);
- are 55 or older;
- are experiencing family or domestic violence, or
- provide care or support to a member of their household or immediate family who requires care and support because of family or domestic violence.

## WHAT DO FLEXIBLE WORKING ARRANGEMENTS LOOK LIKE?

Examples of flexible working arrangements include changes to:

- hours of work (eg. changes to start and finish times);
- patterns of work (eg. split shifts or job sharing);
- locations of work (eg. working from home);
- working additional hours to make up for time taken off;
- taking rostered days off in half days or more flexibly; or
- time off work instead of overtime payments.

## WHAT'S THE PROCESS?

The best way to start a constructive discussion around flexible work arrangements is by setting out a formal written request.

A discussion with your employer then allows both parties to better understand each other's needs and consider options as to how they can be accommodated.

It's good to generate ideas collaboratively – how can business activities be organised around flexible work arrangements while minimising disruption? When talking through issues with your employer, be clear, realistic and go to any discussion fully prepared.

Ultimately, a formal request under the FW Act must be in writing and given to your employer.

Your written request needs to clearly outline:

- What the change or changes are that you're seeking; and
- the reasons for the change.

A template and example letter can be found on the Fair Work Commission website: [www.fairwork.gov.au](http://www.fairwork.gov.au)

## WHAT SHOULD EMPLOYERS DO WITH MY REQUEST?

Employers do not have to grant your request. Under the FW Act, a written response must be provided to you within 21 days as to whether the request is granted or refused.

A request can only be refused on "reasonable business grounds." If a request is refused the written response must include reasons for the refusal.

Reasonable business grounds can take into account factors like excessive cost, capacity to accommodate the arrangements, practicality regarding other employee's commitments and impact on productivity.

It's important to note that once a request has been made, you can discuss and negotiate with your employer to try and come to an arrangement that balances both of your needs.

You could also suggest a **trial period** and schedule regular meetings with your employer to assess how the new arrangement is working.

## WHAT IF MY REQUEST IS REFUSED?

It is obviously possible to seek the assistance of your union to assist you in dealing with a refusal to grant flexible work arrangements.

In terms of formal complaint rights, the issue can be raised under the dispute procedure in the Enterprise Agreement and ultimately

# IT'S GOOD TO GENERATE IDEAS COLLABORATIVELY – HOW CAN BUSINESS ACTIVITIES BE ORGANISED AROUND FLEXIBLE WORK ARRANGEMENTS WHILE MINIMISING DISRUPTION?

you can seek the assistance of the Fair Work Commission to resolve the issues.

If you feel you have been treated unfairly or denied legitimate employment opportunities because of a personal characteristic protected under the *Equal Opportunity Act 2010*, you can also lodge a complaint of discrimination with the Victorian Equal Opportunity and Human Rights Commission.

## MAKE A CHECKLIST

- What are the flexible working arrangements that would assist you? Clearly identify them and think about business needs;
- Put ideas down in writing;
- Make your formal request in writing.

With the right approach, flexible work arrangements can achieve favourable outcomes for all parties involved.

**Maurice  
Blackburn  
Lawyers**



# OUT & ABOUT





**1.** UN Flag raising ceremony at Old Parliament House.

**2.** Stacey and Kimberley helping out at AFP HQ with Wear It Purple Day supporting LGBTI teenagers being treated with respect at school.

**3-5.** Menslink.



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- 6. Jenni and Roz, two police vollies role playing as crime victims for Constable CPD.
- 7. Sarah, Jaimee and Rosie raising funds fro White Balloon Day.
- 8. AFPA President Angela Smith and media on 22 August about the AFP Diversity and Inclusion report.
- 9. Tom, Lori and Jenni role playing a crime scene.
- 10. AFP K9 recruits.
- 11-13. Vollies barbecue.



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# TO SEE THE FUTURE, YOU MUST LOOK TO THE PAST

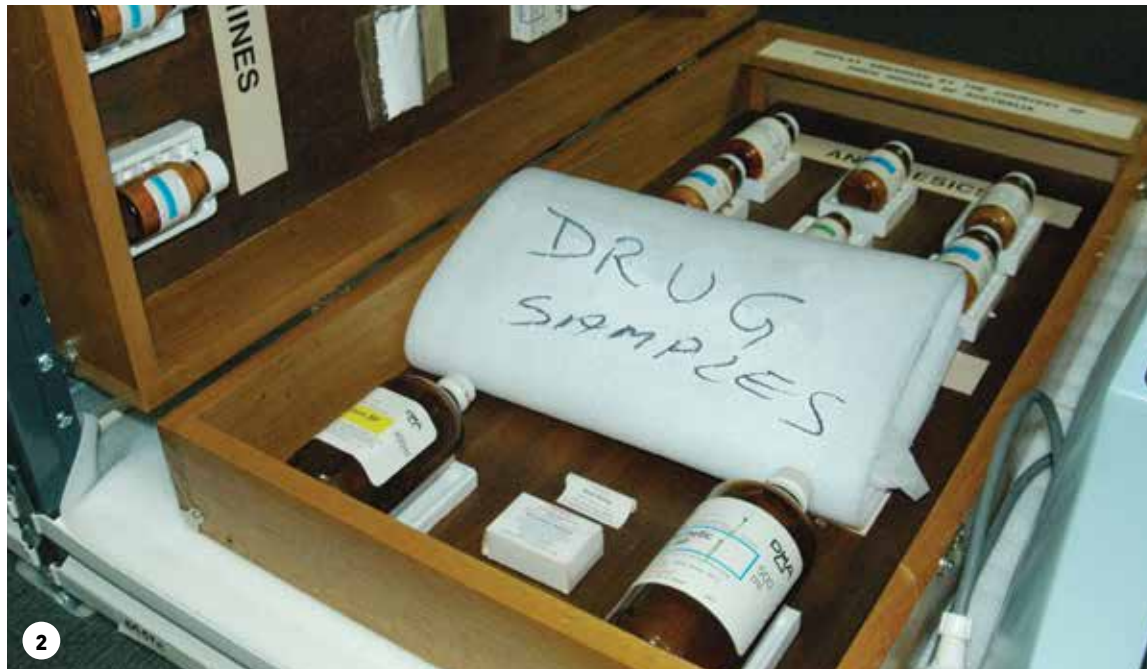
THE AUSTRALIAN FEDERAL POLICE (AFP) MUSEUM IS A TREASURE TROVE OF ALL THINGS AFP FROM MOTORCYCLES THROUGH TO SPEED DETECTION EQUIPMENT.

**MUSEUMS, INCLUDING THE AFP MUSEUM, WORK CLOSELY WITH THE COMMUNITY FROM WHICH THEIR COLLECTIONS ORIGINATE.**

As collection curators, Terry Browne and Lauren Spencer, respect the past for which they are entrusted as well as demonstrate an outstanding level of commitment and excellence to record history for the future.

As fate would have it, three of the seven values of the AFP are also respect, commitment and excellence:

- **INTEGRITY** – displayed through soundness of moral principle, honesty and sincerity
- **COMMITMENT** – characterised by dedication, application, perseverance and a belief in our ability to achieve and add value
- **EXCELLENCE** – never-ending search for improvement leads to excellence. We aim for excellence in everything we do



1. 1950's motorcycle.
2. Early drug testing.
3. First AFP Commissioner Colin Wood's cap.
4. WWII Police hat.
5. Compass from a refugee boat (death at sea).
6. Compasses from refugee boats.



- **ACCOUNTABILITY** – ownership of work or results and being answerable for outcomes.
- **FAIRNESS** – being impartial and equitable
- **TRUST** – having faith and confidence and being able to rely and depend on others
- **RESPECT**– treating ourselves and all others with consideration

Lauren explained to AusPol that the items in the collection are donated by officers, retired officers and the families of officers. Some pieces are on display in the Edmond Barton Building, the Recruit College, the Winchester Police Centre and Sydney headquarters foyer.

The Museum collects objects, photographs and information which relate to the history and work of the AFP. It provides for the preservation, interpretation and research of the collection. The purpose is to foster an understanding and appreciation of the significant work of the AFP.

The AFP was created in 1979 from the amalgamation of the Commonwealth Police and the Australian Capital Territory Police. Later the Federal Narcotics Bureau merged with the new agency.

