



# BLUESTAR



**The Adam Dunning  
Memorial Scholarship**

**Wall to Wall Ride  
“Remembering Mates”**

**2023 Year In Review**



The bank where you belong.

At Police Bank, we're different, because you are. We've served those who serve us for almost 60 years. Now it's time to help you.

For savings accounts or award winning loans, contact us today.

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

**Publisher**

Boo Media is appointed by the Australian Federal Police Association as the authorised publisher of Blue Star

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:**

The Wall to Wall Riders make their way down Kings Avenue in Canberra.

## 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)



**Nicholas Bryce**  
National Executive  
Member (Melbourne)



**Jane Thompson**  
National Executive  
Member (Canberra)

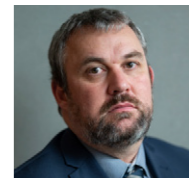
## AFPA STAFF MEMBERS



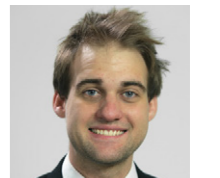
**Paul McCue**  
General  
Manager



**Giles Snedker**  
Legal and  
Industrial Manager



**Troy Roberts**  
Media and Government  
Relations Manager



**Chris Chilcott**  
Advisor to the  
President



**Ashlea Cameron**  
Senior  
Industrial Officer



**Wendy Black**  
Industrial  
Officer



**Leland Barnett**  
Industrial  
Officer



**Nerida Warren**  
Industrial  
Officer



**Rachel Ferguson**  
Graduate Industrial  
Officer



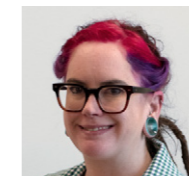
**Amelia O'Rourke**  
Graduate Research  
Officer



**Emma Ramsay**  
Graduate Research  
Officer



**Courtney Posantzis**  
Membership Services  
Administrator



**Annie Swaker**  
Reception and  
Administration Officer



**Brian McIver**  
Communications  
Advisor



**Gerry O'Connor**  
Member Support  
Officer



**Sairam Poosarla**  
IT Projects  
Officer



# TABLE OF CONTENTS

December 2023 issue

## News and reports

- 06 President's report
- 08 Member Services report
- 10 Legal and Industrial report

## Special feature

- 14 **National Police Remembrance Day 2023**

## Member stories

- 20 JB's story
- 24 The Adam Dunning Memorial Scholarship
- 26 Career Transition Program

## Other news and features

- 30 AFPA 2023 Snapshot
- 32 Profile – AFPA General Manager Paul McCue
- 34 Profile – new AFPA Industrial Officers

## End of year messages

- 38 Jeremy Hanson, CSC, MLA ACT Shadow Minister for Police
- 40 Mick Gentleman, MLA ACT Minister for Police and Emergency Services
- 42 Shane Rattenbury, ACT Attorney-General



24

### The Adam Dunning Memorial Scholarship

South Australia Zone Convenor David Clark talks about how the scholarship furthered his protective security knowledge



30

### AFPA 2023 Snapshot

Key facts and figures on the AFPA's activities for 2023



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



### National Police Remembrance Day 2023

AFPA delegates and staff paid respect to fallen members





# PRESIDENT'S REPORT

Alex Caruana, President

President Alex Caruana

Regular Items

► Greetings to all members, and I hope everyone is well.

It's been a long and frustrating year for everyone. The year started with the news of the murder of two QPS members in Wieambilla still fresh in everyone's mind, and it was tragically only a few more months until another member was murdered, this time in Western Australia.

**The names of Rachel, Matthew and Anthony were all added to touchstones at the National Police Memorial this year during a moving service.**

## EA

Bargaining for the next Enterprise Agreement began after the AFPA implemented processes to compel the AFP to come to the table. By and large, the initial progress was slow but well-informed and progressing satisfactorily. The AFPA was mindful of negotiating the weekly meetings in partnership with the AFP and the independent bargainers, and not in opposition.

Despite this positive progress, the Australian Public Service Commission (APSC) formalised the intent of the Government's workplace bargaining policy around EA bargaining, with the result of capping any potential payraises for the AFP at 11.2% with no front loading of incremental increases. In addition, bargaining for new allowances is now no longer allowed (including improvements to existing allowances).

**The AFPA is disgusted that the APSC and the Government have chosen to move the goalposts after bargaining had already commenced.**

This flies in the face of the principles of good faith bargaining, and we will continue to work with the AFP with the intent of convincing the government to change their position. The

AFPA's overall intent with the EA is to see better pay and more appropriate allowances for all of our members. We fully believe that the bold ideas contained within our log of claims are the best method to remunerate our members appropriately.

## MUSTERS

We've recently held musters in Brisbane, Perth, Adelaide, Sydney, N.T, Melbourne and Canberra, and again are very thankful to have had the opportunity to connect and reconnect with members face to face. We will continue to hold regular musters around the country in 2024, and we will be simultaneously broadcasting all musters on Microsoft Teams for those unable to attend in person. If you are a non-member or have colleagues who are considering joining, we welcome you to share the details for the muster closest to them.

## GENERAL MANAGER

Thank you to AFPA Executive member Eric Davies for taking on the duties of the AFPA General Manager for over a year while still working for the AFP. Many of his ideas and suggestions were invaluable and will prove helpful to the AFPA's activities for a long time.

I would like to welcome our new substantive General Manager Paul McCue to the AFPA. Paul comes with a wealth of knowledge gained through his tenure as President of the Northern Territory Police Association, and his appointment is the result of a rigorous selection process among a field of applicants of a very high calibre.

**The Board and I are confident that Paul has the experience and knowledge to guide the Association safely into the future.**

## FAREWELL TO VINCE PANNELL, AND WELCOME TO NICHOLAS BRYCE

On behalf of everyone I would like to thank and farewell Vince Pannell APM after his recent retirement from the AFP. Detective Sergeant Pannell served the AFP and Australia for almost 40 years with distinction, and during his career has always been a champion for mental health and PTSD awareness. His contributions as a substantive Executive member for the AFPA were notable (including an extended stint as Vice-President).

Readers will recognise Vince's name from the recent Blue Star articles on the inaugural Heart2Heart Walk. The Heart2Heart Walk saw first responders walking from Lambert, N.T to Parliament House in Canberra in 90 days, all to raise funds and awareness of first responders living with PTSD.

**I wish Vince all the best for a restorative and peaceful retirement, and am sure that we haven't heard the last of his "Walking" for better mental health outcomes.**

In accordance with section 94.4.a.i of our Branch Rules, the AFPA Board undertook a vigorous EOI process to fill the vacant Executive position. I extend my congratulations to AFPA Delegate Nicholas Bryce from the Melbourne office for his successful application. This was a well-contested position, and I would like to thank all other applicants for their candidacy.

## CAREER TRANSITION PROGRAM

The AFPA has long supported the development of a Career Transition Program for members unable to return to duties within the AFP.

In 2021, we met with representatives of the EML Group, who currently manage the ACT Government's portfolio of injury claims as well as those of NSW Police and Fire and Rescue NSW. They have also been managing workers' insurance, personal injury claims and return-to-work programs for over 110 years and, therefore have a significant amount of expertise in this space.

We asked the EML Group to consider working with the AFPA to provide a return to work/career transition program for injured AFP members. The AFPA then petitioned Comcare to fund a pilot program in partnership with the EML Group, and one was implemented in November 2021.

While the pilot was implemented across the broader federal public sector, it had been notably driven by the AFPA and those AFPA members who have been the beneficiaries of the program.

I encourage you to read the report on the pilot's evaluation on pages 26-27.

## MEMBER BENEFITS

Cost of living is an issue especially at this time of year, with the focus on end-of-year celebrations and buying gifts for loved ones.

**Membership of the AFPA brings with it a whole raft of benefits and discounts. Visit the Member Advantage portal at <https://afpa.memberadvantage.com.au/> to start savings across a wide range of categories including food, groceries, retail, electronics, and health and wellbeing.**

We are especially proud to announce our recent partnership with NRMA; for more information please refer to page 37.

We would like to thank our major sponsors Police Bank, Police Health and Carroll & O'Dea Lawyers for their continued support of the AFPA membership during 2023.

## YEAR IN REVIEW

In this issue, we have included another infographic on the AFPA's activities for the year. Each of our functions (Membership, Legal and Industrial, Media and Government Relations, and Communications) have provided key metrics illustrating their successes made for the benefit of members. If you require more detail, or would like to discuss the results please feel free to email us on [afpa@afpa.org.au](mailto:afpa@afpa.org.au).

## HAPPY CHRISTMAS

The end of year period will no doubt be a busy one, especially for those members working around the clock over Christmas.

**I thank everyone for their ongoing commitment to my and all Australians' safety, and I hope that you all are able to spend some time with family and loved ones.**

The coming year will be an extraordinarily busy one, with the next EA at the forefront of the AFPA's focus. It is imperative that we are united, but also that every single AFP appointee has access to the latest information on those issues which will directly affect them. Please feel free to pass on a copy of the magazine to any of your colleagues who may be considering joining (or re-joining) the AFPA. We're also happy to send multiple hard copies of Blue Star wherever they might be needed.

In unity and please stay safe,

**Alex Caruana**  
President



# Member Discounts

## MEMBER SERVICES



**Courtney Posantzis**, Member Support Administrator

Member Support  
Administrator  
Courtney Posantzis

Dear valued readers,

On behalf of the membership team (and wider AFPA staff!), I would like to extend our warmest wishes for a joyous holiday season. We are honoured to have had the opportunity to serve our AFPA members throughout the past year, and I take great pride in the dedication and effort that our team has put in over the last twelve months. We look forward to continuing our service in the upcoming year and beyond.

In March 2023, the membership team made a significant contribution to the successful biennial National Council. This event provided an excellent opportunity for our team to enhance relationships with the AFPA Delegate and Convenor network and our esteemed partners, including Police Bank, Police Health, and Carroll and O'Dea, as well as other police associations and key government and industry stakeholders.

In August, we facilitated a series of musters and appreciated the chance to engage directly with members around the nation. This was an opportunity to gain a deeper understanding of the unique workplace challenges experienced by each member; a common concern was the high cost of living and its related financial pressures.

I cannot recommend enough that you take full advantage of the AFPA membership benefits that are available to you. We are committed to establishing partnerships to help alleviate everyday life's financial burdens. These benefits range from a discounted tax service to discounts on grocery purchases and Bring Your Own Device (BYOD) products. As we approach the holiday season, I urge you to utilise the discounts that are accessible to you.

