



BLUESTAR



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Magazine Cover

AFPA National Executive and General Manager. L to R: Scott Henderson, Alex Caruana, Adrian Smith, Graeme Cooper, Angela Smith, Vince Pannell, Vince Kelly, James Cheshire, Steven Harris. Kylie Young absent.

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Vice President



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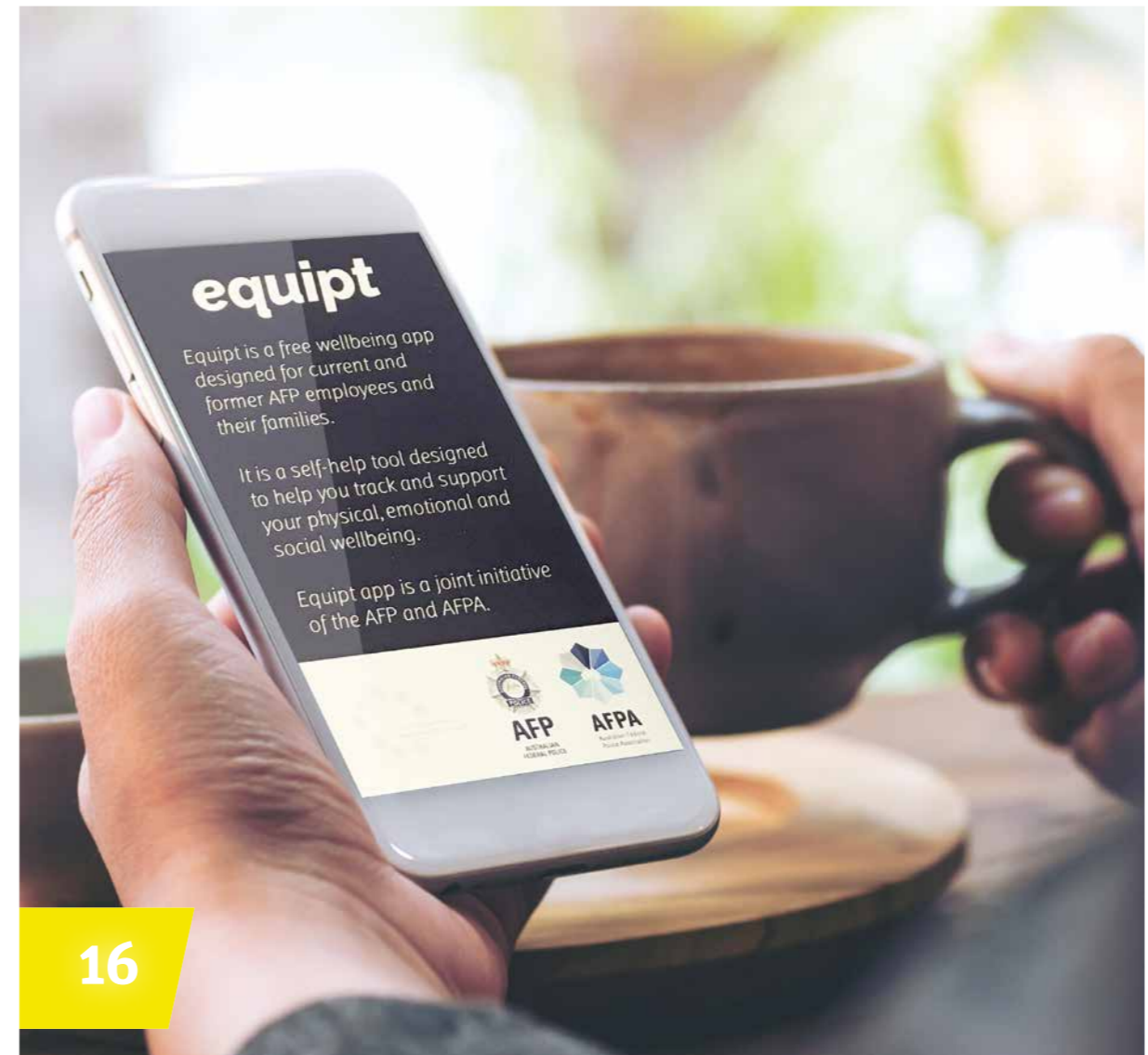
Shoes to PNG
An AFPA member making a difference for kids in PNG



National Police Remembrance Day
Paying tribute to the men and women who have given their lives protecting their communities



Australian Federal Police Association is proudly sponsored by Police Bank and Police Health



Equipt
An easy to use app to help you track your physical, emotional and social wellbeing.

PRESIDENT'S REPORT

Angela Smith, President



President
Angela Smith

2017 has been a time of change and reinvigoration for the Australian Federal Police Association. The last few months have been no different.

Firstly, if you haven't yet noticed, your Association's magazine has a brand-new look and name. You may have been aware of a competition we ran during September where we asked members to suggest new names for the journal. We would like to thank everyone who entered. The response was overwhelming, and picking a winner was incredibly tough!

Congratulations to ACT Policing member, Tess McCarron, for her winning entry, "BlueStar":

"When I study the existing AFPA emblem, I see a representation of 'peace and calm' with differing shades of blue, bringing serenity. Blue can be a difficult colour to find in our natural environment, however it does occur naturally in flowers. The Amsonia Bluestar is a heat and drought resistant perennial flower, lasting and existing for a long time, enduring and continually recurring."

Mental health and member wellbeing has been at the forefront of our efforts all year. Alongside the AFP, your Association has been working tirelessly to bring you programs and initiatives to assist in fostering and maintaining good mental health. The AFP and AFPA are wholly united in our work to minimise the psychological issues our line of work can trigger.

On August 28, Commissioner Colvin and I launched the Welfare Officer Network. The launch of this network was, in no small part, due to the feedback relayed through the AFPA about the dire need to re-establish the network. The AFP heard your message and responded by recruiting, training and deploying Welfare Officers across the nation. I have met many of the new officers and they

are a truly inspiring group of people. I was impressed by their affability, commitment, passion and desire to help others. We encourage you to utilise this service and ask for help whenever you need. Of course, if you are more comfortable speaking to your Association, we are just on the other end of a phone call.

Your Association has also been working extensively with the AFP for the launch and roll-out of the Equipt app. This free mobile app was originally designed by The Police Association of Victoria in association with Victoria Police and mental health experts. With our assistance, the AFP customised the app to suit the AFP and its diverse workforce composition.

Equipt allows you to input your sleep patterns, your current mood, your exercise routines and your social habits. Based off this information, it will provide you with tips and advice on how to keep your mental health on track.

If you're feeling the shadow of the black dog is becoming too much, you can call for back up directly from the app. The contact details for the AFPA, the AFP support services and external community support services (such as Lifeline and Beyond Blue) can all be contacted via the tap of a button. You can even call your most trusted family members or friends from the app, if you allow it to access your contact list. It was designed by police for police, so any information you input will be secure. I strongly encourage you to download the app and give it a try. Even if you never use it again, if it helps with one low mood, prevents an argument with a loved one, reminds you to catch up with an old mate, or helps to find that elusive extra hour of sleep for just one night, the app has been a success. You've got nothing to lose by trying it.

You may have recently received an email from the AFPA advertising a presentation on "Emotional Survival in Law Enforcement". I was lucky enough to attend one such presentation in Sydney. This seminar was facilitated by Dr Kevin Gilmartin, an American behavioural scientist and ex-police officer. Not only has he studied these issues extensively academically, he has also lived the experience. His opening line was: "If you can predict it, you can prevent it." He discussed how our perceptions of the world change once we step over that thin blue line and put on the uniform or work in areas that support operational roles.

Many of us work in dangerous and high-risk environments. It's unpredictable. We see the worst in people, day in, day out. This can lead to an erosion of trust. For some, we lose faith in humanity.

Dr Gilmartin appreciates these thoughts and feelings and has a plethora of strategies to assist law-enforcement personnel to understand and overcome these hurdles. Like the Equipt app, Dr Gilmartin emphasised the importance of sleep, exercise, awareness of thoughts and an active social life. He stressed that sleep and exercise are the physiological pillars of good mental health. Something as simple as twenty-two minutes of exercise a day and a good night's sleep goes a long way to providing us with the mental stability to confront and conquer life's bigger problems.

Together with the AFP, we have distributed hundreds of copies of Dr Gilmartin's book "Emotional Survival in Law Enforcement". These are available at most AFP offices and airports across the country. I encourage you to pick up a copy. Working for a law enforcement agency, we all know this is not an easy profession. We face long hours, irregular work patterns, unpredictable situations, violent criminals, broken families and people at their lowest points. In return, we often feel taken for granted by a thankless public, misunderstood by a sensationalist media environment, or exploited and used as political footballs by the government of the day. Despite that, we persevere in the fight to make our communities, and the world, a safer place.

This is not new to any of us. We knew there were risks associated with the job before we began. We knew our lives would change and we would experience things an average citizen cannot understand. So please, keep this in mind. If a colleague seems out of sorts, invite them for a coffee and chat. If a junior member is struggling with adjusting to their new life, give them some pointers. If your supervisor seems stressed, let them know you appreciate the work they do.

We need to help each other, and we need to help ourselves.

On 16 September, the AFPA was proud to be a sponsor for the Wall to Wall Remembrance Ride for Mates. This is an annual

event where current police officers, professional staff, former members, and their families ride their motorbikes into Canberra from all over Australia. We congregated at the National Police Memorial to commemorate our brothers and sisters in the policing community, who have since passed on.

September 29 also saw Police Remembrance Day, a day to remember those officers who have been killed while on duty. At dawn I laid a wreath at Queanbeyan Police Station and later that day I, along with my fellow police association and union presidents, laid a wreath to remember those who gave their lives to protect others.

Following the ABC's Australian Story episode "The Strong Man", I was contacted by a former AFP member, Pat Curtin. He was eager to discuss the parallels between the problems facing the organisation now, and the issues during his time. He also enlightened me with some history of the AFPA. Pat was the AFPA Secretary from 1978 to 1982, which was the very early days of the Association, following the merger of the Commonwealth Police Officers' Association and the Federal Police Association. His term finished in 1982, however, he is heartened to see the Association fulfilling its original mantra:

"The members are at the heart of everything we do and every decision we make."

I want to wish everyone a safe Christmas and New year period. Some of you will be working and some will be lucky enough to have those days at home or on leave. This is a time to remember mates, to take care of your family, and most of all, be kind to yourself.

Finally, to those members we have lost over the past 12 months or so, you are sadly missed. To their friends and families, although no words can really help to ease the loss you bear, just know that you are close in our thoughts, particularly during this difficult time of year.

Take care from all of us at the AFPA. ◀

Read more about Angela's meeting with Pat Curtin on pages 34 and 35.

Senior Constable Tess McCarron has been an AFP member for seven years. You can find out more about Tess on page 27.



VICE PRESIDENT'S REPORT

Graeme Cooper, AFPA Vice President

Vice President
Graeme Cooper

Hopefully, by the time you are reading this, the EA Bargaining process will have concluded and you will either have voted or soon be voting on a more acceptable Agreement. We expect the proposed agreement will see no significant changes to any current workplace conditions, and a pay rise offer of 3% on commencement, 2% after 12-months, then 1% after 24-months. It is our position the new draft agreement is worthy of your consideration and for most part represents what your Association has been pursuing on your behalf for the last 18 months.

