



BLUESTAR



**2021 National
Council**

**We remember
Brad Hardy**

**"Assault police" in
the ACT: JT's Story**



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Executive Editor

Alex Caruana | Phone (02) 6285 1677
www.afpa.org.au

Editor

Brian McIver | brian.mciver@afpa.org.au

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Publisher

Boo Media PTY Limited
PO Box 19, Narrabeen, NSW 2101
Phone: (02) 8004 8612 | Fax: (02) 8004 8611
info@boodigital.com.au | ACN: 153 128 860

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We remember Protective Service Officer Brad Hardy, who tragically lost his life in March.

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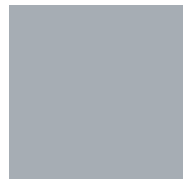
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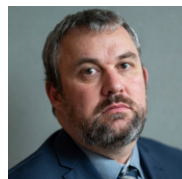


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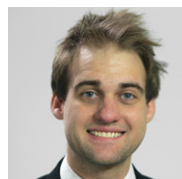
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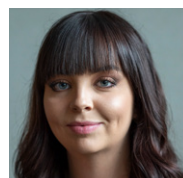
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Operation Recognition update

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2021 National Council

The 2021 AFPA National Council took place on 24 and 25 March 2021 in Canberra



President
Alex Caruana

PRESIDENT'S REPORT

Alex Caruana, President

► Greetings to all members, and I extend my warmest regards to everyone.

I begin this report with a heavy heart; in March in South Australia, Protective Service Officer Bradley Hardy was tragically killed in a motor vehicle accident. Brad was stationed at the Joint Defence Facility Pine Gap and was a popular and well-regarded member of the AFP community there. With the permission of Brad's family, we have prepared a tribute on page 18.

For those members who were lucky enough to know or work with Brad, I hope it is not too raw or painful to read this tribute or see photos of him.

If anyone is struggling as a result of Brad's or anyone else's passing, you must not remain silent. Please make use of the AFP's Welfare program or reach out to the AFPA for assistance.

2021 NATIONAL COUNCIL AND NATIONAL EXECUTIVE ELECTIONS

The first quarter of 2021 saw the National Executive elections take place, followed immediately by the biennial National Council in Canberra. This year's council was held at a new venue – Hotel Realm in Barton, just down the road from the AFPA National Office.

The incoming National Executive would like to reiterate their thanks to the outgoing National Executive for their tireless work in the leadup to Council, as well as their service over the preceding years. Our new National Executive is comprised of both new and returned members, and I am excited about our future direction.

I am especially grateful and humbled by being returned as your substantive President. In leading the Association, I will address and prioritise our imminent challenges, namely:

- Seeking an exemption from the Workplace Bargaining Policy
- Increasing sworn member numbers

- Having a properly funded and resourced AFP
- Retaining and improving entitlements of members, including growing members' salaries to maintain parity with other policing organisations; and,
- Protecting and strengthening the health and safety of members at work.

To achieve this my commitment is to:

- Grow the AFPA's capabilities and influence,
- Ensure that the AFPA remains connected and supportive of its members; and crucially,
- **Provide a voice for AFPA members on issues that matter to members.**

I will bring stability and trusted leadership. I am experienced in assisting members through the issues they face at work and am dedicated to representing members. For me it's not just a job.

The two-day National Council saw the turning of a page in the AFPA's history; we conferred life membership to Angela Smith in gratitude for her tenure as President, and we also farewelled Vince Kelly in his final stint as Master of Ceremonies and facilitator of Council.

I was especially happy to be able to offer some ground-breaking training for our Workplace Delegates.

There is an article on page 22 about the individual sessions held, as well as a separate article on page 26 by Dr. Giuseppe Carabetta, as an extension to his presentation on police labour law.

The overwhelming feedback from attendees was positive, and we look forward to continuing to work with our Delegates, Convenors and Executive.

Also please keep an eye out for an email outlining the AFPA Convenor and Delegate elections happening shortly, I encourage all active members to nominate for these important positions.

RECENT HIGH-LEVEL PROJECTS

Operation Recognition, our multi-faceted campaign to raise the pay and conditions of all AFP employees is continuing to grow in its reach and impact.

Over the last quarter, we have had many meetings with Members of Parliament and Senators to discuss the restrictions imposed on us by the Workplace Bargaining Policy.

Even with the departure of Peter Dutton from the Home Affairs portfolio, we are continuing to open doors and shout louder. We've included an article on page 42 capturing photos and talking points from these meetings.

I would like to extend my thanks to each and every member who has used our automated tool to send an email to their local Member of Parliament. These emails are the backbone of Operation Recognition and are the reason why we are getting such excellent buy-in from parliamentarians. We need your support, backed up by your personal stories of why the Policy is failing you, to see the campaign through. If you haven't already done so, please join the campaign and use the tool here: www.afpa.org.au/campaigns/.

PRESUMPTIVE LEGISLATION

As first responders, both you and your loved ones would have observed society's increasing awareness of the impact on mental health from severe and consistent trauma exposure.

At its core, the need for "presumptive legislation" stems from first responders specifically being at much greater risk than others of sustaining a mental health injury (by some reckoning, 10 times higher than the rest of Australians), and thus must be afforded a correspondingly greater level and access to appropriate protection and support.

Presumptive laws do not change the actual entitlements but are characterised by a shift in the onus of proof from the current "you must prove to us that you do have a mental health injury" to "prove that I do not have a mental health injury(s) as a result of working for the AFP".

The need for this change stems from the fact that members are often unable to identify one particular incident causing the downturn in their mental health; rather it is commonly a cumulative effect caused by working for the AFP.

Presumptive laws have already been passed in Tasmania and the Northern Territory, with Queensland then tabling the *Workers' Compensation and Rehabilitation and Other Legislation Bill 2020* last year.

The AFPA has made a submission to the committee now considering similar laws at a Commonwealth level. Manager, Legal & Industrial Matthew Peterson will talk more about this in the Legal Report on page 10.

MODELLING FOR A POLICE/LAW ENFORCEMENT VETERAN STRUCTURE.

The association understands that there needs to be a better continuum of support for retired members; we are looking at various models, from a resumption of the old police veterans body all the way to up the creation of a separate police division within the current Department of Veterans' Affairs, as well as the creation of a "blue card" as a medium for accessing support services. We will share updates on this as they arise.

ACT POLICING

The relatively new assault police laws in the ACT – the Crimes (Protection of Police, Firefighters and Paramedics) Amendment Bill 2019 – are almost due for their 12-month review.

Part of this review includes consultation with those directly affected by the laws – namely, AFPA members.

As such, we request that any members who would like to contribute to the AFPA submission for the ACT government's review contact us at afpa@afpa.org.au.

On page 34, we present the story of D/Sgt Jason Taylor, who was violently assaulted 14 months ago in Gungahlin. JT was attacked only months before the new laws were activated, meaning that "assault police" wasn't considered a distinct offence. JT is now on the road to recovery and is a strong advocate of SHIELD.

I am also maintaining a high level of dialogue with the ACT Government (and by extension, Canberra's local media outlets) around several of the most unacceptable and overdue facets of ACTP's infrastructure:

- Police numbers not increasing, despite Canberra's population increasing
- Majority of stations not being fit-for-purpose
- The new Traffic Operations Centre (TOC) being well overdue

We're in regular contact with Police and Emergency Services Minister Mick Gentleman about these issues, and you'll find an article by him on page 32, about his current priorities as Police and Emergency Services Minister.

AFPA SUBMISSION INTO BODY WORN CAMERA POLICY AND LEGISLATION.

The AFPA has recently submitted our proposed reforms to expand police use of Body Worn Cameras (BWCs) to private and commercial premises. These proposals are modelled on existing legislation in NSW – section 50A of the *Surveillance Devices Act 2007 (NSW)* – and are justified by the below broadly accepted outcomes of BWCs:

Reduction in the number of vexatious complaints – video captured by BWCs could streamline PRS processes to the significant benefit of members.

Better transparency and resultant increase in public confidence – in many minority communities there is often an inherent lack of trust in law enforcement. Video footage captured during these police and community interactions provides better documentation to help confirm the nature of events and support accounts articulated by police officers and member of the community. BWCs also offer a visible display of transparency that can positively affect public perception and confidence of police officers.

Training opportunities and corroborating evidence – many situations often occur too quickly to absorb everything that is happening, and members would agree that your mind and senses unconsciously prioritise certain aspects of a situation over others. Remembering the lower priority details later on can be almost impossible. Having a concrete record of what occurred could benefit both training scenarios and court proceedings.

If police were able to use BWCs in any environment without needing prior permission, the benefits from the above outcomes would only be extended and deepened.

OTHER BUSINESS

We are actively recruiting to fill the vacant General Manager position after Vince Kelly's retirement. In the interim, Matthew Peterson (Legal and Industrial Manager) and Troy Roberts (Media and Government Relations Manager) are alternating as Acting General Manger until such time as we make a permanent appointment.

The end of financial year 2020/2021 is fast approaching; on page 9, we have included an infographic from the Australian Tax Office which details the allowable deductions police officers can make.

For further information, we recommend that you visit <https://www.ato.gov.au/Individuals/Income-and-deductions/In-detail/Occupation-and-industry-specific-guides/Police---income-and-work-related-deductions/#Incomesalaryandallowances>.

We are also beginning a regular Member Services Report for Blue Star, written by Gerry O'Connor. To accompany his first report, Gerry has prepared an infographic detailing how to make an insurance claim as an AFPA member.

Lastly, I would just like to touch on the emails you've been receiving lately about updating your membership details. We are always looking into new and dynamic ways that we can connect, engage and support our members – but these innovations are driven by two very basic requirements: strength in numbers, and accessibility. Our **Member Get A Member** drive (**Member Get a Member – AFPA**) offers a membership rebate of \$1200 to those members who sign up four new members (conditions apply).

Accessibility to our membership is of the utmost importance; if we can't contact you, it can mean delays in relaying important information or providing incorrect information. The recent emails we sent asking for your current details were prompted by the upcoming Zone Convenor elections; the Australian Electoral Commission (AEC) requires that all ballot forms are posted out.

If we are unable to provide the correct address to the AEC, or you are still recorded as living in the Zone of your previous address, this could mean that you aren't afforded your full democratic rights as an Association member.

Please ensure your details are always current. ◀

In unity,

Alex Caruana

President ◀

If you're a police officer it pays to learn what you can claim at tax time



To claim a deduction for work-related expenses

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.*

You can only claim the work-related part of expenses. You can't claim a deduction for any part of the expense that relates to personal use.

* You can use the ATO app myDeductions tool to keep track of your expenses and receipts throughout the year.

Phone and internet expenses



- ✓ **You can claim** phone and internet usage if your employer needs you to use your own personal devices for work. You can only claim the work-related portion of the use of your personal device.

Car expenses



- ✓ **You can claim** a deduction when you:
 - drive between separate jobs on the same day – eg travelling from your job as a police officer to a second job as a security guard
 - drive to and from an alternate workplace for the same employer on the same day – eg travelling to a crime scene.
- ✗ **You generally can't claim** the cost of trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – eg night or public holiday shifts.

In limited circumstances **you can claim** the cost of trips between home and work, where you were required to carry bulky tools or equipment for work and all of the following conditions were met:

- The tools or equipment were essential for you to perform your employment duties and you didn't carry them merely as a matter of choice.
- The tools or equipment were bulky – meaning that because of their size and weight they were awkward to transport and could only be transported conveniently by the use of a motor vehicle.
- There was no secure storage for the items at the workplace.

If you claim car expenses, you need to keep a logbook to determine the work-related percentage, or be able to demonstrate to the ATO a reasonable calculation if you use the cents per kilometre method to claim.

