



# BLUESTAR



## Walk as 1

Breaking down the barriers  
around mental health

## Police Chaplains

Help and support  
when you need it

## The Hon Peter Dutton MP

The Minister in profile





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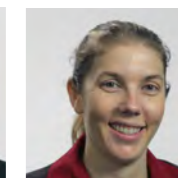
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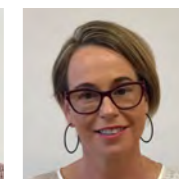
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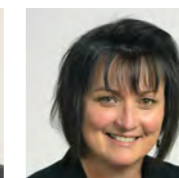
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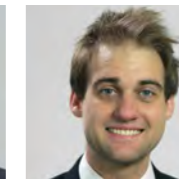
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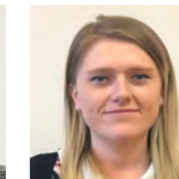
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### Reverend Gayl Mills

The senior police chaplain speaks to BlueStar on how she can help you



### Police & Emergency Service Games

Get into training and join colleagues from around the country at this year's games in Western Australia



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



### Walk as 1

AFPA members and staff attend the inaugural walk to support those suffering mental illness.



# PRESIDENT'S REPORT

Angela Smith, President



President  
Angela Smith

## Your mental health Our concern

Welcome to the winter edition of Blue Star. I hope you are enjoying our magazine. It's part of the suite of platforms delivering our communications to you, informing you of everything the Association has to offer you as a fee-paying member. Please give your feedback, as we are always open to improvement.

Work at the Association continues to keep us very busy and 'off the streets' so to speak. Graeme and I have started our musters around the country and talking with you is always informative and thought provoking and gives us great pride knowing that we are continuing to serve you in the best way we know how. Of course, there is always room for improvement and we will continue to achieve what we can for you, within our remit.

One of the issues I've spoken about during the musters has been the ever present and heart rending issue of mental health. I see first-hand the effects of PTSD on our members and it is one of the things that keeps me awake at night. I've spoken to, and stay in close contact with, a number of our members who are feeling the effects of life in the AFP. And it's not always just the jobs that members attend that causes the debilitating effects of PTSD.

Suicides, violent crime, deaths, child exploitation, extremism remain ever present in minds like a video on continual repeat, never to be unseen. However, these members tell me the biggest effect by far is how the job deals with you. How your supervisor treats you. How you are targeted for who you are. It destroys your very essence, your confidence, your ability to make a decision, any decision. THIS becomes the stuff of PTSD. If the AFP is ever to become the organisation it aspires to, it's these practices that must be stamped out. One way to improve the way we treat each other is to train effectively for management. This training should begin from the day you graduate from the college or in the case of professional

staff, the day you start with the AFP. The requirement to supervise staff comes very early in this organisation and you need to be aware of how your actions and how you speak affects your team.

Simply put, treat those around you as you wish to be treated.

One way forward suggested to me by a member is a PTSD support group, just for AFP employees. Some have suggested Soldier On for that role; however, others have shied away from this as it's not police-focussed and not identifiable. I am very keen to get this going and if anyone has some experience with support groups please let me know as a few members have expressed interest in taking part.

Many of you are aware of our welfare, or charity, arm: Auspol – Police Welfare Fund. Over the past 12 months we have assisted many with welfare payments, in the range of \$100,000. Some payments have contributed to keeping heads above water after the AFP has suspended members over conduct issues. I refuse to let our members be reduced to bankruptcy through a harsh internal investigations regime. Others have needed some time out when either the AFP has refused to assist or members don't wish the AFP to know about their private lives. We have been very happy to step in and assist.

On that note, we have a finite amount of money in our welfare account and would greatly appreciate your donation. Donations can be made at:

Police Bank | BSB 815000 | Account 94350 S1

On the subject of being treated like a number. The new Professional Standards Panel - what a wild old ride that is taking us all on. Here at the Association we agreed to the establishment of the panel. The adjudication process to date has been haphazard and inconsistent, and built on cronyism. We did not foresee the complete and utter flip from the old adjudication process to the new one. Hence our update in May slaying the decisions coming out of the new panel, after it had recommended a tranche of employment terminations.

Don't get me wrong, not everyone deserves to be employed by the AFP. If you've committed an egregious or serious breach of the code of conduct, you should go. We need to be able to trust each other, rely on one another, and be respectful. However, there now appears to be no room for mistakes, for being human. And it now seems when you own up to your mistakes, you are slapped with a notice saying you will be terminated unless you can convince the panel otherwise. This takes us down a slippery slope where owning up to your mistakes will get you sacked. This is the undesirable consequence of an adjudication process that doesn't tolerate the human element.

We put up one hell of a fight: Graeme and I sent the update titled 'the floggings will continue until morale improves' (thank you, Captain Bligh, for those thought provoking words right before your sailors mutinied), the industrial team worked overtime in every sense of the word to argue for our members to remain in the AFP, Graeme and I sat down with the commissioner, the COO and chief of staff and expressed in no uncertain terms our abhorrence at the panel's outcomes, and many of us pitched in and approached many levels of the AFP to express the outrage we all felt. The only medium we did not utilise, but were not afraid to, was the media. It was only a matter of time.

Thankfully all the lobbying paid off and the members' jobs were saved, albeit with a softer flogging and not the full cat-o-nine tails. The sad part of this whole affair is that it has left a very bitter taste in the mouths of those directly affected and their loved ones and friends, and the AFP is the loser in all of this.

I shall end on a positive note. The Enterprise Agreement was finally approved by the Fair Work Commission in May. Looking to the future, we will be proactive with the next EA to protect your conditions from the ravages of government policy and budgetary manoeuvrings. You should not bear the brunt of politics. ⚡



**AFPA**  
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Police Association

Australian Federal Police Association

## Values

Guiding principles that help us define how we behave towards each other, our stakeholders and our members.

- ▶ **RESPECTFUL**  
We are a team and work collaboratively. We are respectful of our members, our stakeholders and each other.
- ▶ **SERVICE ORIENTED**  
We are committed to excellence in service, both within our organisation and for the members we serve. We are determined to achieve and manage member needs and expectations fairly, timely and sensitively.
- ▶ **PROFESSIONAL**  
We lead by example, model appropriate behaviours and are resilient and resourceful.
- ▶ **ETHICAL**  
We act with honesty and integrity. We are genuine and trustworthy, seeking open and frank dealings with our members, our stakeholders and each other.
- ▶ **ACCOUNTABLE**  
We are empowered to act, take responsibility for our actions and know that we can make a difference.
- ▶ **EXCELLENCE**  
We strive for continuous improvement, we pursue learning and growth and drive innovation in all that we do. We are rigorous in getting 'it right'.



# VICE PRESIDENT'S REPORT

Graeme Cooper, Vice President

Vice President Graeme Cooper

Regular items

## A few issues have been occupying my time and energy recently – the new EA, the AFP budget and employee mental health.

▶ Budget night in May delivered little good news for the AFP. The big announcement was \$121 million for 190 more personnel in Aviation. However, due to budget reductions over time, we know the AFP presently has more employees than it can afford. This means the new funding can't result in any new employees joining the organisation. Therefore, as things presently stand, if the government requires the AFP to fill the additional positions, 190 Federal Agents will have to be redeployed from investigations into airports.

The budget papers also describe a reduction in expenses per employee of 1.5 per cent next year compared to this year. Adjusting for the 3 per cent pay rise, this actually equates to 4.5 per cent per employee, which is a significant reduction in cost. It can only be achieved through employing less expensive staff, hence the Workforce Renewal Program re-announced recently. However, when the organisation employs more people than it can afford, encouraging expensive staff to resign won't create new employment opportunities, it will simply assist to manage cost. This makes the published increase in the average staffing level all the more confounding.

**Plus, with a forecast for a significant overspend to end the financial year, which must be paid from next year's budget, the organisation already finds itself starting from behind. It seems our period of doing more with less is set to continue.**

consistent reduction in funding. Questions have been raised in Parliament and the media has been reporting on the issue. It has become known to the public and a political problem for the government. What changed this time was government Senators responding to this attention by pointing out the dollar value of the terminating measures and implying that were the programs to be continued, there would be no reduction in funding. The implication of this exchange is that both sides of politics are finally acknowledging that taking money off the AFP is bad politics. This could be the opportunity the organisation needs to fix the funding model.

Managing employee mental health continues to be a significant challenge for the AFP. The reports from Phoenix Australia and the ANAO were published in November 2017 and March 2018 respectively and between them make more than 20 recommendations for change by the AFP, only some of which have been implemented so far. What concerns us is there is no high-level body within the AFP charged with driving the implementation agenda and ensuring employee mental health and welfare is given the organisational focus it requires. Indeed, prior to delivery of the two reports, the Mental Health Strategy Board was convened as a collective of AFP senior managers with a focus upon this issue. Following publication of the ANAO report, almost the first action by the AFP was to stand the Board down. What we see as presently lacking is a sufficiently high ranking individual with carriage of the Mental Health agenda. This is desperately needed.

There are also issues with the relationship between the AFP and Comcare which are exposing employees to the risk of further harm. If you are injured in the course of your employment, you become Comcare's problem. With a physical injury, no problem, you make your claim and the process commences. For a mental injury, your ability to complete the claims process may be so limited (indeed doing so may cause you further harm through revisiting your injury) that you are unable to do so. If this means you are unable to access the treatment you require immediately, the consequences can be devastating.

If you are a keen watcher of Senate Estimates like I am, you might have noted the subtle but significant shift in the politics surrounding the AFP budget. Structurally, the AFP budget suffers from funding being applied to specific measures over a fixed period, which terminates over the course of the forward estimates. This funding model is killing the AFP, as it robs the organisation of the ability to plan over an appropriate time horizon. Labor Senators have been dissecting the budget position over the course of multiple Estimates hearings, highlighting this

Members' mental health should be everyone's concern

We have assisted four members in the past 12 months in exactly these circumstances. They were so acutely mentally unwell that they required hospitalisation immediately and were at serious risk of self-harm. They could not participate in the Comcare claims process as providing the explanation and justification required would have caused further mental harm and anguish. Residential hospital treatment for mental health costs tens of thousands of dollars and these individuals did not have the capacity to pay. Once these members alerted the AFP to their illness, the AFP delegated responsibility for their management to Comcare and was not willing to assist further. For us the decision-making process was simple – either the AFPA pays and they get treated now, or we all wait for a public bed to become available and hope they don't hurt themselves.