▶ I thought the first issue of BlueStar was a opportunity to look back over the process which has been the catalyst for much of the renewed interest and enthusiasm members have for our Association.

I will start off with the political point, that I still believe the Workplace Bargaining Policy and the review process by the Australian Public Service Commission (APSC) is completely inappropriate for an operational policing agency. Simply, our Enterprise Agreement impacts upon how we are able to deploy policing resources and this should not be influenced by any outside organisation, employees of which have no knowledge of policing.

The AFP needs the freedom to craft the Agreement the organisation requires, not a compromise document, thereby foregoing the opportunity to reshape operational responses into the future.

Of course the other piece to the political puzzle is resourcing. The AFP population has been shrinking for more than three years, as has the organisation's budget. We are now setting aside significant operational taskings, which used to be our core business, because we cannot properly resource everything. We have not recruited more police in a meaningful way for more than two years. The solution ultimately lies in a different budget model, one where the finances are established over a longer time horizon and not subject to funding expiry and political whims to guarantee replenishment.

The outcome of the first vote proved an important point for employees. The numbers were staggering with an 81% rejection, but more significant is the time frame in which the new Agreement has been turned around. A new proposal, which address all those specific issues highlighted by the AFPA before the first vote, was produced within four months. This was consistent with the time frame following the 'no vote' in 2011, so it proves the AFP can produce a better document within a short period of time. It occurred despite suggestions before the first vote that a new Agreement would take a long time to prepare. It should give employees comfort that their voices are heard and rejecting a bad offer will not have detrimental consequences.

I have written in the past about how insufficient preparation for the process resulted in significant delays. That will not be a situation which repeats itself into the future. The AFP has committed to resuming bargaining at least six months before the expiry of the next Agreement, but it is likely conversations will begin almost immediately about what the next Agreement will look like.

I think there is a strong case to be made for reengineering of our industrial instrument and it is clear this kind of work cannot be undertaken within the confines of an Enterprise Bargaining process.

The logical alternative is to engage in these conversations and take the finished product back to government, with an invoice for what it will cost.

There are already some big ticket items on our list for future Agreements. The first is structural, with the ELEA being combined back into the main Agreement. It is necessary for the terms and conditions of all operational level roles to be considered together, in particular, the mechanisms by which they are to be funded. I believe core composite should be rolled into base pay and all restricted roles assigned to an operational Working Pattern by default. I think the AFP needs to better deal with cost of living pressures for employees deployed to high cost areas, not just for those in remote localities.

As you can see, there is still much work to be done. We will continue our efforts to hold the government of the day to account for the proper resourcing of the AFP and we remain hopeful there will be movement to produce a new and better funding model before the next budget. More than anything, we continue our work to provide our members with the best representation we can and your ongoing support makes that task much easier. ◀

Centenary of Federal Policing in Australia 1917-2017

On 29 November 1917, an incident took place at Warwick in Queensland, where Prime Minister Billy Hughes became the target of a protestor's egg during a speech

▶ Unable to convince the attending Queensland Police to arrest the protestor under Commonwealth law, Mr Hughes within two weeks created the Commonwealth Police Force – the first federal policing agency.

The Commonwealth Police Force was the first of a dozen federal law enforcement agencies that eventually preceded the formation of the Australian Federal Police in 1979.

To commemorate the occasion, a number of events were held that included a 're-enactment' of the egg throwing incident, a flag raising and plaque unveiling at "Billy Hughes" Park and a Sergeants Mess Centenary Formal Dinner, that the AFPA was proud to support. ◀



AFPA Vice President, Graeme Cooper and Manager, Legal and Industrial Team, Vicki Linabury at the AFP Sergeants Mess Dinner.

LEGAL AND INDUSTRIAL

Vicki Linbury, Manager, Legal and Industrial

Manager,
Legal & Industrial
Vicki Linbury

Surviving PRS The Impact of Internal Investigations

Seventeen months.

▶ According to media reports, this was the duration a government employee was left in limbo, uncertain of what their future held. The employee was the subject of an internal investigation. The case was complex, nuanced and involved allegations of violence. For these seventeen long months, the employee was stood down.

The allegations have one thing in common. They open a door to the darkness and the unknown. For the person who is the subject of a complaint of misconduct, that engagement with Professional Standards is likely to feel adversarial, foreign, unknown, hostile, opaque, dispassionate, angry or frightening.

There is a very real connection between mental well-being and an internal investigation. There are multitude of reasons for this:

- Despite a plethora of secrecy rules and warnings about confidentiality, people around you seem to find out. And, of course, they only hear half-truths. Usually, the worst part, from your perspective.
- The investigators assure they are not judging you, however it feels as though they are. Your nervous laugh, your obvious frustration or your use of a profanity may result in a reprimand or cross-examination.
- You will be told at the end of the interview not to talk to anybody about the allegation unless you first seek permission from Professional Standards. Anybody means ANYBODY; partner, colleague, mother, father, doctor, confidante.

It is a lonely and isolating experience.

Worse still, to add to your discomfort, you might be suspended from duty. Then other restrictions come into play. You are not to have contact with your colleagues. They have to report contact with you. You cannot enter AFP premises. You feel stripped of your identity as a police officer or employee of the AFP.

While reading the article, numerous questions came to mind. How are they coping? Did they enter shopping centres worrying they would bump into someone who knew about the allegations? Were people talking about them?? Was life now full of uncertainties? Were they okay? This news story was a salutary reminder of the psychological impact an internal investigation can have on those alleged to have breached their employer's rules about acceptable conduct.

Many employees of the Australian Federal Police are subjected to a similar internal investigation at some point in their careers.

We see a broad range of allegations of misconduct. They come from colleagues, members of the public, lawyers, auditors and supervisors. Many are anonymous or, at least, not known to the person. Some have substance. Some do not.

At this point, your mind is working double time. Sleep becomes a privilege. The days are long. It is impossible to forget the reason you are not at work.

You wonder about the interview. Did they understand my answers? Could I have been clearer? Why isn't anybody telling me what is happening? And most importantly, why is this taking so long?

The AFP's own bench marks tell you to expect an investigation to take over 300 days. At your Association, we have seen one investigation take four years – and at its conclusion the person was essentially exonerated yet was suspended for that time. There are others that have taken three years. Not every person is suspended for such an extended period. Another investigation took 12 months. It was comparatively minor. Not only was the employee absolved of all wrongdoing, but eventually praised for the initiative shown by taking the action that later became the subject of complaint.

Thoughts of the future become uncertain and stressful. As an employee of the AFP you must cooperate with Professional Standards. During and after the investigation, you may face:

- Scrutiny of your personal life
- Ostracism
- Action for alleged conduct
- Fitness for duty evaluation
- Mandated counselling
- Reassignment
- Career jeopardy
- Retaliation
- Termination of employment.

Be prepared for delay.

Complaints happen. Accept it. Investigation is vital to ensure our law enforcement agencies are free of corruption and misconduct. However, this does not mean that your mental well-being, your career and your life will end in tatters.

There are things you can do to prepare yourself for contact with Professional Standards. These are general suggestions. Their applicability may differ from case to case.

Be prepared. Contact your Association as soon as you are told of the request to visit Professional Standards. We will tell you about:

- The internal investigation process
- Your right to support
- Questions you might ask
- Bringing a list of the names of the people you want permission to talk to about your situation, including your doctor
- The desirability about meeting with your doctor
- How to handle rumours you might hear
- Answering the questions truthfully – this is obvious but important advice. More on this later.

We will offer you a support person who can attend the interview with you.

Be ready to stay in contact with Professional Standards after the interview. You will be told to do so. Tell them about your interstate trips. Seek their permission to talk to any health professional. Tell them of rumours you hear.

These are actions you can take that marginally reduce the stress of an already stressful situation. You do not want to exacerbate the situation by failing to do something that may lead to yet another allegation against you.

Although it would appear to go without saying, it is still necessary to repeat: the AFP is likely to terminate the employment of those it is satisfied have lied or who have engaged in conduct which raises concerns about their integrity. If you are caught lying, you are setting yourself up to be a professional liability to the AFP. In a criminal proceeding, why should a court trust your word if you have a proven history of dishonesty? Furthermore, if an employee caught lying is not terminated, it sends a message to other employees that lying is acceptable behaviour (or at least, not one that will cost someone their job).

There are stresses around telling, maintaining and living with the knowledge of a lie. These stresses will impact on your mental well-being over time.

A 2011 case from the UK exemplifies the impact an internal investigation can have on an individual's mental welfare. In 2011, a South Wales police constable committed suicide due to the stress of being investigated by the South Wales Police Professional Standards Department. His death occurred just over a month after police searched his home, following a tipoff given to the Professional Standards Department. The coronial report revealed the constable had been subsequently arrested, questioned and granted bail pending a further interview at a later time. The officer (a former army driver with the Royal Corps of Transport) left a suicide note, part of which read: "This has been a nightmare for me. I know I've done nothing wrong however I can't face the next few months."

The news report of the coronial proceedings disclosed that there were possibly many matters affecting the officer's mental well-being. This may have included his service with the army and the breakdown of his marriage. However, this does not remove the fact that the context of his death was the investigation being undertaken by the Professional Standards Department. There is no suggestion that the Department had been remiss in its duty but it shows the significant effect on one police officer.

The message here is that actions can be taken to reduce the impact of an internal investigation on you that are likely, in some way, to impact on your health, your relationships and your physical or mental well-being. Your Association will help you. We will encourage you to seek advice from the right people, especially doctors and psychologists. You need to be prepared to accept help, to listen to the advice offered and to maturely consider the strategies that are suggested to help you face the challenges of an internal investigation. ◀

If you are having trouble coping don't struggle along alone.

The two sides of politics standing together to celebrate policing – taken at the PFA Federal Council Function.

Minister Peter Dutton, former Senator Stephen Parry, AFPA President Angela Smith, Chris Hayes MP, Minister Michael Keenan, PFA President Mark Carroll, Leader of the Opposition Bill Shorten, Clare O’Neil MP, Deborah O’Neill MP



Canberra hosts 2017 PFA Federal Council

The 2017 Police Federation of Australia (PFA) Federal Council was held in Canberra on 7 – 8 September; signalling a change in the PFA’s yearly calendar in preparation for 2018 and the inaugural Police Week.

By Fiona Wade

Delegates from all around the country, as well as New Zealand, travelled to the nation’s capital, with the meeting timed to coincide with a parliamentary sitting week. During the two-day conference, delegates were given numerous opportunities to meet with a number of politicians from both the government and the opposition.

The first of these opportunities was the Welcome and Lawyers Network function, held at Parliament House. Hosted by the former President of the Senate and former Tasmania police officer Stephen Parry, the function saw a large number of politicians from both parties gather and toast the federation. Amongst the

assembled MPs and Senators were the Minister for Immigration and Border Protection Peter Dutton MP, the Minister for Justice Michael Keenan MP, the Leader of the Opposition Bill Shorten MP alongside a number of other opposition front benchers.

