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at Jervis Bay
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2024 Australian
Police Golf
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Magazine cover:

The Tharwa Valley Forge's Big Black Truck journeyed to the Jervis Bay Police Station to run a knifemaking pop-up.

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Through scholarships provided by the AFPA, several AFP members have been able to take part in courses at the Tharwa Valley Forge with great success.



PRESIDENT'S REPORT

Alex Caruana, President

President
Alex Caruana

Regular Items

► Comrades,

As we move into round two of EA bargaining, I extend my deepest gratitude to each of you who voted "no" in the recent ballot. Your collective decision, particularly those of you who might have been swayed by the first offer but chose solidarity over self-interest, is a powerful testament to the strength and unity of the AFPA. Your unwavering stance is not just a vote; it is a declaration that we stand together in pursuit of decency and fairness for all.

Solidarity is one of the cornerstones of the AFPA. It is the force that has shaped change throughout history, from the shipyards of Gdańsk in Poland to the great labour movements in other parts of the world. In Gdańsk, it was the collective action of workers that brought about monumental change, challenging and eventually transforming an oppressive regime.

This spirit of unity is what we embody today, and it is what will drive us forward in our fight for a better deal for all members of the AFPA.

A good pay deal is not just about money. It is about the conditions that we work under. We must scrutinise each proposal; for instance, the proposed six-month averaging period. Is this fair, or does it pave the way for further exploitation and abuse by the AFP? In the past we have seen how such measures can be manipulated, leading to unjust workloads and undue pressure on our members. We cannot and will not accept conditions that undermine our well-being and the quality of our work.

While a better deal cannot be guaranteed, I assure you that the AFPA will be relentless in its pursuit. We will fight tirelessly for a fair deal that respects the dedication and sacrifices of our members. We will challenge any injustices and stand firm against any attempts to diminish your rights and conditions.

Together, we are strong. Together, we will continue to shape a future that honours the contributions of every member. Thank you for your solidarity and your unwavering commitment to the principles of unionism. Your resolve inspires us all, and it is this collective strength that will lead us to victory.

IN THIS ISSUE

On page 30, we have provided a recap of the recent 2024 Australian Police Golf Championships held in Canberra and hosted by the ACT Police Golf Club.

The Police Insignia Collector's Association of Australia (PICAA) have provided an informative piece on the origins of the AFP's "wattle patch"; this article, together with further information on PICAA, can be found on page 20.

AFPA General Manager Paul McCue provides an update on page 32 about the future strategic direction of the Association.

And we reconnected once again with the Tharwa Valley Forge; this time however, we travelled to Jervis Bay police station to see the Forge's knifemaking truck (containing a full workshop) in action during one of its inaugural road trips. Photos and more details can be found on page 14.

Please stay safe,

Alex Caruana
President ◀

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MEMBER SERVICES

Courtney Posantzis, Membership Services Manager

Membership
Services Manager
Courtney Posantzis

▶ As the winter chill sets in, it's the perfect time to cozy up and enjoy the warmth of great deals and discounts. Member Advantage has rolled out some fantastic offers, making it an ideal opportunity to update your winter wardrobe or prepare your home for the colder months.

There are essential home items like outdoor heaters and blankets, so the savings are substantial. For instance, outdoor enthusiasts can find premium camping gear at a fraction of the cost, ensuring they stay warm and dry on their adventures. Homebodies can relish in the comfort of plush throws and cute lighting, creating a snug retreat without breaking the bank. It's also a great time to think ahead and snag gifts for loved ones, with deals that make generosity easy on the wallet. So, whether you're braving the outdoors or nesting indoors, make sure to seize the generous discounts this winter season offers. With a little bit of browsing, you might just find that perfect item at an unbeatable price, adding a silver lining to the short days and long nights of winter. Happy shopping!

The Member Advantage portal has some great new features! If you haven't accessed it yet, you might want to check it out.

The new interactive dashboard can help you see your potential savings over the next 12 months, which is really useful for budgeting. Saving \$1600 on a basic monthly spend is impressive, especially given the current financial climate. If you need any help navigating the portal, feel free to ask.

If you're looking to have a fun night out without spending too much, check out our new interactive map that shows you restaurants nearby where you can use e-dining vouchers from the Member Advantage portal. This map can make it super convenient to plan your evening, ensuring you get the best deals and enjoy a great meal. Happy dining everyone!

Holistic well-being support can make a significant difference during challenging times. It's great to know that outside the usual benefits and discounts, members have access to this invaluable resource when they need a bit of extra care and support. Our goal

is to ensure that you feel taken care of beyond regular benefits and discounts - we're here to wrap support around you when you need it most. There has been a marked increase in the number of members reaching out, and we acknowledge those who took that brave first step in doing so.

Like any professional membership, members in need of legal assistance, welfare support, or help with daily administrative tasks, reaching out early can make a significant difference. It ensures that any issue a member is facing can be addressed promptly and effectively, fostering a supportive and responsive environment. By staying connected, members can fully benefit from the resources and support available to them.

In our last Bluestar article we shared an exciting update to our AFPA badge board benefit. Just a friendly reminder that it has now grown to offer your choice of:

- Badge board;
- Will or financial planning services;
- A donation to AUSPOL (or alternate approved charity);
- Other purposes.

We're thrilled that it has been well received so far; if you too are interested in taking advantage of this benefit, simply reach out to us before leaving the AFP/AFPA. The process is pretty straightforward, and we're here to help every step of the way. The membership team can help if you have any questions as you seek to access this benefit (either on behalf of yourself or a colleague).

Over the past few months, the membership team has had the pleasure of collaborating with the EA team as well as the wider AFPA office to organise several musters, both online and in person.

It was a really exciting opportunity to engage with our members, and we're so grateful to all the AFPA Zone Convenors, Workplace Delegates, and members who helped out with the coordination, poster displaying, room organising (and generally being fabulous); without you, none of this would have been possible.

We remain committed to making sure that our member benefits remain fresh and relevant. Is there something that you would like us to work on? We'd love to hear from you – just email membership@afpa.org.au with your suggestions.

As always, should you require assistance from our friendly AFPA membership team, please call or email 02 6285 1677 or membership@afpa.org.au.

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/





LEGAL AND INDUSTRIAL

Giles Snedker, Manager, Legal & Industrial

Manager,
Legal & Industrial
Giles Snedker

Comcare review – we need your help

▶ As you are aware, the AFPA has been campaigning for a long time to improve Comcare outcomes for our members. This includes presumptive legislation, the introduction of an AFP Blue Card and seeking legislative amendments so members don't lose money while they are recovering from their injuries.

