



BLUESTAR



EA Update

National Police
Remembrance Day

ACT Elections

With nearly 50 years of experience as litigation specialists, Brydens Lawyers has been able to leverage off that expertise into all other areas of law, whether it be litigious or transactional.

Brydens Lawyers is now able to provide a one-stop shop to service all of our client's needs. We have Accredited Specialists covering all areas of personal injury litigation including motor accident claims, workers compensation claims, public liability and medical negligence claims.

We also have Accredited Specialists in Family Law as well as experts in Wills and Estates Law, Commercial Law and Conveyancing.

To achieve this level of sustained success, Brydens Lawyers has established itself in the marketplace as an industry leader with the highest levels of client service built on a platform of expert legal advice and representation.

- Lee Hagipantelis
Principal, Brydens Lawyers



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

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:

National Police Remembrance Day 2024

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)



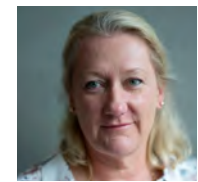
Rod Higgins
National Executive
Member



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



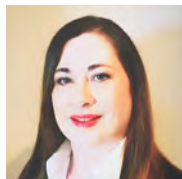
Courtney Posantzis
Membership Services
Manager



Chris Chilcott
Advisor to the
President



Wendy Black
Industrial
Officer



**Katherine
Abberfield**
Industrial Officer



**Christine
Jovcevska**
Industrial Officer



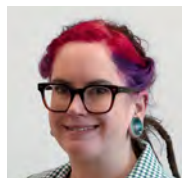
Garth Morrison
Industrial
Officer



Rachel Ferguson
Industrial
Officer



Emma Ramsay
Industrial &
Research Officer



Annie Swaker
Membership Support
Officer



Gerry O'Connor
Member Support
Officer



Sairam Posarla
IT Projects
Officer

TABLE OF CONTENTS

December 2024 issue

Updates and reports

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

Special features

- 14 National Police Remembrance Day 2024**

Other news and features

- 20 ACT Election
- 22 Brydens Lawyers Golf Day 2024



14

National Police Remembrance Day 2024



20

ACT Election



06

EA Update



President
Alex Caruana

PRESIDENT'S REPORT

Alex Caruana, President

EA Update

▶ As you're aware, the bargaining process for the 2024-2027 AFP Enterprise Agreement (EA) has now been concluded, with a 'yes' vote determining acceptance of the proposed agreement. It was a close 2nd round outcome with 83.5 percent of eligible voters participating and returning a 52 percent 'yes' vote.

Throughout the bargaining, the AFPA has been advocating for a 'no' vote, and we remained firm in our belief that the Federal Government's approach lacked respect for you and the workforce. We also felt that the AFP Executive did little to support our efforts. This was supported in the considerable feedback received by our office.

In short, we believe that the process was flawed and did not represent fair bargaining. Unfortunately, it was the rules of the game put into place by the Government, in particular, the Minister for the Public Service, Senator Katy Gallagher, so we must abide by those rules, even if we aren't completely satisfied by them.

However, as the process was democratic, we respect the outcome and thank everyone who participated in the vote. I and the AFPA Executive Board want to express our sincere gratitude for the membership and their dedication, particularly during the period of protected industrial action over the past year. I know this action came at a personal cost, but without your support, we would not have achieved the improvements we did.

KEY ACHIEVEMENTS IN THE 2024-2027 EA

While we did not secure all of our original goals, the outcome of this bargaining process is an improvement over the previous agreement, and notably, it does not result in any backslide in

conditions—a first in recent years. Our original motto for this campaign was 'no member will go backwards,' and we are proud to say that we have delivered on that promise.

Thanks to the advocacy and collective efforts of AFPA members, we secured a range of key improvements in the 2024-2027 EA, including:

- **\$40 million additional funding** for AFP wages
- **New allowances** for 'use of force' and 'unsociable hours' (though not all members will qualify, this is still a significant step forward)
- **Access to critical illness leave register** for all members
- **Increased annual leave accrual** and **higher duties payable from day one**
- **Time off in lieu** for Executive and TSF members

Moreover, the **frontloading of pay rises** at 4.5% in the first year provides immediate financial relief and will have long-term benefits for your retirement.

To our knowledge, this is the best first-year pay rise among any Commonwealth departments under the current bargaining framework. The 11.2 percent pay rise over three years also represents the largest EA pay rise in over 16 years.

We recognise that, as with any new agreement or policy, there will be challenges and unintended consequences in the 2024-2027 EA. If you encounter any issues or identify problems with the new agreement, please reach out to the AFPA at afpa@afpa.org.au or **(02) 6285 1677** so we can document and work towards a resolution.

REFLECTIONS ON THE BARGAINING PROCESS

The bargaining process has been a long and often difficult battle.

One of the key lessons we've learned is that the government's non-APS bargaining framework severely limits our ability to negotiate in good faith. The AFP is not a typical public service department, and the framework simply doesn't allow for the flexibility required to support a law enforcement workforce. In effect, it's a set of 'handcuffs' that limits what we can achieve—no better than the APS-wide bargaining framework.

Our goal for the next three years will be to push for the AFP to be removed from this restrictive framework, allowing us to negotiate more sensibly and effectively. This push is beginning immediately, with the upcoming Federal Election in early 2025.