Federal Council 2017 was opened by Minister Keenan, who announced the governments funding of \$1million for a national awareness campaign targeting the mental wellbeing of members, to be designed and implemented by the PFA.

John Schumann, best known as the front man to the iconic Australian folk band Redgum, followed the Minister’s

announcement with a presentation to the delegates. Schumann has been working with the PFA to develop the national awareness campaign that will include providing material to members via print, television, social media, Apps, workshops and the production of a documentary styled video.

The PFA then took the delegates on a tour of the future of policing, with presentations from Apple and Motorola. The session concluded with the Australian Criminal Intelligence Commission briefing delegates on biometrics and the proposed national criminal intelligence system which links the intelligence gathered by all jurisdictions for use by frontline officers.

Academic presenters Anthony Bergin and Jacinta Carroll from the Australian Strategic Policy Institute and the Australian National University, who spoke on terrorism and its impact on policing, were preceded by a presentation from AFP Commissioner Andrew Colvin who delved into the nature of federal policing post 2017.

The last session of the day saw the opposition spokesperson for Justice Clare O’Neil MP speak on law and order issues as perceived by the Labor party, with the final address for the day coming from the Minister for Immigration Peter Dutton MP who touched on the new Home Affairs portfolio.

The conference dinner, held that evening at Old Parliament House, was a wonderful success with guest speaker David Speers, Sky news political editor, engaging the crowd by giving his insight and answering questions about the machinations on the hill.

A number of politicians including Chief Opposition Whip and member for Fowler Chris Hayes MP, the former President of the Senate, Senator Steve Parry, member for Hughes and Chair of the Joint Committee on Law Enforcement Craig Kelly MP and



One Nation’s Pauline Hanson attended the dinner alongside AFP Commissioner Andrew Colvin.

Day two of Federal Council ran just as smoothly as day one, with Dr Deen Sanders from the Professional Standards Council presenting to the congregated delegates on professional registration and the process if policing is become a recognised profession. This was followed by Mark Bielecki the new Registered Organisations Commissioner and Chris Enright, its Executive Director and Mark Elliott from the Fair Work Commission who addressed the recent changes to their organisations and the impact this would have to the PFA and branches.

Each President presented their branch reports before the meeting concluded with voting for PFA office bearers: seeing Mark Carroll being returned unopposed as President, Scott Weber from NSW and Queensland’s Ian Leavers holding their positions as Vice-President and John Laird from Victoria returned as Treasurer.

Once again the PFA thank all those who attended and made the two day meeting so worthwhile and informative.

The 2018 Federal Council will also be held in Canberra on 20 and 21 September as part of the inaugural Police Week celebrations.



Members of the PFA Women’s Advisory Council at the PFA Federal Council Function

First row L to R: Minister Dutton, Minister Keenan, Dallas Pratt (NSW)
L to R: Hayley Firth (QLD), Lisa Bayliss (NT), Angela Smith (AFPA), Toni Brosnan (QLD), Alex Griffith (VIC), Melissa Cooper (NSW), Geri Porter (VIC), The Hon Bill Shorten MP, Oliver Behrens (NSW – Central Met region)

PFA Women’s Advisory Council The PFA Women’s Advisory Council also met during the National Council. The AFPA President Angela Smith was elected chair of this important council.

6 smart strategies for saving on your credit card this festive season

Do you struggle to keep control of your holiday season spending? These six strategies can help.

The holiday season is right around the corner, and that means a big increase in spending for many Australians. Gifts, food, drink, decorations, travel and entertainment all come with the festive season, and it could last the whole month of December and into the New Year! That's a long time to be spending money, but there are smart ways to save.

You can even use your Police Bank credit card to help, without blowing your budget.

HOW MUCH DO AUSTRALIANS SPEND AT CHRISTMAS?

Australians are predicted to spend over \$50 billion during the upcoming Christmas period (November 15 to December 24), according to the annual pre-Christmas sales predictions from The Australian Retailers Association (ARA) and Roy Morgan Research. That was an expected 2.8 per cent more on Christmas this year, compared to 2016.

ARA Executive Director Russell Zimmerman

“Traditionally, the biggest shopping period of the year is the week before Christmas, though many Australians are set to cross off their Christmas lists early and hit the shops from mid-November when we see sales start to increase,”

Individually, Australians planned to spend just under \$1,000 each on average over the holiday season, as reported by MoneySmart. Spending on gifts is one of the biggest expenses, particularly if you have children. Western Australian spending on gifts was predicted to be the highest at \$646 per person on gifts alone. A close second was New South Wales at \$634 per person. That's a lot of money, and if you aren't careful about your spending, you may have to dip into your savings. That's not an ideal situation.

Festive season spending will increase your expenditure for the end of the year, there's almost no avoiding it. But you can lessen the impact of that increase with these smart strategies.

1. KEEP TRACK OF YOUR SPENDING
Make a budget, check it twice, and be strict with yourself. It's easy to get sucked into all the amazing sales in the stores, but you could end up spending twice what you intended when you only went in to get a new kitchen utensil or book as a gift.

Make a weekly budget specifically for December, and don't go over the limit. That might mean buying fewer presents for your family or attending one less party where you're expected to bring a gift or plate of food to feed 20 people, but it's all in the name of financial security.

2. PAY OFF YOUR CHRISTMAS DEBT QUICKLY
The average added credit card debt after the Christmas period is \$1,666, according to MoneySmart. Hopefully, all of that money is only on your credit card because it's more convenient and you can pay it off immediately.

However, if you cannot, you should endeavour to get rid of your debt as quickly as possible. More than a quarter of people pay off their Christmas debt within six months, 70 per cent take between six and 24 months, and 4 per cent pay it off after two years. That's simply too long to wait to pay off your debts, and you'll have to go through at least one more expensive Christmas period in the meantime.

Plus, interest will accrue over time, so the longer you wait, the more you'll have to pay. That \$160 pair of shoes might end up costing a whole lot more two years later. It is important that if you carry a balance on your credit card to choose a low rate card option.

3. SHOP ONLINE
Doing the bulk of your Christmas shopping online could save you a significant amount of money. Australian shoppers can save up to 23 per cent on their Christmas shopping by planning ahead and finding the best deals from online marketplaces, according to a SocietyOne media release from November 2016.

4. RECYCLE GIFTS WHEREVER POSSIBLE
It might seem cheap, but there's no point in hanging onto four copies of the same cookbook that you've been given throughout the year. Re-gift what you can, but don't do it if the item has been used, and definitely be careful not to give something back to the person who originally gave it to you!

5. CHOOSE THE MOST SUITABLE CREDIT CARD FOR YOU
On that note, make sure your credit card account is the best one for your needs before you start racking up massive debt at Christmas. It has to be matched to your spending and tailored to your repayment ability. Don't settle for any old credit card account just because it has a good interest rate for the first 12 months.

Be sure you're getting a good deal, and don't be afraid to switch banks or providers if a more suitable deal comes up, like Police Bank's award winning low rate credit card. Whatever credit card account you choose, make sure it has a sensible limit (i.e. an amount you could realistically pay off in less than a year). You don't want the limit set at \$10,000 if you're only using it for small expenses, because you could end up blowing out and having to repay much more than you can afford.

6. AVOID PAYING FOR EXPENSES WITH YOUR SAVINGS
As many as 75 per cent of Australians paid for their Christmas gifts in 2016 with their savings, as reported by MoneySmart. That's not what your hard-earned, hard-saved money is meant for - keep that for the big things like a home deposit or a family holiday.

Use your credit card for gifts, but make sure you follow the above strategies and don't go overboard with your spending. Make sure whatever you put on your credit card you can pay off quickly so you don't accrue unnecessary interest, and stay away from your savings. Even use your Christmas bonus!

Keeping on top of your credit card debt this Christmas period is easy, but you have to be strict with yourself. It's your financial future, and your family's too, so make sure you take it seriously. For more information about the right credit card for your needs, get in touch with Police Bank today.

AFFPA Teams up with Police Bank

Tony Taylor, CEO of Police Bank explained that Police Bank is delighted to have confirmed major sponsorship of the AFPA. "We've historically been pleased to support AFPA as part of our corporate social responsibility strategy but when the team at AFPA brought this new opportunity to our attention we soon recognised this would be perfect for us. Becoming a foundation major sponsor will allow us to show our commitment to AFPA in a way that helps the organisation and the members. We're looking forward to an exciting year ahead".



MEMBER ENQUIRIES
Contact Centre (General enquiries) | P 131 728
F (02) 9287 0850 | info@policebank.com.au
www.policebank.com.au/contact



Health and wellbeing in an app

Wellbeing at your fingertips

There are many indicators that you or a colleague aren't coping with the pressures of modern policing. If you're worried, a new app could hold the key to getting help and putting your life back on track before it spirals out of control.

Equipt is a free wellbeing app designed to help users track their physical, emotional and social wellbeing as well as offer on-the-spot support and helpful actions to improve overall wellbeing. It is now available to all current and former AFP employees and their families.

Developed by The Police of Association of Victoria (TPAV) and Victoria Police together with mental health experts, Equipt is designed specifically for law enforcement workers and their families.

Most importantly, Equipt is completely confidential. The information can only be accessed by the user. It's a free download and available through Apple iTunes and Google Play. Making Equipt available for AFP employees is a joint initiative of the AFP and AFP.

Launching Equipt with Commissioner Andrew Colvin, the AFP's President Angela Smith explained that we know that police work is inherently dangerous and risky. We know you will see and react to things differently than those in other professions. What else we know is, that you will change as a person because of doing this job.

The research shows us that there are long term consequences of doing our line of work. That's what makes this app both vital and relevant in today's policing environment.

If you, your mates or your family can see an adverse change in your behaviour at work or at home, this app will go some way to avoid you spiralling further downward and help you take back control of your own wellbeing.

It will tell you if you need to incorporate some or more exercise into your daily routine. Evidence shows us that just 22 minutes

of moderate physical activity each day will make a significant difference to our long-term health and wellbeing.

Equipt delivers basic knowledge around your sleeping patterns, like if you need more sleep. Evidence suggests that on average most police only sleep between 4-6 hours. We should be aiming for around 6-8 hours every night. Again, make the commitment to get that extra sleep. It's the single best way to help your mental health and wellbeing.

Above all, this app allows you to speak to someone who you choose, who understands law enforcement and the challenges you face. This is done simply by clicking on the 'call for backup' button.

The app is about self-care, looking after yourself, and providing you with a tool that will help you take back control of your own wellbeing. Equipt should not be used in isolation, as it is designed to complement the other tools and programs that are currently made available to you through the AFP and the AFP.

"Equipt works. It should form part of your regular mental health check routine. You will get out of it as much as you put into it. Give it a go,"



AFP President Angela Smith and Commissioner Andrew Colvin at the launch of the Equipt app

There are many indicators that you or a colleague aren't coping with the pressures of modern policing. If you're worried a new app could hold the key to getting help and putting your life back on track before it spirals out of control.