When the Museum acquires an item, Terry or

→ CONTINUED ON PAGE 29



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- 7. Lauren holding an early police sign.
- 8. The Golden Boot.
- 9. Harry's Bar t-shirt from the Solomon Islands.
- 10. Commonwealth police medals.
- 11. Atlanta Olympics badge.
- 12. AFP Cricket Club cap.
- 13. Police saddle.



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Lauren will do the background research and make a recommendation as to whether the item is historically significant.

Lauren said that after visiting the War Museum on a school trip to Canberra in Year 10 she knew she wanted to be a museum curator.

'The day I got back, I told my parents I was going to work at the War Memorial,' Lauren said. 'I chose my school subjects so I would have the right university entry prerequisites and although my first position after graduation wasn't at the War Memorial, my second job was at the iconic Canberra destination.'

Terry and Lauren work on the AFP's History Project which has also included the 30<sup>th</sup> Anniversary element which is available online through the [afp.gov.au](http://afp.gov.au) portal. As the document

is a living history and updated with information as it becomes available, the work is keeping the museum busy.

The one piece in the collection that Lauren is looking forward to acquiring is Kenny Koala- the original.

Constable Kenny Koala has been an educator and friend to many children within the ACT region for over 30 years. He has progressed from Constable to Senior Constable, a remarkable career for one so short. However, his message to children has remained constant: that police are friendly and caring people who are here to help.

'We currently have number two and the holder of the original tells me it is in his will that the museum has the piece.'

- 14. AFP handbag issued until 1980s.
- 15. Health for police.
- 16. Australian native bird smuggling case.
- 17. Motorcycle.
- 18. Kenny No.2.



# NATIONAL POLICE REMEMBRANCE DAY

**POLICE REMEMBRANCE DAY 29 SEPTEMBER 2016 SAW POLICE, FAMILY, AND FRIENDS STAND IN THE RAIN TO COMMEMORATE THOSE OFFICERS WHO HAVE BEEN KILLED ON DUTY SERVING THEIR AUSTRALIAN AND SOUTHWEST PACIFIC COMMUNITIES.**

The day is observed on the feast day for Saint Michael the Archangel, the patron saint of police.

This year, to mark the 10th anniversary of the building and commemoration of the National Police Memorial in Canberra,

police history that included vintage police cars was on display.

The 2016 service added two names to the memorial, Sgt Geoffrey Richardson and Curtis Cheng. Another five historic nominations were also added. The addition of these seven names brings the total number of officers listed on the National Police Memorial to 764.

In attendance at this year's ceremony was the Prime Minister, Malcolm Turnbull, Opposition Leader, Bill Shorten, and Justice Minister, Michael Keenan.



**Left:** AFPA CEO Graeme Cooper & NSW Police Association President Scott Weber.

**Below:** AFPA President Angela Smith at the National Police Memorial.



**Above:** VOLLIES and Ceremonial branch.

**Far left:** Prime Minister Malcolm Turnbull and Commissioner Andrew Colvin.

**Left:** Opposition Leader Bill Shorten and AFP's Stuart Crome.



# THE WALL TO WALL RIDE FOR REMEMBRANCE

## REMEMBERING MATES

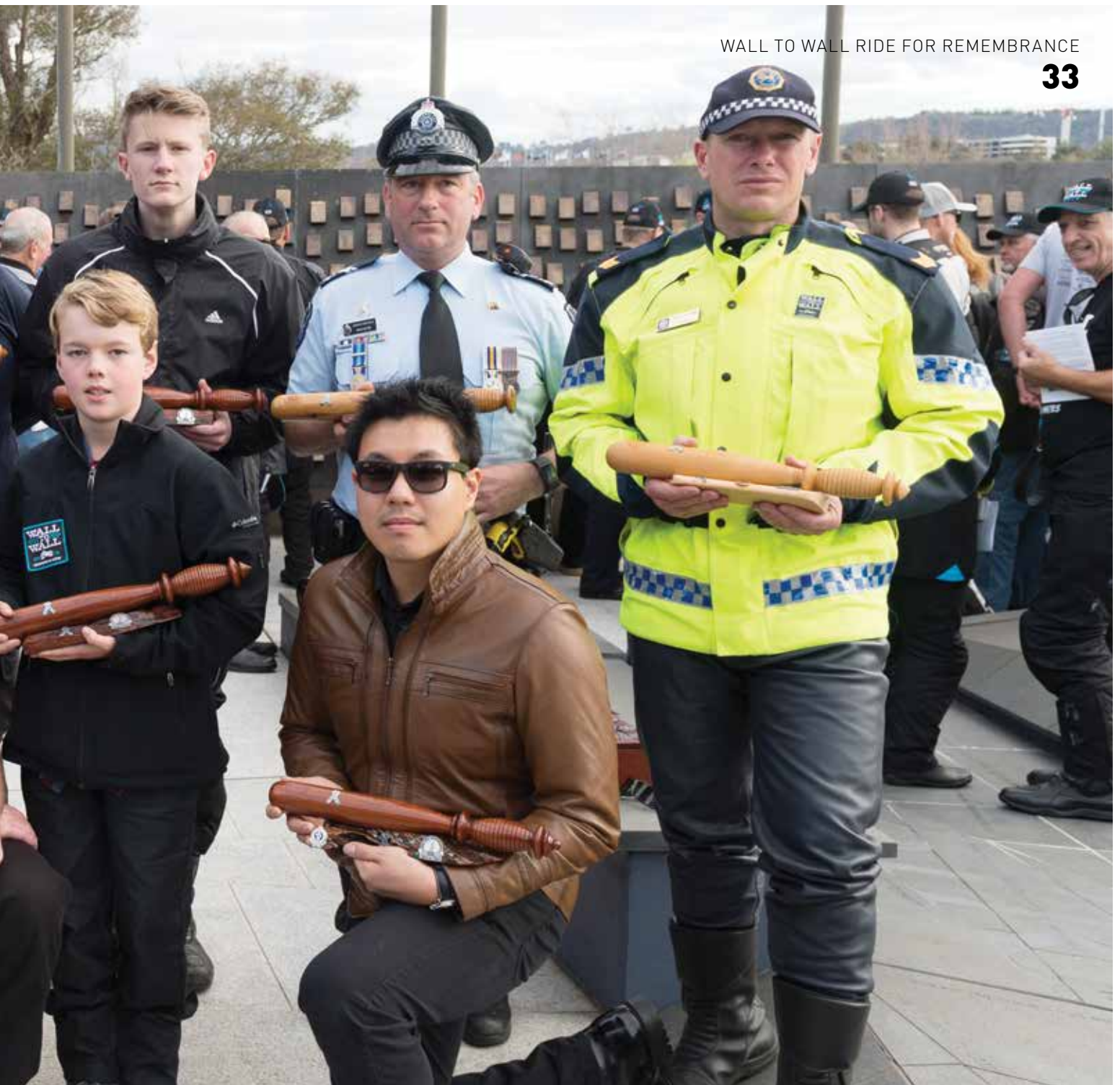
ON AN OVERCAST BUT DRY SATURDAY IN SEPTEMBER, 2080 RIDERS CAME TOGETHER AT THE NATIONAL POLICE MEMORIAL ON THE BANKS OF LAKE BURLEY GRIFFIN FOR THE ANNUAL *WALL TO WALL RIDE FOR REMEMBRANCE*. THEY HAD COME FROM EVERY STATE AND TERRITORY, ALL TRAVELLING WITH THE SAME AIM – TO REMEMBER THOSE POLICE WHO HAVE DIED WHILE SERVING AND RAISE FUNDS FOR POLICE LEGACY.

**THERE ARE 757 NAMES ON THE MEMORIAL WITH, SADLY, ANOTHER SEVEN BEING ADDED THIS YEAR.**

Riders left Sydney that morning, Melbourne the day before, with riders from Western Australia, Northern Territory, South Australia, Queensland and Tasmania undertaking longer rides, many encountering dreadful weather, sometimes having to change their route to ensure they got to Canberra on Saturday, September 17.

This year's massive ride took 45 minutes from the first marked police bike to the last bike to roll into the parkland surrounding the National Police Memorial. As they rode the streets of Canberra, crowds lined the route waving and cheering.

It was the seventh Wall to Wall Ride for Remembrance. Back in 2010 about 600 bikes completed the ride to the Memorial. Creators of the ride, NSW Assistant Commissioner Mick Corboy and Victoria's Inspector Brian Rix were delighted



with the response. They reflected on that first ride as they waited to begin the run around Parliament House to the memorial this year. From those humble beginnings the ride is now listed on the Canberra event calendar and sees intersection after intersection closed to allow the ride to pass unimpeded.

