



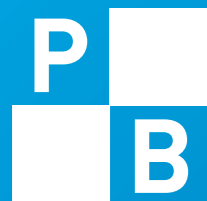
BLUESTAR



Farewell to
Chris Hayes MP

Visiting the
AFP Museum

Run4Blue



Refinance your home loan to
Police Bank
and receive up to
\$4,000
cashback!*

This offer is limited and only available
for a short time.

Speak with a home loan specialist today!
Visit: www.policebank.com.au/refinance

Effective date: July 1, 2022. Police Bank Ltd. ABN 95 087 650 799. AFSL/Australian Credit Licence No. 240018. 25 Pelican Street, Surry Hills NSW 2010. A Financial Services Guide (FSG) including loan terms and conditions is available at all branches, on our website www.policebank.com.au, and upon request.

*To be eligible for the Police Bank cashback offer, applicants must refinance an existing Owner Occupied or Investment home loan of \$300,000 or more from another financial institution to Police Bank. The offer is only available to applicants who apply and are approved from 01/07/2022 - 30/09/2022 (offer period) eligible loans must settle within 90 days of application. The cashback is only available once to each individual or joint applicant(s). The cashback amount will be credited to either the primary transaction account for single borrowers or a joint account with the primary borrower within 1 month of settlement. The final cashback amount is dependent on loan size. Loans greater than or equal to \$300,000 and less than or equal to \$499,999 are eligible for \$1500 cashback. Loans greater than or equal to \$500,000 and less than or equal to \$749,999 are eligible for \$3000 cashback. Loans greater than or equal to \$750,000 are eligible for \$4000 cashback. This offer is not available for new purchase home loans or in conjunction with any other offer, bonus or discount. We reserve the right to withdraw this offer and/or alter the offer period at any time.

The Australian Federal Police Association acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

Executive Editor

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

Editor

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

Advertiser Alert

Boo Media is appointed by the Australian Federal Police Association as the authorised publisher of AFPA BlueStar magazine. For enquiries regarding advertising in this magazine, please contact the publishers.

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

Disclaimer

Boo Media ("Publisher") advises that the contents of this publication are at the sole discretion of the Australian Federal Police Association, and the publication is offered for information purposes only. The publication has been formulated in good faith and the Publisher believes its contents to be accurate. However, the contents do not amount to a recommendation (either expressly or by implication) and should not be relied upon in lieu of specific professional advice. The Australian Federal Police Association make no representation, nor give any warranty or guarantee concerning the information provided. The Publisher disclaims all responsibility for any loss or damage which may be incurred by any reader relying upon the information contained in the publication whether that loss or damage is caused by any fault or negligence on the part of the Publisher, its directors and employees.

Copyright

All advertisements appearing in this publication are subject to copyright and may not be reproduced except with the consent of the owner of the copyright.

Advertising

Advertisements in this journal are solicited from organisations and businesses on the understanding that no special considerations other than those normally accepted in respect of commercial dealings, will be given to any advertiser.



Magazine cover:

Sgt Bill Mackey outside
Parliament House

AFPA EXECUTIVE MEMBERS



Alex Caruana
President



Clare Fitzpatrick
Vice President



Adrian Smith
Secretary/Treasurer
(Brisbane)



Eric Davies
National Executive
Member (Canberra)



Troy Gordon
National Executive
Member (Canberra)



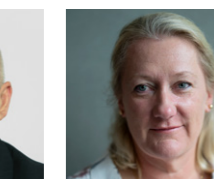
Rod Higgins
National Executive
Member



John Hawkins
National Executive
Member (Canberra)



Vince Pannell
National Executive
Member (Canberra)

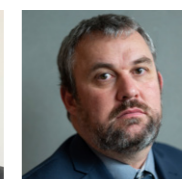


Jane Thompson
National Executive
Member (Canberra)

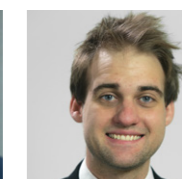
AFPA STAFF MEMBERS



Matthew Peterson
Acting
General Manager



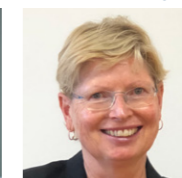
Troy Roberts
Media and Government
Relations Manager



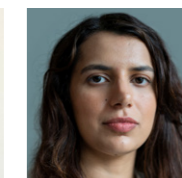
Chris Chilcott
Advisor to the
President



Giles Snedker
Acting Legal and
Industrial Manager



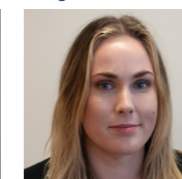
Wendy Black
Industrial Officer



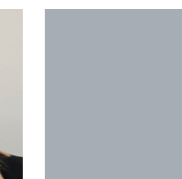
Maria Nazir
Industrial Officer



Megan Wardle
Industrial Officer



Ashlea Cameron
Industrial Officer



Rachel Ferguson
Graduate Industrial
Officer



Bob Clark
Business Services
Administrator



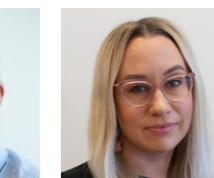
Natasha Black
Corporate Services and
Administration Officer



Brian McIver
Communications
Advisor



Gerry O'Connor
Member Support
Officer



Courtney Posantzis
Membership Services
Administrator

TABLE OF CONTENTS

July 2022 issue

News and reports

- 06 President's report
- 08 Legal and Industrial report
- 10 Member Services report
- 12 2022 Federal Election – Post-election review

Special features

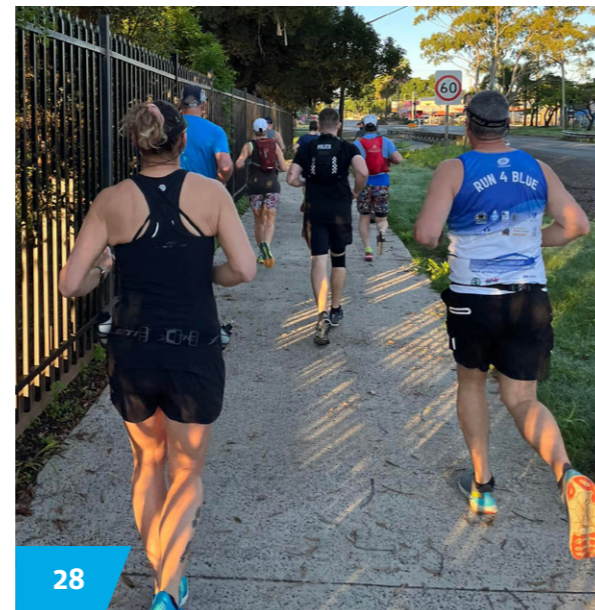
- 16 **The AFP Museum**
- 20 **The Retired ACT Police Members Group**

Health and welfare

- 28 Run4Blue virtual charity race
- 30 Bowel Cancer

Other news and features

- 32 ATO Tax Time article
- 34 Chris Hayes – The True Policeman's Friend Calls It A Day
- 36 2022 Australian Police Golf Championships
- 38 APM Recipients
- 39 Book Review - The Lincoln Highway



28

Run4Blue Charity Race
Raising money for the eight Police Legacy organisations



34

2022 Australian Police Golf Championships
31 members represented the AFP Police Golf Club at the APGC



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



16



The AFP Museum
Planning is underway for the Museum of Australian Policing situated on the Acton Peninsula



PRESIDENT'S REPORT

Alex Caruana, President

President Alex Caruana

Regular Items

FEDERAL ELECTION

Well, the election results are in, and there has been a change in government for the first time in nine years. We wish all outgoing Ministers, Members and Senators the very best in their future endeavours, whether as members of the Opposition or outside of parliament. We are especially thankful for their assistance in working with the Association for the betterment of the working lives of our members

We warmly welcome the incoming Albanese government and look forward to working with the government over the next three years to improve the lives of our members. We are especially grateful to be working with Mark Dreyfus MP QC as the Attorney-General and Minister responsible for the AFP.

The shifting of the AFP back to the Attorney-General's portfolio is both shrewd and overdue.

Sitting "to the side" of the larger national security community gives us independence and distance from other agencies; the "umbrella approach" saw a blending and muddying of roles and responsibilities creep in, and arguably an overextension of policing outside of the AFP and into other agencies not normally involved in the same type of enforcement.

With this change, we will be very interested to see Labor's stance on national security (federal and transnational crimes notably) and cybersecurity.

Mr Dreyfus has demonstrated a keen and impeccable sense of ethics and justice when we have worked with him previously. We are optimistic that this will continue under the new arrangement.

We also look forward to continuing to work with Clare O'Neil MP, Tony Burke MP and Senator Katy Gallagher in relation to their respective portfolios covering national security, industrial relations, Comcare, finance and the public service.

I would also like to thank the outgoing Home Affairs Minister, Karen Andrews MP. We look forward to continuing to engage with Ms Andrews as the Shadow Minister responsible for the AFP and building on the productive relationship we have been able to form over the past two years. Likewise, I congratulate Peter Dutton on his election as the Opposition Leader, and I am sure he will be an advocate for positive change for law enforcement across the country.

We also look forward to working with our ACT-based local Members and Senators, including the newly elected Senator David Pocock. Senator Pocock took a genuine interest in many issues we raised as part of **Operation Recognition**, and we look forward to working with him closely. Likewise, we also extend our congratulations to the newly elected independent and cross-bench members who will be a significant component of this parliament.

We are anxious to see the new federal ICAC implemented by the end of 2022. Our position remains the same – any federal commission must be single-tiered and hold **all** public officials to the same standard. The difference between the Labor and LNP models was stark, and we cannot in good conscience accept any anti-corruption commission where police officers are not treated equally and fairly.

Most importantly, Labor has promised a fair and productive approach to industrial relations underpinned by a fair bargaining framework. For far too long, AFPA members have felt the pressures on their hip pockets. Pre-election, Labor promised to raise the minimum wage, and this was promptly realised after they were elected. We expect the rest of their promises in this space to be equally as quick to manifest.

SAFETY IN THE WORKPLACE

Every day the AFPA Legal and Industrial teamwork to protect and improve the safety of our members.

This has included issues plaguing the AFP such as:

- The soon-to-be-replaced BSRVs
- Problems with the radio/comms network
- Psychosocial injuries arising from overseas deployments
- Poor quality of AFP accommodation (with lingering mould, legionnaires disease outbreaks, and leaks after rain all being apparent)

As members, you are the eyes and ears of the Association. Your role is crucial to help protect and improve safety outcomes in your workplace.

Keep reporting issues to us and to your HSRs – and notify the AFP by submitting workplace incident or hazard reports via the Insight! portal.

Unfortunately, through no fault of their own, some supervisors and managers are ignorant of their personal and professional responsibilities regarding workplace health and safety and seek to maintain a "clean sheet" by discouraging members from reporting incidents (including cases of COVID). **This is illegal.** You have statutory workplace protections. If you ever feel intimidated or feel there would likely be an adverse reaction to you completing your reporting obligations, please notify the AFPA immediately.

The safety standard we see and fail to report ultimately defines how seriously people get injured in a workplace.

STRATEGIC REVIEW

During this quarter, the Board undertook a strategic review to guide our direction over the next few years.

It was a thorough process, with key priorities such as bargaining, increasing member engagement and optimising our delegate network being identified.

I thank all those who participated in the frank, fearless and robust discussions during the review. A copy of the plan will be made available on our website shortly.

DECriminalisation of Drugs in the ACT

The Association strenuously opposes the new drug decriminalisation Bill proposed (and likely to pass) for the ACT.

Possession of hard drugs in Canberra will be decriminalised up to certain weight limits:

Substance	Amount
MDMA (ecstasy)	0.5 grams
Amphetamine	2 grams
Cocaine	2 grams
Heroin	2 grams
LSD (acid)	0.002 grams
Methylamphetamine (ice)	2 grams
Psilocybin (mushrooms)	2 grams

We ask how the possession of 15-20 hits of heroin could ever be justified?

