

**PANSW**

POLICE ASSOCIATION OF NSW

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JAN | FEB 2023

# Police News



## Election issues

A March ballot-box looms

President's Message **p3**

Preventing Injury, supporting recovery **p6-9**

Pay and Entitlements **p18-19**





# PANSW Police News improves its online edition

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**Crossword answers / Down**

1. BUNYIP 2. RED BELLIED BLACK SNAKE  
 3. TAIPAN 5. EASTERN BROWN SNAKE  
 7. CLAW 10. HORSES 13. GREAT WHITE  
 15. DROP BEAR 17. STINGRAY 19. SALTIE

**Across**

4. MALE 6. MAGPIE 8. LIGHTENING  
 9. FUNNEL WEB 11. BOX 12. BLUE RINGS  
 14. IRUKANDJI 16. ROSS RIVER 18. PUNT  
 19. STONE FISH 20. YOWIE 21. RED BACK

**Cover**

Australia was the first country in the world to introduce secrecy to the voter's ballot (1856: Victoria and South Australia). For that reason secret ballots are sometimes referred to as 'Australian ballots'.

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# Paul Ireland

## Executive Member Northern Region Area 1

I started with the NSWPF in 2002 at Parramatta. I transferred to Tuggerah Lakes before experiencing a bush change and moving to Walgett. I was promoted to Sergeant at Collarenebri before moving to Maitland then Cessnock where I am currently stationed. Most of my service has been in General Duties with secondments to TAG, Anti-Theft and Proactive units.

I became involved in the PANSW during my time at Tuggerah Lakes. I watched our Branch Officials Bobby Brennan and Tommo make the job easier by cutting through the red tape.

When I transferred out West, I became more active in the branch. Stepping up as Vice Chair, I saw more of the PANSW and how they operated and was 'bitten by the bug'. I moved to Chairperson before becoming a delegate to Conference for Western Region.

When I transferred to Northern Region, I continued my involvement at branch level and as a delegate while expanding

my knowledge base. I have been a delegate to Conference on numerous occasions and enjoy the challenge that the PANSW brings.

As a Branch Official, I experienced the good, bad and the ugly, engaging with the Executive Members who represented me. When I moved to Northern Region, I watched as current Vice President Ian 'Ducky' Allwood performed the role, encouraging me to step into the position he vacated and continuing in his footsteps.

The major challenge I believe the NSWPF is facing is staffing. Current levels across the board are not sufficient for the job we are expected to do. Recruitment, training, and staff retention are all key parts of this issue. Watching police do their daily work without sufficient assistance is painful.

Having experienced Conference and developing an insight into the PANSW's workings, my goal is to continue the leadership that the Executive have



shown. I believe I represent the everyday police officer and bring the members' ideas, feelings and expectations to the table.

It is a privilege to represent Northern 1 members and not one I take lightly. I am not a politician, but part of a team representing you to the best of our ability. If anyone is ever interested in the PANSW, or wants to learn more, attend a meeting and get involved.



PANSW President **Kevin Morton**

## Police in the right place, at the right time

■ On 25 March 2023, the people of NSW will vote for their State Parliament representatives, and the party that wins the majority of the Legislative Assembly will be the Government of NSW for the next four years.

New South Wales State Elections are of huge importance to police officers in NSW. The State Government controls your wages, your injury entitlements, and the policies that affect your safety and day-to-day duties.

Every NSW State Election, The PANSW's members, Branch Officials, delegates, Executive and staff campaign to make the needs of police a top priority for all political parties.

In the 2019 State Election, the PANSW asked all candidates to 'Back the Blue'. Your Association secured a huge win with the NSW Government committing to fund an additional 1,500 police. This was delivered over this current term of Government.

In 2022, policing faces new challenges: protecting the police of today from injury, preventing the loss of officers through medical discharge, providing attractive salaries and career paths to retain police and attract the best and brightest to be the police of tomorrow.

Police want to see candidates for the 2023 State Election commit to clear policies that ensure police officers' safety, financial security, and capacity to serve the people of NSW.

### Protecting the protectors

Police officers are being injured and medically discharged at alarming rates. This is a loss to the NSWPF of highly skilled, experienced police officers.

Members, I want NSW to reflect on the way our police leave the NSW Police Force.

Last year, more police officers exited the NSWPF as medically unfit than the combined total of resignations and retirements. It saddens me that more police officers have their last day of



service forced upon them, with their health affected by injury, than those that get to leave on their own terms.

Police officers should get to leave at a time of their choosing, because they have an exciting new career opportunity, or because they are ready to retire.

They shouldn't have to leave because they have sacrificed their health for the job.

For the 2023 Election, the PANSW's top priorities are to protect police from injury, prevent medical discharge, and provide police with pathways other than injury or medical discharge to transition to retirement or alternative careers.

The PANSW has already secured \$79 million of funding for health and wellbeing programs. This is a massive win, and these programs need to be complemented by preventative efforts to ensure all police workplaces are safe and healthy, no matter what dangers your duties present to you.

With the huge success of the Optional Disengagement Scheme (ODS) Round 1, and the commencement of Round 2, it is

clear that police officers want pathways to career or retirement transition other than injury and medical discharge.

Schemes like ODS need to be expanded and the Government must provide other options to ensure police have financial security, whether they stay in the job, start a new career or retire.

The PANSW will be calling on all candidates to the 2023 State Election to commit to this, and you can read more about what we are calling on page 6-9.

### The best conditions, today and tomorrow

As more police are medically discharged, NSW is struggling to recruit enough new police to keep pace with attrition.