During the moving ceremony at the national memorial, each jurisdiction placed a wooden baton on the memorial. Inside the baton is a parchment bearing the names of those to be added to the wall. One by one, they are placed by legatees and riders.

PFA President Mark Carroll thanked the riders for their commitment. He spoke of the honoured dead who gave up their lives, aspirations, their plans and their entire futures. "Theirs is a sacrifice which transcends all others."

Mark described the memorial wall as a sacred place for all Australian police.

"The Wall to Wall represents and reinforces the greatness of police culture – the unbreakable bonds, the unconditional support, the special mateship and camaraderie and the black humour that helps us through dark times.

"The tribute we are paying is a perfect illustration of that culture. We must keep it strong and disregard its critics, to continue to live and breathe it. It is police culture that has us here honouring the men and women named on this wall. It is because of police culture that we won't let their names wither away on the vine of history. It is because of police culture that we won't abandon their families or their descendants."

Speaking on behalf of the commissioners, WA's Karl O'Callaghan who rode from Perth to Canberra with 27 others spoke of the importance of the Wall to Wall Ride.

→ CONTINUED ON PAGE 35

Commissioner Andrew Colvin,  
Legatee Jack O'Donohue,  
Deputy CPO John Bourke.





**← CONTINUED FROM PAGE 33**

He said in the past seven years 'this place here has become the spiritual home of police in Australia'.

'It is here that we are all reminded of the magnitude and gravity of what we are called to do on a day to day basis. This place owes so much to those who have been called to the vocation of policing. We are here because we know it could happen to any one of us.'

On behalf of all the commissioners of Australia, Karl O'Callaghan thanked the families of all police for allowing 'our police officers' to go about their duty knowing what they might face out there on the street.

Wall to Wall Ride for Remembrance has grown into easily the biggest event on the police calendar in Australia.

It will continue to grow because it is a sad truth that more names will be placed on the wall over the coming years. Police will continue to make the ultimate sacrifice for their communities.



# WALL TO WALL: RIDE FOR REMEMBRANCE MORNING SERVICE

ON SATURDAY 17 SEPTEMBER THIS YEAR, A CONTINGENT OF CANBERRA RIDERS MET UP AT THE NATIONAL POLICE MEMORIAL FOR A MORNING SERVICE TO REMEMBER THEIR FALLEN COLLEAGUES. AMONG THOSE GATHERED TO TAKE PART IN THE SERVICE AND FAREWELL THE RIDERS WAS AFPA PRESIDENT ANGELA SMITH.

**DEPUTY CHIEF POLICE OFFICER OF ACT POLICING, ASSISTANT COMMISSIONER JOHN BOURKE, ADDRESSED THE CROWD AND REMINDED EVERYONE OF HOW THE WALL TO WALL EVENT BEGAN.**

'Seven years ago, two mates, both police officers and both keen motorcyclists, started a conversation about organising some mates to ride to Canberra and meet at the National Memorial.

'They had been motivated and inspired by the immense popularity of an American police motorcycle and charity event held in Austin, Texas.

'Known as the 'Ride for the Fallen', the ride is a special tribute that honours the service and sacrifices of the many law enforcement officers killed in the service of Texas over its long and proud history,' the Assistant Commissioner said.

In Australia, as a direct result of the conversation between these two officers, we hold 'The Wall to Wall: Ride for Remembrance'.

This is now an annual event, promoted through a national organising committee under the auspice of the Police Federation of Australia (PFA) and the National Police Memorial.

The organisers maintain stringent operational and financial controls to ensure the charitable status of the event and that funds raised are used to directly support the identified policing legacy organisations and charities.

Fully supported by all the police jurisdictions, every State and Territory is represented. Past rides have been led by



the Police Commissioners of the Australian Federal Police, Western Australia, New South Wales, the Northern Territory and Tasmania, all of whom share the thrills and excitement found only on a motorbike and who are integral role models in demonstrating messages of motorcycling safety and awareness.

'We will be blessing the AFP Baton here this morning as part of the ACT Region Wall to Wall ride,' said the Assistant Commissioner.

'I will then be joining the ACT Regions ride to the New South Wales Police Academy in Goulburn to remember all Police who have paid the ultimate sacrifice.

'Ride safely and I look forward to joining you back in the nation's capital.'

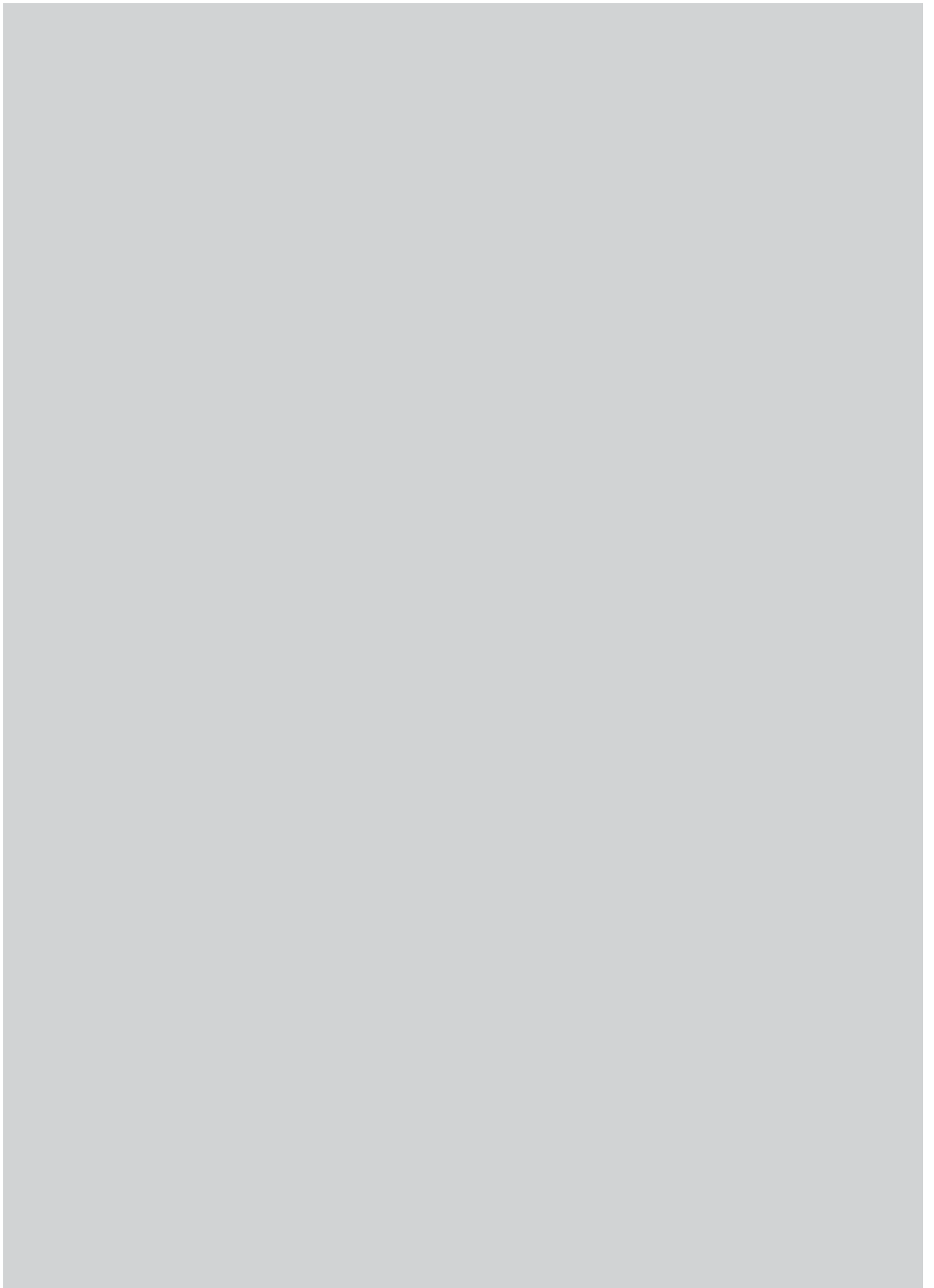
## THE BATONS

In July 2011 Police Association of Victoria President, Brian Rix, travelled by motorcycle to every Capital city in Australia to deliver a hand-made wooden Wall to Wall Ride Baton to



each Police Commissioner. The Batons have been engraved with each jurisdiction's Police Service Logo alongside the Wall to Wall Ride Logo and have a hollow centre allowing for the names of any fallen members to be inserted and carried by their Commissioner on the Wall to Wall Ride to Canberra. These Batons form an important part of the Wall to Wall Ride Ceremony and every year since their inception, each Commissioner hopes that the scroll inside will be an empty page.