We support harm minimisation wherever feasible; however, the evidence is that this move will likely increase criminal activity. Consider a drug dealer managing a network of pushers in a club,

all carrying five hits of ecstasy or heroin. As long as all of the individual pushers were aware of the weight limits, no crime would be committed, and the drugs would remain on the streets. Other models around the world have numerous robust drug rehabilitation centres and extensive education practices on the dangers of drug use. Spaces for rehabilitation are already very limited in the ACT, and many people must travel interstate to receive treatment. If the ACT Labor/Greens government is serious about minimising harm, they will invest in infrastructure and education, which are proven to reduce the use of drugs.

The maths is simple: fewer drugs consumed = less harm.

By saying that decriminalising the possession of drugs will protect young community members from poor choices and drug convictions, the ACT Labor/Greens government (and other pro-decriminalisation advocates) is misleading the community.

IN THIS ISSUE

We spoke to the Retired ACT Police Members Group, comprised of those members who policed Canberra for the fifty years before the formation of the AFP. In the 43 years since 1979, the Group has gone to great lengths to support former ACT Police Force members and document their service to Canberra. The full article is on page 20.

Friend of the Association Chris Hayes MP recently retired from politics after a long and distinguished career. The Police Federation of Australia prepared an article on Mr Hayes' advocacy for members over the years, and we thank them for their kind permission to republish it here (page 34).

AFPA Media and Government Relations Manager Troy Roberts has written a post-election analysis on page 12.

We acknowledge and thank the most recent AFP members to receive the Australian Police Medal on page 38. And lastly, the Run4Blue fundraising drive represents a chance for former members to be honoured by their colleagues who run in their memory. We take a look at how this year's Run acknowledges Protective Service Officer Brad Hardy on page 28.

As always, our message to you for the next few months is to keep safe and well. The Association is positioning itself to be ready for enterprise bargaining to commence. We will continue to provide updates on this via direct emails to you, and we welcome any ideas or suggestions you may have for the next EA – please use the webform at www.afpa.org.au/future-enterprise-agreement/.

In solidarity,

Alex Caruana
President



Acting Manager,
Legal & Industrial
Giles Snedker

LEGAL AND INDUSTRIAL

Giles Snedker, Acting Manager, Legal & Industrial

Standards of Proof for Code of Conduct investigations

▶ A large proportion of the work that we do for our members involves alleged breaches of the AFP Code of Conduct. While the fact remains that only a small percentage of AFP employees become the subject of a Professional Standards investigation in any one year, the reality is that in our experience members will experience at least one encounter during their career with the AFP

Members are frequently surprised and shocked to find that allegations that they have breached the Code of Conduct have been raised against them.

Affected members are not confined to new and inexperienced employees, but in fact range from recruits all the way to senior and highly experienced employees. Many of these members believed they conducted themselves ethically and diligently and are distressed and disturbed by the fact of an investigation and subsequent findings that established that their conduct breached the Code of Conduct. These findings lead to a range of emotional reactions including anger, bewilderment, astonishment, distress, worry, determination and wonder.

The categorisation of conduct is another source of mixed emotional responses.

There are 4 categories of conduct recognised by the Australian Federal Police Act 1979 (the "Act") and defined by the Australian Federal Police Categories of Conduct Determination 2013. The latter is a joint determination by the Commissioner and Commonwealth Ombudsman sanctioned by section 4ORM of the Act and it determines the kind of conduct that constitutes each category.

Categorisation is important because it determines the investigative process.

Category 1 – is for minor management issues or customer service issues or the conduct reveals a need for improvement in the performance of the AFP employee. A failure to comply with an AFP guideline, practice or procedure that resulted in a customer service issue of a minor nature would be one such example.

Category 2 – is for minor misconduct or inappropriate conduct that reveals unsatisfactory performance or there is a repeated conduct that would otherwise be categorised as Category 1 behaviour. A traffic matters which result in a requirement to appear in court would be an example.

Category 3 – is for serious misconduct. It might raise the question whether termination action should be taken in relation to the employee or it involves a breach of the criminal law or a serious neglect of duty. Workplace harassment and/or bullying which is repeated and unreasonable or is of such a serious nature as to require formal intervention is again one example that would constitute a Category 3 conduct issue.

Category 4 (Corruption) – the highest level of misconduct that may be alleged against an employee. An example would be using AFP duties, status, power or authority as an AFP appointee in order to gain, or seek to gain, a benefit or advantage.

Wherever possible, Category 1 and Category 2 conduct issues are dealt with by management action, however Category 3 conduct issues must be investigated by the Professional Standards Investigations Unit (PRSIU) and Corruption issues may be investigated by the PRSIU and/or the Australian Commission for Law Integrity (ACLEI).

Your Association argues that the assessment of material that might lead to findings that establish a breach of the Code of Conduct at the Category 3 level must be assessed in accordance

with the principles established many years ago by the High Court of Australia in *Briginshaw v Briginshaw* (1938) 60 CLR 336.

The principle contained in *Briginshaw* deals with how the requisite standard of proof should operate in civil proceedings and at its heart is the notion that in civil proceedings, the strength of evidence necessary to establish facts on the balance of probabilities will depend on what is sought to be proven.

In essence, this means that cases involving allegations of a more serious nature (such as a serious misconduct) may require stronger evidence to be put forward to meet the requisite standard of proof and therefore establish the conduct.

In *Briginshaw*, Justice Dixon stated what is now known as the 'Briginshaw principle' by writing:

▶ *'Except upon criminal issues to be proved by the prosecution, it is enough that the affirmative of an allegation is made out to the reasonable satisfaction of the tribunal. But reasonable satisfaction is not a state of mind that is attained or established independently of the nature and consequence of the fact or facts to be proved. The seriousness of an allegation made, the inherent unlikelihood of an occurrence of a given description, or the gravity of the consequences flowing from a particular finding are considerations which must affect the answer to the question whether the issue has been proved to the reasonable satisfaction of the tribunal. In such matters "reasonable satisfaction" should not be produced by inexact proofs, indefinite testimony, or indirect inferences. Everyone must feel that, when, for instance, the issue is on which of two dates an admitted occurrence took place, a satisfactory conclusion may be reached on materials of a kind that would not satisfy any sound and prudent judgment if the question was whether some act had been done involving grave moral delinquency'*¹

The *Briginshaw* test therefore focuses attention on the standard of the evidence required to prove the case to the ordinary civil standard, but it is not a change in the standard of proof. As Justice Rachel Pepper stated:

▶ *'..put simply...Briginshaw should be seen as not as a standard of proof, but as a standard of satisfaction. That is to say, that the more serious the allegation, the more serious or anxious should be the consideration given by the decision maker that he or she has attained the necessary state of reasonable satisfaction or persuasion that the facts in dispute are more likely than not to exist'*²

Put simply, serious allegations that have serious consequences require more compelling evidence for the decision maker reach the necessary level of reasonable satisfaction.

In the AFP, Category 3 findings have potential serious consequences. Category 3 is reserved for matters that are assessed to amount to serious misconduct. Action to terminate the employment of an employee can only be taken if Category 3 conduct is established (section 40TR of the Act). The special investigative powers that are given to PRS only apply to allegations of Category 3 conduct or corruption matters. These powers are wide ranging and allow the investigator to direct an AFP appointee to answer questions, produce to the investigator a document, recording or thing, and to do anything else reasonably necessary for the purposes of obtaining evidence.

The consequences of a finding of Category 3 conduct are far reaching, including dismissal, the reduction of classification with consequential loss of income, the prospect of an impact on promotional and training opportunities and a loss of reputation. The latter is under-estimated. In the AFP, reputation is everything. The rules of secrecy around PRS investigations are well known to be flawed and ineffectual. The AFP states that it applies the *Briginshaw* principle to these investigations. However, we continue to see findings that are not based on clear and compelling evidence. We will continue to agitate the AFP to make careful assessments of the evidence in these cases and only make positive findings establishing breaches on clear evidence. ◀

Should a member ever be the subject of an allegations that they have breached the Code of Conduct, it is imperative that you reach out to us at the first available opportunity for advice and assistance.

¹ *Briginshaw v Briginshaw* [1938] 60 CLR 336 at p362

² Pepper, Rachel, *Briginshaw* in Land and Environment Court Proceedings – Introductory Observations from the Judicial Perspective (2013) Judicial Commission of NSW.



Member Support
Administrator
Courtney Posantzis

MEMBER SERVICES

Courtney Posantzis, Member Support Administrator

▶ Your Membership Team has been busy this last quarter, and we are excited to share a brief overview of what we have been up to. Recently we shared guides on how to access the new Member Advantage portal, and there are a few changes in particular that we are especially happy to see.

We are conscious that our members take their online safety and security seriously. Member Advantage now uses 2FA (two-factor authentication) to log on; as a result, it is now no longer necessary to go to an external site to purchase products. Another benefit of the new platform is a new functionality that manages and tracks your delivery in real-time. There's also a reward system – the more you shop, the bigger the discount. With EOFY fast approaching, you can snag some real bargains and balance the cost of your membership in the meantime. We'll be sharing some of these partner-specific bargains via our social media platforms, so make sure you keep an eye out.

If you haven't yet received your invitation to join the platform, we can help you get signed up.

Reach out to us (afpa@afpa.org.au), and we will happily work with you to get your account access organised.

Housed within this portal, you will also notice some new AFPA exclusive partners – HelloFresh has jumped on board, and we have an exclusive code to help manage your weekday cooking! We've also added in DOMA Hotels – another partner that we have secured an exclusive deal for AFPA members with. Whether it's a staycation or vacation, we've got your travel needs sorted; simply jump onto the portal and access your code the next time you plan a hotel stay in Canberra.

If there is something you don't see (that you think would be beneficial), why not drop us a line? We would be happy to explore these options – after all, it's important that your membership works for you!

Did you know that you can also add extra units of life insurance? This is in addition to the ones that your membership already provides. Just email afpa@afpa.org.au with "AFPA extra life insurance units" in the subject line – we'll be happy to talk you through the process.

We've facilitated a high volume of welfare this quarter and are glad that our members are reaching out when they need a little extra support. Assistance is being rolled out to many members (all with varying levels of need), including

- Gardening
- Cleaning
- Meals
- Financial support in the form of a lump sum of money
- Insurance payout

In March, we ran a targeted welfare campaign for those members affected by the floods ravaging northern NSW and SE QLD. The AFPA tailored the support to the particular member working with them to assess what they needed at that moment. One example of this was to a member who had their car washed away/rendered undrivable in the flooding (but still needed to attend work); the Association hired a car for them. This and other support was deployed as requests came through from Welfare Officers, Delegates or AFPA members themselves. We also compiled a comprehensive list of government supports available for our members to access to alleviate at least some amount of worry in what was (and continues to be) such an extraordinary time.

If you would like to access your member benefits or read more about them, make sure you head to our website; alternatively, we would welcome a call from you.

Lastly, we congratulate our newly graduated recruits – and take this opportunity to wish them well in this next chapter of their career. It was a pleasure to meet with all of you and have the honour of attending your graduation ceremony. Similarly, we thank all our retiring members that have completed their careers with the AFP during this last quarter – we sincerely thank you for your time with the Association and your valuable contribution to the community! ◀

Contribute to



BLUESTAR

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



2022 FEDERAL ELECTION

Troy Roberts, Media and Government Relations Manager

Media and
Government
Relations Manager,
Troy Roberts

The election is over; now what?

▶ Now that that dust has settled on the 2022 federal election, we look forward to a future that might be slightly different compared to the one offered by the previous government.

To say that we are living and operating in a different time to what we were experiencing six months ago is an understatement. The COVID pandemic continues, even though it no longer dominates the news cycle.

We have a new government that spent all of the previous nine years in opposition. Along with high inflation, the cost of living has sky-rocketed, and people are doing it hard (especially after many years of stagnant wages).

We know it is becoming harder to get to work, and parking and fuel prices are increasing. We know that it's harder to put food on the table and keep the lights and heater on.

