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THE OFFICIAL PUBLICATION OF THE AUSTRALIAN FEDERAL POLICE ASSOCIATION

ISSUE 2

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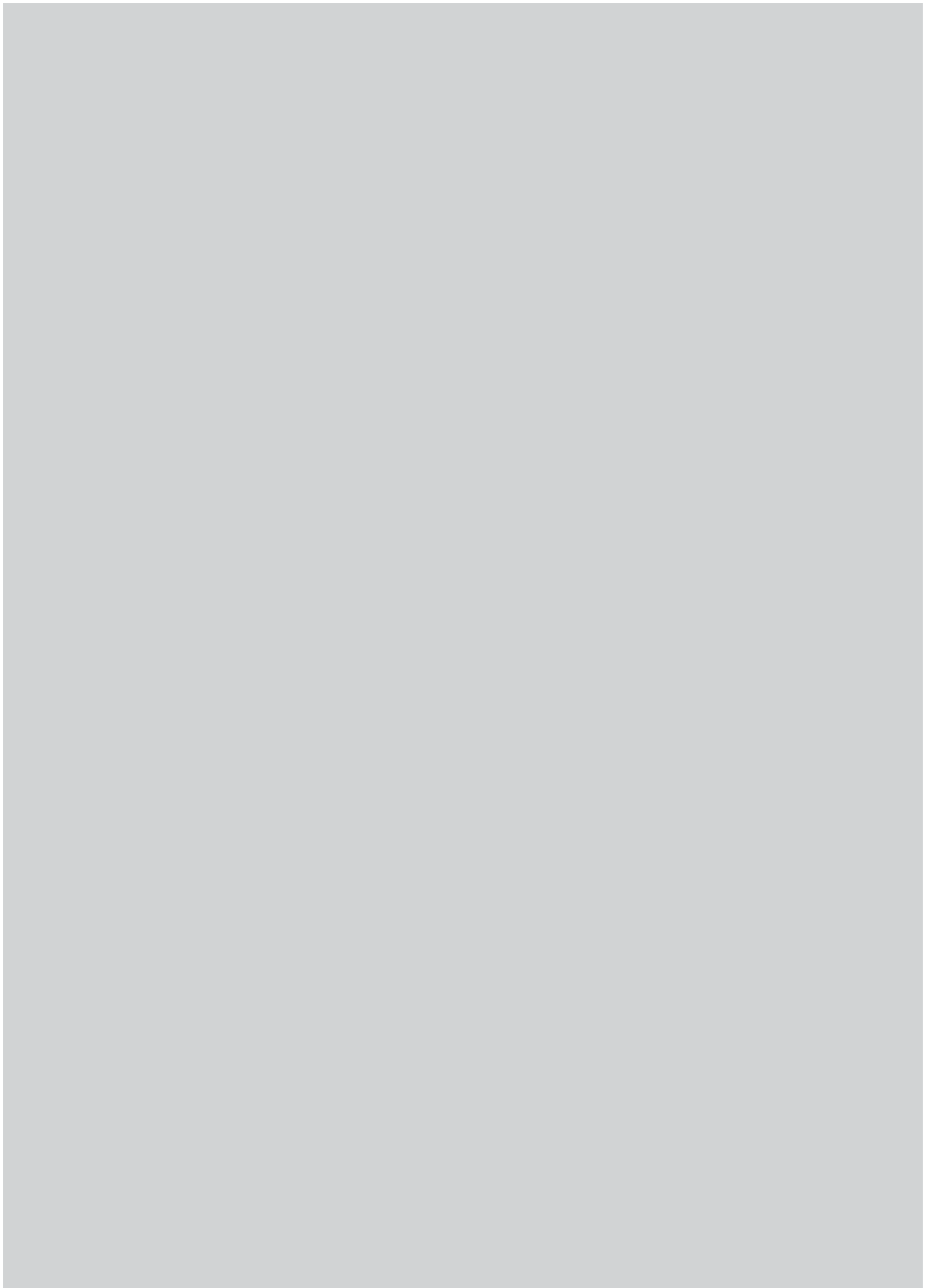


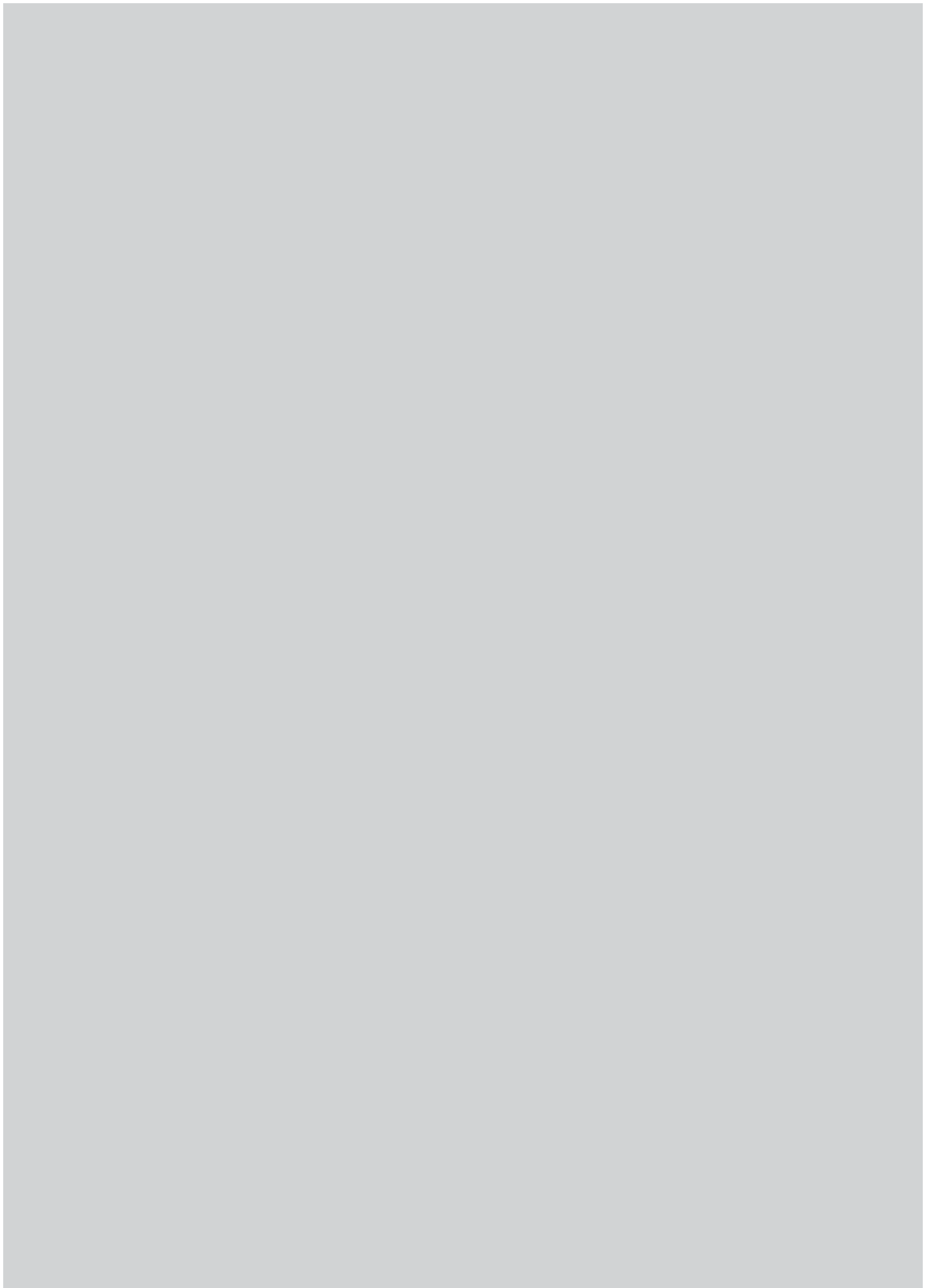
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VOTE





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PRESIDENT REPORT

President
ANGELA SMITH

IT'S BEEN A BUSY FEW MONTHS FOR US AT THE AFPA.

In May I travelled to Papua New Guinea by request of members in mission to see how the Determination 1 works and to check on the welfare of members. After my security briefing, I was invited by AFPA member Steve Knight to join him to see where our members work, what they are achieving as well as visiting some of the local people who work alongside our members. While we drove around Steve showed me some of the incredibly poor parts of Port Moresby, which allowed me to get a good understanding of the conditions of the locals, as well as introducing me to some local police officers from the Royal Papua New Guinea Constabulary (RPNGC). I visited police stations

Below: Female RPNGC member undergoing rider training under the guidance of Inspector Mike Smith.

which are in staggeringly poor condition and to a police barracks where police officers and their families live. These living quarters are in a dire state. Further north we visited an area where many of the poor live. A shanty town would closely describe this area with no sealed roads – you have to go to the APEC site for perfectly sealed roads – and pieces of tin and wood fashioned into houses. Everywhere we went the locals would wave and smile wide red betel nut smiles.

One of the most beautiful places Steve took me was the Bomana War Cemetery. If you ever find yourself in Port Moresby you must take the time to visit this very special place. The grounds are maintained by the Office of Australian War Graves with locals paid to keep the grounds in order. It evokes instant reflection and quiet as

soon as you arrive. You'd call it an oasis if it wasn't for the hundreds of grave stones of our war dead, lined up like soldiers on the final parade ground. It's a solemn yet stunningly beautiful place.

I also visited the mobile traffic training area where AFPA member Inspector Mike Smith has been training members of the RPNGC to not only learn to ride motorbikes but to ride in motorcade formation. Three of his students are female RPNGC members who are, refreshingly, well supported and encouraged by their own hierarchy. Mike instils in all of his students a sense of achievement and encourages them to





continually improve their skills. And they have responded: from barely riding bicycles, they are now skilled to riding alongside the world leaders during APEC next year. I'll write further on the achievements of our members in PNG in later editions. I'd like to thank all the members who made me feel very welcome in PNG, Commander Bruce Giles, Mike Smith, Kara Chapman, Jim Edwards, Rebecca Hodgkin, and especially Steve Knight. Thanks guys.

MURDER OF QUEENSLAND POLICE OFFICER

The death of Senior Constable Brett Forte, of the Queensland Police Service, in May brought home to us the dangers of being a police officer. His untimely death sent shock waves through the policing community around Australia and more particularly his colleagues in Queensland. Furthermore, we know he comes from a family of police officers and what makes it more heartbreaking is he leaves behind his wife and

young family, who will now have to live without their husband and father. Vice President Graeme Cooper attended Brett's funeral and represented all of us during that sad occasion. Tragedies like these can come at any time. Look after yourselves and each other.

BRETT FORTE REMEMBRANCE FUND

A fund for Senior Constable Brett Forte's family has been set up by the Queensland Police Union. For any members wishing to donate, details for the fund are below:

Brett Forte Remembrance Fund

▪ **Bank:** QBANK **BSB:** 704 052

Account Number: 100 179 875

Message to appear in account: Person's name who is donating

Above: Bomana War Cemetery.

EQUIPT APP

Recently we signed an agreement, with the AFP, for the co-branding and co-sponsoring of a new phone app, called *equipt*. This is a free wellbeing app developed by The Police Association of Victoria (TPAV) and Victoria Police, with input from members and leading health professionals. It is designed for current and former sworn officers, policing employees and their families. We understand it has had incredible uptake by Victorian police and association members. The hard work by TPAV to get this app off the ground has been astounding and I encourage all of you to use this app. *equipt* will help strengthen your physical, emotional and social wellbeing and provide you with ideas and hints on improving your health. Once our version of this app is finalised, members will be notified.

DR KEVIN GILMARTIN AUSTRALIAN TOUR – SEPTEMBER/OCTOBER 2017

In September and October this year the renowned American behavioural scientist Dr Kevin Gilmartin will be travelling to Australia, funded exclusively by the police associations of Queensland, Northern Territory, New South Wales, South Australia, Victoria, Tasmania and Western Australia. Each of the association presidents has very kindly allowed AFPA members to attend the lectures given by Dr Gilmartin. This is an incredible opportunity for you to attend and is an amazingly generous offer by the police associations to fellow AFPA members. Please take this rare opportunity to hear Dr Gilmartin speak; he is inspiring and relevant to policing agencies and the mental health of our people. More details about Dr Gilmartin's visit can be found in this edition.



AFPA
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NEW AFPA MAGAZINE

As of next publication we will have a new magazine, with a new title and a whole new raft of sponsorships.

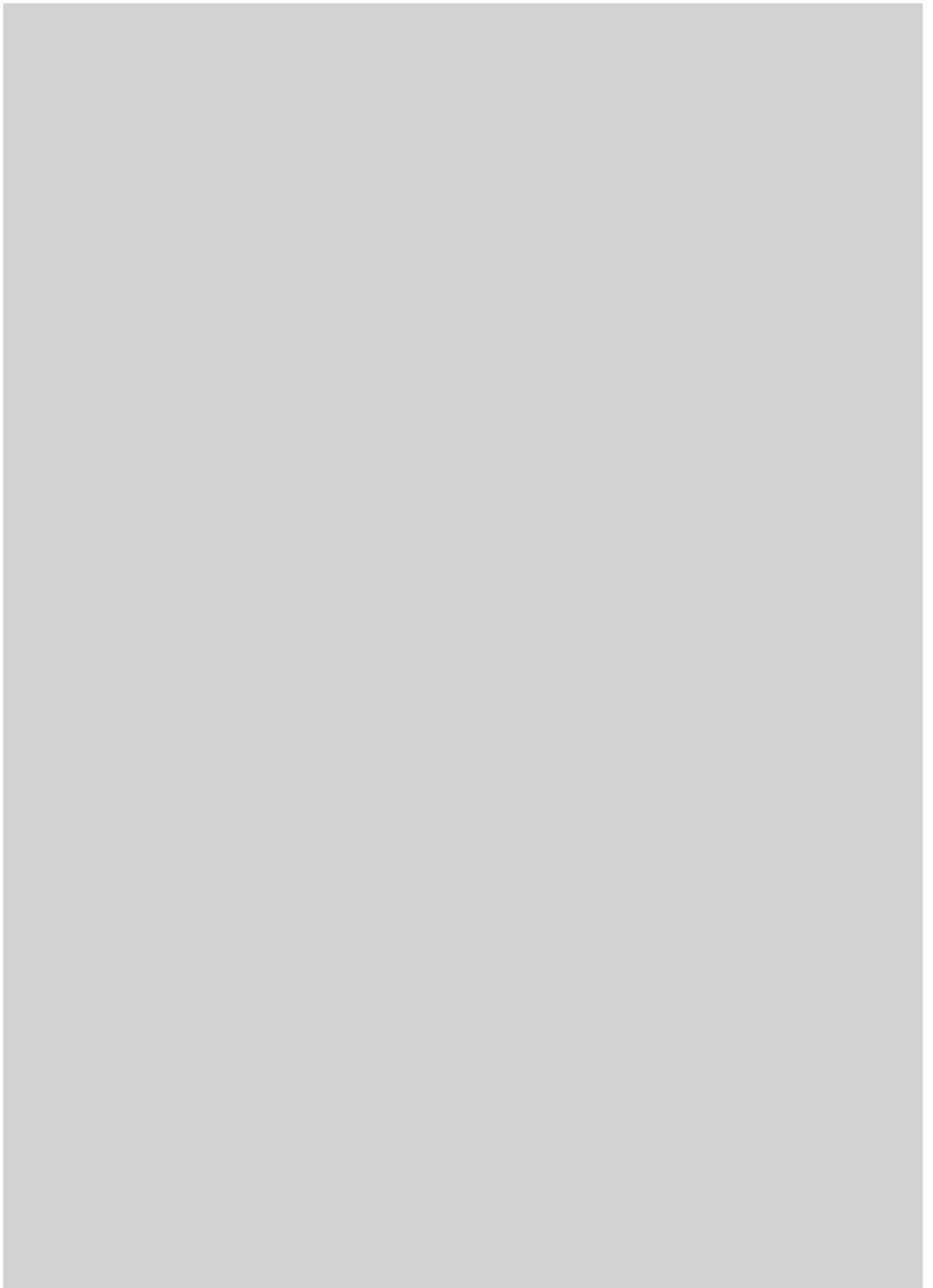
We have been listening to the members, and the AFPA will have complete control over the content of the new magazine.