**We will always choose to support our members, regardless of what that requires. However, the AFP ultimately needs to accept more responsibility and financial risk when employees become unwell because it made them so.**

The Senate is conducting an enquiry into the Mental Health of First Responders to which the AFPA has provided a submission. We have taken the opportunity to illuminate these and other important issues, in the hope of achieving meaningful change for all our members.

Implementation of the new EA is providing an excellent opportunity for me to correspond with individual members, as various AFP systems and policies adapt to the terms of the new Agreement. My single encouragement to all members is to read your EA, apply the terms and conditions as they are written and intended, and not to work for free. The EA is a legally binding contract between the AFP Commissioner and employees and describes the conditions of employment the Commissioner is prepared to accept.

I also wanted to comment upon a worrying attitude I perceive at operational levels of the workforce. There seems to be a prevailing belief that the only thing the AFP cares about is the delivery of operational outcomes and anything and anyone can be sacrificed upon this altar. Whilst the cynical among us may see this as true and reflective of the attitudes of some managers, we can and must resist.

**This is not a race to the bottom. We can and should put people first and they will deliver the operational outcomes.**

I regularly see this reflected in interpretations of the EA. Some of the provisions allow multiple interpretations of varying favourability to employees. Adopting the least favourable because it is believed this is the organisational expectation is outrageous. We do not have to treat each other badly for the benefit of the AFP. ◀

## A CUPPA FUNDRAISER

▶ Australia's Biggest Morning Tea is Cancer Council's most popular fundraising event and the largest, most successful event of its kind in Australia. People all over the country got together with family, friends, colleagues or community groups for some tea and treats, and help to raise vital money for people affected by cancer.

All of the donations made across the country go towards helping the Cancer Council achieve its mission of a cancer free future.

This year the team at AFPA got together for a cuppa to help raise much-needed money. Thanks to our collective donations, your Association has been able to generously raise \$100 for the Cancer Council.

The Association's involvement will go some way to make a difference to the lives of people affected by cancer, and that's something to feel really proud about. ◀







# LEGAL AND INDUSTRIAL

Michael Chilcott, Counsel

Zisopoulos v Commissioner of Police  
NSW Industrial Commission  
7 March 2018 [2018] NSWIRComm 1011

Michael Chilcott,  
AFPA Counsel

Regular items

## A police officer, his hair and a drug test

**In December 2016, the Commissioner of the New South Wales Police Force decided to terminate the employment of Sergeant Zisopoulos because he was satisfied that he had consumed MDMA and methylamphetamine and the levels at which the drugs were detected were not explained by external contamination.**

▶ As is often the case in a tale of this type, it all started with a random test of a sample of the officer's urine. The sample was "non-negative". Next, the officer was asked to provide a sample of his hair. The tests of the hair sample returned a positive result.

Secondly, he considered Sergeant Zisopoulos' statement that he was exposed to illicit drugs on a regular basis in the workplace. The Commissioner rejected that this was the cause of the positive test result. He noted that two experts opined that the test results could be ascribable to illicit drug use, while another opined that the test results did not provide evidence that the presence of illicit drugs was due to ingestion. The Commissioner did note that most of the experts agreed that it is possible that the levels of drugs reported could have been due to external contamination.

Sergeant Zisopoulos was given a notice setting out the findings that were made about his drug use. Sergeant Zisopoulos was in a fight for his job. The practical effect of this process was he had to demonstrate to the Commissioner why his employment should not be terminated.

However, the Commissioner had regard to NSW Police records that showed that Sergeant Zisopoulos had only limited exposure to illicit drugs during the approximately three month period before the testing. So, he did not accept that the positive test results were explained by environmental contamination.

While all this was happening, Sergeant Zisopoulos was suspended on full pay.

In December 2016, the Commissioner terminated Sergeant Zisopoulos' employment.

He concluded that although the expert agreement regarding external contamination, he preferred the evidence of the two scientific experts to the effect that Sergeant Zisopoulos' positive test results were ascribable to one off or occasional use of MDMA and methylamphetamine.

Let's consider the Commissioner's reasons. First, he said that he considered the scientific evidence and expert reports. He concluded that there was a reading from the test of the hair sample showing the presence of MDMA and methylamphetamine.

**You might have thought that was the end of it. But the Commissioner turned to his opinion of Sergeant Zisopoulos' integrity. He found that Sergeant Zisopoulos' denials about having consumed illicit drugs were not credible, and concluded that he had voluntarily consumed the illicit drugs.**

He stated that Sergeant Zisopoulos' response to the notice was less than candid.

The Commissioner also considered Sergeant Zisopoulos' unblemished record of 15 years of service during which his good service was formally recognised good service on a number of occasions. This was not regarded as a positive matter for the sergeant. The Commissioner said that Sergeant Zisopoulos must be held to a higher standard of conduct due to his level of seniority and experience.

He then noted Sergeant Zisopoulos' denial of the allegation, the absence of an expression of remorse or contrition and his untruthfulness during the testing process and in his response to the notice. He concluded that Sergeant Zisopoulos' "dishonesty compounds the magnitude of your misconduct."

The NSW Industrial Commission reviewed the Commissioner's decision on the application of Sergeant Zisopoulos. In a lengthy and carefully worded decision, the Commission upheld Sergeant Zisopoulos' application for a review.

At the hearing of the evidence in the Commission, it was not in issue that the officer's hair sample tested positive for MDMA and methylamphetamine. The issue was whether those test results were due to his voluntary ingestion of the drugs or the environmental contamination of his hair.

On the issue of environmental contamination, the Commission stated that the expert evidence it heard was that the applicant's explanation for his positive test result was "feasible", "unlikely" but not "impossible" according to one expert; "cannot be excluded" according to another; equally as likely as occasional use of the drugs, according to another; and the "most likely cause" according to one. A fifth expert's opinion was not equivocal. He stated that the available information did not support the allegation of consumption of the drugs.

One of those experts stated that the test results do not indicate the regular use of methylamphetamine or MDMA but rather that in the 2-3 months prior to the taking of the hair sample Sergeant Zisopoulos was exposed to these drugs. As the concentration of these drugs was low, it could not be concluded that that he was a habitual or chronic user of either substance. This witness said contamination of hair can occur because there are a number of ways that substances can enter hair. Incorporation by entrapment from the blood bathing the growing hair follicle is the main mechanism, but drugs can also be incorporated through direct contact of mature hair with sweat sebaceous secretions.

The evidence of the expert witnesses suggested that it would have taken only one occasion when Sergeant Zisopoulos handled MDMA and methylamphetamine and touched his head with his hand for contamination of his hair with those drugs to have occurred. One NSW Police investigator agreed in evidence before the Commission an audit disclosed that the applicant was on duty on ten occasions when one or other or both of those drugs were accepted – a higher number of occasion than the Commissioner was told about when he made his decision to terminate Sergeant Zisopoulos' employment.

A 2017 report of the presence of drugs in work areas of NSW police stations was not available to the Commissioner in 2016 when he made his decision about Sergeant Zisopoulos. The Doran study, as it is known, stated that there were minuscule amounts of drugs detected on bench surfaces in police stations in that study. The report advised that minor changes to work surfaces and procedures in police stations and large evidence stores will decrease the likelihood of external hair contamination or unintentional ingestion of drug residues. It follows that, at the time when that study was published in 2017, the authors recognised the risk of external contamination of hair with drugs in NSW police stations.

The Commission ordered Sergeant Zisopoulos' reinstatement. The Commission noted that the NSW Police Commissioner formed his views about the matter without the benefit of all the expert evidence that was placed before the Commission. The Commission concluded that there was now no basis for the Commissioner to have continued doubts about Sergeant Zisopoulos' integrity.

**This is not a commentary on the science. Like so many legal dramas, it is a story of the assessment of the evidence. It is about the process. The Commission's decision was respectful of the NSW Police Commissioner.**

However, it appears there was ample evidence at the time he was making the decision about Sergeant Zisopoulos that might have caused the Commissioner to ask deeper questions about the scientific evidence and the strength of the case against Sergeant Zisopoulos. It required a careful assessment, a critical yet quizzical approach and a preparedness to test the material that was presented. This is always a challenge for decision makers who are presented with a set of documents that they must consider before making a decision – even one as important as the termination of an officer's employment. Such a decision, this Association argues is as important and as significant as an allegation of the commission of a crime.

Decision makers are not infallible. However, when it is known a process might take three years to conclude with all the consequential effects on the person affected by it one might think it calls for a careful, considered and critical approach by the person making the decision in the first instance. ◀





# 3 TIPS for maximising your borrowing power

Your borrowing power is everything when it comes time to buy your first home. There are so many factors that impact how much a finance provider will lend you. However, knowing what affects how much a lender will offer you is only half the battle.



Do you know what you can do to grab a hold of the reins of your borrowing power?

### 1. USE THE FIRST HOME SUPER SAVER SCHEME

Starting July 1, 2018, you'll be able to apply for an early release of some of your superannuation in order to place a deposit on your first home. Since the beginning of the 2017-18 financial year, first home buyers have been able to make both concessional and non-concessional contributions to their super balances for this purpose. These savings will enjoy the high-return, low tax environment of superannuation, meaning you can grow your deposit more quickly. Bear in mind that there are limitations to the kinds of property you can buy and you can only release up to \$30,000 worth of contributions this way<sup>1</sup>.

### 2. BUY LOW, SELL HIGH

We all want to move into our dream property - but that's not always practical. To get your foot on the property ladder for the first time, consider purchasing a home that's a little worse for wear. This way, your loan and thus your deposit will be smaller. By doing up the property you may also stand to turn a considerable profit when it comes time to sell.

### 3. SORT OUT YOUR CREDIT

Your debt and ability to service it play a massive part in determining your eligibility for a home loan. Request a free credit report from an official reporting body such as Equifax and address any errors as soon as possible. Your report may also highlight areas of weakness such as punctuality with your bills that you should work to improve on to bump up your score.

Having credit cards that you've managed well is a great way to prove you can handle debt effectively - however, the maximum capacity of your credit cards will be considered debt that can

decrease your borrowing power. So, consider cutting down on your credit cards before applying for a loan.

Likewise, multiple debts can raise a few eyebrows so consolidating debts into a single product will show a lender that you can manage your finances.

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**Request a free credit report from an official reporting body such as Equifax and address any errors as soon as possible.**

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<sup>1</sup> Australian Taxation Office, First Home Super Saver Scheme





# Walking in support of mental health

On Thursday 7 June 2018, the inaugural *Walk as 1 – Breaking the Stigma around Mental Health* walk was held around the shores of Lake Burley Griffin.