We are trying to support you on several fronts. Your AFPA membership and Members Advantage offer many avenues for saving money; we hope that these services are being used and helping in easing the everyday cost of living pressures – while we continue to lobby the government in other areas that ultimately will support you.

Throughout the election campaign, the AFPA campaigned hard on its core industrial platform, **Operation Recognition**. We have a new government and the election cycle has concluded – we will in no way stop campaigning for the things that matter.

The AFPA is 100% committed to removing the AFP from the efficiency dividend, becoming exempt from the Public Sector

Workplace Relations Policy, and implementing the AFP Blue Card for former members.

Recently, we met with Attorney-General (AG) Mark Dreyfus QC, who picked up the AFP as his portfolio responsibility in the reshuffle.

We've had an excellent relationship with the Attorney-General previously when he held the shadow role, and we see no reason why this relationship won't continue.

This realignment saw one of our 2019 federal election commitments come to fruition. We see it as a good outcome, aligning the government's lawmakers with the law enforcer. We also think this will return some independence and separation from the government for the AFP. The Attorney-General portfolio, while an integral part of the government, has historically always had independence and sat a bit to the government's side.

We don't share the fears that the Opposition (The Coalition) holds in returning the AFP to the Attorney-General portfolio. Since the inception of the Home Affairs portfolio, relationships and processes have been created and strengthened, and we don't see these things changing just because the AFP is now reporting to the Attorney-General. This move will also give the Commissioner direct access to the AG. Previously – due to politics, systems, and reporting lines – the path to the government was via the Department of Home Affairs and its Secretary, Michael Pezzullo AO. At times, the needs and wants of Home Affairs overrode the needs of the AFP, and the AFP was left behind.

In saying that, we warmly welcome the new Home Affairs Minister, Clare O'Neil. Minister O'Neil previously looked after the AFP in her role as Shadow Minister, and she has a firm understanding of



how the AFP operates. We expect some portfolio overlap, and we also know Minister O'Neil cares about the mental health of AFP appointees. In the 2019 federal election, Minister O'Neil supported the mental health of all AFP employees by making a significant commitment to long-term mental wellness programs. We don't think this commitment has wavered over time, and we'll be leaning on our relationship with Minister O'Neil's office to gain support.

Like the vast majority of election commitments, it's a long game, and our 2022 commitments are no different. It might take a few years and a few budgets to determine our campaign's success.

As part of our campaign trail, we met with many candidates, and not one downplayed the importance of **Operation Recognition**

and our commitments. Many wanted to help but obviously had to wait to see the election outcome. Now that we know the result, we'll revisit this help and call in some favours and support.

Again, we believe that change needs to occur to move the AFP forward.

Accordingly, we are committed to removing the AFP from the efficiency dividend, becoming exempt from the Public Sector Workplace Relations Policy, and implementing the AFP Blue Card for former members.

If these commitments can be realised in the next 12 to 18 months, then we believe that the AFP's most valuable assets, its people, can be looked after in the way they deserve to be. ◀

How a rate rise can affect your home loan repayments

The Reserve Bank of Australia (RBA) has been lifting the official cash rate to slow down inflation. When the official cash rate goes up, it also influences the interest rates lenders and banks charge on loans including home, investment and personal loans. The RBA has already signalled there may be multiple interest rate rises this year, given the cost of living is increasing so quickly.

If you have a loan right now, it's important for you to know how these rises in interest rates will impact you and your budget.



If you have a variable loan, you will most likely be experiencing higher interest than when you first signed on – so you'll be paying more. How much extra is dependent on the size of your loan. If you have a fixed loan, your interest rates will remain locked for the remainder of the fixed period.

We've created a guide to indicate how rate increases will impact your monthly repayments based on the size of the loan.

It's important to keep in mind Police Bank is a competitive lender, meaning we charge less than many of our competitors.

Generally speaking, the larger the loan amount, the more you'll pay as your interest rates go up.

For the example below, we've used our Value Variable Home Loan on a 30-year term with principal and interest payments.

At Police Bank, one of our key motivators is helping our members better understand their finances and make informed decisions when they're managing their money.

You can see how much extra would be coming out of your pocket each month as rates increase, ranging from a \$200,000 loan to a \$800,000 loan if a 1% pa increase in rates was to occur.

Loan Amount	Repayments at 2.98%*	Repayments if rates went up 0.25%	Repayments if rates went up 0.50%	Repayments if rates went up 1%
\$200,000	\$841	\$868	\$895	\$952
\$400,000	\$1,682	\$1,736	\$1,791	\$1,905
\$600,000	\$2,523	\$2,605	\$2,687	\$2,857
\$800,000	\$3,364	\$3,473	\$3,583	\$3,810

Source: Police Bank Loan Repayment Calculator. <https://www.policebank.com.au/calculators/loan-repayment-calculator/>. *Figures effective June 15, 2022. Figures have been rounded to their nearest dollar. Calculations based off the relevant loan amount over a 30 year loan term, paying principal and interest with monthly repayments.

WHAT YOU CAN DO AS RATES RISE:

- Make extra repayments when you can afford it – this can offset some of the pain of a rate rise, as the amount is charged on the principal loan amount.
- Take advantage of an offset account – offset accounts are accounts that act like transaction accounts but are linked to your loan. Funds in offset accounts offset your loan balance and can reduce the amount of interest you are charged.
- Check whether you are paying any annual or monthly fees. These can add some serious weight to your monthly repayments. Police Bank does not charge any monthly or annual administration fees on our home loans.
- Try to get on a fixed interest rate – a fixed rate loan locks in the rate of interest you pay for a set period of time, meaning your repayments won't fluctuate for that fixed term.
- Refinance – look around to see if other lenders are offering better deals or cashbacks.

Visit www.policebank.com.au, call **131 728** or head to your local Police Bank branch.

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.

Speak to one of Police Bank's home loan specialists to have a home loan review or to understand some additional ways you can reduce your monthly repayments.

We're here to help provide advice or look at options to get you the best rate.



The AFP Museum

What do a 2018 diving suit, a 1974 Ford pursuit vehicle, and an old metal lock have in common? They are just a few of the many fascinating objects held in the AFP Museum collection.



From May 1964 until September 1989, the Australian Civilian Police attached to the United Nations Forces in Cyprus mission used Land Rovers as their main form of transport. Land Rovers were used to transport members as they performed their duties in villages and towns on the island, patrol the United Nations buffer zone; perform medical evacuations and conduct humanitarian duties including repatriation of refugees.

The AFP Museum's Land Rover is of the type used in Cyprus from 1980 to 1987.

Australian police were deployed to Cyprus on peacekeeping duties from 1964 to 2017.



► The AFP Museum is charged with collecting the history of the AFP and its predecessors, caring for it and sharing it with AFP members and the broader community in a variety of ways.

The first AFP Museum was set up in the 1990s to collect items relating to the history of the AFP and its predecessors. This included all the incarnations of policing in the ACT and national policing such as the Commonwealth Police, protection functions such as the Peace Officer Guard and the Australian Protective Service, and the ACT Police Force.

Collections were also maintained for the science and technology areas. AFPA President Alex Caruana remembers – in his former role in the Firearms ID and Armoury Team – deactivating firearms and rendering some other weapons safe for an exhibition.

The museum was situated at the AFP Weston complex and had good visitation from school groups, former members, and the public.

With the decommissioning of the Weston complex however, a new site for the museum became necessary; as an interim measure, the collections and individual exhibits were moved to a holding location on the eastern fringes of the ACT. The long-term plan is to establish a permanent site for a museum open to the public, with this holding location providing storage for those exhibits not currently being shown in the museum.

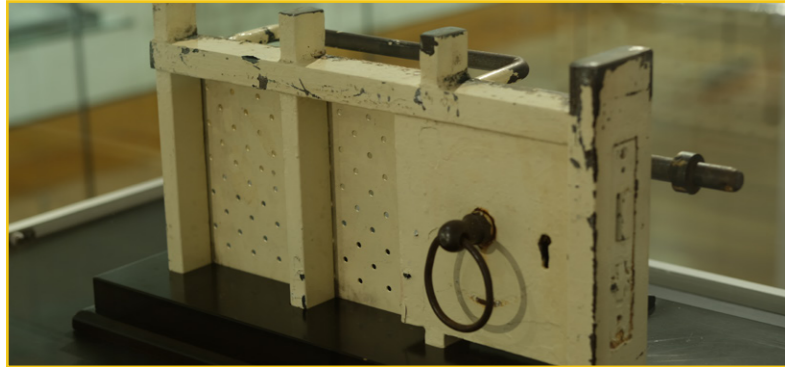


The AFP's museum collections cover an astonishing breadth of time, job functions, locations and deployments.

In June and July 2018 the world's attention was captured by the rescue of the Wild Boars Soccer Team from the Tham Luang cave system in Thailand. Twelve young players and their coach had become trapped by rising waters and a mammoth international effort was mounted to assist the Thai rescue operation.

Thirteen Australian Federal Police (AFP) members were part of the collaborative effort, including six AFP divers who played an important role in the rescue. The AFP divers assisted the operation installing air tanks, industrial pumps and other supplies along the escape route and ensuring the evacuation of the boys progressed smoothly.

The AFP Museum holds a collection of diving gear used by the divers during the dramatic events.



Lock from The Lodge

This lock formed part of the original locking system securing The Prime Minister's Lodge Rear Entry Swing Gates. It was removed following a perimeter security upgrade on the 24th September 2008 and replaced with a high security cantilever sliding gate.

The AFP have a long history of providing protection at The Lodge dating back to its predecessor organisations the Peace Officer Guard and Commonwealth Police.

The lock was presented to the Dignitary Protection Team in recognition of their contribution to the protection of The Lodge.

As well as collecting historical pieces dating back about a hundred years, the holding location houses contemporary items as these quickly turn into history themselves. For example, the Bali Bombing exhibitions were acquired back in 2002; their significance is now even greater as we mark 20 years since the attacks.

From more recent times, there is a good collection of wetsuits and other equipment from AFP divers who took part in the 2018 Thai cave rescue. The event still sees a lot of interest, and having this particular collection is a real asset.

Chris Cranston, the curator of the AFP Museum, has a clear vision for the future of the exhibits.

"Like any museum, our functions are basically to collect, preserve, research, interpret and display – both informing and entertaining our audience and providing a valuable resource for AFP members, former members, other institutions and the public."

"However, I also see that an important role for the museum is to honour the work of AFP members. By collecting items related to the work of members and the connected stories of their personal experiences, we enable their achievements to be captured and applied long into the future. This may be in the form of exhibitions, online articles, background information and so on." Although the public-facing museum doesn't yet have a permanent exhibition space (the public space closed in 2003 due to security concerns), every opportunity is seized to provide exhibitions and displays for internal use and to also lend items to external organisations such as the Australian War Memorial. There are also opportunities to provide exhibitions to other museums, such as *When the Roof Became Stars* at Old Parliament House in 2003 (Bali Bombings), the 9/11 Museum in New York and *Threads of Policing* at Canberra Museum and Gallery in 2021.

The AFP Museum is looking forward to a bright future, as planning is underway for the Museum of Australian Policing situated on the Acton Peninsula.

Over the page, we've provided a bit more information on some of the specific exhibits that caught our eye. We thank Angela Smith and curator Chris Cranston for their kind help in preparing this article and their assistance at the AFP Museum. ◀



Toyoda Laboratory Door

In 1995 a Japanese religious sect, Aum Supreme Shinrikyo, released nerve gas canisters in the subway in Tokyo resulting in several deaths and many horrific injuries.

It was later discovered that the sect members had been conducting chemical experiments on a remote property in Western Australia.

The door was retrieved from a small farm house which was used as the chemical laboratory, Toyoda being the chemist working with the group.