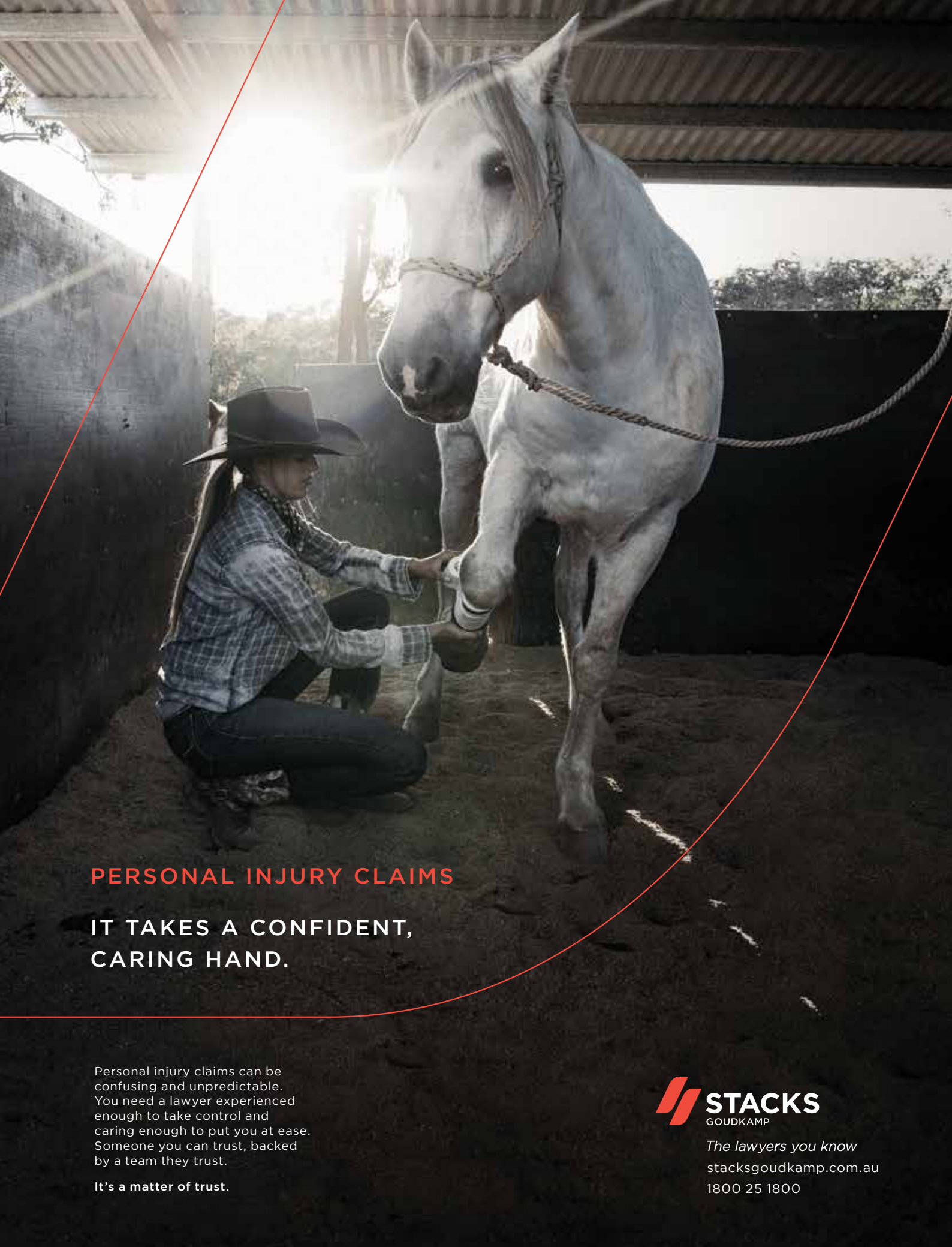
The NSWPF used to have thousands of people on the waiting list to become police officers. We had our pick of the best and brightest who dreamed of pulling on the blue shirt.

The PANSW is calling on all candidates to the 2023 Election to improve pay, conditions and career pathways for police officers, current and future, so policing is once again attractive to new recruits.

We're asking all candidates to commit to:

- Removing the wages cap and unlocking the Industrial Relations Commission, so we can once again seek pay rises for police above 2.5%
- Improve retirement savings so police can plan to finish their career on their own terms, assisted by Optional Disengagement and career transition pathways
- Assist police to own their home by expanding shared equity schemes, and providing police in remote areas with a higher standard of police housing

You can read more about the PANSW's campaign for police wages on page 18 of this edition of Police News.



## PERSONAL INJURY CLAIMS

IT TAKES A CONFIDENT,  
CARING HAND.

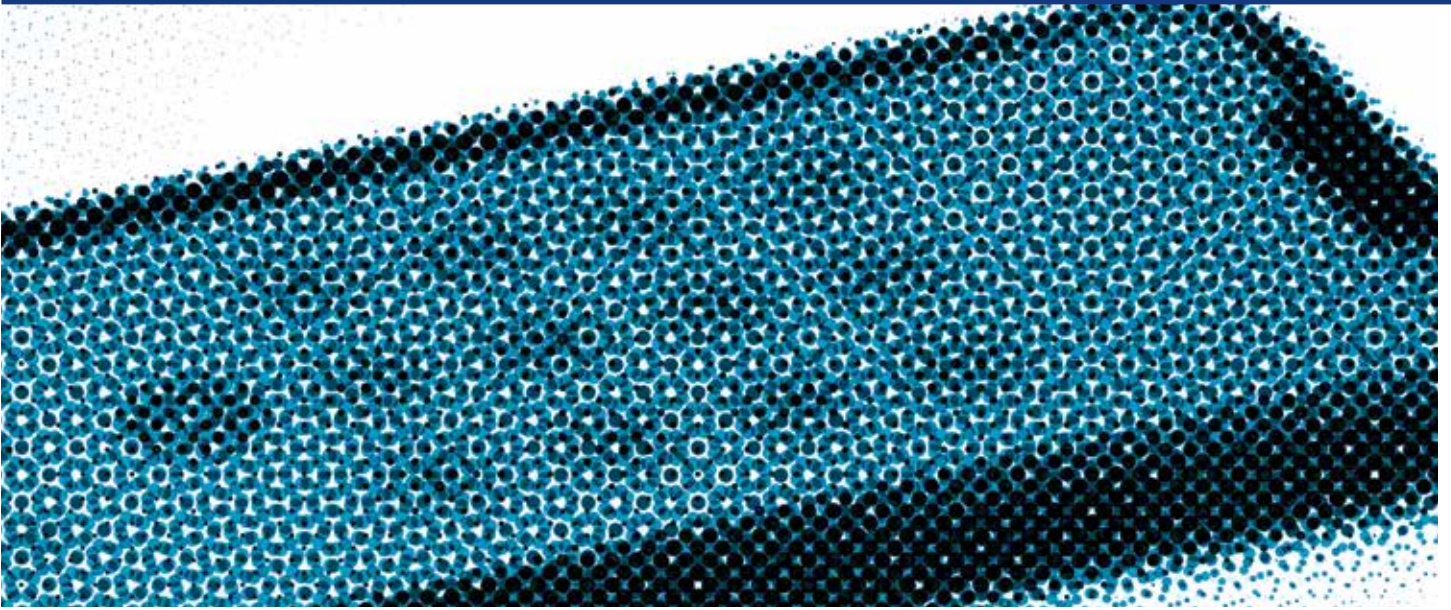
Personal injury claims can be confusing and unpredictable. You need a lawyer experienced enough to take control and caring enough to put you at ease. Someone you can trust, backed by a team they trust.

**It's a matter of trust.**



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## Teladoc Health

Members are advised that Aware Super has teamed up with Teladoc Health, a leading virtual care provider to give Aware Super Insured members virtual access to health and wellbeing services.

The services offered are provided virtually and include mental health support, nutrition, fitness and injury recovery support. This means that you can access a leading Australian mental health clinician within 10 days who will assess your condition and provide advice on the best treatment pathway.

This service is completely confidential. Teladoc Health won't share any information you give them with Aware Super or their insurer.

### How does it work?

- **Intake Call** - The Teladoc Mental Health Nurse will speak with you via video call to understand your condition and offer immediate comfort and guidance.
- **Assign** - The Mental Health Nurse will complete a clinical summary and match you with the right experts.
- **Review** - A leading psychiatrist and/or psychologist will meet with you via a video call to assess your condition.
- **Report** - The experts will produce a detailed report outlining your diagnosis and treatment options. The Mental Health Nurse will explain the expert's findings to you via a phone call.
- **Treatment** - The Mental Health Nurse will work with you and your GP to implement any medication

recommendations and obtain a Medicare Mental Health Plan if required. Medicare will provide a rebate for up to 20 sessions of therapy per year. Therapy can be completed virtually through Teladoc Health (<10 days to the first appointment) or by an expert in your local area. This service is totally confidential and is available at no extra cost to Aware Super Members. Call 1800 830 082 for a confidential discussion.