We will be running a competition amongst members for a new name for our journal. Stay tuned for more information.

VOTE NO – EA CAMPAIGN

And lastly, I wish to thank all of you for your unwavering support for your AFPA. Over the past few weeks we have travelled the country speaking with you about the draft Enterprise Agreement that the AFP has put forward. The past 18 months of bargaining has been an arduous and incredibly time-consuming exercise for all parties, and we've fought doggedly to see that none of your conditions are lost and that you are able to secure a pay rise, albeit one that the Federal Government has tied to only two per cent a year. We have spoken face to face to one third of the membership and we've had incredible feedback from various other means, such as Facebook, word of mouth, text messages, phone calls, you name it. All of which overwhelmingly that Bands 2 to 8 will not accept a loss to any conditions for a measly pay rise. We have ensured that we conducted ourselves in a most professional and organised manner; we put a reasoned argument to everyone as to why we believe members should vote no. Some of the comments by the AFP about the AFPA were fed back to us from many members. These comments showed an organisation not prepared for a campaign led by your association and resorted to lies and unstructured political propaganda rather than attempting to sell an agreement.

So once again, look after yourselves, look after each other and take care.





Vice President
GRAEME COOPER

AFP TRUST AND CONFIDENCE

WITH THE DELIVERY OF A COMPELLING NO VOTE TO THE PROPOSED ENTERPRISE AGREEMENT, ATTENTION NOW TURNS TO WHAT THE OUTCOME MEANS. Obviously, there is a message about employees not being prepared to accept a reduction in terms and conditions of employment, in return for an inadequate pay rise. But underlying this is a disturbing loss of trust and confidence by employees in the senior leadership of the AFP. This is not a new phenomenon, but the problem is getting worse.

As an 'employer of choice', the AFP attracts intelligent people. However, for many, the employment relationship with the AFP commences with a lie – do two years in Canberra/Sydney/ACT Policing and you can go anywhere in the organisation. It was no truer fifteen years ago when it was told to me than it is today, but it is still a line used on prospective employees. Hardly a firm foundation upon which to forge an enduring career.

Then there is commentary from some among our leadership that policing should not be a long term career. Rather, the organisation should employ police officers, train them and hope they leave after seven to ten years. Unfortunately, this 'cannon fodder' mentality seems to influence the way our organisation treats people, because if people leave after being treated badly, they can readily be replaced. These 'leaders' usually don't get their wish in respect of this though, because for most of us a career in the AFP is one we seek to hold onto long term.

Which brings me back to the EA Bargaining

process. Travelling around the country and speaking with members gave me a new appreciation for just how hurt many people are by the process and the proposed agreement. During the course of the Access Period, employees did exactly what the AFP asked of them – read the proposed agreement and decided what it means for them.

Let's take a moment to recap. The expiry date of the last agreement was known since 8 March 2012, yet it seemed to sneak up on the AFP, because a process was not able to be engineered which could have delivered a

... THIS IS A DISTURBING LOSS OF TRUST AND CONFIDENCE BY EMPLOYEES IN THE SENIOR LEADERSHIP OF THE AFP.

new agreement before expiry. And the only consequence of that is you were denied the opportunity to get a pay rise on time. It wasn't because you rejected an offer, you were denied. A caring organisation would have ensured you had that opportunity.

Employees have noticed that AFP Management believe the only discretionary

FINDING A PROPER WAY TO FUND A PAY RISE WAS THE JOB OF AFP MANAGEMENT AND THEY FAILED TO DO IT.

portion of the AFP budget is the employee expense component. This is why that was the only pool of money looked at to fund a pay rise. But that is the money that pays your wages, so it is not at all discretionary. Yet because the expiry of the old agreement snuck up on AFP Management, nothing was done to come up with a way to fund any pay rise, seemingly until late 2016. And ultimately it was the view of AFP Management that if each of you wanted a pay rise, you should find a way to fund it. Obviously, without being able to exert control over the AFP budget, the only thing you have available to offer up as payment is your terms and conditions, a choice most of you have found unacceptable.

Finding a proper way to fund a pay rise was the job of AFP Management and they failed to do it.

What troubled me most while speaking with members was the repeated question about what happens WHEN the AFP puts another unacceptable offer on the table? Or, what can be done WHEN the AFP drags the process out again? Not if, but WHEN. Such is the level of distrust which has developed among employees, there is now an expectation of mistreatment by the organisation and a belief that AFP Management wants employees to be worse off.

The approach by AFP Management during the Access Period focussed little upon why the proposed agreement was a good deal. Instead, their message amounted to the AFPA being untrustworthy and obstructionist, while the AFP had your best interests at heart and you should trust them to look after you. Clearly, the outcome of the vote points to that being a message you rejected.

On the topic of obstructionism, I am prepared to declare our guilt. When leave entitlements were threatened, we obstructed. When composites were threatened, we obstructed. When changes were proposed which threatened your terms and conditions of employment, we obstructed. That was our job and I think you expected us to do it.

AFP Management has much work to do winning employees back from this point.



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10

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**AUSTRALIAN FEDERAL
POLICE**

VOTE NO

**A RESOUNDING
RESULT**



President Angela Smith speaks to the media about the AFPA campaign



FIRSTLY, WE WOULD LIKE TO THANK EVERYONE WHO ENGAGED WITH US OVER THE COURSE OF THE EA BARGAINING PROCESS, PARTICULARLY DURING THE ACCESS AND VOTING PERIODS. This period presented a fantastic opportunity to travel the country to meet over a third of our membership and listen to opinions and concerns.

The outcome of the vote could not have been more compelling with over 87 per cent of employees participating in the ballot and more than 80 per cent voting to reject the proposed agreement.

The huge voter turnout and the solid 'NO' result gives us a clear mandate to go back



WHAT ELSE HAS BECOME ABUNDANTLY CLEAR IS THAT AFP EMPLOYEES ARE NOT PREPARED TO ACCEPT ANY REDUCTION IN THEIR TERMS AND CONDITIONS OF EMPLOYMENT IN RETURN FOR AN INADEQUATE PAY RISE.

to the AFP and firmly defend your rights and conditions. What has become abundantly clear is that AFP employees are not prepared to accept any reduction in their terms and conditions of employment in return for an inadequate pay rise.

We acknowledge that you have not had a pay rise since March 2015 and you will now continue to wait until an acceptable proposal is put to you again by the AFP. Therefore, we have called on the AFP to immediately return to the bargaining table and re-negotiate a new and improved agreement that will be acceptable.

Unfortunately, the AFP doesn't share our view when it comes to a swift return to bargaining, instead preferring to delay the process once more by holding focus groups to gain an insight to what went horribly wrong.

The facts are, that if the AFP had paid attention and taken us seriously as a legitimate



employee representative over the past 18 months of bargaining, it wouldn't have found itself in this embarrassing situation.

We repeatedly highlighted employee concerns with the agreement, but they repeatedly fell on deaf ears.

Instead, a flawed agreement was put forward that was going to see you, your family and your colleagues worse off. Another extraordinary outcome of the bargaining process was the preparedness of the AFP to make significant changes to provisions without the input of your Association.

AFPA conducted member meetings around the country.

→ CONTINUED ON PAGE 12



Angela Smith and Graeme Cooper discuss the EA with members.



THE NO CAMPAIGN

DURING THE VOTE NO CAMPAIGN AFPA PRESIDENT ANGELA SMITH, VICE PRESIDENT GRAEME COOPER AND SENIOR AFPA EXECUTIVE MEMBERS AND STAFF SPENT THREE WEEKS TRAVELLING AROUND THE COUNTRY DISCUSSING THE AGREEMENT WITH MEMBERS, AND EXPLAINING ITS INADEQUACIES AT 24 MEMBER MEETINGS.

The meetings were held in Brisbane, the Gold Coast, Cairns, Alice Springs, Perth, Adelaide, Darwin, Canberra, Melbourne and Sydney.

Stickers and flyers were produced and members took the opportunity to display them in their workplaces, ensuring the AFPA message got out to all members. Stickers were placed in offices, on police vehicles and even on uniforms. There was no escaping the 'Vote No' campaign.

Almost 1000 members met with AFPA officials at the face-to-face meetings. More than 2500 watched a livestream on Facebook and the AFPA website. The dedicated VOTE NO page on the website addressed frequently asked questions, a short video message from Angela Smith and regular news and updates.

Throughout the campaign the AFPA also kept you up to date with regular emails.

The Enterprise Agreement voting period commenced at 8am on June 30 and concluded on July 10 at 4 pm. 87.2 per cent of eligible employees chose to have their say in this important decision-making process.

The result was a resounding **NO**.

← CONTINUED FROM PAGE 11

At this time, we are also questioning how

the government believes it is acceptable for AFP employees to give up leave entitlements, allowances and other conditions in return for a 2 per cent pay rise.

The proposed agreement produced by the AFP, that did not support operational outcomes, was a direct result of the government's inflexible and inappropriate workplace bargaining policy.

What should be known, is the AFP has made no attempt to seek an exemption from the government's workplace bargaining policy, preferring to hide behind the policy framework during bargaining.

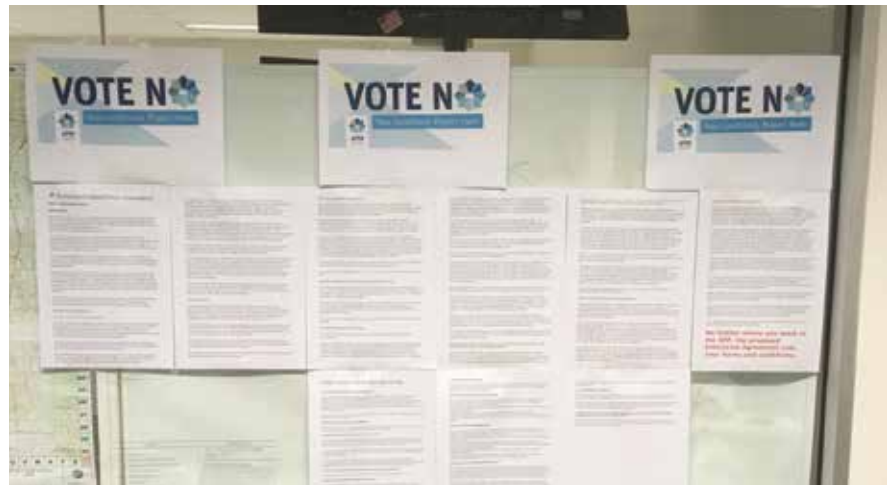
The government's workplace bargaining policy is completely inappropriate for the AFP. As a result, we have repeatedly called on the government to exempt the AFP, however, the Prime Minister and his senior ministers simply refuse to budge on this issue.

Now that agreement has been so comprehensively rejected by employees, the AFPA has again called on the government to intervene by exempting the AFP from the policy.

Alarming, what has become apparent through feedback and research in the lead up and during the voting period is that a considerable number of AFP employees have conveyed to us that they have lost trust and confidence in the AFP leadership. Furthermore, members feel morale and motivation is at an all-time low.

This is mostly attributed to both the way the AFP relayed information to members and about the agreement itself. We know that many of the AFP information sessions included needless attacks on your Association.

These attacks were then followed by the blatant misuse of PROMIS to push its political message.



WHAT YOU, **THE MEMBERS,** HAD TO SAY ABOUT THE **VOTE NO** CAMPAIGN

'Let's stay united and fight for what we deserve'.

'This is about how much out of touch management is with the workforce. Maybe they will start negotiating with members properly this time'.

'Top work AFPA! It's great to have our representatives fight for our rights. Keep it up!'

'Voting NO was the most satisfying part of my morning so far'

We understand the AFP intended on leaving this message on the system until voting commenced some eight days later, however, after employee criticism and being questioned about the ethics of this approach, it was abandoned after just four hours.

To date, no one in the AFP has accepted responsibility for this unacceptable and deliberate political message.

Disappointingly, the AFP continues to demonstrate a flagrant disrespect for the workforce – by refusing to acknowledge a key message delivered by the vote, that the AFPA speaks on behalf of its members. Only two

days after the vote results were known, we learnt that senior AFP staff, who wield an enormous amount of power over their more junior employees, are asking members which way they voted in what is supposed to be a secret ballot.

This is not acceptable behaviour and the repeated improper management tactics are contributing to the growing sense of unease amongst members.

Finally, we would like to thank you for your patience while we continue to negotiate pay and conditions on your behalf to deliver a fair and equitable agreement for all employees.

MONITORING THE BRODERICK REPORT

NEARLY 12 MONTHS AGO, THE COMMISSIONER OF THE AUSTRALIAN FEDERAL POLICE RELEASED THE REPORT WRITTEN BY ELIZABETH BRODERICK AO UNDER THE TITLE "CULTURAL CHANGE: GENDER DIVERSITY AND INCLUSION IN THE AUSTRALIAN FEDERAL POLICE."

Your Association is doing its best to monitor the implementation of the recommendations made to the Commissioner by Ms Broderick that he endorsed.