Welfare Officers Network

Support in troubled times

Travelling around the country meeting members President Angela Smith was hearing the same message – members wanted welfare officers rolled out nationally.

▶ “I didn’t seek that information,” Angela Smith said at the launch of the AFP’s Welfare Officer Network, “but what I heard, loud and clear, was that members were troubled with the diminished and subsequent loss of many of the health and wellbeing services over time that were provided by the AFP. I was taken aback that the loss of these critical types of welfare services was so deeply felt by our members.

A message that was repeated in the media.

The AFPA has known that the ACT Policing welfare officers were a very successful duo and were often for employees the difference between feeling isolated and without any power whatsoever. These welfare officers have been providing some of our most vulnerable members with a level of support they deserve within the workplace and the feeling that someone is in their corner.

When Commissioner Colvin announced the Welfare Officer Network with 24 full time welfare officers from different areas across the AFP, Angela Smith said,

“I feel very comforted that all employees in the AFP now have access to the welfare officer network and the feeling of a helping hand from someone who understands the complexities of the roles and the work undertaken by the AFP.”

The AFPA says there is still room for more to be done. We would like to see that everyone in the AFP is given full access to whatever helps them recover, which includes unequivocal support from the AFP Executive.

We have seen the public ongoing recovery and ability for Commander Grant Edwards’ to return and remain at work in a meaningful capacity, which demonstrates what can be achieved if people are supported and managed accordingly by their employer.

Unfortunately, we know that few feel this same level of support is afforded them. The AFPA believes that those who find themselves in full force of the internal investigations process or bravely put up their hand and acknowledge they may not be coping, should be allowed to feel part of the AFP until the day they leave the organisation.

We cannot forget about these people. They are still our colleagues, our friends. Our actions and attitudes will make the

difference to how people disclose and recover from mental health conditions.

It is important to remember that the impact of not addressing mental health costs an estimated \$12.8 billion per year. This financial cost is in addition to the incalculable personal costs suffered by individuals experiencing these conditions and their families.

The Association implores all members to look out for and support each other. Providing welfare support and assistance is a key priority and focus for the Australian Federal Police Association.

The welfare officer network is only one tool in the suite of mental health initiatives and strategies. It is not the panacea.

The Association is pleased to be working closely with the AFP on several accompanying health and wellbeing services that have been recently rolled out and we will continue to work with them.

The Association is committed to ensuring that all members of the AFP are provided with appropriate resources and tools to respond effectively. It is an essential part of developing confident, capable and resilient personnel. ◀

If you need help the Welfare Officers’ contact details can be found on the HUB or **you can call (02) 6131 2977 or email WelfareOfficerNetwork@afp.gov.au**

AFPA MEMBERS RESPONSE TO THE ANAO AUDIT

▶ While Equipt and the Welfare Officer Network are both positive initiatives, we believe concern for the wellbeing of members has been sadly lacking within the AFP for some time.

The Australian National Audit Office (ANAO) has been conducting an audit into the managing of mental health in the AFP - “to examine the effectiveness of the AFP in managing the mental health of its employees”

The AFPA has made a submission to the ANAO highlighting the problems within the current system that have been raised with us by members.

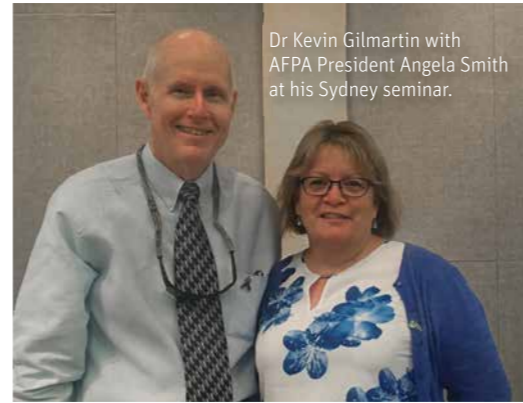


The final report is expected to be tabled in January 2018. More information on the ANAO Audit can be found at www.anao.gov.au/work/performance-audit/managing-mental-health-australian-federal-police ◀



Dr Kevin Gilmartin

Helping us cope



Dr Kevin Gilmartin with AFPA President Angela Smith at his Sydney seminar.

AFPA members from around Australia availed themselves of the opportunity to attend Dr Kevin Gilmartin's seminars on coping with the emotional stress of policing, held in most states recently. Dr Gilmartin is a world expert on dealing with the emotional pitfalls of policing and improving the wellbeing of police.

His strategies have helped police officers and their families deal with the unique pressures faced on a daily basis. Dr Gilmartin's advice and coping strategies have proved invaluable to police across the world.

Dr Gilmartin says police see the world in a different way to most. You practice distrust where others practice trust. You live in a world of violence and death – this is not the normal world. Most people are optimistic where as police see life through cynical eyes, looking at what could go wrong, always looking at the worst-case scenario.

"If you want to screw someone up, make them a cop," says Dr Gilmartin.

But saying that policing is a tough profession, Dr Gilmartin doesn't say it is a bad profession. By implementing some simple changes into your life and adapting your outlook can help you deal with the bad stuff and enjoy the good stuff.

"If you can predict it, you can prevent it," he says.

Dr Gilmartin's recommendations for wellbeing can be as simple as exercising a little and getting more sleep.

Your life can be changed by reading his book, Emotional Survival for Law Enforcement: A guide for officers and their families. We recommend you take the time to see what Dr Gilmartin has to say. You won't be disappointed.

The AFPA has copies of Dr Gilmartin's book for members and their families



Dr Gilmartin's book – a must read for all officers and their families

The AFPA and the AFP jointly purchased 500 copies of Dr Kevin Gilmartin's book Emotional Survival for Law Enforcement: A guide for officers and their families. Copies have been distributed to members of the AFPA National Executive, AFPA Zone Convenors and AFP Welfare Officers across the country and internationally. Copies have been provided to members at all ACT Police Stations and Airport Offices. The book will also be provided to AFP recruits into the future.

Limited copies are still available from the AFPA. If you would like to request a copy, members should contact our Membership Services Officer on (02) 6285 1677 or at afpa@afpa.org.au

What members had to say about Dr Kevin Gilmartin's presentation

"I thought the talk was extremely informative and well worthwhile. The four hours flew by and I could have listened a lot longer. I got a lot of good points from the talk and am so glad I attended."
Team Leader - Sydney

"I look forward to reading his book".
Detective Senior Constable – Melbourne

"Dr Gilmartin's presentation was very informative, valuable and credible. The training session should be mandatory for all police members, regardless of rank or years in the job."
Federal Agent - Melbourne

"Dr Gilmartin is an amazing speaker and puts everything I have felt into words really well. My only regret was not taking my wife along as she would have got a lot out of it as well."
Senior Constable - Canberra

KEEPING YOUR BENEFICIARIES CURRENT

Life is ever-changing. It is important to keep beneficiary designations updated. The decision of changing beneficiaries depends on many different factors and your individual life/ financial situation. A variety of life changes may impact who you need to have as your beneficiary, from a new marriage to divorce, children and even death.

For this reason, it's important that you ensure that your AFPA member death benefit beneficiary designations are up to date to ensure benefits are paid according to your desires.

If you have any questions about your beneficiaries or would like to update, please contact the Membership Services Officer on (02) 6285 1677.



SPECIAL JOINING OFFER FOR AFPA MEMBERS!

Join Police Health by 15 January 2018 and we'll waive most 2 & 12 month waiting periods!*

*Find out more important information about this special joining offer. Just call our customer service team on 1800 603 603 or email enquiries@policehealth.com.au and quote **AFPA17**

Police Health
YOUR HEALTH FUND

PFA and the Government embark on **mental health campaign**

The Police Federation of Australia (PFA) is pleased to announce it has obtained \$1 million from the federal government. The money, made available via the Proceeds of Crime Act, will assist in the funding of a national member awareness campaign that targets the mental wellbeing of our members.

By Fiona Wade

► Announced at the recent PFA Federal Council held in Canberra by the Minister for Justice the Hon Michael Keenan MP, PFA president Mark Carroll said the organisation appreciated the government's timely boost to the campaign.

"The funding is going to help us increase public awareness of mental health among police officers," he said.

Importantly, the campaign will ensure that the avenues of support that are available to police are well known, so no one is ever on their own in their battles.

Minister Keenan said mental health issues must be discussed, and not swept under the rug.

"Australia's police selflessly take care of us, and we must ensure we take care of them," he said. "Incidents not only impacts a victim, but can take a toll on those police officers involved. When you couple this with a work environment that greatly values stoicism and self-reliance, this can have a devastating impact on the mental health of our officers."

With the full support of all the nation's state and territory police unions, the campaign will promote awareness, understanding, prevention and early intervention of mental health issues through print, television, social media, Apps, workshops and the production of a documentary styled video.

Over the course of a policing career, an officer may investigate serious crime that not only has a psychological impact on the victim, but can have a lasting effect on the investigating officer as well. It is this work environment, coupled with policing culture that can adversely impact upon the mental health of an officer, and contribute to high rates of post-traumatic stress disorder (PTSD) and depression.

PTSD is the most frequently reported occupational disorder in policing. Data suggests that one in six first responders suffer from some form of diagnosed mental health issue, including PTSD. Effective treatments are available for PTSD and the optimum outcome is for the police officer to be returned to meaningful work as soon as practicable.

By educating the work force on the importance of early detection and destigmatising mental illness, there is hope that a lesser impact on the officer, their families and the workplace will be felt.

"As the cost of psychological injuries continue to rise, jurisdictions are using resources that could otherwise be used on crime prevention and law enforcement measures." Said Mark Carroll.

"But we recognise that growing this awareness and understanding – and doing away with the stigma that surrounds mental ill health – will require a significant cultural change right across our profession," said Mark Carroll "and this sort of cultural change will require a comprehensive, sustained and integrated program of work. This funding will help the PFA meet that challenge."

The PFA have been working with John Schumann, best known as the front man of iconic Australian folk band Redgum to develop the campaign. It is envisaged that the campaign will go some way to break down the stigma of mental health, and encourage our members to ask for help.

The funding will be provided to the PFA over two years, with work on the campaign to commence over the coming months. ◀



Minister for Justice Michael Keenan announces the funding at PFA Federal Council

Healthy Relationships

Confronting teen relationship violence

A confronting and powerful series of high-school assemblies were held across the ACT in October, raising awareness about relationship violence.

► A joint initiative of the Canberra PCYC, AFPA and ACT Policing, the 'Healthy Relationships' assemblies brought together police, government and the community sector, to educate young people on identifying, responding, and reporting, violence in relationships. Harrison School, Melrose High School and Wanniasa Senior Campus all participated in the assemblies.

The guest of honour and main presenter was Anjela 'Anj' Barker (Young Australian of the Year 2011 (VIC)). When she was sixteen, Anj was attacked by her twenty-year-old ex-boyfriend, who choked her, slammed her head against a steel bench and stomped on her face. Anj is now a paraplegic and requires a computer to speak for sustained periods of time. Despite the difficulties she now faces, Anj dedicates herself to raising awareness of relationship violence to young people across Australia. There was stunned silence as students watched the documentary 'He Loves Me He, Loves Me Not' detailing the attack and its aftermath, before cheering as Anj took the stage to answer questions.