# AUSTRALIAN POLICE RUGBY UNION NATIONAL CHAMPIONSHIPS

ON THE 25<sup>th</sup> OF SEPTEMBER THROUGH TO 1<sup>st</sup> OCTOBER 2016 THE AFP RUGBY UNION (AFPRU) TEAM HOSTED AND PARTICIPATED IN THE AUSTRALIAN POLICE RUGBY UNION NATIONAL CHAMPIONSHIPS HELD AT THE ROYAL MILITARY COLLEGE DUNTROON. COMMISSIONER COLVIN AND THE GOVERNOR GENERAL EVEN STOPPED BY.

**THE CHAMPIONSHIPS PUT STATE VS STATE AS THEY VIED TO BE TOP COPS ON THE FIELD.** The AFPRU team started strong in round one, putting the Western Australian (WA) police team in their place with a 24-10 victory.

Heading into round two, our boys faced the New South Wales (NSW) police team. NSW were quick on their feet leading to a narrow victory against the AFPRU with a 12-16 defeat. Undeterred, the AFPRU team mustered back-to-back wins in rounds three and four, sending our Queensland friends packing with a 27-15 win. Next on the chopping block were the Affiliated States who suffered a crushing loss to the AFPRU 20-0. This cemented our place in the Grand Final.

The AFPRU headed into the Grand Final with well-earned confidence. They were up against their round two foes and defending champions, NSW. It was a tightly contested match and the result wasn't decided until the final siren with the AFPRU missing a penalty goal kick. NSW secured the victory, 23-21, but this won't dishearten the AFPRU team from seeking glory in two years' time.



The Australian Police Rugby Union (APRU) use this competition to select the Australian side and AFPRU are very proud to have 10 players selected:

- Andrew McCoola
- Josh Munro
- Joel Rivers
- Adam Raszewski
- Pat Harding
- Brett Cubbins
- Mitchell Greig
- Jordan Reid
- Dylan Johnston
- Phil Stonham

Even the Governor General, who was playing golf adjacent to the Duntroon fields, dropped in to say 'hello' to everyone.

The Australian Police Rugby Union National Championships were designed as a friendly competition to foster new relationships between Australian Police Forces and again, it was a great success.

# OUTSIDE OF WORK

## YASS POLICE OFFICER IN MUST-SEE FILM THIS SUMMER



**THE MUST-SEE FILM THIS SUMMER IS 'THE LEGEND OF BEN HALL' STARRING YASS POLICE OFFICER, SENIOR CONSTABLE WESLEY LESEBERG AS SERGEANT EDMUND PARRY.**

Wesley has been a member of the Gold Trails Re-enactment Group for the past two years and performs live at festivals in Southern New South Wales when not catching criminals.

His specialty is re-enacting actual events from the 1860s involving the exploits of the Ben

AUSTRALIA HAS SUCH A RICH WILD COLONIAL HISTORY ... THE STORIES ARE UNBELIEVABLE BUT HAVE BEEN OVERSHADOWED BY THE STORIES OF AMERICA'S WILD WEST.

Hall Gang. He is also part of the 7<sup>th</sup> Australian Lighthorse Re-enactment Troop in Gundagai.

After portraying the brave but ill-fated Police Sergeant Edmund Parry many times during re-enactments, Wesley makes his big screen debut as Sergeant Parry for 'The Legend of Ben Hall'.

Wesley said that he was excited about helping bring this story to life.

'Australia has such a rich wild colonial history,' he said. 'The stories are unbelievable but have been overshadowed by the stories of America's Wild West.'

Wes said that he believed this film will change that perception.

'Australians will now realise what our past has to offer.'



# TUGGERANONG OFFICER BRINGS HOME GOLD



**CONSTABLE LUKE GLOSSOP FROM TUGGERANONG POLICE STATION WON THREE GOLD MEDALS AT THIS YEAR'S AUSTRALIAN POLICE WINTER GAMES.**

Luke told *Auspol* that he won gold in the Slalom, Giant Slalom and Ski Across (which he described as being a little like motor cross with jumps).

'There were about 50 competitors and I was really testing myself to find out if I may be ready for the Police Games in Colorado next year.

'The Police Games brings officers from around the globe together, not just from across

Australia, and as it turns out, I think I am ready to compete with the best of the best over there in March,' Luke said.

## THE POLICE GAMES BRINGS OFFICERS FROM AROUND THE GLOBE TOGETHER, NOT JUST FROM ACROSS AUSTRALIA ...

Luke made the point that with his background in the ski fields of Australia and Canada, an officer from the Northern Territory who competed at the Police Games may have been at a slight disadvantage.



## AFL OFFICER KICKS OFF IN FEBRUARY

**THE AFL'S NATIONAL WOMEN'S LEAGUE KICKS OFF IN FEBRUARY AND LEADING THE ADELAIDE CROWS' CHARGE WILL BE AFL OFFICER BEC GODDARD.**

Bec was the 2015 AFL Football Woman of the Year and has an impressive career that includes coaching, umpiring and playing experience, both in the ACT and South Australia.

Starting her coaching career when she founded the Gungahlin Eagles in 2008, Bec has climbed her way to national level.

Since moving to Adelaide from Canberra, Bec has taken on the role of Assistant Coach at the Woodville West Torrens Centre of Excellence.

'The Crows have demonstrated a genuine commitment to developing the women's game and I'm extremely proud to be named as senior coach of the Club's inaugural women's team.

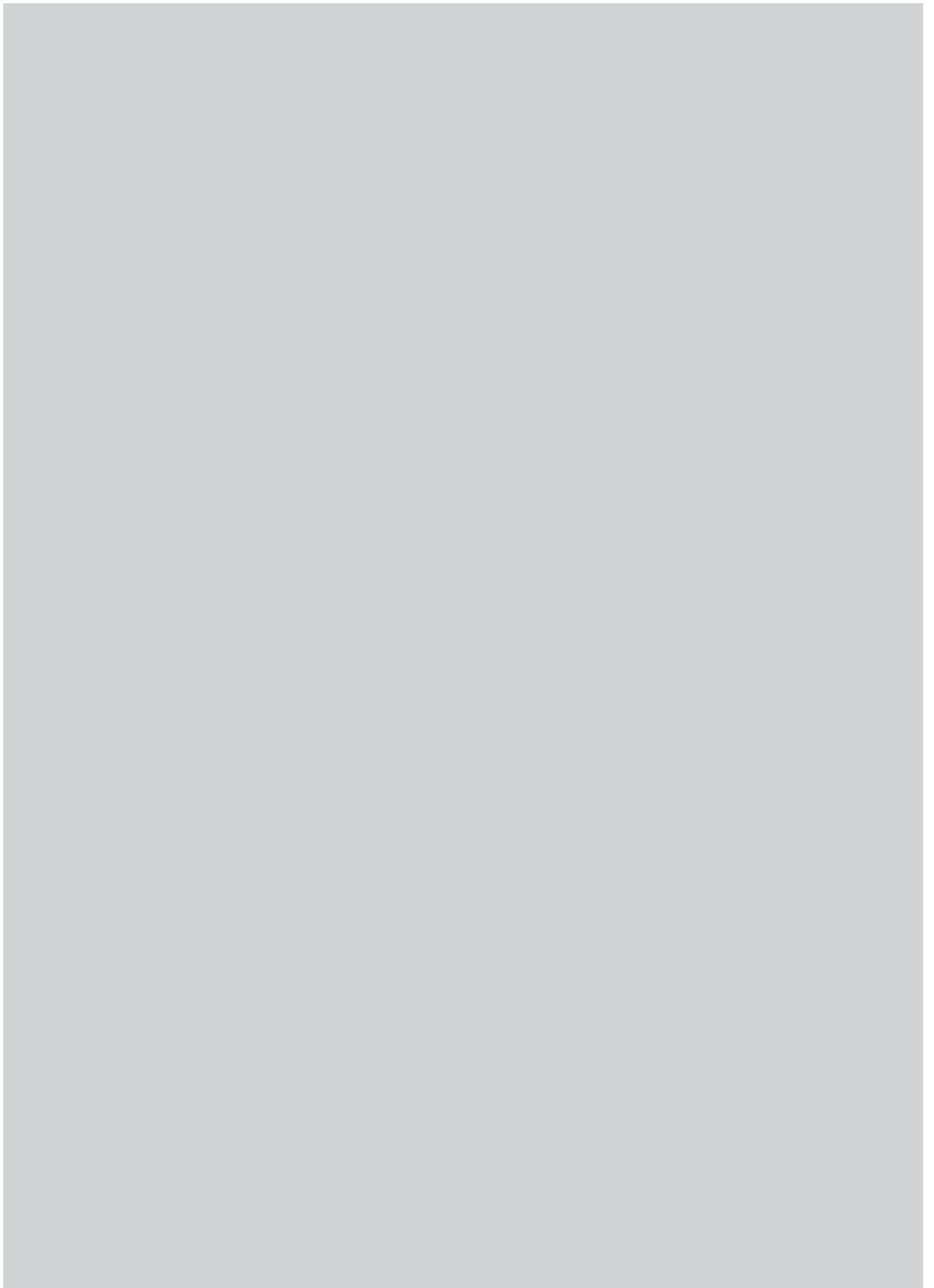
'There are many similarities between coaching football and working for the AFP,' Bec said.