In a message that accompanied the report, the Commissioner stated:

"This review has found behaviours and culture that I am not proud of. Behaviours and culture that do not align with the values of the AFP, or community expectations, are not condoned by the majority of the workforce, and are holding us back from our achieving our potential." (page 3)

From time to time, your Association tries to point out to AFP management behaviours, culture and attitude that, from our stand point, appear to offend the values and expectations the Commissioner mentioned. This is important to us because such behaviours and attitudes have a negative impact on our members' morale, health and motivation. Sadly, we have found that AFP management is slow or less than willing to recognise shortcomings in its management culture, defects in its internal investigative practices or the continuation of negative aspects of its culture.

Despite this, we will continue to work to draw the Commissioner's attention to these matters as we identify them. Your Association

is sufficiently distant from the AFP, whilst having a real interest its work, identity and reputation, to be able to observe the way that decisions and behaviours look from outside the organisation. We are part of a group of interested on-lookers who can inform the AFP of behaviours and attitudes that do not appear to accord with community expectations.

The Broderick Report considered talent promotion recognising that a healthy organisation challenges the biases and assumptions underpinning a traditional view of merit and ensures effective performance management. (page 12)

In addition, a range of initiatives regarding promotion are being trialled. It is understood a blind promotion model is being trialled to reduce bias in promotion processes. (page 19)

"In recognition of the need to reform the promotion system, the AFP has put in place a new process for the current Executive Level promotion round. An external provider has been appointed to run an independent 'assessment centre' and applications will be de-identified or 'blind' and given a unique identifying number...The Project Team commends the AFP on this trial approach. This process will provide a useful model for future promotion rounds." (page 66)

This process is being used again by the AFP and a recent advertisement for Team Leader positions included the following:

“IMPORTANT - For this application process, applicants are required to provide de-identified information for the panel to consider. This means applicants **are not** to provide their name or gender on any documents uploaded to the online application, e.g. resume/CV and responses to the selection criteria should not include names, specific information about previous managers/supervisors or personalised comments from their PDA. Any information that could allow a panel member to identify a candidate **should not** be included. Candidates are also reminded that the content of applications, resumes/CVs etc. is to be limited to ‘unclassified material’”.



Your Association was approached by a number of its members during the Executive Level promotion round who were concerned about the de-identification process. It is only recently, well after the end of the process, have we been able to glean some understanding of the de-identification of applications.

One example was no more than the removal of the applicant’s name. We have seen another where a young mother wrote of her experiences on returning from maternity leave. This was not removed from the application.

A member recently wrote to us voicing some confusion:

“I actually think, in true AFP style the AFP didn’t grasp what blind recruitment was in the Executive Level process. They took names out which removes cronyism bias but they have left gender in.”

The member was right. The discussion in the Broderick Report was broader than gender issues. It reported that AFP members spoke of their perceptions of nepotism and cronyism broadly. The report then specifically considered the specific disadvantages experienced by women seeking promotion.

On 9 March 2017, Deputy Commissioner Phelan reported to staff about the Executive level selection process. His report placed emphasis not on cronyism or nepotism but on gender:

“A ‘blind’ shortlisting process was then conducted by the selection panel which involved examination of the

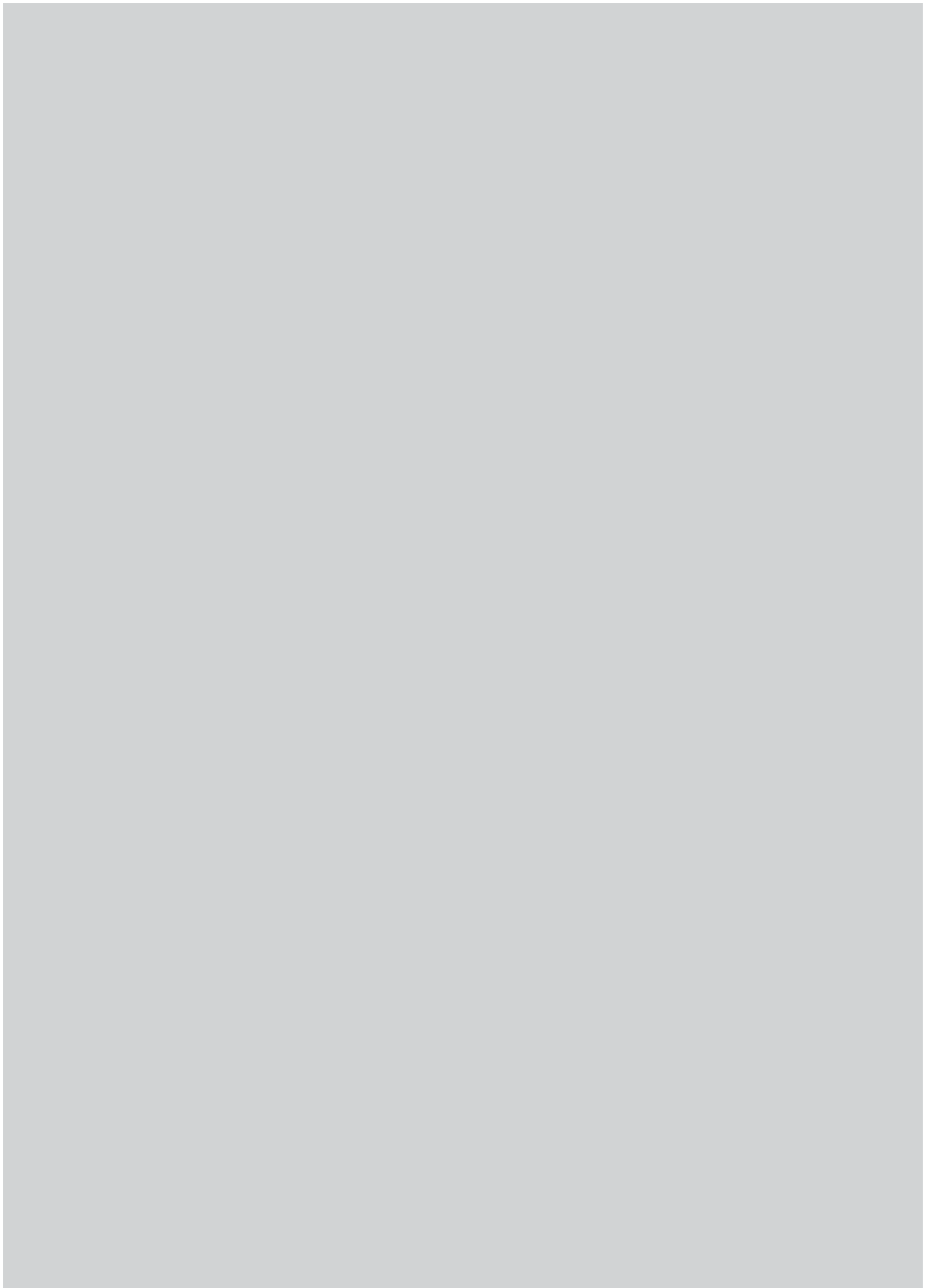
de-identified applications against the selection criteria. As a result of that process 87 candidates, 41 (47 per cent) male and 45 (53 per cent) female were selected for the independent Assessment Centre process. 67 candidates were then selected for interview coming out of the Assessment Centre, 31 (46 per cent) male and 36 (54 per cent) female.”

Recently there were media reports about the success of blind recruitment trials. For example, on 20 June 2017, the ABC reported in an on-line article titled “Blind recruitment trial to boost gender equality making things worse, study reveals”, the study only considered gender and observed process where “recruiters cannot tell the gender of candidates because those details are removed from applications.” The article observed the evidence did not support the assumption behind the trial which was “that management will hire more women when they can only consider the professional merits of candidates.”

Your Association is keen to understand the process of de-identification and the use of blind applications for recruitment or promotion.

Elizabeth Broderick recommended that the AFP assess the “current promotion trials including the use of an independent assessment centre, blind recruitment and independent representatives on the panel” (page 12).

Your Association will ask the AFP to share its review and assessment with us so that we can develop an understanding of the process and make representation on your behalf about the utility of the process or improvements to it.



UPDATE YOUR MEMBERSHIP DETAILS

MOVED HOUSE?
NEW WORK LOCATION OR ROLE?
CHANGED EMAIL ADDRESS?

The Australian Federal Police Association needs your change-of-address details. It's important that we have the latest information about where you live and work. We use that information to make sure you get the correct newsletters and other information – and to ensure you receive all correspondence from us.

Members can email their details to the AFPA's Membership Services Officer at afpa@afpa.org.au.



WHAT
DO
YOU
THINK?



GOT SOMETHING TO SAY?

Got a comment about a story you've read? Do you have strong views on a police issue?

Is there someone you want to acknowledge?

In an effort to improve our journal, we welcome any suggestions and feedback you have. Please send any feedback to afpa@afpa.org.au.



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HOW EXERCISE IS GOOD FOR YOUR MENTAL HEALTH

The benefits of regular exercise in helping to ward off a host of health nasties such as diabetes and heart disease are well known.

But health professionals are now convinced that physical activity is also good for your mental health.

After an exhausting shift at work, the idea of hitting the gym or going for a neighbourhood run is usually the last thing on the minds of many officers.

A stint at the pub with mates or vegging in front of the television might seem a far more tempting form of unwinding.

That's fine, but with policing counted among the most stressful jobs going you also need to find time for a more effective way of de-stressing if you want to look after your mental health.

While the medical profession still has much to learn about the effects of exercise on the brain, their studies are showing it can have a positive impact on your mood, ease stress and help combat depression.

The chances are that a routine exercise regime will make you feel a whole lot better.

WHY EXERCISE IS A NO BRAINER

Over the past decade or so, researchers in different parts of the world have been pondering precisely how exercise improves the mood and creates a sense of wellbeing.

It's a complex area but the evidence indicates that physical activity pumps blood to the brain and releases a host of important chemicals such as endorphins, serotonin and anti-stress hormones.

This in turn helps you sleep better and also brightens your mood, giving you an increased sense of control and self-esteem.

Equally impressive, a good work-out can improve concentration and alertness, and give your memory a boost by releasing chemicals that support the brain's hippocampus.

Brain plasticity is also given a kick-along through increases in brain-derived neurotrophic factor – otherwise known as BDNF – a protein believed to help with decision-making and higher thinking.

Improvements have been recognised in several studies. In the Netherlands researchers monitored more than 7000 adults and found that exercise lowered the risk of mood or anxiety disorders over the following three years.

There have been similar outcomes in Australia. University of Queensland researchers discovered that people who engage in regular exercise experience higher levels of optimism and an enhanced sense of cheerfulness and vitality.

Equally significant, long-term studies that track people over time show they have a reduced risk of developing mental disorders if they keep fit.



CHOOSING AN EXERCISE REGIME

There is no clear evidence on how much exercise is good for your brain and state of mind.

It's likely that intense exercise will have greater benefits, but if you're new to the fitness game then it's best to start off slowly. Aim too high too soon and you risk being turned off and it's back to the couch.

A simple 30-minute brisk walk a few times a week is a good starting point and this can be broken into 10-minute blocks if that suits best.

Other types of aerobic exercise, such as running, swimming and cycling are also beneficial, and resistance exercises in the gym are also thought to be effective.

The recommendation is at least three exercise sessions a week – preferably every day – each lasting 30 minutes at moderate to vigorous intensity.

Another good option is a team sport because the social interaction is also important for your mental wellbeing.



GETTING STARTED

To complicate matters, the relationship between exercise and mental health is bidirectional.

In other words, inactivity can be both a cause and consequence of mental illness.

People who are stressed and suffering from depression are likely to be less motivated and interested in making the effort to exercise.

Consequently, the less physically active you are, there's a risk your mental health will further deteriorate. Here are some tips on getting started:

- **Keep it simple** – start slowly with simple activities such as walking, and as your enthusiasm increases move onto more energetic activities.
- **Make it enjoyable** – there's a chance that people who are stressed or suffering anxiety disorder will lose interest in recreational pursuits. Ease into exercises that you find interesting and relaxing.
- **Include others** – socialising is an important part of recovering from anxiety or depression so try and find friends or family members to join you in your fitness program.
- **Plan a routine** – come up with a flexible exercise plan and stick to it as closely as possible. Try and schedule in an activity every day if you can.

SEE YOUR DOCTOR

If you are struggling with mental health issues, including stress, depression or anxiety, seek advice from your doctor. Various helplines are also available including:

Beyondblue – 1300 22 4636

Lifeline – 13 11 14

POLICE HEALTH SUPPORT

Police Health offers generous benefits towards psychology and exercise physiology services under our SureCover Extras, Platinum Health and Platinum Plus policies.

This includes annual maximums of \$850 per person for psychology support, with a rollover benefit of \$1,700, and to help you get into an appropriate exercise regime \$400 per person (\$800 per family) for exercise physiology*. Conditions and waiting periods may apply.

*Benefits are not claimable for exercise physiology group services.



#FindmyHeroAU

Brought to you by
EMERGENCY SERVICES HEALTH

Find my Hero Australia is a new initiative that enables Australians to say thanks to Australia's emergency services community members as a way of positively influencing their mental health and wellbeing.

Working in high stress, and often dangerous situations, emergency services workers and volunteers frequently put their own health and safety on the line to protect the community they serve. As an anonymous face helping people in their time of need, working in emergency services can be a thankless job at times and doesn't always offer closure.

Find my Hero Australia can change that.

How it works

The initiative invites Australians to tell personal stories which recognise an emergency services everyday hero using the hashtag #FindmyHeroAU on Facebook. Others can then share and tag the post to help get the message to the individual, department or unit involved.

Spread the word and get involved!

- » **If you have a story to tell about being helped by an emergency services hero:** post it on Facebook and remember to use the hashtag #FindmyHeroAU. Give as much detail as you can, add a picture if you have one and don't forget to make sure your post is set to 'public' not private so others can see it.
- » **If you want to ensure a message of thanks get to the right person or group:** visit our Facebook page facebook.com/FindmyheroAU and share posts that include #FindmyHeroAU or tag relevant people or pages in those posts to help spread the message to your network.
- » **If you have a general message of thanks you'd like to send out to Australia's emergency services community:** post it on your social media channel using #FindmyHeroAU.
- » **If you work in emergency services:** we'd love to hear what it means to you to be thanked for the tireless work you do and how important it is to find out how someone you helped has recovered from a particular incident. Share your thoughts on social media using #FindmyHeroAU or get in contact directly at hello@eshealth.com.au

Let's create genuine discussion about the valuable contribution our emergency services workers and volunteers make to Australian communities and how important it is for us to look after their mental health and wellbeing.