### Case study: James

James is a 50- 60-year-old male former NSWPF police officer who was referred to Teladoc via his claims manager. He has not been able to work due to symptoms of low mood and PTSD since 2020.

After joining the NSWPF in the early 90's, his roles included general police duties, street policing and plain clothes work. In 2014, he began to experience significant symptoms of stress, anxiety, and depression with negative rumination, nightmares and flashbacks regarding traumatic incidents. His sleep was disrupted, and he became hypervigilant. He was always stoic with a strong work ethic and avoided discussing his mental health issues with the professionals in his workplace. He used alcohol as a coping mechanism.

He was medically discharged in context to a WorkCover claim, after being diagnosed with PTSD and Major Depressive disorder. He was also diagnosed with Alcohol use disorder due to exposure to

traumatic experiences at work. He is currently under the care of his doctor and prescribed an antidepressant.

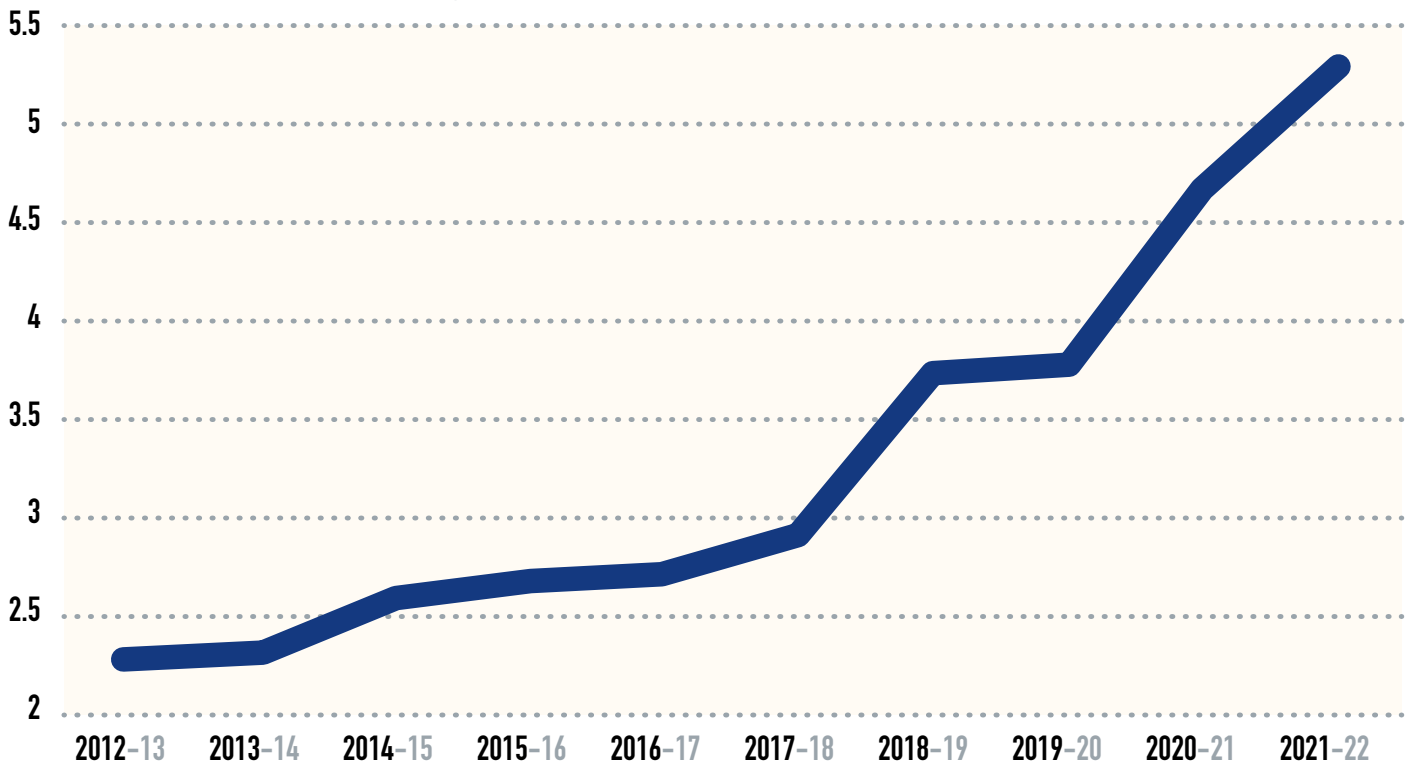
Mental Health Assist (MHA) evaluated James' case and he was assessed virtually by a consultant psychiatrist, reconfirming his previous diagnoses. MHA recommended increasing the current dose of his antidepressant and additional medication to stop nightmares and flashbacks along with psychological therapy. He was recommended to have a referral to a private psychiatrist and a possible admission to an inpatient unit to address symptoms of PTSD. Good self-care was also encouraged to participate daily in exercise. He was recommended to engage with ADIS (Alcohol and Drug Service) to reduce alcohol use.

James has made an appointment to see his GP and plans to increase his antidepressant and commence the medication to reduce nightmares, along with beginning therapy again. He is considering an inpatient admission to treat symptoms of PTSD. While he is not quite ready to stop drinking, he is considering his options and is preparing for this.

"Teladoc were very helpful for me and professional in the dealings I had. Jo, the nurse, outlined some ideas and strategies for me and also told me about some medications that assist with flashbacks/ nightmares which I wasn't aware of.

"Dr Virginia was very caring and compassionate to me and also provided me with some more strategies to assist. They were empathetic to my mental health state and genuine." He said.

## Mental Stress Injuries per 100 FTE



# Protecting the protectors

**Angus Skinner** PANSW Research Manager

One of the PANSW’s top priorities is to work with the NSWPF to protect police officers and their families from the risks and dangers of policing.

The strategies required to achieve this priority are:

- **Preventing Injury:** Identify and control risks before they cause harm to police officers, in particular psychological risks.
- **Enhancing recovery from injury:** Early intervention support and treatment options to reduce the severity and duration of injuries when they do occur.
- **Support at work:** Flexible and supportive recovery at work.
- **End reliance on medical discharge:** Don’t throw police on the scrap heap.
- **Career pathways:** leaving the NSWPF with good health and financial security.

NSW police officers are being injured at alarming rates. The second most

common cause of an injury, and the fastest growing, is mental stress.

As well as injuries becoming more frequent, the severity and duration of injuries is also becoming worse. Injuries are resulting in police spending more time off work, and increasingly more police are medically discharging from the NSWPF.

### Preventing injury

The NSW Government and NSWPF must act to make policing safer and less harmful to police officers. The worsening injury data shows a failure to do so over the past ten years.

The expertise that is designed to prevent injury before it happens is Work Health and Safety (WHS).

The NSWPF is experienced in applying

WHS skills to identify and control physical risks, but the ability to apply those skills to psychological risks is challenging, and one that needs significant improvement in all workplaces.

While policing has unavoidable risks, like physical danger and traumatic work, best practice shows we can prevent these risks from causing harm and injury. While policing will always involve dangers and risks, there are controllable workplace factors like alleviating excessive workload, providing respite from repeated and frequent traumatic tasks, workplace conflict, and supportive leadership, that will protect officers from harm and prevent injury.