Bargaining has been a tough and frustrating process, and I'm sure many independent negotiators would agree. In mid-2023, we were forced to bring the Australian Federal Police (AFP) to the bargaining table, only for them to freeze negotiations for over three months in late 2023 and early 2024. This was critical time that could have been spent resolving key issues, but instead, we were left in limbo, waiting for the AFP to get its act together.

That said, we did gain some important insights. The non-APS bargaining policy is just as restrictive as the APS bargaining policy. Unlike our state counterparts, who can negotiate directly with the Government, we don't have that option. Instead, we, along with other independent bargainers, bargain with the AFP, who then communicates with the Australian Public Service Commission (APSC), which then engages with the Government. Ideally, we would prefer to negotiate directly with the Government and have them direct the APSC on what needs to be done. Right now, however, it feels like the tail is wagging the dog when it comes to bargaining — and this needs to change.

LOOKING AHEAD TO THE 2027-2030 EA

While the 2024-2027 EA has now been agreed upon and is awaiting approval from the FWC, we've already begun preparing for the next round of negotiations. With the expiry of this EA set for 2027, we are aiming to begin bargaining at least 12 months prior

to its expiration, giving us ample time to assess the successes and shortcomings of this agreement and develop a campaign focused on the changes that you, the members, want to see.

The AFPA has formed a consultation committee that will focus on the challenge of removing the AFP from the bargaining framework so we can bargain fairly for the 2027-2030 EA.

ACKNOWLEDGEMENTS

Finally, I want to take a moment to thank the Convenors, Delegates, and AFPA staff who worked tirelessly throughout this process. Their efforts often go unseen, but without their dedication, we would not have achieved what we did. Your commitment has been invaluable, and we are deeply grateful for your continued support.

We also had some outside help on this campaign, with Chris Hayes providing critical advice and engagement with federal politicians. We also had media support from Good Media Talent and Horton Advisory which assisted us in getting key messaging onto the desks of decision-makers and people who could influence the process.

Together, we have made significant strides with the acceptance of the 2024-2027 EA, but there is more to be done. I am straight back in to planning to improve the gains we have just locked in, and I will not stop fighting for you.

Thank you once again for your ongoing commitment to the AFPA and to the future of the AFP.

In solidarity,

Alex Caruana
President

BKB HOLIDAYS | [BKBHOLIDAYS.COM](https://www.bkbholidays.com)

BROOME AND MANGROVE DISCOVERY

4 nights from \$558 per person[^]

Stay at Seashells Broome and explore Roebuck Bay's mangrove ecosystem, history and culture.

To book, contact:
Lynton Jones, The Savvy Traveller
0452 209 964

the savvy traveller

MEMBER SERVICES

Courtney Posantzis, Membership Services Manager

Membership
Services Manager
Courtney Posantzis

▶ With Christmas on the horizon, the spirit of joy and celebration begins to permeate every corner of our communities. While the holiday season is a time for merriment and togetherness, it also highlights the significant challenges and sacrifices that our members undertake to keep the public safe and ensure that celebrations can continue without disruption. This period often involves extended hours and a deep commitment to service, making their dedication truly remarkable and deserving of gratitude. In this issue of BlueStar I wanted to take the opportunity to thank you for your unwavering service to the community, not only during the festive season but also all year round. Your sacrifices, both seen and unseen, do not go unnoticed. We are deeply grateful for your steadfast commitment and the peace of mind you bring to everyone in our community.

As we sign off for the year, we have taken a moment to reflect on the work that the Membership Team has undertaken over the last 12 months. From the simple task of onboarding and offboarding members, to delivering a diverse array of benefits, prioritising welfare deployment ensuring our members have access to critical support and services when they need it most, and musters,

initiatives designed to offer care and support when it is needed most, every effort has been driven by a commitment to building a vibrant and engaged community.

Highlights from events that the Membership Team recently attended include the Australasian Police Basketball Championships, where we were pleased to support our AFP team attending. Much fun was had and despite the heat, the teams played well and displayed wonderful camaraderie. We also recently had a strong presence at Brydens Lawyers Golf Day – more details on this can be found on page 22 – an event that combined friendly competition while raising much needed funds for the Leukemia Foundation. The AFPA were very proud to be involved and support a good cause. Additionally, our team have conducted a series of site visits, bringing BankVic staff onsite directly to members at their workplaces, introducing BankVic representatives and the significant discounts and products on offer for AFPA Members. EA related musters were also held in a very short period of time, bringing members together to discuss and provide information about the impending EA vote. It was an important opportunity to present an overview of the EA, and what each outcome of the vote would look like. ◀



We again thank every member, advocate and AFPA representative who have assisted, reached out and connected with our team in 2024.

Wishing you a safe festive season; we look forward to doing it all again in 2025!





Legal and
Industrial Manager
Giles Snedker

LEGAL AND INDUSTRIAL

Giles Snedker, Legal and Industrial Manager

Major Changes to Employment Law in 2024

▶ Throughout 2024, significant changes were introduced into Australian employment law, especially under the Fair Work Legislation Amendment (Closing Loopholes) Act. These changes emphasise the protection of employees' rights and reflect a promising broader intention to close loopholes in employment protections in Australia. Together these changes work towards enhancing Fair Work standards and adapting workplaces to meet modern working conditions.