To find out more visit www.findmyhero.com.au or head to our facebook page facebook.com/findmyheroAU

FIND MY HERO

FIND MY HERO AUSTRALIA, HAS BEEN DEVELOPED BY EMERGENCY SERVICES HEALTH, AUSTRALIA'S ONLY PRIVATE HEALTH INSURER EXCLUSIVELY FOR THE EMERGENCY SERVICES COMMUNITY TO SUPPORT THE MENTAL HEALTH AND WELLBEING OF EMERGENCY SERVICES WORKERS AND VOLUNTEERS WHO PUT THEIR OWN SAFETY, HEALTH AND EVEN THEIR LIVES ON THE LINE TO PROTECT OUR PEOPLE AND COMMUNITIES.

By enlisting help from local communities to identify and locate our brave men and women, messages of thanks will find their way to those individuals to make a positive impact on their mental health and wellbeing.

Emergency Services Health CEO, Michael Oertel says giving and receiving thanks has positive impacts for both people who have been rescued or helped, and emergency responders.

"There is a significant amount of research which shows that being thanked makes people feel valued and aids their future performance of selfless acts¹.

"Research has also linked gratitude to better health and wellbeing. It can reduce depression, aid sleep, improve self-esteem and mental strength, and increase our ability to cope with adversity².

Emergency responders are there at our most desperate times, but it's often not possible for the people they serve to share their appreciation and thanks in these situations where time and urgency is vital.

"Closure can be crucial to ongoing performance, wellbeing and happiness for emergency responders," explains Mr Oertel, "but it's not always possible to know the outcome of accidents and emergency situations."

"By rallying with communities around Australia to uncover peoples' stories of recognition and thanks to help get their message to their hero, we believe we can help to bring more

closure on everyday situations and contribute to the wellbeing of our emergency responders."

Find My Hero Australia will provide a platform online for people from around the country to share their message of thanks, ask the community for help and get the message to the right person or unit.

First responders from different disciplines often rely on each other for support during emergency situations, and this initiative will also provide the platform for workers and volunteers to share their thanks with a colleague or peer.

To find a hero, or help someone else find theirs, visit facebook.com/findmyheroAU and use the hashtag #FindmyHeroAU with your story or message of thanks.



1. Francesca Gino, Harvard Business School and Adam Grant, Wharton 2XXX.
2. Emmons and McCullough (2003)



DR KEVIN GILMARTIN

IS COMING BACK TO AUSTRALIA

and you're invited
to meet him

Author of the well-publicised book, *Emotional Survival for Law Enforcement*, Dr Kevin Gilmartin sends a strong message for police officers and their families on three emotional survival aspects that he has seen impact on generations of officers:

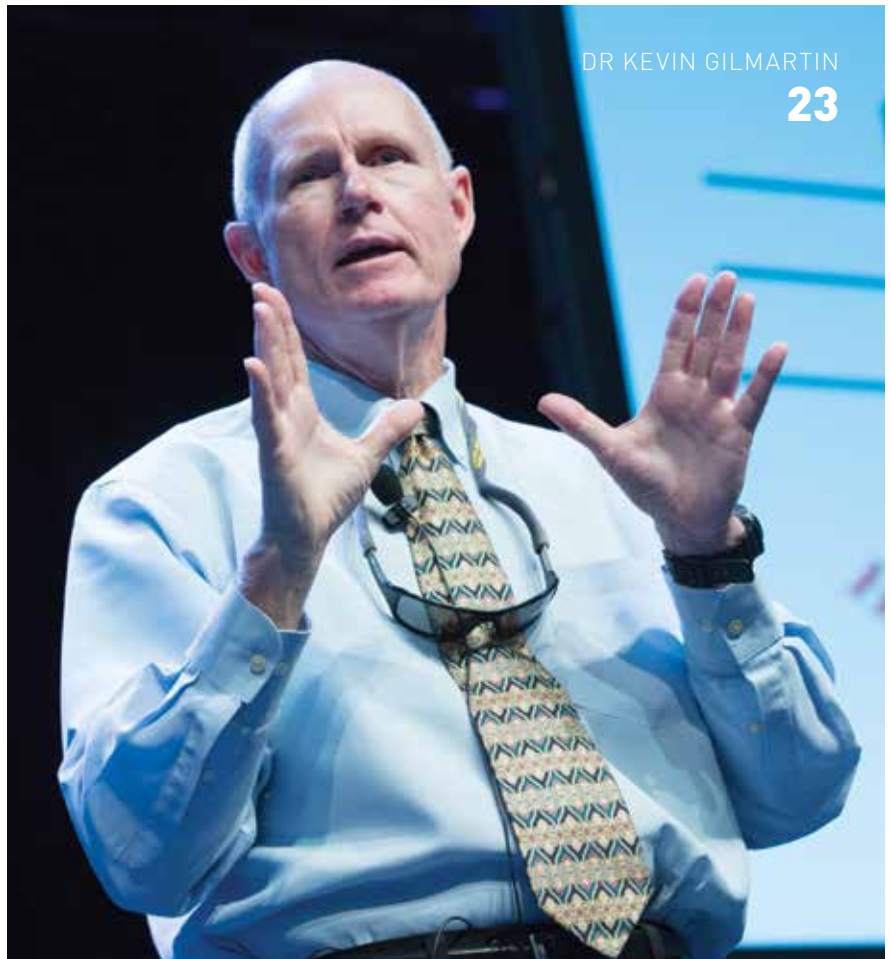
- Personal life and physical health of employees
- Organisational relationships
- Ethical decision making

Dr Gilmartin now travels the world to speak to Police Officers about their health and wellbeing and will be in Australia in coming months, giving AFPA members a chance to hear his words of wisdom.

During recent visits to Australia Dr Gilmartin asked the audience whether being a Police Officer has changed the way they view the world. Tellingly, every hand in the room shot up.

Policing entails a balance of several challenges at the same time.

'The thing with being a Police Officer', says Dr Gilmartin, 'is that you're dealing with the



All AFPA members are invited to attend Dr Gilmartin's sessions in their jurisdictions. Dr Gilmartin will be in Australia in September and October. Locations and dates are being finalised now and the AFPA will notify members of the details as soon as they are available.

Bookings are essential and you will need to contact the AFPA to secure your opportunity to hear Dr Gilmartin. It could be a real life-changing experience, so don't miss out.

Email your expressions of interest to afpa@afpa.org.au

people and the issues that the rest of society can't or don't handle.

'Over time, the balancing act can take a huge toll on members, their families and friends.'

'The progression of change in too many good officers, is too easy to see,' says Kevin.

On graduation and after learning more out in the field, new members are highly motivated, enthusiastic and excited for their career that lies ahead. But it's a marathon, not a sprint, and unfortunately all too often, members are not fully equipped to balance the long road ahead.

As a result, that happy, fresh faced and enthusiastic employee may take the downward spiral of a stressed, downtrodden and cynical human being.

"Officers are exposed every day to a series of unknown events, any one of which could be perfectly harmless or lethally dangerous," Dr Gilmartin says.

And it's the lethally dangerous (something may happen) that causes the state of hypervigilance, which is *the necessary manner of viewing the world from a threat-based perspective,*

having the mindset to see the events unfolding as potentially hazardous¹.

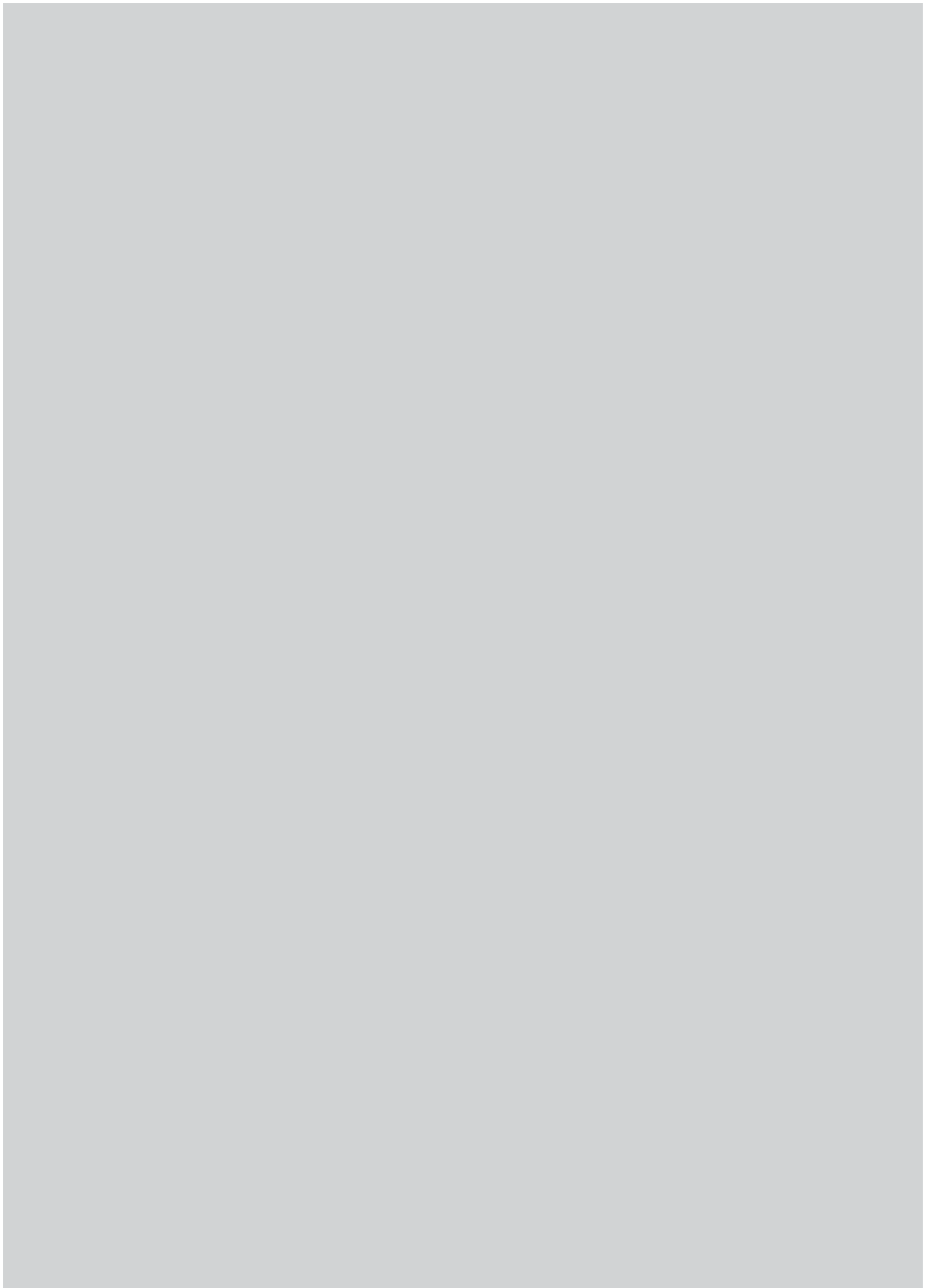
If you're practising good officer safety, you'll be experiencing hypervigilance daily. Your senses and functions are heightened as a result, bringing to the table things like an increased peripheral vision, hearing and quicker reaction times. When operating in a state of hypervigilance, you're more alive, alert, involved and humorous, which of course means when you're not in a hypervigilant state, at the extreme you're likely to be tired, detached and apathetic.

Sadly, it's the best Police that are most at risk. The most dedicated and committed, highly motivated individuals who are constantly 'on.' They're streetwise without doubt, but not trained in how to handle the job and its effects on their personal lives.

It's about looking after yourself. Which is, of course, easier said than done. Dr Gilmartin's strategies will help you look after yourself.

1. Dr Kevin M Gilmartin, Emotional Survival for Law Enforcement (2002) p35.

Photos: Greg Noakes – The Police Association Victoria.



WORKPLACE INJURIES

SERGEANT SMITH* JOINED THE AUSTRALIAN FEDERAL POLICE IN THE LATE 1990S AND WORKED HIS WAY TO THE COUNTER TERRORISM BRANCH.

As part of his role, he helped provide security for foreign dignitaries. In 2011, while performing a perimeter security check alongside ACT Police for one such dignitary, he saw several people approaching a restricted area. He jumped a barricade to intercept them, but seriously injured his left leg in the process.

He was in excruciating pain for 40 minutes until an ambulance arrived and took him to hospital where he underwent emergency surgery. He had fractured his leg in two places and spent almost a month in hospital recovering.

Fortunately, because he was a member of the Australian Federal Police, Sergeant Smith was covered by Comcare for his injuries. This meant his time off work, medical treatment and extensive rehabilitation costs were all taken care of under the workplace injury scheme.

Despite this, he sustained permanent damage to his leg. His lifestyle and health were severely compromised as he was constantly in pain. It restricted his ability to play with his children, go to the beach, play golf and socialise and he is likely to require additional surgeries in future.

He approached Walter Hawkins of Maurice Blackburn Lawyers, and learned that might also be entitled to lump-sum compensation for the permanent injury. Furthermore, he was made aware that he would still be entitled to claim future expenses for any time off work or treatment he required. If his condition deteriorated even more, he was advised that he might also be able to bring a further claim for the permanent impairment deterioration.

Under Comcare, workers are entitled to lump sum compensation if their injuries meet the criteria and threshold of a Permanent Impairment. This is awarded in addition to existing benefits to recognise the significant

impact that an injury like this can have on someone's life.

A successful permanent impairment claim might also protect the worker's rights in future, as it provides a barrier to any later attempt by Comcare to deny liability for the injury or symptoms in the future if they require time off work or treatment.

UNDER COMCARE, WORKERS ARE ENTITLED TO LUMP SUM COMPENSATION IF THEIR INJURIES MEET THE CRITERIA AND THRESHOLD OF A PERMANENT IMPAIRMENT.