In the current term of government, we've seen the introduction of presumptive legislation for mental health injuries. This is a huge win and will go a long way towards making sure members get immediate treatment for psychological injuries they sustain in the course of their duties.

We also recognise the excellent work of the Industrial Relations Minister, the Hon Tony Burke MP. Minister Burke led the legislation reform, and we did a lot of work with his office and the Department of Employment and Workplace Relations in introducing this life saving legislation.

The Closing the Loopholes Bill, which was the instrument to introduce presumptive legislation, was a wide-ranging piece of reform that also looked at other issues, such as industrial manslaughter and road safety. In our fight for presumptive legislation, we had some valuable support from Senator Jacqui Lambie and Senator David Pocock. Both took up our fight behind the closed doors of parliament and worked tirelessly to get this legislation through.

An important element of negotiations was Senator Lambie and Senator Pocock insisting on a Comcare review to secure their support.

This was agreed to, and recently, the Government announced a comprehensive review of the Safety, Rehabilitation and Compensation Act 1988 (Cth) (SRC Act). This act underpins the Comcare workers' compensation scheme and has not been reviewed since 2013, while it has also not been subject to major

reforms since 1988. This is a big deal and something the AFPA has been calling for a long time.

In recent times, we've seen how effective significant reviews and royal commissions are in driving change and holding people and organisation accountable for their actions; with two good examples being the Robodebt and Veterans Suicide Royal Commissions. While this is a review and not a Royal Commission, it has the potential to bring changes aligned with a Royal Commission and set a framework for moving Comcare forward.

There are many unjust and unfair aspects of the Comcare scheme and SRC Act that we want to bring to the panel's attention, such as:

- Remove the step-down provisions that see people with an accepted claim receive a 25% wage cut after 45 weeks on Comcare.
- The introduction of an appeal or review mechanism if the 45-week step-down provision isn't removed.
- Members are being forced to cover rehabilitation costs from their own pocket.
- Members are being forced to 'doctor shop' to find cheaper surgery options.
- Excessive and complicated paperwork
- Claims declined due to 'administration purposes'.

The review will be chaired by Ms Justine Ross, and Professor Robin Creyke AO and Mr Gregory Isolani will be panel members. The panel brings a range of relevant ability across workers' compensation, legal frameworks, claimant experience and government policy.

The terms of reference are available on the DEWR website. The review will address all aspects of the scheme, including governance, usability and entitlements and provide recommendations to modernise and futureproof the scheme.

The AFPA, with support from the Police Federation of Australia will be making a substantial submission. To ensure a quality and informative submission, we need your help. We are asking

all members who have an experience, either good or bad to record their experience so it can be included in the AFPA submission.

It's critical that your voice is heard. For too long, AFP members have struggled in the Comcare environment, with members often left behind, frustrated and traumatised by the experience. We also know that the process can be combative and lengthy in nature.

On the other hand, we know that members have had good experiences with Comcare, and we'd like to hear about them as well and provide them to the panel as part of the AFPA submission.

If you would like to make a submission, you'll find a Comcare Review banner on the AFPA's home page (www.afpa.org.au). Click on the banner, and you'll be directed to a pop-up form where you can write and submit your story. You can choose to be anonymous or have your details included. If you'd like to be identified, there is a possibility for you to appear as a witness during the public hearings. Either way, the AFPA will support you and get your story across.

If you'd like further information about the review, please don't hesitate to contact the AFPA via afpa@afpa.gov.au.

Heading?

MS JUSTINE ROSS

Ms Ross brings over 20 years of experience in relevant areas of law to the review. Ms Ross was Chief Executive Officer of the Asbestos Safety and Eradication Agency for five years from 2018 and has extensive public service legal and policy experience, including in work health and safety (WHS), workers' compensation and workplace relations. Ms Ross is a former member of Safe Work Australia and the Safety, Rehabilitation and Compensation Commission.

PROFESSOR ROBIN CREYKE AO

Professor Creyke is an Emeritus Professor at the Australian National University and has extensive practical and academic experience in administrative law. Professor Creyke is a former Member of the Administrative Review Council of Australia, a former Senior Member of the Administrative Appeals Tribunal, and a member of the Expert Advisory Group to Guide Reform to Australia's System of Administrative Review.

MR GREGORY ISOLANI

Mr Isolani has extensive experience as a legal representative in personal injury and workers' compensation matters, including in representing claimants under the Comcare scheme. In 2001, Mr Isolani founded KCI Lawyers, who specialise in military and Commonwealth compensation matters. Mr Isolani has appeared before Senate and Government committees on military and Commonwealth compensation issues.



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- Lee Hagipantelis
Principal, Brydens Lawyers





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Knifemaking with the members of the Jervis Bay Police Station

Article by Paul Reynolds,
OIC of Jervis Bay Station.

One of the lesser-known roles that the AFP fulfils is the delivery of uniform policing to most of Australia's territories: Jervis Bay, Christmas Island, Cocos Keeling Islands, Norfolk Island, and the Australian Capital Territory.

Following the establishment of the Australian Capital Territory (ACT) in 1911, it was further determined that the responsibilities of a Federal Government should include direct control and jurisdiction over at least one seaport and an area of coastline.

Therefore, in 1915, jurisdiction over 68 square kilometres of land and sea that now forms the Jervis Bay Territory was ceded to the Commonwealth by NSW.

NSW did not want to hand over the large portion of land that would connect Jervis Bay to the ACT, and as such, an agreement was put in place that the Commonwealth Government would fund and construct a

rail network linking the new seaport with the nation's capital, (however, this never occurred).

The Jervis Bay Territory is home to the Royal Australian Naval College, the first location in the Commonwealth outside England where naval officers were trained, due to the favourable conditions offered by the enclosed waters to instruct naval trainees. The area is rich in natural resources, with the indigenous Yuin people naming the area 'Booderee', meaning plenty of fish.

In 1932, it was determined that a permanent police presence was required. Constable First Class S Bailey was initially

appointed to the Territory temporarily, with the requirement to provide his own vehicle, and the permanent appointment of Constable Sydney Hush was made later that year.

Today, the Jervis Bay Station is staffed by a sergeant and three constables, and fortunately, the AFP provides their transport.

Despite its tranquil setting, the area has been the subject of much attention since its inception. The area that is now the popular tourist destination of Murray's Beach was originally set aside to be Australia's first nuclear reactor before public sentiment saw the plans



The Jervis Bay Station is staffed by a sergeant and three constables, and fortunately, the AFP provides their transport.



abandoned. The Wreck Bay Aboriginal Community was formed following the displacement of First Nations communities during the settlement of the Berry area, with portions of the land handed back before the entire Territory was handed back in 1995, since which time it has been operated as a National Park, adopting the name Booderee in 1998.