Self-education expenses

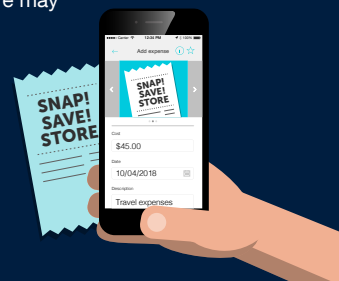


- ✓ **You can claim** a deduction for self-education expenses if your course relates directly to your current job – eg defensive driving course.
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help get you a new job outside of the police force.

Other common deductible work-related expenses



- ✓ As long as the expense relates to your employment, **you can claim** a deduction for the work-related portion of the cost of:
 - union and professional association fees
 - technical or professional publications.
- ✗ **You can't claim** a deduction for the cost of:
 - haircuts, grooming, weight loss programs or supplies even though there may be specific regulations
 - attending social functions
 - fitness expenses except if your role requires a level of fitness well above ordinary police standards, such as special operations.



Clothing expenses



- ✓ **You can claim** a deduction for the cost of mending or cleaning your police uniform.
- ✗ **You can't claim** a deduction for the cost of buying or cleaning plain clothing worn at work, even if your employer tells you to wear it, and even if you only wear it for work.

This is a general summary only.
For more information, go to ato.gov.au/occupations



Australian Government
Australian Taxation Office



LEGAL AND INDUSTRIAL

Matthew Peterson, Manager, Legal & Industrial

Manager,
Legal & Industrial
Matthew Peterson

▶ You do not need to speak to too many current and former serving members of the Australian Federal Police, counterparts in other policing jurisdictions or employees in emergency services to run into someone with a horror story about suffering an injury at work and trying to make a claim through workers' compensation.

The issues with the workers' compensation system become more pronounced when the injury is psychological, which has a high prevalence among police and emergency services workers.

Workers' compensation schemes, including Comcare, are "no-fault" systems. That is, for a claim to be accepted, you do not have to prove fault of your employer in causing your injury. However, a number of other elements must be satisfied, namely:

1. You are an employee;
2. You have suffered an injury; and
3. Your injury arose out of or in the course of your employment or was contributed to, to a significant degree, by your employment.

Whilst it is generally relatively simple to establish the first two criteria, it can be difficult to prove the third element due to the complicated nature of mental health illnesses and injuries. The statistics show that almost 50% of people in Australia will, at some point in their life, suffer from some form of mental health illness¹. Far too often we see Comcare relying on a person's previous mental health issue, even if that was only a temporary issue related to a particular event in that person's life (i.e. a death of a close family member or relationship breakdown), to argue that their mental health condition was not contributed to, to a significant degree, by their employment with the AFP.

Comcare's over-reliance on the exclusion provision under section 5A of the Safety, Rehabilitation and Compensation Act ("SRC Act") poses another significant difficulty for our members making compensation claims for psychological injuries. Section 5A allows Comcare to knock

back a claim for injury on the basis that the injury was suffered as a result of reasonable administrative action taken in a reasonable manner in respect of the employee's employment. Reasonable administrative action can include a number of things, including performance management, professional standards investigations and other directions provided by management. It can also include any actions affecting the employee's ordinary work duties or a direction about the employee's duties or how to perform those duties.

Particularly with bullying and harassment cases involving poor treatment from team leaders and supervisors, this exclusion is too often relied upon to reject a member's claim. Furthermore, often untreated psychological or mental health issues are causative of tension or issues in the workplace, such as allegations of poor performance.

Sometimes "reasonable" administrative action is the straw that breaks the camel's back for our members.

It is generally the case that their injury has been caused by other incidents that have occurred in their course of employment with the AFP. The difficulty with the section 5A exception is that, for it to apply, the "reasonable" administrative action does not need to be the sole cause of the injury.

SO, HOW DO WE FIX THIS?

The AFPA strongly believes that one of the solutions lies in the introduction of presumptive legislation for first responders and emergency services workers in relation to psychological injuries. The introduction of such presumptive legislation is one of our three demands as part of the AFPA's campaign Operation Recognition. We recently made a submission to the Select Committee on Mental Health and Suicide Prevention about this proposal².

¹ Black Dog Institute, Facts & figures about mental health.

² Our submission can be found here: https://www.aph.gov.au/sitecore/content/Home/Parliamentary_Business/Committees/House/Mental_Health_and_Suicide_Prevention/MHSP/Submissions - Submission 65.

Presumptive legislation establishes, in effect, that a psychological injury is deemed to be work-related and compensable, unless there is evidence contrary.

Therefore, members would not need proof from the outset of their claim that their injury has arisen out of or in the course of their employment.

In recent years, presumptive legislation has been introduced in Queensland, Tasmania, and the Northern Territory. Furthermore, presumptive legislation already exists in part in the SRC Act, with certain cancers presumed to be linked to the work of firefighters by Comcare.

In 2020, the Federal Government, in response to the Senate Education and Reference Committee's report examining the mental health of Australia's first responders, provided in-principle support of the Committee's report which recommended that *"the Commonwealth Government establish a national stakeholder working group, reporting to the COAG Council of Attorneys-General, to assess the benefits of a coordinated, national approach to presumptive legislation covering PTSD and other psychological injuries in first responder and emergency service agencies"*.

While such a stance is appreciated, it is the view of the AFPA that the Federal Government must take a more proactive stance by introducing presumptive legislation for emergency services workers, including appointees of the AFP, for psychological injuries.

There are a multitude of benefits which would arise from the introduction of such legislation. First, it would encourage members to come forward earlier with psychological issues, which in turn would reduce the stigma attached to psychological and mental health issues. If members knew it would be an easier process, it follows that members would be more likely to come forward to seek support.

Secondly, it is well-founded that emergency services workers are at a significantly heightened risk of exposure to trauma and consequently developing Post Traumatic Stress Disorder ("PTSD"). In the 2018 study conducted by Beyond Blue³, one in three emergency services workers had high or very high levels of distress. The report also found that one in four former emergency services workers had PTSD. Presumptive legislation merely recognises in law what the scientific evidence shows.

Thirdly, the process in making a workers' compensation claim requires a member to repeatedly relive traumatic incidents in great detail, as any claim for a psychological injury requires a detailed statement to be submitted with the claim. This evidentiary onus, under the current scheme, sits with the employee as they need to prove the connection between their injury and their work. Unsurprisingly, this process of reliving trauma often worsens or exacerbates the symptoms of the member.

Fourthly, under presumptive legislative schemes, Comcare may still seek to challenge a claim for psychological injury based on one of the exceptions raised above. The difference is that the onus is on them to disprove the claim rather than on a member to prove theirs.

Finally, it should improve the overall experience for members who make a claim.

A recent study⁴ into the experiences of emergency services members who make a claim for psychological injury found only 8.2% had a positive experience.

The negative experience is more pronounced amongst police officers. It is imperative that the Federal Government takes a leadership position on this important issue, which will ensure appropriate recognition of the risk of psychological injury to our members and other frontline workers. ◀

³ Beyond Blue Australia, Answering the Call National Survey: Beyond Blue's National Mental Health and Wellbeing Study of Police and Emergency Services – Final Report (2018).

⁴ Kyron, Michael et al, 'Experiences of Police and Emergency Services Employees with Workers' Compensation Claims for Mental Health Issues', Journal of Occupational Rehabilitation (2021) 31: 197-206.

MEMBER SERVICES

Gerry O'Connor, Member Support Officer

Member Support Officer
Gerry O'Connor

▶ This is the inaugural Membership Services report for Blue Star, and I must admit commencing in this role as Member Support Officer back in September 2020 has been both rewarding and challenging at the same time.

In my previous roles within the Police Association of New South Wales (PANSW) I was a Branch Official, Delegate to Conference and Executive member over a 20-year period. PANSW only had sworn employees as members so the issues that I dealt with were confined to police officers.

The Australian Federal Police Association (AFPA) is vastly different in that the membership encompasses sworn police, protective service officers & non-sworn members of the Federal Police. This is unique among Australian police unions and the AFPA is the only jurisdiction in Australia that has this eclectic membership. On top of that we have members that are also based overseas and on secondments to other agencies and jurisdictions.

This ongoing report will hopefully highlight some of the 'behind the scenes' work that the Membership Services Area does to look after our members in challenging times, whether it be financial hardship, critical illness/trauma claims, retirement benefits or the death of a member or family crisis.

These issues, although sometimes confronting, are vitally important to ensure that members receive all the available assistance and benefits available to them through our various schemes.

To highlight some of these schemes, I will outline (for this report only) what is currently available to members. There are different levels of benefits that are commensurate with years of membership (tiers). This is similar to a loyalty program and benefits increase as you progress through the tiers.

Member Death Benefits:

- Payment to nominated Beneficiary: \$100,000 to \$200,00
- Funeral Benefit: maximum \$5,000
- Immediate Household Benefit: maximum \$5,000
- Children's Educational Benefit: \$5,000 per child (maximum \$20,000)
- Bereavement Benefit: Death of a Member's spouse/ Dependent child(ren): maximum \$5,000

The Immediate Household Benefit is a really important feature for members; after the death of a family member the grief is overwhelming, but there is also the immediate thought of 'how am I going to pay the bills?'. The \$5,000 immediate assistance provides that little bit of support that somewhat reduces financial stress at a time when the grieving process needs to take precedence over financial issues.

Financial Assistance:

All financial assistance is provided at the discretion of the AFPA Executive, who may require a member to provide further evidence to support a request for assistance. This is to ensure that membership money is fairly and equitably distributed to those members in need due to their unique circumstances. Some of the areas that the Association can assist members with include:

- Trauma (critical injury/illness assistance)
- Severe hardship assistance
- Injury & illness assistance where a member is not able to work for extended periods of time

Retirement:

The Membership Services Area will assist members when they retire from the AFP to also resign from the AFPA. We will also contribute to any 'Ceremonial' or 'Badge' board that a member or work colleague may wish to organise upon the members' retirement. This contribution ranges from \$150 (bronze) to \$600 (Platinum) members.

Without going into specific details, I do want to highlight some of the things that your Membership Services Area (MSA) have been doing over the last couple of months:

- Member going through cancer treatment: MSA arranged for their 2 young children to receive Christmas hampers

- Member going through financial stress: MSA arranged for some financial coaching and budget planning
- House cleaning arranged by MSA for a member that was severely injured at work and had a lengthy recovery. Cleaning service attended member home and provided a 'full' house clean over a month-long period
- Member enrolled in a 'Professional Development' course which assisted with recovery after experiencing severe stress and symptoms of Post-Traumatic Stress Disorder (PTSD)
- Meals provided to member's family whilst member was undergoing chemotherapy in Sydney
- Several Critical Illness & Trauma claims processed
- Several donations towards member 'badge' boards after retirement from AFP

To Ken Napier (T/L Pine Gap) and your entire team, you provided exceptional support to the Hardy family. The support that Bradley's older brother Joshua (a current ACT Policing member) received from his work colleagues and supervisors at Belconnen Police Station cannot be overstated.

It is at tragic times like these that the two organisations (AFP & AFPA) work in unison for the one common goal, and that is to provide the family with the support they need to get through the upcoming days, weeks, months & years following the death of their loved one.

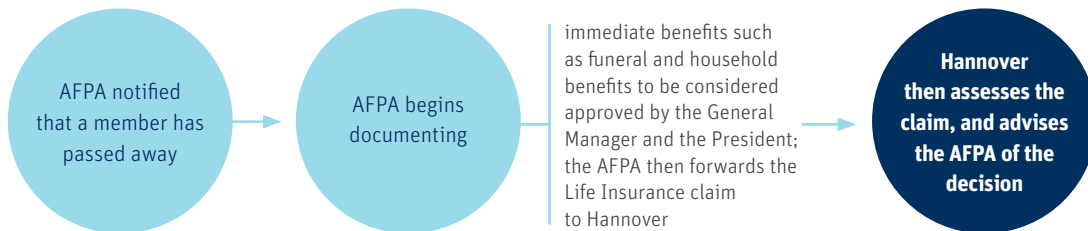
This is where the policing fraternity rises to the top and stands out from all other professions.