Despite the cool winter morning temperatures, approximately 150 walkers braved the conditions for the five kilometre walk to show their support of mental health. The AFP Organisational Health Team coordinated the event and invited members of the AFP along with members from external government agencies to take part in support of mental health.

The AFPA proudly supported and promoted the event, given its unrelenting focus on the mental health and wellbeing of members. AFPA President Angela Smith and Vice President Graeme Cooper walked alongside AFPA members and staff and AFP Executive members. This event provided an excellent opportunity to foster strong working relationships and strengthen bonds between the AFPA and AFP members and external government agencies in support of mental health.

A cooked breakfast was donated by the AFP and generously prepared by the AFP volunteers and was both welcomed and enjoyed by the walkers after the cool, brisk five kilometre walk.

AFPA member Federal Agent Dean Saddler, who organised the event on behalf of the AFP said, "Breaking the stigma around mental health can have a real influence over the health of first responders. No one should feel threatened, this is about caring for people and in fact, a real conversation and get to know people to make things easier. We have to find a way to convey a message to others that impresses upon them why this is important to them. Walk as 1 is one of those ways".



Left: Lake Burley Griffin; right: A BBQ breakfast after the walk



An opportunity for walkers to catch up after the walk

"Walk As 1 is about raising mental health awareness in police and the broader first responder community, says Chief Medical Officer Katrina Sanders. "Police officers are one of the highest risk occupations for developing a work related psychological injury. The theme of this year's walk was 'breaking stigma.' We know that stigma contributes to fear of reporting of mental health injuries and fear of seeking support which often exacerbates injury. You can start combating stigma in your workplace today by not allowing comments such as 'broken biscuit' or 'malingerer' and by adding staff health & wellbeing to your meeting agenda as item number 1."



Vice President Graeme Cooper strides out with other walkers



Rev Gayl Mills at the Wall to Wall ceremony

Special feature



Reverend Gayl Mills, Principal Chaplain – AFP

# Looking after the spiritual welfare

In 1999 Reverend Gayl Mills was working as a medical scientist when she felt God calling her. Over the next few years she undertook a theology degree and a diploma in pastoral counselling. While serving as the Director of Pastoral Care at Christ Church Anglican Church, Queanbeyan, in 2004 she was recommended by the Anglican Bishop of the Diocese of Canberra/Goulburn as a chaplain for the AFP. Beginning with the AFP in March 2005, Reverend Gayl Mills is the longest serving AFP Chaplain.

► “After a couple of years, I realised that this was what I was born to do- to be a chaplain in the AFP,” explains Gayl.

She describes her role as looking after ‘the pastoral care and spiritual welfare of members – the Ministry of Presence.’

“I provide care to all AFP members, retired members and their families and offer support to help promote a positive work environment,” explains Gayl. “Chaplains have the freedom to move unhindered through all levels of the organisation and are not constrained by rank or position. Since chaplains often deal

Rev Mills takes part in the Wall to Wall service each year



with matters of a delicate and serious nature it is most important they have unrestricted access to all employees.

“Chaplaincy is the active role of a ‘ministry of presence’ in a community- to meet people, to compassionately walk with them, to listen, to encourage them in their life journey and spiritual experiences.”

Chaplains are available for a confidential chat or advice on any matter and it does not need to be religious. Discussions may involve personal and family issues as well as values and meaning in life and work. The conversations are confidential. Chaplains don’t keep notes. They provide a friendly, helpful, neutral ear. Much of the role of a chaplain is simply listening, assisting members with emotional support. As faith-based individuals, chaplains also arrange and conduct baptisms, weddings and funerals, as well as other religious services for AFP members and families.

“We are most usually proactive in the workplace, the office area or in the field. This has been described as loitering with intent. Quite often we are called on for ‘corridor counselling’.”

One of the most important roles of a chaplain is in a critical incident or disaster situation, where they try to bring normality to the setting. Police officers often comment that to look across and see the chaplain standing there brings a calming effect. And when the incident is over the chaplains are there.

“Faced with situations that involve trauma and death a person may be confronted with their own mortality, spirituality and faith issues. Chaplains are equipped to have these conversations and are also primed to recognise the need for and refer

to other services within Organisational Health and the EAP.”

People come to talk to chaplains about a wide range of issues including grief and loss, relationship difficulties, work place stress/conflict, trauma, mental health issues, families, ethical dilemmas, when they’ve been “morally injured”.

“A great deal of our ministry of presence is about being there, not necessarily speaking, but listening and being available to people which often results in empowering people to do what they need to do. I usually ask people if I can pray for them after we’ve talked. Over 13 years I can count on one hand the number of people who have refused. However, it works, I believe that prayer makes a shift in us.”

Saying that, Gayl stresses the AFP Chaplaincy has a continually developing interdenominational and interfaith approach to spiritual welfare and pastoral care for AFP employees and their families and respects all faith groups’ opinions/values. Gayl believes most people are deeply spiritual and live out their

spirituality in different ways. Chaplaincy is available to all without fear or favour.

“Spirituality is a broad concept with room for many perspectives, explains Gayl. “In general, it includes a sense of connection to something bigger than ourselves, and it typically involves a search for meaning in life. As such, it is a universal human experience—something that touches us all. People may describe a spiritual experience as sacred or transcendent or simply a deep sense of aliveness and interconnectedness.

Reverend Mills officiating at a police funeral



“After a couple of years, I realised that this was what I was born to do – to be a chaplain in the AFP.”

Reverend Mills in uniform





"Some may find that their spiritual life is intricately linked to their association with a church, temple, mosque, or synagogue. Others may pray or find comfort in a personal relationship with God or a higher power. For others, it's more personal—some people get in touch with their spiritual side through private prayer, yoga, meditation, quiet reflection, or even long walks."

Spirituality and these 'meaning of life' type questions are universal across all faith groups.

Gayl admits she wants to hug everyone who ventures near her and says that many people see her as the AFP 'mum'. Or perhaps, the Vicar of Dibley, laughingly saying, "I'm not sure what the connection could possibly be!"

"I just care about the people. People in the AFP are remarkable. After 13 years, I'm still blown away by their compassion, care and concern for others in the community and their ongoing dedication to catch 'crooks'. And they keep on keeping on regardless of how they're treated. The media is always looking to disparage police, they can get some pretty average treatment from the public, they receive very few rewards but they continue to do their jobs, regardless of how they are received."

Reverend Gayl Mills says her job is about relationships not clients. She gets to be involved in people's lives, marrying them and baptising their children, and sadly, conducting funerals for members and their loved ones.

**"It's a privilege to be invited into someone's life during good times and especially in the tough hard times."**

"I know we're going through difficult times in the AFP, but we have before. I believe the qualities I see in the majority of AFP members at all levels- dedication, commitment, loyalty, integrity, competency will allow us all to persevere and make a difference and we will become the AFP we know we can be."



**"God bless you all."**

**How to contact the Police Chaplaincy**

- **Organisational Health Triage team:** 02 6131 6000 (146000), organisational-health-triage@afp.gov.au
- **Principal Chaplain Reverend Gayl Mills:** 0421 099 194, 02 6270 4880, 165880, gayl.mills@afp.gov.au
- **ACT- SRG Rev. Stephen Neuhaus:** 0403 060 369, stephen.neuhaus@afp.gov.au
- **Perth/NT- Rev. Barrie Yesberg:** 0419 678 953, barrie.yesberg@afp.gov.au
- **Brisbane- Rev Phil Marshall:** 0430 855 665, phillip.marshall@afp.gov.au

Also available:

- **Sydney – Reverend Dan Connor:** 0447 463 466 (NSWPF Senior Chaplain: Critical Incident response and request by member); Muslim Chaplain Shayhk Amhed Abdo: 0416 555 303 (request by member)
- **Melbourne/Tasmania – Reverend Dave Thomson:** 0439 225 160 (Senior Chaplain VICPOL: Critical Incident response and request by member)
- **Melbourne Airport – Major Martyn Scrimshaw** (Melbourne Airport Chaplain): 0439 033 176
- **NT –Chaplain Pat King (NTPFES Chaplain):** 0419 347 995 (Critical Incident response and request by member)
- **Adelaide/Tasmania:** Please contact one of the AFP chaplains.

Special feature

Left: Reverend Mills at an official ceremony; right: Reverend Mills with a member of the K9 unit



**COMING SOON**

**Great new benefits program for AFPA members**

The AFPA has recently partnered with Member Advantage, a leading provider of member benefits programs, to expand on the range of benefits you can access as one of our valued members.

This program is complimentary, offering you and your family unlimited use and allows you to save money on your everyday expenses.

With this new program, AFPA members and their family will soon be able to enjoy exclusive discounts on a great range of lifestyle, leisure and financial services all year round.

AFPA members will receive an activation email in mid-July where you will need to activate your account.

More information about the program is available on the AFPA website [www.afpa.org.au](http://www.afpa.org.au)

Benefits will include savings on a range of products such as dining, accommodation, leisure activities, adventure tours, airline lounge memberships, international money transfers, car rental, computers and many more.

**For more information please see the advertisement on p35 of this issue.**

**Sign up for a Costco Membership and get over \$200 worth of coupons!**

Costco is pleased to be able to partner with the Australian Federal Police Association to provide a benefit to all AFPA members.

store an exclusive members coupon booklet up to the value of \$200. These coupons will save you even more and show you just a few of the many ways Costco offers you quality and value every day.

If you have never shopped at a Costco, you are in for an entirely new shopping experience, with more than 14,000 square metres of quality name brand merchandise at low wholesale prices, available to Costco members.

The coupon booklet will be available each year at membership renewal and will be refreshed each year, keeping the overall offer value, the same.

Currently there are nine Costco locations across Australia in SA, QLD, NSW, ACT and Victoria. Location maps are available at [www.costco.com.au](http://www.costco.com.au).

If you are currently a member of Costco, just pop into your local store to receive your exclusive members coupon booklet.

**BENEFIT OFFER**

A Costco membership is \$60 annually.

More information about the benefit offer is available on the AFPA website [www.afpa.org.au](http://www.afpa.org.au)

At membership sign up, just tell the membership team that you are an AFPA member and you will receive in

**For more information please see the advertisement on p40 of this issue.**



# The Hon Peter Dutton MP

Federal Member for Dickson (QLD)

Peter Dutton is the Minister for Home Affairs and Minister for Immigration and Border Protection.

Mr Dutton was sworn in as Minister for Home Affairs in December 2017. The new department of Home Affairs has responsibility for national security, federal law enforcement, border protection, emergency management, immigration, citizenship, refugees and multicultural affairs.