In the early 2000s, it was discovered that the use of PFAS-type chemicals during firefighting at the Jervis Bay airfield had leached into the local waterways and, in turn, the local water supply, leading to an at times strained relationship between community members, the Department of Defence and the Commonwealth Government.

The Department of Infrastructure, Transport, Regional Development and Communication and the Arts administer the Territory together with the Department of Finance; it is with and amongst all of these organisations and activities that the AFP delivers a community policing service to the residents of Jervis Bay.

Following the restrictions and lockdowns of the global COVID pandemic, many of the opportunities for engagement within the community had been lost or eroded, and rebuilding these has been an area of significant focus since those restrictions were

lifted. One such area was the relationships between the agencies that work alongside each other in the smooth running of the Territory, particularly those whose functions were complementary or overlapping. On the lookout for opportunities to bring these organisations together to network and rebuild such relationships in an engaging and meaningful way, paths crossed with the Tharwa Valley Forge, the Cuppacumalong Foundation and the AFPA.

The Tharwa Forge and the Foundation have operated since 2003, delivering courses in metalwork, knife and axe making, leatherwork, sculpture and many others, with a strong focus on supporting Defence members and first responders. Through scholarships provided by the AFPA, several AFP members have been able to take part in courses at the Forge with great success. Primarily operating from their premises in Tharwa, they recently completed the construction of a mobile classroom, the Big Black Truck. This allowed the Forge to take their courses and opportunities to communities that would otherwise be unable to access their services. The only catch was the cost, with the Truck costing \$5,000 per day to deploy and operate.

Undeterred, Jervis Bay members applied for funding through the Justice Reinvest project, with support for the application provided by local stakeholders and the AFPA. The aim of the application was to support the existing efforts to build and rebuild relationships and connect with others using the knifemaking process as a means of engagement and communication. The site of the Jervis Bay Police Station was deliberately selected; although the truck was capable of operating completely



independently of any infrastructure, it was another opportunity to break down the stigma of attending a police station and allow community members to familiarise themselves with the building and those who worked there.

Unfortunately, the application was unsuccessful, and it looked like the project was stalled for a time – until one day in May, the phone rang. It was the Cuppacumbalong Foundation, saying they had some unallocated funding that they needed to use by the end of the financial year.

**Were we still interested in hosting the Forge, and if so, could we make it happen by the end of the financial year?
It was a solid yes to both! The AFPA generously offered to provide BBQ lunches for the course participants each day.**

Ali and Karim from the Foundation and the Forge came to visit the station and see if it would be fit to host the Truck; once the logistics had been worked out, planning commenced in earnest, with two days initially set aside for the Forge to be onsite in Jervis Bay.

Invites were sent out to all of the agencies that it was determined might work together in the course of their duties in Jervis

Bay, such as the Wreck Bay Aboriginal Community Council, Booderee National Park, naval coxswains based at HMAS Creswell, NSW Police, NSW Fisheries and of course the AFP. Due to the shortened timeframes for delivering the activity, not all agencies were able to release members for the two days, but in any event, the two days were quickly filled. Getting wind of the popularity of the activities, the Foundation offered a third day if it was determined that it could also be filled, and a decision was made to offer the day in its entirety exclusively to HMAS Creswell members as a return of thanks for the hospitality and companionship they offered deployed AFP members. That day was also quickly filled with eager blacksmiths.

The course participants were split into two groups each day, with half making a BBQ fork using forging and hammering techniques and the other half taking a piece of blank steel and grinding and shaping it into a BBQ knife. At lunchtime, the activities rotated, giving all participants a taste of different metalworking techniques.

The three days were an enormous success, with all participants thoroughly enjoying their experience, building professional and personal relationships and experiencing the satisfaction of creating heirloom pieces from blank pieces of steel.

A massive thank you to the people who made it all happen: Gerry and his team at the AFPA, Ali and the Cuppacumbalong Foundation, Karim, Leon, Leila and Adam from the Forge and, of course, the participants who contributed so enthusiastically over the three days. We are looking forward to the next visit already! 🏆



How to keep a hold on health insurance costs

The numbers are in, and Police Health's Gold Hospital cover beats the big funds in price and value.

A comparison of like-for-like Gold Hospital premium costs following April price rises shows Police Health members won big time compared to those with cover by big-named health insurers.

The comparison data shows that Police Health's Gold Hospital cover beats the others in price and value, plus Police Health's cover has no Excess.

While Police Health is a restricted-access fund, members of AFPA are eligible to join, as are their extended family members – making it a great choice for those wanting health cover they can trust while cost of living pressures are tight.

See how much you're better off with Police Health's Gold Hospital cover¹.

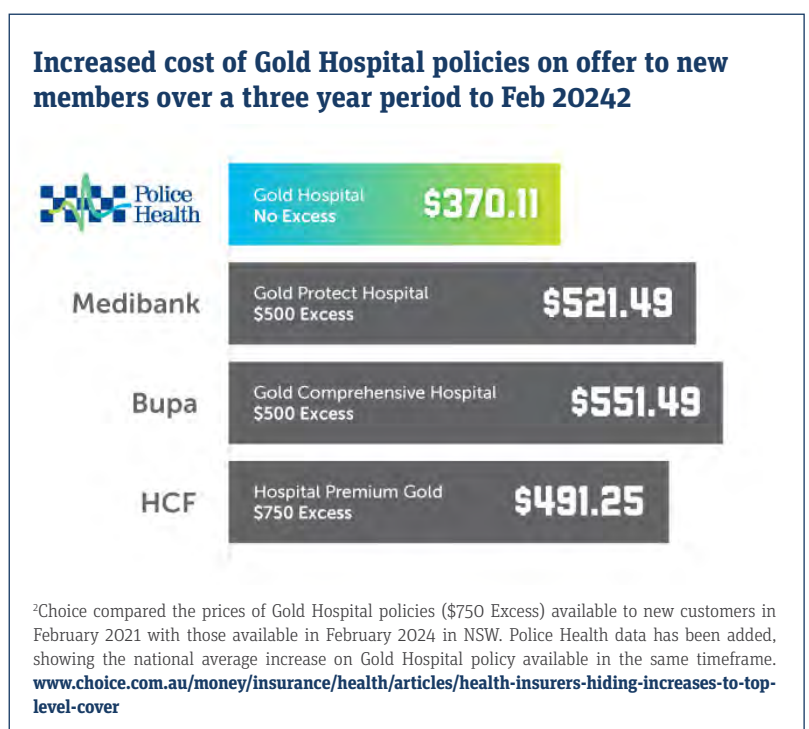
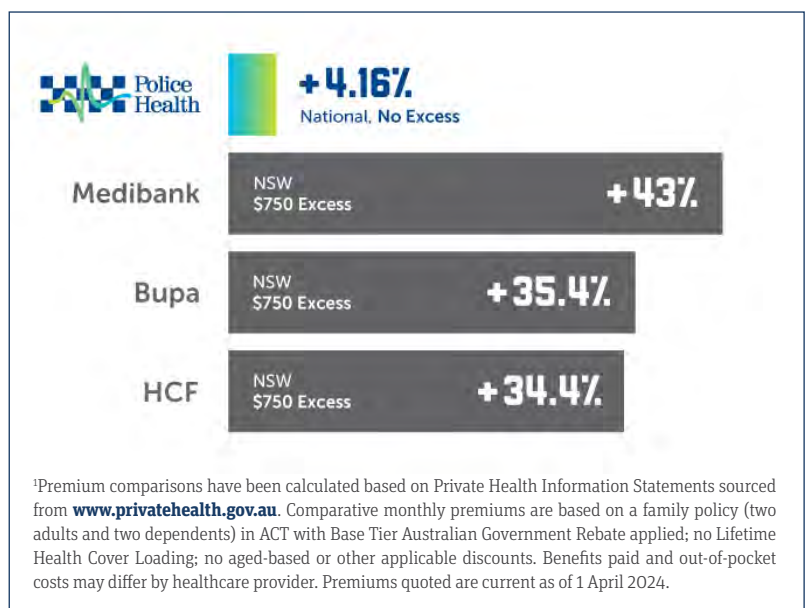
WHAT DOES THAT MEAN FOR AFPA MEMBERS?