Ford XB Pursuit Vehicle, 1974

The Ford XB Falcon was a favourite with police in the CT Traffic branch in the mid-1970s. It was made in Australia at Ford's Broadmeadows plant in Victoria and modified for police use with a powerful V8 motor, beefed up suspension and heavy brakes.

Having such a powerful V8 pursuit motor with GT modifications inside a standard Falcon body lead to the vehicle's description as a wolf in sheep's clothing.

It was used for speed detection and high speed pursuits, and as a pilot, security or sweep vehicle in VIP escorts.

Fingerprint Input Monitor

This NEC fingerprint input monitor was part of the National Automated Fingerprint Identification System (NAFIS). Police from all jurisdictions used the NAFIS to rapidly check fingerprints taken from a crime scene. They welcomed the technology because it reduced the time-consuming and, at times, impossible task of manually searching files. It also greatly reduced the time needed to establish a person's national criminal record and meant that people with previous criminal records were no longer able to pose as 'first-time offenders'.

The NAFIS was a significant development as it was the first system in the world that was national.

The system was in use at the AFP between 1988 and 2001.



Bundy clock, 2002

The Bali bombings were a major event in the history of Australia, with 88 Australians among the 202 people killed in explosions at the Sari Club and Paddy's Bar. Many more were injured. The incident was also important for the AFP, with hundreds of members working on the investigation to assist the Indonesian National Police.

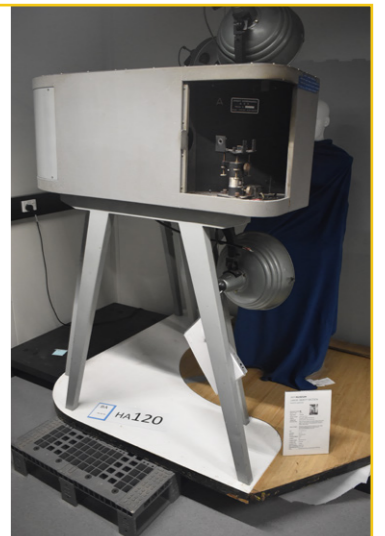
Many objects used for forensic investigation tell the story of both the horror and dedication demonstrated during those events in Bali. Remarkably, this employee bundy clock from the Sari Night Club survived after a terrorist car bomb exploded outside. Many people inside the Sari Night Club suffered horrendous injuries from the fire that consumed the club. The bundy clock is a chilling memorial to the club staff who tragically died.



Camera

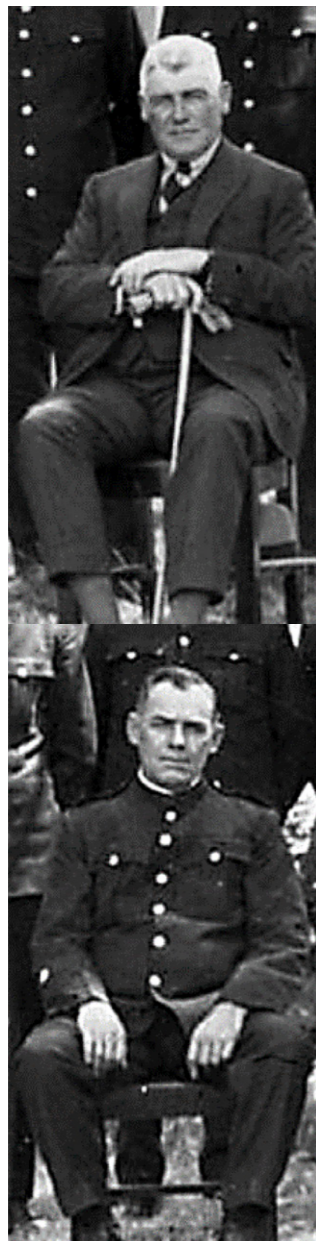
A sophisticated 'mug shot' camera was installed at the newly opened City Station, Canberra in 1966. The equipment allowed two photographs of a person's face to be made simultaneously, full face and profile. Although chunky by today's standards the unit was considered state-of-the-art at the time.

The photo shows the equipment on site at City Station. It and the resulting photograph, are now part of the AFP Museum's collection.



The Retired ACT Police Members Group

Policing life continues past members' retirement, with many avenues where people can connect and reconnect with former colleagues, as well as meet other former members for the first time. Canberra has a long and distinguished tradition of community policing and perhaps a higher proportion of families with a policing history than elsewhere in the country.



Major Harold E. Jones
Later Lt. Colonel Jones, OBE

Sergeant 1/c Phillip J. Cook
Later Honorary Sub Inspector, KPM

WHERE IT ALL BEGAN

The history of the ACT's first policing services is closely intertwined with that of the AFPA.

The 1927 birth of the Federal Capital Territory Police gave rise to the Federal Capital Territory Police Association, and that partnership progressed up to the formation of the AFP in 1979.

The initial 11 members of the FCTP rapidly formed a body recognised and consulted by the highest levels of government and started conducting education in law and policing, not only for their members but also for the wider Canberra legal fraternity and members of other police forces.



1927 — 1979



AN EXCERPT FROM THE CANBERRA TIMES ON 10 JANUARY 1933 DECLARED:

The Attorney-General (Mr. Latham) has consented to the members of the Canberra Police Force forming an association, which will be known as the Police Association of the Federal Capital Territory.

The initial conference of the association will be held on a date to be fixed near the end of this month when the association will be formally established. A draft constitution modelled upon that of the New South Wales Police Association has been approved by the Attorney-General, and this will be formally adopted, at the conference and office bearers elected.

In the meantime, Mr. A. D. Davies has been appointed acting president and Mr I. C. Perriman secretary pro tem. Valuable assistance has been given in the formation of the new association by the General Secretary of the New South Wales Association (Mr. C. J. Cosgrove).

The action of the Canberra police will bring the F.C.T. Force into line with the various police forces in all the States of the Commonwealth, where police associations are firmly established. The object of the association is to watch the interests of and provide a mouthpiece for members of the Police Force.



POLICE FORCE Early Establishment MAJOR JONES ARRIVES

The first stage in the establishment of a Federal police force for Canberra was reached yesterday, when Major H. E. Jones, Director of the Commonwealth Investigation Branch, arrived in the city.

The branch will be housed in the eastern block of Commonwealth offices, and a skeleton staff is engaged in preparing the offices for occupation. The branch is a section of the Attorney-General's Department, and to it are entrusted all investigations instituted by the Commonwealth Government.

Commenting upon the forthcoming establishment of a Federal police force for Canberra, Major Jones, during an interview yesterday, said the area to be patrolled by the new force would probably extend beyond the city area to Hall, Ginninderra, the Cotter River and the territorial boundary at Queanbeyan. The members of the New South Wales Police Force at present stationed at Canberra would probably be offered the opportunity to transfer to the new force. They were well acquainted with the Territory, and their services would be valuable. Before such a transfer could be effected, however, it would be necessary to draw up regulations governing conditions, rates of pay and superannuation.

Although a fairly brief and unremarkable announcement, it heralded the beginning of a close relationship between policing and police associations in the ACT. The first conference of the association was attended by the Attorney-General and saw much praise heaped on this new representative body comprised of serving members.

The members of that first police association in Canberra were pioneers in many senses. Over the years, as the city grew and policing evolved, members continued to distinguish themselves working in a truly unique city. The last iteration of the territory's police force was the ACT Police Force.

CANBERRA TIMES (ACT: 1926 - 1995), SATURDAY 11 MARCH 1933, PAGE 3

The first annual conference of the Police Association of the Federal Capital Territory was opened at Hotel Canberra last night by the Attorney-General.

Mr Latham said that the services of and by the Police Force to the Federal Capital, and through it the Commonwealth, had been admirable. He hoped that the formation of the association would be of benefit not only to its members but also to the city which they policed.

Mr A. D. Davies presided, while those present included the Chief Officer of Police (Major H. E. Jones), Mr F. C. Keanne, Clerk of Petty Sessions, and Mr T. M. Shakespeare**, MLC

Mr Latham said he was proud of the honour that had been conferred on him by the association: He hoped that the conference would be the first of an infinite series.

Mr Latham said that he had "had no hesitation in granting permission for the formation of the association, having seen its aims, which were to promote the interests of the police service by every possible means, consistent with its regulations and with loyalty to the Government of the Commonwealth, the British Empire, and His Majesty King is non-political and non-sectarian; and shall not affiliate with any other association or organisation except Police organisations within the Commonwealth."

"The reputation of the force here," is very high indeed and its members are respected and esteemed by the people of the Federal Territory. The retention of that depends on themselves. Several of the members were chosen by myself in collaboration, with Major Jones, who had been a valued servant of the Commonwealth for many years. I am pleased at the success which has attended the force."

Moving a vote of thanks to Mr Latham, Mr I. C. Perriman recalled to Mr Latham's memory the day when the force was brought into being September 28, 1927. He said that on that occasion Mr Latham had asked for, certain things to be done. He (Mr Perriman) was glad that he had found that the police had carried out his wishes.

The motion was seconded by Mr K. Brosnan and carried by acclamation.

Replying to a motion of welcome to the visitors, Major Jones said that he welcomed the formation of the association. He said that when he had first taken control of the force, he had assured its members that his door would always be open to anyone or those who might have a grievance, real or otherwise. He would take this opportunity of reiterating that assurance and hoped that the association would be the channel through which matters affecting their welfare would come to his attention.

He referred to the conference as a historical occurrence.

Mr T. M. Shakespeare said that the Canberra police were an excellent example of the law and order on which the British Empire was based.

Mr F.C. Keane said he must congratulate the police on the step that they had taken. He hoped that the effort would be productive and deserving of success.

Part of the Group's historical work that has been undertaken has been the collation and digitisation of early media coverage surrounding the ACT Police Force and the first police association.

The Retired ACT Police Members Group comprises former members of the ACT Police Force (the force amalgamated with the AFP in 1979). The Group itself was formed through the combination of the former ACT Police Social Club (established and maintained by former ACT Police Senior Constable Alan A Jones) and the (Facebook-based) Retired ACT Police Members (established by former ACT Police Constable First Class Russell J Perkins) in 2015.

David Willson, one of the admin team members, kindly sat down with us for a yarn about the history, membership, and functions of the Group.

David himself is a former ACT Police Force member, commencing service in 1977 and working in General Duties and Research and Planning. After 1979 when the ACT Police and the Commonwealth Police were combined into the Australian Federal Police, he was confirmed in a

position in Special Branch, "C" Division. Unfortunately, in 1983 he sustained severe injuries whilst pursuing an individual; this resulted in him being retired medically unfit in 1984.

THE GROUP

There are 311 current members in the Group, with 271 of these being former members of the ACT Police Force and the remaining being partners of former members.

The core aim of the Group is to preserve the memory, history, and camaraderie of the ACT Police Force; their motto is "Proud to have been an ACT Police Officer." The Group's patrons are Mr John Johnson, former Deputy Commissioner of the AFP and later Commissioner of the Tasmania Police, and Mr Ian Broomby, retired AFP Assistant Commissioner. The membership spreads from an under 100 Badge number holder to the very last member sworn into the ACT Police Force (Badge 943);

the oldest member is a spritely 94 years of age! All ranks are represented, from former Commissioners to Constables.

It's a testament to the Group's activities and advocacy (through daily social posts and a monthly newsletter) that, of the 575 members on the final ACT Police Seniority List, half of that number still associate and connect through the Group 43 years after the ACT Police Force was subsumed into the AFP.

Recently, the Group published a Roll of Honour dedicated to the 943 former members of the ACT Police Force serving between September 1927 and October 1979. On 25 March 2022, the Roll was delivered into the safekeeping of the Chief Officer of Police for the ACT, Deputy Commissioner Neil Gaughan. Copies were also provided to the AFP Library and Museum and the ACT Minister for Police Mick Gentleman for the ACT Library. The Group's next project will be the production of a history of the ACT Police Force.