The Home Affairs Portfolio will strengthen the AFP's collaboration with its partners and other law enforcement agencies to keep Australians and Australian interests safe. The AFP is one of five operational agencies and bodies who have transitioned to the new Portfolio, along with the Australian Border Force (ABF), Australian Criminal Intelligence Commission (ACIC) and the Australian Transaction Reports and Analysis Centre (AUSTRAC) and the Australian Security Intelligence Organisation (ASIO).

AFPA President, Angela Smith and Vice President Graeme Cooper were quick to establish a robust working relationship with Minister Dutton and Angus Taylor, the Minister for Law Enforcement and Cyber Security. Members can be reassured that your executive are currently engaged in the political and public policy process and are raising issues pertinent to the AFPA through ongoing meetings with these Ministers.

The AFPA sat down recently with Minister Dutton to find out more about our new minister.

#### TELL US WHY YOU JOINED THE QUEENSLAND POLICE?

From as far back as I can remember I wanted to be a policeman. I didn't have any friends or relatives in the police, but the job I saw them doing in the community always looked exciting. I knew I wanted to be involved in helping others, shaping behaviours and to be a part of the community.

What did you achieve that you were most proud of while a member of Queensland Police?

My graduation days stands out vividly for me. I was enthusiastic about getting on with the job, to put my new skills to the test. I embraced the comradeship that policing provides and thrived on the new and enduring friendships that I formed.

Operationally, having worked in the Sex Offenders Squad I was content to be part of a dedicated team that was committed to upholding the child protection legislation. It's a tough and challenging job, but one that I am proud to say I contributed to, to protect the community.

#### WHAT VALUE DID YOU PLACE ON YOUR MEMBERSHIP OF THE QUEENSLAND POLICE UNION (QPU)?

I was proud to be a member of the QPU. I was a member from the day I joined QPS and remained a member until I left the police. Every industry employs lobby groups and attempts to put their argument forward whatever way they can to their elected representatives and police unions and associations are no different in their role.

I believe through police unions working together national there are a lot of tangible positives for police.

He was first elected to the Australian Parliament as the Member for Dickson in November 2001 at the age of 30 and became one of the youngest Ministers since Federation when appointed to the Ministry by Prime Minister John Howard in 2004.

Prior to entering Parliament, Minister Dutton served for a decade as a Queensland police officer which

included working in the National Crime Authority and the Drug and Sex Offenders Squads. He resigned from the police in 1999 and worked in the family childcare business that employed a staff of 40, until he was elected to Parliament.

Minister Dutton is married to Kirilly and is the very proud father of Rebecca, Harry and Tom.



Minister Dutton at his Police graduation with his Grandmother



AFPA Vice President Graeme Cooper and AFPA President Angela Smith with the Hon Peter Dutton MP

#### WOULD YOU SAY THAT YOUR POLICING CAREER PREPARED YOU FOR JOINING POLITICS? IF SO, HOW AND WHY?

Policing definitely provides a good breeding ground, with plenty of real life experience to draw on. Police have a lot to offer and I am confident that the skill set I developed while in the police, subsequently allowed a seamless transition between the two roles.

Like politics, policing exposes you to a great level of community engagement where the rights and interests of people are respected and protected. The public pressure to provide reassuring services is much the same.

Meeting community expectations and delivering a high standard of services has always been a priority for me. I accept that in both roles you will be evaluated and should be held publicly accountable for meeting the community's expectations.

My background in policing has also facilitated my ability to understand laws and how they effect people in varying ways.

Police know the value of loyalty and sticking together – no matter what.

I pride myself on the fact that some of my closest mates today are cops.

#### HOW DO YOU SEE THE FEDERAL GOVERNMENT'S SUPPORT FOR MENTAL HEALTH ASSISTING POLICE ACROSS THE NATION? WHAT MORE CAN BE DONE?

Mental health issues for serving officers is an increasing concern for the government and we have demonstrated that we are serious about the health and wellbeing of police.

Last year we announced \$1M of funding to assist the Police Federation of Australia in a campaign designed to promote awareness of police officers facing mental health challenges. The campaign has the full support of all nation's state and territory police unions.

Post-traumatic stress disorder (PTSD) is the most frequently reported occupational disorder in policing with data suggesting that one in six first responders suffer from some form of diagnosed mental health issue.

We are committed to educating police on the importance of early detection and destigmatising mental illness. Through this campaign we are hopeful that culture change across the policing profession will improve, and lessen the impact on police officers, their families and the workplace.

This funding will help the PFA to meet that challenge, and we will continue to work with state and territory police unions to identify and invest in better programs and technologies that will make a real difference.

#### WHAT IS YOUR BEST CHILDHOOD MEMORY?

Spending time on my uncle's farm, fishing with the family.

#### WHAT DO YOU DO OUTSIDE OF WORK?

Politics take me away from home a lot, so I like to spend as much quality time as I can with my family, just being a husband and dad. When time permits I also like to play golf.

#### IF YOU HAD A CHANCE FOR A "DO-OVER" IN LIFE, WHAT WOULD YOU DO DIFFERENTLY?

I would have more kids – I hope my wife isn't going to read this!

#### WHO DO YOU MOST ADMIRE IN LIFE?

I admire people who can balance their work and family commitments. It's an important quality to possess, however a difficult one to master. I consciously find myself prioritising what's important to me. My diary is always full, but I ensure that I schedule enough time for my family. It's important to me and to them that time with them occurs with minimal disruptions. ◀



# Get to know Police Health's new CEO

**My dad was a police officer, which instilled a very high level of integrity, probity and doing the right thing – a great connection with the values of Police Health. Being the son of a police officer meant you were probably under a bit more scrutiny than with most parents.**

**“I feel very fortunate to be the CEO for Police Health and Emergency Services Health.”**

Scott Williams, Police Health CEO



For example, my dad's philosophy that if you were too sick to go to school you were also too sick to watch TV in the lounge room. If ever I got to stay home dad would do these unannounced spot checks to ensure that we were in bed. I thought I could get away with keeping my ear out for the sound of gravel being crushed under the wheels of dad's car as he returned home, then quickly jump into bed. But dad, being a Detective, got wise to that and started to feel the back of the TV to see if it was hot.

Originally heralding from Port Augusta, a smallish country town in South Australia, we relocated to Darwin in the Northern Territory in 1973 when my father was accepted in to the NT Police. I basically grew up in Darwin, Alice Springs and a remote aboriginal settlement known as Papunya. As a child growing up in those times and indeed places I was afforded opportunities and experiences that many kids my age weren't, something I know now I took for granted at the time.

We also were in Darwin at the time of Cyclone Tracy (and two further cyclones although neither lived up to the decimation of Tracy). I was only 2 at the time so my memory is not the best but I remember being upset as dad had to stay back after we left. We lost our roof early on in the cyclone and had to move to the neighbour's house. While my memory is not crisp, to this day if it's windy and raining I get an unsettled feeling that won't shift.

Some of my favourite memories have been living in remote places. It's tough. It's hard. It's isolating. You can certainly save a lot of money because there's nothing to spend it on. But there is a greater sense of community in some of these rural and remote places because really, you only have each other.

I loved the feeling of isolation living remotely. There's nothing better than just sitting on the bonnet of a car on a dirt road in central remote Australia and feeling that sense of being so small in such a vast country. Something we don't sense living in a bustling metropolis.

In addition to my upbringing as the son of a copper I have a career history in health. My Nan was my inspiration for choosing to become a nurse. She was an enrolled nurse in a country hospital, the only one in my family on either side that was from a health background. Sadly she passed away in 1988, right at the time of my Year 11 exams. I hadn't at that point made my mind up as to what I was going to do, and I believe now that her passing was probably the deciding factor for me to choose a career in terms of nursing.

I was very fortunate to begin my career doing hospital-based training as a nurse, because I was exposed to so much at a relatively young age. At 17, I was working on a ward caring for six or more patients with anything from a stroke to an amputation. Looking back now it was a lot for a 17 year-old to deal with. I later did my Bachelor's degree, specialising in paediatric nursing, so I'm a trained children's nurse as well.

I had to lay out my first body when I was 17½ years old. I remember being fortunate to be paired with a very senior nurse. She chatted to the deceased patient throughout the process of preparing her body. I questioned her afterwards, as to why she had done that as it seemed "a bit weird".

Her response to me was that, however you choose to look at it, there was a person present. They may be there in a different way, shape, or form from when they were alive but they were still a person. They still had a history; and therefore it was more about

being respectful for the situation you were in as opposed to talking about what you did last night. That nurse set me on a very strong path around ethical behaviour.

Moving into children's nursing was generally a positive experience, as children have this amazing propensity for crashing one minute with a bounce back recovery that as adults we can only envy.

Another strong memory for me is of a patient that I advocated for to stay in the hospital, because they didn't want to get transferred. He was passing away, but he referred to the fact we were like family and he knew everyone around him, so he didn't want to go to a hospice. I remember advocating on his behalf to keep him there and him being so grateful. He gave me a soccer ball in thanks, and at the time I didn't realise the significance of that, but he had been brought over from Italy to play soccer for Australia. Absolutely amazing guy.

I've worked across the country; from rural South Australia, rural Victoria, and New South Wales to metropolitan Adelaide, before moving to the UK for about 10 years. I worked for the National Health Service in the UK, and while there, I transitioned into my first management role. By the end of my 10 years I was managing a large tertiary health service, specifically emergency medicine with about 1000 medical beds over three sites and three emergency departments. Something that was a massive challenge in the winter months.

I came back to Australia in 2008 with three children in tow – all with little British accents – and ended up (after some time) securing the Second In Charge or 2IC at the Women's and Children's Hospital in Adelaide. I learnt a lot transitioning back into the Australian health care system after being out for about 10 years.

From there I became the CEO of a not-for-profit private hospital, which is a community operated and owned hospital in Campbelltown in South Australia. What I particularly loved about that opportunity was that it had a really true sense of community and what I'd call a strong set of values and work ethic, which sits well with me.

Now with my new role I get to combine the worlds of my history within the policing family with my experience working in the health industry, which I think is a perfect combination for a role like this.

I love that we are an organisation that is national and member owned. There's an expectation that we need to understand the difference between metropolitan living, and rural and remote living - and how we can best support our members in those vastly different environments.

As an organisation, we're just about to embark on our next big strategic planning process. It's quite an exciting time to come on board as a CEO because you get to play a part in setting the agenda for the next three to five years or beyond. We also, I strongly believe, have a Board that have a genuine interest and appetite in wanting us to go from strength to strength.