If you have Gold Hospital health insurance with one of the big-name insurers instead of Police Health, you pay more in premiums for the same level of cover and likely have a \$500/\$750 excess on top of that.

BEING SNEAKY

This follows a report earlier this year by consumer group, Choice, that found many instances of these bigger funds closing existing policies to new members while at the same time opening new policies that offer essentially the same cover but with a slightly different name and a much higher price tag.

Over a three year period to Feb 2024, Choice found that increases from other funds averaged 31.5%, while Police Health increased by an average of only 4.16% in the same period.²





The comparison data shows that Police Health’s Gold Hospital cover **beats the others in price and value, plus Police Health’s cover has no Excess.**

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Police Health only offers top level cover because the Police community understands the importance of being covered for the unexpected.

This also allows claims to be better balanced across the membership, resulting in excellent value for money on the most comprehensive top-level cover. In other words the cost of claims are spread more evenly across their membership base, ensuring generous benefits can be paid out when a member needs it, while also keeping top-level

health cover affordable for Australia’s policing community.

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³Waiting Periods and other conditions apply. Doctors, Hospitals and Service Providers must be recognised by us.

⁴Excludes ambulance services covered by a third party arrangement such as a State/Territory government ambulance scheme or ambulance subscription. Service providers must be recognised by Police Health.

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Early History of the Australian Federal Police (AFP)

The AFP Wattle patch and other early patches

Eric Grimm

In early 1975, the Whitlam Labor Government looked at the idea of developing a federal police force.¹

▶ In March 1975, the term 'Australia Police' appeared as the replacement name for the Commonwealth Police. The Department of Police and Customs was established, and at the same time, Attorney-General Lionel Murphy urged the amalgamation of all the Commonwealth law enforcement authorities: the Commonwealth Police with the police of the ACT, the Northern Territory and Norfolk Island and officers of the Narcotics Bureau.

Jack Davis' appointment as Chief Commissioner was gazetted, several issues of the Australia Police Gazette appeared, and appropriate new badges were minted. As early as 29 June 1975, two dozen students attended the first integrated training course conducted at the Australia Police College at Manly, and arrangements were in place to enable officers to apply for promotion to positions.

The Law Reform Commission completed a study into the idea of a federal police force in mid-1975, and on 30 October 1975, legislation to form a new Australia Police was introduced into Parliament. The day the Bill was due to be voted on in Parliament, 11 November 1975, Parliament was prorogued after the dismissal of the Whitlam government.

A further inquiry was commenced, with Sir Robert Mark, former London Metropolitan Police Commissioner, commissioned by the Fraser Government to inquire into the organisation of the Commonwealth Government's police resources, protective security, and counter-terrorist measures and to make recommendations. These recommendations were presented in April 1978 and included the merger of the Commonwealth Police and the Australian Capital Territory Police.

In May 1978, Tony Ayers, then Deputy Secretary of the Prime Minister's department, chaired an interdepartmental committee that examined the Mark report and reported in May 1978. Senator Reg Withers announced the Government's decision to accept the recommendations of the report.

On 8 May 1979, the Government announced the appointment of the first Commissioner for the new police force. Sir Colin Woods was a deputy to Sir Robert Mark when the two served at Scotland Yard.

On 15 June 1979, the Australian Federal Police Act 1979 Bill was passed and received Royal Assent on 15 June 1979.

On 1 September 1979, Sir Colin Woods was appointed to oversee the amalgamation as the first Commissioner of the AFP.



Sir Colin Woods, in early AFP uniform adorned with the wattle patch.

On 19 October, the AFP commenced, and Reginald Kennedy was appointed as the Deputy Commissioner of the AFP.

On 24 June 1980, 80 former Narcotics Bureau officers were appointed as police officers following an amendment to the Australian Federal Police Act 1979.

THE WATTLE PATCH

Whilst the AFP had been formed, the issue of uniform and insignia would take some time to resolve. In fact, the approval of the final design for the AFP Patch did not occur until 1980. During this time, members of the AFP continued to wear their ACT Police and Commonwealth Police Uniforms, with items introduced as they became available.



Sir Colin Woods is congratulated by Deputy Commissioner Reg Kennedy and Assistant Commissioner Don Davies after being appointed the first Commissioner of the Australian Federal Police in 1979 – Courtesy ABC News.



A number of prototype/trial patches were produced for AFP uniforms in preparation for its commencement. Amongst those was the 'Wattle' patch, also referred to as the 'Texas Rangers' patch.

This patch was the first selected and was also endorsed by the Police Associations. It was

worn by Commissioner Woods and Deputy Commissioner Kennedy when they were appointed and during the early months of the AFP.

This first proposal for the AFP shoulder patch was halted just prior to general issue because the Minister at the time thought that the patch made officers look like Texas Rangers, hence the name often given to the patch.

