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Magazine Cover

Support our 10th Wall 2 Wall Anniversary as we ride for our own and break the combined \$1 million mark.



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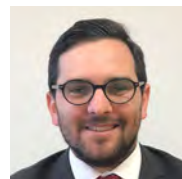
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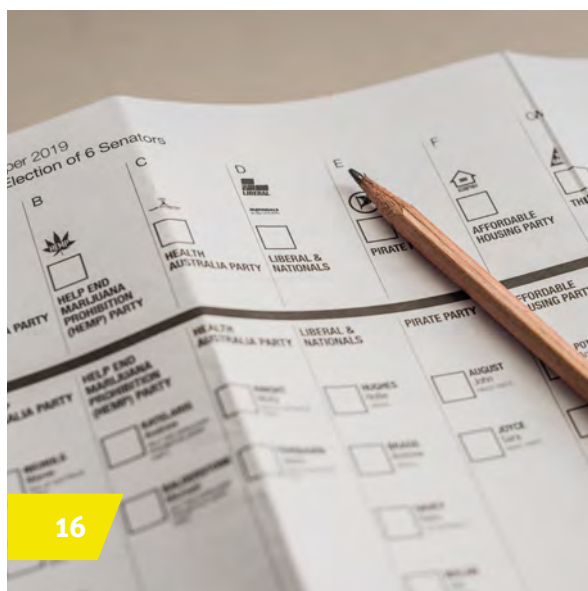
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Graduation Day

John Schumann wrote the PFA's very own song.



AFPA's wishlist for the newly elected Government



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POLICE TAPE

Featuring
Merrick Watts and Mark Morri

A podcast from
TRUECRIME
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20

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POLICE POLI

Off the Force and on the Police Tape

Podcast review

PRESIDENT'S REPORT



Angela Smith, President

President
Angela Smith

Industrial, Legal and Welfare Matters the Focus this Year

It's only been a few weeks since our biennial national conference but already we have been extremely busy with industrial, legal and welfare matters. On top of that we headed to the polls on 18 May to elect our next government.

▶ In March we launched our non-partisan election strategy about what is important to you, AFPA members, and hopefully in a broad way, to assist the AFP. We have received positive feedback from politicians of all persuasions and have been able to get out and about to chat to them about what means most to you. Although parliament is in caretaker mode and politicians are very busy on the hustings, some have made the time to meet with us – Liberal, Labor and Independent here in Canberra. Every one of them is very supporting of you and the role you all play in protecting the Australian community. They also understand our concerns in relation to budget and staffing constraints, the Home Affairs portfolio and the impact of mental health on all AFP members.

We've begun the year's musters at stations. We've been to Sydney office, all ACT Policing stations, and Parliament House. This week, some of the AFPA team will head to Brisbane.

We will ensure we get to see as many of you around the country as possible.

Speaking of seeing members, I've just returned from the Solomon Islands, having spent a week catching up with AFPA members and generally seeing how this mission fares compared to the Papua New Guinea mission which I visited last year. Many

differences are obvious. Especially given most members are accompanied by their family, which makes for happier and more content members. And not all being cooped into compounds also improves the morale. Commander John Tanti has been doing excellent work with the AFP members there, ensuring welfare is high on the agenda, which translates into positive comments from AFPA members.

The one thing that greatly disturbs me overall from the AFP's involvement in capacity building throughout the Pacific and beyond is the amount of time and money that goes into selecting, training and uplifting members and sometimes their families, to only return two, three or four years later to positions back in Australia where all that experience and talent is lost. We don't capitalise on any of that. We don't value add, we don't use those skills to continue the capacity building project, it's all let slide.

The important aspect of capacity building is that it is an ongoing project on which to build.

Unless you are born into a culture you can never truly learn that culture and it is only with us living and working in those communities can we build on what we know and impart it to the next generation of capacity builders. There are projects screaming

out here for everyone to contribute to but there's no initiative or appetite. Many members return to Australia and feel punished for having had an opportunity – which is open to everyone – and are then placed in areas where they feel completely devalued and underappreciated. Instead these opportunities should be valued by the AFP and used as building blocks for future development as leaders and experts in their field.

And then we, AFP employees, can be world leaders in the broader safety and security of this whole Asian / Oceanic / Pacific region.

Recently I had the lovely opportunity to help launch the ex-AFP members' association with Mike Doroshenko and Greg Ranse. Mike and Greg have been struggling to get the association off the ground without support. They approached me about whether the AFPA would support them and, of course, I agreed. We paid startup costs of around \$1000 and helped with media releases, arranged some media outlets to cover the launch, and on 11 April, it all finally came together. Hats off to Mike and Greg for their persistence which has finally paid off. Well done.

Finally, a number of times each year I am invited by the AFP to attend awards ceremonies. I get to mingle with members and other invited guests, and then watch many people I know receive awards and accolades for jobs well done.

It's a proud moment for everyone to receive recognition and to wear a bit more bling on one's chest or display in a frame on the wall or on a desk.

The most recent ceremony I attended was for ACT Policing members at the National Gallery of Australia, and part of that ceremony was to remove the old epaulettes and replace with the three-chevron epaulettes on the shoulders of the newly minted sergeants. They first up should get an award for managing to successfully navigate the constantly changing goal posts that is the AFP's promotions system. But it is quite a proud moment for these new sergeants along with their families on the stage being recognised and for making it this far. Congratulations to all those who receive awards and promotions in these ceremonies. Be proud of who you are and what you have achieved. Well done. ◀



AFPA

Australian Federal
Police Association

Are you thinking of nominating for a position of zone convenor or workplace delegate?

Are your member details correct?

Nominations have opened for Zone Convenor and delegate elections. The AEC have emailed information to all financial members. You can find further information at www.afpa.org.au

"I encourage all members to consider nominating for a position as a zone convenor or workplace delegate on the AFPA National Council. It is a highly rewarding experience and gives you the opportunity to help steer the direction of your Association."

AFPA President Angela Smith



LEGAL AND INDUSTRIAL

Michael Chilcott, Counsel

Michael Chilcott,
AFPA Counsel

Regular items

Enterprise Agreement Negotiations Update

In response to a letter to the Commissioner about the date for the start of negotiations for the next Enterprise Agreement (EA 2021), he responded by agreeing to start structured discussions towards the end of this year. Your Association has started thinking and researching issues that will concern us about those negotiations.

▶ Many factors will influence the content of the agreement and the discussions and negotiations about it. First, there is the Commonwealth Government's Public Sector Workplace Bargaining Policy. Information about the Policy states that Commonwealth agencies must not reach agreement ('in-principle' or substantively) with bargaining representatives on any matter that is inconsistent with Government Policy, unless there is a ministerial exemption in relation to that matter. In the current Policy, agencies can only negotiate remuneration increases which are affordable and which are offset by genuine productivity gains which satisfy the Australian Public Service Commissioner. The current Policy also states that core terms and conditions of employment should not be enhanced unless otherwise with ministerial approval.