## The PANSW is calling on all candidates to the 2023 State Election to commit to the following strategies to make policing safer for police officers:

Having adopted the recent amendments to the Model WHS Regulations that deal with psychosocial risks, the NSW Parliament and Government should lead the nation in developing further WHS Regulations that create obligations regarding specific psychological risks to the same level of detail as those that already address physical risks.

Emergency Services Agencies should be required to report regularly and publicly on strategies to ensure the psychological safety of their workers, and specifically report on the systematic processes in place to comply with the new WHS Regulations, and the *Code of Practice: Managing Psychological Risks at Work*. This reporting should include:

- Publishing WHS policies specific to mental health and psychological risk factors
- Regular risk audits and risk register cycles in all workplaces, and reporting on psychological injury trends
- A focus on identification and control mechanisms for workplace and organisational factors, including conflict, bullying, harassment, discrimination, work intensification, low control over work, and frequency of traumatic incidents

## Recovering from injury

When police officers are injured, they should have early access to best-practice support services and treatment.

In November 2022, the PANSW secured \$79 million over five years for police wellbeing programs. This is the largest investment in police wellbeing programs ever made in NSW.

The NSWPF will deliver programs with this funding through PULSE, to better look after sworn and unsworn officers' physical and psychological wellbeing.

Programs funded under PULSE include:

- mental health clinicians embedded in police workplaces.
- the Early Access Treatment Initiative will connect anyone in need of psychological support early to your choice of external provider, and support you to remain at work while you receive treatment.
- additional RECON program personnel, including psychologists.
- pathways through the WellCheck program into support from nurses, dieticians and trainers.
- additional injury management personnel to improve return-to-work outcomes.
- additional career transition specialists.

It is fantastic that police wellbeing programs will receive this record investment. The PANSW will ensure this election keeps focus on these programs to make sure they have a positive impact for injured police.

## The PANSW is calling on all candidates to the 2023 State Election to commit to the following strategies for the recovery of injured officers:

A thorough evaluation mechanism between the PANSW, NSWPF and NSW Government to measure the impact these programs have on injury trends, recovery outcomes and return to work rates, and identify any further support police need to stay healthy and at work.

The PANSW is also advocating for a legislative presumption that a psychological injury sustained by a police officer is presumed to be a result of their duties.

Current injury claims processes require officers to relive traumatic events as they provide evidence the injury is caused by their policing duties, thereby exacerbating them.

The presumption the PANSW is advocating for would allow injured officers to focus on recovery rather than re-living the events that caused the injury in the first place.

## Support at work

Retaining employment for injured police officers must be the top priority in injury management.

The NSWPF need to increase their commitment and effectiveness at adjusting positions so that injured officers can still make a valuable contribution to their team, and not be prevented from getting back to work.

Too often, police officers with a capacity to perform valuable and meaningful work in their command stay off work because they are offered extremely limited options (if any) for duties they can perform.

The view that every police officer needs to be able to perform 100% of the tasks a police officer might ever be called upon to perform is incorrect and no longer sustainable. There are too many injured officers not to accept this, and a failure to do so will just continue absences from the workplace, long recovery times, and skyrocketing medical discharges.

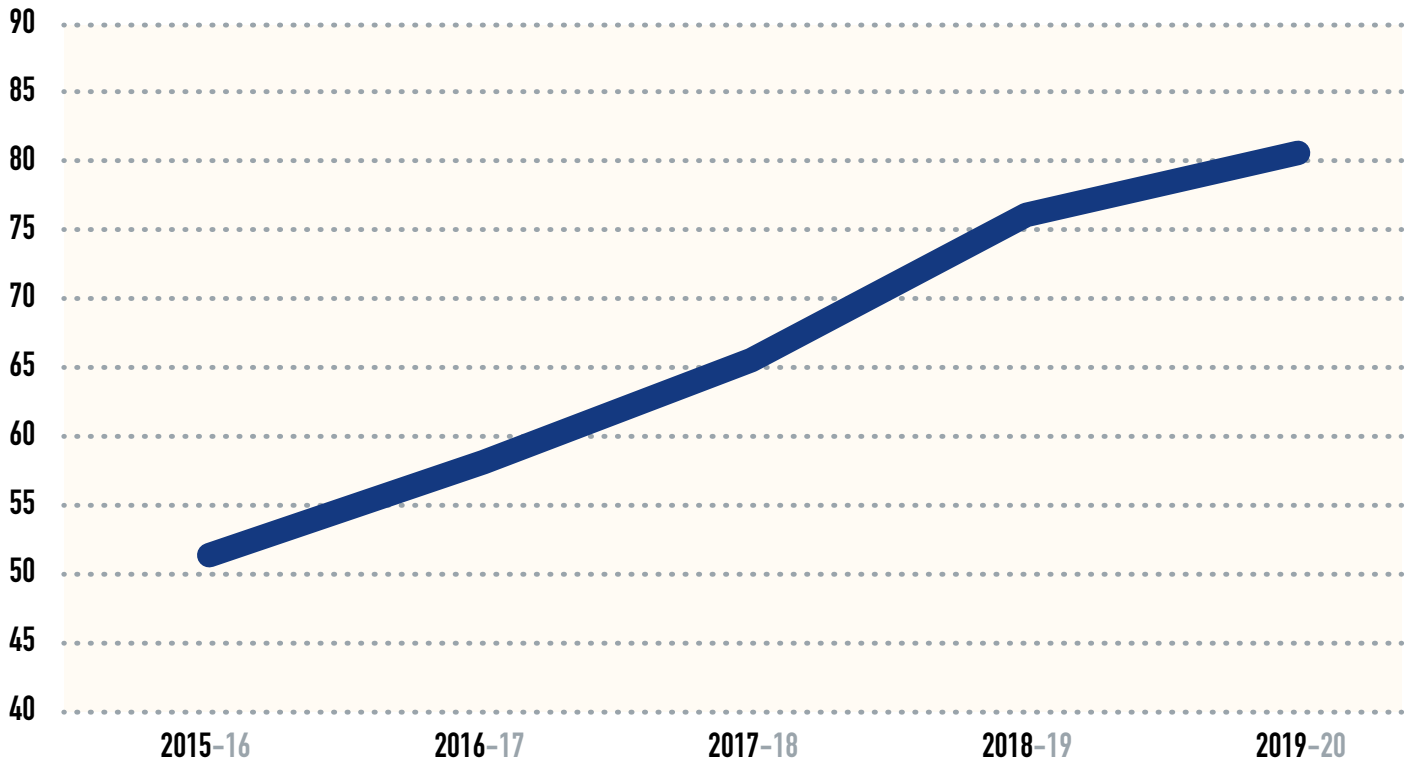
Every police officer, of every rank, should welcome and support their injured colleagues in the workplace, recognising the valuable duties they can perform, even if they cannot do everything.

Every year, commands are losing more and more hours due to injury, putting pressure on operational demands. This is not the fault of the injured officer. This is because officers that can perform valuable work are not welcomed into the workplace to perform the jobs they can do, all because there are a few things they cannot do while recovering.

(see graph following page: Average Hours Lost Per Staff Member Due To Unplanned Absences).

Supporting injured officers back to work means more hands on deck to get the job done, better recovery for the injured officer, and better retention of experienced police.