'I never know what to expect when I get to work or football, but enjoy training for any

THE CROWS HAVE DEMONSTRATED A GENUINE COMMITMENT TO DEVELOPING THE WOMEN'S GAME AND I'M EXTREMELY PROUD TO BE NAMED AS SENIOR COACH OF THE CLUB'S INAUGURAL WOMEN'S TEAM.

possible scenario to be the best I can be.'

Bec added that it was an exciting time for the Club and for the sport more broadly and she was looking forward to working with the players and the football department to build a professional and successful team.



**VALE: DETECTIVE SERGEANT  
CHRISTOPHER JOHN BIRD (AFP 7512)**

With much sadness, Detective Sergeant Christopher (Birdy) Bird, passed away on 18 October 2016 after a protracted battle with cancer.

Chris first joined the Australian Federal Police in May 1991 as an unsworn employee. After working in Personnel and the Career

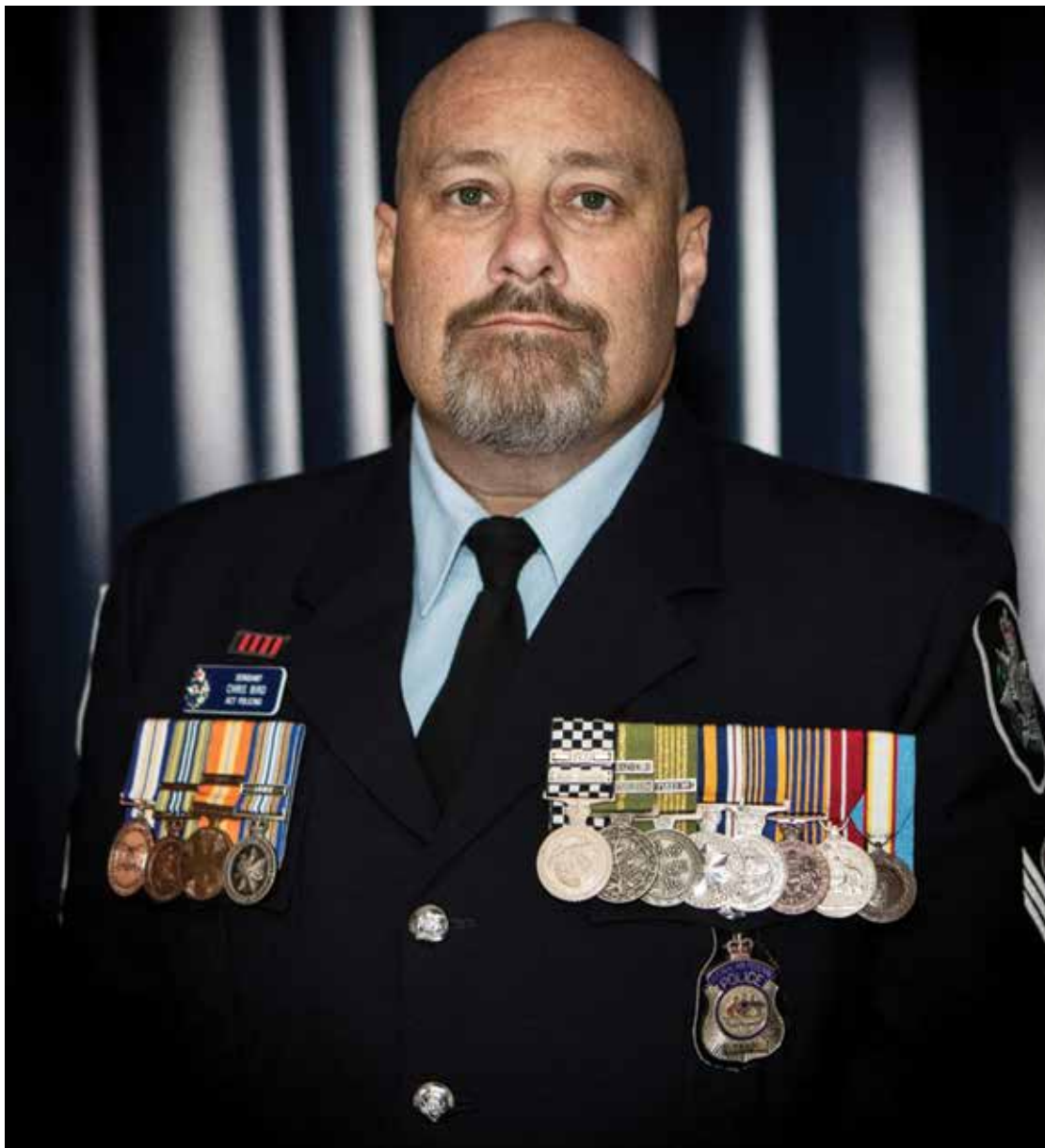
Planning Section, Chris attended the AFP College in May 1996, graduating in October of that year as a sworn officer. He was sent to Sydney office (or Eastern Region, as it was known) where he assisted in the investigations of Commonwealth offences and drug importations, including Ops Mastodon, Avian and Linnet. It was during this latter operation that Chris received the Commissioner's Commendation for Excellence.

In early 2000, Chris was deployed to East Timor for three months and was sent to the border region near West Timor, along with one other AFP officer and a team of international police officers.

In December 2000, Chris was sent to ACT Policing. Between December 2000 and February 2002, he led an investigations team at Belconnen Station, targeting recidivist drug and property offenders, he also did a stint with the Territory Investigations Group (TIG) in Op Anchorage as well as time in General Duties (GDs). In February 2002, Chris underwent Bomb Technician training and remained a vital member of Bombies, instructing on numerous bombies' courses. Chris received his detective designation in 2004.

For the next few years, Chris went to Canberra's south side with TIG working on a high-profile murder case before returning to Belconnen Station to lead a GDs team until July 2008 before heading to ACT Policing's communications centre as a team leader and acting in higher roles.

In 2008 Chris completed the Disaster Victim Identification (DVI) course and in February 2009 deployed with a DVI team to Victoria to assist with bushfires disaster. In August 2009



Chris deployed to Papua New Guinea as part of a DVI team to an aircraft crash site in a remote mountainous location around Kokoda. In March 2011, Chris was deployed to New Zealand to the devastating earthquake at Christchurch. From July to September 2014 Chris was the DVI Commander in Australia coordinating the response for the MH17 disaster and later deployed to the Netherlands to lead the reconciliation phase – bringing together the evidence to identify victims from the downed plane.

From October 2010 to September 2013 Chris led a GDs team at Tuggeranong Station. He acted in the higher ranked Station Sergeant position on several occasions. After this stint Chris returned to the communications centre for a few months before returning to Belconnen Station as a GDs sergeant. He once again acted in station sergeant roles across Canberra's north side stations.

Throughout all these years and before joining the AFP Chris was a proud Army Reservist in the Royal Australian Corps of Signals.