Two of the most relevant changes for members are the Right to Disconnect, and Workplace Delegate Rights. These are important workplace rights, and I encourage all members to familiarise themselves with what it means to them.

RIGHT TO DISCONNECT

As of August 2024, members have the right to refuse work communications outside their regular hours, unless it would be unreasonable to do so. This protection applies to any work-related communications including calls, emails, and messages. Employees cannot face adverse action if they reasonably refuse such contact outside of their regular working hours. Employers can still contact employees for urgent matters, and certain senior roles with implied after-hours expectations may be exempt.

To the AFPA, it could not be more obvious that those in policing need the right to switch off from the workplace far more so than the general population. This right needs to be a fundamental part of workplace culture and members must be given the time away from work to relax with family and friends, decompress and destress. In the words of the University of South Australia's Business School Economist and Professor Barbara Pocock: *"High pressure occupations where work is very demanding and intense particularly need good recovery time: time free of work*

issues, time to regenerate by doing things that keep our attention off work, and time to keep our relationships in good order".

Members are entitled to the Right to Disconnect outside working hours and supervisors and managers must respect members' periods of leave and rest days. Other than in emergency situations or genuine welfare matters, a member must not be contacted outside of the member's hours of work unless the member is in receipt of an on-call allowance, or are remunerated appropriately. Unless this is the case members are not required to read or respond to emails or phone calls outside their working hours.

If a dispute arises over the application of the Right to Disconnect, either the employee or employer can seek intervention from the Fair Work Commission.

The Commission can issue orders to ensure compliance, such as stopping an employer from imposing unreasonable after-hours contact or preventing disciplinary action against employees who exercise their right to disconnect.

When determining if a member's refusal is unreasonable, the Fair Work Commission will consider certain factors, which include:

- the reason for the contact;
- how the contact (or attempted contact) is made and the level of disruption it causes the member;
- any compensation (monetary or non-monetary) the member receives to be available to work when the contact is made, or to work outside their ordinary hours, such as the on-call allowance;
- the member's role and their level of responsibility, and
- the member's personal circumstances, including family or caring responsibilities.

The right to disconnect has never been more relevant than in today's age, with the AFP expecting members to be available around the clock. The Right to Disconnect recognises the importance of work-life balance and the impact of this on mental health in the workplace. The AFPA will continue to advocate for boundaries between work and the personal lives of all members. Members deserve nothing less.

WORKPLACE DELEGATES

In Australia, workplace delegates, who are AFPA representatives in the workplace, are protected under various laws, including the recent changes under the Fair Work Act 2009. Delegates now have the enshrined right to represent the industrial interests of AFPA members and potential members. These rights will help to ensure that our delegates can effectively represent the interests of AFPA members without facing undue restrictions from the AFP. Delegates have the right to represent members in a range of matters, including industrial disputes, bargaining, consultation processes, and disciplinary procedures including PRS. They are also entitled to communicate with AFPA members and prospective members within the workplace. This includes reasonable access to discuss union-related matters during work hours and in break times. To facilitate this, and to support them in fulfilling their duties as union representatives, delegates must be given reasonable access to workplace facilities, such as meeting rooms,

bulletin boards, or email systems. These facilities must be made accessible unless there are clear impracticalities.

The AFP is also required to allow delegates to attend paid training on their roles and responsibilities, with up to five days allocated for initial training and one day each year thereafter.

Nationally, there are approximately 50 AFPA workplace delegates who work across the various commands. The workplace delegates are there to assist with work issues and we strongly encourage all members to acquaint themselves with the workplace delegate in their area.

The above are just two examples of workplace reform that are designed to protect worker's rights. This is essential for not only improving the well-being of members, but also for driving long-term sustainability for the AFP.

The AFPA encourages all members to engage the AFPA and/or workplace delegates as soon as any workplace issues occur to ensure that their legal and industrial rights are protected. ◀

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.





Top brass at the bank for police

From a disused storeroom at the Police Association offices in Melbourne, our banking partner BankVic has an amazing history and team. We sat down with the Chair and CEO to hear it first-hand.

The first time we met, you shared with us a photo of a chair and desk in a small, old room. Can you tell us about that photo?

Anthony De Fazio (CEO): That is the first 'office' of the Police Association Credit Co-operative, which has since become BankVic. That photo was taken fifty years ago, shortly after a group of police officers voted to establish a bank owned by police and for police. The Police Association provided the storeroom as a space for us to use as we began. It is a special photo for us and reminds us of where we came from and our purpose.

BankVic celebrated its 50th anniversary this year, what does that milestone mean to you?

Lucinda Nolan (Chair): It means a great deal to us. We're really proud of our history, so it's been a whole year of reflecting and acknowledging just how far BankVic has come in those five decades. We have shared a lot of interesting memories, photos and stories from those earlier years with our people and members, and that trip down memory lane has been really enjoyable and quite grounding, to be honest.

Anthony: As a purpose-led organisation, our members are at the core of everything we do. We have been able to build and grow over the last 50 years, and most important and meaningful to us is the deep connection with each of our members – a deep connection with our roots. Our members choose BankVic for the personal experience, the understanding, and our recognition of what they do for the community.

How did you both come to join BankVic?