Photo from Roll of Honour Presentation Day

PROUD TO HAVE BEEN AN ACT POLICE OFFICER



Front row (left to right): Gary Noble (Badge 863), last ACT Police Officer serving, John Hoitink (Badge 943) last Badge Holder of the ACT Police, Robyn Murphy OAM (nee Davidson) (Badge 180) earliest known ACT Police policewoman, Deputy Commissioner/ACTP CPO Neil Gaughan, Alan Jones (Badge 553) Co-founder of the Retired ACT Police Members Group, Superintendent Naomi Binstead; Back row (left to right): Assistant Commissioner Peter Crozier, Commander Joanne Cameron, Ian Broomby (Badge 119) Group Patron, Gary Tuckwood Group Admin Team (Badge 916), Inspector Stephen Ladd



From left: Joan Hibberd, Darrell Hibberd, Garry Maher, Paul Fyfe, Bernadette Maher, Vic Young, Paul McIntosh, Dorothy McIntosh, Pat and Barb Long, Bernie Smith (behind Mal MacGregor), Di Smith, Neil Millynn, Ify White, Bill Kirk, Bob Tomlinson, Bill Beale, Bill West, Gav Kearney & Kate Kearney; seated: Jack Cavanagh and Brian Griffin



1. John Spurling,
2. Ron Dillon,
3. Geoff Kearins,
4. Bob Prigg,
5. Don Boon,
6. Alan Mitchell,
7. Geo. Harrison,
8. Ray Atkinson,
9. Reg Usback,
10. Alick Urquhart,
11. Reg Kennedy,
12. Hec Holmesby,
13. John Stevenson,
14. Greg Lomax,
15. Don Johnstone,
16. George Grove



1. Bernie Smith,
2. Brian Williams,
3. Harry Quartel,
4. Ray Littlely,
5. Don Johnstone,
6. Kevin Nivison-Smith,
7. Ian MacKay,
8. George Ramsay,
9. Bill Scougall,
10. Peter Dawson,
11. Ian Webber,
12. Charlie Upston

The current focus is on the well-being of its members and partners, yet they are also mindful of the broader "blue family".

of the ACT Police Force. Canberra locals would very likely recognise at least a few of the names within the Roll.

Group pass away each year). Oral histories and personal photos are priceless for providing insight into times gone by.

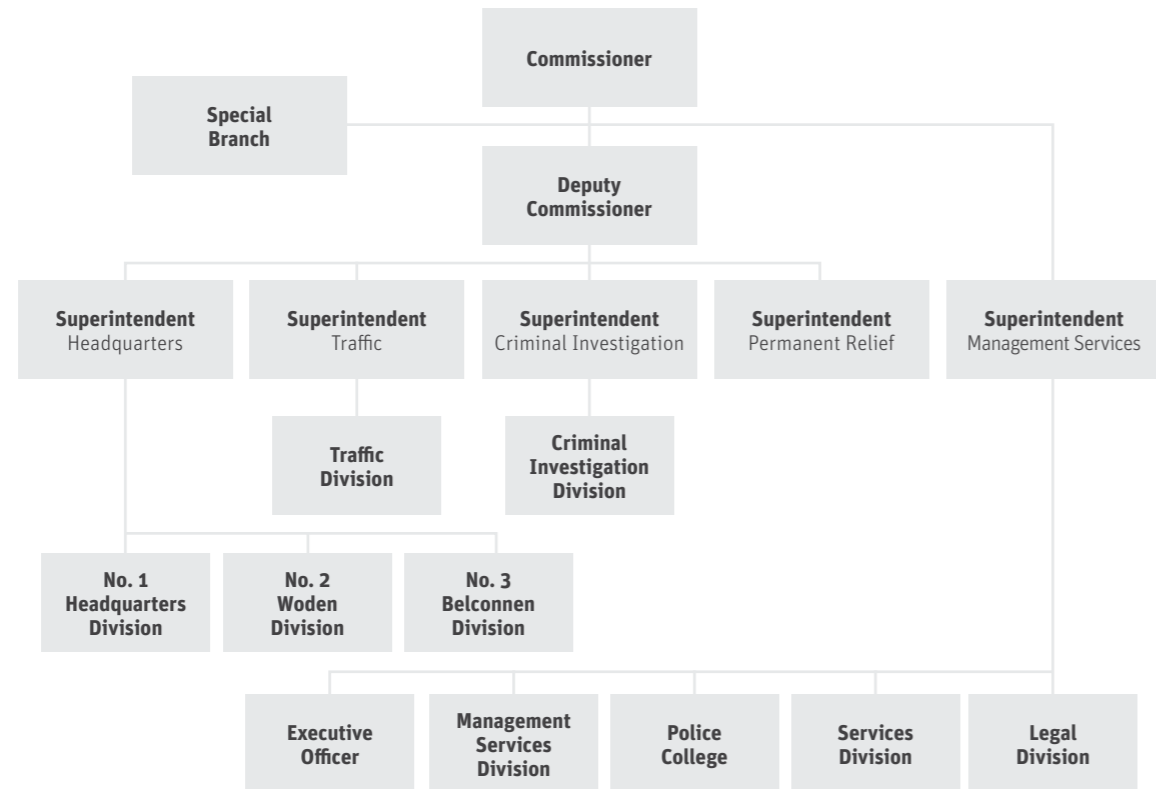
In the middle of this article, we have provided excerpts from this Roll of Honour showing the painstaking lengths to which the Group has gone to preserve the records

The histories of the members of the ACT Police Force and the Australian Federal Police are so vitally important and fragile (sadly, around 10-15 members of the

Please also take the time to read the article on the AFP Museum (pg 16) in this issue, as this story also explores unique accounts and memories of police life. ◀

The hierarchical structure of the ACT Police Force (this is the structure used immediately prior to the dissolution of the ACTPF in 1979).

THE FINAL STRUCTURE



THE FINAL COMPLEMENT OF ACT POLICE WAS:

Commissioner	1
Deputy Commissioner	1
Superintendent	5
Senior Inspector	3
Inspector First Class	10
Inspector Second Class	6
Sergeant First Class	23
Sergeant Second Class	37
Sergeant Third Class	43
Senior Constable	214
Constable First Class	130
Constable	103
Total	576



In Formation, left to right: Constable K. C. Cox, Constable 1/c P.D. McGognaghy, Constable 1/c G. Lomax, Constable K. Wood, Inspector H. Grangel, Constable 1/c C. J. Upston, Senior Constable A. Urquhart, Constable C. J. Morris, Constable 1/c T. H. Fletcher



Front row: Reg Usback-37, Joe Medwin-44, Bruce King-28, George Grove-19, Len Powley-23, Ted Richards (Commissioner)-21, Horrie Grangel-6, Bernie Rochford-25, Jack Goodall-18, Jack McSpeerin-33, Alick Urquhart-30, Wally Osborne-43, Reg Kennedy-38. **Second row:** Bruce King-28, Don Boon-121, Alan Coulton-156, Bill Scougall-108, Harry Quartel-98, Bob Prigg-92, Rod Ridgewell-74, John Stevenson-52, Alan Heugh-54, Arthur Allmond-59, Perce Thurbon-53, Val McConaghy-66, Bill Lovejoy-80, Keith Smith-73, Tom Cooper (face hidden)-79, Bob Allen-68. **Third row:** John Johnson-114, Ron Dillon-131, John Spurling-164, Robyn Davidson-180, Clem Hamilton-136, Harry Carveth-94, John Oldroyd-95, Barry Baulman-113, Bevan Bryce-120, Neil Graham-124, Bill McQualter-129, John Davey-122, Terry Dee-134, Arthur Allen-128, Jack Morris-91, Pat Robbie-154, Mal Grace-105, Don Lee-52, Don Johnstone-103, Joan Coleman-81, Alan Mitchell-122. **Fourth row:** Ian Broomby-119, Max Robinson-64, John McIntyre-144, Colin Winchester-157, Bob Riddle-170, Alistair Richards-127, George Harrison-159, Alan Bird-125, Alan Mills-169, Peter Neill-162, Joe Mickelson-116, Peter Curtis-133, Lloyd Worthy-166, Russ Kennedy-93, Brian Williams-143, Ian Mackay-175, Peter Giddings-160, Len Potter-147, Aiden Russell-111, Dud Martin-50, Harry Luton-36, John Scougall-87. **Back row:** Max Bradley-138, John Gooch-163, Kevin Nivison-Smith-126, Rodger Evans-171, Ray Atkinsin-107, Allen O'Donnel-135, Ray Littlely-145, Keon Bell-130, Neil Hinchley-146, Roger Dinham-172, Don Halmarick-158, Lindsay Hardy-167, Bernie Horan-151, Dave Barnes-174, Geoff Kearins-176, Bill Antill-132, George Harris-148, Gary Thornton-161, John Cavanagh-104.



Back row: D.T. Martin, J.E. Dealy, R. Turner, G.J. Morris, R.E. Ridgewell, A.J. Oldroyd, N.J. Hill, J.H. Davenport, R.A. Kennedy, W.A. Lovejoy, C.G. Lomax, G.M. Ramsay, P.D. McGognaghy, T.H. Fletcher, J.G. Medwin, W.J. Osborne, A. Underwood, C.F. Turner, F.H. Carveth, M.J. Robinson, H.H. Holmesby. **Middle row:** R.E. Kennedy, R.J. Alexander, C.J. Upston, R. Prigg, T.A. Cooper, R.G. Usback, J. Coleman, R.M. Allan, J.W. Scougall, K.L. Smith, J. Mcfeat, A.P. Heugh, J.A. Mcspeerin, A. Allmond. **Front row:** B.E. King, H.F. Luton, J.H. Goodall, J.A. Courtney, L. Powley, Chief Comm. R. Reid, E.R. Richards, H. Grangel, G.H. Grove, B.A. Rochford, D.G. Barnes. Absent: N. McGillies, R.L. Hughes, D.J. Sloan, A.J. Urquhart, A.L. Clarke, R.M. Cooper, K.E. Fryer, C.L. Hillier, D.A. Le Lievre, J. Stevenson, P.G. Thurbon.

Comcare Claims



David Tarrant
(Partner)

Eligible Australian Federal Police Association Members who suffer physical or psychological injuries as a result of their AFP work duties, may have a potential Comcare claim.

Under the Comcare scheme a worker with an organisation or agency covered by Comcare, such as the AFP, may have an entitlement to claim:

1. reasonable and necessary medical treatment and rehabilitation expenses;
2. payment of weekly wages;
3. payment for lump sum permanent impairment and non-economic loss (if assessed at greater than 10% whole person impairment);
4. and, in some cases, the cost of domestic care.

It is important to note that all Comcare claims are considered on their individual merits and an AFPA member will have to establish that their employment was a significant contributing factor to them suffering the injury.

In the case of a claim for physical or psychological injuries, after establishing the work was a significant contributing factor to the injury, Comcare will then determine whether the AFPA member reasonably requires treatment and what services are required.

If an AFPA member is injured during the course of their employment they should notify the Australian Federal Police (AFP) in writing of the incident as soon as practicably possible after the injury.

They should also submit an Australian Government Comcare Workers Compensation Claim form along with a Certificate of Capacity to Work with the employer. The Compensation form is found on the Comcare online forms portal at <https://forms.comcare.gov.au/>. The Certificate of Capacity will need to be completed by the AFPA Member's treating doctor.

In the event that Comcare denies a claim, AFPA members should immediately contact David Tarrant from Carroll & O'Dea Lawyers on 02 9291 7121 who will advise you on requesting a reconsideration of the Comcare decision.

Time limits are crucial in Comcare matters and you only have **30 days to submit a reconsideration request form** to Comcare if you disagree with Comcare's initial decision.

Following a request for reconsideration, Comcare will issue a reviewable decision.

If you remain unhappy with that decision you have 60 days to file an Application for Review of a Decision in the Administrative Appeals Tribunal (AAT).

If a claim cannot be resolved with Comcare following the lodgement of the application with the AAT the claim will proceed to hearing in the Tribunal which is a no cost jurisdiction. However, if an AFPA member is successful in a claim in the AAT then they would be entitled to claim a portion of their costs from Comcare.