Chris was awarded the following medals and honours:

- Police Overseas Service Medal (POSM) with East Timor and RAMSI Clasp
- Humanitarian Overseas Service Medal (HOSM) with Christchurch and Ukraine Clasp
- National Emergency Medal with Victoria Fires 2009 clasp
- National Police Service Medal
- Defence Long Service Medal
- National Medal
- Australian Defence Medal
- United Nations Medal
- Soldiers Medallion for Exemplary Service
- NZ Canterbury Earthquake Citation
- AFP Operations Medal – Operation Arew
- ACT Emergency Medal
- AFP Service Medal with 20 year Clasp
- ACT Community Policing Medal
- Award for Most Outstanding Soldier in 8<sup>th</sup> Signal Regiment

Many of us had the pleasure of working with and knowing Chris. Everyone loved Birdy. He was an honest, reliable and all round great bloke. He was a superlative police officer, always there to lend a hand, back up anyone who needed assistance, offer an extra hand, and give genuinely good advice. Chris always saw the humorous side of any situation and was ready with a hilarious story. We all have our fond memories. Rest in peace Birdy. We will miss you.



### FEDERAL AGENT GARY (GEZA) SZOLNOKI

Gary to his colleagues, Detective Szolnoki worked for the Australian Federal Police (AFP) for 17 years before leaving us for the Australian Taxation Office.

His many awards include receiving the Prime Minister's Certificate of Appreciation, Commissioner's Commendation for Service in Solomon Islands and Certificate of Appreciation from Special Coordinator RAMSI.

### HIS COLLEAGUES SAID GARY WILL BE REMEMBERED AS A HARDWORKING, AND WELL LIKED MEMBER OF THE PERTH OFFICE ...

Some of the work Gary was involved with during his time with the AFP include Operation Cawdor: Provision of civilian aid in response to Thai tsunami, International Peace Monitoring Team Solomon Islands, Crime Operations and Serious and Organised Crime and Perth Airport (Ports-watch).

He was an enthusiastic member of the Western Australian AFP Social Cricket Team where he was nicknamed 'Gladstone Small'. This team used to play social games against other departments and community stakeholders including, on a couple of occasions, the Chippers funeral company.

His colleagues said Gary will be remembered as a hardworking, and well liked member of the Perth Office and was always happy to contribute to the AFP both in and out of office hours.

# Bridge Over The River Kwai And Hellfire Pass Tours



Boutique tours of WW2 sites in Kanchanaburi Thailand include:

- The Bridge Over The River Kwai
- Hellfire Pass
- Death Railway Museum
- Commonwealth War graves sites.

For more information please contact Paul Kerr-Laslett:

+66953123515  
splatt4086@gmail.com

Tours are tailor made to suit your needs and timetable

To and from Bangkok in 1 day if you are time restricted or up to 2-5 days if you want plenty of time to relax at the end of the day.

If you have a story idea please send it to us at [afpa@afpa.org.au](mailto:afpa@afpa.org.au)

## BOUTIQUE TOURS OF THAI WWII SITES

Paul Kerr-Laslett spent 30-years as an Australian Federal Police (AFP) officer before retiring.

But, as many people find after retirement, Paul soon found that he still had a hunger for adventure. So, he headed off to Thailand.

Paul told AusPol he had served in Canberra, Cairns, Brisbane and international deployment posts performing general duties and federal operations to name but a few of the areas he worked in.

'I went to Thailand on a holiday and retirement gave me the opportunity to live in the

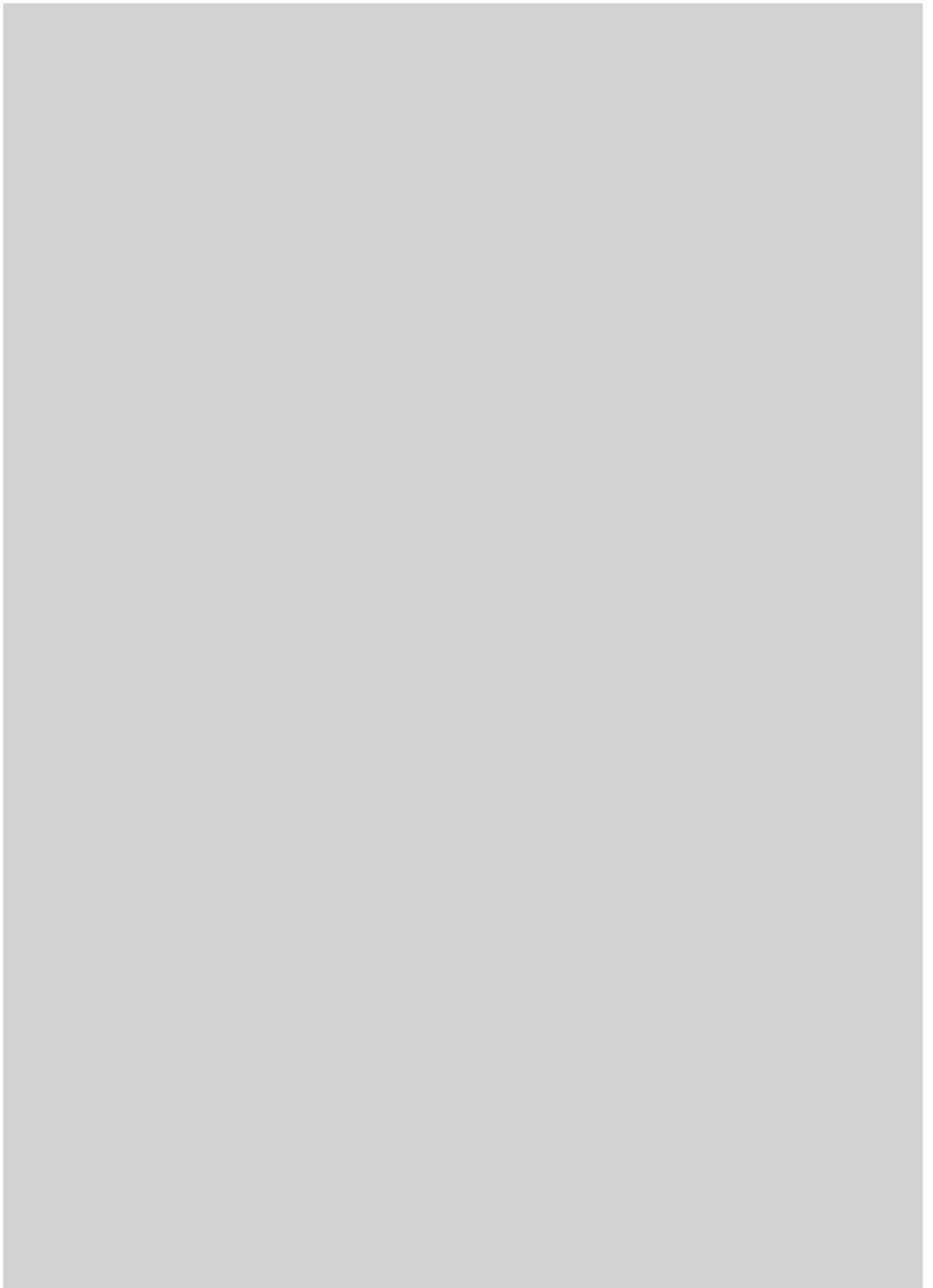
country I fell in love with,' he said.

'My AFP and army background gave me an interest in historical war sites and I started the boutique tour business that includes organising visits to Kanchanaburi –made famous by the movie Bridge over the River Kwai – and Hellfire Pass.

'Military history really is my passion and it's great I can share my enthusiasm with other people,' Paul said.

Anyone wanting more information on Paul's tours can contact him on +66 9531 23515 or E: [splatt4086@gmail.com](mailto:splatt4086@gmail.com)







# BUYING OFF-THE-PLAN – IS IT RIGHT FOR YOU?

BUYING OFF-THE-PLAN TRANSLATES INTO PUTTING A DEPOSIT DOWN ON AN APARTMENT OR HOUSE THAT HAS YET TO BE BUILT. YOU CAN SEE THE DESIGN AND LAYOUT BUT THERE IS NO PHYSICAL SPACE TO MOVE INTO AT THE TIME YOU PAY THE DEPOSIT.

**OF COURSE WITH BUYING A HOME FRIENDS AND FAMILY WILL OFTEN THROW CLICHE PHRASES YOUR WAY LIKE “STAY THE COURSE” OR “JUST KEEP SWIMMING” AND THEY ARE SOUND AND RESPECTABLE PIECES OF ADVICE.**

However, sometimes you can't just stay the course and at some point you will eventually have to stop swimming. But don't fret, there is always a solution.