The outcome of the Federal election may influence the future of the current Policy but any changes to it may not be known for some months after the election.

The second factor is the AFP's budget situation and a third factor may well be the overall state of the economy. The final factor is

the work of the task force that is considering issues around the AFP's current employment and industrial framework.

The Commissioner has told employees that, in his view, the next EA will be important because it may well start the change process that will be reflected by the industrial framework the AFP will be operating in ten years time.

There is little doubt that the framework is critical to the morale of the employees of the AFP.

EA negotiations are more than a discussion about terms and conditions, including salary increases. They are one occasion when there is formal, extensive and focused interaction and discussion between AFP management and representatives of AFP employees. Those discussions stray into areas that are not reflected in the final agreement but importantly it is an opportunity for those issues to be given an airing.

The process of negotiation is not perfect. The AFP during the last negotiations was bound by the Workplace Bargaining Policy

to which reference has already been made. Its application was tightly administered by the Australian Public Service Commissioner. No ministerial approval was granted or sought in relation to terms and conditions that were regarded by the Australian Public Service Commissioner as enhancements.

The EA negotiations are not discussions between the Goucher parties of equal strength. The AFP, as we have seen, are restricted in its approach by the Bargaining Policy on the government of the day. However, it possesses all the data and information that informed the negotiations. This includes, by way of example, the costs of allowances and impact on its budget of suggested changes.

The power of the employees of the AFP lies in their unity of purpose.

This was reflected by the 2017 No Vote, which represented a signal to AFP management and the government of intense dissatisfaction within the workforce.

For the next round of negotiations that unity of purpose can be reflected by you by engaging in the process. This is more than just voting, reading information about process that will be published and having coffee shop chats about the progress of negotiations. It means taking opportunity to meet with, talk to or write to your bargaining representatives about the process, sharing your thoughts and providing ideas. It means making sure that your bargaining representatives understand the issues in the workplace and how they might be improved or, if changes to terms and additions are under consideration, by assisting your bargaining representatives to understand how those changes may affect you personally (including financially) and how they might impact on the way you will undertake your duties. This means ensuring that your bargaining representatives are well-equipped to argue for or against a proposal that may be brought to the bargaining table.

Opportunities will arise in the coming months for you to make such contributions.

We will also be reviewing the current EA to identify provisions that could be improved. In the last few months, poorly worded or ambiguous provisions in the current EA have come under consideration. When they do so we have watched the anxiety and the concern that has been expressed by our members in relation to them. We are working to improve these terms of the EA so they may work more effectively and better reflect workplace needs and practices. ◀



WALK AS 1

BREAKING THE STIGMA AROUND MENTAL HEALTH

**Thursday June 27 2019
National Police Memorial
Canberra 7.30am**

Support better mental health by joining the AFP Walk As 1. Participants to gather at 7am near the National Police Memorial, Wendouree Drive, Parkes. Walk commences 7.30am towards Kings Avenue Bridge, returning via Commonwealth Ave Bridge.

Walk As 1 will be followed by a light breakfast

Register your interest at
walkas1@afp.gov.au



Lessons in mental health from ANZAC Day

For first responders such as police officers, fire fighters, military personnel, paramedics and others who keep us safe there are occupation-specific risks to mental health and wellbeing. It is well known that these occupations provide limited opportunity to fully step away from work responsibilities, and encounters with danger, trauma and tragedy can be a regular occurrence.



Darren Black,
CEO OzHelp Foundation
OzHelp.org.au
1300 694 357

▶ As a former Army Officer, I reflected upon this as I joined some of my old friends and colleagues at the recent ANZAC Day march at the Australian War Memorial. Each year, this day is an important time to reflect, remember and acknowledge the service and sacrifice of veterans both past and present.

During the day I found myself thinking about the psychological impact of being always-on-duty because of an oath or commitment to service. The weight of responsibility carried by those who help to keep our communities' safe is extraordinary, and very often goes unrecognised. This unwavering commitment requires much sacrifice and continued vigilance to maintain the freedoms we so often take for granted.

Anzac Day 2019
– Darren with
serving officers



As I stood beside the fine men I had served with, I was reminded of the significant importance of friendship, camaraderie and social connections for our mental health and ongoing wellness. This for me strongly reinforced that friendships formed under adversity and challenge can be sustaining, and remain strong many years after the initial connections are formed.

From this I have learnt that if I reach out for support when I need it, either to friends or other professionals, it's not just me who benefits. It's all the people closest to me. It also helps others to open up in exactly the same way. When we allow ourselves to be helped we can in turn help others too.

Imagine if we could hold the strength of our friendships and support to colleagues in a similar way on a daily basis. Imagine the collective impact and benefits to our mental health and social cohesion if we could do that more consistently and strongly across all workplaces and within our communities across the nation.

As you go forward in your daily lives I encourage you to focus on investing in the friendships and social connections that help sustain you and keep you healthy and strong. Not just on days like ANZAC Day but every day. ◀

The OzHelp Foundation is a leading provider of mental health and wellbeing programs to workers in high-risk and hard to reach industries. OzHelp is recognised by the Federal Government and other state and territory governments for its expertise in mental health and suicide prevention and is currently funded under the National Suicide Prevention Leadership and Support Program.

For anyone who requires urgent advice or support, please contact the following National 24/7 Crisis Services
Lifeline 13 11 14 lifeline.org.au
MensLine Australia 1300 78 99 78 mensline.org.au

TODAY SHE HAD TO TAKE A DEAD BABY FROM THE MOTHER'S ARMS.



ANY WONDER SHE'S QUIET AND WITHDRAWN?

Learn the signs. Watch for the signs.
Put your hand up for help. Reach out to help others.





Choosing the right home loan

Choosing the right home loan can be unnerving and potentially hazardous. The sheer amount of variables to consider – interest rates, ongoing fees, sign-up fees and early exit fees can make it difficult to work out which loan will leave you better or worse off and in control of your money, let alone navigating any additional features such as a redraw facility.

But there are a few factors to keep in mind which can make finding the right home loan for you a whole lot easier and help to save you money in the long run.

FINDING THE RIGHT HOME

If you're a first home buyer taking out your first mortgage, it's important to take the time to find the right home. Over your life time, buying a property is likely to be your most expensive purchase and most significant investment, so it's not a decision to take quickly. And within that, it's important to consider the type of property that you want for a significant period of time. Moving home, mortgage discharge costs and stamp duty can be a costly exercise.

Don't get caught up in the great use of descriptive words used by estate agents or the unnecessary features that you hadn't considered. Stay grounded and consider your own checklist of requirements to ensure that you're not paying that little bit extra for something unnecessary.