If a member's claim is not successful in the AAT you have 28 days to lodge an appeal in the Federal Court of Australia.

However, an appeal to the Federal Court of Australia can only be made on a question of the law. AFPA members would require a solicitor and barrister's advice as to whether an appeal of the AAT decision would have reasonable prospects of success as there are costs consequences if the appeal is unsuccessful.

For all matters including personal injury and workers compensation, please complete our enquiry registration www.codea.com.au/contact-us/



CARROLL & O'DEA
LAWYERS
When it matters



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.

Liability limited by a scheme approved under Professional Standards Legislation. ©Carroll & O'Dea Lawyers

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





Run4Blue – run wherever and however you can to support Legacy

Run4Blue is a virtual race to support Police Legacy, founded by two police members who also happened to be keen runners.

▶ Tammy is a Northern Territory police officer, mum, and avid runner. After beating cancer in 2018 she developed a love of long-distance trail running and now raises awareness of mental health issues amongst police officers including Post Traumatic Stress Disorder, depression, and anxiety.

Natalee is a West Australian police officer, mum of three and a passionate runner who completed her first full marathon in 2019. She is a firm believer in the mental health benefits of exercise, and loves encouraging people to get out there for a run. Nat is an active member of her community and fierce advocate for Police Legacy.

Run4Blue was started in 2019, to raise money specifically for the eight Police Legacy organisations in Australia to support them as they support the families of fallen members.

This is the fourth year of **Run4Blue**, with the event running from 1-31 May each year.

THE HARDYS

The Hardy family started participating in **Run4Blue** last year to honour their son, Protective Service Officer Brad Hardy. Brad passed away in March last year. Brad was a charismatic and beloved member of the PSO team at Pine Gap and loved getting out and about in his downtime.

The Hardys are a family of footballers and have always loved keeping fit. Last year, Cameron and Sharon raised over \$20,000 for AFP Legacy through the efforts with **Run4Blue**.

THE ACTUAL RUNNING






Cameron and Sharon and the other **Run4Blue** teams post their runs regularly on Facebook. Runners will also track each other's progress (there is a **Run4Blue** Club on Strava which runners are free to join, as well as a Facebook page to post on). Runners go for a run whenever they can find the time (sometimes before the sun has even come up!), and wherever they happen to be.

POLICE WELFARE

With the growth of **Run4Blue**, Tam and Nat are looking to roll out a second event for 2022 in October. This event will be to fundraise for Police Welfare organisations (the AFPA's is AUSPOL) and will focus on people just getting active (it doesn't have to be running). Whether it's pushups, burpees or star jumps, the focus will be on snapping out a quick set and then challenging colleagues, friends, and family to do the same – all for the cause of getting active, helping others, and just enjoying the rush of endorphins!

Keep an eye on the AFPA socials, as we will be sharing **Run4Blue's** updates leading up to the event in October.

Top Teams

1		Brad Hardy	\$10,219.00
2		Oxley Western	\$5,166.00
3		#fightingptsd...	\$3,187.15
4		WA Police For...	\$3,108.52
5		Chifley PD	\$1,810.00

TO GET INVOLVED:

At **Run4Blue** there's no judgement about where or how far you run and no knock at the door to check that you've completed the kilometres you've pledged to do. Whatever you can do, in whatever way works for you is amazing. All monies raised go directly to your chosen Police Legacy.

Every participant gets a medal (runners can choose to forego their medal and donate the cost back to Legacy)

Register at www.run4bluevirtualrun.gofundraise.com.au/cms/register

TO DONATE:

www.run4bluevirtualrun.gofundraise.com.au/beneficiaries/search

Run4Blue links:

Visit: Run4blue.net

Join the club: strava.com/clubs/run4blue

#**RUN4BLUE**

Facebook: www.facebook.com/Run4Blue.net

Instagram: instagram.com/run4blue_au



Paul Beath's cancer diagnosis

AFPA member Paul Beath's family history meant he was at higher risk of developing bowel cancer.

Each year, 15,206 Australians are told that they have colorectal cancer (commonly known as bowel cancer), including 1,542 under 50. That's 293 per week. Bowel cancer claims the lives of 5,255 Australians every year (101 a week), including 292 people under 50.

▶ At age 48, his doctor recommended that he get a screening test done.

Paul, a tall and fit career cop, just "filed it" at the bottom of his life admin pile. After all, he'd played first-grade rugby league in his youth, ate well, and loved being active both at work and in his spare time. What was there to worry about?

A few years later, he was diagnosed with appendicitis following severe pain after a run. He ended up having emergency surgery to have his appendix removed. His partner was worried, as the next day she was due to fly to the Netherlands for a posting. He laughed and told her to go and enjoy the experience.

Four days later, he got a phone call from the hospital. What he heard next knocked him for six.

"We found cancer. I don't know how much, and we can't do anything about it for another four weeks. Go away and come back and see me in four weeks."

DIAGNOSIS AND TREATMENT

Because Paul was still healing after surgery, the standard exploratory colonoscopy was temporarily off the cards. With his partner on the other side of the world, he basically had next to no one to talk to.

"Dr Google is terrible. I was told not to research online, but I did anyway. I started reading about goblet cell carcinoma, a great thing to look up, very rare cancer. Very aggressive. So very rare, very aggressive, and those aren't two good words to see in cancer, and also appendix cancer, very rare, so that's not great."

Paul went away and waited for four weeks before he was called back in. Usually it's supposed to be six weeks post-surgery before exploratory checks, but the doctors wanted him in early.

"We've got to do the colonoscopy one day and operate you on the next day. We're going to do a right hemicolectomy (basically taking out the right side of the intestines) because we know it's in the appendix. We know it was at the incision point, so we don't yet know whether it's contained inside your bowel."

Paul tried to digest this and prepare for the colonoscopy. After the procedure, doctors told him that they would proceed with the hemicolectomy, which would remove about a third of his bowel system. He was put under general anesthetic and woke up to see his partner and daughter crying at his bedside.

"What's wrong?"
"They didn't do it."

Paul was then told that the type and growth of his cancer were extremely rare and that there was only a single doctor in Australia who could treat it.

The radical and cutting-edge treatment Paul needed was a **peritonectomy** with **HIPEC**. This was excision of part of the bowel (the peritonectomy), with chemotherapy then applied directly to the surrounding areas inside Paul's body at 42 degrees Celsius (HIPEC - hyperthermic intraperitoneal chemotherapy).

This was life-changing surgery; during the prep, Paul's abdomen was drawn on with a marker to indicate where colostomy bags (referred to as **stomas**) would be placed if needed. After this kind of bowel surgery, if colostomy bags end up being necessary, they can either be a temporary or permanent measure. The thought of potentially needing a stoma for the rest of his life was just another stone in the bucket of Paul's mental health right before going under the knife.

When he came to, the first thing he remembers is his partner telling him, "It's ok, they didn't need to put a stoma in!"

Paul then started on the road to recuperation, with post-op recovery and abdominal rehab the first steps. He's now at year four of the five-year "recovery threshold", although he says that cancer changes your body and notably your mindset for life – regardless of how well you come through from individual procedures.

SUPPORT AND MENTAL HEALTH

As soon as Paul received his original cancer diagnosis, he became very aware of people from all parts of his life reaching out to him in support. His partner was a tower of strength.

"Each day, she picked me up, put me back together and sent me off to work. That's the kind of behind-the-scenes aspect of cancer. You can do the physical stuff like a marathon and switch off in a sense, but the mental battle is the hardest part."

Former Commissioner Andrew Colvin came and spoke to Paul as soon as he heard about his diagnosis, telling him to let him know if there was any way in which he could help.

One of Paul's colleagues was diagnosed with cancer around the same time as him. During their treatments, they spoke weekly. Now, they call each other annually to celebrate another twelve months cancer-free.

His GP was a godsend. Knowing the inherent longer timeframes when dealing with specialists, he makes a point of calling Paul as soon as results are back to let him know his blood is free of cancer markers. But it is perhaps the first conversation they had after the diagnosis which is the one never to be forgotten.

"He said, 'We'll have a beer after Christmas. It's not a death sentence.' He was the first person who said those words – that it wasn't a death sentence and that life would continue."

It was these people, and so many more, who really helped and continue to help Paul.

Paul also would like to acknowledge the significant number of people he met or worked with who sadly did not come through after being diagnosed with cancer, saying that it is hard to celebrate his own health when thinking of them.

LESSONS LEARNT AND HUMBLE ADVICE

- Sometimes "she'll be right" is not right
- Take proactive steps for your health, both physical and mental. If not for yourself, then for those who love you
- When in a bad spot, talk to your support networks

The first time Paul reached out to someone outside his family, it was to the Cancer Council helpline because he was spiralling into despair. They said, "it's not a death sentence. It just shortens your life. It doesn't mean you no longer have a life."

Further reading and links

INFORMATION

Bowel Cancer Australia website www.bowelcanceraustralia.org

Order a free screening kit at www.health.gov.au/initiatives-and-programs/national-bowel-cancer-screening-program

Cancel Council Australia www.cancer.org.au

SUPPORT SERVICES

Lifeline – 13 11 14, www.lifeline.org.au

Cancer Council Australia – 13 11 20, www.cancer.org.au/support-and-services

Paul's mates echoed this sentiment in their own words. They told him to come out for a beer, and a cry if he felt like it.

Sometimes of course, the diagnosis is indeed a death sentence; in those cases, a healthy perspective on life and mortality is even more crucial (yet exponentially harder to hold on to). We've included links and phone numbers above to some immediate support services that can provide 24/7 counselling.

REFLECTION

Getting regular checks for bowel cancer starting at 50 is the absolute minimum (Paul was diagnosed at 48).

"I'm always filthy at myself thinking 'How much have I taken away from my kids?' When someone tells you that you might not be here in five, four or three years, you start thinking about what you can get done in a year. What can I get done in two years? If I downsize, do I have that much more money to put aside for them? What about three years? It might sound like something out of *Breaking Bad*, but these are the thoughts keeping me up at night."

"All caused by ignoring that first referral."

"After I was diagnosed, and ever since, I realised that I need to keep up the self-care. I needed to find an outlet. For me, it was running."

"I'm more mindful of my mortality, but it has made my living more focused and purposeful. I tell my kids I love them; every opportunity I get, I tell my son and daughter I'm proud of them. Every chance I get, I dance with my partner."

"This all goes back to the first step I took for myself after receiving my diagnosis. My partner was on the other side of the world, and my first call was a quick one to my brother to let him know. Then I went back to work and went up to my mate and said, 'Hey, I've been diagnosed with cancer.'"

"So, make conscious efforts to establish and grow your support network. You'd be surprised who'll be there for you when you need them."

"We're mortal animals at the end of the day, but we can take proactive steps to foster our mental and physical health."

9 out of 10 cases of bowel cancer are successfully treated, when caught early.

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



To claim a deduction for work-related expenses:

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

You can only claim the work-related portion of an expense. You can't claim a deduction for any part of an expense that does not directly relate to earning your income.

* You can use the [myDeductions](#) tool in the ATO app to keep track of your expenses and receipts throughout the year.

Car expenses

- ✗ **You can't claim** the cost of normal trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – for example, night or public holiday shifts.
- ✓ **You can claim** the cost of using a car you own when you drive:
 - directly between separate jobs on the same day – for example, from your first job as a police officer to your second job as a security guard
 - to and from an alternate workplace for the same employer on the same day – for example, travelling from the police station to a crime scene
 - from home directly to an alternate workplace – for example, travelling from home to work at a station other than your normal station for the day.
- ✓ In limited circumstances, **you can claim** the cost of trips between home and work, where you carry bulky tools or equipment for work. You can claim a deduction for the cost of these trips if all of the following apply:

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

If you claim car expenses, you can use the logbook method or the cents per kilometre method to calculate your deduction.

If you use the logbook method, you need to keep a valid logbook to work out the percentage of work-related use along with written evidence of your car expenses.