The 'Wattle' Patch later formed the basis for the design of the Australian Protective Service (APS) shoulder patch.

The Commonwealth Police Officers Association and the Federal Police Association held several meetings, and views were put forward to the AFP executive regarding the design of uniforms, particularly the patch design.

The associations strongly objected to the issue of a proposed black and silver version of the patch, after the Wattle patch was rejected by the Minister. They demanded that members should be issued with the Wattle patch.

They went on to voice their position on a proposal for two types of patches and badges for the Protective Service Component and General Duties. The proposal for patches was that members of the 'Protective Service Component' would wear patches with the text

SPANKING NEW UNIFORMS TOO

APART from having a new police force and commissioner, Australia has a new police uniform.

At his swearing in on Tuesday morning in the ACT Supreme Court, Sir Colin Woods was wearing the first of the new uniforms which at the moment are as rare as deputy commissioners.

The colour is black, the cloth is barathea and the uniform will be worn by the officers of the new force. The cap badge features a seven-pointed star, a laurel leaf, the Australian coat of arms and the legend Australian Federal Police. The shoulder flash bears the coat of arms and the wording *Australian Federal Police*.

It seems likely that members of the protective-service component of the new force will have the wording *Police Protective Service* on their shoulder flashes. The buttons on the new uniforms will depict the coat of arms but on Tuesday Sir Colin had to make do with ACT Police buttons.

The entire force is expected to be kitted out in their new uniforms in the early new year. Other ranks are expected to have navy blue uniforms.

Canberra Times,
13 September 1979

'Police Protective Service' and that other uniform members would wear a patch with the text 'Australian Federal Police'.

Meetings and disagreements in relation to the proposed insignia were well known and publicised, as late as an article in the Canberra Times on 6 February 1980, in which it stated that the Commonwealth Police Officers Association might take industrial action over suitable 'shoulder badges'.

A further proposal was that Protective Service Component members wear the same patch but with a 'Protective Service' tab underneath.

A number of other sample patches were also produced.

Following further discussion, the proposal for the patches was put to the Minister of Administrative Services, Mr. McLeay. This included a separate patch for the Protective Service Component with the text 'Police

Protective Service' in place of 'Australian Federal Police', despite the strong objections from members and the associations.

In the end, the 'Police Protective Service' patch was only worn by Protective Service Component members at Government House (and possibly at the Prime Ministers Lodge), Canberra, for a short time.

Some information suggests that 22,000 Wattle patches were produced ready for issue, before the Minister rejected them. This figure is plausible given there were about 2,500 members to be outfitted with shirts and tunics. Some Wattle patches were later repurposed as presentation items, with the patch recessed into a wooden plaque.

The delay required members of the AFP to continue wearing their ACT Police and Commonwealth Police uniforms into early 1980. In fact, the final approval for the patch from the Minister of Administrative Services did not occur until 4 February 1980.

This drew criticism from various sectors, including the judiciary. On one occasion, a magistrate, Mr Dobson SM, asked a member which organisation he worked for after the member stated he was a member of the AFP (but wearing an obsolete ACT Police uniform).

In the early 1980s, the AFP also introduced iron-on patches with a dark blue background for use on summer shirts only. It is believed that this was intended as a cost-saving measure. However, the patches faded and wore quickly, requiring shirts to be replaced more frequently.

Eric Grimm

AFP 3204

Superintendent (ret.)

AFP Reserve and Volunteer

EXTINCT, BUT ITS BADGES ALIVE AND WORN

A Canberra magistrate, Mr Dobson, SM, entered the discussion on the need for a new badge for our police force, or forces, yesterday.

In the Court of Petty Sessions a constable was identifying himself before giving evidence when Mr Dobson interrupted.

"Did you say you are a member of the Australian Federal Police?" he asked.

"Yes, your worship", the officer replied.

Mr Dobson said, "That's not what it says on your shoulder".

The constable, like all uniformed members of the former ACT Police Force, was wearing a badge which

said he was a member of the Australian Capital Territory Police Force.

Mr Dobson continued, "This must be the only place in the world where a policeman says he is a member of one police force and wears a shoulder badge saying he is a member of another police force.

"Imagine a London bobby running around with an Irish Police Force badge on his shoulder".

Speculation is rife in the ranks of the former ACT force as to the future of the current badges.

Many officers would like to keep them when the replacements are received. The pocket badge which bears the officer's number would be a nice souvenir. After all, it's not every day a police force becomes extinct.

Canberra Times,
14 February 1980



Left: The 'Protective Service/Tab proposal

Middle: The early black and silver patch proposal

Right: Wooden presentation plaque with Wattle patch

The Australian Federal Police badge which was approved yesterday.

New badge for police

The controversy about a suitable shoulder badge for the Australian Federal Police has been resolved.

The Minister for Administrative Services, Mr McLeay, has approved the third and final design and the force's Commissioner, Sir Colin Woods, approved the badge yesterday.

The Commonwealth Police Officers Association and the Federal Police Association objected to the issue of the proposed black and silver badges.



Left: Canberra Times, 5 February 1980

Right: The three proposed patches which progressed to use.



AFP Version 1 iron-on patch, as new, worn and faded.



POLICE INSIGNIA COLLECTORS ASSOCIATION OF AUSTRALIA (PICAA)

The Police Insignia Collectors Association of Australia (PICAA) is dedicated to the collection, documentation and preservation of items of memorabilia from Police, Fire, Ambulance, Emergency Services, Corrections, Military, Security and Federal departments and agencies throughout Australia.

PICAA membership is open to all persons who are interested in, or are involved in the collecting, exchanging or preservation of law enforcement, police and / or emergency services insignia, subject to assessment.

PICAA aims to promote the hobby of law enforcement and emergency services insignia collecting in Australasia by;

- encouraging the research, collation & collecting of historical facts & insignia;
- collecting and disseminating information of interest to members;
- liaising with other interested bodies who may be of assistance to the members of the association;
- promoting and maintaining contact with police, law enforcement and emergency services insignia collectors throughout the world, and;
- encouraging the display of collections by members.

PICAA produces a quarterly magazine, which is provided via email or direct download from the PICAA site at www.picaa.org.au.

Are you a collector, have a passion for preserving uniform and insignia history, are seeking information on collecting, or are looking to start in the hobby?

CONTACT AND MEMBER APPLICATIONS

www.picaa.org.au –
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Comcare claims – 5 top things you need to know!

By Tim White



Having helped Commonwealth employees with work injury claims for well over two decades, I continue to see trends with disputed Comcare work injury claims. I thought it might be helpful to share the top 5 areas of dispute I regularly see with AFPA members' Comcare claims.