Lucinda: I'm a former long-term police officer myself and BankVic is my bank. That relationship with members and the bank is a very close and strong one – always has been. As my career evolved and I took on leadership roles within the force, being actively involved with our bank was another way to support police and the broader first responder community. I went on to join the Country Fire Authority as CEO, was elected to the BankVic Board in 2016, and became Chair in 2019. It is a privilege to serve our members in this role.

Anthony: My admiration and respect for the first responder community began in 1998 when I started working for Emergency Services Super – the superannuation fund for police and emergency services. Being there for eight years, and coming up to eight years at BankVic, it means for over half

of my professional career I have been fortunate enough to work for this wonderful community whose service and dedication I really admire.

I joined the BankVic team in January 2017 as the CFO, and became CEO in April 2018. Our members are faced with challenges every day in keeping the community safe, so being able to play a role in supporting them with their financial wellbeing resonated with me. I have always been fortunate to work for profit-for-member organisations, that exist to serve their members.

We were really impressed by the close and collaborative way BankVic partners with like-minded organisations. Can you tell us a bit more about that?

Lucinda: Our partnerships are incredibly important and working with the organisations we do is a key part of our ability to deliver what our members need. From the first days of the Co-op, that's always been the case and it remains a core part of who we are. Our members are dedicated to serving the community and put other people first, which is why we feel so privileged to support them however we can.

Anthony: We have an incredibly strong connection with our partners. We work collaboratively, supporting programs and initiatives that are meaningful to our members - we support their professional development, provide lifesaving equipment in emergency departments, and we show up to the causes important to the first responder community. We are aligned with our partners because their members are our members.

Our people at BankVic understand how special the first responder community is and are proud to actively get involved in supporting our partners with the important work they do.

What is the aim of the partnership between BankVic and the AFPA?

Lucinda: Like all our partnerships, we're in this to be helpful and collaborative. Our long history of working closely with police and representative organisations means we have some great experience and a track record in doing what's best

for the police community. Through partnering with the AFPA we're strengthening our mutual reach and the benefits and services available to AFP members.

Anthony: The work AFPA members do in keeping people safe is quite often dangerous, and often goes unseen – they do incredible work for communities across the entire country.

We are proud to support their financial wellbeing and help them as they as are buying their own home, saving for something special, or managing the cost of living. We do this through understanding them and providing products and services unique to their needs.

Our alignment with the AFPA enables us to support the specific needs of this very special community and work with the AFPA team for the benefit of our collective members.

Thank you Lucinda and Anthony for your time, and sharing BankVic's history and plans for AFPA members.

Exclusive introductory offer* for AFPA members



Talk to us today

A great home loan rate + a \$2,000 cashback + a 12 month AFPA membership

- / Submit your application by 15 November 2024 and settle by 31 January 2025
- / Available for owner-occupier and investment home loans
- / Minimum loan amount of \$200,000 with an LVR (loan to value ratio) of 80% or less
- / BankVic will arrange reimbursement for your AFPA 12 month membership

*Eligibility is limited to Australian Federal Police Association (AFPA) members who complete either the refinancing of an existing home loan or a new home loan for the purchase of a property. Lending applications must be received between 28 August 2024 and 15 November 2024, with lending funds settled or disbursed by 31 January 2025. To qualify, your loan must be at least \$200,000, with a loan-to-value ratio (LVR) of 80% or less, as per BankVic's credit policy. The offer is available for owner-occupier and investor loans. The cashback of \$2,000 will be paid into your BankVic transaction or savings account within eight (8) weeks of settlement. This account must be in the same name as the home loan account. For joint accounts, the cashback will be credited to a jointly-held transaction or savings account; otherwise, it will be credited to the primary account holder. This offer is limited to a maximum of one cashback per loan, regardless of the number of mortgaged properties involved in the transaction. Split and supplementary loans against one security will be eligible for one cashback only. The offer excludes internal refinances, rewrites, and other loan purposes. Additionally, as AFPA members, you are eligible for reimbursement of 12 months of AFPA membership fees. If there are multiple AFPA members listed on the home loan, each of you is eligible for your own 12-month membership reimbursement. If you are a current AFPA member, you will be reimbursed for 12 months of membership payments. If you wish to join, you must sign up for AFPA membership, and BankVic will then reimburse the full 12 months' worth of fees as a single payment to you. You must inform BankVic of your desire for reimbursement of your AFPA membership by providing your AFPA membership number during the application process. To be eligible for the membership reimbursement, you need to - Be a current AFPA member - Be a current BankVic member - Have settled your home loan cashback offer by 31 January 2025. BankVic will arrange the reimbursement of your AFPA annual subscription for one year, within eight (8) weeks after the offer ends on 31 January 2025, depositing it into your eligible BankVic transaction or savings account. This account must be in the same name as the home loan account. For joint home loan accounts, the reimbursement will be credited to a jointly-held transaction or savings account; otherwise, it will be credited to the primary account holder. BankVic will share AFPA membership ID numbers of eligible AFPA members with AFPA for the purposes of reimbursement. This reimbursement applies to all AFPA members listed on the home loan contract. AFPA will share the AFPA membership fee amounts of AFPA members with BankVic for reimbursement purposes. BankVic may vary or end this offer at any time without notice. If you have received a home loan cashback from any other BankVic home loan offer within the last twelve months, you may not be eligible for this offer. Home loan terms and conditions, fees, and charges are available at bankvic.com.au, by calling 13 63 73, or visiting a branch. Current interest rates and target market determination for this product can be found on bankvic.com.au. Police Financial Services Limited ABN 33 087 651 661, trading as BankVic. AFSL and Australian Credit Licence 240293. MB030 08.2024 TB-1158

National Police Remembrance Day 2024

Special feature

BREVET SERGEANT
Jason Christopher
DOIG

SENIOR
SOUTH AUSTRALIA

17 NOVEMBER 2023

▶ National Police Remembrance Day is held each year on the 29th of September, to commemorate and honour all police officers who have died whilst serving or been killed in the line of duty, across Australia, New Zealand and the Pacific.