In closing, I would like to pay a little tribute to ACT Policing Welfare Officer Loryn Reynolds and National Welfare Officer James Davies, in what was a very difficult time for the AFP and family members with the untimely death of young Protective Service Officer Bradley Hardy. The compassion and empathy that Loryn and James provided to the Hardy family were nothing short of amazing. I have spoken to Cameron and Sharon (Bradley's parents) on numerous occasions, and they have heaped much praise on the policing fraternity and the AFPA at a time of deep sorrow and grief for their entire family.

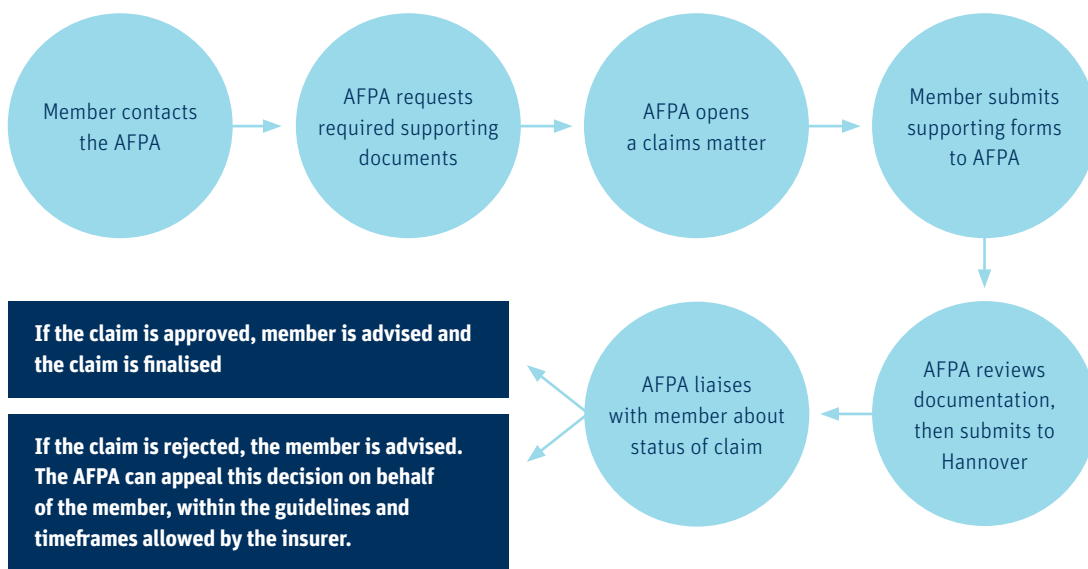
We are most grateful to Cameron, Sharon and Joshua for coming in to the AFPA office. We were able to hear some lovely stories about Brad.

The Hardy family also shared some of their most treasured photos of Brad, and we were touched to be able to use them in our tribute. ◀

THE AFPA WELFARE PROCESS – Death and Bereavement



THE AFPA WELFARE PROCESS – Trauma



AFPA MEMBER INFORMATION (DEATH & OTHER BENEFITS)

The Australian Federal Police Association (AFPA) is committed to providing a range of legal, industrial, and welfare support for all Members. The AFPA's welfare support schemes provide financial assistance to Members or their families when death, serious illness, injury, or other severe hardship occurs.

The AFPA has four tiers of membership, based on duration of membership:

	FINANCIAL MEMBER ASSISTANCE	INJURY AND ILLNESS ASSISTANCE	24/7 TRAUMA (CRITICAL INJURY/ ILLNESS ASSISTANCE	MEMBER BEREAVEMENT ASSISTANCE	SEVERE HARDSHIP ASSISTANCE
		100% net income up to a total of \$2,500 per week	One off payment of \$10,000 to assist with medical bills	One off payment of \$5,000 to assist with expenses in the event of death of spouse	For relieving a member or members dependent from severe financial hardship
BRONZE (0-5 years)	Up to \$12,000 ¹	\$10,000	\$5,000	Up to \$3,000 ²	
SILVER (5-15 years)	Up to \$18,000 ¹	\$15,000	\$5,000	Up to \$3,000 ²	
GOLD (15-25 years)	Up to \$24,000 ¹	\$20,000	\$5,000	Up to \$3,000 ²	
PLATINUM (25+ years)	Up to \$30,000 ¹	\$25,000	\$5,000	Up to \$3,000 ²	
	MEMBER LEGACY	MEMBER DEATH BENEFIT	MEMBER FUNERAL BENEFIT	IMMEDIATE HOUSEHOLD WELFARE BENEFIT	CHILD/'S EDUCATIONAL BENEFIT
		One off payment to beneficiary	One off payment of \$5,000 to assist with funeral expenses of member	One off payment of \$5,000 to assist with immediate household bills/expenses upon death of member	One off payment of \$5,000 to dependant child to a maximum of four (4) children to assist with educational expenses
BRONZE (0-5 years)	\$100,000	\$5,000	\$5,000	Up to \$20,000 ³	
SILVER (5-15 years)	\$125,000	\$5,000	\$5,000	Up to \$20,000 ³	
GOLD (15-25 years)	\$150,000	\$5,000	\$5,000	Up to \$20,000 ³	
PLATINUM (25+ years)	\$200,000	\$5,000	\$5,000	Up to \$20,000 ³	

MEMBERSHIP STATUS

Through our AFPA Loyalty Reward Program, Member Assistance and Member Legacy status periodically increase throughout your continuous membership with the AFPA.

¹ Minimum of two weeks recovery time required to be eligible. Maximum 12 weeks of payment on exhaustion of aa sick leave and recreation leave, and no access to Comcare, VEA, or civil claim available. Ongoing medical documentation and evidence of leave balances from the AFP will be required. 100 percent of weekly net income provided capped at BRONZE \$1,000 pw, SILVER \$1,500 pw, GOLD \$2,000 pw and PLATINUM \$2,500 pw.
² Assessed on a case-by-case basis and the Executive may require a member to supply evidence of assets, income and loss of potential loss of income.
³ Children must be dependent of deceased member receiving fulltime K to 12 education at the time of member's death, up to and including the age of 18 years. maximum of four (4) children (total \$20,000).

Regular Items

Australian Law Enforcement – **Support us to support them**



“Paying it forward”

It is only through donations that AUSPOL remains viable. AUSPOL assists members and members' families in times of need.

We need every AFPA member to contribute.

www.afpa.org.au/auspol/



Take Refinancing out of the too-hard basket.

Refinancing is one of those things that can often be placed in the too hard basket.

By understanding the benefits and challenges of refinancing, you can make the right decision for your circumstances. But don't stress, we'll also be here to help support you along the way.

WHY REFINANCE?

To find a lower interest rate

The most common reason people choose to refinance is to find a lower interest rate. As we've seen over the last 12 months, the Reserve Bank Australia's official cash rate is at its lowest point yet in an effort to stimulate the economy. This has resulted in very competitive interest rates. As a bank that is dedicated to the Police Family, we have ensured that our interest rates are some of the most competitive in the market. While you are busy protecting our community, we are here supporting you with competitive fees and interest rates so you and your family can own your home sooner or pay off your loan quicker.

To free up cash

Refinancing could help you to access cash that you have built up from paying off your loan or from the potential increase in value of your property over time. This could be used to then pay for renovations, holidays, or upgrading the whitegoods in your home. By refinancing to a lower interest rate, you can also pay for these items with the extra cash that you save.

If there is a change in your personal circumstances

Your circumstances may have changed since you first took out your home loan. Accordingly, what may have been good for you then may not be now. Therefore, it is important to keep an eye out for the best interest rate offers and consider which options provide you with greater flexibility.

THE CHALLENGES

Discharge fees

If you decide to change lenders, your lender will probably require you to pay a discharge fee, along with other charges to cover the administration, legal and other potential fees. If you have a fixed loan, you may also be charged a break cost by your current lender. These fees and charges can vary from lender to lender and can be expensive, so it is worth getting a quote for terminating your loan from your current lender before deciding to change home loan providers.

You may, however, be able to offset this cost by getting a loan with a lower interest rate with a different financial institution.

You will be pleased to know that Police Bank is currently offering a cashback offer when you refinance your home loan, which will help offset the discharge fees and break costs that you may face.

Further details of this Cashback Offer can be found [here](#).

Lenders Mortgage Insurance

The cost of lenders mortgage insurance (LMI) should be considered when you're refinancing. If you own less than 20% of your property value, you'll have to pay lender's mortgage insurance. Even if you paid it when you first took out a mortgage, if you still own less than 20% of your home you may need to pay for LMI again when you refinance. But the more you own of your property, the lower the LMI that you will be required to pay. Accordingly, it is important to factor in the cost of LMI when refinancing.

Police Bank is a community-based bank started by Police for Police and we are here for you and the broader policing family.

If you have any questions or are interested in how we can help you, please don't hesitate to speak to one of our team members in the Contact Centre on 131 728 Monday to Friday from 8am to 6pm, or visit www.policebank.com.au.



By understanding the benefits and challenges of refinancing, you can make the right decision for your circumstances. But don't stress, we'll also be here to help support you along the way.

Terms and conditions apply and are available on request. Fees, charges and lending criteria apply. A Financial Services Guide (FSG) is available at all Branches, on our website and upon request.

Police Bank Ltd, AFSL/Australian Credit Licence No 240018.
 ABN 95 087 650 799. 25 Pelican Street, Surry Hills NSW 2010.





Remembering Brad

When people speak of Bradley Thomas Hardy, the words and voices may vary - but the message is always the same: he was kind and cared about everyone.

▶ Classmates from the college and colleagues from his work postings now live in a world less magical and sadder after the loss of their mate.

The role that Brad played in his own family was one of a beloved son and brother who marched to the beat of his own drum.

Brad was a quiet and introverted boy who slowly followed his family's love of Rugby League which started with him throwing the ball at his coach, dad Cameron, after copping a strong tackle - through to representing Malta in the OzTag 2015 World Cup, Australia in 2017 and finally Malta again in the 2018 World Cup, where he proudly played alongside his brother Josh and claimed the bronze medal.

His natural athleticism spilled over into other sports and he adapted to wherever he found himself. When stationed at Pine Gap as a PSO, he formed great relationships with his colleagues which he often referred to as his "NT family", and spent days leaping around rock-faces and canyons, going four-wheel-driving, and camping. He also joined the local footy club to meet people outside of work.

This love of sport and the outdoors rubbed off on his colleagues; Cameron and Sharon spoke of how, after being posted to

Exmouth for a month, Brad's disposition and strength turned around the outlook of fellow PSOs, who had been in the remote location longer than him. One colleague in particular would rarely venture out when they were off-shift. Brad started hanging out with them, encouraging them to come four-wheel-driving and whale-watching with him. Exmouth became a fun and exciting place, full of adventure and promise.

Brad was very close to his family and his brothers Josh and Lachie were his best mates, so leaving Canberra to move to Alice Springs at the age of twenty was a huge move. "Brad knew what it was like to relocate from so far away so when any new recruit came to Alice Springs, he would keep an eye on them, help them out and show them around the place. He would just do whatever he could." Sharon says. "He'd say 'You've just gotta get out there and make the most of it.'"

Although Brad was a kind and insightful man, he was an avowed shit-stirrer too. Ken Napier is a bit of a father figure up in the Pine Gap PSO community, and Brad was always making up excuses to go into Ken's office and look at the whiteboard. "HARDY DOGS" would be written on there in bold (in reference to Brad's job as a dog handler). Brad took great delight in trying to provoke Ken into defending this somewhat ambiguous



phrase; did Ken have something against Brad's family?? Brad knew of course that the whiteboard was only for rostering staff, but deadpanning Ken was just too much fun.

Ken saw that Brad was destined for great things, so he gave this sense of humour a bit of leeway.

"Well, we always had to keep Brad onside, because we knew he would be the boss one day."