### **BEFORE YOU GET STARTED, KEEP THIS IN MIND.**

You are basically putting down a deposit on a non-existent property and buying a guarantee. But is it a guarantee? There are several factors to consider before buying off-the-plan and here are the main points to consider before signing your money away.

### **SEEK PROFESSIONAL LEGAL ADVICE**

According to NSW Fair Trading, financial planning and seeking professional advice about a home loan is very important. Your financial advisor will meticulously go through the details of the contract with you. Questions to ask should include but are not limited to:

- Asking about your rights to change the inside of your home,
- If you can visit construction site?
- What happens if the project is delayed?

Once you have asked these, you can start to weigh up the real positives and negatives.

### **POSITIVES**

Your Property Investor says that the deposit for off-the-plan buys are around 10 per cent, which is considerably less than the average 20 per cent for a home. This is one of the biggest reasons why the prospect is so attractive. "Pay little now, move in later". Also, when buying an established property it means that you are buying all the problems that come along with it. There could be asbestos, cracks in the ceiling, sinking foundations or ghosts in the basement. With a brand new home you won't have to think about any of the "older home" issues and you can set your mind at ease about the ghost situation as well.

### **NEGATIVES**

If the housing project should fall through for whatever reason, you will get your deposit back, but it means that your money has been sitting in a "property" for months, maybe even years, and it hasn't gained any interest as it would whilst sitting in the bank. There could be delays in construction, the company could go bankrupt and the home you have planned may look completely different when it's finished. Although this reads as a lot of negatives hitting you all at once, this is when your financial advisor will come in to explain each and every one of these issues and how you can avoid them at all costs.

### **THE ONE THING YOU CAN'T OVERLOOK**

Don't forget to ask about the view. If you are thinking about getting a home loan for a property, make sure you understand exactly what direction your windows will be facing. It is often a consideration that is overlooked because people are so focused on what the inside of their home looks like and they forget the sight they're looking out to. Be informed, have a support system and make the best possible decision with the knowledge you have.

Talk to the helpful team at Police Bank about your options of buying off-the-plan or seek their advice to sticking to the original. Visit your nearest Service Centre, call 131 728 or visit [www.policebank.com.au](http://www.policebank.com.au)



# BOOKS

## Murder at the Fort

**EARLY ONE COLD, WINTRY MORNING IN LATE MAY 1942, THE BULLET RIDDEN BODY OF DRIVER ROY WILLIS WAS FOUND ON THE SIDE OF THE ROAD.** He

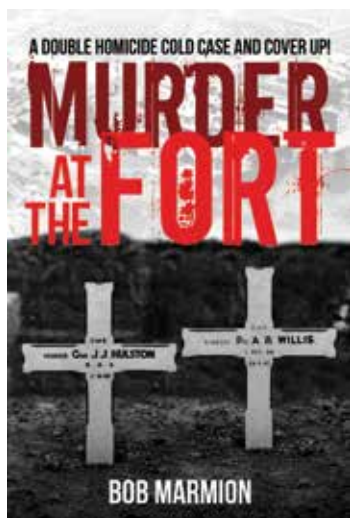
had been shot a number of times with a military revolver. Despite extensive enquiries by some of the Victoria Police's most experienced homicide detectives, the murderer was not found.

Then three months later, the killer struck again.

In September 1942

Gunner John Hulston went missing whilst on guard duty. His gun crew immediately began a search. Two soldiers followed what appeared to be drag marks from the gate down towards the beach. They saw a figure some way off and thinking it was Hulston, they called out to him. Instead of a friendly reply, they were met with a barrage of bullets. The figure ran off and disappeared towards the camp.

Incredibly the garrison was not turned out to search for the missing man or the mysterious figure. The searchlights which



could have turned the night into day along the beach, were not activated. Hulston's rifle and bayonet were found in the water. His torn trousers were also found on the beach. His body was eventually recovered further along the coastline, 10 days later. Like Driver Willis, back in May, he had also been shot in the chest with a .455 calibre army revolver.

As with any good murder mystery, this story has more twists and turns than the Great Ocean Road. They range from black market operations, confessions, suspects identified in later years, lost or missing police files, disagreements between the police and the army over the investigation, and an attempted cover-up that went all the way to the wartime Deputy Prime Minister's office.

### ABOUT THE AUTHOR

Bob was a member of the Victoria Police for fifteen years. As a detective he was involved in the investigation of many serious crimes including murders, manslaughter, armed robbery, fraud, arson and sexual offences. On leaving the Police he completed a PHD in Victorian History. He was appointed the Fort Queenscliff Historian. It was there that he first learnt about the two murders.

### TO ORDER 'MURDER AT THE FORT'

'Murder at the Fort' is available from the people at [www.bigskypublishing.com.au](http://www.bigskypublishing.com.au) for \$29.99.

AFPA members receive a 25% discount across the 'Big Sky Publishing' entire site. Just use the code in the member zone.

### COMPETITION TIME

We have a signed copy of 'Murder at the Fort' to give away. Send an email to [afpa@afpa.org.au](mailto:afpa@afpa.org.au) with the subject header 'Summer Book Competition' and we will pick a winner at random.

## Outback Cop Book Review

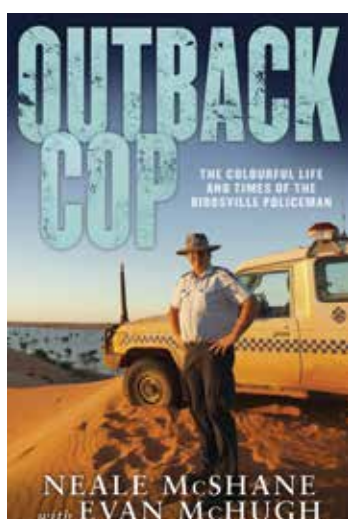
BY FREYA ENSBEY

**IMAGINE YOURSELF PLACED IN A REMOTE OUTBACK COMMUNITY, 1,590 KILOMETRES WEST OF BRISBANE WITH RECORD SUMMER TEMPERATURES OF 48°C, ACCESS TO THE NEAREST HOSPITAL IS AN AEROPLANE FLIGHT AWAY AND THE GENERAL STORE IS OPENED FOR ONLY TWO HOURS IN THE MORNING AND TWO HOURS IN THE EVENING.** Now,

imagine being here as the only patrolling police officer, the solitary one in charge, with back up hours away. This was a 10-year reality for Neale McShane and his family, residing in Birdsville, one of the most remote police postings in the country, in the far South-West corner of Queensland bordering South Australia. Neale describes Birdsville as the land of plenty; plenty of heat, dust, flies, snakes and camels.

Written by well-known outback author, Evan McHugh, this is a story that almost didn't make it to print. After suffering a stroke towards the end of his posting at Birdsville, Neale was thought to have suffered memory loss and Evan feared he would not be able to remember the details of his experience, with Neale making a full recovery, this story is remarkable in more ways than one.

Unknown to most passing through, Birdsville is prone to flooding and can turn the remote desert town into an isolated island within hours, completely cutting out the chances of anyone arriving or leaving. Neale recalls numerous rescues of tourists that are naive to the dangers of the outback.



A highlight of Neale's stay here was the day he got to ride in an Army Chinook chopper. The patient was a motorbike rider who had a spinal injury after crashing in the middle of the desert during an across land expedition. Neale sprang into action trying to organise transport for the patient but was at whit's end due to the isolated location and the difficulties this brought to the rescue. Serendipitously, an Army Chinook (one of the largest choppers in the world) appeared above as it was in the midst of a training exercise. After making a few calls to the right people to gain access to the Chinook, Neale loaded into the chopper, along with the resident nurse of Birdsville and the Army chopper crew, and off they went to rescue the patient. It was a complete coincidence that the chopper ended up landing at Birdsville that day – one had never been known to have landed there before, nor has one landed there since.

The busiest and most exciting time of the years were the iconic Birdsville races, the annual horse race that would see the population of Birdsville swell from 70 to over 6000 within days. Dubbed as the schoolies for the over 50s, Neale would call in an extra police presence to control the crowds for the weekend. The fun and excitement being short lived, with Monday rolling around, the remote town would be empty again leaving only the locals to their remote silence.

Police officer or not, this book will inspire the inner adventurer in all of us, among these inspiring tales of danger and death, dreamers and 'dumb tourists,' you'll encounter a little community with a big heart that stands behind a larger than life policeman who has become part of Australia's outback legends.