National Police Remembrance Day also recognises the unique nature of policing and the dangers that our members face in their daily pursuits whilst serving and protecting our community. "It's an important opportunity to say thank you to our Police.

Their bravery, sacrifice, and contribution to Protecting and Serving our community will never be forgotten. Each year, we take the opportunity to reflect on the ultimate sacrifice made by these brave police officers, and to acknowledge the dangerous and unpredictable nature of the work every shift brings.

In 2024, there were five names added to the National Police Memorial in Canberra, including the tragic deaths of Brevet Sergeant Jason DOIG (SA), Senior Constable Glenn Murray (WA), Sergeant Peter Stone (NSW), together with two historical names from the Northern Territory, Mounted Constable Arthur Clapp (1927), and Mounted Constable Thomas McNulty (1917).

Commemorative services were held nationally on Friday 27 September 2024, and the AFPA attended services in Canberra, laying a wreath on behalf of our fallen officers. ◀

We will remember.

Police Ode

*As the sun surely sets:
dawn will see it arise,
for service, above self,
demands its own prize.
You have fought the good fight:
life's race has been run,
and peace, your reward,
for eternity begun.
And we that are left,
shall never forget,
rest in peace friend and colleague,
for the sun has now set.
We will remember.
We will remember.
Hasten the dawn.*

Special feature





AFPA Member's Travel Program

The Savvy Traveller was established as an independent travel agency in 2012 and specialises in providing unique Concierge Style travel services. We are here to assist you with planning your unique holiday experiences and is honoured to partner with the AFPA to provide members with a travel program for discounts and special offers.

Photograph
courtesy of
Eclipse Travel



It's nearly Christmas already, 2024 has flown by and it really is time for a nice Holiday Break.

We know that you have all been working hard and the Christmas and New Year break is a great time to reflect and plan your travels for 2025.

On a recent visit to New Zealand's South Island, we enjoyed some amazing Kiwi hospitality and experiences to share with you all.

Christchurch is a city on the move, it's a vibrant centre for food excellence, historical buildings and relaxing parklands to explore. We enjoyed a progressive dinner with a local guide walking between 3 venues and learning Māori history along the way. Each meal highlighted fresh local produce and some amazing NZ wines. This is a must do experience in Christchurch. We stayed at the Boutique George Hotel, it's full of an amazing artwork collection and has a vibe that immediately makes you feel at home.

TST has some special Christchurch and beyond holiday experiences available for 2025. The team at The Savvy Traveller wishes all AFPA Members and their families the very best of wishes for the festive season and beyond!

We have compiled some exclusive Bluestar Magazine Member offers for you to enjoy:

- **TRAVEL INSURANCE**
30% Discount off all NIB Travel Insurance Products including Annual Multi trip Cover
- **QANTAS MEMBERSHIP**
Qantas Frequent Flyer Membership – Discount offer available
- **OCEAN & RIVER CRUISE**
5-10% discount off all Ocean and River Cruise bookings
- **LUXURY ESCAPES PACKAGES**
added discount off all advertised Luxury Escapes packages. Offer varies depending on package type.
- **CONCIERGE TRAVEL SERVICES**
for all International travel bookings including assistance during your trip and post trip for refunds or travel insurance claims
- **DOMESTIC TRAVEL PACKAGES**
No booking fees and \$100,00 member discount voucher for all flight and accommodation package bookings worth over \$2K

For our first inclusion within the Bluestar magazine we have compiled some special Members offers for you to enjoy:

VIETNAM

- Luxury Escapes Signature Series Golf Tour with Nick O'Hern and Cameron Daddo. The land Tour depart from Danang on 07SEP25 for 7 days including 5 Star Hyatt Stay. Members Price is from \$5449.00* per person twin share.

ANTARCTICA

- Eclipse Travel are offering an additional 5% off our their website prices for members who make a deposited booking with TST by 31DEC24*

KRUGER NATIONAL PARK SAFARI

- Bench Africa are offering members a 7-day safari experience from \$2045.00* per person in South Africa's Greater Kruger region at Makutsi Safari Springs. Explore thousands of hectares on open 4WD safari vehicles to mingle with elephants, rhinos, giraffes, crocodiles, lions, cheetahs, leopards.
- Safari package includes 6 nights lodge accommodation + daily breakfast & dinner
- (SOLO Travellers - no single supplement, 50% charge for children under 13)

VIETNAM BEACH VILLA

- An Bun Beach Hoi An, Stay 7 Nights pay 5 offer*
- Enjoy a family holiday in sunny central Vietnam at An Bung Beach in a Modern 3 bedroom beach villa within the local community with resort style services and private plunge pool. Priced from just \$285.00* per night enjoy this little spot of paradise with many local restaurants and a wonderful beach at your disposal. Fly into Danang and transfer down to Hoi An's local beach paradise.