PRINCIPAL AND INTEREST LOANS

The majority of people who take out a home loan take out a Principal and Interest loan. As the name suggests, this loan means that regular payments are made against the principal as well as the interest of the loan. One of the benefits of this type of loan is that you are continuously building equity in the home as the principal reduces. In the long run, this can help you if you need to make renovations or you wish to buy a second home.

LOAN TO VALUE RATIO

A common pitfall when taking out a mortgage, whether it is your first or you are refinancing, is doing so when the loan is 80% or more of the property value. This means you may be liable to pay Lenders Mortgage Insurance which is a one off payment that you may need to pay to the lender to protect them in case you're not able to make your home loan payments. Lenders Mortgage Insurance covers the life of the loan and the higher the loan value the higher the premium that you pay for insurance. In many cases, the most attractive home loans are reserved for those who have a smaller loan to value ratio.

A key feature in helping you get ahead of your mortgage is the ability to make additional repayments without being penalised.

COMPARISON RATE

A comparison rate is a rate that takes into consideration the true cost of a loan. By looking at comparison rates, you will gain a snapshot into the real cost of the loan as it combines the interest rate, fees and charges relating to the loan into one figure, allowing you to more accurately and simply compare what your expenditure will be amongst lending providers.

ADDITIONAL REPAYMENTS

A key feature in helping you get ahead of your mortgage is the ability to make additional repayments without being penalised. If you're able to maintain repaying a higher amount than your minimal repayment throughout the life of your mortgage, you will not only repay your mortgage significantly faster, but if you have a redraw facility, you'll be able to build up funds. And just like building equity in your property, in the long run, this can help you if you need to make renovations.

If you'd like to talk to someone about the different options available, contact Police Bank on 131 728 or visit www.policebank.com.au for more information.

Graduation Day

The police are a musical bunch and here is proof.

▶ Now we have our very own song called *Graduation Day* to support the Police Federation of Australia's mental health campaign. Singer-songwriter John Schumann (who was credited with changing the way Australia thinks and helped to bring our Vietnam veterans home with his song *I was only 19*) released his new song in April this year.

All funds raised will support police officers (serving and retired) and their families who are in need. Mark Carroll APM, President of the Police Federation of Australia (PFA) said the song will remind police all over Australia that they are not alone.

"It will also give the broader Australian community an empathetic insight into the lives of the men and women who hold the 'thin blue line'. I have yet to meet a police officer who hasn't been stopped in his or her tracks while listening to this song," he said. Apparently, the song *Graduation Day* took almost a year to write. This is because John Schumann wanted to write it with credibility, and therefore he had to get a real insight into what it means to go to work every day to keep the community safe.

"I really get inside a cop's head, walk around in a cop's shoes, look out and see the world through a cop's eyes. The song owes everything to all the police officers around Australia who trusted me with their stories. The stories were very hard to listen to. I got a real insight into what it means to come home from work with a head full of barbed wire without knowing how to talk about it or what to do about it," he said.

"I firmly believe that if you want to change the way people think and behave, tell them a story. That's what I did, quite by chance in fact, with *I Was Only 19*. We are Australians - we respond best to stories. Don't lecture us, don't subject us to death by PowerPoint, don't write a report - tell us a story and we'll get it."

The Graduation crew



Mark Carroll APN said the job of keeping our communities safe can carry very significant psychological costs for the people involved and their families. These costs include mental ill-health, psychological injuries and, in the worst cases, suicide.

"In fact, a recent Beyond Blue study of first-responders shows that suicidal thoughts among police officers are twice as common than in the general population. It is extremely disturbing that police and other emergency services workers are three times more likely to have some sort of suicide plan."

Recorded with Schumann's long-time band, the Vagabond Crew, and featuring guest vocalist Taasha Coates from The Audreys, proceeds from *Graduation Day* are being directed to the National Police Foundation to assist police officers and their families who are in need. ◀

GRADUATION DAY Released On 8th April, 2019

***Graduation Day* is part of a comprehensive mental health program being developed and rolled out by the PFA with the assistance of the federal government.**

The program includes a suite of cop-specific materials - handbooks, workplace posters and a compelling and powerful tele-movie called *Dark Blue*, the likes of which has not been produced in Australia before.

"The scourge of mental ill-health and psychological injuries, which destroy lives, families and careers, cannot go unaddressed. But before this scourge can be addressed, it has to be understood - and herein lies the power of *Graduation Day* and *Dark Blue*," said Mark Carroll APM, President of the Police Federation of Australia (PFA).

Police departments around Australia are also taking up the mental health challenge, albeit in a different form.

"Now is not the time to hold back. We all need to understand what's going on, especially police families who can suffer very much too," Mark Carroll concluded.

***Graduation Day* can be downloaded at <https://www.fingerprint.net.au/graduation-day>**

Graduation Day can also be purchased via iTunes and will be added to the digital version of John Schumann's recent album *Ghost and Memories* upon release.



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Phone: 02 9854 3700

Canberra

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1 Wood Street
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Phone: 07 3432 3700

North Lakes

17-39 Cook Court
North Lakes 4509 QLD
Phone: 07 3482 8600

Knowing the Signs and How to Help

For a long time, mental health concerns were not discussed openly because of stigma associated with the topic. Negative views about mental health were often, and still are, due to misunderstandings, cultural beliefs, misconceptions and/or lack of knowledge about mental health conditions and the associated signs and symptoms.



This article is written by Katie Godfrey, OzHelp Foundation Counsellor

Being able to recognise and respond appropriately to some of the common signs and symptoms of mental health conditions are a good first step in supporting ourselves and others to wellness.

Below we've listed some signs and symptoms that may indicate that someone is struggling with a mental health condition.

FEELING OVERLY ANXIOUS OR CONSTANTLY WORRIED

We all get worried or stressed from time to time. This is usual. But anxiety could be the sign of a mental health issue if it's constant and regularly interferes with daily living. Other symptoms of anxiety may include avoidance, heart palpitations, shortness of breath, headache, restlessness, diarrhoea or a racing mind.

FEELING DEPRESSED OR CONSTANTLY UNHAPPY

Have you noticed that the person has lost interest in things they once enjoyed? If they've also seemed sad or irritable for a month or more and are lacking in motivation and energy, they might be dealing with depression.

EMOTIONAL OUTBURSTS

Everyone has different moods, but sudden and dramatic changes in mood, such as extreme distress or anger, can be a symptom of stress and mental illness.

SLEEP PROBLEMS

Generally, we need 7-9 hours of sleep each night. Enduring changes to a person's sleep patterns such as sleeplessness, or disrupted sleep could be a symptom of a mental illness.