Brad was very social; but was also a textbook ambivert. He was quite content to bury his head in the EA or under the bonnet of his beloved ute for hours on end.

Brad's older brother Josh remembers how they used to tic-tac off each other during their time in the College.

“We used to help each other out in different aspects of training. If there ever was anything with the EA I needed help with, Brad would explain it to me. After he graduated, I used to tell people ‘Problem with your pay? Go straight to Brad.’”

Cameron remembers a few times where Brad followed up on underpayments for various jobs he did.

“I'd gotten Brad some work through someone I knew. The money was good

and Brad finished up the job once he was accepted into the Police College. He started poring over his payslips and found a discrepancy. Next minute, the bloke who'd set up the job called me and said “Mate, what the hell is going on with your kid? He reckons I owe him \$2214 and sixteen cents?!”

I said, “If he's telling you that you owe him that much, trust me you owe him that much.”

Needless to say, Brad was correct to the cent and was eventually paid.

Cameron is an organiser with the CFMEU, and Brad was exposed to a lot of the campaigning aspect of unionism growing up. Cameron thinks this is at least part of the reason why Brad always looked out for his colleagues after graduating as a PSO.

Sharon and Cameron are immensely proud of the examples that their boys have set in terms of looking after their colleagues and the community. It's especially important to them after the fantastic support they have been provided by “the blue family” in such tragic circumstances. Their

youngest son Lachie, even in his own time of grief, has supported some of Brad's closest friends in dealing with the tragic loss of Brad.

“Josh has made leaps and bounds with his role in the Community team in ACT Policing. He understands how simple things like kicking a footy with kids and interacting with the community can help form connections and make such a difference.”

“Brad was able to connect easily with people and was always there to help out his friends and colleagues who were doing it tough.”

He would often have regular chats with colleagues during quieter times on shift, just talking about life, family and work. He also helped out with ferrying his colleague's wife to and from medical appointments when his colleague couldn't get away. That's just what he did.” ◀



Brad's colleagues at Pine Gap have written a few words about what he meant to them:

Brad was a leader in the making, we joked that we would all be working for him one day. He was an inspiration to us all, he always led by example and never said no to any task that was asked of him. As a manager he was an example of the perfect PSO, we can all learn a lot from Brad and his ways. He was highly respected by his colleagues and peers alike. He was a keen footballer, lost in his love for the mighty Raiders. A good bloke, sadly missed, never forgotten. Rest easy mate, your shift is over.

Ken Napier

Brad was a happy and positive person to work with. He was always eager to help others and made the most of any and all opportunities that came his way. He was proud to work for the AFP, especially at Pine Gap and always conducted himself to the highest level of the AFP's values both on and off duty. He was well respected and will always be missed by everyone who knew him.

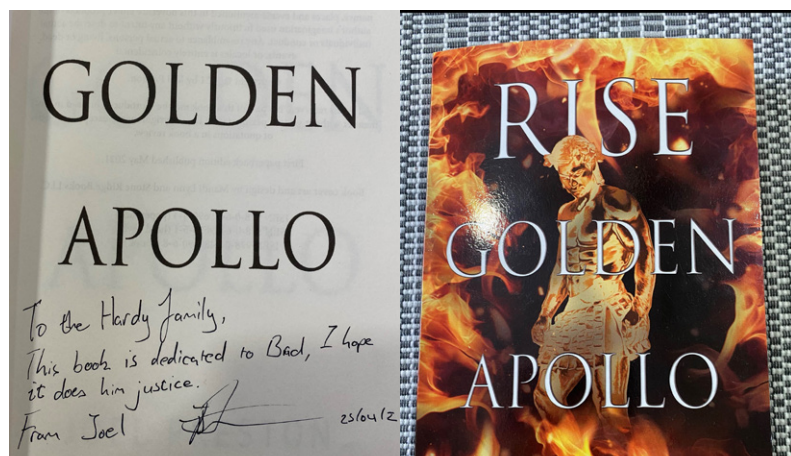
Ally Marshall

Brad was defined by his willingness to help out his co-workers in any way possible. Whether in work time or in personal time, if someone asked Brad to help out he'd do it without grumbling or complaining. He was good natured and positive to be around. He could have a laugh but always put in when required. He was an exceptional officer.

Joel Preston

Joel also included a dedication to Brad in a recent book he wrote (**Rise Golden Apollo**). Joel's words serve as an eternal reminder of the kind of man he was:

“In loving memory of Brad Hardy, whose kindness, optimism and enthusiasm we should all endeavour to replicate within ourselves.”



President Alex Caruana, General Manager Vince Kelly, and Commissioner Reece Kershaw



2021 National Council

Editor's Foreword:

The 2021 AFPA National Council took place on 24 and 25 March 2021 in Canberra. The Association's biennial Councils represent the time when the Executive and Delegates convene to attend to the legislative and regulatory requirements of a Registered Organisation. This year's National Council was officially opened by AFPA President Alex Caruana. Below are his edited opening remarks:

► Congratulations to those National Council members who have been returned or have been elected for the first time to the Executive. For those who were unsuccessful, I would like to thank you for putting your hand up. Putting forward a nomination for any position with the AFPA is selfless and the work done by all our elected officials is important. Having an active membership base is a sign of a strong Association and it is encouraging to see the numbers of people putting themselves forward for election to the Executive. I would encourage all of those who have nominated, whether successful or unsuccessful, to continue in your efforts of making the AFPA an even better organisation for our members.

I would specifically like to thank Scott Henderson and Kane Johnson for their efforts as Executive members. In addition, I would like to extend my thanks to Vince Pannell, who was appointed to the position of Vice-President by the Executive in July 2020 to fill the breach following Angela Smith's retirement. I look forward to continuing to work with him as an Executive member.

I would like to congratulate Clare Fitzpatrick on being elected Vice-President. Clare has been a long-time Delegate and more recently an Executive member. I am looking forward to working with Clare as Vice-President.

Finally, I would like to congratulate and thank our long-time Secretary/Treasurer, Adrian Smith. Adrian, as many of you know, has been an instrumental part of the AFPA for several years and his continued experience and insight will be invaluable for the next four years.

For those of you who voted for me, I would like to express my gratitude for entrusting me with the important work we do for our members. I am passionate about the AFPA and making sure that the rights and shared interests of our all members are looked after. It was the reason I put my hand up to be an Assistant Delegate back in 2006, and it's the reason why I have volunteered for other positions with the AFPA since then.

I believe the AFPA has been able to achieve a lot since I was appointed as President in July 2020. This includes the extension of the current EA in the midst of a once in a generation pandemic with the maximum possible salary increases and no loss of terms or conditions. However, I know that now is not the time for navel gazing.

With the newly elected Executive team, I have a clear path forward for the AFPA and I am looking to build on the enormous achievements of my predecessor, Angela Smith. I am energetic and excited for the next four years.

My aims as President are simple:

1. **Grow the AFPA's capabilities and influence** – we need to make sure our value proposition is fit for purpose and ensures that we can attract, retain and activate our new and existing members. Likewise, I want to maintain and increase the influence of the Association with the AFP and government;
2. **Ensure that the AFPA remains connected and supportive of its members** – we want members feeling and knowing that this is their Association and that they are seen and heard. While we may not be able to achieve every outcome for members, I want every member to know the AFPA is there representing them and their interests; and
3. **Provide a strong and clear voice for all AFPA members on issues that matter to them** – we want to be a leader in improving the industrial, political, social and health outcomes for our members. If there is an issue which impacts on our members, we want to be front and centre in the media and the public domain making it known what our members think.



The newly-elected AFPA Executive

To do this we need an active National Council. You have signed up to be the eyes and ears of the Association. You have signed up to fly the AFPA flag, promote the AFPA values and to encourage colleagues to join the AFPA. Most importantly you have **signed up to represent each member of the Association** – to help them, to support them and to motivate them.

Over the coming months there are a number of challenges that we need to address. Some of these challenges are captured in our Operation Recognition campaign. The campaign, which you will hear more on later today with Essential Media's presentation, focuses on three main objectives:

1. Scrap the cap
2. Stop the cuts
3. Leave no member behind

Campaigns like this do not work unless we have the support of a large and active base of members. This is where the AFPA needs all of you to be advocates in your workplaces.

A lot of what the AFPA has been able to achieve is due to the tireless and incredible work performed by the AFPA staff. Many of you would have had interactions with our staff and recognise their efforts in supporting our members. Each and every one of our staff is important to the Association. We average around 1000 legal and industrial matters annually – that is around a quarter of our membership who need help every year. This is in addition to the work we do in providing welfare and insurance assistance to members.

Without the work of our staff, helping members in these often-stressful situations would not be possible.

Thank you for attending the 2021 National Council, and I hope you enjoy everything we have planned for the two days. ⚡

Operation Recognition played a central role during delegate training and Q&A sessions.



Speakers at the event from top to bottom:
 Greg McKenna (CEO Police Bank), Hanaan Indari (Managing Partner Carroll & O'Dea Lawyers), Scott Williams (CEO Police Health), The Honourable Mr Tony Burke MP, Gerry O'Connor (AFPA Member Services Officer)

Top right:
 Reece Kershaw APM (AFP)



Order of Business

DAY 1 – MORNING

Vince Kelly APM (AFPA General Manager)

Welcome (Housekeeping, Apologies, Rules of Debate)

Alex Caruana (AFPA President)

Agenda Items, and Previous Minutes

Alex Caruana (AFPA President)

Opening Remarks

Reece Kershaw APM (AFP)

General Address and Q&A

Peter Lewis (Essential Media)

Engaging your Local MP (Operation Recognition)

DAY 1 – AFTERNOON

Dr. Giuseppe Carabetta (University of Sydney)

Presentation on Police Labour Law

Commander Jason Kennedy (PRS)

General Address to Attendees

Scott Williams (CEO Police Health)

General Address to Attendees

Greg McKenna (CEO Police Bank)

General Address to Attendees

Hanaan Indari (Managing Partner Carroll & O'Dea Lawyers)

General Address to Attendees

DAY 1 – EVENING

National Council Dinner

DAY 2 – MORNING

Craig Semple (Mentality Plus)

Awareness of Mental Health in the Workplace

Greg McKenna (Police Bank)

Financial Literacy

Gerry O'Connor (AFPA Member Services Officer)

Mapping the Workplace

DAY 2 – AFTERNOON

The Honourable Mr Tony Burke MP

Address on Industrial Relations



Craig Semple talking about Mental Health in the Workplace



‘Limitations for Australian Federal Police members under the Fair Work Act’

By Dr Giuseppe Carabetta, University of Sydney, Australia

Dr Carabetta opened his presentation with some background on his research on police bargaining systems in Australia, Italy, NZ, the USA and Canada, while noting his long-standing relationship with the PFA, the AFPA and their affiliates. He then turned to his time in Canada and the Montreal police strike in 2017.

► I'd like to quickly highlight an example from my research on police around the world, but from a very different cultural and legal context – the Montreal Police, who in 2017 engaged in various forms of industrial action, despite, mind you, the fact that police members there are (like most provincial forces in Canada) unsurprisingly barred from striking.

How did Montreal's police strike in 2017? 50% of the police force stopped coming to work for the week; 4,600 officers blockaded the main street with police cars and sirens blaring; police wore colourful pants along with their uniforms; and police held a dog show, selling tickets to show off police dogs to make up for their poor pay. You will notice how there is a broad range of industrial activity here, at least some of which would be unlawful. We also need to keep in mind that this is Montreal, where there are significant cultural and industrial differences, and where protests occur rather frequently.

Of interest though is the colourful uniforms, which would fall within “lesser forms of industrial action” by police, a concept we shall return to. But even there – and unsurprisingly given “the police uniform is the uniform” and plays a crucial community safety function – specific legislation was passed prohibiting the Montreal police from not wearing the uniform.