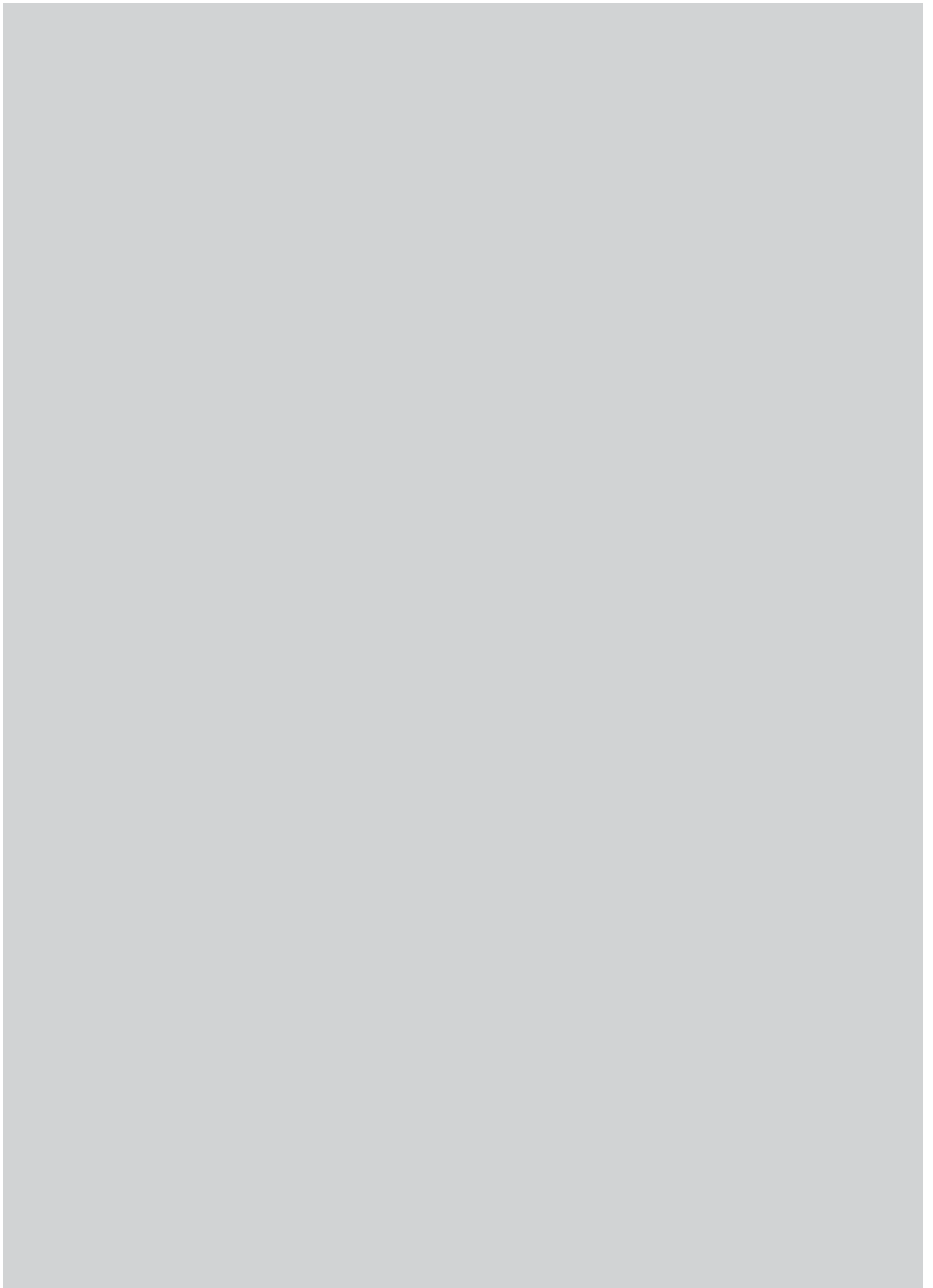
While this might be a modest amount, no amount of compensation awarded can adequately reflect what the worker and their family have lost. But the additional compensation provides an important recognition of what they have been through.

Maurice Blackburn brought a Permanent Impairment Claim on Sergeant Smith's behalf and he was awarded more than \$40,000 in accordance with his impairment assessment and the statutory benefits payable. This is something he would never have received had he not sought legal advice.

If you, or anyone you know has been injured at work, in public, in a motor vehicle crash or you believe you have received negligent medical care, contact Maurice Blackburn Lawyers for advice on 1800 331 968.

**Maurice
Blackburn
Lawyers**

*The worker's name has been changed



PLANNING FOR YOUR RETIREMENT

WITH BETTER HEALTH AND MEDICAL ADVANCES, YOU ARE LIKELY TO LIVE LONGER AND THIS MEANS YOU'LL NEED MORE MONEY FOR YOUR RETIREMENT. WHATEVER YOUR PLANS, IT'S VITAL YOU HAVE STRATEGIES IN PLACE TO BUILD YOUR RETIREMENT SAVINGS AS MUCH AS YOU CAN BEFORE YOU RETIRE.

DECIDE ON YOUR LIFESTYLE

Up until now you may have been focused on your immediate needs, with mortgage payments or rent combined with family needs and work pressures being your biggest worries. But you need to start thinking about how you want to live for the next 30 years or more. Do you want to stay where you are? Downsize? Always wanted to move to the beach or bush?

FIGURE OUT HOW MUCH YOU NEED

Once you have decided how and where you want to live, you will need to set up plans to achieve this. There are a few things you can look at to ensure you are on the right track:

- Superannuation – is your super invested appropriately? Do you need to contribute more now so that you have enough for the future?
- Investments – if you have managed funds, shares or property, are they invested strategically to help accommodate your changing lifestyle?
- Insurance – do you have the right level of life and income insurance? Are you and your family covered if anything happens?
- Daily finances – are you spending money on things you don't use? If the kids have moved out, are there ways you can scale back?

START CATCHING UP NOW

You might find that you are further behind than you thought for your ideal retirement lifestyle. This happens to a lot of people but it is never too late to make a change. You could be at the peak of your earning potential, so that means you have a chance to save more and make up for lost time.

GET HELP

Everyone's financial needs and goals are different so it's worthwhile seeking professional financial advice before you make important financial decisions. A financial planner can provide you with strategies to help make your ideal retirement lifestyle a reality.

FINANCIAL ADVICE MAKES A DIFFERENCE

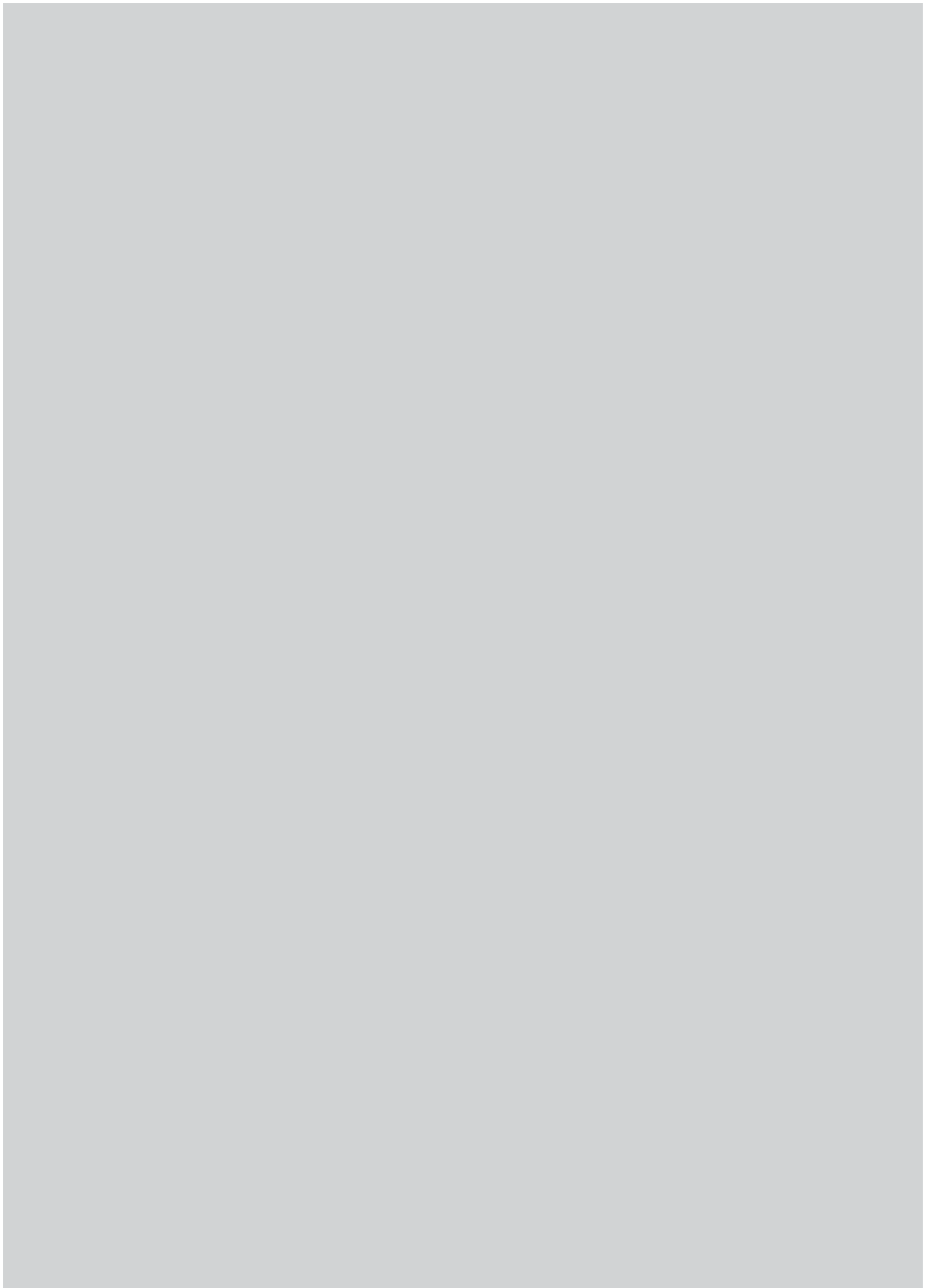
Bridges has been providing professional financial planning services to credit union and building society members since 1985. A Bridges financial planner can help you organise your super and help you put in place the right investment strategy to help you reach your goals.

So, if you're ready to start making plans for your retirement, call Police Bank on 131 728 and make an appointment with a Bridges financial planner. The initial consultation is complimentary and obligation-free.

Bridges Financial Services Pty Limited (Bridges). ABN 60 003 474 977. ASX Participant. AFSL No 240837.

This is general advice only and does not take into account your objectives, financial situation and needs. Before acting on this advice, you should consult a financial planner. In referring members to Bridges, Police Bank ABN 95 087 799, AFSL/Australian Credit Licence No. 240018 does not accept responsibility for any acts, omissions or advice of Bridges and its authorised representatives.





BUYING/SELLING

FIVE THINGS YOU SHOULD KNOW

THE PURCHASE OR SALE OF PROPERTY IS ONE OF THE BIGGEST TRANSACTIONS ANY OF US WILL EVER MAKE AND INVOLVES HUNDREDS OF THOUSANDS OF DOLLARS.

Engaging the appropriate legal team is critical to ensuring that your interests are protected and that the transaction is smooth and stress free.

Buying or selling a property is a complicated, time-consuming and often stressful process. It involves liaising with real estate agents, the other party's solicitor, your lender, and government authorities. If you engage Griffin Legal we take care of all this for you, ensure you are fully informed of your rights and obligations under the Contract, and handle all issues associated with your purchase or sale. We are committed to keeping you informed during the whole transaction process.

BUYERS USUALLY ASK:

1. I'VE MADE AN OFFER ON A PROPERTY, WHAT NEXT?

After an offer is made on a property offered for sale, the agent is required to present the offer to the Seller to obtain the Seller's instructions on whether the offer is acceptable. If the offer is accepted, the Seller's Agent will prepare a sales advice notice and request for the Seller's solicitor to issue the Buyer, or their solicitor, with the Contract for Sale.

The Contract for Sale will list the full legal names of the Buyers and the purchase price that has been agreed between the parties.

The Buyer will then generally meet with their solicitor to review the Contract and finalise the terms of the purchase. Once the terms are finalised, the Seller's solicitor and Buyer's solicitor proceed to exchange Contracts. Upon exchange, the Contracts are legally binding and each party is required to complete the transaction, otherwise significant damages and legal action may ensue.

2. I PURCHASED A PROPERTY AT AUCTION, WHO SHOULD I TELL?

If a property is purchased at auction, the Contract for Sale must be signed then and there at the auction. The Contract is binding on the Seller and Buyer from the time of the auction. At the auction the Buyer must also pay the 10% deposit to the Seller's Agent, unless negotiated otherwise prior to the auction. There is no cooling off period to Contracts exchanged at an auction.

Buyers should ensure they have finance approval in place prior to attending auction and bidding for a property. If you are the successful bidder – you are required to complete the entire transaction and pay the full purchase price within the settlement timeframe specified on the Contract. If your finance is not approved, it is a big risk to bid on a property at auction.

SELLERS USUALLY ASK:

3. WHAT DOES THE PROPERTY NEED TO LOOK LIKE ON SETTLEMENT?

The Seller is required to provide the property to the Buyer in the same state of repair and condition that the property was in on exchange, fair wear and tear excepted. This means that if the Seller put a hole in the wall while moving out of the property, the Seller must repair this before settling and handing the property to the Buyer. The property must also be left in a clean and tidy condition, though a professional clean is not required.

The Buyer is entitled to inspect the property before proceeding to settlement, and will usually check that the property is in the same state that they remember upon exchange.

BUYERS AND SELLERS BOTH USUALLY ASK:

4. WHAT HAPPENS BETWEEN EXCHANGE AND SETTLEMENT?

The contract will usually give 30 days from exchange for both parties to prepare for settlement, however this period is negotiable. This period is used to ensure all mortgages or other encumbrances on the property are discharged so that legal title in the property can be transferred to the Buyer at settlement.

The Buyer during this period, executes their loan agreements with their mortgagee to ensure the finance is available at the time of settlement.

5. WHAT IS SETTLEMENT?

Settlement and completion are used interchangeably to explain the finalisation of the Contract for Sale and legal transfer of the property from Seller to Buyer.

This involves the Seller, or their mortgagee, handing over the Certificate of Title to the Buyer, or their mortgagee, in return for cheques which pay the balance of the purchase price to the Seller. The Seller's mortgagee is usually paid out of the proceeds of the sale.

After settlement, legal title in the property passes to the Buyer and the Buyer becomes responsible for all expenses on the property, including rates, water and land tax as well as entitled to any income, if the property is tenanted.

Sellers must remember to cancel or transfer their electricity, gas, telephone and data lines after settlement so that these accounts no longer attach to the property.

If you would like Griffin Legal to help you with buying or selling a property, please call our office on 02 6162 1613.

griffinlegal.



CANBERRA'S OWN 'COMMONWEALTH' POLICE TURNS 90

THIS YEAR MARKS 100 YEARS SINCE THE FIRST COMMONWEALTH POLICE WAS CREATED BY PRIME MINISTER BILLY HUGHES UNDER THE WAR PRECAUTIONS ACT AS A REACTION TO A JURISDICTIONAL STRUGGLE WITH QUEENSLAND PARLIAMENT. The second

agency to bear the title Commonwealth Police began in Canberra in 1927 under less frantic circumstances and, despite the occasional name change, it has provided 90 years of continuous service to the Canberra community.

The Federal Capital Territory, once finally declared in 1911, continued to be the responsibility of NSW Police, however, once Federal Parliament relocated to Canberra in May 1927, moves quickly began to create the Commonwealth Police (Federal Capital Territory) to serve the needs of federal parliament and the growing Canberra community.

After being sworn in by the Attorney-General at the East Block building on Queen Victoria Terrace, the ten Peace Officers sent from Sydney were ready to take up their duties. *The Canberra*

Times report of the ceremony quotes Attorney-General J. G. Latham "stressed the need for courtesy and discretion, and urged the men not to use the baton too much in the administration of their duty."