## Average hours lost per staff member due to unplanned absences - injury leave



The PANSW is calling on all candidates to the 2023 State Election to commit to the following strategies to support injured police back into the workplace:

Insurers, Injury Management Advisors and the Workforce Safety Command have the power to directly influence the placement of injured workers in suitable positions or make adjustments to positions, and Commanders cannot prevent an injured worker from taking up a position in their command.

A review to strengthen the obligation under section 49 of the *Workplace Injury Management and Workers Compensation Act 1998*, and whether the exceptions under 49(3) are frustrating RTW objectives and need to be rewritten.

Public Sector Agencies make a far greater effort to comply with s49 of the *Workplace Injury Management and Workers Compensation Act 1998*, and lower reliance on s49(3)(a).

Public Sector Agencies develop a more innovative approach to workforce

capacity that utilises injured officers for the work they can do and meeting the demand for work they cannot do with others in the workforce.

### Career pathways that don't end with injury

Police officers make many sacrifices to help people, to prevent and investigate crime, to catch criminals, and keep NSW safe.

They should not have to sacrifice their long-term health and financial security.

New South Wales should give police officers the dignity of reaching the end of a long and rewarding career, on their own terms, at a time of their choosing.

After years of policing, some officers may want a new opportunity or new challenge. With experience in the best police force in the world, their knowledge, skills and qualifications should set them up for another rewarding career of their choosing.

If police want to spend their entire working lives in policing, they should be supported to do that. When police officers reach retirement age, they should retire in good health, and

financially secure, to enjoy time with family and friends, as they have worked for years to achieve this.

It should therefore sadden every police officer, politician and community in NSW that more police officers have their last day of service forced upon them, with their health affected by injury and their finances reliant on medical entitlements, than those that get to leave on their own terms.

### Police Officers leaving the NSWPF 2021-22

Medically Unfit	569	54.6%
Resignation	279	26.7%
Transfer	70	6.7%
Dismissal	70	6.7%
Retirement	50	4.8%
Death	5	.5%
<b>Total</b>	<b>1043</b>	

NSW needs to provide a safety net to police who are injured, but also career and retirement transition pathways that give police options before they become injured, so they can retire in dignity, with their health and financial security intact.

The high level of success of the Optional Disengagement Scheme (ODS) demonstrates the appetite amongst police for pathways of this kind.

Policing is rewarding but also takes its toll. Pathways to separate from the NSWPF should be accessible prior to the point at an officer's career at which the risk of psychological injury increases.

Many police officers talk about the gradual filling of a bucket. Year after year, the bucket fills up with a bit more stress, work intensification, danger, traumatic incidents, and seeing people at their worst.

Eventually the bucket is full and unfortunately for some, this causes psychological harm that can be very difficult to recover from. This harm affects that officer's quality of life, their ability to work and their financial security.

Research conducted by Beyond Blue demonstrated that the risk of psychological harm to police officers and emergency services grows significantly when they have been in the job for ten or more years. The median years of service for NSW police officers is now thirteen years.

The financial circumstances, career pathways and retirement options available to police are forcing them to stay even when their bucket is overflowing, leaving when they can no longer bear the years of stress, pressure, physical burden and trauma.

They leave due to medical reasons and may become reliant on whatever injury entitlements are available to them.

We need to retain long-serving police officers for their skills and experience. But where officers start to feel their bucket filling up, and that the toll of policing is getting harder to bear, there has to be career and retirement pathways other than injury and medical discharge. Police need to be able to leave with dignity, on their terms, with their health intact.

This does not mean officers must leave, but that options should be available

to them; if an officer feels the bucket is filling up or that they are at risk of harm affecting their quality of life, those officers should have options to choose from to leave the NSWPF before their health is affected and they are injured.

**The PANSW is calling on all candidates to the 2023 State Election to work with the PANSW and NSWPF to create a holistic separation and retirement scheme, incorporating retirement savings, ODS, and injury insurance/D&D, that provides police with pathways towards retirement or new career opportunities, rather than an end to your career due to injury.**

### Ending over-use of medical discharge

Police officers should not be thrown on the scrap heap, but should be supported to stay in the job they love or transition into rewarding careers.

Medical discharge and injury entitlements are no free ride or golden handshake; becoming reliant on injury entitlements is a risk to an officer's long-term health and financial security.

There are now mountains of evidence that getting back to work as quickly as possible and staying in rewarding employment leads to better recovery and long-term health outcomes, and is also the most financially secure outcome for an injured officer and their family.

The top priority of everyone involved in injury management must be recovery and return to work. Medical discharge needs to be considered a last resort. A police officer being medically discharged should be extremely rare.

Where a police officer has been injured protecting the people of NSW, the employer should not be permitted to dust their hands of them. This does nothing for the recovery and long-term health of the officer or the financial

security of their family.

When a police officer is injured, they should be supported throughout their recovery, access best-practice treatment and rehabilitation services, and be given every opportunity to return to the workplace to continue to make a valuable contribution.

In limited circumstances where they cannot perform work for the NSWPF but have the capacity to perform other work, they should only be medically discharged when a career transition program has secured them a rewarding career in another job.

**The PANSW is calling on all candidates to the 2023 State Election to keep police off the scrap heap:**

Review the ability of employers to dismiss/medically discharge injured workers. The ability to do so is frustrating the objectives of the Workers Compensation Scheme. The *Workplace Injury Management and Workers Compensation Act* ought to be amended to require employers to provide reasonable adjustments to an officer's position or redeployment to another position, unless not reasonably practicable, before they can dismiss an injured worker with the capacity to work.

Where an injured worker in the Emergency Services has capacity to work (albeit not in the same Emergency Services Agency) the employer should be required to ensure the transition of that worker into an external job before medical discharge is permitted, so there is no gap between employment.

Disputes about suitable work and employers' obligations under the *Workplace Injury Management and Workers Compensation Act*, are better placed in the Industrial Relations Commission of NSW rather than the Personal Injury Commission.

Remove the limitation on the Industrial Relations Commission being able to consider and resolve disputes over attempts to return injured workers to work on graded return-to-work plans to enable disputes to be dealt with more efficiently.





# QUALITY HEALTHCARE MATTERS

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# New partnership with fur-ever companions

**Elyssa King** PANSW Communications Officer

The old saying goes that dogs are man's best friend. A greyhound adoption program is showcasing the power that these friendly four-legged companions have to transform their owners' lives.

■ After medically discharging from the NSWPF more than ten years ago, Megan Parker struggled to find her place in life after policing while living with post-traumatic stress disorder.

"I had anxiety and depression, I couldn't sleep. I was hospitalised and had every treatment that you could have. Nothing was working."

Little did she know, a new four-legged friend was about to change her life for the better.

During lockdown last year, her daughter had always wanted a greyhound and put in an application with Greyhounds As Pets (GAP), a non-for-profit initiative run by Greyhound Racing NSW.

Next thing she knew, Megan was invited to GAP's Londonderry facility for a meet and greet with Frank. Her miniature schnauzer and the retired athlete hit it off and she was back in the car with her newest family member.

The loveable greyhound flourished under the attention and affection of his new family and gave it back in spades, becoming Megan's constant companion.

"When [my husband] Dave and the kids go to work and school, he is there with me. He never leaves my side and pushes up against me all day and follows me around. He's such lovely company and he's very calm. He's my best friend." She says.

"Frank fit straight into our house and he has just made us all happier."

Her husband shares the sentiment. After a long shift, David – who is a police officer – will return home and take Frank for a walk to unwind.