BARGAINING UNDER THE FAIR WORK ACT – FOR MOST EMPLOYEES

The *Fair Work Act* – introduced in 2009 by the Rudd/Gillard Government – applies to most employees across Australia. Notable exceptions are State public sector employees (including all State Police, except Victoria) and some private sector workers in Western Australia. (The Act, of course, applies to AFP members: though with some important exceptions – see below).

The *Fair Work Act* regulates how the parties bargain – generally via enterprise agreements – which cover pay, conditions, perks and allowances. It includes a **limited** right to “protected industrial action” including strikes in support of bargaining claims.

WHAT ABOUT AUSTRALIAN FEDERAL POLICE?

The *Fair Work Act* does apply to AFP members – therefore the **same bargaining system** theoretically also applies. **However**, AFP members are treated differently to most other employees in two significant respects, starting with the scope of bargaining.

WHAT CAN AFP BARGAIN OVER UNDER THE FAIR WORK ACT?

Bargaining happens at the end of each enterprise bargaining agreement – so approximately every 3 years. The most recent AFP bargaining agreement is almost 100 pages long. It covers, among other matters, pay, overtime allowances, and termination.

Like most other employees, these matters are all bargained for between employee representatives and the employer. But for AFP members, there are **exclusions**.

WHAT IS EXCLUDED FROM THE FAIR WORK ACT FOR AFP OFFICERS?

The Australian Federal Police Act carves out “non-employment” aspects of AFP work from the *Fair Work Act*. Key among the exclusions are the “command and related powers”, including:

- i. The duties of an AFP employee and the time and place of duty.
- ii. The terms & conditions of an AFP employee performing duties outside Australia.
- iii. The power to determine accommodation and allowances of employees performing ‘special operational needs’; and
- iv. Professional Standards under Part V.



An example of falling within ii. above, is the former International Deployment Group, who were excluded from the enterprise bargaining agreement including the dispute resolution clauses under the agreement. But it will be seen the exclusions go further than this.

[Discussion Question: ‘Should the above matters be excluded from bargaining?’]

WHAT DO THE EXCLUSIONS MEAN FOR AFP EMPLOYEES?

The effect of the exclusions is that AFP members have less to bargain over than other employees. Further, “special operational needs” is not defined – so the Commissioner of Police can choose what this includes.

As I have argued elsewhere, problems can arise where there are “gaps” left in the model, with no alternative regulatory mechanisms in place.

This impacts unfairly on police especially as they are not able to strike in support of bargaining claims (see below).

To what extent such exclusions are properly grounded in the operational uniqueness of police employment also seems questionable, given that – outside of disciplinary procedures – police employment conditions now substantially reflect general employment standards.

INDUSTRIAL ACTION BY AFP UNDER THE FAIR WORK ACT

Again, industrial action including strikes can occur in limited situations to support a proposed bargaining agreement. In theory, AFP have the same rights to industrial action as other employees under *Fair Work*. However, the *Fair Work Act* has a system to put a stop to legal industrial action in ‘public interest’ situations.

Key amongst these – is where there is a threat to **life, personal safety, or the health or welfare of the population: the ‘Essential Services Provision’**. Broadly, if industrial action is **terminated** (or **prevented** from ever occurring) under the Essential Services Provision, it is sent to arbitration. (The only other alternative is to

Vince Kelly,
Giuseppe Carabetta,
Alex Caruana

reach arbitration after sustained Good Faith Bargaining breaches). There, a 3rd party neutral (the arbitrator) helps the parties agree on the disputed provisions. Once again, this does not apply to the issues excluded from the *Fair Work Act*.

There **may** be industrial action left for Federal Police under the Act – which does not involve a threat to “life, safety, or health or welfare” of the population.

Australian police, particularly State-appointed officers, have a strong “tradition” of limited or creative forms of industrial pressure tactics.

For AFP, reducing non-front-line work may be acceptable industrial action under the Act. But I suspect even this would depend on the precise measures put in place, and, ultimately, the tribunal’s view of the issue.

[At this point, Dr Carabetta recalled the Montreal example, asking members to consider whether changing pants etc might qualify as a valid form of industrial action for AFP members].

WHAT ABOUT THE GOVERNMENT’S PUBLIC SECTOR BARGAINING POLICY?

Key features of the current Public Sector Bargaining Policy, applying to public sector workers generally, include:

1. Pay increase cap is tied to the Wage Price Index (WPI) for the Private Sector (currently 1.7%) – & no retrospective pay increases.
2. Any pay rise to be funded via ‘productivity improvements’ (ie – trading off other conditions).
3. No overall enhancements to terms and conditions are allowed.
4. Any increase to an individual condition needs pre-approval from the APS Commissioner (where another condition has been traded).

A lot has now been said and written about the policy and the State equivalents. Looking at the second requirement alone – the productivity off-set – the following observations, from one of the Submissions to the Senate Inquiry into the impact of the Government’s Bargaining Policy, summarise some of the obvious difficulties:

“Measuring public sector productivity is a major challenge, particularly as... policy and program development and implementation often requires qualitative rather than quantitative assessment...”

Also, to properly understand whether changes to approaches to work processes have delivered more “productive” outcomes can only be done in review. Yet in terms of this bargaining process “productivity offsets” had to be measurable to the last dollar from day one of an agreement and relate to employment costs in each agency...

*This meant that **prospective approaches to productivity** such as retention and attraction initiatives that would build capability and reduce staff turnover in critical roles would not be considered. **Instead, the bargaining policy drives agencies to consider inputs only, ignoring outputs**, which is against any sensible notion of productivity. **The need to quantify such offsets meant that the most common changes ended up being reductions in leave, pay progression or allowances.**” (Professionals Australia Submission; My emphasis).*

[Discussion Question: From your perspective, what has been the impact of the Bargaining Policy?]

PROBLEMS WITH THE PUBLIC SECTOR BARGAINING POLICY

As I see it, the problems with the Bargaining Policy are these:

1. How does one determine ‘productivity’ in a policing context? We know that productivity measures are notoriously difficult in a law enforcement context.
2. Where is the guaranteed **closure-mechanism** for potentially protracted, long-running police bargaining disputes?
3. What happens if the employer employs **delay or surface-bargaining tactics**, without breaching the Act’s good-faith bargaining rules, where the bar is a particularly high one?
4. What if a vast majority of employees **repeatedly vote “No”** on the employer’s offer? We have certainly seen this happen in other critical APS Agencies.
5. How, exactly, does having such ‘parameters’ on bargaining allow for (in International Labour Organization terms) an ‘adequate, impartial and speedy’ wage determination process? Do the current austerity conditions allow for such?

CONCLUSIONS – AND MY SUGGESTIONS

In summary, AFP employees are covered by Fair Work Act. But, unlike most other employees, certain ‘command’ matters are excluded from bargaining; and police industrial action is likely to be prevented in most cases by the Essential Services Provision. The Government’s Bargaining Policy, however, further (severely) restrains bargaining.

My suggestion is – to try make an (albeit difficult) argument to avoid the Government’s Bargaining Policy, by:

- Highlighting your ultra-essentiality & uniqueness (especially, but not only, in terms of the obligations/restrictions officers are subject to and heavy oversight of police activities).
- Highlighting the exclusions discussed we have discussed today.
- Highlighting the ever-increasing complexity of AFP work (what is needed here is an up-to-date, evidence-based job analysis); and
- Ultimately, push for a specialist pay determination model – *because you are, indeed, special!* ◀

Contribute to



BLUESTAR

Please feel free to forward any ideas for stories or articles to
brian.mciver@afpa.org.au



I've made a claim for compensation for an injury sustained at work, which has been declined... what do I need to do?



By Nadia Baker,
Compensation
Lawyer at Carroll
& O'Dea Lawyers

Once you receive a determination from Comcare you have 30 days to submit a Reconsideration Request Form to Comcare. The form is available on the Comcare website. You must include reasons for requesting the reconsideration, and any supporting documents.

Reconsideration requests are generally made on the following grounds:

- Insufficient investigation of the claim
- Comcare did not consider relevant information
- You did not have the opportunity to respond to adverse information
- You have new information to provide at review

In the request for reconsideration it may be necessary to submit your own independent medical report.

If you intend to submit further documents which you are unable to obtain within the 30 day period, you should lodge the Reconsideration Request Form and in your covering letter request further time to obtain the outstanding documents.

Comcare will then consider your request for reconsideration and issue a Reviewable decision. The Reviewable decision may confirm the initial determination or replace it with a new decision.

I AM STILL NOT SATISFIED WITH THE REVIEWABLE DECISION – WHAT DO I DO NEXT?

Once you have received the Reviewable Decision from Comcare you have 60 days to file an Application for Review of Decision Form in the Administrative Appeals Tribunal (AAT). This form is available on the AAT website.

If you have not already done so you may wish to engage a lawyer to advise and appear for you in the AAT.

The AAT will list your matter for a telephone conference. If you are represented by a lawyer, you will not need to attend the telephone conference.

During the telephone conference the AAT Conference Registrar may make orders for the production of documents under Summons, filing of witness statements and service of other evidence. It is usual practice for there to be more than one telephone conference.

In a later telephone conference the AAT Conference Registrar may list the matter for a Conciliation Conference (if appropriate) prior to listing the matter for hearing before a Member of the AAT. The hearing will be at the AAT venue closest to your residential address.

A Conciliation Conference is an informal meeting to discuss resolution of your claim with Comcare's legal representative. You will need to attend the Conciliation Conference. If you have instructed a solicitor to act for you, that lawyer and a barrister may also attend. A Registrar of the AAT will attend. Any discussions between the parties are confidential.

You will attend conferences with your solicitor and barrister to prepare you for the hearing.

You will need to attend every day of the AAT Hearing and you will likely be required to give evidence and be cross examined by Comcare's Barrister.

The AAT member will give a decision. The decision may be given orally at the time of the hearing or it may be a written decision. Unfortunately there is no prescribed time limit for written decisions to be made.

If you receive a decision in your favour from the AAT you will be entitled to claim part of your costs from Comcare. These costs are known as Party/Party costs. In most cases there will be a gap between the Solicitor/Client costs and the Party/party costs, which will be payable by you.



Have you been left out of a will?

Carroll & O'Dea's Lawyers have extensive experience and expertise in relation to estate disputes, both challenging and defending wills. We also have extensive experience in drafting and reviewing powers of attorney, enduring guardian documents, acting for executors, beneficiaries and claimants, mediations of estate disputes, and disputes regarding superannuation, trusts and other property. A discounted rate on wills and related documents is offered to all AFPA members.

1800 059 278

enquiry@codea.com.au
www.codea.com.au

NO WIN. NO FEE. NO OBLIGATION.

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Level 18, St James Centre, 111 Elizabeth Street, Sydney, New South Wales, 2000



I WAS NOT SUCCESSFUL IN THE AAT – WHAT DO I DO NOW?

Once you receive a decision from the AAT you have 28 days to file an appeal in the Federal Court of Australia (FCA). An appeal to the FCA can only be made on a question of law. Your solicitor and barrister will advise you whether an appeal of the AAT decision has reasonable prospects of success.

Should you have any questions regarding your rights in workers' compensation or have been injured at work, please contact our offices to speak with highly experienced experts in workers compensation for further advice.

Carroll and O'Dea Lawyers have extensive experience in acting in claims for compensation against Comcare for AFPA members / Federal Police officers and in many cases can act on a no-win-no-fee basis and cover medical report costs.

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>

**CARROLL
& O'DEA**
LAWYERS
When it matters



Supporting you through challenging times

By Mick Gentleman MLA

It's no secret the COVID-19 public health crisis has presented unique challenges for ACT Policing over the last 18 months.

▶ ACT Policing established a taskforce in early 2020 to assist our response to the COVID-19 pandemic. You were involved in home and hotel quarantine arrangements, business compliance, patrolling public places and border management strategies. At the height of the COVID-19 response, you were conducting more than 500 compliance checks a week on people in hotel and home quarantine.