It was also reported that they dispersed to take up the following duties:

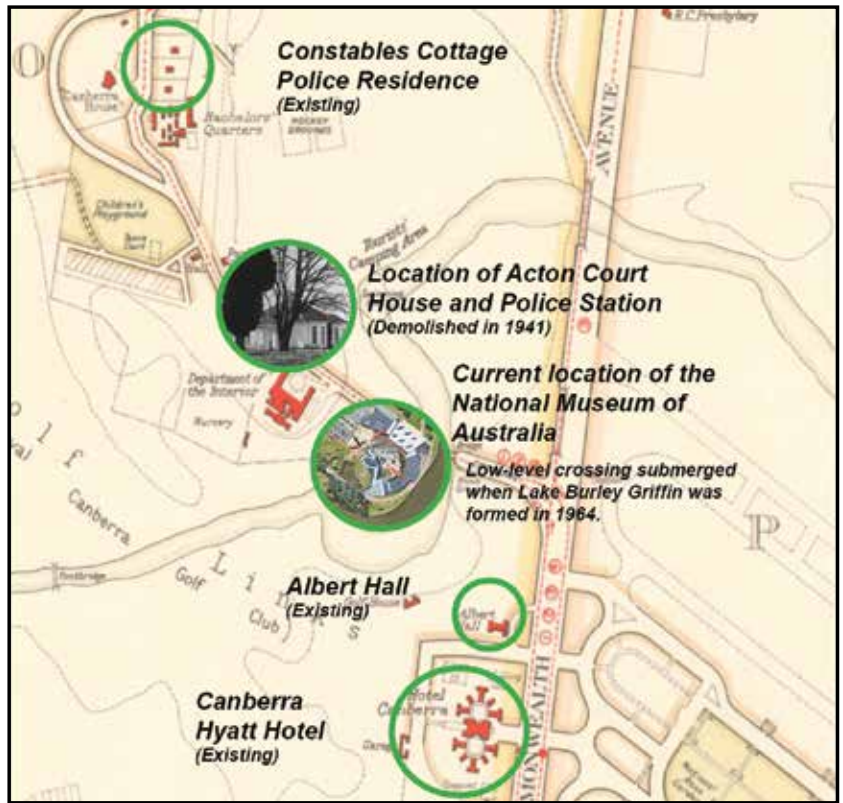
"Two constables were on duty at the railway station when the Governor-General arrived from Melbourne slightly before 10 a.m. Another constable was on duty at Government House when his Excellency arrived. Six members of the force were stationed at Parliament House in the afternoon to undertake ordinary police duties in connection with the Parliamentary session and to direct the parking of cars in the vicinity of Parliament House. It is considered that ordinarily four constables only will be required at the House. Other members of the force were engaged on ordinary police duties throughout the day."

The *Sydney Sun* reported that:

They look spic and span — those new policemen, but their appearance has dispelled a



The original 10 constables of the Federal Capital Territory Police in 1927. From the left: Major General Charles Cox (Senator for NSW), Sir John Butters (Chief Commissioner for the Federal Capital Commission), Sir John Latham (Commonwealth Attorney General), Sergeant P.J. Cook, Constables E.S. Bailey, A.D. Davies, R.L. Hughes, E. Bresnan and Chief Officer of Police, Colonel H.E. Jones. The back row: Constables C.W. Priestley, W.O. Fellowes, W. Tandy, I.C. Perriman, R.S. Brodrigg and NSW Constable J.W. Stuart. Photo - AFP Museum



A 1930s map of the Acton administrative centre in early Canberra showing the location of the Police Station and Court House and Constable's Cottage. Albert Hall at bottom left still remains, however, Lake Burley Griffin now covers the low-level crossing that linked it to Acton, now the location of the National Museum of Australia. Map courtesy of the National Library of Australia

common belief that they might appear in purple and gold uniforms with sparkling epaulettes and a general gendarme air. Their uniforms are only of sombre blue. The Commonwealth coat of arms appears on the helmet crest, but, apart from this, they look—well, just ordinary policemen.

Under the experienced guidance of NSW Police Sergeant Philip Cook, who had policed Canberra from a NSW Police Station at Molonglo (Fyshwick) since 1923, the new force began work from one of the wooden cottages at Acton, among the dozens that had housed a variety of government departments necessary to maintain the establishment of infrastructure needed to create the capital.

Much of the early days of Canberra's policing took place on what is now Acton Peninsula and the home of the National Museum of Australia (NMA), the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) and the heritage precinct of the Australian National University (ANU).

Acton is named for a favoured English location as was common naming practice with early colonial pastoralists. The initial homestead at Acton was built in 1824 and had been renovated and extended several times until acquired by the Commonwealth in 1911. Named 'Canberry' after the Aboriginal name for the nearby creek that flowed into the Molonglo River, this homestead would eventually form a patchwork of local farms with names such as Duntroon, Woden, Tuggeranong and Lanyon; all now the names of major Canberra suburbs.



National Trust (ACT) believes the distinctive 'Pregnant Pine' at Acton is close to 120 years old. It has survived several redevelopments of the Acton landscape. Based on photographs of the same tree over the years, this image is an interpretation of the how the Acton Court House might have sat on today's landscape.



The heritage-listed Constable's Cottage built in 1913 still stands as a reminder of a police presence around the formative Canberra community.

Over the next two decades the Acton House served a number of government uses until finally in 1930 it became the first permanent court house in Canberra. The coincidence being that in its former guise as Canberry it had been the favoured

→ CONTINUED ON PAGE 32



During his career Colonel H. E. Jones was head of every arm of federal law enforcement. His residence still stands within the grounds of the Australian National University at 28 Balmain Crescent, Acton.

← CONTINUED FROM PAGE 31

location of the region's travelling magistrates' court until the opening of Queanbeyan Court House in 1861.

Acton today has a very different landscape to that of the land originally acquired by pastoralist Joshua Moore, however looking north from the NMA's main entrance the well-established oak and pine trees still growing nearby are evidence of almost 200 years of European settlement. One nearby Pencil Pine is estimated by ACT National Trust to have been planted 120 years ago and due to its unusual shape can be identified in 1930s photographs of the Acton Court House and Police Station.

Photos of the various eras of the building show it surrounded by a variety of Pencil Pines. One oddly formed Pine became known to

expectant mothers as The Pregnant Pine after the Obstetrics Ward of the new Royal Canberra Hospital was built on the site in 1941.

Such was the heritage value of the building that many locals joined in protests to save the Court House from demolition. The campaign eventually succumbed to the expected need for a new hospital to cater for casualties of the impending Pacific Campaigns World War 2 casualties. Acton House was demolished in 1941.

A happier story about a police heritage building lies further along Lennox Crossing Road on the corner of Bachelor's Lane in to the grounds of the ANU. Constable's Cottage is a former police residence and remains well cared for by the ANU heritage team.

Constable's Cottage became a police residence from 1928, originally occupied by Constable A. D. Davies followed by Constable R. L. Hughes. The final police officer to move into the cottage was Constable Robert Hilton who became its resident officer in 1937. Eventually reaching the rank of Sergeant, Robert Hilton remained resident in the cottage beyond his retirement until his death in 1964. After his death, Mrs Mary Hilton insisted on retaining tenancy until she needed to move to a nursing home in 1990. The Hilton's extended occupancy of the cottage had inadvertently protected it from redevelopment.

THE EARLY DAYS

For many years the entire range of federal policing agencies were headquartered in Canberra under the leadership of Harold Edward Jones. As a senior officer in the Attorney-General's Department, Jones, a former military intelligence specialist during his career was head of each significant federal policing agency, at times simultaneously. From 1919 until his retirement in 1944 he was head of the Commonwealth Investigation Branch, the Peace Officers, Commonwealth Policing (FCT), the Defence Establishment Guard and Peace Officer Guard. Jones had served as a militiaman in the Australian Corps of Engineers, and in 1910 as a lieutenant joined the Australian Intelligence Corps (Victoria) under (Sir) John Monash. By the time he retired on 1 January 1944 he held the rank of honorary lieutenant-colonel on the retired list.

DEMOLITION OF THE COURT HOUSE

With the 1941 demolition of Acton House, Canberra's police relocated to Acton Hotel on

Edinburgh Avenue. Not being able to maintain its accommodation requirements, the hotel was stripped of its liquor licence and opened to commercial tenancy. This building now operates as Peppers Gallery Hotel, but was the site of Canberra's police station until 1946 when space became available at the Jolimont building on Canberra's main street, Northbourne Avenue. This rambling two storey weatherboard office complex was transported from Melbourne's Jolimont rail yards in 1928. The name Jolimont Centre still refers to the set of buildings on Northbourne Avenue and the Novotel built at that location has named its conference rooms after significant Canberra police personalities as a reminder of the past.

OTHER EARLY POLICE STATIONS

The Jolimont Building remained Canberra's only active police station until 1966 when the purpose-built City Police Station on London Circuit was completed. As Canberra expanded other police stations were built at Woden, Belconnen, Erindale and Tuggeranong and most lately Gungahlin. In recent years modernised facilities have replaced the original Woden and Belconnen Police stations. ACT Policing build an administrative centre in 1994 and named in honour of Assistant Commissioner Winchester, who was killed in the line of duty in January 1989.

Within the centenary year of federal policing in Australia, Canberra's local police force will reach its 90th anniversary of continuous service on 28 September 2017. While it has undergone a few subtle name changes the level of police service to the Canberra community has not wavered. While purpose-built police stations have been constructed to provide a modern policing service to the ACT, many other buildings that have been part of Canberra's policing heritage have disappeared. Since the creation of its own police force in 1927, Canberra has been transformed from a rural village to vibrant capital city, expanding not only in its outer suburban area, but continually redeveloping its inner city infrastructure. Many of Canberra's buildings that served policing in Canberra, some of which still survive and form part of the heritage of Australian policing.

Among those buildings in Canberra are the former hostel, Gorman House on Ainslie Avenue which was the ACT Police College in the 1970s and of course the former public service hostel Lawley House, built in the mid-1940s



For 20 years the Jolimont building stood on the corner of Northbourne Avenue and Alinga Street, Civic, serving as the headquarters for the ACT Police from 1946.



Gorman House on Ainslie Avenue in Canberra began life as a public service hostel. For a time in the late 1970s it became the ACT Police College until 1979 until all federal police training was relocated to the AFP College at Barton.

became the Commonwealth Police College in 1978 and transformed into the Australian Federal Police College in 1979. From 1987 until 2009 AFP National Headquarters was located at 68 Northbourne Avenue until the relocation to headquarters to the Edmund Barton Building on Kings Avenue, Barton.

As an end note, there remains one police building still standing in the ACT after more than a century that has never been used by Canberra's police. The former NSW Police Station at Ginninderra was established in 1882 in recognition of a growing population in the area but closed in 1927 as NSW Police withdrew its services as the FCT Police had jurisdiction over the entire Territory. The building is heritage listed and within view from the Barton Highway opposite the Gold Greek Centre, but not open to the public.



Left to right Senior Constable Kelly Merlo, baby Alex and Sergeant Alex Griffiths

GOVERNMENT DITCHES PLANS TO CHANGE PPL THANKS TO PFA LOBBYING

A FAIR AND EQUITABLE PAID PARENTAL LEAVE (PPL) SCHEME IS ESSENTIAL IF EMPLOYERS ARE SERIOUS ABOUT SUPPORTING PARENTS AND ENCOURAGING GREATER FEMALE WORKFORCE PARTICIPATION WITHIN POLICING.

→ By **FIONA WADE**
Senior Adviser PFA

THIS IS WHY THE POLICE FEDERATION OF AUSTRALIA (PFA) HAS BEEN A STRONG SUPPORTER OF THE PAID PARENTAL LEAVE ACT 2010.

And now – after some political argy bargy - it appears that the government has abandoned plans for change to the PPL scheme.

Speaking to the ABC, Social Services Minister Christian Porter said that the policy change was off the table, and that it was disappointing that the Senate refused to pass the “fair and reasonable” changes.

“For the present, it doesn’t seem like anyone is willing to countenance any form of savings in that system at all, so that leaves us with not a whole lot of room to manoeuvre,” he said.

The PFA has advocated hard for the Bill to remain as it is.

The original passing of the Bill in 2010, established a government-funded PPL scheme providing 18 weeks' leave paid at the minimum wage (\$11,826) to new parents earning less than \$150,000. This comes on top of any leave provided by their employers.

But, as is often the case, PPL became a political hot potato, especially after the then opposition leader Tony Abbott made one of his "captain picks" and proposed his own "Rolls Royce" scheme that would have given mothers six months' leave at their current wage. Abbott billed the PPL as his defining moment in politics while critics slammed the proposed changes as simply being a cost to the country that it could not afford.

But as ever is the case with politics, there was a sharp about face when then Treasurer Joe Hockey accused mothers of "double dipping" and it was he who first put forward amendments aimed at stopping mothers claiming the government money on top of any arrangement made by their employer.

While these changes were unable to get through the Parliament, they were still part of the Coalitions election platform under Prime Minister Turnbull.

A ministerial reshuffle in late 2015 landed Mr Porter in the social services portfolio, and while he quickly ditched the phrase "double-dipping" he embarked upon another attempt at winding back the PPL scheme.

His PPL plan was to prevent new parents accessing the full taxpayer entitlement if their employer also offered PPL, by offering to top up a person's leave to a maximum of 18 weeks. That was later extended to 20 weeks under a compromise deal with the Senate crossbench; particularly the Nick Xenophon party. However, it still meant that it was an either-or scheme – with families unable to access both the government and the employer schemes.

The amendments to the PPL were all neatly sewn up in a mega "omnibus" welfare Bill that included increases to childcare and cuts to family tax benefits; as the government attempted to force nearly \$4 billion in savings through the Parliament before the 2017 May budget.

It was recognised by the PFA Executive and its Women's Advisory Committee (WAC) that any reduction to the PPL Scheme would be detrimental to police officers and their families; therefore, advocating for a fair PPL scheme became one of the PFA's priorities.

The PFA's principle argument rested on how crucial it was to our members to have access to the 18 weeks parental leave pay as determined by the Act, on top of the respective entitlements under the various state, territory and federal police enterprise bargaining agreements or award entitlements.

The PFA's presence at numerous committee hearings on PPL is testament to our veracity in making sure that our members were heard.

In August 2015, the PFA made a submission to the Senate Inquiry for the *Fairer Paid*

THE PFA'S PRESENCE AT NUMEROUS COMMITTEE HEARINGS ON PPL IS TESTAMENT TO OUR VERACITY IN MAKING SURE THAT OUR MEMBERS WERE HEARD.