1. CLAIMS DENIED ON THE BASIS OF A PRE-EXISTING CONDITION OR PRE-EXISTING DEGENERATION

A common approach taken by Comcare is to deny a claim based on them claiming that it is a pre-existing condition or that there is age related degeneration. Regardless of your age, if your work duties or a work incident has aggravated or exacerbated pre-existing degenerative changes, then you have sustained a work injury. The law is very clear on this point, yet it is a common basis upon which claims are denied.

A common example of this is where a person experiences increased pain in a particular body part due to work duties. If that experience of pain is at a greater level or is occurring more frequently than it did previously, and a work incident or your work duties contributed to that change, then you most likely have a work-related aggravation or exacerbation claim.

2. REFUSING PAYMENT OF MEDICAL EXPENSES OR ONLY PAYING FOR LIMITED PERIODS OF TIME

Comcare is liable to pay for reasonable medical treatment associated with any accepted work injury. There is no set period of time during which those expenses are paid. Provided the treatment is reasonable, and it is supported by medical evidence, these medical expenses should be paid by Comcare for as long as they are required.

If a medical treatment cost is rejected outright by Comcare you are certainly entitled to dispute that decision.

Often treatment costs are denied by Comcare, despite the treatment being beneficial in reducing your symptoms or improving your function.

On occasion, Comcare will only agree to pay for medical costs for closed or set periods of time. Again, if the medical evidence supports ongoing treatment, as opposed to treatment for a limited or specific period of time, that decision can be disputed.

If you believe that ongoing treatment is of benefit, you are able to agitate that position.

3. DENIED PSYCHOLOGICAL CLAIMS

Unfortunately, psychological claims can be complex and difficult to have accepted. This is due primarily to the additional criteria that applies in the legislation compared to what must be fulfilled for work caused physical injury.

Under the legislation a psychological claim can be denied if it has been caused by reasonable administrative action (RAA). What constitutes RAA has been given a very broad interpretation. It includes things like performance reviews, coaching, denial of a promotion or transfer, denial of a benefit related to work, a direction given by a supervisor and many other administrative directions.

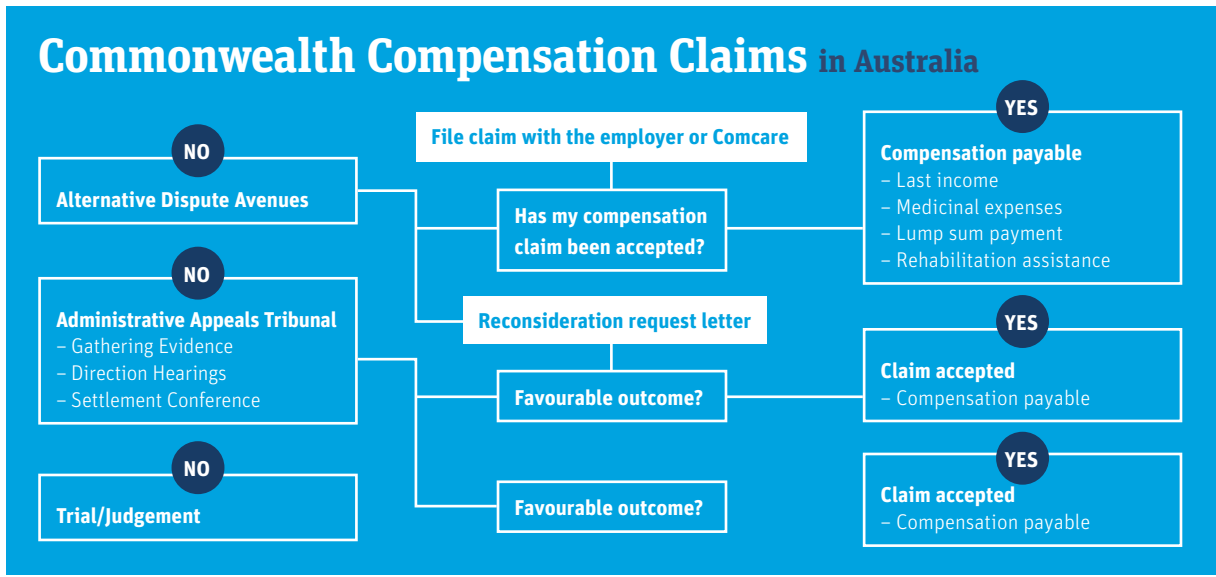
A key aspect to challenging a rejected psychological claim involves determining if the administrative action was undertaken in a reasonable way. Was it done in accordance with the relevant procedure outlined in applicable policies? This involves a close assessment of what occurred factually prior to the injury being sustained.

The recent presumptive legislation applicable to PTSD conditions clearly provides a more readily available avenue to having that condition accepted as being work-caused. However, it is only applicable to PTSD that arose or was significantly aggravated by work duties after the commencement date of that amending legislation.

4. DENIED PERMANENT IMPAIRMENT (PI) PAYMENTS

If you have sustained a permanent impairment of 10% Whole Person Impairment (WPI) or more, you are entitled to a lump sum payment. This is an additional benefit over and above medical expenses and any weekly payments that have been received. This payment is not taxed.

Comcare usually will not make you aware of this potential payment so you will need to initiate it yourself. There are numerous forms to complete and medical evidence to obtain when making such a claim.



If you do not meet the 10% threshold then there is no amount payable. The higher your PI assessment, the greater amount of compensation payable. For a 10 % WPI assessment the amount payable is roughly about \$50,000.

5.D ENIED CLAIMS

Comcare can use a variety of reasons to deny a claim from its outset.

A work injury can arise from a specific incident or the nature of policing duties over a prolonged period of time. It is not necessary to have had a specific incident occur in order for a claim to be accepted. It is often more common that an injury occurs due to duties that are performed over a prolonged period of time. This is particularly the case with physical injuries to the spine, legs and arms. Indeed, an injury could occur from wearing or using particular equipment over a prolonged period of time.

Requesting and obtaining a reconsideration decision should only take a few months. If you still dispute the reconsideration decision, that can then be appealed to the Administrative Appeals Tribunal (AAT). It can take up to about six months to resolve a matter at the AAT. If you are successful at the AAT, most or all of the legal costs you’ve incurred should be paid by Comcare.

The above diagram outlines the claims process so you can have a better understanding of what to expect.

SUMMARY

The legislation that applies to Comcare claims provides you with certain entitlements and a right to dispute decisions made by Comcare. Decisions can be made in an arbitrary way, and you have legitimate and broad avenues through which to challenge those decisions.