August was a busy month; as well as attending musters, we also worked closely with sponsors to support the Melbourne Delegates in organising a trivia night to raise funds for AFPA member and Victoria/Tasmania Zone Convenor Jason Bryant, who is currently undergoing cancer treatment. This event was highly successful, and we are grateful for the kind donations from our sponsors that made the raffle possible. For more details, please go to the article on page 20.

September saw the membership team collaborating with other staff members and sponsors to participate in the Annual Wall to Wall ride. We were grateful for the exceptional generosity of several

businesses who donated various gifts for a raffle. This allowed us to raise essential funds for our charitable organisation, AUSPOL.

Ringers Western went above and beyond by generously providing beanies for the event. As luck would have it, the weather cooperated beautifully this year, unlike the previous year's arctic-like conditions. We would also like to acknowledge Pet Circle for offering exclusive discounts for our four-legged friends, and Cool Dry Covers for providing discounted seat covers exclusively for the event (as well as a cover for the raffle itself). We are also thankful to Supercheap Auto for donating a gift card and tool kit, local company Dinners Ready for their meal vouchers, and Hampers with Bite for their self-care hamper. We are sincerely humbled by the support we received. You can read more in the article on page 15.

November concluded with a final round of musters, with proud partner Police Bank joining us on the road for a week. At the time of writing, we are excited about the chance to end the year by spending time with our members and addressing important matters of concern.

**As we approach the end of the year, we thank the members who have let us into their lives and allowed us to support them in their moment of need.**

We thank colleagues who reached out on another's behalf. We thank our delegates who have fiercely advocated over the year. We thank our partners for their continuous support of the AFPA and AUSPOL.

This holiday season, I kindly ask you to consider donating to AUSPOL. Throughout 2023, we successfully implemented nearly 300 services, and I am committed to increasing this number in 2024. Your generous contribution is crucial in allowing us to provide personalised services and support to our members during their most vulnerable moments.

I wish you and yours a very merry Christmas and a happy New Year. Take care, stay safe, and see you in 2024! 🐾

### AFPA member:

- ✔ Doesn't need to pay anything beyond their AFPA subscription
- ✔ Eligible for a huge variety of discounts based on being an AFPA member (no PRS issues)
- ✔ On average, saves \$1600 per year on household costs
- ✔ Can access anywhere, anytime
- ✔ Saves money at tax time, as membership fees are fully tax-deductible.

### Non-member:

- ✘ Prevented from seeking or accessing discounts or benefits as a police officer
- ✘ Faced with huge increases to cost of living and household goods and services
- ✘ Finds it difficult to treat themselves or their family



**Being a member of the Association gives you access to significant savings on the rising cost of living**





# LEGAL AND INDUSTRIAL

Giles Snedker, Manager, Legal & Industrial

Manager,  
Legal & Industrial  
Giles Snedker

## The importance of employer consultation in today's workplace

► In the ever-evolving landscape of the modern workplace, the concept of genuine employer consultation has become increasingly vital. The traditional top-down approach to decision-making has given way to a more collaborative and inclusive model where employers engage with their employees. This shift is driven not only by legislation but also by the recognition that employees' perspectives, concerns, and feedback are essential for a productive and harmonious work environment.

**The essence of employer consultation involves employers actively engaging with their employees or their representatives to gather input, feedback, and suggestions on various workplace matters.**

This process can range from making decisions about workplace policies, procedures, and employee benefits to more strategic discussions, such as organisational goals and long-term planning.

In the Australian arena, the *Fair Work Act 2009* ("the Act") stands as the cornerstone of modern workplace relations. It is designed to promote fair and productive workplaces while balancing the rights and responsibilities of employers and employees. A key element of the Act is its emphasis on consultation, which is embedded throughout the Act, and the understanding that meaningful consultation is essential in achieving positive and unified workplace relations.

### THE PURPOSE OF CONSULTATION UNDER THE ACT:

Consultation under the Act serves several critical purposes, including:

#### Fostering Employee Engagement

Employee engagement is the foundation of a successful organisation. When employees feel heard and valued, they

are more likely to be committed and motivated. Employer consultation provides a platform for employees to voice their opinions, contribute ideas, and provide feedback. This not only empowers employees but also enhances their sense of belonging and commitment to the organisation.

#### Improved Decision-Making

Effective consultation brings diverse perspectives to the table, which can lead to better decision-making. When employers engage with their workforce, they gain insights that might otherwise be overlooked. Collaborative decision-making ensures that choices are well-informed and consider the needs and concerns of all stakeholders.

#### Enhancing Workplace Culture

A workplace culture that encourages open communication and consultation is more likely to be inclusive and respectful. When employees perceive that their ideas and concerns are taken seriously, it fosters a culture of trust and respect. This, in turn, can improve morale and overall job satisfaction.

#### Addressing Employee Concerns

Listening to employees' concerns and grievances is a crucial part of employer consultation. It provides a structured process for employees to voice their issues, and it allows employers to address these concerns promptly and fairly. This can prevent minor issues from escalating into larger problems that can affect the workplace environment.

#### Compliance with Employment Laws

In Australia, there are legal requirements for employer consultation, especially when it comes to changes in employment terms and conditions, such as during enterprise agreement negotiations. Employers are obligated to consult with employees or their representatives as part of their legal responsibilities. Compliance with these regulations is crucial to avoid legal issues and maintain a positive employer-employee relationship.

#### Employee Wellbeing and Work-Life Balance

Consulting with employees about work-life balance, health and safety concerns, and well-being initiatives demonstrates a commitment to their welfare. This can lead to the implementation of policies and practices that support a healthier work-life balance, contributing to overall employee satisfaction.

The consultation process is a crucial aspect of not only developing an enterprise agreement to negotiate the terms and conditions of employment that will be included in the agreement but also in making decisions about workplace policies, procedures, and employee benefits. Through this process, the AFPA and independent bargainers play a significant role in the consultation process, representing the interests of employees and participating in negotiations with the AFP to ensure that the outcome is fair and beneficial to the employees.

For this process to be effective, it needs to align with various principles – including transparency to facilitate open and honest communication, mutual respect, and acknowledgement of each other's perspectives and experiences.

**With this in mind, the AFPA has proposed that the upcoming Enterprise Agreement should contain provision for a proper consultative committee to expand the existing consultation requirements.**

Given the AFP's comments surrounding the removal of conditions from the Enterprise Agreement into policy, and in keeping with the Government's commitment to genuine consultation, the AFPA proposes the establishment of a consultative committee no later than three months after the Enterprise Agreement 2024 – 2027 comes into effect. The consultative committee shall be made up of a representative of the AFP, the AFPA and a suitably qualified independent member by agreement and operate under agreed terms of reference. The committee will meet as a formal means of consulting and agreeing on the monitoring of the implementation and operation of the Enterprise Agreement, any proposal involving change affecting members' pay and conditions, and the development of policies, governance or determinations. Where agreement cannot be had, the matter could then be referred to an external body for arbitration.

While this is a substantial leap forward from the, at times, tokenistic consultation that can occur under the current Act's model consultation clause contained in the current Enterprise Agreement, the AFPA proposes to progress consultation even further with the development of an Australian Federal Police Arbitral Tribunal ("Tribunal"), mirroring that which existed under the *Australian Federal Police Act 1979* until the late 1980s. The new AFP Tribunal would be modelled on the previous AFP Tribunal and the current arrangements for the Northern Territory Police Arbitral Tribunal ("NTPAT").

The NTPAT was established under the *Northern Territory of Australia Police Administration Act 1978* and has jurisdiction to hear and determine all matters relating to the remuneration

and the terms and conditions of service of members of the police force other than the Commissioner, a Deputy Commissioner, an Assistant Commissioner or a member of the rank of Commander.

Consisting of a chairperson, a Minister's nominee, and a police association's nominee, it resolves issues through majority decisions and determines its own procedures. Meetings may be requested by the Commissioner or by the police association to attempt conciliation of matters with the assistance of an appointed conciliator prior to the matter being determined by the Tribunal. Failing the matter being settled, or in cases where the conciliator deems it inappropriate for conciliation, the matter is determined by the Tribunal, which will conduct a hearing and make a determination that is binding on all parties. Appeals to the Supreme Court are allowed but limited to questions of law.

#### CONCLUSION

In today's dynamic and competitive work environment, the role of employer consultation is more critical than ever. It is not just a legal obligation; it is a fundamental practice that can transform an organisation's culture, decision-making, and, ultimately, its success. Employers who actively engage with their employees, listen to their concerns and value their input will create a workplace that is more inclusive, productive, and fulfilling. By fostering a culture of consultation, organisations can adapt to change, address challenges, and create a thriving workplace for everyone involved.

**To achieve this and to enable the AFP to become an employer of choice, attract and retain skilled employees, and give all of its employees a sense of value and the working conditions they deserve, there must be true consultation embedded in the next Enterprise Agreement and a commitment by the AFP to working with the AFPA to legislate the AFP Tribunal.**

We understand that this is an ambitious goal, but it is achievable and would ultimately prevent matters from being escalated to the Fair Work Commission or Federal Court for determination.

The employment sphere has a history of change. From the *Conciliation and Arbitration Act 1904*, the introduction of annual leave in 1906, the removal of a separate minimum wage for women in 1972, to the *Fair Work Act 2009* as we know it now, the employment environment has been constantly evolving to provide better working conditions for employees.

It is now time for another step forward, one which sees employers genuinely working with employees to create a workplace that respects and values all its employees. ◀





The holiday season means upcoming celebrations, time off with family, and a bit more spending than is typical in other months. But the additional cash-splash can also mean extra household stress, particularly during an already expensive year.

If you're looking to have a relaxing festive season while avoiding a financial hangover, now is a top time to prepare. Here are a few ideas from Police Bank to get you started.

### Pre-book, pre-pay and pre-buy where possible.

Identify everything you're likely to pay for over the season and get ahead of as much as you can. Getting to the shops early or buying online can save you more than purchasing gifts last minute. You may also be able to get a better deal on flights and accommodation if you book early.

### Supercharge your savings now.

With higher interest rates available on some of our accounts, now is great time to put money aside for a January or February holiday, or even Christmas. By making regular contributions to a Police Bank Bonus Saver\* or U30 Super Charge\* account, you'll be rewarded for how much you stash away with transaction accounts.

### Plan a budget-friendly Christmas.

There are many little ways to reduce the costs of celebrations with friends and family. Ideas include:

- Asking guests to BYO drinks and food to share
- Choosing less expensive food options or cheaper grocery stores
- Arranging a Kris Kringle/Secret Santa, setting a strict spending limit for all gifts, or suggesting pre-loved or homemade items.