If you use the cents per kilometre method, you need to be able to show how you calculated your work-related kilometres and that those kilometres were work related.

If you claim your work-related car expenses using one of the above methods, you can't claim any further deductions in the same tax return for the

If you're a police officer it pays to learn what you can claim (continued)

same car. For example, petrol, servicing, and insurance costs.

Clothing and laundry expenses (including footwear)

- ✓ **You can claim** buying, hiring, repairing or cleaning clothing if it is considered:
 - a compulsory uniform – clothing you are explicitly required to wear by a workplace agreement or policy, which is strictly and consistently enforced, and is sufficiently distinctive to your organisation
 - protective – items that have protective features and functions which you wear to protect you from specific risks of injury or illness at work.
 - ✗ **You can't claim** the cost to buy, hire, repair or clean conventional clothing you wear for work, even if your employer requires you to wear it and you only wear these items of clothing at work. 'Conventional clothing' is everyday clothing worn by people – for example, business attire or gym wear.
- If you're working as an undercover police officer, you may be able to claim a deduction for the cost of conventional clothing you wore during a specific operation. The clothing must be directly related to your income-earning activities as a police officer. For example, clothing worn to pose as a member of a gang.
- ✗ **You can't claim** a deduction if your employer pays for or reimburses you for these expenses.

Phone, data and internet expenses

- ✓ **You can claim** phone, data and internet costs apportioned for private and work use, with records showing your work-related use.
- ✗ **You can't claim** phone, data and internet use where you only use your phone to communicate with your manager about your shifts or use the internet to check payslips, rosters or income statements.

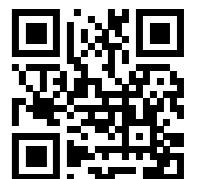
- ⓘ **This is a general summary only.** For more information, go to ato.gov.au/police or speak to a registered tax professional.

Self-education and study expenses

- ✓ **You can claim** self-education and study expenses if your course relates directly to your employment as a police officer and it:
 - maintains or improves the skills and knowledge you need for your current duties
 - results in or is likely to result in an increase in income from your current employment.
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help you get a new job. For example, you can't claim for your Bachelor of Nursing if you're working as a police officer.

Other expenses

- ✓ **You can claim** the work-related portion of other expenses that relate to your employment, including:
 - union and professional association fees
 - technical or professional publications
 - personal protective equipment you buy, such as gloves, face masks, sanitiser or anti-bacterial spray, if your job required close proximity with customers.
- ✗ **You can't claim** private expenses such as:
 - 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)
 - flu shots and other vaccinations, even if you're required to have them for work.



Chris Hayes

The True Policeman's Friend Calls It A Day

Article prepared by the Police Federation of Australia

When Chris Hayes MP, Chief Opposition Whip and the Member for Fowler retires from Parliament at the upcoming election, policing will lose its greatest advocate in the Federal Parliament.

► Chris, who was somewhat the accidental politician, entered the Parliament in a federal bi-election in 2005 in the seat of Werriwa in south-western Sydney, following the resignation of the then Labor leader, Mark Latham. I say accidental politician because that wasn't Chris's chosen career path. He'd always been an industrial advocate, firstly with the Australian Workers Union, where he rose to become Assistant National Secretary and then later, with the then Police Federation of Australia and New Zealand and following its federal registration as the 'National Voice of Policing', the Police Federation of Australia (PFA).

Politics pursued Chris, Chris didn't pursue politics.

Chris was the son of a NSW Police officer, the late retired Inspector Tom Hayes. He always understood and respected the role of police and that was easily identified in the way he represented them on the industrial and political stage.

His representation of police is well summed in a speech to the Parliament by the Defence Minister and former Queensland Police Officer Peter Dutton after Chris had announced his pending retirement at the next election.

Peter Dutton said –
I also want to pay tribute to Chris for the work that he's done in particular through the Police Federation of Australia and his time as an advocate for police officers. The Prime Minister spoke very passionately earlier, no doubt influenced by his father's own service, of the service of the officers in New South Wales who will be undertaking gruesome work today. Chris too was guided by the service of his own father. It instilled in him values and principles that have served him well in the service of other police officers. His father would be incredibly proud of the life that he's led and the way in which his contribution, not only through the industrial work that he's done, has resulted in increasing the pay of police officers—and I am sure they are grateful for that. Chris's advocacy has, no doubt, resulted in the saving of lives of police officers as well, in improving workplace conditions. The way in which he's advocated for those officers is something he's immensely proud of and that all of us in this place, on both sides, who have served as police officers have

► Chris was a politician who was respected on all sides of politics.

greatly appreciated. The approaches that he's made to provide support to us over a number of years and the way in which, to this very day, he continues to support the work of the PFA and police around the country are recognised deeply by many.

Chris was intimately involved in the development of the PFA. He helped write the initial strategic plan and locate, purchase and establish the current office in Manuka, in 2003. Even though Chris may have ended up an ALP politician, he helped secure the then Prime Minister, John Howard, to open the PFA's office in September that year.

Chris became a regular fixture and speaker at numerous PFA and state, territory and the federal police association and union meetings and conferences, providing strategic advice on complex industrial and political matters. He was intimately involved in the establishment of the Northern Territory's Police Arbitral Tribunal, the first of its kind in Australia and has lent his expertise to many other jurisdictions as they negotiated difficult and sometimes contentious salary and working conditions campaigns. Chris also played a pivotal role in the establishment of both the PFA's Industrial Planning Committee (IPC) and its Women's Advisory Committee (WAC). Both of these forums are still key elements of the PFA and have stood the test of time. Chris took the time to mentor many of the members of those committees over the years as they've furthered their careers both through policing and police associations and unions.

In his valedictory speech he said,
I also intend to continue my association with the Police Federation of Australia. I think it's pretty common knowledge that my office has been well-known to police—but in a good sort of way! Could I acknowledge the PFA President, Ian Leavers; CEO, Scott Weber; their predecessors, Mark Carroll, Vince Kelly and Peter Alexander; and my good mate for the last 25 years, Mark Burgess. I acknowledge them not only for their advocacy on behalf of 65,000 professional police officers in this country but also for putting policing on the national agenda. Their efforts in this regard have been truly commendable.

After announcing his intention not to recontest the 2022 election, Opposition leader Anthony Albanese said of Chris –
Chris Hayes, a great bloke, a great Australian and a great true believer. I'm very proud to call the member for Fowler my friend. He has done quite an extraordinary job. He will leave this place with something that I don't think many of us would say, certainly not myself or the Prime Minister, in that he has no enemies either in front of him or behind him.

And Prime Minister Scott Morrison –
He (Chris) and I share a fraternity of being the sons of police officers. I want to thank him for his fraternity in talking about and addressing these issues over many years in this place. He kindly wrote to me after my father's passing with a very touching note. I deeply appreciated it at the time and I thank him for that. He met my father and my brother at a police event once and he struck up the same rapport there very kindly with my father and brother straightaway. They said to me, 'Gee, he is a good bloke' and he indeed is a good bloke.



If there's ever been a greater advocate for police in the Parliament, I have not met them yet.

Chris will leave politics after the election with his head held high. Not only has he been a wonderful local member for the seats of Werriwa and later Fowler in Sydney, he has continually, and will continue to, advocate for police on the national stage. No doubt his expertise and contact list will be invaluable for years to come for the PFA and its branches.

Everyone in policing wishes Chris & Bernadette a long and fulfilling retirement, however it would not be a surprise to see him pop up somewhere, as it is evident that both sides of politics are clearly aware of his strong bipartisan reputation and the goodwill, he would bring to any role he might be appointed to in the future. ◀

Top: Chris and his wife Bernadette
 Bottom: Chris and his dad Tom, a former NSWPF inspector





2022 Australian Police Golf Championships

Editor's note: Thank you very much to Travis Lutz for preparing this article and arranging photos of the events.

Between Sunday 6 March and Friday 11 March 2022, 31 members represented the AFP (ACT Region) Police Golf Club at the 2022 Australian Police Golf Championships (APGC) held in Victor Harbor, South Australia.

► The week started on Sunday 6 March with the registration and opening ceremony at the McCracken Country Club with all participating players in attendance. A wonderful venue to kick off the week, with an awesome view overlooking the first course to be played.

Monday 7 March consisted of both AM and PM fields playing a 4BBB team event, played in very windy conditions at McCracken Country Club. This format requires players to pair up with a member from interstate to foster new and already formed relationships.

ACT was lucky enough to have the overall winner of the 4BBB event. ACT Policing's Neal Griffiths won the day with his partner from Victoria with 49 points for the day. Great effort Neal!

Tuesday 8 March was held at Mount Compass Golf Club for the first round of the Championships. Conditions were the toughest some of the teams have ever played in, with winds reaching speeds of above 60 km/hr for the whole day and sporadic rain in the morning.

ACT's Derek Brown (patron) was able to adapt to the conditions and posted a score of gross 77, nett 69, 38 points with a handicap of 8 (5 over par for the day). A great effort in the conditions.

Wednesday 9 March was a rest day, with a number of the team attending the wonderful wineries of the McLaren Vale region and enjoying a day out from two already tough days of golf. The rest

day was finished off with a team dinner in Victor Harbour with all attending.

Thursday 10 March saw the second round of the Championships held at the picturesque Links Lady Bay on a much nicer day (wind was about 30km/hr).

Retired member Darrell Kildey was able to post the best score of the day for ACT with a gross 85, nett 69, 39 points off a handicap of 16.

Friday 11 March was the third round of the Championships, played in the best conditions of the week at Victor Harbor Golf Club. 6-time APGC Champion Lennon Thurtell was again seeded in the contending group for the John Stone Trophy, but unfortunately was beaten by the defending champion, Alex Brennan from NT, by three strokes. Another great effort from Lennon, considering he regularly plays off handicaps below scratch.

The Presentation Night was held at McCracken Country Club, with the ACT Team taking home four overall trophies for the week. The winners were:

LENNON THURTELL
A Grade Gross Champion | Jim Fern Trophy

DARRELL KILDEY
B Grade Gross Champion | James Cusack Trophy

DEREK BROWN
Best patron nett total score | Jim Stevens Patron Trophy

NEAL GRIFFITHS
Best 2-person team score | Ken Bunyan Shield

Congratulations to all four ACT team members on a successful tournament.

Congratulations to all the members of the ACT Police Golf Club who attended. It was a wonderful week, playing on some good courses in often brutal conditions.

19-24 March 2023 will see the ACT Police Golf Club attend the Gold Coast to play some excellent courses hosted by Queensland Police Golf Club.

The AFP (ACT Region) Police Golf Club would like to acknowledge the ongoing support provided by the AFPA and the AFP National Sports Federation to our team attending the Championships. Their support is greatly appreciated by all. ◀



Top: Derek Brown with the Jim Stevens Patron Trophy for best patron nett total score
Middle: Neal Griffiths with the Ken Bunyan Shield for winning the 4BBB Team Event (with playing partner)
Bottom: Lennon Thurtell with the Jim Fern Trophy for A Grade Gross Champion

APM Recipients

The recent Queen's Birthday honours list saw two Association members recognised with the Australian Police Medal (APM) for their long, distinguished, and selfless careers.

► These medals represent perhaps the highest Australian honour recognising police service. The type of members who receive these have consistently been selfless, resolute, wily and kind. The two members this time very much continue this tradition; the ways in which they have helped Australia and Australians are tangible and far-reaching. I am very proud of and humbled by them both, as I am sure the rest of our membership is.

Alex Caruana President ◀



The recipients

Assistant Commissioner Nigel Ryan and Detective Sergeant Scott Mellis have been awarded the Australian Police Medal in recognition of their service and achievements.

ASSISTANT COMMISSIONER NIGEL RYAN

► In recognition of his distinguished service in drug enforcement, crime disruption and international policing.