Thank you for playing an integral role in our COVID response, particularly with our quarantine program. This has helped keep Canberra free of community transmission of the virus.

The ACT has low crime rates compared to other jurisdictions and we've seen offences drop over the last decade. The Canberra community has also consistently reported they are confident and happy with the job you're doing.

I know you're working incredibly hard and this is a direct result of your excellent efforts. We are supporting

you to continue to achieve these excellent results keeping Canberrans safe.

Our \$33.9 million commitment to the Police Services Model is funding 60 new sworn officers to give you backup on the front line. So far 28 positions have been filled, including roles in the Intelligence Team and Proactive Policing Team and ACT Policing will be recruiting more staff for PSM roles soon.

You may have also seen there a lateral recruitment round open. ACT Policing is hoping to attract police officers working interstate to move to Canberra to work across general duties and specialist roles.

Mick Gentleman MLA is the ACT Police and Emergency Services Minister

We are committed to improving your police stations and facilities and the ACT budget provided \$9.2 million for upgrades over four years to June 2023.

Upgrades have already progressed at Winchester and Tuggeranong Police Stations and more upgrades being planned at the other police stations over the next two years. We've also provided extra funding through economic stimulus measures to undertake significant upgrades to City Police station facilities.

I'm very pleased to report that we will be establishing a new Traffic Operations Centre supported by a major Government investment in the recent 2020-21 budget. We want to ensure this is a new state-of-the-art facility that caters to your needs

and will be working with you through the design process.

I appreciate the Gungahlin population has grown significantly over the years and there needs to be additional capacity and facilities for the Police centre. We have funded feasibility work to look at options to provide additional capacity in the same location as well as options for moving to an alternative location.

We're also funding work to look at options for the Winchester Police Centre including possible redevelopment in the same location as or moving to another location. We want to cater for operational needs including security measures and public interface capability.

Thank you for your patience as we move through each of these processes. I'm confident that we will be able to deliver better accommodation for you across Canberra. ◀



SAVE THE DATE

National Police Bravery Awards

Exceptional acts in exceptional circumstances

Date: Wednesday 22 September 2021
8pm til late

Venue: National Museum of Australia
Lawson Cres, Acton ACT 2601

 **Police Federation of Australia**
Celebrating 20 years as
The National Voice of Policing

Level 1, 21 Murray Cres
GRIFFITH ACT 2603
Ph: 02 6239 8900
Fax: 02 6239 8999
www.pfa.org.au

POLICE WEEK
14-30 SEPTEMBER 2019

"Assault police" in the ACT: JT's Story

Driving around Gungahlin town centre at 10:30am on a stinking hot day in January, Detective Sergeant Jason Taylor just knew that thirst-quenching beer would prove to be the fuel for a lot of aggro later on.

"I remember seeing all of the high-vis shirts around licensed premises, and was just thinking to myself that we were going to have problems there."

Jason was an experienced officer, at the top of his game mentally, physically and professionally. He'd just come back after a few weeks leave, and was busy getting back into his routine. Work is work, but JT still loved being in the car driving from job to job. He'd noticed a bit of a downtick in his mental health over the few years preceding that first day back; recognising he was struggling, he'd reached out to a colleague in Welfare and made concrete plans to start treatment. When he pulled up to a break up a fight later that day, he stepped out of the car reasonably confident that he was taking steps to look after himself and his family, and that things would get better. Before he knew it, life threw a bucket of water in his face. That bucket broke the wall of the dam, and everything came crashing through.

What follows is Jason's account of that day, and the way it affected (and continues to affect) him:

▶ My name is Jason Scott Taylor. I am a father, a husband, a son, a brother, an uncle, a son in law, a brother in law, a cousin. I grew up in Melbourne, and I have spent most of my adult life here in Canberra. Amongst many things, I enjoy good coffee, a chat and a laugh, playing golf, gardening, watching my beloved Giants in the footy, and most of all, watching my son grow and learn. He does my head in at times, but I can't imagine my life without him. He is the best thing I've ever done – I feel this way because I am a good father.

In other words, I am an ordinary person. I just happen to be a police officer.

One of my earliest memories was when I was about eight years old, when two male police officers came to our primary school. For the life of me I can't remember what they looked like or even why they were there, but I do remember the uniforms and brown handles of their firearms. From that moment, I knew that was the job for me.

Through hard work and determination I graduated from the AFP College in 2007 and commenced with ACT Policing, where I have spent my entire 13-year career serving the Canberra community in several roles. Whilst a difficult job at times, I love what I do; I'm a good cop. I work alongside some of the most amazing people on Earth, in some of the most traumatic and trying of circumstances.

I've been lucky to have had an amazing career as a police officer. I'm a designated Detective, and I am a Sergeant. One of the proudest moments of my life was when my dad removed my senior constable epaulettes and replaced them with my sergeant epaulettes. The same ones I am wearing today. It marked a significant moment in my career and was very special to me – I know it was to my dad too – he's a good father.

I was a patrol sergeant at Gungahlin Police Station – it was a job I've wanted since I joined the AFP and I've worked my arse off to achieve it. I enjoyed it, and I was bloody good at it.

My life changed on January 31 2020, when I had the misfortune of dealing with the defendant.

I have no desire to use his name, to remember it takes an effort that I quite frankly don't have, nor is one I think he deserves.

I remember the incident vividly. Unfortunately, it's been a regular feature in my thoughts and nightmares over the last 14 months and it's had quite an impact on my life – far more than I wish it does. I remember driving around the Gungahlin town centre during the late morning on a stinking hot day and seeing many people wearing high visibility shirts in a number of licensed premises that are generally quiet that time of day. I remember thinking to myself that we might have some issues in the afternoon. I had no idea at the time just how right I was.

I remember it was coming to the end of my shift in the late afternoon, and I was looking forward to picking my son up from daycare and getting him McDonalds for his dinner – it's his reward for a week of good listening and making good choices. I'm trying to teach him to be a good person – I'm a good father.

I remember hearing the radio going off about two people fighting in the street; this is nothing out of the ordinary for an experienced police officer, and I couldn't say I was surprised. What was out of the ordinary was that there were multiple calls concerning it, and it was taking place out the front of a child care centre – obviously a cause for concern.

I didn't want to go, I just wanted to go home to my family and in hindsight I wish I hadn't gone.

I did go though as it's the responsibility I have to the community, a responsibility I swore an oath to uphold – so I went.

It was at this time I came across the defendant, a man I've never met before. I had no idea who he was and had no reason to have any ill will towards him or him to me. Yes, he was drunk and belligerent, but in 13 years of operational policing I've come across thousands of similar people and he was nobody special. It was obvious that he was one of the individuals we'd been called about.

The situation was fine until another male arrived. Evidently, this male was the other male involved in the fight outside a child care centre, and as it transpired he was the son of the defendant. For reasons known only to him, this young man decided to drive himself to the location and pull up in his car in full view of us. He was breathalysed and he blew over the limit, well over. I don't know why he did this; it's something I know to be wrong, something reiterated to me over the years by my dad; he's a good father.

It was shortly after his arrival that things changed dramatically – not only in relation to the incident but my life in general. For reasons known only to him, he made an aggressive move towards his father.



In response to this, I did my job. I stopped the defendant from being assaulted and, by his own son. Why would a son assault his father? I've never honestly felt that way about my dad, he's a good father.

It was after I moved the defendant's son to the side of my police vehicle that my life changed forever. One second I was dealing with the defendant's son, the next second I'm on my back, with an indescribable pressure around my neck. I couldn't breathe. It was bloody terrifying. It's the single most terrified I've been in my life. My initial thought was pretty simple "you need to breathe Jason".

My next thought was to my training, I thought about going for my firearm and shooting whoever it was that was

strangling me – I needed to breathe. In hindsight, the thought of the consequences of this action, not only for me, but for the defendant and his family, have had a lingering effect on me that is difficult to deal with.

This thought was quickly replaced by what I can only describe as sheer panic. It was obvious to me that I couldn't breathe, and I wouldn't be able to until the pressure on my neck stopped. I remember trying to get my fingers underneath whatever it was around my neck. I needed leverage. I couldn't even get the tips of my fingers under it – my panic rose as my vision narrowed – time stood still. I have no idea how long it had been and I didn't care – all I knew is that I couldn't release the pressure and the defendant was not letting go.

Detective Sergeant
Jason Taylor

It was at this moment that I thought I was going to die. It is this moment I have relived over and over again for 14 months. It is this moment that won't leave me. It hurt then – physically – it hurts now so much more psychologically.

Thankfully my colleagues acted swiftly and with courage – this job takes courage and they did what they needed to do to get the defendant off me and save my life. This community is better for having them serve it.

The intentions and thoughts of the defendant are irrelevant to me. If he apologised I don't care. If he said he didn't mean it, I don't care.

I was there. I know what was happening and a simple fact in my mind – if it was not for my colleagues I'd be dead– the defendant was not letting go of me.

My life has changed as a result of this incident. It has. I won't lay all the blame at the feet of the defendant. Thirteen years of operational policing and dealing with people's worst day, day in and day out, and the worst humanity will inflict upon each other takes its toll. What I will say is that the defendant denied me any opportunity to deal with the issues created by a career in law enforcement on my terms. Instead he burst the dam wall, bringing my life crashing down around me. He deserves to take responsibility for that.

Since January 31 2020 my life has been horrendous at times.

I am no longer operational. I don't know if I ever will be again. This is a loss to the Canberra community. I was a bloody good sergeant, and I was doing a lot of good work. The defendant should take responsibility for that.

I mentioned that I have nightmares – they are vivid and cause me a great deal

of distress. I've had times when I have been afraid to go to sleep. After I have one of these nightmares I am effectively no good to anybody. I hate that feeling.

I've contemplated suicide. To the extent that I've actually planned out a strategy as to how I'll do it if things ever get to that point – they nearly have, twice.

I've been in mental health facilities, including during a crisis in Canberra's public system with three people I recognised from my service. You can't imagine the fear I felt about being recognised as a cop. It's the lowest I've ever felt in my life. How on earth was I supposed to get treatment in those circumstances?

I was in a mental health facility up until three days before the scheduled start of the hearing for this incident. The stress of the matter and the defendant's continued plea of not guilty for nearly a year took an ultimately unmanageable toll on me.

Very few days go by that I don't look in the mirror and look at myself and hate what I see. I used to be something. A Detective Sergeant of Police, now getting out of bed is an achievement. I often wonder why my wife, my wonderful wife, puts up with me.

I am back at work now in a capacity that I'm embarrassed about. I feel like I'm pitied and being given a job for the sake of it.

I once told my mum that I'd change the world and people would know my name – now look at me, I am nothing.

I take medication that means I'm always tired and I've put on weight – it sucks to have no motivation, yet you know you need to do something about it. My reward for 13 years of service to the ACT is PTSD and anxiety. A battle that will be ongoing for the rest of my life. Thankyou very much.

I have an unhealthy relationship with alcohol – I have always liked a beer or two but I didn't have this before this incident

– sometimes it's the only way I can feel good about myself. There have been nights where I drink too much and I am incapable of being able to help my wife with our son if he wakes up overnight. The shame of this is indescribable. I'm doing what I can to address this. It is

I will be back. I know I will. I don't want to live the rest of my life feeling this way about myself. But the pain and sacrifice I am enduring and will have to endure as a result of the actions of the defendant I do not deserve.

All I want is for society to show that we as Police are cared about and important. That I as an individual I am cared about and important.

The ACT is a jurisdiction where we have a government that implemented an offence for assaulting police long after it was an option everywhere else in Australia. An offence that carries a lesser penalty than if a police vehicle is damaged. How on earth can it be acceptable to value assets over people, particularly those people that are put in harm's way by virtue of the work they do?


Add to that inadequate facilities and staffing levels that are beyond a joke, and it is no wonder that I, like so many of my colleagues, haven't any faith that the government gives a shit about us. They should – they put us in harm's way by virtue of the job we are sworn to do.