Canberra PCYC Executive Manager Cheryl O'Donnell said "Anj's message is inspiring, but also a warning to young people who find themselves in a violent relationship. We've had wonderful feedback from schools and students who've been really moved and motivated by the experience." Canberra PCYC and other community sector staff were on hand to respond to students distressed by Anj's story, and received numerous disclosures from students currently exposed to relationship or family violence.

The assemblies received an overwhelmingly positive response, with one teacher from Melrose High School describing the assembly as "one of the best I have seen. It was confronting, emotional and inspiring." ◀



Anj Barker and parents Ian and Helen answer questions from students at Harrison School

The below quotes are from teachers from participating schools:

"The students all felt that it was really interesting and are shocked that the boyfriend only received the minimum sentence. They said that they thought it was really great because it is a topic that is very unlikely to be discussed at home with their families unless there is already an issue."

"Thank you for organising this. It really hit home with many of our students. There was a lot of discussion about Angela's story afterwards."

We are proud the Healthy Relationships program has been nominated for a 2017 ACT Violence Prevention Award.

How to build mental resilience



Studies by psychologists in the 1960s discovered a condition called 'learned helplessness' in which mental resiliency breaks down.

Animals were given mild shocks and their normal response was to try and escape. But when this repeatedly failed they started accepting the shocks.

Similar experiments with people involving loud, annoying noises created the same result.

The psychologists named this a 'thinking trap' when negative thoughts become the norm and individuals can find no way of breaking free.

People in this state simply give in, which can impact their work performance, their family life deteriorates and so does their physical and mental health.

A tendency for police officers is to suffer in silence rather than admit they have a problem and seek support.

They have the misguided belief that they should be immune to the everyday stresses that are common in a crisis-driven profession such as policing.

IDENTIFYING THE DANGER SIGNS

Genetics and personality type certainly play a role in building mental resilience, while others are more vulnerable and succumb to the cumulative baggage of dealing with relentless work pressure.

If they are not careful the job becomes all-consuming and they feel powerless to control their lives. That all-important balance between work and family life becomes even harder to achieve.

The first step in building resiliency and retaining control is to recognise the symptoms. Tell-tale signs may include:

- poor work performance
- mood swings and negative beliefs
- avoidance, poor concentration and risky behaviour
- anger management issues
- strained family relationships
- alcohol abuse and self-medication
- difficulty in sleeping.

DEVELOPING COPING STRATEGIES

There are various coping strategies you can employ to help build your resilience.

Some psychologists are firm believers in the process of mindfulness, a technique with proven clinical applications which has its origins in meditation practised by Buddhists.

It involves focusing the mind on experiences occurring in the present moment to achieve clarity of thought. Practitioners say that by setting aside your emotional baggage and paying attention to what is in front of you, it helps reduce stress and alleviates anxiety.

Meditation may not be for everyone but there are other similar techniques that can help strengthen your resilience to everyday work stresses.

They involve reminding yourself about previous accomplishments and actions that have worked well, no matter how big or small.

The response is immediate and swift when an alarm is broadcast over the police radio announcing that an officer is in physical danger.

Officer safety is paramount and colleagues rush into action to alleviate the threat.

Unfortunately, the risk to an officer's wellbeing is not so obvious when dealing with mental distress – but it's a condition that can be equally life-threatening.

Police have training and tactics for dealing with dangerous episodes on the streets but when it comes to handling the mental demons caused by the pressures of work, officers often feel they are on their own.

There is no operations response unit or body armour for protection against the damage being caused by the burden of seemingly relentless stress.

As a result, many officers succumb to the psychological impacts of the job and their mental health suffers along with their family life.

But it doesn't have to end that way. Officers can learn resilience tactics to deal with ongoing work challenges and find better ways of balancing their work and family commitments.

AVOIDING THE NEGATIVE THINKING TRAP

A positive outlook is critical for officers to function effectively and serve their community.

But everyday strain and trauma experienced during policing can take a serious emotional toll and trigger a prolonged negative mindset which is hard to escape.

Think about ways you've successfully dealt with problems in the past and try to use similar strategies to resolve current issues.

When mistakes happen, don't view them as overwhelming setbacks but problems to be solved. Stay positive and shift your attention to working out new solutions.

Try breaking major problems into smaller chunks with achievable goals so that progress is easier and more definable. This is important for motivation, building confidence and helping you feel empowered

If you seem to be getting nowhere, take a break and think about something else. This can help you see problems differently and come up with alternative ways to cope. Here are some other tips:

- don't compromise on that all-important work-life balance
- practise emotional awareness so that you can identify what you are feeling and why
- view every crisis as a challenge to overcome and not as insurmountable problem

- talk to family and friends about how you are feeling
- set goals to keep looking for ways to improve the way you operate
- be decisive in difficult situations so you have a feeling of control
- be positive about yourself rather than focusing on your weaknesses
- keep things in perspective – learn from your mistakes and think long-term
- be optimistic and actively seek the best of a bad situation.

Most importantly, look after yourself – and that means eating healthy, exercising, relaxing and making sure you get enough sleep.

JUGGLING THE JOB AND HOME

Finding an effective way of balancing work and family life can also help build emotional resilience.

If you're happy at home, there's a good chance those positive vibes will flow through to work. Alternatively, if the job is getting you down your family life is likely suffer.

Remember that police work is only part of your life so take control of your personal time and pursue different goals.

Don't give into the excuse that the job dictates all your schedules. Pursue outside interests and include your partner and children.

CHECK WITH YOUR DOCTOR

Mental illness takes many forms, so if you are unsure about a particular condition seek help from your doctor.

POLICE HEALTH SUPPORT

Police Health members with SureCover Extras, Platinum Health or Platinum Plus have access to psychology and occupational therapy benefits. Police Health offers generous psychology benefits of up to \$850 per person per annum with a rollover maximum of \$1700. Occupational therapy benefits up to \$600 per person per annum with a maximum rollover of \$1200, please note conditions and waiting periods may apply on both services.

AFPA New Partnership with Police Health

Police Health, Australia's only private health insurer established exclusively for the policing community.

As a not-for-profit private health insurer, Police Health exists to support Australia's policing community with funds being used to further enhance the physical and mental health and wellbeing of policing employees and their families.

"We are excited to enter into a partnership with the Australian Federal Police Association, and are pleased to welcome their members into the Police Health family. We look forward to working on initiatives that help support all AFPA members" said Police Health Acting CEO, Rebecca Chapman.

Police Health has been providing specialised health cover to police employees and their families for over 80 years and consistently achieves high levels of customer satisfaction, in fact 98 percent as rated by a recent survey .

"We understand that police experience pressure on their bodies and minds as part of their role," said Chapman. "These men and women put their health and wellbeing at risk, even put their lives on the line."

"We have recently launched a new online resource that is free for all federal police offers called the Police Health Kitbag. All information is written and recorded specifically for the police.



President Angela Smith with Police Health Board Member Peter Shanahan

We encourage you to register and invite you to provide us with feedback so we can continue to deliver information that is meaningful to you. www.policehealthkitbag.com.au



Ph: 1800 603 603 | www.policehealth.com.au

Taking the Association into the future

The AFPA exists so that the industrial, professional and welfare interests of its members are competently represented to secure their optimal employment conditions, law enforcement outcomes and personal support

Executive and staff at the strategic directions seminar



Taking the Association into the future, it's important the Association remains financially viable and sustainable. With that stability the Association can ensure long term development, continual improvement and innovation.

A NEW LOOK

Members will have seen changes in the AFPA in recent months including the new logo and improved webpage – www.afpa.org.au – which is due to be launched this month.

Another part of those improvements in the communication area is our new publication, the BlueStar, the official voice of the Australian Federal Police Association.

Earlier this year the National Executive and staff of the Australian Federal Police Association took part in a strategic workshop to plan the future of your Association until 2021 and beyond.

The discussions covered many areas concentrating on how the AFPA helps you, the members, and how we are perceived by others.

We asked you to come to us with a name for our magazine. We received hundreds of suggestions and the decision to select the title was a difficult one. Senior Constable Tess McCarron, a victim liaison officer with ACT policing's Family Violence & Community Safety came up with the winning title. Read more about Tess and her winning suggestion over the page.

Assisting with the preparation of BlueStar is Shirley Hardy-Rix. A journalist with more than 30 years' experience, Shirley was editor of the Victoria Police Association's Journal for 15 years and has been working with the Northern Territory Police Association, assisting with their quarterly magazine for the past eight years. Shirley brings to BlueStar a wealth of experience including several years as a crime reporter on Melbourne television and radio. She understands the issues that are important to police and their families.

It is important that you, the members have faith and confidence in the Association. And it's imperative that the public has a positive image of AFPA members.

AFPA VALUES



Creating the 'look' of BlueStar and the new overall branding concept to better reflect the Association, its values, mission statement and future directions has been BooMedia.

BooMedia created the AFPA's new logo, which was introduced in March.

With a classical, modern touch and a lighter, fresh colour palette, our logo reflects the five brand traits the AFPA wants to stand for:

- Trustworthy
- Making change (internally, and for our members)
- Connected (to our members, the media and the AFP)
- Transparent and Honest
- Thoroughly dedicated to our members.

We have since revitalised and applied the new branding to our other communications such as AFPA's regular e-newsletters, a new website, stationery, merchandise and at events such as campaigns, conferences, local meetings, etc.

As part of the rebranding roll-out, we have also changed the way we communicate. Our new website, e-newsletters, events, BlueStar and social media now tie more closely together, making it easier for you to provide feedback and to find out related information. The recent Vote No Campaign is an example of this. In BlueStar, you will now find several links to our website where you can find further information, provide feedback or submit a request or competition entry.

Members indicated that many advertisements in the previous AFPA magazines were of little interest to them. Therefore, we have opted for a new sponsorship model and are very pleased to welcome Police Health and Police Bank as our corporate sponsors. We look forward to working with them to offer you a range of exciting and exclusive benefits and offers that are relevant and rewarding.



BooMedia is a Sydney-based digital marketing and media agency specialising in turning business ideas into realistic and digitally-integrated solutions in Digital Marketing, Creative Design, Media and Managed Services.

The Amsonia Bluestar (Amsonia Tabernaemontana) is a heat and drought resistant perennial flower, lasting and existing for a long time, enduring and continually recurring.

Senior Constable Tess McCarron

Behind the name BlueStar

Senior Constable Tess McCarron

"When I study the existing AFPA emblem, I see a representation of 'peace and calm' with the differing shades of blue bringing serenity. Blue can be a difficult colour to find in our natural environment but it does naturally occur in flowers. The Amsonia Bluestar (Amsonia Tabernaemontana) is a heat and drought resistant perennial flower, lasting and existing for a long time, enduring and continually recurring."

Tess told the BlueStar the title compliments the shapes, colours and hues of the new AFPA logo. "The name is simple, memorable and symbolises nature. It represents the AFPA as an entity and the members individually."

An AFP member for seven years, Tess McCarron joined the AFPA early on in her career after being advised by more experienced members the importance of protecting the rights of members in the organisation.