Left: Gary Williams on his graduation day, April 1974, photo taken at the old Police Barracks

Right: Scott and his dad at their home in Nightcliff, May 1974

If I look at the two arms of the organisation, firstly Emergency Services Health, I think one of the most fundamental objectives is to get our name out there and for people to understand we exist. For some of those specialties, it will be the first time they're going to get a choice of belonging to what is a restricted access fund - and a fund that will understand them better than some of their existing open funds they may be members of.

In terms of Police Health, we have seen continued growth year on year, which is often against the trend of what you hear about private health cover. It's about making sure all of our police officers across the country are given the choice of cover that they decide on.

Now, I don't want to ever be accused of being overly ambitious but why do we need to stop within the borders of Australia? Why set our sights to just be the best health insurer in the country? Why not be the best health insurer in the world? I think there's always something especially motivating about having a desire. Now I should have prefaced that statement with saying this is not about me being power mad, but because of a recent conversation I had with a police officer. The officer made a point of saying they can be anywhere in the world and if they show their warrant badge to another officer there's an immediate understanding between each other about their environment which is virtually unspoken. If that's the case with two police officers in two different countries, who's to say that can't be the case for an insurer? 🚔

AFPA Vice President Graeme Cooper and AFPA President Angela Smith with Scott Williams, Police Health CEO







As far back as 2005, a proposal was discussed to recognise outstanding, conspicuous and meritorious service or endeavours by non-Defence Force personnel within the Australian Honours System. Since 1989, the Australian Defence Force (ADF) has been able to recognise non-warlike actions with Conspicuous Service decorations but there has been no corresponding award, to recognise outstanding acts by members of Australia's police, fire, ambulance and rescue agencies.

# Proposal for the Introduction of Meritorious Service Awards for Australian Police And Other Emergency Services

By Mark Burgess

The Police Federation of Australia (PFA) has made numerous formal submissions and informal representations on the appropriate recognition of Australia's police and emergency services personnel since 2009.

Various PFA submissions have focussed on the tremendous work of police and other emergency services in the Queensland and Victorian 2011 Floods, Victorian 2009 Bushfires, Cyclone Larry Queensland 2006, the Indian Ocean Tsunami 2004, the Canberra Bushfires 2003, and the Bali Bombings 2002. We argued that in each of those incidents there were a number of events and acts by individuals and groups that were worthy of particular recognition but did not meet the narrow qualifying requirements for recognition under the system that then existed. However, ADF personnel involved in these events were eligible for recognition, and did receive various conspicuous service awards under the Australian Honours System.

Whilst the PFA fully supports the current system of occupational awards such as the Australian Police Medal (APM), and the Australian Fire Service Medal (AFSM), we have previously argued that they are not designed to cater for the recognition of individual or group acts in events such as those outlined above. Some of the limitations we have highlighted include:

- the requirement for long and distinguished service, which in practice means a career of service;
- the awards are only able to be made once to a member; and
- the number of awards made is restricted by a calculation of the organisational strength at a point in time, not based on the efforts of the individual in the circumstances of the event in question.

On Australia Day 2011, the establishment of the National Emergency Medal (NEM) was announced by Prime Minister Julia Gillard to recognise all service during nationally significant emergencies. NEM was hurriedly cobbled together in response to several natural disasters, particularly the Queensland Cyclone and Floods of December 2010 and the Victoria Back Saturday Fires in February 2009. While the PFA supported the new medal, it had several obvious shortcomings, which we raised with the government at the time. This included the government's fast tracking of the proposal to recognise all those who worked tirelessly during those previously mentioned major incidents, which meant that the NEM was only able to recognise operational service and not outstanding service. There is a big difference. We argued that to establish a single medal to cover the myriad of extraordinary contributions made in these exceptional circumstances was unnecessarily limiting.

By recognising all service as the same and with only one award, causes a reduction of its status in the eyes of the community. In our discussions we highlighted that other classes of awards within the Australian system have the ability to provide recognition on a varying scale so that the Australian people can appropriately recognise the truly exceptional from the outstanding and dedicated. Such an example is the Order of Australia, the Australian Bravery Decorations, as well as in a range of military awards.

From a policing perspective, another issue with the NEM is that it is designed only to recognise significant national emergencies, with no capacity to recognise the full range of outstanding police work, particularly when it comes to major long term protracted

investigations. Currently there is no way for such work to be recognised except with a jurisdictional based award process which are not part of the Australian Honours System.

Our arguments also considered other issues such as equity, scope and design, precedent and equivalency within the current system; lessons learnt from the introduction of the Australian Bravery Decorations. Interestingly, the November 2013 meetings of the Australia & New Zealand Police Commissioner's Forum (ANZPCF) supported and endorsed the concept of Meritorious Service Awards for police but indicated they could not talk on behalf of other emergency services workers.

### SO WHAT DO WE SUGGEST BE IMPLEMENTED?

The PFA proposes the introduction of meritorious service awards to provide an equitable and measured mechanism to appropriately recognise the professionalism, dedication and commitment to duty by members of Australian police forces and emergency services. We argue that these new awards will complement the existing military conspicuous service awards and therefore should be awarded under a similar regime.

This proposal is specifically and carefully designed to protect the integrity of the honours system by not introducing a new type of award, but rather extends the ability of the Australian community to recognise the outstanding efforts of the members of the police and emergency service workers.

Recognising conspicuous service within the civilian as well as the military community in this fashion is not a new concept. In Canada there is a military and civilian division of their Meritorious Service Awards and indeed within the Order of Australia we distinguish between awards made for ADF service separate to other service.

We even have an idea of what the medal and ribbon design should look like, have gone to the effort to put forward a proposed medal and ribbon, using a design that draws a link between these awards and the equivalent military conspicuous service awards with the use of yellow within the ribbon. The Ribbon recognises the colours of the eligible services – police, blue; fire, red; ambulance, green; and emergency services, orange.

The two principle design elements are the Federation Star for Australia and the shards of light. Light provides warmth, security, hope and life. Concepts that are allegorist to the daily provision of services by Australia's police and emergency services and yet also at the heart of exemplary service in all its contexts.

This proposal offers a unique opportunity for Government to provide a very tangible and ongoing formal recognition of the exemplary contribution that is made by police and emergency service workers, both salaried and volunteer, to the Australian community.

**Mark Burgess**  
Chief Executive Officer

## Proposed – Australian Meritorious Service Awards



**Meritorious Service Cross (MSC)**

The Meritorious Service Cross (MSC) recognises an act or acts of extraordinary professionalism and dedication demonstrating commitment to duty and the application of exceptional skills and judgment bringing considerable benefit or great honour to the recipient and their service.



**Meritorious Service Medal (MSM)**

The Meritorious Service Medal (MSM) recognises an act or acts of exceptional professionalism and dedication demonstrating commitment to duty and the application of an uncommonly high standard of skills and judgment bringing considerable benefit or great honour to the recipient and their service.



**Commendation for Meritorious Service**

The Commendation for Meritorious Service recognises an act of significant professionalism and dedication demonstrating commitment to duty and the application of a high standard of skills and judgment bringing benefit or honour to the recipient and their service.



**Group Citation for Meritorious Service**

The Group Citation for Meritorious Service recognises a collective act by a group of people or a defined unit which demonstrates significant professionalism and dedication, a commitment to duty and the application of a high standard of skills and judgment bringing benefit or honour to the recipient and their service.



# Police Week 2018

## POLICE WEEK

A CELEBRATION OF OUR NATION'S POLICE

2018 will see the PFA hold its inaugural Police Week. Mirrored on National Police Week in the US which attracts approx. 40,000 attendees, Australia's Police Week will run from 15 – 29 September.

▶ Bookended by the Wall to Wall: Ride for Remembrance and National Police Remembrance Day; Police Week aims to draw the policing community together to participate and honor those officers who have paid the ultimate sacrifice and celebrate the excellent work of Australia's police.

While a focus will be on the National Police Memorial in Canberra, from 15 – 29 September, jurisdictions across the country will also be holding events under the auspice of Police Week.

Events that will be held include the Wall to Wall: Ride for Remembrance, a 100km Century Bike Ride, a National Police Summit, the inaugural National Bravery Awards, the 2018 PFA Federal Council Meeting and the International Council of Police Representative Associations (ICPRA) Biennial Conference. ◀

Please refer to the list of events below:

EVENT	DATE
Wall to Wall Ride for Remembrance	15 September
Remembering Mates Century Bike Ride	16 September
Informa/PFA National Police Summit	17 & 18 September
Bravery Awards	19 September
Council Dinner	19 September
PFA Federal Council	20 & 21 September
ICPRA	24 & 25 September
National Police Remembrance Day Service	28 September



### Remembering Mates Century Bike Ride

This year will see the first Remembering Mates Century Bike Ride, where cyclists will participate in a 100km course in their home jurisdiction, that aims to conclude at their state or territory memorial at the same time as the national event in Canberra. Once again it is anticipated that the ceremony on the banks of Canberra's Lake Burley Griffin will be televised back.

As with the Wall to Wall, all profits from the bike ride will be donated to police legacy organisations. Registrations for both rides are now open via the website [www.policeweek.org.au](http://www.policeweek.org.au)

**The inaugural National Police Bravery Awards,** developed for police by police will also be held during Police Week. The Award will transcend all state and jurisdictional divides; making the recipients truly national heroes. Nominations for the Award have been sought, from police officers, for police officers across Australia. The AFPFA has encouraged members to nominate someone who has performed an exceptional act in exceptional circumstances.

Police Week 2018 provides a unique opportunity to meet others who work in law enforcement and will draw together supporters of policing from across the country in a range of formal and informal activities. It is envisaged that Police Week will become a major event on the Australian policing calendar.

**For all further information go to: [www.policeweek.org.au](http://www.policeweek.org.au) or contact the PFA Office on (02) 6239 8900**



## Wall to Wall: Ride for Remembrance

Now in its eighth year, this years' ride will be held on Saturday 15 September. The ride is open to serving and retired (sworn and unsworn) members, family and friends.

This year, the Wall to Wall will also be holding satellite rides for those in the Northern Territory and Western Australia,

who would like to be involved but find that the long ride to Canberra difficult for a range of reasons. It is planned that the Memorial Service from Canberra will be televised so those outside Canberra can still feel part of the national ride. It is hoped that the satellite ride concept will be expanded in future years to include other distant locations across the country.

### What AFPFA members have to say about Wall to Wall Ride for Remembrance

**SGT SHANE BROOMBY, ACT Policing**

The main reason I participate is because I believe it is genuinely important to remember the sacrifices made by other police over the years. I personally have a couple of mates whose names are on the wall, which just makes it that bit more personal I guess. It is also really important as a fundraiser for the various legacy organisations, and the great work they do requires money. As a lifelong motorcyclist it is also a great chance to get out on a longish ride with a group of likeminded people.