### Have a holiday at home.

If the cost of living has made the idea of a new year holiday stressful, consider having a staycation or banking the leave for another time of year without the Christmas premiums attached.

### Live frugally in the lead-up to the holidays.

There's still plenty of time left in the year to make some changes that could add extra dollars to your bank accounts. If you enjoy a weekly meal out, consider skipping that until the new year. If you're partial to a wine or beer, have an alcohol-free November and December. You could also cut back on subscriptions and replace a gym membership with outdoor training.

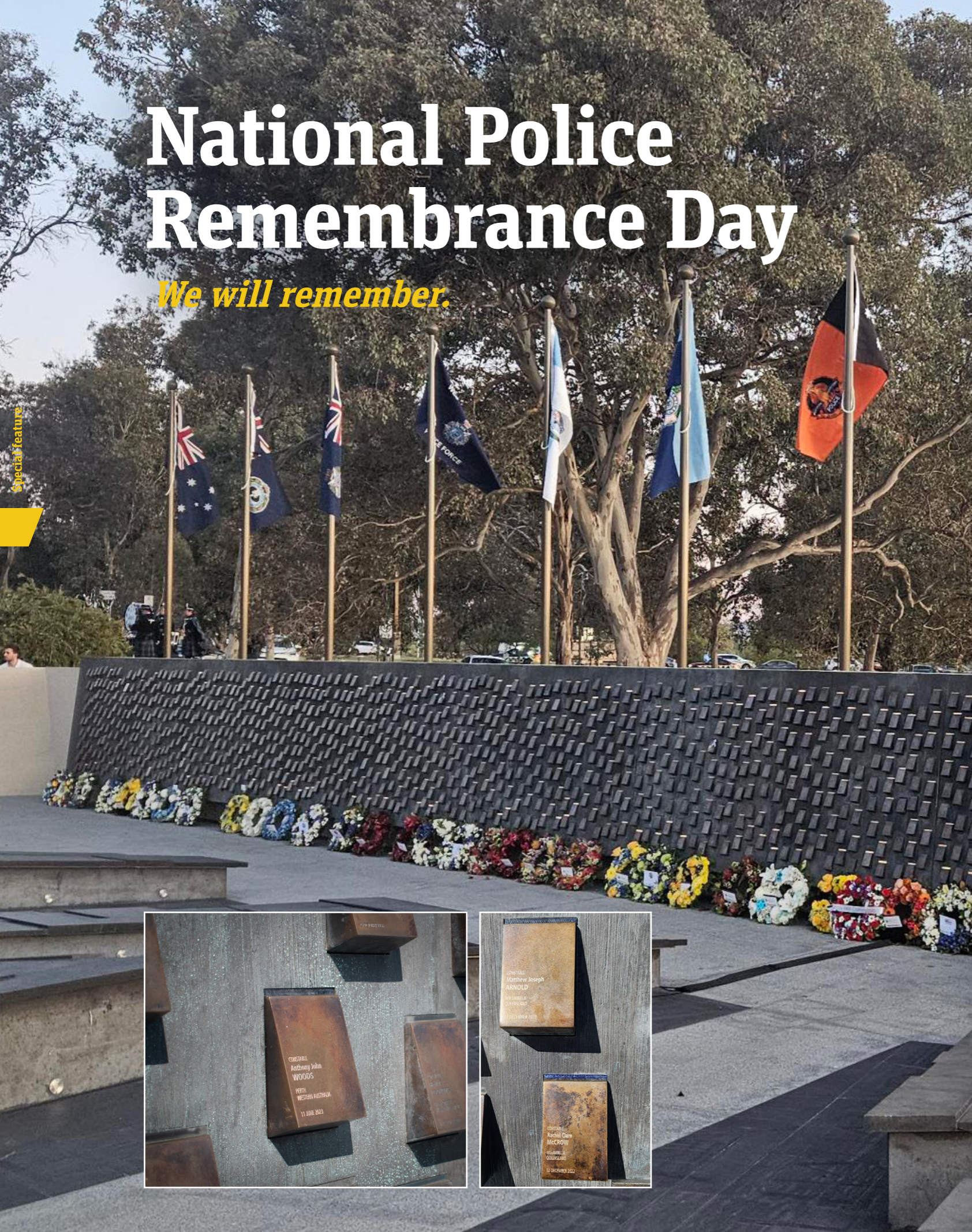
**Please reach out to our Police Bank team about your financial options for making this a stress-free Christmas. To get in touch, call 131 728 or visit our website on [www.policebank.com.au](http://www.policebank.com.au).**



# National Police Remembrance Day

*We will remember.*

Special feature



► This year's commemorations of fallen police members tragically saw three new touchstones added to the National Police Memorial. During the evening service, the National Carillon was lit up in blue and displayed images of Matthew, Rachel and Anthony in a moving tribute.

On behalf of the AFPA membership, AFPA President Alex Caruana laid a wreath in recognition of police officers from across the nation who have been tragically killed on duty or have died as a result of their duties.

Staff members from the AFPA National Office walked to the National Police Memorial in the morning and paid our respects, reciting the Police Ode and observing the touchstones.

### WALL TO WALL

Two weeks before National Police Remembrance Day and to mark the commencement of Police Week 2023, the Wall to Wall Riders arrived in Canberra after a mammoth ride honouring fallen mates and raising funds for the different Australian Police Legacy bodies.

### How the event began

In 2009, two mates, both police officers and both motorcyclists, started a conversation over a beer.

**"How about we organise some mates to ride to Canberra and meet at our National Memorial?"**

The Wall to Wall Ride has since become a focal point for all police members and highlights the positive image of police in the promotion of motorcycle safety and awareness. It is also a poignant charity event commemorating the service and sacrifices made by Australian police. Perhaps most importantly, the Ride serves to raise funds to support the work of the Australian Police Legacies and, by extension, support those police families who have lost a loved one.

### THE AFPA AND AUSPOL

The AFPA's own police welfare organisation, AUSPOL, supports AFPA members and their families in times of need.

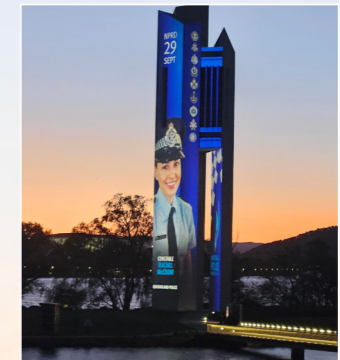
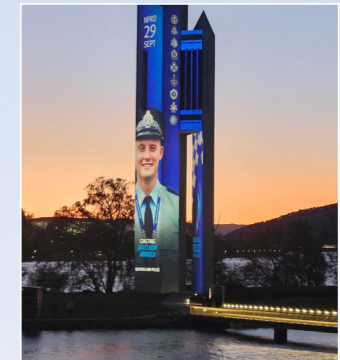
The AFPA membership team, in conjunction with our sponsors, was on hand at the EPIC showgrounds to welcome the Riders and conduct a charity raffle. We were able to raise over \$1000 of much-needed funds to support AFPA families.

**We would like to thank our amazing sponsors for their very generous donations to the AFPA raffle:**

- Hampers with Bite
- Dinner's Ready
- Supercheap Auto
- Cool Dry Covers
- The Coffee Club Australia
- Ringers Western
- Pet Circle
- Carroll & O'Dea Lawyers
- Police Bank
- Police Health



AFPA President Alex Caruana and General Manager Paul McCue attended the ACT Regional Morning Service at 9 am and the National Service at 4 pm. Both services were held at the National Police Memorial.





**HEART2HEART**

On September 28, the day before National Police Remembrance Day, the Heart2Heart Charity Walkers marked the final day of an epic walk from the centre of Australia to Canberra in recognition of first responders living with posttraumatic stress disorder (PTSD).

AFPA President Alex Caruana and General Manager Paul McCue attended a function at Government House where His Excellency Governor-General the Honourable David Hurley AC

DSC (Retd) and Her Excellency Mrs Hurley greeted the final day of the Heart2Heart Walk.

Alex then joined the Walkers at the National Emergency Services Memorial for the final march to Parliament House before delivering an address to the participants and supporters, thanking them for their incredible effort in raising awareness on this critical issue for Australian first responders. ◀



We again **acknowledge the role of Vince Pannell APM in organising the Walk from the very beginning to what was ultimately a national event bookended by events at Parliament House,** picked up by media outlets around the country and responsible for a notable injection of funds and awareness into the conversation around first responders' mental health.

Special feature



# I've Developed a Work-Related Psychological Condition, What Should I Do?



## WORK-RELATED PSYCHOLOGICAL INJURY

Many workers all over Australia suffer from psychological symptoms and conditions related to their employment, or from personal or non-work-related stressors, which result in them requiring treatment and time off work. This includes Australian Federal Police officers who, for example, may be exposed to a traumatic incident or incidents, who may have

been threatened by an offender/s, who may be subjected to bullying and harassment in the workplace, or who may not be coping with the nature, type or volume of work they are required to do. This can result in AFPA members developing a variety of different psychological conditions, such as post traumatic stress disorder, adjustment disorder, major depressive disorder, depression and anxiety and so on.

## WHAT SHOULD AFPA MEMBERS DO IF THEY HAVE A PSYCHOLOGICAL CONDITION?

If you believe you're not coping psychologically and you believe this is caused by your employment with the AFP, we recommend you consult a doctor as soon as possible. You should also notify the AFP in writing of your psychological condition and the incident or incidents that have caused or contributed to your condition. You should also submit an Australian Government Comcare Workers Compensation Claim form along with a Certificate of Capacity completed by your treating doctor.

## WHAT THEN HAPPENS WITH MY CLAIM?

Comcare will then determine whether you have suffered a work-related injury pursuant to the Safety, Rehabilitation and Compensation Act 1988 ("the Act"). s5A of the Act defines injury as follows:

- “ (a) A disease suffered by an employee; or
- (b) An injury (other than a disease) suffered by an employee, that is a physical or mental injury arising out of, or in the course of, the employee's employment; or
- (c) An aggravation of a physical or mental injury (other than a disease) suffered by an employee (whether or not that injury arose out of or in the course of the employee's employment), that is an aggravation that arose out of, or in the course of, that employment, but does not include a disease, injury or aggravation suffered as a result of reasonable administrative action taken in a reasonable manner in respect of the employee's employment...”

s5B of the Act defines disease as follows:

- “ (a) an ailment suffered by an employee; or
- (b) an aggravation of such an ailment; that was contributed to, to a significant degree, by the

employee's employment by the Commonwealth or a licensee.” In order for Comcare to accept liability for your condition, the condition (or the aggravation of a condition) must arise out of, or in the course of, your employment with the AFP, or in the case of a disease, your employment with the AFP must have contributed to the disease to a significant degree.