It didn't take long for Frank's quirky character to shine through and bring joy to everyone around him.

"He's super funny. He will lay with his legs in the air and his tongue out and we just laugh at him all the time. I found it



DOG DAYS ARE HERE

really hard to laugh a lot for a long time and he makes me laugh."

"He has been better for me than any medication or treatment."

Because of Frank, Megan found herself getting out and about, joining the gym and becoming more social.

"I've met a few police down at the beach who have greyhounds and they said that it was the best thing that they had ever done as well. They are just the most perfect dog for police."

To help more members find their forever fur companion, The PANSW has embarked on a ground-breaking new welfare partnership that will give members instant access to adopt greyhounds as pet companion animals.

Members will be given immediate

priority to be matched with retired greyhounds as part of the initiative led by Greyhounds Australasia, which has been backed by Greyhound Racing NSW and will be facilitated through that organisation's GAP program.

As part of the adoption process, GRNSW will pay for all PANSW-adopted retired greyhounds to be desexed, fully vaccinated and undergo pre-adoption dental treatment in line with its Homing Assistance Scheme along with supplying six months of pet insurance, and, in partnership with the Real Pet Food Company, six months of their Ivory Coat brand food.

PANSW President Kevin Morton said the organisation is proud to deliver the program to its members.

"Supporting the mental health of our frontline responders is a huge priority to ensure that they can continue their invaluable work protecting our communities," He says.

"Work-life balance is important to police officers and we are committed to engaging with programs that help our members enhance their well-being.

"Anyone who owns a pet knows the benefits of their companionship. Being greeted by a friendly four-legged friend can go a long way in helping you unwind after a hard day on the job or post-night shift.

"Policing is an incredibly demanding job, both physically and mentally. We're always looking at new ways to support our police and this is one unique way of doing that."

Visit [www.gapnsw.com.au](http://www.gapnsw.com.au) or the PANSW Member Benefits page for more details.



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**RICHARD McDONALD** BA LLB

Principal Solicitor

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# From strength to strength

Pat Gooley PANSW Secretary

A plan to offer kids a better future enters it's ninth year.

■ In 2014, with drug and youth crime rife in Woolloomooloo, Assistant Commissioner Mick Fitzgerald, then the Commander of Kings Cross LAC, boldly set about a plan to offer local kids a better future filled with opportunity and reward for hard work.

He harnessed the enthusiasm of his police to support the local community, the knowledge and commitment of Plunkett Street Primary School teachers, the dedication of local community groups like Rotary and the leadership of elders and community leaders.

What was born was the Woolloomooloo Police Community Scholarship Foundation. The idea was to help Indigenous and underprivileged kids to gain access to the resources and stewardship of some of Australia's most successful private schools – schools the kids could see on the hills around them, but never dreamt of attending. Our members at Kings Cross LAC raised tens of thousands of dollars and forged long-lasting community relationships that continue to deliver for the Foundation today.

The PANSW was keen to help members make a difference and was able to provide seed funding and pathways to assistance with the amazingly valuable team at Carroll & O'Dea Lawyers, who remain pro-bono partners of the charity today.

Since then, the charity has grown. The first recipient graduated last year and is currently studying Engineering at University. There are thirteen kids receiving scholarships and assistance to schools who have been keen to get involved including St. Mary's Cathedral School, Brigidine College Randwick and SCEGS College Darlinghurst.

This year, I had the pleasure of attending a ceremony at charity partner the Ovolo Hotel Woolloomooloo to mark the graduation of the second scholarship recipient, Vincent Ma. In 2016, the Police Scholarship Foundation awarded Vincent



A GOOD PLAN TURNS A MOUNTAIN INTO A JOURNEY

a scholarship to cover his educational expenses for his secondary schooling (Years 7 to 12) at St Mary's Cathedral College. These expenses covered school fees for Years 7 to 12 along with the purchase of a laptop, school uniform and text books. As with all scholarship students, the Foundation monitored his progress throughout this period and provided further support where needed.

Along with being highly regarded by his teachers and peers, Vincent achieved first place in Year 12 in Maths Extension 1, Maths Advanced, Chemistry and Personal Development and Physical Education, along with placing second in Legal Studies by just one mark. He has since been offered early admission to University of Sydney, UNSW and UTS in several faculties including Economics/Law with a scholarship for the first year at these universities.

Many long-term benefactors attended the ceremony, including a family who have regularly and significantly donated

to the Foundation in the hope of providing better opportunities to kids in their community. They also presented Vincent with a new laptop to assist with his studies next year.

In acknowledging the hard work, generosity and dedication that has enabled him to succeed, Vincent said it was hard to express the limitless gratitude he has for the Foundation.

"The Foundation is a beacon of hope. The Foundation has taught me the power of determination. It continues to grow with new staff and new students and opens us to real options, so we know there is another life we can chose."

"This scholarship has created a trusting community. A community that is proactive in providing help to troubled youth. A community that has taught and aided the marginalised. I wouldn't be in the position I am in without this Foundation."

The ability of the local police to make a difference in the lives of these young people is amazing to see. Whilst Assistant Commissioner Fitzgerald is very proud of the fact that kids are starting to graduate from the program and go on to further studies and careers, he is equally keen to see the Foundation continue to grow.

"It has been a privilege to see the local police engage with community leaders and the kids to create success. It is just so important now that the next generation of police coming through take ownership of the Foundation and work with the partners.

"The results we see have the power to change lives, for the recipients, their families and the community. I am confident with the likes of Senior Constable Ann Sidlo looking out for the kids, we will go from strength to strength."

# Dignity with legacy

**Mick Timms** PPN Writer

With the next round of the Optional Disengagement Scheme opening in January 2023, PANSW Police News asked President Kevin Morton why the program is so important.

■ The establishment of Optional Disengagement Scheme (ODS) represents the culmination of a PANSW campaign lasting many years. By 30 June 2022, some 220 police officers had their last day of service with NSWPF, having accepted an offer to optionally disengage.

"Proposals to create a scheme to allow police to disengage without injury but with dignity and financial security have been discussed among members for decades," PANSW President Kevin Morton said.

In 2022, ODS finally became a reality.

"Making the decision to end your policing career is as big a decision as the one you make to join in the first place. Members who exited via ODS have now been out of the job for six months or more".

"As PANSW advocated so strongly for ODS, we wanted to check on some of those members to see how they are going.

"I'm pleased to report that our former colleagues are having new careers in a range of fields, applying transferable skills they honed in their years with NSWPF. Others are leading quieter lives but can now actively help family members with their small businesses.

"Knowing how our members are doing six months after their optional disengagement is important because it vindicates our continued advocacy for the scheme.

Mr Morton took the opportunity to thank the 220 members who took up an ODS offer for their service and noted they would always be part of the extended police family.

"Just because you are no longer a member of NSWPF, you don't stop caring about the job and the wellbeing of those still in the job.

"I'm pleased to report our former colleagues are having new careers in a range of fields, applying transferable skills they honed in their years with NSWPF"

"PANSW Associate membership is offered to former officers at a very modest cost, and it helps us keep in touch with one another.

"A lot has happened in the past two or three years since COVID and there are former police who did not have the type of exit they thought they would.

"I encourage anyone who has left NSWPF but not taken up Associate membership, to please reach out to us.