### CREDIT:

This is a review of *Outback Cop* by Evan McHugh and Neale McShane, published by Penguin Random House Australia on September 19, 2016. Available online and instore nationally. RRP \$35.



# SUMMER BREEZIN'

Words by Freya Ensbey

**A NEW SEASON BRINGS WITH IT A NEW ENERGY; THIS IS NOT PROVEN MORE SO FOR ANY OTHER SEASON THAN THAT OF SUMMER.**

It brings with it longer days, warm weather and beautiful sunrises. Fresh produce is abundant and in-season fruits are plentiful including sweet, juicy and affordable mangoes. With blackberries, cherries and peaches coming into season, why not mix things up and add them into your favourite salad for a refreshing burst of flavour. Figs are also becoming ripe at this time of year, ready to add on top of any decadent dessert or cheese board for extra colour and texture. The summer season invites us all to enjoy being outdoors and socialising with good food and wine throughout the extended afternoons and warmer nights. It is a time for family to get together to enjoy the Christmas festivities and feast on local seafood or enjoy a cold drink and BBQ by the pool after a traditional game of backyard cricket.

Whilst the family is in town or you're away yourself visiting loved ones, why not try out one of AGFG's Summer restaurant recommendations.

## TEMPEST SEAFOOD RESTAURANT AND TEPPANYAKI

**Bird O'Passage Parade, Scarborough  
Boast Harbour, Scarborough QLD.**

With a glass of champagne in hand, unwind at Tempest and enjoy an idyllic setting boasting panoramic views out to Moreton Bay and beyond the Glasshouse Mountains. Guests continue returning to Tempest, knowing high quality seafood comes straight off the harbour's trawlers, which are then combined with only fresh, local produce in seasonal creations.

## WHARF ONE FOOD & WINE

**19 Kitchener Drive, Darwin Waterfront,  
Darwin NT.**

Treat yourself to an all-encompassing culinary experience at Darwin's Wharf One Food & Wine, a contemporary waterfront establishment on Kitchener Drive. The restaurant's industrial decor is chic and welcoming, and every table has spectacular water views of the lagoon and the Darwin Harbour. The food, wine, friendly service and atmosphere all combine to make it one of Darwin's most enjoyable dining experiences.



## REPUBLICA

10-18 Jacka Blvd, St Kilda Sea Baths,  
St Kilda VIC

Found in the Sea Baths complex and overlooking Port Phillip Bay, this venue ticks all the right boxes for a Summer meal. Its charismatic charm is the perfect place for people watching and serving great food every night of the week. The scene at Republica stays true to the St Kilda style with its design and the setup is testament to the cool chic Melbourne lifestyle that is all about keeping it fun, fresh and funky.

## THE MILL RESTAURANT

Corner of Hermitage Road and  
Mistletoe Lane NSW.

Set among the lush thriving grounds of rolling vineyards and a panorama view of the Brokenback Ranges, The Mill Restaurant plates up a refined Mod Oz menu using seasonal Hunter Valley produce. Overlook the picturesque rolling green grounds of Estate Tuscany and indulge in the culinary creations of Executive Chef Emilio Llausas.



## HALLAM'S WATERFRONT SEAFOOD RESTAURANT

13 Park Street, Launceston TAS

Hallam's is a beautiful and naturally lit restaurant, completely surrounded by timber fittings, with high rafters and sun drenched tables. True to its name, Hallam's specialises in freshly caught seafood, evident in dishes like the slow cooked abalone with mushroom broth, green tea soba noodles and chilli oil, as well as the pan-fried Tasmanian Atlantic salmon with roasted Brussels sprouts, kipfler potatoes, bacon and lemon beurre blanc.

## MAESTRAL

13 Trenerry Street, Weston ACT.

Simple décor with earthy tones creates a relaxed dining atmosphere, whether you are wanting to dine in groups or enjoying an intimate dinner for two. A mother and twin daughter team run the floor bringing you Croatian delicacies that have been crafted by Chef and father Julian, who's passion is serving up some of the freshest and sustainable seafood Weston has to offer.



## NORTHBRIDGE BREWING COMPANY

44 Lake Street, Northbridge WA

Situated in Perth, Northbridge Brewing Company (NBC) is an exciting, all-in-one destination venue hosting a brewery, bar, restaurant and exclusive event space overlooking the Northbridge Piazza and boasting views of Perth's skyline. NBC brews craft beers onsite, while offering diverse craft beers, ciders, an extensive wine list and a menu of modern pub fare created with a trendy gourmet twist.

## STAMPS RESTAURANT

12a Welbourn Street, Mitcham SA

Aptly named for its location beside the old post office, the award-winning Stamps Restaurant is quaintly tucked away on a shady backstreet of Mitcham, Adelaide. But while the gorgeous heritage building with its vine entangled verandah exudes old-fashioned charm, Stamps' seasonal menu is undeniably contemporary.

If none of our suggestions are close to you, just head to [www.agfg.com.au](http://www.agfg.com.au) and search via your location.



# PINA COLADA 'MOCKTAIL' POPSICLES

**MAKES:** 10-12 | **PREP TIME:** 5 MINUTES | **COOKING TIME:** 5 MINUTES | **FREEZING TIME:** 8 HOURS



## INGREDIENTS:

- 3 cups fresh pineapple chunks
- 3 tablespoons coconut sugar
- 1 (270ml) can coconut cream
- 1/2 teaspoon vanilla extract
- Coconut oil shell
- 1/4 cup coconut oil, melted
- 1 tablespoon shredded coconut

## METHOD:

Heat a large frying pan over high heat. Add pineapple chunks and 2 tablespoons of coconut sugar and cook, stirring, until the sugar has melted and pineapple caramelised. Transfer the caramelised pineapple to a blender and add coconut cream and vanilla extract. Process on high for 2 minutes or until the mixture is smooth and airy. Divide between 10-12 ice pop moulds and freeze for 8 hours or overnight.

Just before serving, mix melted coconut oil and shredded coconut in a small deep bowl. Dip each popsicle in the oil to create a shell. Serve immediately or place in zip lock bags and store in the freezer for up to 3 months.

**Note:** For a grown up version of this treat, stir 1/4 cup rum into the mixture before freezing.

Recipe and image supplied by Australian Pineapples.

[www.aussiepineapples.com.au](http://www.aussiepineapples.com.au)

#aussiepineapples #endlesssummer





# AFP & AFPA MERCHANDISE CATALOGUE 2016-2017



COLOURED PLAQUE \$70.00



AUSTRALIA PLAQUE \$70.00



GLASS PLAQUE \$65.00



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COASTER SET \$37.00



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TIE TAC \$7.00



AFPA ECO-CUP \$12

See over the page for the AFP & AFPA Merchandise order form.

## Merchandise Order Form AFP & AFPA Merchandise



### SECTION 1: PERSONAL DETAILS

<b>First Name:</b>		<b>Surname:</b>	
<b>Position:</b>		<b>Team/Area:</b>	
<b>Phone</b>		<b>Email</b>	
<b>Billing Address:</b>			
<b>Postal Address:</b>			
<b>Send Via:</b>	<input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (\$15.00) <input type="checkbox"/> Hold for Collection		

### SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$)	Qty	Total (\$)
Coloured Plaque	\$70		
Australia Plaque	\$70		
Glass Plaque	\$65		
Pewter Plaque	\$60		
Coaster Set	\$37		
Gloss Mug	\$20		
Pen	\$20		
Key Ring	\$12		
Stubby Holder	\$9		
Tie Tac (Coloured)	\$7		
Tie Tac (Silver)	\$7		
Tie Tac (Gold)	\$7		
AFPA Eco-cup (Proud to be an AFPA Member)	\$15		
AFPA Eco-cup (AFPA has my back. Who has yours?)	\$15		
		Subtotal:	
		Express Post (\$15.00)	
		<b>TOTAL:</b>	

### SECTION 3: PAYMENT DETAILS

<b>Payment Type:</b>	<input type="checkbox"/> Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> AMEX <input type="checkbox"/> Please invoice me					
<b>Card Number:</b>					<b>Name on Card:</b>	
<b>Expiry:</b>			<b>CCV:</b>			

**OFFICE USE**  
Processed by:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Invoice Number

Please return completed order forms to the AFPA by email: [afpa@afpa.org.au](mailto:afpa@afpa.org.au)