Assistant Commissioner Nigel Ryan started with the AFP in December 1994 as a recruit. He has worked in key leadership positions, including leading the AFP National Media Team and – as National Coordinator Taskforces – establishing the National Anti-Gangs Squad. He also coordinated the Australian government emergency response and subsequent AFP investigation into the MH-17 disaster.

Assistant Commissioner Ryan has led the AFP's International Engagement teams and later headed up the Professional Standards area. He was named Chief of Staff in 2019, before assuming his current role in the AFP's Crime Command in 2020, which includes the overall command of AFP Operation Ironside.

His outstanding accomplishments in 28 years, and dedication to the organisation and law enforcement as a whole highlight his role as a leader and worthy recipient of the Australian Police Medal.

Detective Sergeant Mellis entered the AFP college as a recruit with the AFP in April 1988. He began in the Legal/Project and Planning team, and later received his Detective designation in 1995 working in Australia's first computer crime team based in Melbourne.

DETECTIVE SERGEANT MELLIS

► In recognition of his roles in the field of cybercrime operations.



In October 2000, Detective Sergeant Mellis was deployed for a year as part of the United Nations mission to East Timor. He returned to the Protection Security Intelligence team and was promoted to the rank of Sergeant in 2003, working at the Australian High Tech Crime Centre and in High Tech Crime Operations. In February 2017, he was posted to London as the inaugural Cybercrime Liaison Officer. He returned to his current role in Cybercrime Operations in January 2021.

AFP Commissioner Reece Kershaw said Assistant Commissioner Ryan and Detective Sergeant Mellis' hard-earned recognition is due to their continued commitment to policing and the broader community.

"Assistant Commissioner Ryan has been recognised as an effective leader and strong builder of partnerships domestically and internationally during his more than 28 years of policing, which is a testament to his character.

Today, I am delighted that his hard work and dedication is recognised before the greater Australian community."

"Detective Sergeant Mellis' vision and commitment to every role he has undertaken, particularly as a leader in Cybercrime Operations, is only one example of why he has been awarded the well-deserved Australian Police Medal", Commissioner Kershaw said.

BOOK REVIEW

The Lincoln Highway

When I see a recommendation on the front cover of a book by another author, I think, hmmm, paid endorsement; it's probably not that good. Similar to a referee report, the publisher is not going to offer up a stinker. So, when I saw a comment by Tana French, award winning American-Irish author of *In The Woods* and *The Searcher* on the cover of *The Lincoln Highway*, I thought, I'll be the judge of that, thank you Tana. Well, hold that thought.

Author Amor Towles
Genre Historical fiction
Pages 592
Rating (Good Reads) 4.28/5

► This is the story of four teenagers, or youths, if you prefer, which can put a less than savoury slant on their character. These boys have four very different characters, personalities, backgrounds, and views on life.

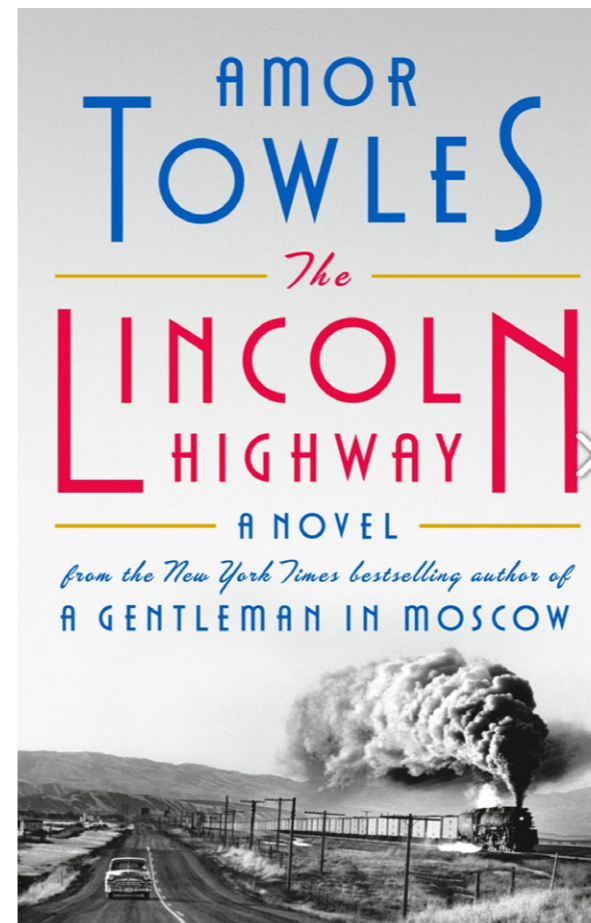
Before I say anything further, this book is brilliant, beautifully written, superbly plotted. The chapters flip between each of the four youths, ending each time right at the critical juncture. And like any seriously good book, it doesn't let you go until that final sentence and you can finally exhale. Some books slow boil and then bam, get you in the last chapter (thank you, *The Elegance of the Hedgehog*). Others simmer along till those final sentences, mooching along with nothing much happening, leaving you questioning your life choices and investment in time, effort and money (I'm looking at you *Normal People*). *The Lincoln Highway*, conversely, grabs you from the get-go and forces you, willingly, to hold on for grim death all the goddamn way.

Quick synopsis without giving much away: It's 1954 and main character, 17-year-old Emmett, is released from a juvenile correctional facility and returns to his Midwest hometown. He is reunited with his younger brother, Billy, and the two of them, after a short time of sorting out family matters, begin preparations to drive the Lincoln Highway. This length of blacktop 'was the very first road to stretch from one end of America to the other'.

The other two youths soon enter the picture, and between the four of them they take you on a wild, heartbreaking, frustrating, hilarious ride across Middle America in a Studebaker. It has a touch of the Huckleberry Finn/Tom Sawyer appeal to it. ◀

► I take back my gimlet-eyed comment on Tana French's endorsement. This is, as she says, an 'absolute beauty of a book'. I unreservedly recommend this story.

The Avid Reader



"After my own cancer diagnosis at 34, I was determined there was no way I was going through what mum experienced in the public system – in public you're so easily forgotten and there are such long wait times."

Courtney Jensen, Police Health member

CONTENT WARNING: Courtney's account of her breast cancer treatment may be upsetting for some readers.



Since joining Police Health in 2007, Courtney and her husband have received more than \$200k in benefits.

"When my husband was working in policing, I jumped at the chance to join Police Health, despite the fact I worked at a rival major health insurer at the time.

"My mum had a stroke 10 years ago, and that's when they found her breast cancer. I was very disappointed with what she went through in the public health system.

"After my own cancer diagnosis at 34, I was determined there was no way I was going through what mum experienced in the public system – in public you're so easily forgotten and there are such long wait times.

"Chemotherapy was very eye opening for me. I had to go once every three weeks. It was very, very full on. I needed six months off work and it's permanently done damage to my body. I was very sick and lost my hair. I used to be able to sit on my healthy, long hair and I ended up completely bald.

"By 34 I'd had a double mastectomy and reconstruction. I also had my ovaries removed as genetic testing showed I had a deadly gene mutation called brca2. This meant instant menopause.

"It was really difficult to get through and I know it was difficult for my husband to watch, too.

"I stayed in a very nice private hospital for two-and-a-half-weeks. But a great benefit I really liked about Police Health was that I could access Hospital at Home."

"A nurse came to my house every day to check my wounds. Being able to be in your own home is a really great aspect of Police Health's cover – that made such a massive difference to my mental health.

"When I was first diagnosed, I was automatically put on the public hospital waiting list. I was diagnosed four years ago, and it was only this year that they called to book me in for my mastectomy. It could have spread into my bones in that time!"

"The benefits offered by Police Health are just amazing. I have confidence that when I go to hospital, I know what I'm getting. With my former insurer I had a hospital co-payment rate per day – with Police Health I didn't have to pay that. Police Health's Rollover Benefit is awesome too!"

"Recently an artery sitting behind my implant burst. My husband and I were watching TV when we heard a weird pop. I felt a strange sensation and suddenly my breast was up to my chin. We called an ambulance and they took me to a public hospital, which I really didn't want to do but given the urgency I had no real choice.

"I was in surgery within an hour. They removed a litre of blood from my chest but they managed to save my implant.

"I didn't think anything like that could ever happen. I definitely wasn't prepared. Thank goodness I knew the ambulance was fully covered by Police Health, that was one less thing to worry about.

"During my recovery the staff at the public hospital were lovely, but they were stretched so thin. I'd be waiting up to 30 minutes when I wanted to go to the toilet, because I had to leave my room to use the facilities and I was too wobbly to go on my own.

"They had a private patient liaison officer who visited every day, asking whether

I would use my private insurance in the public hospital. However, during these visits, they didn't inform me that if I elected to be a private patient I may experience out of pocket costs.

"Because I had worked in the industry for many years, I knew there was no health benefit for me, personally, if I elected to be treated as a private patient.

"I've got my hair back now, and I came up with some tricks and beauty tips that I'm always happy to share with other girls going through the same thing. For me, it was important to still feel beautiful. Losing my hair had more of an impact on me than the actual cancer to be honest.

"I'm so glad I've got Police Health with me on my journey. It's given me peace of mind and made my life so much easier."

To join more than 65,000 other members of Australia's police community already enjoying peace-of-mind from Police Health's gold-tier insurance, call **1800 603 603** or visit **policehealth.com.au**.

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.



COVER LIKE NO OTHER

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

Merchandise Order Form

▶ AFP/AFPA MERCHANDISE



Catalogue 2019

▶ AFP/AFPA MERCHANDISE



SECTION 1: PERSONAL DETAILS

First Name:	Surname:
Position:	Team/Area:
Phone:	Email:
Billing Address:	
Postal Address:	
Send via: <input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (Cost \$20 incl. GST for max 5kg) <input type="checkbox"/> Hold for Collection	

SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$ incl. GST)	Qty	Total (\$ incl. GST)
AFP Coloured Shield Plaque	\$70		
AFP Australia Plaque	\$70		
AFP Plaque (Glass)	\$70		
AFP Plaque (Pewter)	\$70		
AFP Coaster Set	\$40		
AFP Cuff Links	\$25		
AFP Gloss Mug	\$15		
AFP Pen	\$20		
AFP Key Ring	\$18		
AFP Stubby Holder	\$10		
AFP Tie Tac (coloured, silver, gold)	\$10		
PWF Plaque (Glass)	\$85		
AFPA Tie	\$25		
AFPA Tie Bar	\$12		
AFPA Lapel Pin	\$7		
AFPA Stubby Holder	\$7		
			Subtotal (\$):
			Express Post (\$):
			Total (\$):

SECTION 3: PAYMENT DETAILS

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

OFFICE USE Processed by	Date:	Invoice Number:
Name:		

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

AFP Merchandise items



Coloured Shield Plaque | \$70.00



Australia Plaque | \$70.00



AFP Plaque (Glass) | \$70.00



AFP Plaque (Pewter) | \$70.00



Coaster Set | \$40.00



Cuff Links | \$25.00



Gloss Mug | \$15.00



Pen | \$20.00



Key Ring | \$18.00



Stubby Holder | \$10.00



Tie Tac (coloured, silver, gold) | \$10.00

AFPA Merchandise items



AFPA Pen | \$10.00 each



AFPA Silk Woven Tie | \$25.00



AFPA Tie Bar | \$12.00



AFPA Lapel Pin | \$7.00



AFPA Stubby Holder | \$7.00



AFPA Plaque (Glass) | \$85.00

See over the page for the Merchandise order form

POLICE HEALTH IS FOR YOU AND YOUR FAMILY

Police Health extends beyond the police officer, to all employees of Australian police departments/ services/associations and their families. This means if you have a brother, sister, parent, grandparent or child, they may be eligible to join Police Health under your own policy. **If you're unsure about eligibility call it in - 1800 603 603 or email joinus@policehealth.com.au**



Our fund was voted #1

of all private health funds in Australia in the following categories#



**CALL IT IN - 1800 603 603
SCAN THE QR CODE TO COMPARE
YOUR COVER TODAY!**