## WHAT IS REASONABLE ADMINISTRATIVE ACTION AND HOW DOES THIS IMPACT A CLAIM?

In addition, Comcare will consider whether your condition was caused as a result of reasonable administrative action taken. s5A(2) of the Act defines reasonable administrative action as:

- “ (a) a reasonable appraisal of the employee's performance;
- (b) a reasonable counselling action (whether formal or informal) taken in respect of the employee's employment;
- (c) a reasonable suspension action in respect of the employee's employment;
- (d) a reasonable disciplinary action (whether formal or informal) taken in respect of the employee's employment;
- (e) anything reasonable done in connection with an action mentioned in paragraph (a), (b), (c) or (d);
- (f) anything reasonable done in connection with the employee's failure to obtain a promotion, reclassification, transfer or benefit, or to retain a benefit, in connection with his or her employment.”

The definition of reasonable administrative action covers a wide range of different areas such as performance, discipline, suspension, counselling, transfer, promotion/demotion, and provision of employment benefits. If Comcare finds your condition is caused as a result of reasonable administrative action taken, liability for your condition will be declined. In our experience, a significant number of psychological claims are declined on this basis.

## IF MY CLAIM IS ACCEPTED, WHAT COMPENSATION AM I ENTITLED TO?

If Comcare accepts liability for your condition, you may have an entitlement to claim:

1. Reasonable and necessary medical treatment and rehabilitation expenses;
2. Payment of weekly wages;
3. Payment of lump sum permanent impairment and non-economic loss (pain and suffering) – however your condition must have stabilised before any such assessment can take place and you must reach the applicable thresholds; and
4. In some cases, the cost of domestic care.

## IF MY CLAIM IS DECLINED, WHAT SHOULD I DO?

If Comcare declines liability for your claim and you disagree with their decision, you have only 30 days to submit a reconsideration request form to them. When lodging a reconsideration request, we recommend you do not include too much additional information in the reconsideration request because this additional information

**CARROLL & O'DEA LAWYERS**



## 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



could be unhelpful to your claim. Instead, we recommend you keep it simple - state that you disagree with the decision, request Comcare reconsider their decision and attach any further medical or other evidence obtained in support.

Following a request for reconsideration, Comcare will issue a reviewable decision. If you are unhappy with that decision, you have only 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 a conciliation conference and then subsequently to a hearing in the AAT. The AAT is a no cost jurisdiction however, if you are successful in a claim in the AAT, then you could be entitled to

claim a portion of your costs from Comcare. Carroll & O'Dea Lawyers can assist AFPA members with an array of Comcare-related claims, whether it be that Comcare has accepted liability for the claim, and you wish to pursue an application for payment of lump sum permanent impairment and non-economic loss (pain and suffering), or if Comcare dispute liability for the claim, or any other part of it, including treatment expenses, and you wish to commence proceedings in the AAT. If you would like further advice regarding any aspect of your claim, please contact Carroll & O'Dea Lawyers on 1800 059 278 or via our Contact Page.

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

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



**CARROLL & O'DEA LAWYERS**





# JB's story

**AFPA Victoria / Tasmania Zone Convenor Jason 'JB' Bryant has had a long career in policing; starting in QPS, then moving to VicPol and finally the AFP, he's racked up 35 years wearing various Australian police uniforms.**

▶ During his AFP and AFPA careers, he has long been a staunch supporter of the members and the unionism cause, unafraid to pound the table and launch into a fiery speech, notably in support of the AFPA's Melbourne members. Alex particularly remembers JB's contributions in the leadup to previous EAs.

**"JB wears his heart on his sleeve, but that heart belongs to his AFP brethren around the country and the world. During any conversation of any measure of importance to policing, JB is among the most well-read and researched in the room, and will not suffer fools gladly."**

JB has historically taken a keen interest in member welfare, career progression bottlenecks, and appropriate recognition for extraordinary working conditions. This prompted an early move into the AFPA's network of Workplace Delegates and Zone Convenors, with JB soon becoming regarded as the font of all knowledge by members in the Southern Command.

**Sadly, JB was recently diagnosed with melanoma.**

The AFPA National Office's staff and National Executive are united in sending our best and most positive thoughts to Jason and his family. It has been a privilege to observe JB's strength and stoicism during our conversations with him.

Needless to say, after all of the selfless work JB has done for the AFPA, it has been time for us to dig deep and support our mate. We've heard that many, many members in the Melbourne office and elsewhere are also regularly reaching out to and catching up with JB at this time.

In conjunction with the AFPA, Melbourne delegate (and now Executive member) Nick Bryce arranged a trivia night on 25 August to raise money for JB's treatment and care. We would like to thank our sponsors who very kindly donated prizes for the event. Those sponsors are:

- Supercheap Auto
- Classique Watch
- Police Health
- Coffee Club
- Bryan Ramsbottom/Greg Diack Whisky
- Senator Jacqui Lambie
- Remedy drinks
- Police Bank

The AFPA also made a donation of funds as the final prize.

All funds raised went to Jason to fund his treatment. Donations were also being taken on the night for the Australian Skin Cancer Foundation (ASCF).

**The ASCF's mission is to provide support education, fund research and drive advocacy for melanoma and non-melanoma skin cancers. If you would like to make a donation to the ASCF, please use the links or codes below.**

Alongside these donations, and in the leadup to the event, the Wet Canteen Bottling Company made available a special whisky bottled in JB's honour.

So far \$6,350 has been raised for JB and the Australian Skin Cancer Foundation. You can still donate to the GoFundMe or purchase a limited edition bottle of 'The Fighting Spirit' inspirational single malt whisky (Password 'AFPAJB') using the links or codes at the end of the article.

\$20 from every bottle goes to JB. He's been overwhelmed and very thankful for all the support.

For Melbourne members purchasing a bottle of the whisky, please enter the delivery address as "155 Little Lonsdale Street, Melbourne, 3000" to remove shipping costs.

#### SCREENING FOR SKIN CANCER

There is currently no formal screening program for skin cancers in Australia. It is recommended that people become familiar with their skin through regular self-checks. If you notice any changes, consult your doctor immediately.

More information about early detection (including how to perform self-checks) is available on the Cancer Council's site.

#### PREVENTING SKIN CANCER

##### Protect your skin

For best protection, when the UV level is 3 or above, use a combination of sun protection measures:

- Slip on some sun-protective clothing to cover as much skin as possible.
- Slop on broad spectrum, water resistant SPF30 sunscreen. Put it on 20 minutes before you go outdoors and every two hours afterwards. Sunscreen should never be used to extend the time you spend in the sun.
- Slap on a hat - that protects your face, head, neck and ears.
- Seek shade.
- Slide on some sunglasses - make sure they meet Australian standards.



#### About Melanoma

Melanoma is a type of skin cancer, the most common kind of cancer diagnosed in Australia. Melanoma awareness is represented by a black ribbon, and Melanoma Awareness Month is observed each May in Australia and around the world.

The facts around melanoma are quite sobering. Melanoma is the most dangerous form of skin cancer as it can spread to other organs if not detected early. Detection and diagnosis is key to survival. While an individual with Stage 1 melanoma has a 99% chance of surviving longer than five years, that figure drops dramatically if the cancer spreads. Individuals with Stage 4 melanoma have just a 20% chance of surviving longer than 5 years.

**Australia has one of the highest rates of melanoma in the world; it is often referred to as 'Australia's national cancer'.**

Melanoma is the third most diagnosed cancer in Australian men and women and the most common cancer affecting 15 to 39-year-old Australians. More than 1600 Australians die each year from this devastating disease.

Melanoma Awareness Month aims to raise awareness and to encourage more people to get regular checks as well as raising much needed funds to help improve the prevention, diagnosis and treatment of melanoma.

For more information on melanoma, available support services, and Melanoma Awareness Month, follow the links or scan the codes at the end of this article.





**What is skin cancer?**

Skin cancer occurs when skin cells are damaged, for example, by overexposure to ultraviolet (UV) radiation from the sun.

There are three main types of skin cancer:

- basal cell carcinoma
- squamous cell carcinoma
- melanoma - the most dangerous form of skin cancer.

Both basal cell carcinoma and squamous cell carcinoma are known as non-melanoma skin cancer or keratinocyte cancers. Keratinocyte cancer is more common in men, with almost double the incidence compared to women.

Melanoma is the third most common cancer in Australians excluding keratinocyte cancers as data on incidence is not routinely collected).

Every year, in Australia:

- skin cancers account for around 80% of all newly diagnosed cancers
- the majority of skin cancers are caused by exposure to the sun
- the incidence of skin cancer is one of the highest in the world, two to three times the rates in Canada, the US and the UK.

Be extra cautious in the middle of the day when UV levels are most intense.

Most non-melanoma skin cancers do not pose a serious risk to your health but a cancer diagnosis can be a shock.

**If you want to talk to someone, see your doctor and consider reaching out to the Cancer Council on 13 11 20 for the cost of a local call.**

This service is available from 9am to 5pm, Monday to Friday (some states offer extended hours, as well as having medical professionals on staff and offering multilingual services).

The Cancer Council also administers the Cancer Council Online Community, where you can ask questions and participate in groups, forums and blogs (link and a scannable code can be found below). ◀



# Got Life Insurance?

## AFPA member:

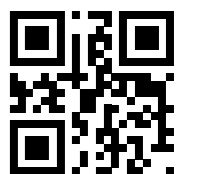
- Included in your AFPA subscription \$100,000 starting benefit
- Not medically underwritten
- Can take out additional units of cover for you and your spouse
- Membership fees are fully tax-deductible

## Non-member:

- Can be difficult to find insurers willing to cover police
- Medically underwritten
- Approx \$100 p/a (source - Compare The Market)
- Not tax-deductible



**Life insurance shouldn't be an expensive hassle just because you work for the AFP.**





# The Adam Dunning scholarship

By scholarship recipient South Australia Zone Convenor David Clark

I am a Senior Constable based at Adelaide Airport – a serving member for 31 years. I am attached to uniformed Aviation Policing at Adelaide Airport, providing the Counter Terrorist & First Response (CTFR) function and Community Policing. On the 19th of October 2019, I was formally announced as the recipient of the 2019 AFP Legacy Adam Dunning Scholarship.

## FOREWORD

Recently, an AFPA member travelled to Southern California to study local law enforcement procedures utilised during critical (notably terrorist-related) incidents.