SIGNIFICANT WEIGHT OR APPETITE CHANGES

Many of us want to lose a few kilos, but for some people fluctuating weight or rapid weight loss/gain could be indicative of a mental

▶ As an example, if an individual breaks their leg, the treatment process is fairly straightforward – go to hospital, receive medical treatment and begin recovery. Unlike concerns with our physical health, such as broken bones, a mental health concern may not be treated in a timely manner and the pathway to recovery may not seem as straightforward.

At times, mental health concerns are ignored, or may even be deliberately covered up. The signs and symptoms can go unrecognised or be wrongly attributed to a stage of life or even personality traits.

concern, such as depression, anxiety or an eating disorder. Other mental health issues can impact appetite and weight too.

QUIET OR WITHDRAWN

We all need quiet time occasionally, but withdrawing from life and people, particularly if this is a significant change, could indicate a mental health issue. Reluctance to join in (especially previously enjoyed) social activities, may be a sign that a person needs additional support.

SUBSTANCE ABUSE

Are you worried a loved one is drinking too much? Using substances, such as alcohol or drugs, to cope can be a sign of, and a contributor to, underlying mental health issues.

FEELING GUILTY OR WORTHLESS

Powerful and intrusive thoughts such as 'I'm a failure', 'It's all my fault' or 'I'm worthless' are all possible signs of a mental health issue, such as depression. Help may be needed if a person is frequently criticising or blaming themselves and can't balance this out with their strengths and positive qualities.

CHANGES IN BEHAVIOUR OR FEELINGS

Mental illness may start out with subtle changes to a person's feelings, thinking and behaviour. Ongoing and significant changes that persist over time, could be a sign that they have or are developing a mental health issue. If something doesn't seem 'quite right', it's important to start a conversation about getting help.

HOW YOU CAN HELP

Clear, healthy communication can be a struggle for many of us, especially if it's around a difficult topic. This can be even more the case with people struggling with a mental health concern. Some people don't have the motivation to communicate, while others lack the confidence to say what they really want to. Many of us fear being judged by others, and hold back.

To help the person communicate, give them plenty of time to make themselves heard and let them know that you are open to what they have to say. Remember, some people with mental health problems can feel isolated and cut off from other people, including peers, family and friends so it's hard to trust and reach out.

It's important to listen carefully and to let them express themselves. Try paraphrasing back what they say in order to show that you have understood them. Encourage and reassure them if they get upset or appear to be struggling with their emotions. Try not to minimise or dismiss their struggles or indicate that their thoughts and feelings are wrong.

Most importantly, please remember that support services are available so if you or someone you know requires urgent advice, please contact the following national 24/7 crisis services. ◀

Lifeline | 13 11 14 | www.lifeline.org.au

MensLine Australia | 1300 78 99 78 | www.mensline.org.au

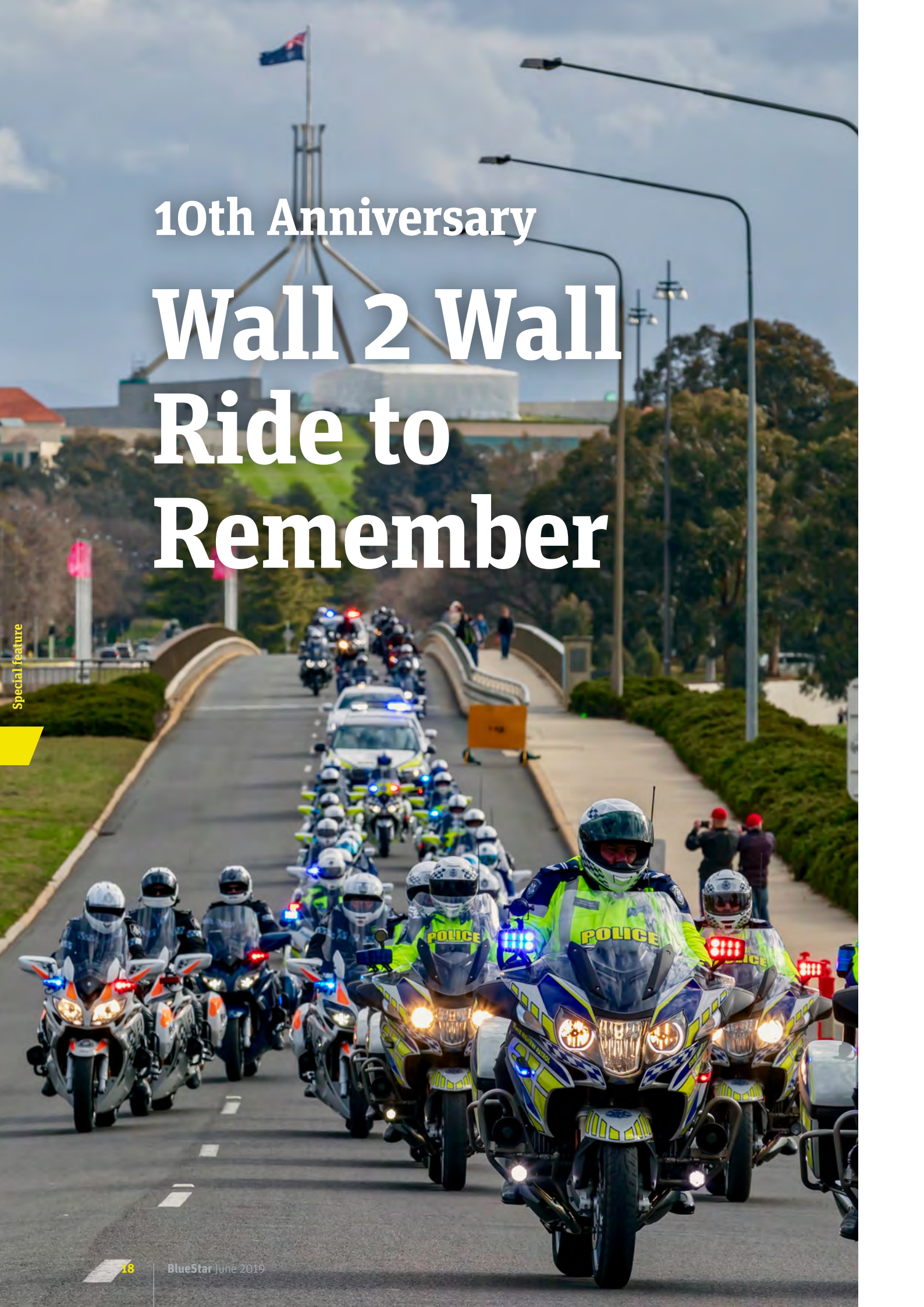
For more information about OzHelp Foundation and its services please visit www.ozhelp.org.au or call 1300 694 375.

Talking to others can help bring clarity and support



10th Anniversary Wall 2 Wall Ride to Remember

Special feature





This year it will be the tenth anniversary of the Wall to Wall Ride for Remembrance, which includes a bike ride that could take up to a week, depending on where the rider begins.