**BOB MUIR (RET'D)**

AFPFA Membership Services Officer  
The Wall to Wall to me is the reflection of police officers who have died during the course of their duties. It's the camaraderie shown through motorcycles ridden by both sworn and unsworn riding together as a group showing solidarity in support our fallen colleagues. It's also a chance to catch up with colleagues that you may only see once a year and it is at the Wall to Wall ride.

**DETECTIVE SGT FRANK GILL,**

Joint Anti Child Exploitation Team SA  
I certainly will be participating in the Wall to Wall this year, as I have for all bar the first one.

'This event is something that I look forward to each year. It allows all the participants to, not only show respect to the members of our Police Family who made the ultimate sacrifice for Community Safety but provides an opportunity to catch up with members, past and present, who share a love of motorcycles and enjoying the company of our interstate cousins.'

The ceremony after the mass ride in Canberra is my favourite part of the whole experience, with thousands of us gathering to remember our mates and colleagues at the wonderful memorial. The gathering at EPIC before the mass ride is a close second though, for me (as someone who worked in Canberra for many years) it gives me an opportunity to catch up briefly with old mates from all over and prepare for the organised chaos of the mass ride to the NPM.



Wall to Wall Ride for Remembrance





# Are you seeing clearly?

An effective police officer has many attributes and among the most essential is good vision.

But despite being one of our most valuable assets, our eyes are surprisingly overlooked by even the most enthusiastic advocates of healthy living.

Providing we can see okay we tend to take them for granted – and that can be a serious mistake for good eye health and your ability to manage the demands of everyday policing.

The fact is, eyes are incredibly complex with more than 200 million working parts. They have the strongest muscles in the human body and process about 36,000 pieces of information every hour.

Researchers estimate that about 80 per cent of our memories are linked to what we see.

There are a variety of conditions that can affect your sight so maintaining good eye health should be a priority.

Eyes deteriorate with age and according to the Australian Bureau of Statistics about half the population has some vision problem that requires treatment.

The good news is that the most common sight-threatening conditions can be either cured or controlled – providing they are caught early.

### SIX COMMON EYE CONDITIONS

Most people experience some form of vision loss during their lifetime. The six most common eye problems are:

**Refractive errors** – sight can be adversely affected by the length of the eyeball, changes in the cornea or natural ageing when the lenses harden. This may result in near-sightedness (myopia), far-sightedness (hyperopia), a blurring of the vision (astigmatism) and an inability to focus on near objects (presbyopia).

**Glaucoma** – higher-than-normal pressure on the inside of the eye may damage the optic nerve. Left untreated, glaucoma can cause loss of peripheral vision and eventual blindness.

**Cataracts** – clouding of the lens can develop at any age but mostly in people over the aged of 50. Risk factors include UV exposure over time and trauma to the eye.

**Keratoconus** – a weakening of collagen fibres inside the cornea results in bulging and vision loss if not treated early. Risk factors include a genetic predisposition, overexposure to sunlight, excessive eye rubbing and a history of poorly fitted contact lenses.

**Diabetic retinopathy** – a common diabetic eye disease caused by changes in retinal blood vessels resulting in severe damage to various structures in the eye.

**Macular degeneration** – a leading cause of blindness when the macula area of the retina is damaged. Risk factors include age, smoking, and family history. Current treatments can slow the disease but there is no cure.

### KEEPING YOUR EYES HEALTHY

Regular eye examinations are essential for good eye health no matter what your age.

**Eye tests** are covered under Medicare bulk-billing provisions although the Federal Government recently made changes to the frequency.

Anyone under the age of 65 is eligible for a bulk-billable eye test once every three years and once a year for those 65 and over. Your cover under Medicare may be extended if you suffer certain conditions such as diabetes.

An examination allows the optometrist to check the health of your eyes and if intervention is needed, and also your vision and whether you need glasses.

While check-ups are important, there are various simple steps you can take to protect your sight.

**Eat healthy** – research repeatedly shows that antioxidants and nutrients such as omega-3 fatty acids, zinc, lutein and vitamins A, C and E help slow macular degeneration and the risk of cataracts. Aim for a diet with lots of citrus fruits and berries, colourful or dark green vegetables, oily fish, eggs, beans and nuts.

**Exercise regularly** – some studies suggest that regular exercise such as walking can reduce the chances of age-related macular degeneration by up to 70 per cent.

**Wear sunglasses** – shades aren't just a fashion statement. They protect your eyes from harmful UV light and various eye problems.

**Quit smoking** – in addition to many other well-documented health problems, smokers face a higher risk of eye complaints such as macular degeneration, cataracts and the inflammatory disease uveitis.

### MYTH BUSTER: DO GLASSES WEAKEN YOUR EYES?

Case: If you think your eyesight's become worse since you've started wearing glasses, you're far from alone.

Struggling to focus on printed matter is an unfortunate sign of ageing. Changes to the lens of the eye as you get older mean you have to move the page further and further away before you can see properly.

It's called presbyopia and it strikes us all, usually by our mid 40s.

And the truth is many eye conditions, including presbyopia, get worse over time by themselves, specs or no specs.

In other words, it seems harder to read things without your glasses because it is. But it was going to happen anyway, and your glasses aren't to blame.

What your specs have done is got you used to seeing more clearly. So when you take them off, the contrasting blurriness is more noticeable.

Verdict: No, your glasses won't weaken your eyes.



Ph: 1800 603 603 | [www.policehealth.com.au](http://www.policehealth.com.au)



# Harry Hains honoured for community service

The ACT's Detective Station Sergeant Harry Hains has been awarded the Community Protection Medal for his exceptional contribution to protecting his local community.

▶ Harry Hains received the Community Protection Medal for his sustained, distinguished and outstanding service to the ACT, particularly in the fields of front line community policing, criminal investigations and community engagement over a significant period.

Harry told BlueStar, "to be recognised for my work in ACT Policing with the Community Protection Medal was an unexpected honour. I have been fortunate to work with many dedicated officers who share my passion for providing the highest quality service and they share in this honour as well."

The medal was presented at a ceremony at the National Arboretum in April by Chris Steel MLA who said the medal recipients were the embodiment of commitment and dedication.

He told the gathering, "We should feel very grateful to these upstanding members of the community for their time, skill, effort and diligence."

Harry joined ACT police in 1990 as a City Patrol Constable. He is now Crime Manager.

During his 28 years in the job, Harry led the Joe Cinque murder investigation in 1997, and was one of the lead investigators in the tragic death of Katie Bender that occurred as a result of the Canberra Hospital implosion.

He has mentored many members through complex investigations and has responded to life threatening situations, providing crucial assistance to the community.

Detective Station Sergeant Harry Hains



**I feel a deep and enduring social contract with the people of the ACT and this is what drives me to provide the best policing service.**

Harry Hains is also known as an advocate for the rights of vulnerable members of the community, particularly the youth. He initiated the 'Ask a Cop' event which is held every month at the Woden Youth Centre. This provides young people an opportunity to engage with or simply play a game of pool with Harry Hains and other officers.

During his career Harry Hains has also been awarded:

- Operations Medal for Operation AREW (MH17 disaster in Ukraine)
- Humanitarian Overseas Service Medal
- Australia Day Medallion
- National Police Service Medal
- Police Overseas Service Medal

When presented with the Community Service Award Harry Hains told the media, "I feel a deep and enduring social contract with the people of the ACT and this is what drives me to provide the best policing service."

**The AFPA congratulates Detective Station Sergeant Harry Hains on this well-deserved award.**

## REQUEST FOR BADGE BOARDS

Members who leave the AFP and are AFPA members may be entitled to financial support by the AFPA to contribute to a Badge Board. The amount of the contribution by the AFPA is dependent on the length of time the person has been an AFPA member using the scale below:

- (0-5 YEARS) BRONZE:**  
up to value of \$150.00
- (5-15 YEARS) SILVER:**  
up to the value of \$250.00
- (15-25 YEARS) GOLD:**  
up to the value of \$400.00
- (25+ YEARS) PLATINUM:**  
up to the value of \$600.00

To obtain approval from the AFPA for a financial contribution, initially YOU must obtain a quote from the business responsible for assembling the badge board, who should then forward the quote to the AFPA for consideration and approval.

Once the quote is received, the AFPA will consider the request for financial support taking into account the members eligibility. Once approved, the AFPA will advise you of the AFPA contribution based on the scale above and will make a direct payment to the business for this amount only.

All remaining costs are the responsibility of the member/requester.

**Quotes should be sent to [afpa@afpa.org.au](mailto:afpa@afpa.org.au). For further information please contact the Membership Services Officer on 02 6285 1677.**



- Rod Anderson
- CPO Justine Saunders
- Greg O'Ryan
- Jo Cameron
- Jason Kennedy
- Angela Smith
- Chris Sheehan
- Harry Hains
- Steve Corrigan (retired)
- Olivia Cruise
- Steve Ladd
- Shane Scott
- John Bourke
- Mark Steele





# Celebrating outstanding performance and service

On Friday 23 March ACT Policing members gathered at the National Gallery of Australia for Assistant Commissioner Justine Saunders' first award ceremony as Chief Police Officer (CPO) for the ACT.



The ceremony celebrated outstanding performance and service to the ACT community by 65 dedicated members, focusing on the great work ACT Policing does every day to keep Canberra Safe.

Ngunnawal Elder Aunty Violet Sheridan, CPO Saunders and Minister for Police and Emergency Services Mick Gentleman opened proceedings with over 180 guests – including family, friends and official guests.

The awards included ACT Community Policing Medals, Chief Police Officer Certificates of Recognition, Detectives Designations, Diplomas and Advanced Diplomas, Service medals for 10, 15 and 25 years of service, AFP Operations Medal Clasps, Police Overseas Service Medals and Australia Day Achievement Medallions.

we work in an increasingly complex environment and at a time when expectations are high, scrutiny and oversight continues to grow, and the demand on our services out strip our capacity." Assistant Commissioner Saunders said.

CPO Saunders also thanked the families and friends of the recipients.

"Policing is not just a job, for many of us it is an enormous part of who we are, our identity, and the commitment made by our recipients today would not have been possible without your support and patience. Thank you for sharing them with us."