Formerly a school teacher, Tess has harboured a desire to join the job since doing work experience at the NSW Police Academy.

Tess McCarron says it is an 'honour' to have her idea selected to represent the AFPA. President Angela Smith presented Tess with an iPad for coming up with the title for our new magazine.



Senior Constable Tess McCarron

AFPA NATIONAL EXECUTIVE

▶ The AFPA National Executive Committee comprises of nine members, that includes the President, Angela Smith and Vice President, Graeme Cooper. The National Executive are elected by and from the membership of the National Council Meeting. The President and Vice President, are the only two AFP officers employed full time on AFPA activities during their period of office, four years. The remainder of the National Executive are elected for two years and are featured below.

The National Executive's primary function is to carry out policy set at the National Council Meeting and to deal with matters affecting the membership arising between such times. They meet approx. 10 times a year at the Association's national office in Canberra. Extraordinary meetings are held from time to time if urgent or significant matters are raised. Members are encouraged to raise matters with any of the Executive members or **alternatively you can contact the AFPA office at afpa@afpa.org.au or on 02 6285 1677.**

Members of the National Executive of the Australian Federal Police Association are elected for two-year terms by the national delegates at the Association's annual conference. The most recent election was held in April this year.



▶ Adrian.Smith@afpa.org.au

Adrian Smith | Secretary/Treasurer

Sergeant Adrian Smith is stationed at Brisbane Crime Operations and has been with the AFP for 17 years after serving three years with the NSW Police. Being a part of the AFPA Executive is important to Adrian because he believes employees need a strong voice when dealing with police management when it comes to legal protection and terms and conditions of employment. After serving as a delegate for several years, Adrian felt his experience could make a positive contribution to make the AFPA a strong employee representative body. He hopes to achieve a good enterprise agreement, improving the benefits and services provided to members and ensure the AFPA is an accountable, professional well-run organisation.



▶ Alex.Caruana@afpa.org.au

Alex Borg Caruana

An unsworn member working at Forensics in Majura, Alex Caruana has been with the AFP for more than 11 years and joined the AFPA the day he started with the AFP. He credits the 'inspiring and influential' team leader who was his workplace AFPA delegate as the reason he became an active member of the Association. The delegate highlighted the importance of strength in unity and the 'when' not 'if' you need help. "It's too late to insure the house after the fire." Alex says being a part of the National Executive means he is better able to assist members and influence change. Being an unsworn member Alex hopes to bring difference perspectives to the Executive and encourage a greater unanimity across the membership.



▶ James.Cheshire@afpa.org.au

James Cheshire

A Detective Leading Senior Constable working with the Joint Organised Crime Task Force based in Melbourne, James has been with the AFP since 1999. He says the deeply held tenant of policing culture worldwide is that we support each other. Being a member of the AFPA is for James a meaningful and tangible demonstration of this ongoing support to others as well as ensuring a safety net should one ever be required. Colleagues believed James could make a positive contribution to the AFPA leadership team and encouraged him to stand for election. He intends to fulfil their expectations and work as part of the team to make the AFPA more effective and more responsive to the membership 'than it has ever been before', providing the best support and representation possible for all members, particularly in the way we support those with mental health issues.



▶ Steven.Harris@afpa.org.au

Steven Harris

Sergeant Steven Harris is stationed at Tuggeranong general duties and has been with the AFP for 17 years. He joined the AFPA during recruit training and admits the life and trauma insurance and legal assistance were his primary reasons for signing up. 'The Association has either represented me or funded legal representation for me on more than one occasion. Whether that is viewed as fortune or misfortune I'll leave to others to decide; for me I'm grateful knowing that the support is available if we need it.' Steven nominated for the Executive because he believes the best interest of members is served through a broad and diverse representation. He says the AFPA must pursue outcomes that are in the best interest of the members which is a challenge in the current fiscal and industrial climate.



▶ Scott.Henderson@afpa.org.au

Scott Henderson

Federal Agent Scott Henderson, is stationed with Close Personal Protection in Sydney. He's been with the AFP for 26 years. He joined the AFPA to have a voice in maintaining members' employment conditions. It was also reassuring to know that if he ever required industrial or legal assistance he could turn to the Association. Being a rank and file member wasn't enough. Scott wanted to have an input in rebuilding the AFPA into a professional organisation where integrity and the best interests of the membership comes first. He joined the AFPA Executive to assist in building a professional organisation members can be proud of, an organisation where conditions of employment are, at best, maintained and, as a priority, improved. Scott believes the AFPA should be proactively increasing the wellbeing of every member.



▶ Vince.Pannell@afpa.org.au

Vince Pannell

A detective sergeant, Vince Pannell is currently seconded as the AFP's lead advisor to the Department of Prime Minister & Cabinet, Asia-Pacific Economic Cooperation (APEC) 2018 Task Force. He's been with the AFP for 31 years, saying it seems like only yesterday when his career began and he joined the AFPA because of strength in numbers. He stepped up to the Executive because he strongly believes members' conditions need to be protected and fought for. Vince says it is within all of us to make a difference and incumbent on all of us to make that difference count. As an Executive member, Vince wants to ensure there is the best outcome for members in the current enterprise agreement negotiations, working closely with AFP.



▶ Kylie.Young@afpa.org.au

Kylie Young

Kylie Young is a Crime Scene Investigator based in Sydney. She joined the AFPA shortly after joining the AFP because she wanted a collective group to represent her. The access to legal and industrial assistance was important to Kylie, as well as access to the additional benefits offered in life insurance and welfare assistance. In 2016 her team members asked her to represent them in the EA negotiations so she began liaising with the AFPA. As time progressed, Kylie realised she could do a better job representing members in a more holistic manner by becoming a delegate. Her increasing passion in ensuring employees conditions were protected and members treated fairly saw Kylie nominate for an Executive position. She hopes to help further develop that members can rely on to protect them and their terms and conditions of employment. ◀

Commissioner Colvin and Legatee Jack O'Donoghue lay the memorial baton



We must accept the brass plates will not remain blank. We all have to face the reality that names of people we know or worked with will end up here and break our hearts.

Police Federation of Australia President Mark Carroll



The Wall to Wall Ride makes its way through Canberra to the National Police Memorial



"His is that additional name on this memorial, a reminder of the towering height of the collective sacrifice of our fallen."

Australia's Wall to Wall Ride for Remembrance was established by NSW Assistant Commissioner Mick Corboy and Victoria's, now retired, Brian Rix. They based the ride on the Texas Ride for the Fallen.

Former Texan police officer, Ron DeLord, told the gathered riders that police are underappreciated and disrespected by so many, but they are the ones who take the risks. "There is no other job where you get paid a salary and are expected to give your life for that job. Police do that – you charge forward."

"We don't police for what they do", reminded Ron. "We pay them for what they are willing to do."

Each year the names of those remembered on the memorial are carried to Canberra by the riders inside memorial batons. Those batons are laid on the memorial. Commissioner Ian Stewart from Queensland laid the first baton, bearing the name of Senior Constable Brett Forte. Queensland police stood in a silent salute to their fallen colleague.

Each jurisdiction laid their baton, some by riders and others by legatees who despite the passing of a parent are still very much

a part of the police family. The AFP baton was laid by legatee Jack O'Donoghue accompanied by Commissioner Colvin.

It was a poignant moment for Angela Smith who went through the AFP College with Jack's Dad, Dave. They remained good mates until he passed away. While Jack might not remember, Ang also looked after him when he was young to help out Dave and his wife, Emily.

A wreath was laid at the memorial by retired Queensland Inspector John 'Blue' O'Gorman, who was the original instigator of National Police Remembrance Day.

Assistant Commissioner Mick Corboy read the Police Ode before the haunting sound of the bagpipes echoed across Kings Park.

Speaking on behalf of all commissioners, the Northern Territory's Reece Kershaw praised the riders. Back in 2010, at the first Wall to Wall ride 524 riders took part. "Now this event leads seamlessly into National Police Remembrance Day."

The Wall to Wall Ride for Remembrance has raised more than \$680,000 for police legacies around the country.

Commissioner Kershaw said we all honour and remember the 776 fallen colleagues named on this memorial. ◀

And this year there was another name placed on the wall – Queensland's Senior Constable Brett Forte who was murdered in May this year. Brett left behind his wife, Suzy, also a serving member of the Queensland Police Service and three young children.

"Senior Constable Brett Forte was shot dead by a wanted career criminal who name I will not use here in the place of honour," said Mark Carroll. "He left a wife and young children. He is lost to all of us. To think of the life he had yet to live is heart rending."

▶ More than 2000 riders gathered at the National Police Memorial in September for the eighth annual Wall to Wall Ride, with many riding through appalling weather to make sure they were in Canberra to remember their mates. Rain, hail and even snow didn't deter them.

Following an early morning service at the National Police Memorial the ACT riders rode to the NSW Police Academy at Goulburn to meet riders from northern Australia for the ride back to Canberra.

All the riders met at Canberra's EPIC to take part in the final ride through the streets of the national capital, around Parliament House and culminating at the National Police Memorial.

Police Federation of Australia President Mark Carroll praised the commitment of the riders to pay tribute to "our honoured fallen".

Mark spoke of the terrible reality that names will continue to be placed on the wall.

"We must accept the brass plates will not remain blank. We all have to face the reality that names of people we know or worked with will end up here and break our hearts."

Wall to Wall Ride for Remembrance

Remembering Mates

They came from every state and territory to participate in this year's Wall to Wall Ride for Remembrance.