South Australia Zone Convenor David Clark visited three different international transport hubs as an observer for the purpose of building on his extensive experience working at Adelaide Airport, after winning the 2019 Adam Dunning Scholarship.

This scholarship honours Protective Service Officer Adam Dunning, who died in the line of duty while deployed to the Regional Assistance Mission to Solomon Islands (RAMSI) in 2004. Adam was a beloved member of the team in Honiara and the AFP more broadly – and measures to honour his memory continue to this day. Members may know of Adam Dunning Drive, the main road running through the centre of the AFP training centre at Majura.

The scholarship provides financial assistance to further the successful applicant's knowledge within the context of protective security. It is valued at \$3,000 (\$1,500 contributed from AFP Legacy and \$1,500 contributed from AFP Protection).

I want to congratulate David for winning the scholarship and focusing on the Californian law enforcement model as one particularly relevant to airside crisis control techniques and best practices for protective security.

**Alex Caruana**  
President

► The scholarship is awarded to provide recipients with financial assistance to undertake a course of study or experience to further their knowledge in a protective security context.

My application was a submission to visit the Los Angeles International Airport Police to observe how their Emergency Services Unit (ESU) provides counter-terrorism and major incident response capabilities at Los Angeles International Airport. My intent was to gain insight into their planning and operations and use this for the benefit of the Protection Operations Response Teams (PORT) program at Australian airports, as well as the Counter Terrorism First Response (CTFR) function. In addition, I planned to conduct the same research at the San Diego International Airport.

The trip was delayed due to the COVID-19 pandemic and the resultant heavy restrictions on international travel; however, the original scope for the application still applied, and although the PORT program has now been fully implemented, my findings would ultimately still provide valuable information for its continued operation as well as the CTFR function.

I was well-received by all three agencies in Los Angeles. My tour started with a visit to the aptly named John Wayne Airport, policed by the Orange County Sheriff's Department's (OCSA) Airport Police Services Bureau (which forms part of OCSA's Transit Operations Command).

I was very fortunate to have been offered the opportunity for a flight in one of OCSA's helicopters. This was an exciting experience and gave me an excellent



insight into the operations of an air wing unit in such a large city. With flights over the LA beaches and even over the restricted airspace of Disneyland, I was truly thankful to the OCSA flight crew. On this day, fortunately for the citizens of Orange County, but unfortunately for me, it was raining. This reduced the number of police pursuits and serious crimes to zero for the time I was in the air – so no super low-level flyovers a la *Top Gun*, but certainly a highlight of my career!

My time with OCSA ended with a full tour of the John Wayne Airport, including a photo opportunity in front of the John Wayne statue. In 1979, John Wayne Airport was named in memory of the late movie star, who was a resident of Newport Beach. The terminal is similar in size to my own airport, Adelaide International, and the tour was a great opportunity to see how OCSA operated.

My next visit, and the primary visit for my tour, was with the Emergency Services Unit (ESU) of the Los Angeles World Airport Police (LAXPD). Although there is an extremely close and collaborative working relationship between LAXPD and the Los Angeles Police Department (LAPD), they remain separate agencies with different chains of command (both are ultimately administered by the Los Angeles Mayor's Department).

The ESU is a fully capable and equipped special weapons and tactics (SWAT) team providing critical incident response capabilities for the entire operational jurisdiction of Los Angeles Airport and its surroundings. This autonomy was one of the major differences observed between Australian and Californian operations; Australian airports rely on a critical incident response from the relevant State or Territory police agency. However, in the scheme of things, I believe incident response time and quality of the operational response would be similar to what the State police agencies provide in Australia.

The size and complexity of the operational area for policing of Los Angeles Airport was amazing; the airport consists of nine terminals and over 150 gates, with international passenger movements of 3.4 million passengers per month. It was a very rewarding experience to see such a large-scale policing operation functioning inside a massive airport.

My final experience was a quick trip down to the US-Mexican border and the city of San Diego. The San Diego Harbor Police are responsible for policing San Diego International Airport and San Diego Harbor. The airport was undergoing major renovations at the time of my visit, expanding for increased flight capabilities

in a space surrounded and restricted by military operations of the US Navy. The terminal is similar in size to my own airport, and it was a great experience to see the diversity of passengers. The highlight was a ride-a-long with one of their harbour patrols, encompassing a fantastic ride out past all the Navy facilities and under the massive Coronado Bridge, which crosses over the bay, linking San Diego with Coronado, California. It was a fantastic sight to see, especially from the San Diego Harbor Patrol boat. Surrounded by warships and being buzzed by US Navy choppers and even some fighter jets, I was told this was a quiet time for the US Navy personnel serving at San Diego!

This experience was truly a career highlight. The learning outcomes and raw experience were immeasurable. If anyone is considering applying for an AFP Legacy scholarship in the future, I thoroughly recommend doing so – whether it be for an experience-based learning program or a study program, it is a great opportunity.

I also strongly recommend considering (if you don't already) supporting a police welfare program. The AFPA's police welfare foundation, AUSPOL, delivers critical support to members in need. Deductions can be made either as one-off or ongoing through deductions in Insight. ◀



# Career Transition Program

Do you have a long-term injury but are motivated to work?  
See how these AFPA members found a new future.

Returning to work after an injury can sometimes be a daunting experience for employees. According to the Comcare Scheme performance report, after spending 20 days off work, an employee has a 70% chance of ever returning to work. After 70 days, the likelihood of returning to work drops to just 35%.

But for a group of long-term injured Australian Federal Police Association (AFPA) members, a new program has helped them find a new future – the Comcare Return to Work (RTW) Pilot Program.

This voluntary program was launched in October 2021, as an Australian first and was a collaboration between Comcare, the EML Group and several government agencies including the Australian Federal Police (AFP). The program delivered a bespoke return to work experience for long-term injured employees and was designed to address common barriers to seeking new employment, such as lack of confidence, skills gaps and mental health issues.

Ten AFP members were referred into the program with six members successfully securing alternative employment.

Here is the story of one of those members.

## SARAH'S JOURNEY

Sarah participated in the program after suffering a psychological injury in 2018 and being diagnosed with post-traumatic stress disorder and major depressive disorder. She was unable to return to her previous job and was facing financial hardship.

**"I felt like my life was over. I didn't think I would ever be able to work again."**

Sarah

Sarah joined the pilot after two previous failed return to work programs and had little confidence in seeing herself return to work and gaining independence.

The program coach worked together with Sarah to identify suitable work goals for her based on the results of her Birkman assessment – a unique methodology for assessing personality through positive psychology. They wrote several selection criteria responses together and transformed Sarah's resume

to focus on her achievements rather than her responsibilities. They also worked on improving Sarah's interview performance which helped her to stand out from other candidates and ace her interviews.

Following several successful interviews, Sarah was offered two positions within the Australian Public Service. Her coach supported her through the decision-making process and she eventually accepted a position with her current agency.

Thanks to the RTW Pilot Program, Sarah is now employed full-time in a new field. She is grateful for the program's help and encourages other injured workers to take advantage of it.

**"The RTW Pilot Program gave me hope when I didn't have any. It helped me to believe in myself again and to see that I could still have a successful career."**

Sarah

## ABOUT THE PROGRAM

The collaborative program helped participants get back on their feet by providing them with:

1. Assessment and customised coaching to help injured workers understand their strengths, weaknesses and career goals.
2. Planning and placement assistance to help injured workers find new jobs that match their skills and interests.
3. Employer support services, such as access to career coaching modules and tools for capability uplift and job matching.
4. Access to an extensive library of modules that they could select from based on their unique situation.

## THE BENEFITS OF THE PROGRAM

The RTW Program has a number of benefits for injured employees, including:

- Increased confidence and self-esteem
- Improved job prospects
- Reduced financial hardship
- Improved mental health
- Increased productivity
- Improved quality of life

## STRONG RETURN TO WORK OUTCOMES

The RTW Program has now commenced its second year of operation. Evaluation of the initial 12 months has shown promising results with 40% of participants finding new employment. This is significantly higher than the national average for injured workers. A final evaluation report produced by Taylor Fry and Monash University is expected in late 2023. Early evaluation findings indicate that participants who attended the program were 247% more likely to achieve an RTW outcome within six months of program commencement than those who did not attend the program. This indicates that the program had a strong positive effect on RTW outcomes.

With long periods of time away from work, it becomes increasingly more difficult for people to return to the job they had. Achieving a number of positive work outcomes after a relatively short intervention period represents a highly successful program.

## WANT TO KNOW MORE ABOUT THIS PROGRAM?

If you are interested in learning more about the RTW Program, please contact your case manager.

\* Scheme performance - Overview | Comcare, <https://www.comcare.gov.au/scheme-legislation/scheme-performance/overview>

Australian Law Enforcement –  
Support us to support them



**“Paying it forward”**

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

We need every AFPA member to contribute.

[www.afpa.org.au/auspol/](http://www.afpa.org.au/auspol/)





# Kayt's comeback from cancer

**Kayt Howe's recovery from Stage 4 Non-Hodgkin's Follicular Lymphoma has been turbocharged, giving her more energy and helping her get back to her regular weight.**

The Police Health member who's a current serving Police Officer, started Valion Health's Cancer Support Program in April 2023, which helped her lose 10 kilograms and reduce her mental and physical fatigue.

She achieved that after Valion Health created a tailored program that included support from an Exercise Physiologist, a Dietician, a Psychologist, and some online yoga classes.

## FROM THE COMFORT OF HOME

But what makes it extra impressive is that Kayt did all of this despite living in the country Australia, which is reported to have limited access to healthcare.

"This program was exactly what I needed," Kayt said.

"I now have an exercise program that was tailored to my capacity, and the dietician gave me some excellent advice with a sensible eating plan instead of trying to crash diet."

The program is available to eligible Police Health members who have Gold Hospital cover or Gold Combined cover at no extra cost.\*

## WHAT IS NON-HODGKIN'S FOLLICULAR LYMPHOMA?

The Cancer Council says that non-Hodgkin lymphoma is a type of lymphoma, a cancer that begins in the lymphatic system.

The lymphatic system is an important part of the immune system and includes the various lymph glands around the body. Non-Hodgkin lymphoma most commonly occurs in a lymph node but it can grow to form masses in organs or bones.

There are more than 60 sub-types of non-Hodgkin lymphoma and they vary in how fast they grow and spread.

## LIFE CHANGING CARE

Kayt said she remains thankful to the staff who coordinated her program through phone calls and video calls.

"None of those services was otherwise easily accessible as I live in a small town....," Kayt said.