MERUSAKA NUSA DUA

- 5 nights from \$1699.00* per room
- Bestselling Nusa Dua Beachfront Resort with All-Inclusive Dining & Unlimited Free-Flow Drinks This five-star tropical resort, perched on the palm-fringed shores of Nusa Dua's sought-after Mengiat Beach, boasts a glittering multi-level swimming pool, panoramic views and opulent rooms, suites and villas inspired by traditional Balinese style. Book by 30OCT24 to stay prior to 20DEC25

To enjoy the benefits of one of these amazing member offers or to discuss your next travel experience please call The Savvy Traveller directly on 0452 209 964 or email lyntonj@thesavvytraveller.com.au and mention that you are an AFPA Member!



Enjoy some R&R in
AN BANG BEACH
 in sunny Central Vietnam

SPECIAL OFFER

2 Nights FREE
 on a week's stay

Stay for 7 nights, pay for 5

\$285 per night
3 BEDROOM POOL VILLA
 valid until 30 June 2025
 Back out date: Christmas and New Year Week

 **BEACHSIDE**
 BOUTIQUE RESORT
 An Bang, Hoi An

 **the savvy traveller**

TESTIMONIALS

Cruise Client

I appreciate all of your help & totally would accept any future assistance from you & recommend your travel services to my family and friends. With genuine thanks. *C Pickard*

Extended Family Travel

Great work with the Paris Olympics trip, we were so happy with the accommodation and flights you arranged for us, especially considering the short notice we gave you! Thanks so much for putting the effort into making our trip so memorable – *The Clark family* (3 generations went to watch their family member compete for Australia)

Couple's Travel

You've been great, I will be in touch and definitely recommend your Concierge Service to others, Thanks for all of your assistance" *Liza E, Hunters Hill NSW*

USA Harley Tour

Just letting you know Jo & I had an amazing trip 1week in Milwaukee and Chicago before we picked up the bike tour and did 4500 kms across America it was unbelievable... Thanks for your assistance organising things Cheers *Michael R*

* Subject to availability, black out dates and seasonal surcharges may apply. Packages are land only, flights options are additional. All bookings must be made with The Savvy Traveller for discounts and offers to apply. Offers can be changed or withdrawn without notice.

ACT Election

For residents of the ACT, the results of the 2024 election may feel like déjà vu. Since 2001, ACT Labor has been in power, and this election was no different, with Labor securing a minority government. However, the election did bring some notable shifts, particularly in the makeup of the Legislative Assembly.

▶ ACT Labor won 10 seats, while the Canberra Liberals secured nine. The ACT Greens, who had held six seats in the previous Assembly, lost two, dropping to four seats. Interestingly, those two lost seats were picked up by independents, with both former ACT Green ministers losing their positions.

In the lead-up to the election, the AFPA met with candidates to discuss key issues impacting policing in the territory.

These included ACT Policing accommodation, police numbers, and reforms to bail and sentencing laws. While there was broad agreement on these priorities, negotiations between independent Thomas Emerson and ACT Labor were necessary to secure a review of bail and sentencing policies.

In the 2024 budget, ACT Labor made a commitment to recruit 126 new ACT Policing personnel over the next five years, backed by a \$107 million investment. The Canberra Liberals, however, promised to recruit 200 officers over the same period, putting them on the record as having a more ambitious target. As always, the real test will be in the details—particularly how the 126 new personnel will be allocated.

Both ACT Labor and the Canberra Liberals also made significant commitments to police infrastructure. ACT Labor pledged to build a new City Police Station and a new ACT Policing Headquarters. The Canberra Liberals matched this promise, adding a commitment to build a new police station in the Molonglo Valley and to review bail and sentencing laws. In a turn of events, ACT Labor also adopted the proposal for a new Molonglo Police Station.

On election day, the results largely unfolded as expected, but a few surprises did emerge.

Mick Gentleman, the former Minister for Police, lost his seat in Brindabella. He was replaced by two fresh faces—Caitlin Tough and Taimus Werner-Gibbings—while Canberra Liberals Mark Parton and Deborah Morris secured seats. Laura Nuttall, from the ACT Greens, also made a surprise comeback, taking the final seat.

As the counting continued, speculation began to circulate about the ACT Greens' decision not to form a coalition with ACT Labor. Instead, the ACT Greens opted to move to the crossbench, marking a significant shift in the territory's political landscape. This will be the first time in years that the ACT Legislative Assembly will have a truly independent crossbench, with the four Greens members joined by two newly elected independents: Fiona Carrick, who defeated Emma Davidson (ACT Greens) in Murrumbidgee, and Thomas Emerson, who won in Kurrajong against Rebecca Vassarotti (ACT Greens).

A six-member crossbench is unprecedented in ACT politics and will likely influence the way ACT Labor governs.

With Mick Gentleman losing his seat, a new Minister for Police was needed. After working with Dr. Paterson during her time on the backbench, we were pleased when Chief Minister Andrew Barr announced her appointment to the cabinet as Minister for Police. Dr. Paterson brings a wealth of experience and a strong track record of consultation and engagement, and we are confident she will bring fresh perspectives to the policing portfolio. Her background on the Justice and Community Safety Committee gives her a solid understanding of the issues facing ACT Policing, its officers, and the community.