Motorcycle Ride to support police from yesterday, tomorrow and now, sacred parts of the journey

It is anticipated that following this year's ride donations to police legacy organisations over the 10 years of the event will break the \$1 million mark.

▶ What started out as a conversation between two mates, police officers and both keen motorcyclists, ride from their respective Memorials in NSW and Victoria to the National Memorial in Canberra, is now a popular annual event. Assistant Commissioner Michael Corboy from the NSW Police Force and Inspector Brian Rix of the Victorian Police had been inspired by the immense popularity of an American police motorcycle and charity event held in Austin, Texas, and wanted to recreate something similar in Australia. The US ride, known as the "Ride for the Fallen", is a special tribute that honours the service and sacrifices of the many law enforcement officers killed in the service of Texas over its long and proud history.

Australia's own version of a memorial ride was created after valued input from the Police Federation of Australia.

Last year, the 9th Wall to Wall Ride for Remembrance, was the first time that satellite rides were introduced. This meant that riders could join and pledge funds, without having to ride such an extraordinarily long distance in order to take part. These rides were held in Tasmania, Northern Territory and Western Australia. In Canberra, more than 150 riders and pillions attended the ACT Regional Morning Service at the National Police Memorial and the ride was attended by several high-profile representatives, including ACT Minister for Police Mick Gentleman and Deputy Commissioner Karl Kent.

Later that afternoon some 2,000 riders rode from EPIC through Canberra to the National Police Memorial where a service was conducted. Already registrations for the 10th anniversary ride have far outstripped the numbers registered at this time last year, therefore a massive turnout at this years' event is expected. ⚡



This year, the 10th Anniversary Wall to Wall Ride for Remembrance will be taking place on Saturday 14th September. Ride routes for each state and registration details are on our website, as well as other details – <http://walltowallride.com/>

Off the Force and on the Police Tape

We review a podcast that promises, and delivers, a truly gripping interview in every episode.

Portrayals of police life are fascinating for many reasons: from books and novels about high-profile cases to TV shows and documentaries, we get glimpses of how the community views the police force. Inaccuracies are sometimes difficult to overlook, but we realise that sometimes the facts are not allowed to get in the way of a good story.

▶ However, the real interesting portrayal of life in the police force invariably comes from those who were living and breathing it.

'Off the force and on the record' is how the voice-over begins each addition of Police Tape, a fascinating collaboration between Nova Entertainment and News Corp.

Top ranking (retired from service) senior officers in the State and Federal Police Forces are joined by host, Merrick Watts, at The Justice & Police Museum at Circular Quay (Australia's

oldest station and courthouse). These officers talk about some of their most memorable moments during their careers and add new insights into some of Australia's most notorious criminal events and characters. They discuss, for instance, Bra Boys founder Tony Hines, and former police detective, Mark "Scarface" Smith throws light on incidents such as the death of INXS front-man Michael Hutchence. Controversial police operations like the Middle Eastern Organised Crime Squad are considered, and Ken "Slasher" McKay discusses the structure of Australia's various criminal gangs and reveals how they were dismantled by detectives.



The 10-part podcast series was launched at the end of March and each week a new episode is released.

Each episode contains insightful commentary from Mark Morri, crime editor of the Daily Telegraph.

The recollections from each officer are certainly emotion-charged, and its interesting to consider the differences between the police force back then, and now.

For example, Ron Manson with a reputation as one of the toughest cops during his nearly 40 years of service, says he required professional mental health support which was not available back then, but is now.

Police Tape is proudly sponsored by Swinburne Online, a leading provider of degrees in criminology, behavioural studies and psychology. This series presents them with a unique opportunity to reach new students and help promote careers in the justice system.

Published under the True Crime banner, the Podcast series is available from Acast or wherever you access your Podcasts. ◀

"You can always tell who is a police officer. If there is danger, they would be running toward it while everyone else is running away. To go one step further, the tactical response group would be sprinting toward it."

Former Superintendent detective
Ron Mason





Angela Smith,
President of the AFPA

AFPA's wishlist for the newly elected Government

The Federal Elections have now been and gone, and The Australian Federal Police Association (AFPA) congratulates and welcomes the return of the Coalition to government.

“We have been lobbying long and hard for the ‘Restore-Revitalise-Reform’ initiatives and I’m pleased to say that, in general, **most of our requests have been met with a positive response.**” Angela Smith, President of the AFPA

▶ “I’m looking forward to working with the Government on important matters relating to the Australian Federal Police and its employees. The delivery of the \$512 million commitment from the Government in office is critical to the AFP and its endeavours in combating terrorism and organised crime, and keeping Australia safe,” President of the AFPA, Angela Smith said.

“We also congratulate Minister Peter Dutton on winning his seat in Dickson and his anticipated reappointment as the Home Affairs Minister.”

The AFPA represents more than 4000 AFP members who each day protect Australians from the effects of terrorist attacks, child exploitation, drug imports and organised crime.

“As such, the AFPA has a number of initiatives we’d like to discuss with the newly elected Government, such as the mental health initiative, ‘Aware and Alive’ and the Enterprise Agreement bargaining framework.”

To make sure the AFP can continue to effectively protect Australia, the AFPA has been strongly advocating for:

- Restoring \$500m in funding to the AFP
- Improving access to mental health services
- Reforming firearms legislation
- Enterprise Agreement reforms
- AFP officers to be returned to Hobart Airport

Angela Smith originally called on both major political parties to invest in the men and women of the AFP and provide commitments relating to the AFPA’s ‘Restore-Revitalise-Reform’ campaign.

“We have been lobbying long and hard for the ‘Restore-Revitalise-Reform’ initiatives and I’m pleased to say that, in general, most of our requests have been met with a positive response. Some of our initiatives are a long game and we’ll continue to work towards delivering them. I’m looking forward to working with the Government and relevant Minister on initiatives, legislation and outcomes that assist the AFP,” she said.

“I’m looking forward to working with the Government and relevant Minister on initiatives, legislation and outcomes that assist the AFP.”

Angela Smith, President of the AFPA

“The Government has committed \$512 million to the AFP to fund activities such as enhancing its counter terrorism and policing services. In addition, prior to the election, The Australian Labor Party had also committed \$5 million over four years to ramp up mental health services for AFP and AFPA members if it were to win Government.

“Now the AFPA is hopeful for a similar commitment from the Coalition to help ensure that AFP and AFPA members get the help they need at the time they really need it. Clearly, the members need independent, early intervention programs and assistance, and a bipartisan commitment delivers this.

“The Aware and Alive program will involve the delivery of an early intervention program to improve the mental health and resilience of AFP and AFPA members and reduce the risk of mental illness and suicide.”