"While I still fight with fatigue on a daily basis, the exercise program has significantly improved things and I expect to reap the rewards well into the future."

"I really enjoyed the program and would recommend it to anyone else who may be struggling with the effects of chemo and cancer."

Valion Health's Danielle Parent is a registered nurse with extensive international experience, with oncology and haematology expertise. She said it was important to note the complexity of lymphoma and how Valion Health's program helps participants like Kayt.

"As lymphoma can invade bone marrow and form masses in organs, treatments to cure lymphoma are often harsh," Danielle said.

"Fatigue is a long-term side effect we see not only in members with lymphomas but across all cancers. It is one of the most common presenting complaints we encounter and can include both physical and cognitive impacts."

"Fatigue doesn't stop because treatment is finished and it often requires specialist input to progress members towards

recovery. Luckily, we have multiple disciplines in our program like exercise physiology, dietitians, psychologists and nurses who can tackle these and other persistent side effects from all angles."

## A COMMON DIAGNOSIS

Cancer Australia found that in 2018, non-Hodgkin lymphoma was the sixth most commonly diagnosed cancer in Australia.

It was estimated that it will remain the sixth most commonly diagnosed cancer in 2022. Non-Hodgkin lymphoma makes up approximately 90% of lymphoma cases in Australia.

**In 2018, there were 6,438 new cases of lymphoma diagnosed in Australia (3,735 males and 2,702 females).**

In 2022, it is estimated that 7,397 new cases of lymphoma were diagnosed in Australia (4,267 males and 3,130 females), and it is estimated that a person has a 1 in 40 (or 2.5%) risk of being diagnosed with lymphoma by the age of 85 (1 in 35 or 2.9% for males and 1 in 48 or 2.1% for females).

## HOW DOES THE PROGRAM WORK?

Available to our members\* and fully-funded by Police Health, this program is a 12-16 week tailored virtual care program that's provided by a team of experts in supportive cancer care for people with, or recovering from, cancer.

It's delivered by our partner, Valion Health, who will connect with you using video call, phone and other tools to provide you with high quality,

personalised cancer care and support from the convenience of your own home.

Valion Health will work with your medical team throughout the program, and services include;

- An initial assessment
- Three hours of nursing care coordination, provided by expert oncology nurses (including education and navigation)
- Two sessions with a Psychologist
- Six sessions with an Exercise Physiologist or Dietitian (depending on your needs)
- A repeat assessment at program completion to ensure all goals have been met
- Education modules and access to a participant app
- Your choice of either a Care Pack (exercise tracker, exercise bands, selection of care items and welcome note) or six online group yoga/exercise sessions.

For more information please feel free to contact us, or Valion Health directly on 1300 561 020 or by emailing [info@valionhealth.com.au](mailto:info@valionhealth.com.au).

\*Waiting periods may apply, to be eligible you must meet the following criteria;

- Be covered with our Gold Hospital cover or Gold Combined cover
- Currently receiving active anti-cancer treatment, or, have completed treatment within the last 24 months, or, have a diagnosis of advanced (metastatic) or incurable cancer
- Be over 18 years of age
- Have a PC, laptop, tablet or smartphone with a webcam and microphone and/or telephone



**I really enjoyed the program and would recommend it to anyone else who may be struggling with the effects of chemo and cancer.**

Kayt Howe

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](http://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.

For your own peace of mind, visit [policehealth.com.au](http://policehealth.com.au)



COVER LIKE NO OTHER

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



# 2023 SNAPSHOT

## MEMBERSHIP

395

New members in 2023



### By Zone:

- 429** Protective Service Officer
- 160** WA
- 181** Forensics
- 289** QLD
- 631** Canberra
- 82** SA
- 1015** Community
- 186** Executive/International
- 420** VIC/TAS
- 30** NT
- 420** NSW



## MEDIA AND COMMUNICATIONS

Total visits to AFPA site: **68,138**

Top three most-viewed pages on our site were:

- 1. Member Discounts**  
**5,434 visits**  
(<https://www.afpa.org.au/member-benefits-2/member-discounts/>)
- 2. Enterprise Agreement**  
**3,246 visits**  
(<https://www.afpa.org.au/future-enterprise-agreement/>)
- 3. AFPA Magazine**  
**2,936 visits**  
(<https://www.afpa.org.au/news-events-public-site/afpa-magazine/>)

EDMs **Total delivered** **221,310** **Total unique opens** **172,503** **Average open rate** **78%**

## FINANCIAL AND WELFARE ASSISTANCE



AUSPOL and AFPA welfare	<b>\$31,494.64</b>
AFPA insurance	<b>\$283,000</b>
Total welfare	<b>\$314,494.64</b>
Contributed to badge board requests	<b>\$15,455.20</b>
Household assistance (meals, cleaning, gardening)	<b>260</b>

## LEGAL AND INDUSTRIAL



**715** Total cases opened since 1 January 2023

This included:

- 83** Assisting 83 members with Comcare claims
- 66** Assisting 66 members with PRS matters
- 3** Assisting 3 members with COVID related exemptions
- 60** Assisting 60 members with promotion or transfer matters
- 63** Assisting 63 members with payment issues
- 5** Assisting 5 members with Fair Work Commission matters

**\$1,000,000** in value (approx.)

(As of 6/11/23)



## GOVERNMENT

- ▶ The possible introduction of presumptive legislation for mental health injuries.
- ▶ A neutral presumption for bail for people who attack police by driving a vehicle at them.
- ▶ Reintroduction of the 'Friends in Policing' event to support and enhance the relationship between the AFPA and parliamentarians.



# Profile - AFPA General Manager Paul McCue

In August 2023, and after eight years as President of the Northern Territory Police Association (NTPA), Paul McCue was appointed General Manager of the Australian Federal Police Association (AFPA). Here is a brief introduction from Paul as he makes Canberra his new home.

► By way of a very brief introduction, I commenced with the Northern Territory (NT) Police in November of 1990 and have worked within the policing environment most of my life. I worked primarily in uniform from the Top End to the Desert, working in Darwin, Alice Springs, and Yulara.

A stint away from policing in the early 2000s eventually led me to the Fair Work Ombudsman, where I quickly established a passion for industrial relations, seeing the challenges from both sides of the fence.

After returning to policing, I moved full-time into a role with the NTPA in late 2012, firstly as their Field Officer, before being elected President in 2015, a position I remained in until May of 2023.

I remain a current serving police officer, on leave to work with the AFPA as your full-time General Manager, and I thank the National Executive for the opportunity to do so.

The AFPA, like all police unions and associations across the country, face challenging times. With police forces faced with the unthinkable, struggling to fill vacancies and attract enough people to join what is a rewarding yet challenging career, there has never been a more important time to get ahead of the game. Frankly, the government has to start thinking outside the box and develop incentives to create a working environment members of the public not only want to be a part of but want to remain in for an extended period of time. Community safety depends on it. So, where does that leave the AFPA?

Despite the many challenges, it is an exciting time to join your Association. Remember, the AFPA is you and every member who contributes, and we can collectively influence the government and the Commissioner to support ways of attracting and retaining people to the AFP and improve your conditions at the same time. This was no more obvious than from my recent attendance, with President Alex Caruana, to the inaugural recruitment and retention summit held in Melbourne.

The summit, developed through the Police Federation of Australia, had representatives from all unions, associations, and police forces across Australia. What is plainly obvious is the statistics do not lie. Recruiting and retaining police has never been so important, and with many of our nation's police forces again looking overseas to fill the void, this band-aid is not the long-term solution.

Since beginning with the AFPA, I have commenced the process of reviewing our framework to enable us to get ahead of the game. From our Legal and Industrial team and our strategy over the coming 5 years to our communication, website and database capabilities, we will be ready.

Our Member Services team have commenced the development of a new delegate training package, to be rolled out over 2024, to ensure our hard-working volunteers in the workplace have the tools they need to best help our office and you in the workplace. Finally, if you know of anyone who is not a member of the AFPA, I leave you with the following theme from a respected former senior officer from the NT on the day of his retirement:

“I am not a member of the Association for me; I am a member for the person I work with, the person next to me doing it tough, and the person I attend the difficult job with. I hope I never need the Association, but I am comforted knowing that my contributions mean help will be there for me, or my colleagues, when we need it”.

**Collectively, we can make a difference.**

I look forward to working with you all and meeting many of you along the way.

Stay safe,

**Paul McCue**  
General Manager



“I am not a member of the Association for me; **I am a member for the person I work with, the person next to me doing it tough, and the person I attend the difficult job with.** I hope I never need the Association, but I am comforted knowing that my contributions mean help will be there for me, or my colleagues, when we need it”.

AFPA General Manager  
Paul McCue





# Profile - new AFPA Industrial Officers

I am very pleased to introduce two new members to the Legal and Industrial team. Both have extensive experience in the workplace relations space in complementary areas, and I am especially happy with how quickly these skills have benefited the team and by extension, the AFPA membership.

- Giles Snedker, Manager Legal and Industrial.

## NERIDA WARREN - INDUSTRIAL OFFICER

I have spent most of my life in Canberra and was drawn to advocacy early in my career. I have spent the last 10+ years working with some of Canberra's most vulnerable people, including the elderly, young mothers, people experiencing homelessness and people with drug dependencies. In 2022, I completed a Bachelor of Science (Psychology), majoring in counselling – which has enhanced my ability to engage with people and understand their needs. My most recent role was in the Human Resources section at the Department of Health and Aged Care. This role provided the opportunity to work across various teams, including Data and Reporting, Inclusion, and Workplace Relations. I feel that this recent HR experience has provided valuable skills that will assist me in the role of Industrial Officer. ◀

## LELAND BARNETT - INDUSTRIAL OFFICER

I am a practising solicitor registered to practice within the jurisdiction of the ACT and the ACT Supreme Court. Since being admitted to the Supreme Court in 2021, I have developed a keen interest in employment and industrial law. Over the last four years, I have worked extensively within the fields of workers compensation, private estate law, commercial and residential conveyancing, mental health advocacy & civil litigation. I pride myself on my ability to work across an extensive array of civil legal fields, as well as to be present in litigation and best advocate for my clients.

Outside of the office, I enjoy reading history, neurology, psychology & military law. I'm also an enthusiastic ultra runner, and I'm always preparing for my next race! ◀



# Professional Standards

## AFPA member:

Legal and industrial advice is **included** in your membership dues

You aren't left out of pocket when someone makes a vexatious complaint about you

Your Industrial Officer will also help coordinate any necessary support you may need from the AFPA Membership Team

## Non-member:

You'll need to engage your own lawyer; starting rates are \$400-800 per hour

The lawyer you engage may also not be an expert in PRS matters

You could be left in severe financial hardship for doing nothing wrong



Contact us as soon as you are made aware of a Professional Standards matter involving you. You have the right to speak to us first.