Notable mentions go to the recipients of Chief Police Officer certificates of recognition for outstanding conduct dealing with challenging circumstances involving risk of personal injury:

- Detective Sergeant Kylie Eggs, Constables Luke Fiori, Dominique Reynish, Vicky Wardle and Nathan Langdown for their attempts to rescue and revive a member of the public who drowned in Yerrabi Pond, Harrison in late 2017; and
- Constable Elias Nikias and Conrad Mortimer, Luke Shoemark and Nigel Gallas for their efforts to arrest and forcibly remove an offender from a house fire in Ngunnawal in 2015.

And finally a special mention of two much loved members of ACT Policing who were unable

to attend the ceremony – the late Detective Sergeant Michael Banks and Volunteer in Policing (ViP) Kevin Benson, our best wishes and thoughts are with them both and their families.

**Congratulations to all our ACT Policing award recipients.**



CPO Justine Saunders opening the awards ceremony

Speaking at the ceremony, CPO Saunders recognised the recipient's service and acknowledged their efforts.

"I am certainly proud of the work you do – as I know it is challenging. We see the best and the worst of people every day;

CPO award recipients



## Constable Nathan Langdon

has been with ACT Policing for three years and is also attached to Gungahlin Police Station. He was awarded Chief Police Officer Certificate of Appreciation in recognition of his attempts to rescue and revive a member of the public who drowned in a pond at Harrison, ACT in late 2017.

On Melbourne Cup Day last year Nathan was dispatched to investigate an elderly woman who was missing for a few hours. On the way to the house he received a call about a plausible related job – a body was seen floating in a dam in the same area.

"As we arrived I could see something floating in the middle of the dam. It looked like a body. My partner and I knew we had to enter the water. There was no option. I didn't hesitate, even though I'm not a strong swimmer," recalls Constable Langdon.

Nathan took off his accoutrements and swam, fully clothed, approximated 25 meters to the floating object. He could see it was an unconscious woman.

"I swam back to the dam edge with her. It was difficult. About five metres from the edge I was helped by other officers to drag her to shore. We commenced CPR but there was no sign of life. When the ambulance arrived, they pronounced her dead."

It was a traumatic event. The woman's husband and other family members were at the dam and saw Nathan and other officers drag the woman out of the water and begin CPR.

"I would do it again if I was faced with the same situation. I wouldn't change a thing. There was no option. I knew I couldn't wait if there was a chance of saving a life. Adrenaline got me through. I guess it was all within my ability."



## Constable Nigel Gallas

joined AFP in June 2013 and is currently with ACT Policing attached to Gungahlin Police Station. He was awarded Chief Police Officer Certificate of Appreciation in recognition of his efforts in the initial response, arrest and subsequent prosecution of an offender following a house fire on 17 August 2015 in Ngunnawal ACT.

Nigel arrived at the fire and was told a male was inside the burning house, refusing to leave.

"When I was given clearance to enter the house it was difficult to see the man through the smoke haze. I could hear him yelling and screaming obscenities. I grabbed him by the pants and he violently resisted me," explains Nigel.

"His safety was paramount. I could see that he was not able to help himself or think clearly. When we got him to the hospital he had to be restrained and sedated due to his mental state."

Constable Gallas says adrenaline was pumping and believes he could operate during the incident because of his previous training and fire drills. "You have no time to prepare for such incidents."

"I wouldn't hesitate to do it again. I thought the man might die and it is my job to preserve life and help the ACT fire officers."

Surprisingly, Constable Gallas was questioned for 45 minutes in court about what powers he used to enter the building.



# AFP Sergeants Mess

The AFP Sergeants Mess was established in 1982, shortly after the creation of the organisation itself. The Mess membership is open to all eligible currently serving and former AFP members (Sergeants & Team Leaders) and is also regularly attended by local NSW Police Force and Australian Defence Force (ADF) members of equivalent rank.



In the last 12 months the Mess has hosted a Mess dinner in honour of the 100th anniversary of Federal Policing in Warwick QLD, as well as the inaugural 17 km charity walk through Sydney to commemorate the 40th anniversary of the Hilton Bombing.

The Mess is looking to increase our role in the following areas:

1. To encourage and facilitate social activities and events, promoting goodwill and camaraderie between members
2. To lead by example to promote the values of the AFP and the Mess through its various activities
3. Champion our heritage and legacy whilst remaining contemporary and relevant
4. To provide advice and assistance to past and present members of the AFP and/or their families at times of need.

The next 18 months will be a very exciting for the Mess with some significant milestones and events planned. At this stage the Mess has planned for the following events:

- 27 July 2018 – Formal Dine In Evening – Commissioner’s Dining Room at Barton College (guest speaker Angus Taylor MP, Minister for Law Enforcement and Cybersecurity)
- 19 Sep 2018 – Function in support of Police Federation Bravery Awards Presentation in Canberra (location TBC)
- 19 Oct 2018 – Formal Dine In Evening – Commissioner’s Dining Room at Barton (noting this is the AFP’s 39th Foundation Day)
- 1 March 2019 – Formal Dine-Out Evening – location TBC but it will be in either Sydney or Melbourne
- 5 July 2019 – Formal Dine-In Evening – Commissioner’s Dining Room at Barton College
- 18 October 2019 – Formal Dine In – Commissioner’s Dining Room at Barton College – to celebrate the AFP’s 40th Foundation Day.

More events will be added to the calendar as the year progresses.

All AFP Sergeants and Team Leaders at substantive or former Band 6, 7 and 8 levels are encouraged to join the Mess for a Mess Dinner or one of our other events.

If you have any queries about the Mess please email [afp-sgts-mess@afp.gov.au](mailto:afp-sgts-mess@afp.gov.au).

**The Mess has recently extended to undertake other activities focusing on fundraising in support of Police members and their families at times of need.**

The group endeavours to maintain a calendar of three or more formal dinners each year. These evenings are about tradition but are also a good laugh and a great way to network with your colleagues as well as members from the ADF and other Police Services.

Traditionally, our evenings commence at 7:00pm for pre-dinner drinks, prior to being seated at 7:30pm. The dinner usually concludes around 10:15pm. All dinners also have an influential guest speaker. The dress for the evening is Mess Kit/Black Tie/ Evening Wear with miniatures.

AFP Sergeants Mess dinner attendees



**Coming Soon!**  
**Your new benefits program.**



**Australian Federal Police Association is excited to announce a brand new benefits program, in partnership with Member Advantage.**

Offering more value as part of your membership with AFPA, Member Advantage provides exclusive savings on a range of lifestyle and financial products and services, for you and your family.

- Travel benefits like discounted airline lounge memberships, car rentals and accommodation
- Everyday savings with pre-purchased gift cards for petrol, groceries and shopping
- Insurance and financial benefits including travel insurance, home & contents insurance and financial planning.

All these benefits - and more - can be accessed anywhere from your mobile devices.



**AFPA**

Australian Federal Police Association

More information about the program is available on the AFPA website: [www.afpa.org.au](http://www.afpa.org.au)



# Police & Emergency Services Games

## You don't have to be an elite athlete to get involved

▶ The Police & Emergency Services Games are being held later this year in Western Australia. There are many AFPA members who have already committed to taking part. It's not too late to get into training to be a part of this incredible event. And you don't have to be a marathon runner or elite athlete. Maybe darts, fishing or surfing might be more to your liking.

The AFPA caught up with the following members about their journey to the AP&ES Games.

Jack Luff on the hockey field



### JACK LUFF

Jack Luff graduated in September last year and is working as a Protective Service Officer at Parliament House in Canberra. He loves sport with field hockey his passion. Jack has already put his hand up to compete in either the men's or mixed competitions in Mandurah.

"I haven't specifically been training for the Games as I have done CrossFit on and off for years. However, it's been a good motivator for me to keep my fitness and skills up while deployed away and training solo," explains Jodi.

Jodi has her sights set higher for the 2019 winter. When she's back in Australia she's looking at doing some ice climbing courses.

"I'm hoping to get to Mongolia to climb Mt Khuiten. It's the highest peak in Mongolia and is the point where China, Mongolia and Russia meet."

### STEPHEN ONORATO

Stephen Onorato works in CT Operations Support after seven years working in Forensics. Like Jodi, he'll be talking part in the CrossFit and is considering tackling the half marathon and the cross-country events.

In 2014 Stephen ran the 5km Cross Country event and the 'quarter marathon' (10.5km road race) at the Melbourne games. He achieved a Silver and Gold medal in his age category respectively. He also won a Bronze in the indoor rowing. That was quite an achievement, as it took place about one hour after the quarter marathon.

"It's not something I would recommend," says Stephen, "taking part in back to back events."

Stephen admits to having a competitive spirit, but it's also the fun that pushes him to achieve his best results.

"I really liked the idea that I could enter an area surrounded by other emergency services personnel, meet people from other jurisdictions and have some friendly rivalry between jurisdictions and services.

Jodi Finn with the Norfolk Island community policing team



"There's no better place than being out on the field. It's an honour to work for the AFP and wear the badge on my shoulder; it is an even bigger honour to represent this organisation on the sporting field," says Jack.

"I'm looking forward to meeting and playing alongside members from the AFP from all over Australia and meeting and competing against athletes from the emergency service sector in Australasia."

Jack has already competed with the AFP cricket team and will be taking part in the Australian and New Zealand Police Cricket Championships in Sydney in December.

"From my experience in life, sport and exercise are a great way to dealing with stress and I would encourage all members to get involved."

### JODI FINN

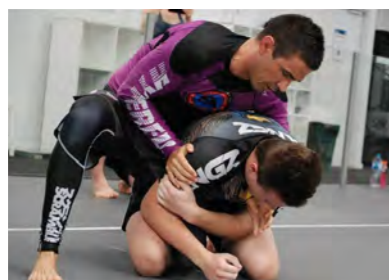
Jodi Finn, a member since 2009, is part of the community policing team on Norfolk Island. Her sports of choice are varied, to say the least. She will be competing in the CrossFit (pairs) and is considering taking to the greens for the lawn bowls and possible tackling indoor rowing.

In 2014 Jodi competed in the Melbourne Police & Emergency Service Games with the AFP hockey team. A chance to get to Western Australia and catch up with old friends and new was motivation enough for Jodi to enter this year's games.

Stephen Onorato in Hawaii



Tim Luff in action



# 2018 AUSTRALASIAN POLICE & EMERGENCY SERVICES GAMES

MANDURAH · WESTERN AUSTRALIA

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## EXTRAORDINARY GAMES FOR EXTRAORDINARY PEOPLE

**CALLING ALL EXTRAORDINARY PEOPLE!**

The 17th Australasian Police and Emergency Services (AP&ES) Games week is fast approaching, and we are looking to our law enforcement counterparts to join us!