Angela Smith, President of the AFPA

She also pointed out that the Hobart Airport has been left vulnerable after AFP officers were removed in October 2014 and that the people of Tasmania deserve the same protection as people from other states and territories, so she would welcome this commitment from the Government.

“The bargaining framework commitment has been an issue for the AFPA for a long time, and I’ve spoken to many Members of Parliament about this, so it would be fantastic to have this commitment as well,” she said.

The third element of the AFPA’s campaign is calling for a real-time national firearms database that is accessible to law enforcement agencies across Australia.

“With 27,000 firearms stolen between 2007 and 2010, Australia’s inconsistent approach to firearms regulation must be addressed,” she said.

“It’s difficult for law enforcement agencies to get real-time information about a firearms licence holder if that holder resides in another state or territory. Systems are slow and clunky when police are responding to a firearms incident and the community is in danger.” ◀

AFP short film asks Australians to consider world's missing children

As a way of acknowledging the tragedy of missing children in Australia and all around the world in May, The Australian Federal Police (AFP) released an emotional short film.

► The 25 May is a day for remembering all children globally who are still missing, and also for paying tribute to those who were victims of crime, but are not missing, and also for acknowledging children who never did find their way home, and supporting the families, friends and communities of missing children in their ongoing search.

The AFP National Missing Persons Coordination Centre (NMPCC) has developed a digital campaign to spread awareness of this important day and the issues associated with it.

The campaign includes a digital poster series designed to highlight the prevalence of missing children on a global scale, and the focus piece is a creative video depicting a little girl who represents over one million missing children around the world, and the life experiences that could have been.

AFP Manager Child Protection, Commander Justine Gough, said the short film provides some insight of the effect that a missing child can have upon those who are left behind.

“We hope this film shows the impact that a missing child can have on their family members, friends and loved ones,”

AFP Manager Child Protection,
Commander Justine Gough

“We hope this film shows the impact that a missing child can have on their family members, friends and loved ones,” said Commander Gough.

“When a child goes missing, there is not only the initial pain and loss associated with the horrific event, there is also the ongoing impact family members feel.

“That child's potential, everything they could have done, or big milestones they would have achieved are painful reminders of the loss that may have occurred many years earlier.”

...the challenging part for me is that it seems to get harder rather than easier

Jim McDougall

The loss of a missing child is one felt intensely by Wodonga couple Jim and Cathy McDougall.

In 2007, their daughter Chantelle and granddaughter, Leela, were reported missing. The 12 years that have followed have presented no definitive answer to the question, what happened to them?

“I guess it doesn't get any easier, the challenging part for me is that it seems to get harder rather than easier,” said Jim McDougall, when reflecting on the life he and his wife lead in hope to one day be reunited with both Chantelle and Leela.

▶ **"We are proud to celebrate International Missing Children's Day 2019** to highlight the prevalence of missing children worldwide and the progress we are making together."

Paul Shapiro, Chief Executive Officer of ICMEC

This International Missing Children's Day, the NMPCC is also re-releasing an age-progressed image of Leela McDougall in the hope that someone out there today may be able to recognise her.

"Together with all of our member countries - we are creating a movement that leverages the best technology and strategy to face this issue. ▶

"It would be lovely to be able to see her, to talk to her; it's absolutely a good likeness of her I think," said Cathy McDougall.

Approximately 25,000 young people are reported missing in Australia every year. Most children who are reported missing are found safe and well within 24 hours. For those who are not, what follows can be months and years of heartbreak and confusion.

Around the world, it is estimated that over one million young people are reported missing every year.

This year's digital campaign has been shared with the International Centre for Missing & Exploited Children's (ICMEC) Global Missing Children's Network (GMCN) in order to promote the message worldwide. The GMCN is an important coalition of 29 countries across five continents that work together to unite the global community to find missing children.

"There are model countries when it comes to finding missing kids and Australia, through the AFP's NMPCC, is leading the way," said Paul Shapiro, Chief Executive Officer of ICMEC.

For further information on missing persons and to share the International Missing Children's Day message with your networks, visit **'The National Missing Persons Coordination' Facebook page (@AFP NMPCC)**. Profiles can also be viewed at **missingpersons.gov.au**.

The AFP works with State and Territory police to profile missing persons, and the Family Law Courts to publicise and recover parentally abducted children.

Anyone with information relating to a missing or parentally abducted child is urged to contact their local police or Crime Stoppers on 1800 333 000.

A screen grab from the short film released by the AFP to raise awareness of missing children in Australia and around the world



**EACH YEAR OVER
1,000,000 CHILDREN
ARE REPORTED MISSING**

from Global Missing Children's Network countries.

"I went from being very healthy and very fit to having to fight my own body."

by Sergeant Chris McLoughlin

I was drawn to the police to help defend the defenceless, if you will. But I was always confident I could look after myself, especially with the training the police give you. I'd worked in indigenous communities where you'd have riot situations, and large amounts of people in heated situations and I always thought I'd be right.



Sergeant
Chris
McLoughlin

I didn't have any symptoms. Yes, you get night sweats and you get fatigued - but I've been a shift worker for 30 years and you're always fatigued, that's normal, and out here in Mount Isa it's 44-45 degrees so you're going to sweat anyway - so I didn't notice any changes.

I went from being very healthy and very fit to having to fight my own body. I didn't know how I could win that fight and that's just been frightening for me.

It was only because this young fella bit me and he was flagged for medical issues, that I went along and had a disease test. I remember getting a call to come and see my local GP.

He sat across the room - he's been our family GP for ten years - and he was in tears and I thought 'that's a bit odd'.

I was drawn to the police to help defend the defenceless, if you will. But I was always confident I could look after myself, especially with the training the police give you. I'd worked in indigenous communities where you'd have riot situations, and large amounts of people in heated situations and I always thought I'd be right."

I've only ever lost one fight and that was to my wife, which was why I married her.

But then I was bitten at work unfortunately, and the subsequent blood test resulted in me being informed that, unrelated to the bite, I had stage 4 lymphoma - and there's no stage 5.

Since being diagnosed with Lymphoma in 2015, Chris has claimed almost \$65,000 in benefits from his Police Health cover.

I had been researching the particular thing that I thought I might contract from the bite... and if I caught what the other bloke had, apparently you lose weight which isn't a bad thing, and I'd be a bit yellow, looking a bit jaundiced. So I thought if I got bitten twice I could have had a bit of a tan despite being a night shift worker, which wouldn't be so bad either.

So I was joking with my doctor about that when he started to cry, and I said 'mate, what's up?'. He said 'you've got lymphoma and you need to fly to Brisbane immediately' and I thought, 'shit, that's bad'.

Chris and his wife had to leave Mount Isa for treatment, and stayed in a 30-unit block at Leukaemia House in Brisbane's Dutton Park.