Speaking to PANSW Police News prior to the start of the second round of ODS, Mr Morton explained why ODS is one of the most significant reforms to policing for generations.

"NSWPF is but one organisation looking to recruit large numbers of people during a period of near record low unemployment."

"The Australian Defence Force (ADF) wants to add a net 1,000 people a year by 2040, NSW Ambulance Service is trying to recruit 2000 additional paramedics, Border Force is hiring, and police forces throughout the country have embarked on recruitment drives."

During a recent speech, Deputy Prime Minister Marles, who is also the Defence Minister, said the ADF is in "a defence personnel crisis", and they must innovate to attract people.

Hitting on that point, Mr Morton said, "ODS represents a key point of difference between NSWPF and other organisations and makes NSWPF more attractive to potential recruits."

"Current members and future recruits are still giving the best years of their lives to policing but finally, a pathway is available where they can leave, uninjured, at a mutually agreed time and have a second career.

"The Police Association is committed to the continuation of ODS throughout the next term of government regardless of which party occupies the Treasury benches.

"ODS is about dignity and legacy."

PANSW Police News reached out to Renee Vincent and James Bell to see how their lives have changed since leaving NSWPF in the 2022 ODS round.

# On Her Own Terms

**Sonia Roberts** PPN Writer

An opportunity to finish her policing service on her own terms was one of the most appealing aspects of the Optional Disengagement Scheme (ODS) for Renee Vincent.

■ Renee's last day of service in the NSW Police Force was 6 May 2022. The former Sergeant was working as the Education and Development Officer within the Marine Area Command. At the time of her disengagement, she had been a serving police officer for 25 years.

"There had always been talk about the '10-year golden pension' and then there was talk about it being for those who had served for more than 20 years. There were just so many what-ifs surrounding it.

"I can remember feeling excited when Commissioner Fuller made the formal announcement about the ODS and the parameters of the scheme.

"I was intrigued by the possibilities it (ODS) presented but at the same time I was also feeling cautious," Renee said.

She recalled feeling increasingly restless during the last five years of her policing career. These feelings started her on the path towards a strategy to move to the next stage of her working life. Confirmation that applications for the ODS were being called for was the "icing on the cake".

"For all my hard work and commitment to policing, it was a comfort to know I would walk out with a little extra to start my new chapter.

"The majority of my policing career has been spent in education in commands and corporately.

"I was passionate about what I did and I loved doing my job. There were times – and I know everyone would have had them across their working life – when it was challenging working with others, who did not share my passion or vision.

"For as much as I loved policing and what it had brought to my life, I also couldn't ignore the feeling that I had outgrown the organisation and wanted to do something else.



"To leave a career of 25 years that I loved was scary"

"To leave a career of 25 years that I loved was scary, and I wanted to make sure this was what I wanted to do.

"As luck would have it, I was able to organise a job-share arrangement. It was a fantastic experience for me as I was able to clarify my thought process about the ODS, leaving policing and the potential opportunities for life after policing."

Once her application to the ODS was

lodged, everything became a waiting game for Renee. It was about balancing her work and home lives, anticipation about new beginnings and a growing fear that her application might be unsuccessful.

She admits those feelings intensified as the decision date on applications drew closer. As she learned some her friends had begun receiving calls.

"Even though I can smile about it now, the days leading up to me receiving my phone call were excruciating as the anticipation of "when" did take a physical and emotional toll on me.

"I got the call on the third day and afterwards, I was so excited and just couldn't stop smiling."

For Renee, life after policing was continuing her role at Family Drug Support where she had been working as a Family Support Worker, providing guidance to the families of those misusing substances. Soon after, she was offered the Business Manager's position within the organisation.

"What a challenge! That said, it's a challenge I have embraced and loved. I now have a new purpose, and I am in a position where I can effect change in the community.

"I was asked to speak at a Development Day for Police Transport Command. I talked about my recent transition and how easy it was for me. However, it is all about preparing, having a plan, and trying things out before leaping.

"Once you take that leap, you will never look back. I enjoyed my time in the police and have many wonderful memories and friends whom I still see. I went out on my terms which was essential to me," Renee added.





# A financial & sensible choice

Mick Timms PPN Writer

An opportunity to make a sound choice for himself and his family lead James Bell to apply for the Optional Disengagement Scheme (ODS).

“My concern was many would apply, and I may just miss out.”

■ James was a Senior Constable serving at the Academy Education and Training Command NSW Police Academy Goulburn. His last day of service was 20 May 2022, just three months shy of 20 years in NSW Police Force.

“The Optional Disengagement Scheme (ODS) had been talked about for a few years but when COVID came along, many thought that it would not come together due to costs and cutbacks,” James told PANSW Police News.

“But as time moved on and I was thinking about retirement, it was looking like it would go ahead. When they released the criteria on who could apply and I was closer to retirement, I thought this would make my decision to go more of a financial and sensible choice to retire.

“As we understood it would be available on a first come, first serve basis, it became obvious that many would apply.”

James considered the financial implications when making his ODS decision.

“The decision to apply was an easy decision because it was such a generous offer for me as I was nearing retirement. My retirement would come a little quicker, but it was too good of a scheme to let it go.

“My concern was many would apply, and I may just miss out.”

The scene in James’ workplace on ODS opening day in January 2022 was replicated throughout the state.

“Come the 10th of January, the date and time to apply, there were three of us sitting by the computers as it was released at 9.30am and it was stressful to get on and apply.

“The step-by-step process was straightforward and well set out with instructions. After applying it was a case

of sit back and wait, you could follow your progress via the blue portal and when things were requested for you to do, assistance was always available.”

What followed was an anxious wait for applicants.

“Word quickly came around that people were being contacted and informed that they had been successful with their application, and they received further details about when they would be released and were sent documentation that had to be completed.

“The people I had applied with started to get the phone call that they had

waited for and each of us over the course of the day received the call. The waiting was intense but when you got the call it was very exciting and a relief at the same time.

“My release date was 20th of May, which was about two months away, so I had to take it in that I was about to retire.”

When PANSW Police News spoke to James in late 2022, he had been “out of the job” for around six months. James is happy where life has taken him and his family in that time.

“It takes some time to realise that I was retired and not going back to work, for the first four or five months it was like I was on long service leave.

“Since then, I have been going on golfing holidays with my wife and doing things around the house that I have put off for years.

“I help out my two sons who have a very successful solar installation business a couple of days a week.

There is also a new member of the family in the Bell household with the arrival of Apollo the dog.

“I promised myself when I retired, I would buy a rottweiler puppy and life at the moment is bliss.”

So what are his plans for the future?

“At the moment I have no plans to return to any form of work, just enjoying life without the stress of getting up for work each day.

“People ask me ‘but what will you do?’ I say, ‘whatever I want’.

“Things may change but at the moment I take things day by day, enjoying golf holidays with the wife and fun with the pooch.”

PHOTO: JAMES BELL WITH HIS DOG, APOLLO



# Pay and Entitlements

**Angus Skinner** PANSW Research Manager

The NSW Government has asked more and more of police officers. Through fires, floods and pandemics, and the increasing complexity of domestic violence, child abuse, sexual assault, drugs and organised crime, police officers are constantly adapting to keep NSW safe.