The Extraordinary Games for Extraordinary People will be held in the City of Mandurah, Western Australia and known to locals as the 'the meeting place of the heart'.

With over 50 different sports on offer there is something to attract everyone! With a focus not only on the sporting aspect there will also be many opportunities for you to socialise with likeminded people on and off the field, with great atmosphere and surrounds in this spectacular location.

If you're ready to experience the Extraordinary, head over to [www.apandesgames.com.au](http://www.apandesgames.com.au) and find a variety of package deals offering specials on flights and accommodation tailored the Games event.

"And what I'm looking forward to most, besides the first drink after competition, is seeing some familiar faces from the previous games, cheering on the AFP in the team events (Everyone should get behind the hockey teams!) and meeting some new faces in the sports I'll be competing in this year."

### TIM BRUHN

Tim Bruhn is the AFP Outposted Officer with the Department of Human Services at Centrelink in Perth, where he assists the Centrelink investigators.

Tim is still tossing up which events he will participate in. He's definitely competing in Brazilian Jiu Jitsu (BJJ) and may take part in some others. This is the first year BJJ has been in the games. The sport has been a massive part of Tim's life for more than seven years, so it was "a no brainer".

"I'm looking forward to testing myself against others I've probably not competed against before. The BJJ comp scene is quite a small group so hopefully there are some new faces I haven't shared sweat with previously," says Tim.

"BJJ black belt, Benny Turnbull from Canberra will be coming across as the AFP BJJ team captain. I'm looking forward to competing and, hopefully, making him proud.

There are several levels in BJJ and Tim has already achieved Gold at the white, blue and purple levels. He would like to have a shot at Mixed Martial Arts.

"That would allow me to test my BJJ skills while someone tried to punch me in the face." ◀

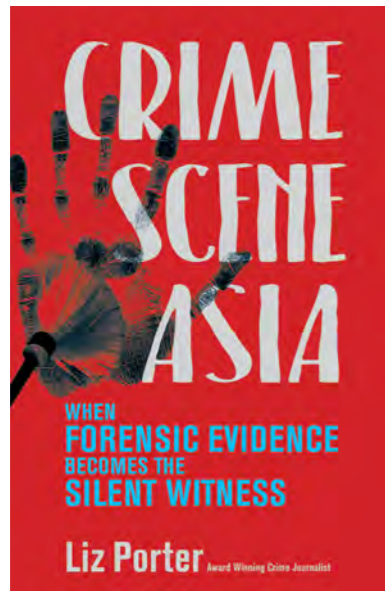
For full details of how to enter the 2018 Police & Emergency Service Games go to [www.apandesgames.com.au](http://www.apandesgames.com.au). Dust off your sporting skills and enter. You won't be disappointed.



# BOOK REVIEWS



Liz Porter, *Crime Scene Asia*: when forensic evidence becomes the silent witness



## Forensics Asian-Style

▶ Researching her latest book, *Crime Scene Asia*: when forensic evidence becomes the silent witness, Melbourne-based writer Liz Porter noticed some specific national characteristics when it comes to murder – especially in the way that killers dispose of their victims after committing their crimes.

“Crimes are often uniquely connected to the kind of country where they were committed,” Porter says. “And, as a result, different kinds of forensic expertise come to the fore.

“In Australia, with our wide open spaces, we have many cases where special forensic skills are required to try and find out where, in a vast stretch of land, a body may have been buried. Here forensic scientists also get a fair bit of practice at examining bodies that have been lying in bushland for decades and working out what happened to them.

“In Singapore, on the other hand, most people live in tiny apartments and there are very few open spaces to bury a body. There have been several cases of bodies being dismembered, packed into parcels and thrown into rivers. So, the local police and forensic scientists have expertise with ‘headless body’ cases. I have featured two of them in *Crime Scene Asia*.”

Researching the book, Porter was also reminded that Aussies were to be found everywhere in Asia, appearing as forensic scientist expert witnesses in Asian courts. And they were there as lawyers.

“In one of the Hong Kong cases in my book, the hero is a Sydney-based defence lawyer Peter Lavac,” Porter says. “When he

was living and working in Hong Kong, he used forensic evidence to save his client. This client was involved with two of Hong Kong’s most notorious gangsters and found himself accused of playing a part in one of the former British colony’s biggest ever bomb plots.

The author’s favorite Australian forensic scientist from her book is former Australian Federal Police scientist David Royds.

“David Royds was the chief Australian scientist on the forensic investigation of the Bali bombing in 2002, in which 202 people died, 88 of them Australians. The forensic science achievements of both the Australian and the Indonesian scientists wouldn’t have been out of place in a Hollywood script.

“In fact, they were so good that Australian film-maker Michael Jenkins wrote them into an Australian TV series. Richard Roxburgh was playing David Royds, which would have made the scientist very famous. Shooting started in Bali in late 2005. But then there was another bombing, and the Balinese authorities shut the production down.

“And there were aspects that a scriptwriter would have loved to invent, but they were already true.”

For example, Royds alone came up with the theory that the bombings were the work of a suicide bomber: a theory that, initially, the Indonesian authorities did not want to hear. There were also serious disagreements between the Indonesian and the Australian scientists. And he was very open about that too.”

### About the author

Liz Porter is a freelance journalist best-known for her prize-winning books about “the real CSI”. Based in Melbourne, she is a former award-winning legal affairs reporter for *The Sunday Age*.



**Crime Scene Asia:** when forensic evidence becomes the silent witness contains 16 cases from Singapore, Malaysia, the Philippines and Hong Kong, and one from Sydney, in which a Singaporean spent eight years in jail for a murder before being acquitted and freed because of forensic evidence.

**Crime Scene Asia is published by Big Sky Publishing.**

## Mugshots 3

▶ True crime author Keith Moor’s new book, *Mugshots 3*, provides an inside look at two of the Australian Federal Police’s biggest and most important investigations.

Moor had access to court and other documents relating to the 2002 Bali bombings and spoke to key AFP agents about their roles in the investigation.

He also spent months interviewing people and examining thousands of pages of court transcripts and other material relating to radical self-proclaimed Muslim cleric Abdul Nacer Benbrika.

Benbrika’s goal was to commit a terrorist attack of such enormity it would persuade the Australian Government to pull its troops out of Iraq.

*Mugshots 3* traces how Benbrika’s terror cell developed, what it planned to do and how a joint AFP and Victoria Police taskforce stopped it in 2005 before it could commit what would have been the most devastating attack ever on Australian soil.



### About the author

Keith Moor has been an investigative journalist for almost 40 years – with more than 30 of them being with *The Herald* and the *Herald Sun* in Melbourne – and in *Mugshots 3* he details 25 of some of the worst crimes committed in Victoria since the first copy of the *Herald Sun* rolled off the presses on October 8, 1990.

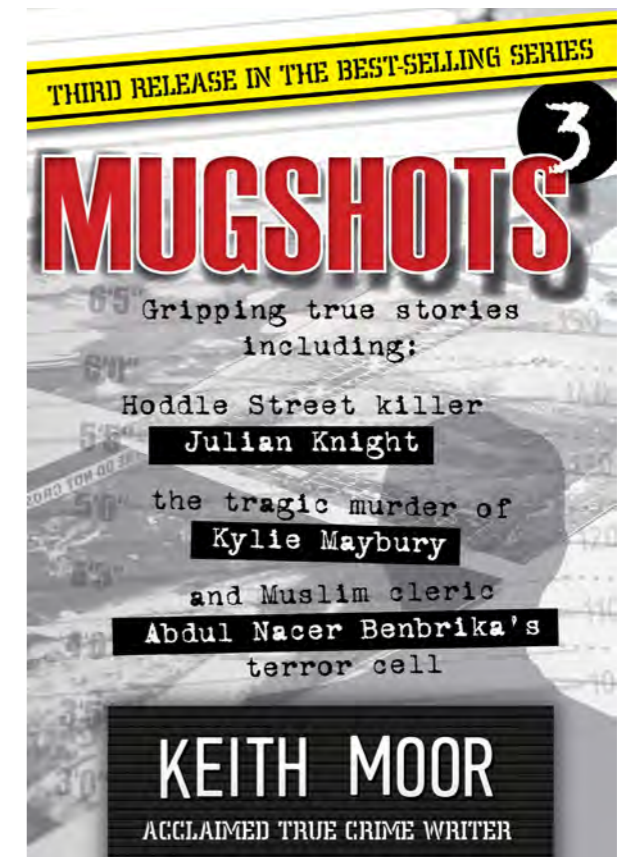
Keith is Insight Editor of the *Herald Sun*. He won Australia’s top journalism award, the Walkley Award for news reporting, in 1986. He won the coveted award for his coverage of the kidnap of two Victorian aid workers in Pakistan. Keith travelled into war-torn Afghanistan to find the couple. He became the *Herald Sun*’s first Chief of Staff when the paper was formed in 1990, later progressing to become its News Editor and then Managing Editor (News) in 1995. Keith is the head of the *Herald Sun*’s investigative unit, having been appointed Insight Editor in November 1996.

Mooted bombing targets of Benbrika’s Melbourne and Sydney terror cells included the AFL Grand Final at the MCG, Crown casino during the Grand Prix weekend and the Lucas Heights nuclear reactor in New South Wales.

Moor’s Bali bombing chapter traces the bombers’ background, reconstructs what happened on the night through the eyes of those in the Sari Club and Paddy’s Pub and examines the police hunt for the terrorists.

Other cases include the Hoddle Street killer, Julian Knight and the tragic murder of young Kylie Maybury.

*Mugshots 3*, the third book in the best-selling series, takes the reader inside the sinister world of Australian crime and reveals the truth behind the stories that shocked a nation. ◀



*Mugshots 3*, the third book in the best-selling series by Keith Moor





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\*Please read our refund terms and conditions.



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### Catalogue 2018

## AFP/AFPA MERCHANDISE



### AFP Merchandise items



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Australia Plaque | \$70.00



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Gloss Mug | \$20.00



Pen | \$20.00



Key Ring | \$12.00



Stubby Holder | \$9.00



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

### AFPA Merchandise items



AFPA Soft Shell vest | \$60.00



AFPA Silk Woven Tie | \$25.00



AFPA Tie Bar | \$12.00



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/AFPA MERCHANDISE



### SECTION 1: PERSONAL DETAILS

First Name:	Surname:
Position:	Team/Area:
Phone:	Email:
Billing Address:	
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):	
		<b>Total (\$):</b>	

### 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:
Expiry:	CCV:

OFFICE USE | Processed by

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Invoice Number: \_\_\_\_\_

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



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**NO EXCESSES**



**NO CO-PAYMENTS**



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