The National Police Memorial

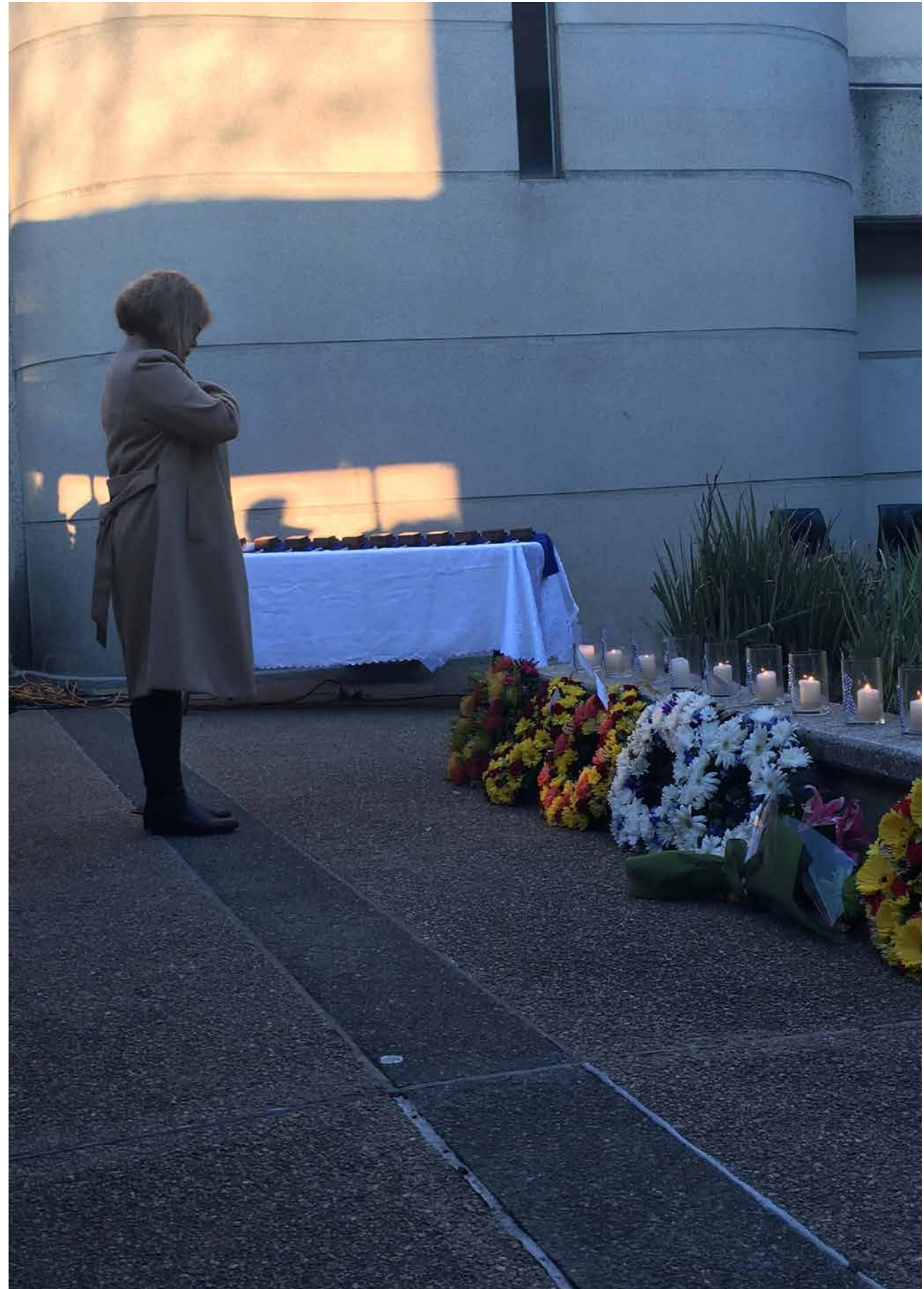
Special features



National Police Remembrance Day procession makes its way to the National Police Memorial



AFPA President Angela Smith at the Queenbeyan National Police Remembrance Day service



Special features

National Police Remembrance Day

Never forgotten

► This year National Police Remembrance Day was commemorated in all Australian police jurisdictions on Friday 29 September, St Michael's Day – the Patron Saint of Police.

AFPA President Angela Smith attended the joint AFP/ACT Police and NSW Police Remembrance Dawn Service at Queanbeyan Police Station to commemorate the brave police who have been killed in the line of duty.

Later that day, Angela Smith joined government and parliamentary dignitaries, policing colleagues from across the country, families and friends at the National Police Memorial in Kings Park, Canberra.

At this ceremony, 12 new touchstones were added to the National Police Memorial. Significantly one bears the name of an officer who lost his life in May this year. Queensland Police Senior Constable Brett Forte was murdered by a career criminal. Another 11 names were added during the ceremony retrospectively recognising one officer from Queensland, two from Tasmania and eight from New South Wales. Historical research has confirmed these officers died in the line of duty between 1879 and 1950.

Let's we forget. ◀



New names were added to the memorial this year on touchstones blessed before the national ceremony



*Credit for pics to Greg Primmer

Pat Curtin takes a walk down memory lane

Pat Curtin was the first National Secretary of the Australian Federal Police Association. President Angela Smith met with Pat recently to talk about his time in the police force and the association. Pat penned this recollection of those days and his early career.

It is with some nostalgia I am permitted to reflect on some 25 years of my combined service with the Commonwealth Police force (CPF) and the Australian Federal Police. I write this because nearly 40 years have passed and some young members may not be aware of their Association's activities and early history.

In 1979 the Federal Government decided it would merge the Commonwealth Police Force and the Australian Capital Territory Police Force. As a matter of interest, Attorney General Lionel Murphy early during the 1979/80 decided to merge all the Australian government law enforcement bodies into a super police force. Some early changes were made to bring this about, however for reasons known to the Attorney General the plan ceased and things went back to normal.

Since the formation of the Federal Police Force there have been several changes to the rank structure – why? The changes beg the question when one considers the NSW police with around 16,000 members has operated under the same rank structures for many years, as do many other state police forces. My personal view regarding those changes is the government could be trying to glamorise the AFP, imitating an American model. This may be fine but does not increase its effectiveness or efficiency. It simply confuses the members of the public they serve.

At that time I was active in the industrial politics of my Association and attended its conference. It was during the 1975 conference I was elected to the position of NSW Branch Secretary of the CPFA, taking over from Acting Inspector Harry Short who was unable to stand.

I might add that Harry Short made major contributions and commitments on behalf of Association members and was highly respected for his efforts. Thanks Harry.

From 1979 to 1982 the CPFA took the initiative to submit an ambit claim to the Federal Police Tribunal with Justice Coleman as the arbitrator, setting industrial standards for fair terms and conditions of employment for members of the newly created police force.

Prior to this we had a matter before the Arbitration Court in Sydney seeking permission to change the Association's name to the Australia Federal Police Association. This was drawn out over a long period as the ACT Police opposed the application. As a matter of interest, the ACTP also opposed the ambit claim for terms and conditions of employment before the tribunal.

Eventually both objections were overcome and we had a new name and new terms and conditions of employment which were, at that time, the best of all state police forces. Many hours were spent in the Arbitration Courts and the industrial tribunal to settle these matters.



Angela Smith and Pat Curtin discuss the AFPA

I started my Police career in 1970 and was designated to detective rank. I attained the rank of senior detective sergeant and held that rank until government and their representatives decided to change the ranking system to coincide with the merger. The changes were, in the minds of many members, unfair and created much angst which took many years to diminish.



An early meeting of the Association's National Council. Pat Curtin is seated fifth from right

All the hard work was rewarded. I was delighted with the outcomes. On my retirement as National Secretary of the AFPA in August 1985 I was very proud to have been directly involved in bringing about a successful conclusion.

Some of the important outcomes achieved during this time were

- The formation of the Australian Federal Police Association
- The merger of both police associations
- The first election of the National Federal Police Association
- The completion of the financial arrangements for the new Association
- The 1982 salary case which resulted in the wage increases for members of between 11 percent and 14 percent
- Joint management review and
- The reorganisation of the AFP along with the AFP Act and Regulation amendments

I would like to take this opportunity to thank members of the then National Executive of the AFPA for the sterling efforts they contributed to bring about a successful outcome, particularly Ken Dowell (deceased) and John Sexton.

What's old is new again

During Pat Curtin's time as National Secretary of the AFPA there was a no confidence motion in the Commissioner where the Association called on him to immediately enter into meaningful consultation with the association in relation to industrial and morale problems within the AFP.



Police Badges and emblems from the Pat Curtin's days in the job

Helping out

During his 27-month mission in Port Moresby, AFPA member Sergeant Steven Knight developed a strong connection with the Basketball Federation of PNG (BFPNG) basketball family, taking on the position of Special Projects Coordinator, a volunteer role he held for more than a year.

The PNG Under 18's team: Steve Knight (back left), Head Coach Joel Khalu (middle) and Assistant Coach Ricky Ani (right)



Steven Knight says he accomplished his major goal with basketball in Papua New Guinea.

One of the things I pride myself on is leaving places in a better position than when I first arrived. I feel like I achieved that throughout my time here and I can leave knowing I'll have friends for life in PNG. ◀

AFPA helps out

Association President Angela Smith while visiting members in PNG saw first-hand the great work being undertaken by Sergeant Knight. Sergeant Knight stated that many people in his program did not have access to shoes or were not in a position to buy them due to their costs and that they relied on donations.

The Association made enquiries about a donation drive that had been set up in Australia to provide sport shoes to BFPNG. In October this year, the Association provided financial assistance to help get almost 500kg of sports equipment to PNG.

The shoes were distributed to participants in November at a session of Twilight Basketball and also at another program that is currently running called Mums a Hero which is a FIBA initiative where young women and particularly mums are targeted to engage in health and fitness just like Twilight Basketball.

men's national team that travelled to Australia last December.

"I really enjoyed being a part of the whole national junior team experience and I am thankful that my commanding officer, Assistant Commissioner Bruce Giles allowed me to take on that role," Steven said.

"We had a fantastic group of young men who really appreciated the opportunity to travel overseas. For most, it was their first time in a plane, so seeing the excitement on their faces was priceless."

BFPNG President Nick Daroa praised Knight's contribution, saying he would be sorely missed in the PNG basketball fraternity.

"Steven has been a tremendous asset to BFPNG and has become a great friend to us all. We thank him deeply for being an outstanding leader, donating so much time and showing major commitment to helping grow our sport," Daroa acknowledged.

▶ During his 27-month mission in Port Moresby, AFPA member Sergeant Steven Knight developed a strong connection with the Basketball Federation of PNG (BFPNG) basketball family, taking on the position of Special Projects Coordinator, a volunteer role he held for more than a year.

Working with the Royal Papua New Guinea Constabulary (RPNGC) officers, Steven assisted BFPNG to deliver its new Hoops for Health (H4H) program, helping facilitate activities for the young including school-based clinics, daytime community hoops and twilight basketball that aimed to reduce anti-social behaviour and promote healthy living.

The project was an immediate success, with many positive outcomes achieved in the first six-months of delivery. For his efforts, Steven Knight was awarded a RPNGC Centenary Medal for Community Service.

Knight didn't stop there though, in addition to driving the community policing partnership, he also took on the role as team manager for the PNG U18



Benny and his beloved brother Tommy on the swings.

Insert: Benny and 'Brucie'.

Benny Wills Gala Dinner A fundraising success

▶ Eight years ago Imogen and David Wills lost their beloved son, Benny to a brain tumour. This brave couple, rather than letting their loss destroy them they set up the Benny Wills Brain Tumour Research Program. To date they have raised \$500,000 – an amazing effort.

The 7th annual Gala Dinner was held in September and the couple hoped to raise \$54,000. In fact, thanks to generosity of AFPA members, their friends and families that amount was closer to \$90,000.

In a very moving speech Imogen Wills made special mention of their friends on Christmas Island who raised just over \$13,000 – not bad for a community of just 1200 people.

"On 11th September it will be eight years since Benny's determined and courageous fight against DIPG ended. Eight years since we last held our son and whispered to him that we would love him forever but that it was ok for him to go," Imogen told the gather.

Imogen said she and David want to change the outcome for children like their son, Benny, so that other families do not have to go through their journey and so that other children don't have to lose their lives to this disease.

"We do it because when Benny was diagnosed there was nothing and if we don't then who will? We do it because the fact that outcomes for children with DIPG haven't improved in over 30 years is simply not good enough, and if someone had done this 30 years ago then maybe our son would have had a fighting chance. We do it because we wanted the legacy our beautiful boy left behind to be one of hope and of lasting change for the future," Imogen explained.