With the ACT Greens moving to the crossbench, the position of Attorney-General became vacant. The AFPA welcomed the announcement that Minister Tara Cheyne would take on this important role. We have previously worked with Minister Cheyne on legislative reforms and look forward to continuing our collaboration as she assumes her new responsibilities.

As the new government takes shape, it is clear that while some things remain the same, the political dynamics in the ACT have shifted in significant ways.

With a strong crossbench presence, we can expect the next few years to bring new challenges and opportunities for ACT Labor, the opposition, and independent members alike.

Over the next four years, our focus will be on ensuring the ACT Government and ACT Labor honor their commitments. We are eager to collaborate with Minister Paterson's and the Attorney-General's office and will continue advocating for legislative reforms and accommodation improvements that support the work of ACT Policing.

We also look forward to working with the Opposition and their new leader, Leanne Castley. As of now, we are still awaiting confirmation of who will be the Shadow Minister for Police.

If the role is taken on by Jeremy Hanson or James Milligan, we are pleased to have an established working relationship with both and look forward to strengthening it. Should the Canberra Liberals choose a new direction, we are equally committed to working with the new Shadow Minister.

We will be closely watching how the ACT Greens and independents navigate the cross-bench. We wish them the best and look forward to engaging with them soon. ◀





Brydens Lawyers Golf Day 2024

The association was pleased to take part in the Brydens Lawyers Golf Day 2024, an annual event now in its third year, that has become a highlight for both golfers and charity supporters alike.

► This year, the event was well supported with a strong turnout of participants and generous sponsors, all coming together to raise funds for the Leukemia Foundation. The day proved to be a huge success, with an impressive \$51,391 raised to support those affected by leukemia, further highlighting the community's dedication to making a difference.

The association was pleased to sponsor hole 3, a tricky par 3 that put even the most seasoned golfers to the test.

Many players struggled to master the hole, with shots ranging from impressive to, well, less so. With the course in immaculate

condition, and despite the challenging conditions (thanks flies), the AFPA team—comprising Gerry, Mal, and Jason—brought their A-game, delivering some cracking shots but also a few memorable mishits along the way. In the end, their efforts earned them the coveted "last place" trophy, which was met with good-natured laughter from both the participants and their colleagues back at the office.

Looking ahead, the AFPA is excited to continue its support for this fantastic event in the years to come. The 2024 Golf Day marked the beginning of what the AFPA hopes will be an ongoing partnership, with plans to participate again in 2025 and beyond. The association remains committed to raising awareness and funds for the Leukemia Foundation, and they look forward to being part of this wonderful day of golf and charity for many years to come. ◀



Police
Health

COVER LIKE NO OTHER

NEW YEAR, MORE EXTRAS

Haven't used your Extras limits this year? With Police Health, unused limits on most Extras rollover into the new year* – so you have more available when you need it.

Rollover ~~Annual~~ Limits*

 <p>Major Dental \$1500 \$3000</p>	 <p>Optical \$350 \$700</p>	 <p>Psychology \$850 \$1700</p>
 <p>General Dental Unlimited# !!!</p>	 <p>Chiro† \$700 \$1400</p>	
 <p>Physio† \$850 \$1700</p>		<p>Get a free cover comparison</p> 

*Subject to Waiting Periods and other conditions. Rollover applies once you've completed your first 12 months membership on Rolling Extras (2 years for Major Dental). Rollover benefits do not apply to Health Appliances, School Accident cover and Orthodontics. # Some Dental Service Limits apply to General Dental. † Physiotherapy Annual and Rollover Limits are shared with Exercise Physiology. ‡ Chiropractic Annual and Rollover Limits are shared with Acupuncture, Osteopathy and Complementary Therapies. Other conditions may also apply, contact us for more details. Police Health Limited ABN 86 135 221 519. A registered, not-for-profit, restricted access private health insurer – first established in 1935. © Copyright 2024.

My marriage or de facto relationship has broken down. Why should I seek a legally binding property settlement?



Separation and divorce can unfortunately happen to anyone – police officers are not exempt!

Scarlett Grose, Associate, TGB Lawyers

There are always many things to consider when a relationship breaks down, but today I am going to share with you specifically about property settlements – and why you should seek a legally binding property settlement.

As a family lawyer, I am asked this question all the time, and there are four very compelling reasons why.

1. TO PREVENT YOUR EX FROM 'DOUBLE DIPPING'

If you and your spouse or de facto partner ("your ex") separate and you agree to divide your assets informally (without a legally binding property settlement), then there is nothing preventing your ex from making a claim against you to obtain further assets in the future.

There are no informal agreements or "handshake agreements" in family law. Informal property settlements are not binding.

2. TO PROTECT YOUR FUTURE WEALTH

If you do not formalise your property settlement so that it is legally binding, then the other party may have an interest in the assets you obtain in the future.

For example, you and your ex may have a house, two cars, nominal savings, and some superannuation at the time of separation. If your financial circumstances then improve post separation, because:

1. your income increases;
2. you receive inheritance from a deceased estate;
3. you combine your assets with the assets of a new partner; or
4. you win the lottery,

then your ex may decide to resurface and make a claim on the assets you hold at the current time, rather than what you had at the time of separation.