Seek out help early as it is usually easier to resolve a problem in the initial stages, and there are time limits that apply within which to dispute decisions. Be informed about your rights and options and seek professional help from a lawyer that specialises in Comcare injury work.

Tim White is a Partner at TGB Lawyers with significant experience advising and representing Commonwealth employees injured in the course of their work. Get in touch with Tim for a free initial chat about your matter and how TGB might be able to help you. You can find out more about TGB’s Comcare Claims experience here – tgb.com.au/services/injured-people/comcare-claims-commonwealth-compensation/

DOES THE PROCESS TO CHALLENGE A DECISION MADE BY COMCARE TAKE A LONG TIME?

No, it doesn’t necessarily take overly long to resolve, depending on what you are disputing. Most disputes are resolved within a few months.

If the decision has been made to reject your claim or an expense associated with it, the first step is to request a reconsideration.

Tim White – 1800 730 842, twhite@tgb.com.au

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King's Birthday APM and PSM recipients

Foreword from AFPA President Alex Caruana:

I want to congratulate Doug, Nikola, and Jodie on being recognised for their service to the Australian community by being awarded the Australian Police Medal (Assistant Commissioner Boudry and Sergeant Skoric) and the Public Service Medal (Dr Ward).

The AFP is a broad family with many different and distinct cohorts, which is evident when considering the vastly different skillsets and work histories of Doug, Nikola and Jodie.

A very warm congratulations and best wishes from myself and the rest of the AFPA.

AUSTRALIAN POLICE MEDAL



▶ Three AFP members have been recognised for their service, leadership and dedication to law enforcement and the Australian community in the King's Birthday Honours today (10 June 2024). Assistant Commissioner Douglas Boudry and Sergeant Nikola Skoric have been awarded the Australian Police Medal (APM) for their outstanding service.

Doctor Jodie Ward has been awarded the Public Service Medal in recognition of her former leadership of the AFP's National DNA Program for Unidentified and Missing Persons.

AFP Commissioner Reece Kershaw congratulated the members and thanked them for their collective decades of service to Australian policing and the community.

PUBLIC SERVICE MEDAL



“It is wonderful to see our people honoured today for the King's Birthday commemorations. I am extremely proud of Douglas, Nikola and Jodie for their unwavering dedication and commitment to the safety of Australians and our way of life,” Commissioner Kershaw said.

“These AFP members have each shown leadership in their chosen fields both professionally and personally, and represent the very best of the AFP.

“What our workforce does is important. That's why any chance I get, I like to thank the dedicated men and women – the sworn and unsworn members – of the AFP.”



Assistant Commissioner Doug Boudry began his AFP career in 1999 with ACT Policing, where he was stationed at Woden police station.

Over the course of his career Assistant Commissioner Boudry has worked in community policing, technical surveillance, digital forensics, covert and technical operations, and as the Commissioner's chief of staff.

His leadership was influential in Operation Ironside, a three-year investigation into significant organised crime syndicates using a dedicated encrypted communications device to traffic illicit drugs and weapons to Australia, the biggest operation in the history of the AFP.

The operation led to the arrest of 392 alleged offenders who have been charged with 2355 offences. More than 6.6 tonnes of illicit drugs, \$55.6 million in cash and 149 weapons/firearms have been seized as a result of Operation Ironside.

Assistant Commissioner Boudry also performed a key role in the establishment of the Artificial Intelligence for Law Enforcement and Community Safety Lab (AiLECS), a joint AFP-Monash University initiative which will use AI to develop technology-based initiatives to support law enforcement and make local and online communities safer.

Assistant Commissioner Boudry is currently ACT Policing's Deputy Chief Police Officer and is responsible for all operations, investigations and employee welfare.

Sergeant Nikola Skoric has served in the AFP since 2007 after beginning his career as a protective service officer.

He transitioned into policing in 2011 and soon moved to the AFP's Crime Command where he undertook advanced training and excelled in various specialist roles across a number of portfolios. Sergeant Skoric has been recognised as an exemplary leader, generating opportunities to celebrate the success of his colleagues and showcasing their strengths.

He is currently part of the AFP's International Command posted in Washington as the Cyber Crime Liaison Officer.



Doctor Jodie Ward is an internationally recognised forensic human identification expert and joined the AFP in 2020 to lead the National DNA Program for Unidentified and Missing Persons. During her four years with the AFP, Doctor Ward was instrumental in spearheading the establishment and implementation of the National DNA Program which helped resolve 19 missing person cold cases.

The National DNA Program enhanced collaboration between the AFP, state and territory police, along with coronial and forensic agencies to resolve cold cases of unidentified and missing persons.

Doctor Ward has had a wide-reaching impact on the Australian community with her pioneering forensic identification capabilities positioning the AFP at the forefront of best practice in human identification practices in Australia and globally. ◀



2024 Australian Police Golf Championships

The AFP (ACT Region) Golf Club hosted this year's Australian Police Golf Championships (APGC) in Canberra from Sunday, 17, to Friday, March 22, 2024.

► The opening event was hosted at Hotel Realm on Sunday 17 March. About 300 golfers, partners and sponsors were in attendance kicking the week off in wonderful fashion.

Major sponsors for the event were the Australian Federal Police Association (AFPA), Drummond Golf, DOMA Hotels, SAS Analytics and Police Bank.

The Club was also supported by 15 minor sponsors. All sponsors were provided with flags, which were allocated holes on each day of the golf. Without the support of all sponsors, the week would not have been the success it was.

Day 1 of the golf was hosted at Gungahlin Lakes Golf Club and day two at Gold Creek Country Club. Day 3 saw the competition continue at the Royal Canberra Golf Club, with the final day played over the border at the Queanbeyan Golf Club.

Responsibility for the event rotates between every Australian state and territory. Every 8 years, the ACT hosts the championships, with the Committee of the AFP (ACT Region) Golf Club planning this year's event since 2021.

Two hundred forty golfers from every state and territory in Australia participated, with a team of 40 representing the ACT. The ACT had several trophy winners, including current ACT Policing member Simon Hill who took out the 'C Grade Nett' Champion trophy in his first championships. ACT Team 1,

comprising current and former AFP members, won the Interstate Team trophy, for lowest nett team score for the week.

ACT Policing member and AFPA Delegate Bridget O'Sullivan hosted the partners program, with a lake cruise on Tuesday and a 'paint and pinot' class on the Thursday.

The AFPA was represented on Friday at Queanbeyan Golf Club with a stall set up next to the 9th tee. They were visited by players as they crossed from the 8th hole Party Hole to the 9th tee for the team event/sponsors day. Several sponsors participated and enjoyed a day on the course.