This is an important cause. The AFPA was proud to sponsor the gala dinner and encourages all members to read Benny's story and learn about the research being conducted into this insidious disease. For all information go to www.bennywills.org. ◀



Imogen and David Wills at the Fundraising Dinner. Benny's parents.

Membership Services

MEMBERS ONLY

Your Association exists for you. As part of your membership with the AFPA, you have access to a wide range of services and assistance. Whether you are facing personal tragedy, confronting difficulties at work or simply want to enhance your lifestyle, the AFPA is here to help.

WELFARE AND INSURANCE

- Assistance in the event of family tragedy
- Significant financial legacy benefits to loved ones upon death of an AFPA member
- Group life insurance coverage up to a total of \$200,000 per member
- Group critical illness/injury insurance coverage up to a total of \$25,000 per member
- Financial welfare assistance in times of necessitous circumstances.

INDUSTRIAL PROTECTION

- In-house legal advice and immediate advocacy (eg. PRS investigations, NJR preparations, issues with IR or HR, any employment related issue)
- Legal assistance and in some cases legal funding of external specialist lawyers for work related issues
- Remuneration and conditions of employment (negotiation, advice on terms and conditions of employment, and representation in FWC hearing)
- Workplace Health and Safety rights and obligations
- Advocacy in relation to individual and collective disputes
- Representation and consultation during Enterprise Agreement bargaining

ADVOCACY

- Lobbying the Federal Parliament, ACT Legislative Assembly and AFP Executive to influence policy formulation and decision making
- Support robust but fair employment and integrity measures for AFP, ACIC and DPS
- Obtaining public and political support in relation to issues impacting on our members, the law enforcement profession and the national security environment.
- A voice in the national media for the members of the AFP

LIFESTYLE

- First Class Health Insurance with Police Health
- Better Banking and financial products with Police Bank
- Discounted Coffee Club membership
- Discount on R.M. WILLIAMS boots
- Assistance with the preparation of wills for members and their spouse, courtesy of Maurice Blackburn Lawyers
- Capped funding of a retirement gift (eg. badge board, memorabilia plaque, etc.)
- Discounts and corporate memberships with a wide range of goods and services providers: Police Health | Police Bank | RM Williams | The Coffee Club

If you have any questions about any of the services on offer, please do not hesitate to **contact our Membership Services Officer on (02) 6285 1677.**

AFPA 2018 DIARY

2018 Calendar Year Diaries are back following your feedback.

To get yours, send us an email at afpa@afpa.org.au with your name and postal address, call us on 02 6285 1677 or visit us at our office at Level 3, 53 Blackall Street, Barton, ACT between 8.30-4.30pm, Monday to Friday.

NEW AFPA WEBSITE

We are excited to announce that we are launching a new website later this month. We have built our new website with you in mind. It is now easier to locate the information you need and to engage with us, thanks to a range of new functionalities and tools for facilitating interaction and collaboration.

We hope that you enjoy the fresh look and feel of our updated website and find that this portal serves as a valuable resource for you.



For any questions, suggestions, or comments, please contact us at afpa@afpa.org.au.



Get Fit, Get excited and Get to Mandurah!

The Australasian Police and Emergency Services (AP&ES) Games, are a biennial event held throughout Australia and New Zealand. The 17th Games will be hosted within the City of Mandurah, Western Australia, between the 28th October and 3rd November 2018.

The Games are open to all serving, retired members and registered volunteers of eligible agencies. Eligible agencies include Police and Law Enforcement Agencies and Emergency Service Agencies. Eligible competitors are either full time or part time employees (sworn and unsworn), registered volunteers or retired personnel from eligible agencies from Australia, New Zealand, Indonesia, Singapore, Papua New Guinea and the Pacific Islands. Competitors must be 18 years or over at the time of the Games.

The Games seek to provide a positive sporting, cultural, social and tourism experience for all competitors and accompanying persons, while fostering positive physical and mental benefits for participants. The Games provide a unique opportunity for

the wider community to recognise the contribution made by first responders throughout Australasia.

Only an hour south of Perth, Mandurah and the Peel Region offers everything from beautiful coastlines to Jarrah forests, all within a short drive. This diverse region is Perth's natural adventure playground made up of the City of Mandurah, and surrounding Shires of Serpentine Jarrahdale, Murray, Waroona and Boddington.

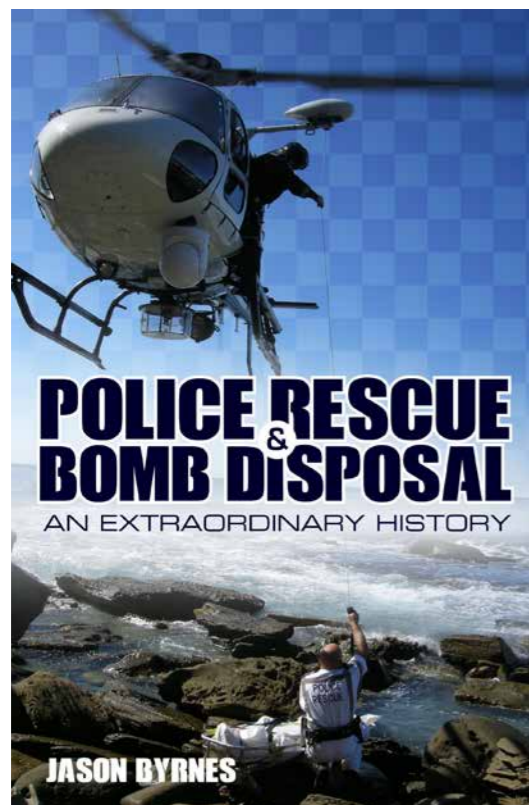
The Organising Committee of the 2018 AP&ES Games invites eligible participants from the Australian Federal Police to join us in Mandurah for what will be the Extraordinary Games for Extraordinary People!

For more information please head over to our website: www.apandesgames.com.au

BOOK REVIEW



New book goes behind the scenes



Police Rescue & Bomb Disposal: An Extraordinary History by Jason Byrnes

► The AFP's Jason Byrnes has published the story of Australia's most unique police unit, the NSW Police Rescue and Bomb Disposal Unit, which has been protecting public safety for 75 years. Every day the women and men of the Unit confront some of the most challenging and harrowing situations imaginable; including recovering decomposing bodies from cliffs, cutting people out of the wreckage of crashed cars, or disarming improvised explosive devices. Nerves of steel, compassion and dedication to duty are the core requirements for police rescue operators and bomb technicians.

Police Rescue & Bomb Disposal takes the reader on a journey from the dark days of World War II when NSW police first formed a unit to recover bodies from Sydney's cliffs, to what became known as the Police Rescue Squad, the group leading rescue and recovery operations at the Granville train disaster (1977), the Newcastle earthquake (1989), the Thredbo landslide (1997), and other emergencies up to and including the Lindt Café siege (2014). In addition to the dramatic rescues, the book covers topics such as bomb disposal operations, women joining the unit, the creation of a network of decentralised rescue units, the ABC TV series Police Rescue, training requirements and the psychological impact of rescue and bomb disposal work on police.

Drawing upon numerous interviews and official documents, this book includes many never-before-seen images. It is a fitting testament to the dedication and personal sacrifices made by a small band of highly skilled professionals. ◀

About the author



Jason joined the AFP in 1991. His diverse law enforcement career includes overseas postings to general duties in Canberra. Jason was also the ACT Police Branch Secretary of the AFPA

from 1996 to 1999. Highlights included achieving several legislative enhancements to protect community safety, dramatically improving OH&S conditions for staff, and convincing the AFP to replace revolvers with self-loading pistols. He has written numerous articles about federal policing and its history, and has also been an assistant editor at the Australian Police Journal for over a decade. He is currently the AFP's Senior Liaison Officer in Kuala Lumpur.

Police Rescue & Bomb Disposal: An Extraordinary History is published by Big Sky Publishing – RRP: \$34.99

Catalogue 2017-2018

► AFP/AFPA MERCHANDISE



AFP Merchandise items



Coloured Shield Plaque | \$70.00



Australia Plaque | \$70.00



AFP Plaque (Glass) | \$65.00



AFP Plaque (Pewter) | \$60.00



Coaster Set | \$37.00



Cuff Links | \$25.00



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Tie Tac (coloured, silver, gold) | \$7.00

AFPA Merchandise items



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AFPA Silk Woven Tie | \$25.00



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AFPA Lapel Pin | \$7.00



AFPA Stubby Holder | \$7.00



AFPA Eco Cup | \$15.00

See over the page for the Merchandise order form

Merchandise Order Form

▶ AFP/AFP A MERCHANDISE



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Postal Address:	
Send via: <input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (\$15) <input type="checkbox"/> Hold for Collection	

SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$)	Qty	Total (\$)
AFP Coloured Shield Plaque	\$70		
AFP Australia Plaque	\$70		
AFP Plaque (Glass)	\$65		
AFP Plaque (Pewter)	\$60		
AFP Coaster Set	\$37		
AFP Cuff Links	\$25		
AFP Gloss Mug	\$20		
AFP Pen	\$20		
AFP Key Ring	\$12		
AFP Stubby Holder	\$9		
AFP Tie Tac (coloured, silver, gold)	\$7		
AFPA Soft Shell vest	\$60		
AFPA Silk Woven Tie	\$25		
AFPA Tie Bar	\$12		
AFPA Lapel Pin	\$7		
AFPA Stubby Holder	\$7		
AFPA Eco Cup	\$15		
		Subtotal:	
		Express Post (\$15):	
		Total (\$):	

SECTION 3: PAYMENT DETAILS

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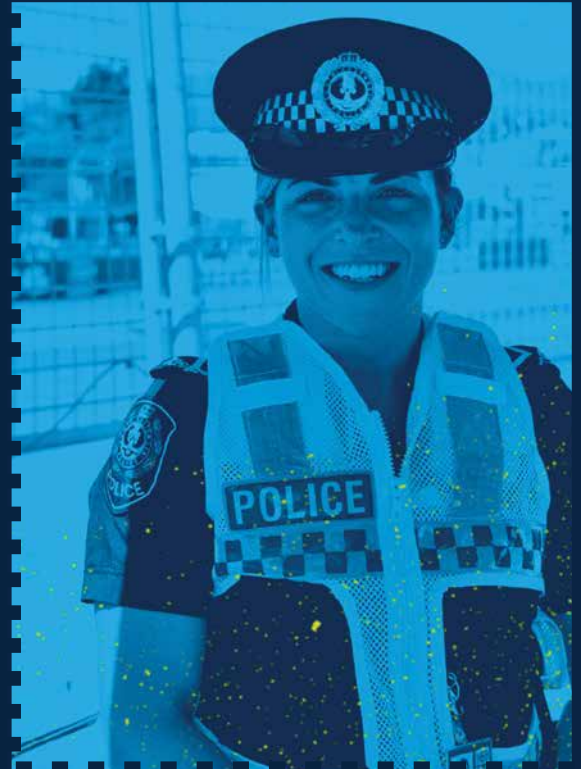
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