Parental Leave Amendment Bill 2015 and again in December 2016 to the Senate Inquiry for the *Fairer Paid Parental Leave Bill 2016*, urging the Committee not support the measures in the proposed Bill.

As a result of this last submission the PFA accepted an invitation to provide further evidence to the Legislation Committee at a public hearing on 1 February 2017 held in Melbourne. The PFA was represented at the hearing by CEO Mark Burgess and Victoria Police Association representatives, Sergeant Alex Griffith and Senior Constable Kelly Merlo and Assistant Manager Industrial Relations, Emma Rili. Alex and Kelly, both operational police officers and mothers of young children, provided strong and compelling firsthand accounts of how the PPL changes would negatively impact on theirs and their police colleagues' lives.

In parallel with committee appearances and submissions, PFA staff also had meetings with members of the cross bench to prosecute the concerns of our members; and thanks must also go to PFA project officer Kath Potts who worked to put the PFA's arguments to government.

And so finally, unable to find any compromise, the government has scrapped any proposed changes to the Bill.

For the PFA, who have monitored, argued and prosecuted for no change for many years, this is a welcomed result for our members.

QUEENSLAND HOSTS THE POLICE FEDERATION OF AUSTRALIA'S WOMEN'S ADVISORY COMMITTEE MEETING

ON THE EVENING OF THURSDAY 23 MARCH, THE LADIES (AND A FEW SUPPORTING MEN!) WATCHED AS STORM CLOUDS ROLLED IN; THERE WERE JOKES ABOUT CYCLONES AS SOME REPS RECALLED THE EARTHQUAKE THAT COINCIDED WITH THE LAST PFA WAC MEETING IN AUCKLAND IN NOVEMBER LAST YEAR.

THE LADIES RE-INTRODUCED THEMSELVES AND CAUGHT UP ON DEVELOPMENTS IN ONE ANOTHER'S JURISDICTIONS.

The Queensland representatives introduced their Regions and pinpointed the particular issues facing their colleagues. The ladies shared a meal and a delicious, welcoming 'Queensland Cake' with Bundy rum caramel sauce baked by QPU Workplace Health & Safety Officer Rosemary Featherstone. Queensland's Women & Diversity Committee rep Sergeant Kerrie Haines then led the ladies on a tour of her Metro North Region.

In March representatives of police unions and associations of each Australian state and territory, the Australian Federal Police, and the Police Federation of Australia met in Brisbane for PFA WAC, the Federation's women's advisory committee.

The meeting was opened by Grace Grace MP, the Queensland Minister for Industrial Relations, Employment, Racing, and Multicultural Affairs. Grace Grace MP is an inspiring woman who talked of the benefits of being a part of a Government with two female leaders, and the first cabinet in Australia with a majority of female representatives. She spoke of her experience as the first female General Secretary of the Queensland Council of Unions, and her amazement that there are still so many 'firsts' for women. Grace Grace MP was proud of her Government's efforts to have 50/50 representation on government boards, and encouraged meeting attendees to get involved.

Grace Grace MP offered three pieces of advice to the WAC delegates:

1. TAKE YOUR OPPORTUNITIES

She noted that many women are reluctant to take on an opportunity unless they are '150,000 percent sure' they will succeed. She believes men do not suffer from this self-doubt, and benefit from it. She admitted to some uncertainty throughout her own career, yet encouraged women to 'go for it'; she maintains that even if women are not successful in their endeavours, they will have learnt something.

2. ATTACK THE 80/20 RULE

She noted the rough ratio of 80:20 regarding many stereotypical roles for men and women. For example, women do roughly 80 percent of household chores, and make up

roughly 20 percent of executive positions. She provided the extreme example of nurses being 95 percent female in a profession presided over by a board that is only comprised of 50 percent female executives. She encouraged delegates to always question and fight against this ratio.

3. LEARN POLITICS

She did not refer to the politics of political parties, but rather the politics of numbers. She reminded delegates that if they face an interview board of five people, they must convince three people that they are the best person for the job. She believes women must learn to recognise when the timing is right, and when they have the numbers on their side to strive for a goal.

Grace Grace MP was inspiring, encouraging, and relatable with her responses and examples from her own experience. She noted that even as a Minister, she still regularly deals with discrimination; she admitted that just a few days beforehand she had experienced an older gentleman in a meeting tending to talk to the two men sitting on either side of her, rather than directly to her. One delegate asked how to respond to allegations of 'jobs for the girls' when women are promoted. Grace Grace MP encouraged delegates to simply ignore such allegations, and 'prove them wrong'.

Grace Grace MP was followed by the equally inspiring Commissioner Katarina Carroll of the Queensland Fire and Emergency Services (QFES), who ensured time to attend the meeting despite Cyclone Debbie gathering force in the north. Commissioner Carroll is well known to Queensland police officers because she was a Queensland police officer herself, rising to the rank of Assistant Commissioner, until she left for the firies in 2015.

Commissioner Carroll outlined the highlights of her career with the Police Service, which also involved a number of 'firsts'. She outlined her drive, determination, and the sacrifices she and her family made to ensure she was able to seize opportunities and successfully progress through the organisation. She talked about moving around the state to benefit her career, about reluctantly accepting the opportunity to be the Program Executive of the G20 Group ('I felt sick when I said yes'), and about curtailing a planned month-long holiday following the hugely successful G20 Summit in order to take up a position reviewing the culture of the QFES.



PFA WAC members, including AFPA President Angela Smith - second row, 6th from the left.

Commissioner Carroll compared the QPS and the QFES, noting the importance of critical mass in the change of perception of female officers. A critical mass of numbers is reached at around 20-30 percent, which the QPS has achieved, but which the QFES certainly hasn't. Commissioner Carroll also touched on the great barrier of work/life balance for women, and noted the obstacles to advancement that women face in reducing their work hours to have children just as their careers are about to take off.

In response to questions from delegates, Commissioner Carroll, too, was encouraging, accessible, and pragmatic. She echoed Grace Grace MP's sentiments to ignore allegations of tokenism and to get on with the job. She remembered an occasion when she was promoted, and male officers were promoted alongside her. The male officers complained to the interview panel of tokenism and were told there were Commissioner Carroll's merits, then daylight (ie. a huge gap), and then the merits of her male colleagues. So that was the end of that.

After the motivating words from both guests, the WAC meeting began with an overview of the PFA's activities. Two parliamentary submissions were discussed—in relation to the Fairer Paid Parental Leave Bill and Gender Segregation in the Workplace and its Impact on Women's Economic Equality.

They also discussed the draft report on Flexible Working Arrangements for Police in Australia and New Zealand, which has been prepared following a wide-reaching survey of all jurisdictions that was completed by 11,500 officers, or 16 percent of the combined forces. There are some interesting numbers coming out of the survey: for example, 1,050 men reported currently using flexible work arrangements, yet 4,750 hoped to be using flexible work arrangements in the next five years. The Committee looks

forward to the finalisation of this report. The standing agenda item of childcare was also discussed, and it was noted that the focus of the issue needs to change. It ought not to be thought that women need childcare, but rather that organisations need childcare.

The representatives from each state and territory provided updates regarding women's participation rates in the nation's Unions and Associations, and initiatives that have been undertaken to encourage greater participation.

The delegates resolved to review the PFA WAC's Mission Statement and to consider redefining some of their key objectives. It was discussed that although some Unions and Associations have female representation at the Executive level, others do not. The delegates believe the lack of such representation leaves those organisations with challenges in presenting and championing the views of a significant section of their

work force. Still, the delegates recognised that some inroads have been made, and resolved to continue to work to support the women who have dedicated their lives to protecting and serving communities around Australia and New Zealand.

The final item on the agenda for the meeting was a debate devised to generate discussion. The debate questioned the wisdom of setting 50/50 recruitment targets for police officers, with Senior Constable Lauren Turgeon presenting points for 50/50 recruitment, and Sergeant Beth Hooper presenting points against. A lively discussion ensued and a vote was eventually cast, with 50/50 recruitment narrowly enjoying majority support of the delegates in attendance.

The meeting closed on this robust note.

The next PFA WAC meeting will be held in Canberra on 6 September, where this group of dedicated officers will again meet to discuss the support, achievements, and empowerment of female police officers.

... THE DELEGATES RECOGNISED THAT SOME INROADS HAVE BEEN MADE, AND RESOLVED TO CONTINUE TO WORK TO SUPPORT THE WOMEN WHO HAVE DEDICATED THEIR LIVES TO PROTECTING AND SERVING COMMUNITIES AROUND AUSTRALIA AND NEW ZEALAND.

BOOKS

Family Violence

Busting the myths

Carmel O'Brien

RRP\$24.95

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eBooks available from Amazon and Apple

LIKE SO MANY POLICE, COUNSELLING PSYCHOLOGIST CARMEL O'BRIEN HAS BEEN ON THE FRONTLINE OF FAMILY VIOLENCE. She has worked with victims and perpetrators for nearly 25 years. As the former director of clinical services at Doncare she developed a number of programs to assist them.

An expert in the field, Carmel found herself responding again and again to the same myths about family violence. Claims that men and women are equal perpetrators and victims of violence. Or that women often exaggerate claims of family violence. And that perpetrators must be mentally ill or had experienced family violence as a child. None of those myths can withstand scrutiny.

This is a ground-breaking book that informs and enlightens on the subject of family violence.

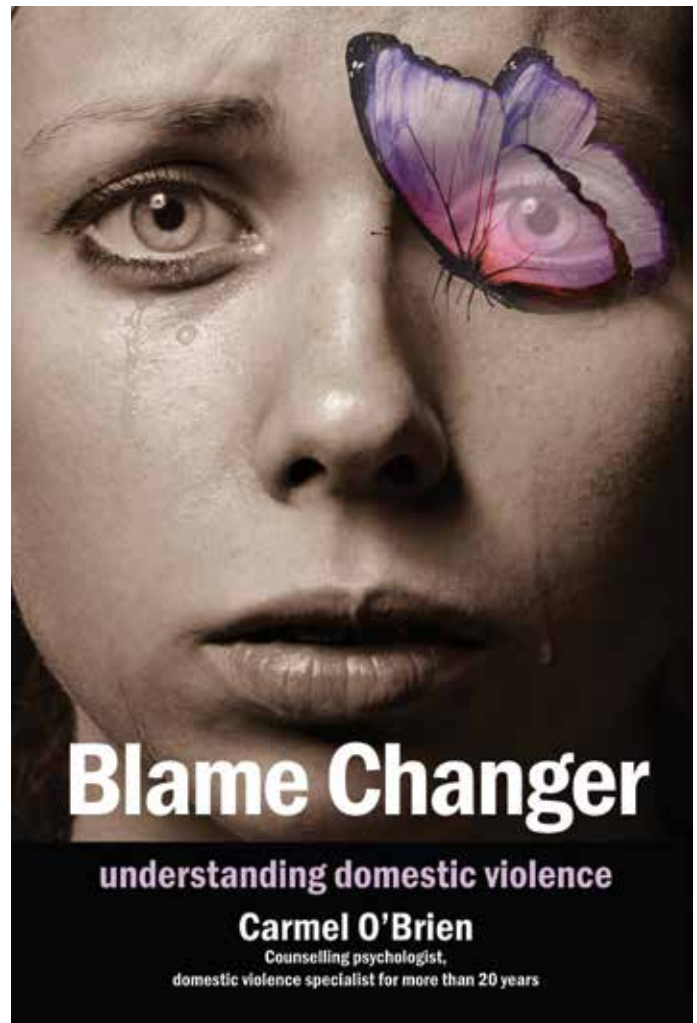
Blame Changer is receiving rare praise and endorsement from those who work in the family violence sector. Robert Andrew, the clinical manager for domestic violence services for Relationships Australia in Western Australia, said: 'I will have no hesitation in recommending your book to women who come to our service who have had exactly the experiences you mention in your book. This is the first book I have ever felt comfortable to recommend.'

Robert has worked in the field for 20 years.

Blame Changer is ideal for police because it provides a general explanation about the context of family violence, the thinking of offenders and the experience of victims. It also has chapters on the Family Court, and efforts to stop family violence.

Police know better than any profession the extent of family violence in Australia. In Victoria there are more than 70,000 incidents a year. Across Australia police deal with more than 650 family violence incidents every day — that's about 240,000 a year, or about one every two minutes.

Blame Changer is a book that will alter your thinking about family violence.



We have six copies of *Blame Changer understanding domestic violence* to give away.

To enter, email afpa@afpa.org.au with your name, work address, contact number and the title of the book.

Winners will be drawn on 22 September 2017.

Crims in Grass Castles

The true story of Robert Trimbole, Mr Asia and the disappearance of Donald Mackay.

Keith Moor

RRP \$24.99

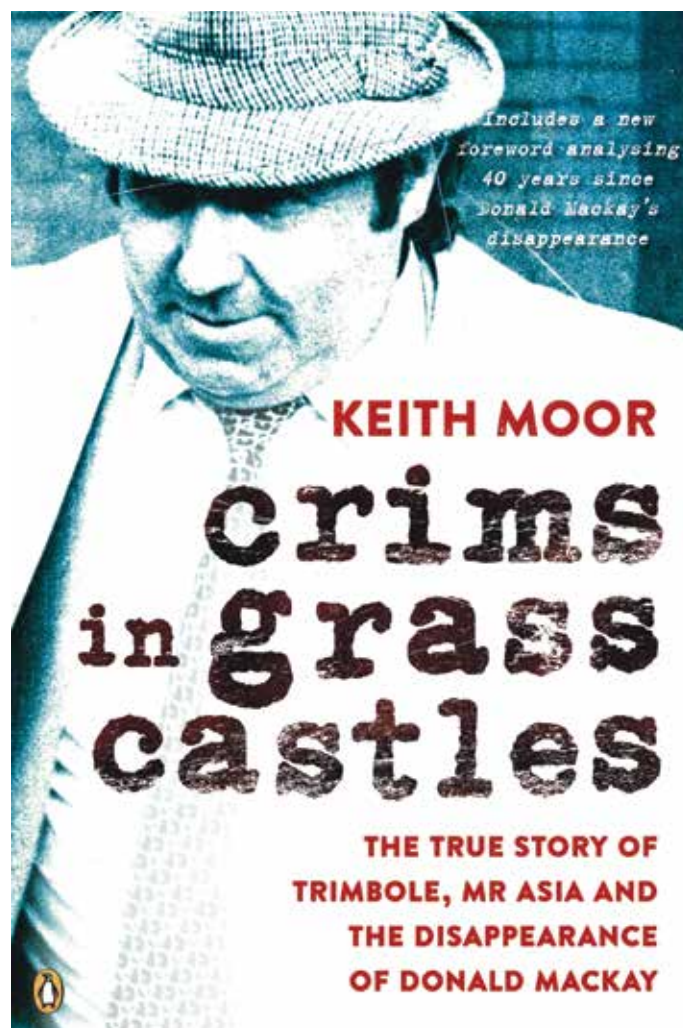
IT IS 40 YEARS SINCE ANTI-DRUGS CAMPAIGNER DONALD MACKAY WAS MURDERED. In an updated edition of *Crims in Grass Castles*, released to mark the anniversary of this appalling part of Australia's history, Melbourne Journalist Keith Moor tells the story of how Australia's most wanted man in the '80s - mafia drug boss Robert Trimbole - had activist Donald Mackay murdered, trafficked heroin with Terry Clark and the notorious Mr Asia syndicate, and escaped justice thanks to official corruption or ineptitude.