The party hole was a particular hit, with tiered seating around the tee box and many of the morning players hanging around to cheer on the afternoon players as they hit tee shots into the short Par 3. This had never been done at an Australian Police Golf Championships before.

Several states hosting these championships in the future have said they want to use the idea of a party hole for their championships.

The closing event was held at Hotel Realm with Daniel Connell, comedian, providing the entertainment. A great finishing night was had by all.

Proceeds raised from the week by ACTPGC will be donated to our nominated charities, AUSPOL and AFP Legacy.

The ACTPGC organising committee would like to thank the AFPA for their support of the event and the team over several years and hope to enjoy an ongoing relationship into the future. ◀



Future Strategic Development of the Australian Federal Police Association

As we move into the second half of 2024, I will use this opportunity to provide you with an important update on aspects of the AFPA business that have been progressing in the first half of the year, in line with our strategic reset from late last year.



AFPA General Manager
Paul McCue

► STRATEGY 2024-2027

Late in 2023, the Australian Federal Police Association (AFPA) National Executive worked together on your Association's new strategic direction.

The time was right to look ahead for the coming three years to prioritise changes needed to further drive the organisation into the future, with a specific focus on member engagement, service and value.

As our membership numbers increase, it is important to reflect on what is required to meet that demand and how best to service your needs.

The new vision for the AFPA is as follows:

To enhance and safeguard the conditions, welfare and rights of our members.

In reviewing the strategy, key focus areas included our *Impact*, *Strategic Initiatives* and *Enablers*.

Focusing on the major trends driving our strategic direction, several key priorities were identified and outlined as areas for improved services for you and our members.

You can see a copy of our Strategy 2024-2027 document on our website at www.afpa.org.au.

NEW AFPA DATABASE AND WEBSITE

We are well advanced in the creation of a new database for our staff to enable better tracking of cases, including a full digital marketing arm to target the message to the membership.

Additionally, we have updated our website, and in early 2025, the new website will be further expanded to include full member portal access, allowing members to self-service, assess a range of knowledge articles, and member benefits, including using a digital membership card.

Based on your feedback, this financial investment into your Association aims to enhance your member experience.

PARTNERSHIPS

To achieve an increased value proposition, we are also committed to increasing partnerships that align with our values and offer AFPA member-only benefits.

I am pleased to announce our continued partnership with Police Health, our long-term supporters of the AFPA, and our membership. Police Health has committed to a further three years of supporting our members, and we are already working on new ideas for in-person visits and digital reach to support you in the workplace.

Additionally, we have also now partnered with highly respected law firm Brydens Lawyers, to complement our earlier partnership with Tindal Gask Bently (TGB) lawyers.

Brydens, based across NSW and ACT, with nearly 50 years of experience as litigation specialists, also currently support members of the Police Association of NSW and now offer a range of services specific to members of the AFPA.

You can see a brief article from Principal, Lee Hagipantelis, including your offers, on pages 12 & 13.

I look forward to updating you further on a range of new initiatives in our next BlueStar edition. ◀

BOOK REVIEW



In the Service of Peace

Australian police involvement in United Nations peacekeeping operations: 1964 – 2024

▶ “Experienced Australian police officers are an invaluable asset to any international peacekeeping endeavour. They are volunteers who bring with them a problem-solving mindset, derived from an action-oriented culture which values pragmatism and the art of the achievable.” **Jason Byrnes, Author**

▶ This limited-edition book honours and celebrates 60 years of international peacekeeping by Australian police officers in some of the most remarkable and/or hostile environments imaginable – in Cambodia, Cyprus, Liberia, Mozambique, Namibia, Somalia, South Sudan, Sudan, Thailand and Timor-Leste (East Timor).

The story begins in May 1964 when 40 Australian police – including three members of the Commonwealth Police and one member of the ACT Police – joined the United Nations Peacekeeping Force in Cyprus. Island-wide interracial violence in late 1963 and early 1964 had seen scores of Cypriots killed or wounded, and thousands made homeless. The Australians spent 12 months monitoring a fragile peace between the Greek Cypriot and Turkish Cypriot communities.

The deployment was a significant milestone. It was the first time Australian police had participated in a United Nations (UN) peacekeeping operation. The good work and excellent reputations established by the Australians, and those who followed them, continued in subsequent operations in countries across the globe.

In the Service of Peace contains 60 photographs from the 10 UN peacekeeping operations Australian police have served in. The photographs are accompanied by stories of police bravery, sacrifice and compassion, as well as examples of peacekeepers doing their best to survive in challenging and confronting situations.

Readers of the book will gain significant insights into the unique role UN police can play in restoring, maintaining and fostering peace in troubled locations.

This story has particular significance for the Australian Federal Police (AFP) as it is the organisation responsible for providing police to UN peacekeeping operations – when it is authorised to do so by the Commonwealth Government. Since 1979, the majority of Australian police peacekeepers to UN operations have been serving AFP members. When State and Northern Territory police have contributed police, the officers have been sworn in as special AFP members.

In the Service of Peace is the first authoritative account of Australian police peacekeepers in the 10 UN operations listed above. It is written in an engaging and entertaining style, drawing on an extensive array of contemporaneous official documents, media reports, diary notes, memoirs, books, and the recollections of former peacekeepers and officials.

The book is ideal for anyone with an interest in police history and makes a great gift for police peacekeepers and family members. The book will be on sale from **14 September 2024** through the AFP Legacy website (www.policelegacyafp.org.au/shop/) and at the Australian War Memorial. Proceeds from sales through AFP Legacy will be used to continue that organisation’s support and charitable activities for legateses. ◀



Hardcover

132 pages

RRP: \$49.95

Merchandise Order Form

▶ AFP/AFPA MERCHANDISE



SECTION 1: PERSONAL DETAILS

First Name:	Surname:
Position:	Team/Area:
Phone:	Email:
Billing Address:	
Postal Address:	
Send via: <input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (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 OUT OF STOCK	\$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 (\$):	
		Total (\$):	

SECTION 3: PAYMENT DETAILS

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

OFFICE USE | Processed by

Name:

Date:

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

Catalogue 2024

▶ AFP/AFPA MERCHANDISE



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

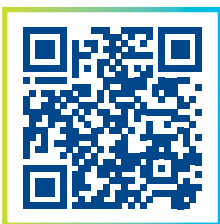


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Health

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NO CO-PAYMENTS*
NO EXCLUSIONS*
NO-BRAINER

We keep it simple by only offering top-level Gold Hospital cover. This keeps top cover more affordable for everyone, and it's how we beat the big guys on price! Because protecting you and your loved ones against the unexpected is priceless.



Get a free cover
comparison from
our team today



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