I've been asked on occasion if I forgive the defendant, the answer is no. Not because I can't or don't want to – but because in my world forgiveness is something that you ask for or give to somebody who means something to you. The defendant means nothing to me, therefore easing his conscience in regards to his actions by forgiving him is not my responsibility.

However, I struggle with one thing: even for the value of hindsight, I would 100% perform my duties in the same way if I was presented with this situation again – this is what makes me who I am – this is why I deserve justice.

The defendant is a coward. He attacked me when my back was turned, and I could do nothing about it. This is something he can deal with.

The defendant is a terrible father, he is not like me or my dad. He is not even one iota as good a father as my dad is, and what I am trying to emulate. If he was, this would never have happened. This is something he can deal with.

No punishment will ever give back to me what I have lost and make up for the pain I am enduring, but I still want someone to show my fellow police officers and I that someone cares. 

Visit this link to view the bodycam footage of the arrest www.abc.net.au/news/2021-03-31/act-police-officer-assaulted-during-gungahlin-arrest/100039110

Speaking to JT was moving and aggravating; we are angry that the ACT's laws around assaulting members weren't able to protect Jason, and that even now don't go far enough in terms of sentencing provisions that are actually punitive.

The message that JT wants to leave with other members is that even a "normal" robust arrest can have far-reaching and delayed consequences. JT was on scene with five other officers, was appropriately kitted out, highly trained and physically fit – yet was caught completely off-guard, and rendered helpless and unable to breathe within the space of seconds.

In the footage (available here), JT is back on his feet and speaking calmly to the defendant's son almost immediately after the attack. After returning to the station, he was then driven to the doctor for assessment. It wasn't until that evening that the shakes and tears started.

Things got progressively worse very quickly. Months progressed and JT fought as best he could.

Thoughts of suicide entered his mind several times. JT was able to weather them, and employed techniques designed to raise his self-awareness and remove himself from triggering situations and environments.

Although currently non-operational, JT is a vocal advocate of the AFP's SHIELD program (read our SHIELD article on page 20 of the previous issue of BlueStar [here](#)).

"What I have gone through is of huge motivation to me – I don't want anyone else, my colleagues or any other member, to get down to the absolute pit I was in. Absolute rock-bottom, where people leave the job or worse. I want to use my experience and my story as a way of initiating some positive change. The stigma around mental health is toxic and can fester within workplaces – I've spoken with people who are suffering and all too often they are worried about what's going to happen if they open up. What are people going to think, and what effect will this have on my family and community?"

I'm probably one of the healthiest **ers out there, because I'm acknowledging the fact that there's something wrong with me that I'm getting help for."**

EDITORS NOTE:

The Association is still agitating in this legislative space; after getting the laws created in the ACT last year, our next focus is increasing the maximum sentencing provisions so that assaulting police carries a greater potential punishment than common assault.

The ACT's assault police laws will soon be due for a 12-month review. Part of this review will involve primary research into

their practical application, and hearing stories from those members who have been involved in matters where the laws have been used.

We invite any and all ACTP members who would like to forward their own experiences and opinions of the assault police laws to contact afpa@afpa.org.au

“I died for 15 minutes. When I woke up in hospital from an induced coma, I had lost 20 years of memory.”

I was asking for people no one knew. My wife and two sons, who were 10 and 7 at the time, were sitting at the end of my bed and I didn't know who they were. I also didn't remember I had bowel cancer.”

Jade Andrew Lay, WA police Sergeant & ex-Detective



I asked, so we're married? And she said, 'yes.' And those are our kids? she said 'yes.' Naturally I said, 'Well, I did pretty well for myself, didn't I?'

While this made them laugh, many of the jokes I made hurt people's feelings, as my humour and mindset were from a different time period.

Over time, I began to remember things. It's funny how the brain works.

I remembered feeling very tired as I was riding home from work on my bike, that was my last memory before the incident.

I remembered I could grow a beard.

And I remembered the love I had for my wife, so I asked her to marry me a second time.

But there was secondary grieving too, having to process the losses of my loved ones again. Some returned memories weren't the ones I wanted.

The cancer and chemotherapy were quite easy, but the memory loss I struggled with. The doctors told me I'd suffered a heart attack after an allergic reaction to the chemotherapy drug, affecting the electrical signals from my brain to my heart.

So, within the space of six months, I had been diagnosed with bowel cancer, lost 20 years of memory, and had my colon removed. Now I need to wear a colostomy bag for the rest of my life.

In this line of work, it's hard not to get jaded. I was a regular, healthy, fit 37-year-old with no prior health issues. I never smoked, hardly drank, and I exercised every day. I definitely had all the 'why me' emotions to deal with.

Working as a Detective in anti-child exploitation, I'd seen a lot of bad people who 'deserved' it more, although you can't stay in this headspace. It'll ruin you.

After coming to Australia at 17 years old from New Zealand, with nothing but a backpack and \$200, I viewed this as yet another challenge to overcome, to buckle up and do something about.

Detectives are intrinsically driven people. We're motivated to catch the bad guys but after my memory loss, I started to see things in a different light. My work was not who I am, it's what I do.

Most of my memory came back within six weeks, but I still struggle from time to time. I'm just so grateful for the care I've received.

Thanks to both Police Health and WA Police, I didn't wake up to debilitating medical bills. The wait for radiotherapy and chemotherapy in the public system is six weeks. Through Police Health, I received my treatment within 24 hours.

My wife's family was exposed to the public system recently and we saw the stark difference. It's not always easy to see the need for private health until someone close to you goes through a life-threatening and life-changing experience.

Let me be that person for everyone else.

With two active boys who regularly need new mouthguards, orthodontic,

physiotherapy and other health services, we need this generous level of coverage.

I have seen a lot, as a parent, Detective, and Sergeant. I know anything can happen. There's not much you don't see as a Police Officer.

Working in child protection investigations is extremely rewarding. The work is usually black and white; you don't hurt kids. If we can intercept the situation before the kids get hurt, then they get to avoid trauma that otherwise completely changes the trajectory of their lives.

It's fascinating work and being in the force is the best job I've ever had. I'm never leaving Police Health.



Jade and his family have claimed over \$111,000 in benefits from Police Health since joining the fund in 2008.

If you would like further clarification on what benefits are available to you as a member of Police Health, please get in touch.

If you or someone you know needs help:
Lifeline 13 11 14
Beyond Blue 1300 224 636

Please note: some information in this article has been compiled from material obtained externally. Although we make every effort to ensure information is correct at the time of publication, we accept no responsibility for its accuracy. Health-related articles are intended for general information only and should not be interpreted as medical advice. Please consult your doctor. The views expressed in articles are not necessarily those of Police Health.

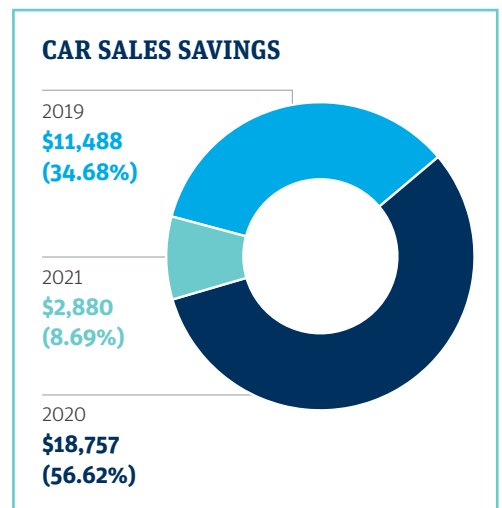
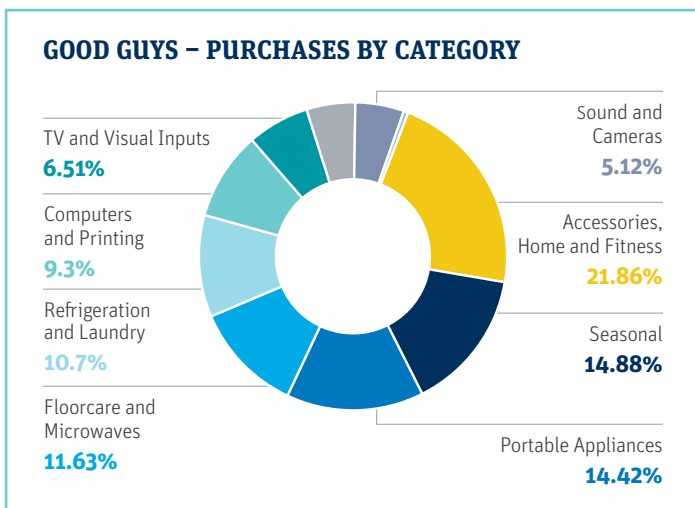
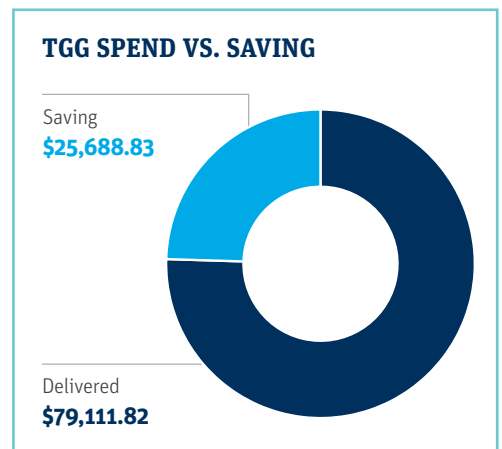
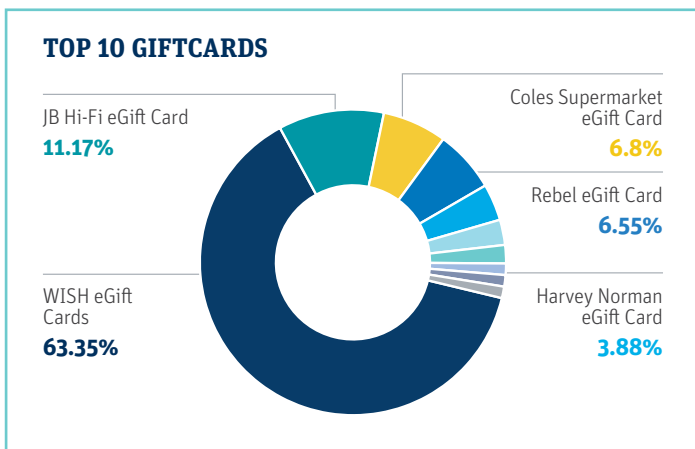
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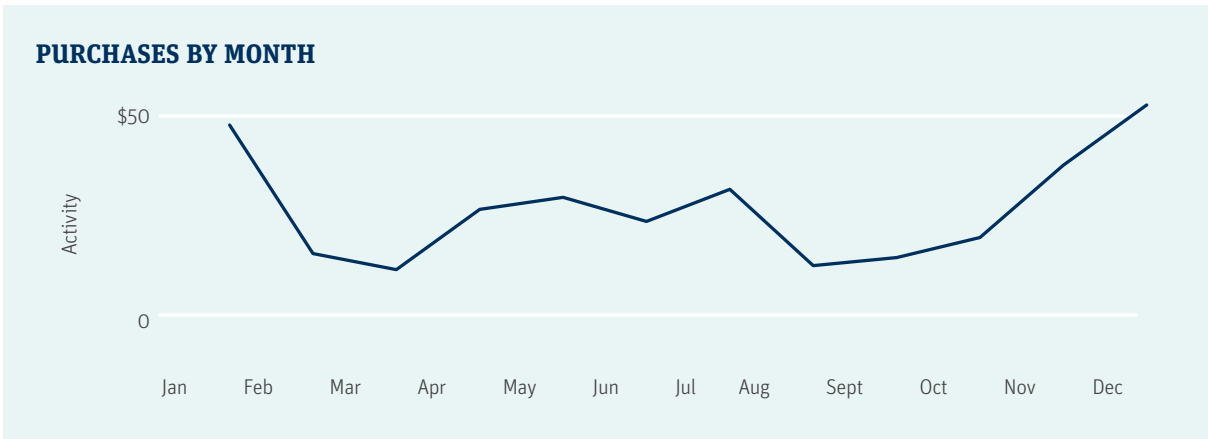
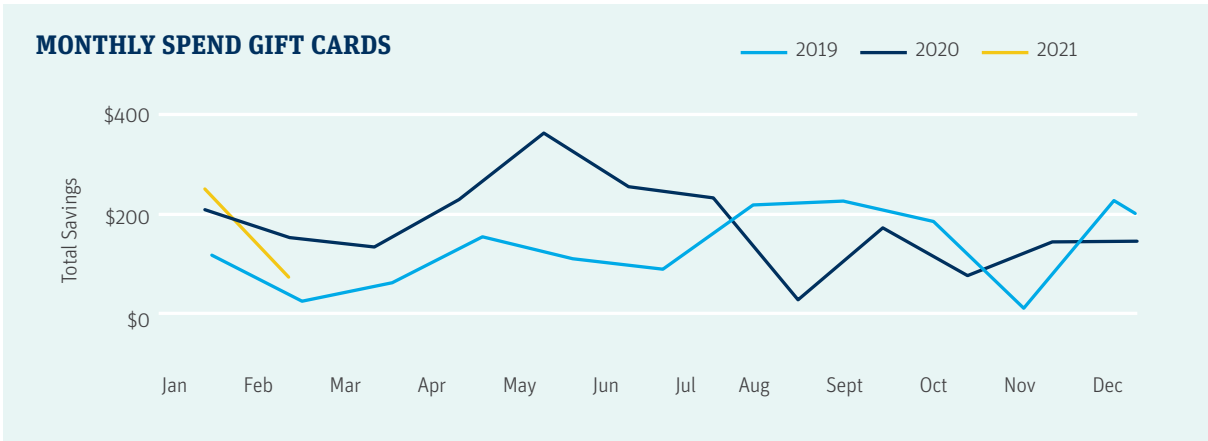
COVER LIKE NO OTHER