## 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



# Save on roadside assistance

For a limited time, AFPA members can get award-winning roadside assistance from as little as \$80 – saving you \$49.\*

As the largest roadside assistance network in Australia, we'll get to you fast wherever you are. Plus, you'll also unlock benefits, rewards, experiences and ways to get involved with My NRMA.

Simply scan the QR code to log into your AFPA Member Advantage portal and find this exclusive offer in the AFPA area of the marketplace.







treating the possession as less than a speeding fine is in my view a potentially disastrous policy change.

We were also appalled when it was revealed that ACT Labor deliberately 'kept it quiet' during the last election campaign, yet introduced the changes at the first opportunity once the election dust had settled. Even the Greens Leader, Shane Rattenbury, said "You might have mentioned it" during the campaign.

To us, this demonstrates bad faith with the community and demonstrates a lack of legitimate mandate for these changes. My office receives multiple emails every day asking for these laws to be stopped. To be clear, I spoke against these laws when they were first introduced, opposed them at every stage in the Assembly, and we will repeal them should we win government.

**These changes are even worse when considered how they intersect with other policy settings that make policing more difficult and our society more vulnerable.**

First are the lax laws on Outlaw Motorcycle Gangs. We have stated for a long time that the ACT having the weakest laws regarding OMCs is problematic. Adding quasi-legalised drug laws into that mix is a recipe for disaster.

Next is the position on bail and repeat offenders in the ACT. Operation TORIC was an outstanding police response to what is essentially a policy problem. We have called for a full review of bail and sentencing in the ACT for some years. While we achieved some reforms during the year, I remain committed to a full review to make sure we get the balance right to keep police and the community safe from repeat offenders.

We have also had several distressing and tragic incidents in the last year that show the real-life dangers met by the community and police officers. I find it appalling to hear repeat stories of offenders driving at and seriously injuring police officers on our roads. We are all heartbroken to hear of the tragedies such as happened to the McLuckie family and others, whose children and loved ones are ripped from them by dangerous, anti-social and often criminal conduct.

Finally, I have been looking at and am aware of the health and well-being of our officers. Policing is a complex, difficult job at the best of times. I want to acknowledge the service and sacrifice so many make, and to recognise the toll that takes.

**It is our job, as legislators, to generate reasonable, enforceable laws with the full knowledge and support of our community.**

I do not believe that is happening as well as it should, and I commit to working in an open, collaborative manner with our police in a genuine collaboration that supports the important work being done by you on behalf of our community.

**I wish all those serving in this sector the best for the holiday season, a safe and happy new year, and the very best for 2024.**

**Jeremy Hanson, CSC, MLA**  
Shadow Minister for Police

End of Year Message from Jeremy Hanson

# How We Can Support Our Police Better In 2024

It has been a big year for the ACT community, and for the police who so diligently serve it.

First, the good. After many years lobbying and questioning, including the AFPA standing up repeatedly for its members, the government has promised to increase police numbers in the ACT. This has come after repeated reports showing the ACT has the lowest number of police per capita. It came to a head when we pointed out to the Minister that there were actually less police in Canberra in the last year than there were ten years ago – despite Canberra growing by around 70,000 people.

While I welcome this belated recognition that police do not have the personnel or support they deserve or the community requires, we will continue to push to make sure those officers do get into service and we will do everything we can to speed up the process and get more support sooner. We are also pursuing the state of facilities for our police service. I hear from members that many of the stations and facilities are at the end of their useful life,

and in many cases not up to the standard required. This is unacceptable for such a vital community service and will be a focus for the Canberra Liberals as we approach the election next year. There are also the very concerning issues around changes to drug laws in the ACT which have now become active. I opposed these laws at every step – the damage and wreckage caused by drugs like heroin and ice cannot be underestimated, and

Want to receive all of our media releases as soon as they are published?

Go to [www.afpa.org.au/media-releases-signup/](http://www.afpa.org.au/media-releases-signup/)







# End of Year Message from Mick Gentleman

MLA, ACT Police and Emergency Services Minister

We are quickly reaching the end of 2023 and as the year draws to a close, I am continually grateful for the actions of ACT Policing over these past 12 months. Every day you work to make Canberra a safer place, despite the immense challenges faced by members over the last year.

I am proud of the many ways that the ACT Government has been able to support police officers to do their jobs and keep Canberra safe. We recognise this hard work and ongoing commitment of every member of ACT Policing.

We have made substantial investments in police resources across the Territory and have listened to your calls for improved legislation, particularly on road safety.

In this magazine last year, I reflected on the year's horrific road toll. In response to this, we have now passed into law new powers to tackle the increase in dangerous driving. License suspensions, vehicle seizures, and increased fines and sentencing are ways that we can reduce people driving recklessly. On top of this our community education and awareness campaign has helped to highlight the dangers that reckless driving poses and the penalties drivers can face.

Alongside this, we were also proud to open the new ACT Road Policing Centre in Hume. The state-of-the-art centre enhances our

police capacity to crack down on this driving. Operation TORIC continues too, now surpassing 300 apprehensions since its inception, and further preventing this reckless and unsafe driving that causes so much pain each year.

As you well know, every death on our roads is preventable and by increasing this capacity, we provide the tools officers need to ensure that these deaths are prevented. The much-reduced toll this year has meant many more families spend more time together and this is something that I reflect on as a great achievement of ACT Policing. We know that 3 road deaths

are still too high, and we are committed to supporting your ongoing work in any way we can, so that we get closer and closer to our important goal of reducing fatalities and serious injuries on our roads.

In light of this, the tireless work you do doesn't come without its challenges. AFPA provide a range of important welfare and support services, to its members. I encourage you to utilise the welfare support services AFPA provides to members or their families when death, illness, injury, or other severe hardship occurs.

I am proud to have a strong partnership with AFPA and recognise the support and advocacy provided to their members.

This year, I was proud to announce the ACT Government's commitment to enhance community safety by investing over \$107 million in the recruitment of 126 ACT Policing personnel over the next five years. I am proud to be the Minister

supporting this largest single investment ever made in ACT Policing. We have been able to support more police officers in crucial areas of population growth and increase resources to bolster the capacity of officers to keep Canberrans safe.

We have also successfully launched our online reporting portal, adding an extra way for Canberrans to report non-urgent offences. This platform frees up valuable police resources and enables members of the public to have greater flexibility and capacity to report crimes and allows police officers most efficiently and appropriately. These investments allow police to do their jobs more efficiently, which we know is crucial to public safety and respond to Canberrans quickly.

The ACT Government is continuing to invest and enable Police Ambulance and Clinician Early Response (PACER) team to operate daily into next year to ensure a responsive and measured approach to mental health support in the Territory. The work of this team cannot be understated, and it is crucial to equip them to perform their jobs in the best way that they can. This funding injection as a whole allows

ACT Policing officers to be best supported and kept safe while working and supports vulnerable Canberrans to be safely supported into the future.

I commend each and every one of your actions, that every single day helps to make Canberra such a safe city to live in and allows our vibrant culture to flourish.

Thank you to all those who will be working over the holiday season; you who are essential to Canberrans' safety at this busy time of year and your sacrifice does not go unnoticed.

I wish you all a safe and enjoyable holiday season, and I do hope you get to spend moments celebrating or relaxing with loved ones.

Mick Gentleman,  
ACT Minister for Police and  
Emergency Services





# End of Year Message from Shane Rattenbury

ACT Attorney-General

As the end of the year approaches, I'd like to take this opportunity to thank ACT Policing for your ongoing commitment and efforts in the ACT community. You play a critical role in the ACT justice system and, in my role as Attorney-General, as well as a member of the community, I appreciate the role you play as we all strive towards a better and safer ACT community.

I'd also like to reflect on some of the issues we've been working on, as well as flagging for you a few of the changes we've made to police powers, some of which are already in operation.

You've probably heard the phrase "an eye for eye", as well as "turn the other cheek" – both Biblical phrases, and concepts that have long histories in human civilisation. It occurs to me as we seek to address the many challenges in our complicated justice system that, in many ways, the justice system is our ongoing

attempt as human beings to find the right balance between these two perspectives.

## Is "an eye for an eye" an effective deterrent?

On the other hand does "turning the other cheek" – or seeking to employ empathy and understanding - enable transgressive behaviour that we want to prevent?

An issue that has received close attention recently, and raised some of these questions, is dangerous driving.

**It's an area of criminal behaviour that can create a great deal of suffering to victims – and I know Police have also suffered trauma on the front line.**

In effort to help find solutions to this problem, I recently convened a dangerous driving roundtable dedicated to finding ground between punitive deterrents to dangerous behaviour, and deterrents that take a broader and more nuanced approach. The goal is the same – to keep the members of our community safe, including the dangerous drivers themselves.

The roundtable was very productive and informative, with attendees including Deputy CPO Doug Boudry, Superintendent of Road Policing Matt Craft, Rod Katz from the ACT Road Safety Advisory Board, and Associate Professor (AP) Dr Vanita Parekh AM, also from the Road Safety Advisory Board as well as being Canberra Health's Research Director of Clinical Forensic Medical Services.

**As many of you will know, in 2022 the ACT experienced its worst yearly road toll in a decade. Deputy CPO Boudry also presented the crime statistics the Police are dealing with, including an increase in dangerous, furious or reckless driving offences.**

During the roundtable, we discussed ways to influence and change driver choices and behaviour, both within and outside the criminal justice system. We looked at options within sentencing, including diversion programs, mandatory suspension, and education and therapy programs as part of sentencing.

We also considered whether repeat offenders and those on court orders require a different strategy to "one-off" offenders.

The broader culture of driver, rider and pedestrian behaviour in the ACT was also a focus of discussion, as well as factors such as road sharing, mobile phone use, road design, speed limits and signage.

It is clear there is a lot of work to do in the dangerous driving space, and it needs to cover a range of areas and a range of 'cohorts' – from recidivist offenders using vehicles to commit other crimes, to inattentive regular drivers, to people involved in 'hooning' behaviour.

**The outcomes from the roundtable will be pursued in addition to the Government's response to the Assembly Committee's inquiry into dangerous driving.**

This inquiry report contained 28 recommendations, a majority of which the ACT Government has now agreed to implement, already implemented or agreed to in principle.