When I was feeling poor, in that 30 bed unit I'd find 10 year old little kids with nasal gastric tubes in wheelchairs, and whenever

I felt sorry for myself I'd look at these poor little kids who were doing it much, much tougher, and I'd admonish myself and say 'mate, look at that poor kid who's actually doing it tough; you pick yourself up and you don't whinge about what's going on; you see if you can help that poor kid.'

It was a formative time for my young son; he was in grades 11 and 12 so essentially he had to look after himself in Mount Isa. He had an older brother looking after him but it's not the same as having mum and dad home. My other son was working 12 hour shifts so it was quite difficult for him, but we had to maintain the family and the family unit, plus the costs that go with it.

Lymphomas are the sixth most common form of cancer overall (excluding non-melanoma skin cancer).

One of the things that really helped through all of that was Police Health, because I was really worried about the financial cost and I'd say to my wife all the time 'How much is this going to cost?' and she just said 'don't worry about it, you just worry about getting better'. But the whole time I'd be sitting there at night thinking 'how am I going to pay for all this stuff?'

Police Health were really wonderful and supportive, they were terribly transparent and clear about what we could and couldn't do, and they covered so much of our financial burden, it was just amazing.

It sounds silly but for me, as a dad and a provider, early on I wouldn't tell the doctor how sick I was or in how much pain I was, because I was trying to reduce the costs. So once I knew that things were covered by Police Health, I could actually say how much pain I was in and convalesce finally.

How do you thank that company and say 'look, you've taken so much of the worry, the financial burden out of the equation, I could actually just lie there in the bed and think about getting well, and not worry that I'm spending my children's inheritance and my wife's retirement fund selfishly. I'm just getting better.

Because that's how you feel. You go, there's X amount in the bank and this is going to cost X amount. And as a bloke you go, that's too selfish to spend that on myself, it'd be cheaper if I died. It wouldn't be good, but it would be cheaper. And when you know most of the financial burden's taken away you sit back and you go, how do I thank that person? So much of your worry has gone.

Some people that we stayed in the accommodation with, they were up to their eyeballs in debt, and husbands and wives and children wouldn't talk about how sick they were because they just couldn't afford it. Some people don't have the luxury of private health insurance so they were on waiting lists for years and some of their stories were terrible. It's pretty sobering, and we were quite lucky.

Many of the people in the accommodation didn't have any family members either, so you'd go out of your way and made sure you spoke with them. You'd call them by their name every time when you saw them at an appointment, catch up with them and find out more about them and become embedded in their life.

Chris tells a story about one occasion when he was having an MRI and there was another patient there who was really upset and crying and needed some comforting words.

I said, 'I don't know what you've got, and you don't know what I've got - but what we've got is time.' Because in my capacity as a policeman, I go to road crashes all the time, and people die in my arms regularly and have done for the last 25 years, and all that they want is more time.

They want to see their loved ones and they want to tell their partners and their children ... and they die in your arms, saying 'I just want more time to say ...'.

So I said to this woman, the other patient, 'Love, we've got time ... as bad as things are we've still got time, so we should use it wisely.'

Chris says the experience and the people he's met along the way have changed him by making him a better person – both personally and professionally.

As much as I like to talk myself up that I was a good person, I was flawed like any man, I guess, and when I did come out and got into remission, there were opportunities that presented themselves for me to be more aware or more supportive of not only my fellow colleagues but the way I dealt with the public as well.

It's just changed my focus; it's not all about me anymore, it's about all the people I work around and the people I'm lucky enough to live with and love. It's just changed me a bit.





Fitness and resilience

Endorphins, those happy hormones – it's not a secret that exercising boosts your mood. When you work out, your body releases these 'good vibe' chemicals that interact with your brain and reduce the perception of pain.

▶ That euphoric feeling you get after a run is real. It's not just a headspin from moving. It produces a similar positive feeling to that of morphine. You feel energised and ready to take on the day – the 'runner's high'.

EXERCISE, A TREATMENT FOR THE BLUES

Regular exercise has been proven to reduce stress, ward off anxiety and feelings of depression, boost self-esteem, and improve sleep. It strengthens your heart, lowers blood pressure, builds bones, and improves muscle tone.



Exploring different methods of achieving fitness and movement is encouraged

body's ability to deal with on-the-job stress. Magic happens with those endorphins, too. The chemical released during exercise helps with worry by reducing anxiety sensitivity.

Dopamine is released during activities that are pleasurable – sex, drugs, food, and you guessed it, exercise. Working out can help in addiction recovery. Short fitness sessions can reduce the urge for drugs, alcohol or food, it changes our mind's priorities.

Exercise affords the body an opportunity to practice responding to stress, streamlining the communication between the systems involved in the stress response. The less active you are, the more challenging you find dealing with stress.

From a sleep perspective, moving five to six hours before bedtime increases the body's core temperature. As it drops back to normal a few hours later, it 'tells' the body that it's time to rest – the body's natural 'sleeping pill.'

Exercise also makes you more creative and productive, your memory sharper, and eager to learn new things. Working out is the most important body armour you can wear as an officer.

COPING WITH PTSD & TRAUMA

Evidence suggests there's value in focusing on your body and how it feels as you exercise, being mindful. You can actually help your nervous system become "unstuck" and begin to move out of the immobilisation stress response that characterizes PTSD or trauma. Instead of thinking about other things, pay close attention to the physical sensations in your joints and muscles.

Exercises that involve cross movement and engage both arms and legs – such as walking (especially in sand), running, swimming, weight training, or dancing – are good choices. Hiking, sailing, mountain biking, rock climbing, whitewater rafting and skiing have also been shown to reduce the symptoms of PTSD.

The best way to be mindful while moving is to have a purpose for each workout, take it slow, remind yourself to breathe, and end positively.

Understanding the link between mind and body can change your relationship with exercise. If you're struggling to maintain movement every day and make it a habit, this could be your answer. It's about reprogramming your perspective on fitness.

Mind body and soul fit. ◀

Listen to any weight loss or fitness campaign and it'll focus on the physical benefits of working out... looking good. And while this is important, a greater focus needs to be placed on connecting it to mental health.

Whether it's pounding the pavement, dancing salsa or doing laps of a pool, exercise makes you feel good. It doesn't matter what type of movement you're doing, which is a huge advantage. You can choose the workout type that you enjoy the most.

Aerobic exercise gets your muscles moving, your heart pumping, and can be maintained for a longer period. Running, walking, cycling, and swimming are effective. Resistance workouts, on the other hand, strengthen your muscles by making them work against a force – weights or your own body weight.

MENTAL STRENGTH AND BEING A POLICE OFFICER

Officers see a lot. On any given day, you're exposed to tragedy, conflict, and death. Police stress is a unique thing, sparked by shift work, pressures, and always being on the front line. This pressure can turn into increased stress, depression, and substance abuse.