This generally happens if you are (or are perceived to be) in a better financial position than your ex.

A legally binding property settlement provides you with the security you need to protect your future wealth.

3. TO OBTAIN STAMP DUTY EXEMPTIONS

If you formalise your property settlement so that it is legally binding under the Family Law Act 1975 (Cth), then there are

stamp duty exemptions. This can save both parties a significant amount of money.

4. FOR YOUR PEACE OF MIND

Once you have a legally binding property settlement in place, you can move on from your past relationship with clarity about your financial circumstances.

This will allow you to plan your life, and to take steps to build your personal wealth without fear.

WHAT IS A LEGALLY BINDING PROPERTY SETTLEMENT?

A legally binding property settlement can only be achieved by an Application for Consent Orders and a Minute of Order, or a Binding Financial Agreement. These can both be attained by seeking advice from a family lawyer.

Statutory Declarations, handwritten agreements, or other agreements are not enforceable in the Federal Circuit and Family Court of Australia.

SEEKING LEGAL ADVICE

If you have gone through a separation and are yet to formalise your property settlement, it is important that you seek advice from a lawyer who specialises in the area of family law. As the preferred legal service provider for AFPA members, their families and retired members, we offer a 30-minute free appointment, which can be conducted in person or over the phone and we provide a 10% discount on our fees.

During the initial appointment, we can explain the process of obtaining a binding property settlement to you, and give you a breakdown of the legal fees to reach an agreement.

We can also assist you with any children's matters which may have arisen from the breakdown of your relationship.

Get in touch with us on 1800 730 842 to organise an initial appointment with a member of our family law team. With offices in SA, WA, NT, QLD and the ACT, we have got you covered!

We look forward to working with you to finalise your family law matter.

Preferred legal service provider for Police Association Members, their families and retired Members.

Leading law firm, **Tindall Gask Bentley** is the preferred legal services provider of the Australian Federal Police Association, offering **30 minutes of free initial advice** and a **10% fee discount***.



tgb

To arrange a preliminary in-person or phone appointment **contact TGB on 1800 730 842**

COMCARE CLAIMS

- Lodging claims
- Disputing decisions affecting payment of medical costs and incapacity payments
- Disputing rejected claims
- Permanent impairment claims
- Reconsideration applications
- Filing appeals to the AAT and Federal Court of Australia

CRIMINAL & DISCIPLINARY

- All criminal matters
- Protection orders (FVO/PPO)
- Discipline/misconduct (PRS matters)
- Coronial Inquiries (deaths in custody)
- Boards of inquiry matters
- NACC (corruption) investigations
- Review/challenge of workplace decisions

FAMILY & DIVORCE

- Property settlements
- Children's issues
- Child Support matters
- Pre-nuptial style agreements
- Mediation & family dispute resolution
- De facto & same sex relationships
- Divorce & international divorce

WILLS & ESTATES

- Estate planning advice & document preparation including:
 - Wills & Testamentary Trusts
 - Enduring Powers of Attorney
 - Advance Care Directives
 - Guardianship & administration matters
- Deceased estates including:
 - Advice to executors & beneficiaries
 - Estate administration including obtaining Grants of Probate
 - Estate disputes including contesting wills

BUSINESS & COMMERCIAL

- General business advice
- Real estate & property advice
- Conveyancing
- Business transactions
- Commercial disputes

KEY INITIAL CONTACTS



Tim White - Partner
twhite@tgb.com.au

Tim leads our Comcare Claims team for AFPA, working with 5 other lawyers nationally.



Luke Officer - Partner
lofficer@tgb.com.au

Luke leads our Criminal & Disciplinary team for AFPA, working with 6 other lawyers nationally.



Dina Paspaliaris - Partner
dpaspaliaris@tgb.com.au

Dina leads our Family & Divorce law team for AFPA, working with 15 other lawyers nationally.



Sarah Mitchell - Senior Lawyer
smitchell@tgb.com.au

Sarah leads our Wills & Estates team for AFPA, working with 12 other lawyers nationally.



Lauren Roberts - Senior Lawyer
lroberts@tgb.com.au

Lauren leads our Business & Commercial team for AFPA, working with 6 other lawyers and a conveyancing team nationally.

Adelaide (SA)
Perth (WA)
Darwin (NT)
Brisbane (QLD)
Canberra (ACT)

tindallgaskbentley
lawyers

tgb.com.au | 1800 730 842

*conditions apply

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:

Invoice Number:

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

Catalogue 2024

▶ AFP/AFPA MERCHANDISE



AFPA
Australian Federal
Police Association

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



Benefits:

- Provision of a free Simple Will* to all AFPA members.
- 50% reduction on the cost of an Enduring Power of Attorney and/or Enduring Guardianship.
- 25% reduction on conveyancing fees in relation to residential property.

**Brydens Lawyers in partnership with
AFPA are available to assist you
with our areas of expertise:**



**Personal
Injury***



**Comcare/Workers
Compensation***



**Work Injury
Damages***



**Medical
Negligence***



**Wills &
Estates**



**Public & Private
Liability***



**Family
Law**



**Superannuation
& TPD**



**Commercial
Matters**



**Conveyancing
& Property**



**Criminal
Law**



**Motor Vehicle
Accident***

1800 848 848 | brydens.com.au

No Win, No Fee* | T&Cs apply