The full ACT Government response to the Inquiry is available here: [ICS-16-Inquiry-into-Dangerous-Driving-Government-Response-tabled-on-29-August-2023.pdf \(act.gov.au\)](#)

Repeat offenders require particular attention, both due to the threat to public safety that they represent and due to the complex issues that lie behind their behaviour. 'Tough on crime' approaches have regularly been shown, in jurisdictions across the globe, to be ineffective at addressing the underlying causes of crime. We know that particularly for young people, early entry into the criminal justice system may perpetuate cycles of offending and disadvantage, which in turn creates further risk to the community down the track.

I'm pleased to report that the newly-established Law Reform and Sentencing Advisory Council will also consider many of the issues around dangerous driving. The composition of the LRSAC will ensure that many different voices and stakeholder perspectives can inform the actions we take in this area, going forward.

**The bottom line is that I'm keen to work collaboratively with stakeholders, including ACTP, to develop innovative and effective ways of addressing dangerous driving, so that our 'Vision Zero' becomes a reality.**

I know that the perspective of people working "at the coal-face" in any field is always a little different from those standing at a greater distance. My attitude is that we all need to work together, and share and value different perspectives.

If the "coal-face" is the scene of a serious road accident, the sense of powerless anger, frustration and sadness must be hard to deal with.

**For those of you who experience this, I hope that new enforcement tools such as license suspension and vehicle confiscation are increasing your sense of effectiveness in making our roads safer.**

The new offence of 'unauthorised entry of a motor vehicle' will address criminal activity such as carpark break-ins and a person entering unlocked vehicles to steal the contents of a vehicle, further increasing effectiveness.

**Meanwhile, I hope the upcoming holiday season is a safe and happy one for all of us.**

**Shane Rattenbury**  
ACT Attorney-General



# When family planning doesn't go to plan

Starting a family can be an exciting time, however, it doesn't always go to plan. In Australia, one in six couples experience difficulty falling pregnant at some stage in their family planning journey. Infertility can affect anyone. Overall, one-third of infertility cases are caused by female reproductive issues, one-third by male reproductive issues and the other third by combined or unknown factors.

It can be hard to know when to seek help with your family planning journey. If you are aged 35 years or over and have been trying to conceive for six months or more or are under 35 and have been trying for 12 months or more, without success, then it may be time to seek help. Assisted reproductive technologies (ART) such as in-vitro fertilisation (IVF), have been helping people to have babies for over 40 years.

If you find yourself needing assistance to start your family, the amount of information available to you can be overwhelming. IVF treatment is available at over 80 fertility clinics across Australia that are accredited by the Reproductive Technology Accreditation Committee of the Fertility Society of Australia and New Zealand. To book an appointment with a fertility specialist you must have a referral from a General Practitioner (GP). Fertility treatment can be physically, emotionally and financially demanding, so it is important to find a clinic and specialist that is right for you.

## CHOOSING AN IVF CLINIC

Choosing an IVF clinic is a very personal decision, there are many factors that need to be considered. It is important to look at each clinic as a whole, the range of treatment options, the clinic success rates, the qualifications of the fertility specialists, counselling options, cultural factors, location, accessibility, wait times and costs. For most people, cost will rank as one of the most important factors.

When considering IVF, it is important to note that it will likely require multiple cycles. According to VARTA, Victoria's statutory authority on assisted reproductive technologies, a 36-37 year old woman has a 32% chance of having a baby after one cycle of IVF, a 44% chance after two cycles, and a 50% chance after three cycles. Many couples underestimate the number of IVF cycles needed to achieve a successful pregnancy and therefore the cost.

**Cost can be a major barrier and cause of stress for many Australians seeking fertility treatments. The perception that IVF has to cost over \$10,000 for one cycle is simply not true.**

There are bulk-billed private clinics that offer high quality treatment at a more affordable price point so do shop around.

## TREATMENT OPTIONS

There are a range of treatment options available which vary from clinic to clinic. Your specialist will recommend a treatment plan tailored to your needs. This plan may include one or more of the following options.

### Ovulation induction/Ovulation tracking (OI/OT)

Medication may be used to stimulate ovulation and your cycle tracked with blood tests and ultrasounds which informs the best timing for intercourse and then hopefully conception.

### Intrauterine insemination (IUI)

This involves the insertion of prepared sperm obtained from the male partner or donor into the woman's uterus. IUI assists with irregular menstrual cycles and sperm abnormalities.

### Intracytoplasmic sperm injection (ICSI)

ICSI can be used to overcome a number of male fertility problems. Sperm is injected into the cytoplasm of the mature egg in a culture dish, with the aim of achieving fertilisation.

### In Vitro Fertilisation (IVF)

With IVF the sperm and eggs are brought together in a culture dish in the laboratory where they are monitored, allowing the eggs to hopefully fertilise, and embryos to develop before being transferred back into the uterus.

### Frozen Embryo Transfer (FET)

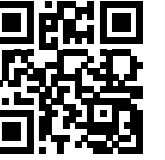
A frozen embryo transfer is a cycle where a frozen embryo (from a previous fresh IVF cycle) is thawed and transferred back into a woman's uterus.

The range of treatment options available to assist those planning for a family can also include egg freezing. Recognising that a woman's egg reserve diminishes in both quantity and quality over time, this is a great option for women who choose to start a family later in life.

Many clinics also provide the option to use a donor. This offers a wonderful alternative for those who are unable to use their own sperm or eggs, those in same-sex relationships or those seeking to become a solo parent. A popular option for same sex female couples is reciprocal IVF or egg sharing, meaning one partner provides the eggs and the other partner carries the baby.

## YOUR IVF SUCCESS

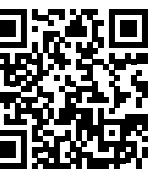
Funded by the Australian Government, [yourivfsuccess.com.au](http://yourivfsuccess.com.au) is Australia's only independent source of information showing IVF success rates for each IVF clinic. Not only can you compare success rates across clinics in your location but the website is a good source of information for those wanting more information about IVF.



## OFFER TO AFPA MEMBERS

Adora Fertility is offering Australian Federal Police Association members priority booking for all initial appointments. In addition, a 20% discount\* on the cost of elective egg freezing is available at all Adora clinics. Please contact Adora at [www.adorafertility.com.au/contact-us](http://www.adorafertility.com.au/contact-us) and mention your membership of AFPA to receive this offer.

\*discount available on first elective egg freeze cycle only (valid for treatment commenced prior to 30 June 2024)



Adora Fertility is one of Australia's leading providers of affordable fertility treatments. At Adora, we bulk-bill the majority of eligible fertility related services covered by Medicare. Our aim is to be as transparent as possible when it comes to what you will actually pay. We take the time to thoroughly explain all the fees and out-of-pocket expenses you will incur during your fertility treatment. Out-of-pocket expenses may be reduced further for those with private health insurance. At Adora, out-of-pocket costs are typically less than \$2,000 for a fully stimulated IVF cycle. We provide affordable IVF without compromising on quality.

We opened our first clinic in Surry Hills in 2014 and in June 2023, we reached the milestone of 10,000 babies born. We offer a comprehensive range of treatment options which has recently expanded to include a Known Donor Program. As part of this program, patients can access affordable fertility treatment with donated sperm, eggs or embryos from a self-recruited donor known to the patient.

Adora Fertility has one clear goal, to provide you with a world of fertility expertise at a fraction of the cost.

Adora Fertility offers services through a network of clinics in Sydney, Melbourne, Brisbane and Perth.

 **adora**  
fertility



# Merchandise Order Form

## ▶ AFP/AFPA MERCHANDISE



# Catalogue 2023

## ▶ 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 (\$)	Qty	Total (\$ incl. GST)
AFP Coloured Shield Plaque	\$70		
AFP Australia Plaque	\$75		
AFP Plaque (Glass)	\$70		
AFP Plaque (Pewter)	\$70		
AFP Coaster Set	\$40		
AFP Cufflinks	\$25		
AFP Gloss Mug	\$17		
AFP Pen	\$20		
AFP Key Ring	\$18		
AFP Stubby Holder	\$10		
AFP Tie Tac (coloured, silver, gold)	\$10		
Police Welfare AUSPOL Plaque (Glass)	\$85		
AFPA Tie	\$25		
AFPA Tie Bar	\$12		
AFPA Lapel Pin	\$7		
AFPA Stubby Holder	\$7		
			Subtotal (\$):
			Express Post (\$):
			<b>Total (\$):</b>

### 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](mailto:afpa@afpa.org.au)

### AFP Merchandise items



Coloured Shield Plaque | \$70.00



Australia Plaque | \$75.00



AFP Plaque (Glass) | \$70.00



AFP Plaque (Pewter) | \$70.00



Coaster Set | \$40.00



Cuff Links | \$25.00



Gloss Mug | \$17.00



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

COVER LIKE NO OTHER

# GET MORE FROM YOUR EXTRAS

Trying to use your Extras limits before the end of the year? With Police Health – you don't have to!

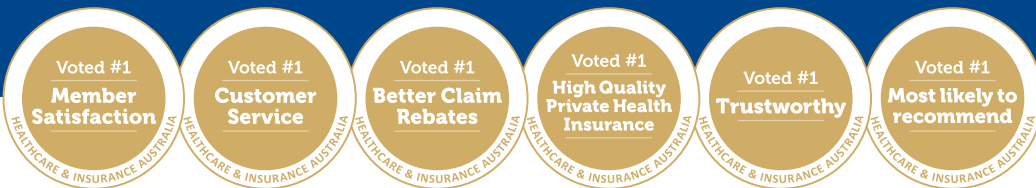
Rollover unused limits from one year to the next and you could double the amount you can claim\*.

Boost your Extras Limits with our revolutionary Rollover

	Annual Limit*	Rollover Limit*
 Optical	\$350	<b>\$700</b>
 General Dental		<b>UNLIMITED</b> Some service limits apply
 Major Dental	\$1500	<b>\$3000</b>
 Physio	\$850	<b>\$1700</b>
 Psychology	\$850	<b>\$1700</b>



Get a free cover comparison from our team today



## Join the fund voted #1 in Australia...

In an independent survey of almost 20,000 Australians, Police Health came out on top in the categories that matter most – those related to our members#.

Police Health Limited ABN 86 135 221 519. A registered, not-for-profit, restricted access private health insurer – first established in 1935. © Copyright. \*Subject to waiting periods and other conditions. Some General Dental Service Limits apply. Rollover applies once you've completed your first 12 months membership (2 years for Major Dental). Rollover benefits do not apply to Health Appliances, School Accident cover and Orthodontics. Other conditions may also apply, contact us for more details. # IPSOS Healthcare & Insurance Australia research survey conducted in 2021, and conducted every two years.