Working up a sweat can help manage mental stress. Exercise increases concentrations of norepinephrine, a chemical that moderates the brain's response to stress. You can improve your

Family Provision Claims – An overview

When someone close to you passes away leaving a will, you may assume that it is an indisputable document that sets out how their estate must be distributed. This view, while completely understandable, is incorrect from a legal point of view.



Hanaan Indari,
Partner Carroll &
O'Dea Lawyers

▶ What many people don't know is if you feel you have been unfairly left out of a will, or unfairly provided for in a will, there is a way to challenge that will through the courts.

These types of claims are known as 'family provision' claims and are on the rise in the current age of longer life expectancy, divorce, multiple partners, step children and blended families.

WHAT IS A FAMILY PROVISION CLAIM?

A family provision claim is where one party makes an application to the court for a portion, or larger portion, of a deceased person's estate.

In order to make a family provision claim you must:

1. Be an 'eligible person' in the eyes of the court;
2. Have been left out of a will or feel you did not receive your due entitlements in a will; and
3. Make your claim within 12 months of the date of death of the deceased.

WHO IS ELIGIBLE TO MAKE A FAMILY PROVISION CLAIM?

As noted above, a family provision claim can only be made by an eligible person as defined in section 57 of the Succession Act 2006 (NSW).

Other Australian states have similar legislation under which claims can be made.

The following are 'eligible persons':

1. A wife or husband of the deceased;
2. A de facto partner of the deceased;
3. A former wife or husband of the deceased;
4. A child of the deceased (including adopted and step-children);
5. A dependant (wholly or partly) of the deceased;
6. A grandchild of the deceased;
7. A person who was a member of the deceased's household at any time; and
8. A person with whom the deceased was living in a close personal relationship as at the date of death.

It is important to note that where an eligible person is under any legal incapacity, such as a child or someone with a mental illness, an application can be made by a tutor on their behalf.

WHAT WILL THE COURT CONSIDER?

Section 60 of the Succession Act 2006 (NSW) sets out what the Court will consider before making orders in a Family Provision claim and include:

- (a) Any family or other relationship between the applicant and the deceased;
- (b) The nature and extent of any obligations or responsibilities owed by the deceased to the applicant;
- (c) The nature and extent of the deceased's estate;
- (d) The financial resources and needs of the applicant;
- (e) The financial circumstances of any person the applicant is living with;
- (f) Any physical, intellectual or mental disability of the applicant;
- (g) The applicant's age;
- (h) Any contribution by the applicant to the deceased's estate or welfare for which they were not appropriately compensated;
- (i) Any provision made for the applicant by the deceased;
- (j) Any evidence of testamentary intentions (i.e. in a will or statement) of the deceased;
- (k) Whether the applicant was being wholly or partly maintained by the deceased;
- (l) Liability of any other person to support the applicant;

- (m) The character and conduct of the applicant;
- (n) The conduct of any other person;
- (o) Any relevant Aboriginal or Torres Strait Islander customary law; and
- (p) Any other matter the Court considers relevant.

HOW A CLAIM IS MADE

In New South Wales, Family Provision claims are made by filing a summons and a supporting affidavit in the Supreme Court of New South Wales.

It's important to note that it is not required that Probate or Letters of Administration be granted before bringing a family provision claim.

The summons sets out what orders you are seeking to be made by the court. For those left out of a will such an order may be that provision be made out of the estate for the maintenance, education and advancement in life.

The supporting affidavit will cover eligibility to make a claim and will contain sufficient information about the above listed matters to be considered by the court. There is a proforma affidavit on the Supreme Court of New South Wales website which serves as a guide as to what should be included in the supporting affidavit. It is helpful to the court and the claim if annexures are included to substantiate the information contained in the affidavit.

It is also required that the applicant file a Notice of Eligible Persons which identifies those persons who are potential Eligible Persons to make a claim on the Estate, and a further affidavit setting out an estimate of the legal costs and disbursements up to and including mediation.

WHAT TO EXPECT

Once the summons is lodged, if all documents are in order, a mediation can be set down within a matter of months.

Hearing dates will be further away depending on Court availability. Applicants have a high rate of success in Family Provision claims and often settle by way of agreement between the parties or at mediation. As legal costs are often paid out of the estate, most are keen to settle to avoid increasing the costs and reducing the value of the estate.

WHAT TO DO NEXT

If you are an eligible person or if you are unsure if you are an eligible person and want to make a family provision claim, it is important that you obtain legal advice before making such a claim.

Carroll & O'Dea has a team of Wills and Estates experts who will be able to help you with any questions you may have in relation to making a family provision claim. ◀

Carroll & O'Dea Lawyers | Level 18, St James Centre, 111 Elizabeth Street, Sydney, New South Wales, 2000
Phone: (02) 9291 7100 | <https://www.codea.com.au>





How to get car essentials that save you money with Member Advantage

Having and maintaining a car these days can be a costly exercise, especially when you have to budget for other living expenses.

Plus, you lead a busy life so where's the time to shop around to find the best ways to **save on your next car purchase, insurance and fuel?**

Did you know your Member Advantage benefits program can assist with all these and more?

We understand your time is precious and have done the hard work for you by sourcing the best offers from **trusted brands**, like:

Be on your way sooner

You're in the driving seat when you **purchase your next car** through your benefits program. Enquire now and get **personalised assistance** plus, **up to 20% off dealer prices**, delivery to your door and 12 months roadside assistance.

Protect your car

Purchased a new car? Current cover due for renewal? Compare and save by getting a quote now. You'll benefit from features such as **competitive pricing, 24/7 support** and so much more.

The easy way to save on fuel

Get a **5% discount** on pre-purchased WISH eGift Cards to purchase fuel. Purchase with peace of mind securely online and pay with all major credit and debit cards.

Terms and conditions apply



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Catalogue 2019

▶ AFP/AFPA MERCHANDISE



AFP Merchandise items



Coloured Shield Plaque | \$70.00



Australia Plaque | \$70.00



AFP Plaque (Glass) | \$65.00



AFP Plaque (Pewter) | \$60.00



Coaster Set | \$37.00



Cuff Links | \$25.00



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):	
		Total (\$):	

SECTION 3: PAYMENT DETAILS

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

OFFICE USE | Processed by

Name:

Date:

Invoice Number:

Please return completed order forms to the AFPA by email: afpa@afpa.org.au



*It's
here
for*

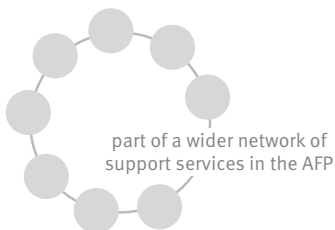
equipt

equipt is a free self-help tool for current and former AFP employees and their families.

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