Robert Trimbole: race-fixer, drug boss, Mafia powerbroker, murder contractor, arms dealer. In the 1970s Trimbole and the Calabrian Mafia ruled Australia's marijuana trade from their castles in Griffith, NSW - dream homes built with drug money. The business expanded to heroin when Trimbole joined Terry Clark and the notorious Mr Asia syndicate, and then to murder when anti-drugs campaigner Donald Mackay blew the whistle.

Walkley Award-winning journalist Keith Moor learned the truth about Mackay's disappearance from those involved, recording candid interviews in the late 1980s with the hit man, his contact and the infamous supergrass Gianfranco Tizzoni, as well as a top cop. His classic account now includes excerpts from the unpublished memoir of Mackay's widow and a dossier on the involvement of controversial federal minister Al Grassby.

Moor asks why 'Aussie Bob' Trimbole was allowed to flee the country and was never brought back to face his crimes. He also questions how Trimbole's Griffith Mafia bosses - Australia's true Godfathers - are today able to maintain their links with the global drug trade as they continue to enjoy the view from their grass castles.

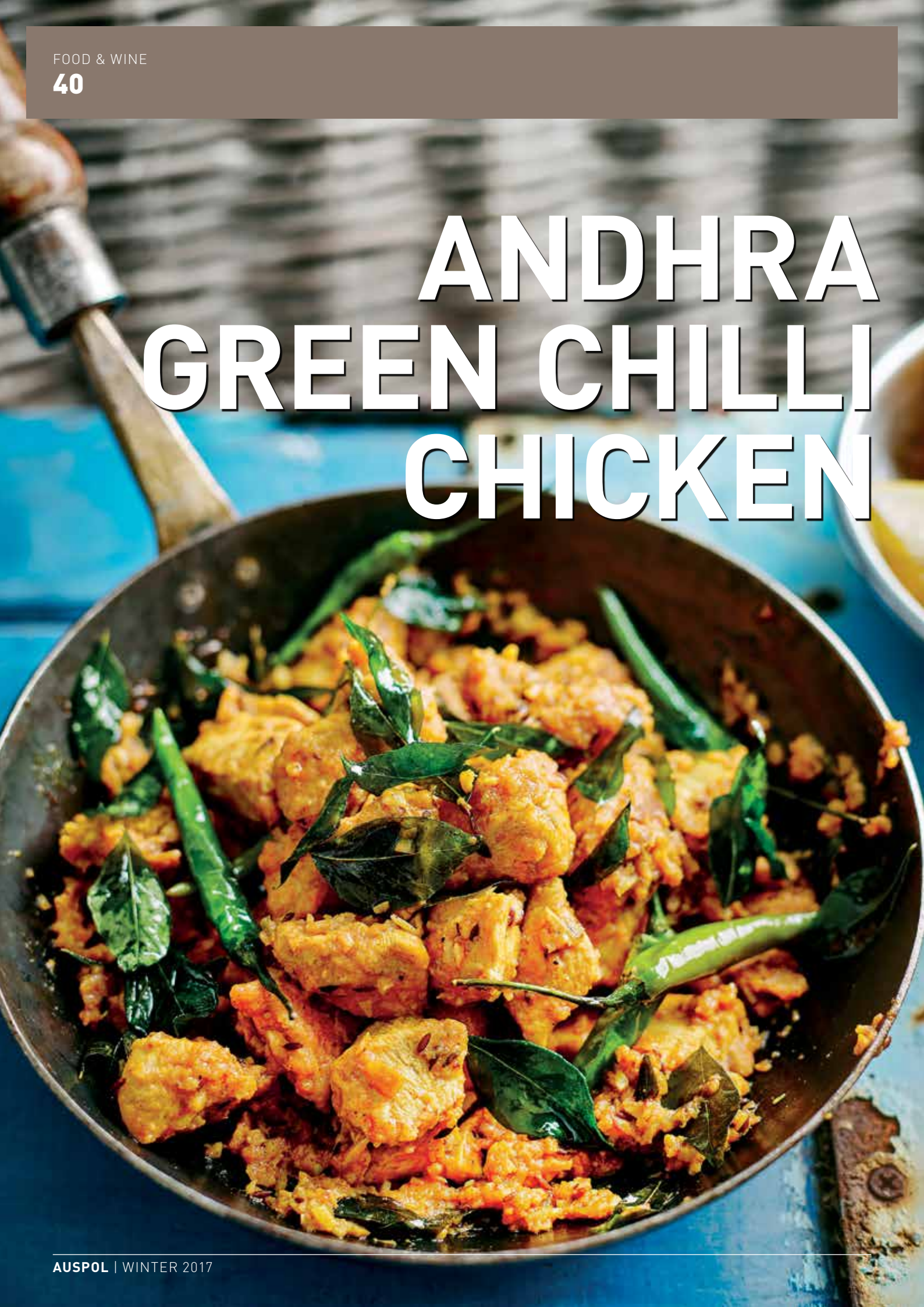
Keith Moor is Editor of the Melbourne *Herald Sun's* Insight investigative unit. Formerly the Melbourne *Herald's* Chief Police Reporter and Canberra political correspondent, Keith won the Walkley Award for news reporting in 1986 for his coverage of the kidnap of two Victorian aid workers in



Pakistan. He became the *Herald Sun's* first Chief of Staff when the newspaper was formed in 1990, then its News Editor and Managing Editor (News) in 1995. Keith's journalistic awards include the Melbourne Press Club Quill Award for best print feature in 2000, News Limited Newsbreaker of the Year award in 2004, News Limited Specialist Writer of the Year Award in 2007 and the 2007 Quill Award for the best deadline report in any medium for his coverage of the arrest of Tony Mokbel.

Crims in Grass Castles is published by Penguin and available now.

ANDHRA GREEN CHILLI CHICKEN

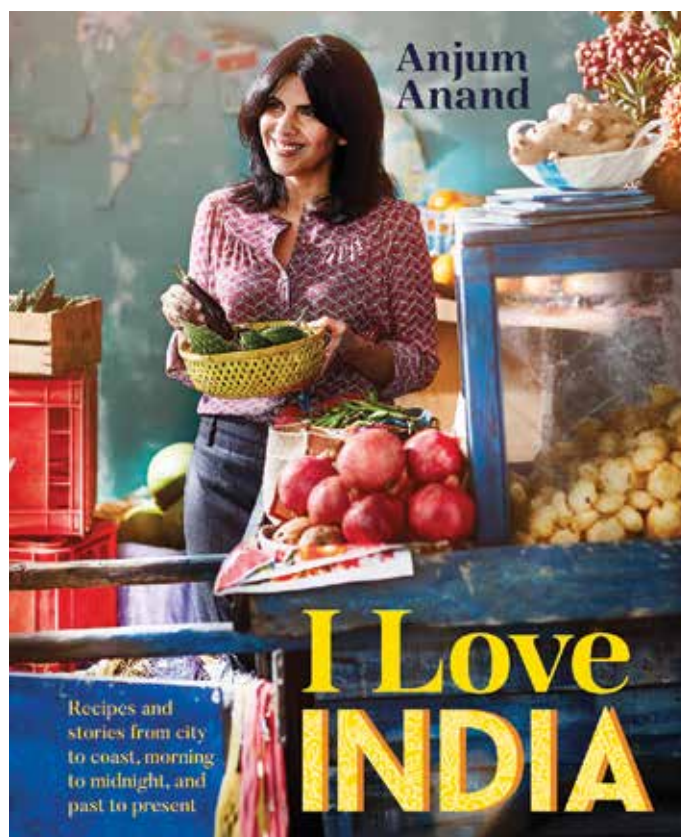


I LOVE INDIA BY ANJUM ANAND

ANDHRA GREEN CHILLI CHICKEN 65 (PG 142)

The seemingly abrupt transition from autumn to winter in Australia, brings with it many changes. It's time to well and truly ditch the salads and keep your body warmed from the inside out with a winter curry. Whip up this punchy Green Chilli Chicken to keep you hot and spicy on a cold night, helping to keep away those nasty flus and winter blues.

This has a fair amount of heat, but the flavour is so good and the chicken so soft that you can't stop eating! My mother's friend used to make something similar with chicken on the bone and I just couldn't stop eating even as it made me sniff and tear up; it was that good. No one knows why it is called chicken 65, as the origins of the recipe are really blurry, but it is a well-known and much loved dish in Andhra. There are a couple of versions – one with a sweet chilli sauce added to it and others with a vibrant red food colour. I leave both out, but sometimes add some Kashmiri chilli powder to the marinade, which has a lovely colour but only mild heat.



This is an edited extract from *I Love India* by Anjum Anand (published by Hardie Grant Books) RRP \$39.99 and is available in stores nationally. Photographer: ©Martin Poole

SERVES: 3 portions **PREPERATION:** 10 minutes (allow extra time for marinade) **COOKING:** 15 minutes

INGREDIENTS

FOR THE MARINADE

- 4 large garlic cloves, finely grated
- 10 g (2 tsp) finely grated root ginger (peeled weight)
- 1 tsp ground cumin
- 1/4 tsp ground turmeric
- 1 1/2 tsp ground coriander
- 4 tsp lemon juice
- 40g (3 tbsp) plain yogurt
- 2/3 tsp salt
- 1/3 tsp Kashmiri chilli (chili) powder (optional, see introduction above)

FOR THE CHICKEN

- 2 chicken breasts, cut into 2cm (3/4in) pieces
- 1 egg
- 2 tbsp cornflour (cornstarch)
- Vegetable oil, as needed
- 25 fresh curry leaves
- 20g (1 1/2 tsp) finely chopped root ginger (peeled weight)
- Black pepper
- 3 large garlic cloves, finely chopped
- 3–6 Indian green finger chillies, to taste, 1 finely chopped, 2–5 just pierced with a knife
- Good grinding of freshly ground
- Lemon wedges, to serve

METHOD

- Mix all the ingredients for the marinade together in a large bowl. Taste, adjust the salt and add the chicken. Marinate for at least 30 minutes, but longer in the fridge would be better (return to room temperature before cooking).
- Beat the egg and cornflour into the chicken and marinade.
- In a deep, wide pan over a high heat, heat about 5cm (2in) vegetable oil. Once it is hot enough to fry with, add one-third of the chicken; it should sizzle as soon as it hits the hot oil. Cook over a high heat for 3 minutes, turning once, or until the chicken is deeply golden on both sides. Remove with a slotted spoon and place on kitchen paper to blot off the excess oil. Repeat to cook all the chicken.
- Pour the oil through a sieve into a small bowl. Return 2 1/2 tbsp back to the pan and heat through. Add the curry leaves and cook for 20 seconds or until they are crisp. Add the ginger, garlic, green chillies and a good pinch of salt and stir-fry for 1 minute, then add the chicken and black pepper and stir-fry over a high heat for another 30 seconds to bring the whole thing together.
- Taste, adjust the seasoning and serve immediately with lemon wedges.

TEAM WITH THE CUISINE

Sommeliers the world over can agree that when enjoying Indian cuisine and wanting to pair the ideal drop, it is best to steer clear of the heavy tannins and oak found in red wine, with the acidity of many becoming bitter when confronted with the searing effect of chilli. It is recommended instead, to opt for Rieslings and Gewurztraminers, offering a touch of residual sugar to foil the spiciness.

WINE REVIEW

WYNNS COONAWARRA ESTATE RIESLING 2016

For a region famed for its red wines, it's interesting that Coonawarra is also home to Wynns Coonawarra Estate Riesling, a wine that's been a favourite of Aussie Riesling buffs for its consistency of flavour, quality and expression of variety since 1962 – some fifty-five years.

And its latest release from 2016 is again up there with everything that's made this wine such a favourite, with classic lemon and lime Riesling flavours and a refreshing but soft acidity.

Plus with few boundaries when it comes to pairing with food, this is a drop to match with virtually anything from seafood to duck, pork to chicken or Thai to tacos. Or simply on its own over a good conversation, or watching a favourite movie on TV.

Pay \$25 and enjoy now, or give it a few years in a cool, dark spot to age gracefully.

By David Ellis from www.vitnews.com



OTHER RECOMMENDATIONS

2016 GOATY HILL RIESLING – TAS

Immediate floral notes compliment a lime pith and grapefruit in this wine, while hints of lemon and lime provide depth of flavour. A natural acidic backbone, ensures length of flavour with cleanliness in the finish with outstanding cellaring potential.

www.goatyhill.com



2015 JACK RABBIT RIESLING – VIC

The Jack Rabbit Riesling is deliciously engaging with vibrant citrus notes of lime, lemon, grapefruit and spice abound with the authoritative acidity leaving a cleansing and refreshing finish.

www.jackrabbitvineyard.com.au



2016 JOSEF CHROMY GEWURZTRAMINER – TAS

The Josef Chromy Gewurztraminer has lifted aromatics of fresh guava, green ginger and underlying hints of jasmine, grapefruit and rose petal, whilst notes of chai tea add to the sensory profile, making this an ideal drop to accompany a hot and spicy meal or bold flavours.

www.josefchromy.com.au



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Billing Address:	
Postal Address:	
Send via: <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 Shield Plaque	\$70.00	0	\$ 0.00
Australia Plaque	\$70.00	0	\$ 0.00
Glass Plaque	\$65.00	0	\$ 0.00
Pewter Plaque	\$60.00	0	\$ 0.00
Coaster Set	\$37.00	0	\$ 0.00
Cuff Links	\$25.00	0	\$ 0.00
Gloss Mug	\$20.00	0	\$ 0.00
Pen	\$20.00	0	\$ 0.00
Key Ring	\$12.00	0	\$ 0.00
Stubby Holder	\$9.00	0	\$ 0.00
Tie Tac (Coloured)	\$7.00	0	\$ 0.00
Tie Tac (Silver)	\$7.00	0	\$ 0.00
Tie Tac (Gold)	\$7.00	0	\$ 0.00
AFPA Eco Cup	\$15.00	0	\$ 0.00
	Subtotal (\$):		\$ 0.00
	Express Post (\$15.00):		\$0.00
	Total (\$):		\$ 0.00

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