Member Advantage

Savings our members have made this year (to date)



Other news and features



Operation Recognition Update

Operation Recognition is the AFPA's campaign to have the AFP exempted from the Public Sector Workplace Relations Policy (formerly the Workplace Bargaining Policy)

► In a nutshell, the Policy:

- imposes a cap on salary increases;
- bans "enhancements" to terms and conditions;
- requires the cutting of terms and conditions to fund modest salary increases; and
- allows employers to avoid proper consultation with employees prior to making a decision affecting employees.

In practice, this has led to the steady erosion of terms and conditions and seen the AFP sink from being regarded as the nation's "premier law enforcement agency" to an organisation with considerably lower base salaries than our state and territory counterparts. Furthermore, the Policy prevents us from creating an Enterprise Agreement that reflects the requirements of an operational Police force. We need an Enterprise Agreement that does not hinder our ability to do our job of helping keep Australia and Australians safe both here and abroad.

Policing is a unique industry and needs to be treated as such. The ruthless pursuit for "efficiency" may work in the private-sector and for ordinary public service agencies, but it is destructive to the proper functioning of a police force. We are asked to do more for less. Unfortunately, crime is becoming more complex and sophisticated. Criminals don't function on such a model, and neither should those who work to prevent, detect and investigate those who commit crimes.

It is only the goodwill and willingness of AFP employees to work beyond the expectations of the EA, often without compensation or recognition, that is keeping Australia safe.

**The Minister for Home Affairs
Karen Andrews and Assistant
Minister for the Public Service
Ben Morton have the authority to
exempt the AFP from the Policy.**

Right now, we are meeting with Members of Parliament and Senators to discuss Operation Recognition – asking them to use their position as parliamentarians to request that Ministers Andrews and Morton give serious consideration to exempting the AFP from the Policy, and that they themselves lend public support to our campaign.

So far, we have met with:

Name	Electorate	Affiliation
David Smith	Bean	Labor
Alicia Payne	Canberra	Labor
Dr. Mike Freeland	Macarthur	Labor
Dr. Andrew Leigh	Fenner	Labor
Anne Aly	Cowan	Labor
Ben Morton	Tangney	LNP
Tim Ayres	New South Wales (Senator)	Labor
Raff Ciccone	Victoria (Senator)	Labor
Emma McBride	Dobell	Labor
Steve Georganas	Adelaide	Labor

**We are regularly meeting with
and targeting more parliamentarians.**

At the time of writing, we have upcoming meetings with

- Senator Amanda Stoker (LNP – Queensland)
- Senator Kimberley Kitching (ALP – Victoria)
- Assistant Minister Ben Morton (round two)
- Senator Pauline Hanson (PHON – Queensland).

We have also had preliminary contact with

- Dr Jim Chalmers MP (ALP – Rankin)
- Dr Fiona Martin MP (LNP – Reid)
- Nicolle Flint MP (LNP – Boothby)
- Senator Rex Patrick (REX – South Australia)
- The Hon Alex Hawke (Liberal – Member for Mitchell)
- Senator Penny Wong (ALP – South Australia)

HAVE YOU JOINED OPERATION RECOGNITION YET?

Our email tool will allow you to send an automated message to your local Member of Parliament in under thirty seconds.

We need you to make contact, and also for your family and friends to also send their own messages.

Take part now using either the link or QR code to the right. ◀

Photo montage to the right: Alex Caruana has met (amongst others)
1. David Smith MP and Alicia Payne MP; 2. Ben Morton MP;
3. Dr Ann Aly MP; 4. Senator Raff Ciccone; 5. Senator Tim Ayres;
6. Dr Mike Freeland MP; 7. Steve Georganas MP

Our meetings with Members of Parliament



Go to this link, or scan the QR code, to
join Operation Recognition and contact
your local Member of Parliament

www.afpa.org.au/campaigns



AFPA | Campaigns



Later by Stephen King

The son of a struggling single mother, Jamie Conklin just wants an ordinary childhood. But Jamie is no ordinary child. Born with an unnatural ability his mother urges him to keep secret, Jamie can see what no one else can see and learn what no one else can learn. But the cost of using this ability is higher than Jamie can imagine—as he discovers when an NYPD detective draws him into the pursuit of a killer who has threatened to strike from beyond the grave.



► **Later** is Stephen King at his finest, a terrifying and touching story of innocence lost and the trials that test our sense of right and wrong. With echoes of King's classic novel *It*, **Later** is a powerful, haunting, unforgettable exploration of what it takes to stand up to evil in all the faces it wears.

Later tells the story of a boy whose unusual abilities could aid his single mum and her police detective lover—but only at a terrible cost. One of the most beloved storytellers of all time, Stephen King is the world's best-selling novelist, with more than 350 million books in print.

Later is the third book Stephen King has written for Hard Case Crime. Both of the previous two, *The Colorado Kid* and *Joyland*, were New York Times bestsellers.

Called "the best new American publisher to appear in the last decade" by Neal Pollack in *The Stranger*, Hard Case Crime revives the storytelling and visual style of the pulp paperbacks of the 1940s, 50s, and 60s. The line features an exciting mix of lost pulp masterpieces from some of the most acclaimed crime writers of all time and gripping new novels from the next generation of great hardboiled authors, all with new painted covers in the grand pulp style. Authors have ranged from literary figures such as Joyce Carol Oates and Gore Vidal to giants of the mystery genre such as James M. Cain, Erle Stanley Gardner, and Mickey Spillane, as well as film directors Brian De Palma and Samuel Fuller, titans of speculative fiction such as Ray Bradbury and Michael Crichton, and numerous Grand Masters of the Mystery Writers of America including Donald E. Westlake, Lawrence Sanders, and Ed McBain.

"**Later** is a beautiful story about growing up and facing your demons—whether they're metaphorical or (as sometimes happens when you're in a Stephen King novel) the real thing," said Charles Ardai, the Edgar Award-winning editor of Hard Case Crime. "It's terrifying, tender, heartbreaking and honest, and we're so excited to bring it to readers."

Readers who are familiar with King's other works will recognise the overarching themes of fatalism, good and evil, and coming-of-age; **Later** is definitely "vintage" King, all wrapped up in a short and stark paperback. ◀

"I love the Hard Case format, and this story—combining a boy who sees beyond our world and strong elements of crime and suspense—seemed a perfect fit."

Stephen King

Pages: Kindle 248 / Paperback 272, **Genre:** Supernatural, horror, crime, coming of age

Read it if you like: *The Sixth Sense*, *The Green Mile* or *The Stand*

Honeybee

by Craig Silvey

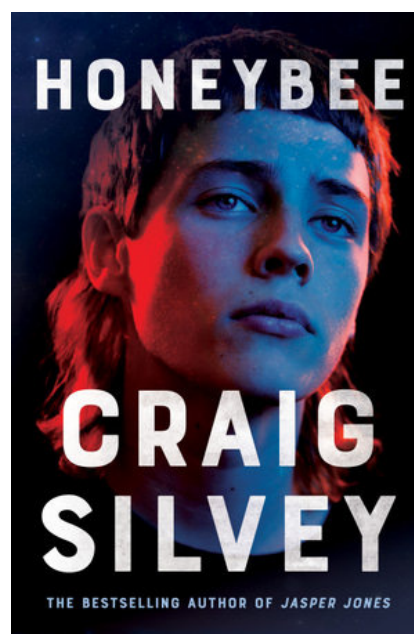
Honeybee is set in modern-day Perth and centres around a young teenager, Sam, who struggles with his identity, believing he is in the wrong body, and perhaps should be a girl. The word 'honeybee' is the pet name Sam's mother called him. It comes out in the story that she was a fairly hopeless parent to Sam as he grew up, consumed by her own failed relationships, forgetting about her son. You are introduced to Honeybee as he stands on an overpass late at night in Perth ready to jump. It's a brutal opening with no doubt as to how Sam thinks he will die. He happens to look across to the other end of the overpass where an older man, Vic, is standing contemplating a similar life ending act. They befriend and support one another, one at the start of his life and one whose years are closing in with neither enamoured with the hand they've been dealt.

► Silvey created this story from a real event. His brother and sister-in-law were driving in Perth late one night and saw a young person on an overpass looking like they were going to jump. Silvey's brother pulled over and called the police while his sister-in-law distracted the teen until help arrived. His sister-in-law talked to this young teen for a while about all sorts of stuff and it came out that this kid was transgender, was feeling helpless, hopeless and homeless and felt there was no point in going on. Once the police and ambulance came the kid was grabbed and put into the back of the ambulance and away everyone went. Listening to Silvey talk about this event is a reminder for us all that everyone is affected by suicide, threats to and contemplation of suicide. It isn't just the realm of police and emergency services.

This is the perfect novel for high school curricula due to its exploration of anguish, acceptance and difference, and would speak to those teens who are struggling with identity.

Having said that, it was like reading someone's journal. The writing style put me in mind of the naive art movement – those two dimensional flat paintings with no perspective. I didn't get a sense of place. Silvey didn't follow the normal 'show don't tell' writing rule and therefore there isn't a lot of description of place or depth of character. I didn't feel overly invested in Sam or Vic and less so with other characters. And although I didn't bond with Sam, I did want him to survive and thrive. He is perhaps a typical teenager who doesn't possess well developed decision making skills, as you will see as you follow him in the story, and those decisions he does make are based on a lack of life experience. He lacks a lot of confidence and has a strong hatred of himself. He's a teenager. We've all been that age.

Honeybee is published by Allen & Unwin (2020). ◀



My book club was strongly divided on Honeybee. Some loved it. Some indifferent. One hated it. I am in the middle camp. Recommended if you enjoy YA and coming of age stories.

The Avid Book Reader
(an anonymous member)

Pages: 432, **Genre:** Coming of age, young adult, gender identity

Read it if you like: *Transamerica*, *Wentworth* or *Tomorrow When The War Began*

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