■ The PANSW is always advocating to the NSW Government and Parliament that you should be recognised for your contribution with pay rises and working conditions reflecting the value you provide to public safety in NSW. The PANSW has been effective at securing the maximum pay rises permitted under law, along with high value benefits outside of salary increases that are secured through our Award and Memorandum of Understanding (MOU). To achieve further improvements to salary and conditions, the legislated wages cap imposed by the Coalition Government needs to be repealed. The PANSW will make police salary, working conditions and access to housing a top priority of the 2023 State Election.

Police officers expect candidates to the 2023 State Election to articulate clear strategies to increase the wages and financial security of police today, and to make policing a highly attractive career for the police of tomorrow. The crucial step to achieve this is legislative change to undo the NSW Government's artificial suppression of wages – NSW Parliament must unlock the Industrial Relations Commission (IRC).

## Unlocking the IRC

The PANSW has been effective at securing the maximum salary increases and benefits for members that is permitted under legislation. The current Award and MOU was voted on by members and entered into in October 2021 for a three- year period based on the 2.5% Public Sector Wages policy in force at that time. Subsequently, through the work of the PANSW and other unions, the Wages Policy was amended for 2022 and 2023.

In June 2022, Your Association secured additional pay rises under the new policy above the existing Award, meaning members received a 3% pay increase from 1 July 2022 (inclusive of the 0.5%

superannuation increase) – up from the previous 2.5% increase under the State's wage cap.

In October 2022, Your Association locked in another additional 0.5% pay rise to commence 1 July 2023. This means the total Award 2021 outcomes include the following increases to salary and salary related allowances:

- In 2023-24: a 3.5% pay rise, inclusive of 0.5% superannuation increase.
- In 2022-23: a 3% pay rise, inclusive of 0.5% superannuation increase.
- In 2021-22: a 2.5% pay rise, inclusive of 0.5% superannuation increase.

The Government intends to reduce the cap back to 2.5% in 2024.

Salary increases any higher than the Government's Wages Policy are impossible under law, due to legislation imposed by the Coalition Government in 2011 – the Industrial Relations Amendment (Public Sector Conditions of Employment) Act 2011.

This legislation has suppressed the wages of police officers, nurses, firefighters, paramedics, and every public sector worker in NSW for over 10 years now. The legislation enables the Government to impose a wages cap through policy, and no Award can be inconsistent with that cap. Salary increases higher than the wages cap will only be possible if that legislation is repealed.

**The PANSW is calling on all candidates to the 2023 NSW State Election to commit to repealing that legislation – scrap the cap, unlock the IRC.**

Once the legislation is repealed, the PANSW can negotiate pay increases according to what is a fair outcome for police, rather than according to what is permitted by a Government-imposed

wages cap.

Where a negotiated outcome cannot be reached, the IRC would be an independent arbiter that can determine remuneration and conditions of employment, without being bound by the Government's wages cap legislation.

**The PANSW is calling on all candidates to the 2023 State Election to commit to the following reforms to improve police pay:**

To remove the artificial suppression of wages and conditions, NSW Parliament should amend the Industrial Relations Act to:

- Repeal s146C to allow negotiation of wages without a legislated cap, and for an independent arbiter to set Award conditions when a negotiated outcome cannot be reached,
- Remove the current requirement for dollar-for-dollar employee related savings for fair pay increases,
- Restore agency-led bargaining to incentivise productivity improvements,
- Remove the prohibition on the IRC setting fair and reasonable conditions of employment providing death and disability benefits for police officers by way of an Award.

## Filling absences to improve workload and flexible work

When police officers are absent from their workplace, the other officers in that Command need to continue to meet operational demands. This can be challenging, especially when the Command has many absences.

This affects various forms of absences from the workplace, including officers that take parental leave, seek flexible work arrangements, temporary secondments, or are off work due to



injury. This pressure is unfair to the officers at work and the officers that have good reason to be absent.

Those officers that are still working in the Command pick up the additional workload from the vacant position, which can create stress and anxiety. The officer needing time away feels pressure and stress because they don't want to let their colleagues down.

This has the unintended consequence of discouraging officers from seeking flexible work arrangements, taking parental leave, adding to their skills through secondments, or recovering from injuries. These are things that NSW wants its police officers to pursue, but current work arrangements prevent them from doing so.

Vacancy relief pools are one strategy that would address this. A relief pool of officers would be available to fill absences and ensure Commands have enough police to meet operational demands.

Organising police officers according to the Full Time Equivalent Model (FTE) rather than Authorised Strength is another strategy to maximise police resources. Currently, the number of NSWPF employees is measured by the number of SAP positions filled via the Authorised Strength Model. The number of people working in a Command is measured rather than the number of hours worked.

The FTE model will benefit officers and the NSWPF. This model is calculated by the number of hours an employee has worked - divided by the number of hours a full-time employee is allocated over the same time period. So if officers were working part time, the unfilled hours could be performed by another officer, rather than a part time officer filling an entire SAP position.

This would also allow officers to perform multiple roles within the Command, providing the NSWPF with

more flexibility to meet the needs of the community. For example, an officer could work part time as a Domestic Violence Liaison Officer, and part time in General Duties.

### The PANSW is calling on all candidates to the 2023 State Election to commit to the following strategies to optimise police resources, and remove impediments to flexible work:

- Funding police positions for relief pools to fill absences.
- Organise NSWPF resources according to the FTE Model.

### Housing for regional and metropolitan police

Police officers work in every corner of NSW. Regional and metropolitan, big city or small town, bustling or remote, there is not a community in NSW that police officers are not a part of.

There are difficulties in accessing housing in all of these locations. Whether it be lack of affordability in expensive cities, or lack of availability in remote areas with only a few houses, housing is a major concern of police officers across NSW.

The NSW Government has done very little to help police with this problem. The Government is always keen for police to pose for a ribbon cutting at affordable housing, but a quick investigation of the eligibility criteria shows no police officer will ever set foot in those homes.

Ensuring our members can afford a home within the communities they serve is one of The PANSW's top priorities. We want you and your colleagues to live in a comfortable home suitable for you and your family in a location where you can travel to work without exacerbating

fatigue and be connected to the community you serve if that is where you want to live.

To make this a reality, the PANSW worked with its valued partner Police Bank and HOPE Housing to commence a shared equity program designed for police and other essential workers. The pilot of that shared equity program was announced in the October Edition of Police News magazine.

Shared equity programs are the gold-plated solution to enabling essential workers to own their homes.

### The NSW Government has no excuse. The PANSW is calling on all candidates to the 2023 State Election to commit to the following reforms to ensure essential workers can live in the communities they serve:

- Waive stamp duty for properties purchased under the HOPE Housing' essential worker shared equity program.
- Work with the Commonwealth Government, Superannuation Funds and other stakeholders to increase investment in HOPE Housing and similar programs.
- Include in State Government shared equity programs a devoted pathway for emergency service workers, and eligibility criteria be set so as to not exclude police and other emergency service workers.
- Review the amount of affordable housing stock to remove eligibility criteria that excludes emergency service workers.
- Review all police housing provided through Property NSW to ensure it is of a high enough standard for our police officers serving regional communities.



NSW POLICE LEGACY  
Caring for the Police Family

# BLUE RIBBON BALL

25 MARCH 2023

Sydney International Convention Centre,  
Darling Harbour







LEFT: JOHN AND EDNA BURTON ON THEIR WEDDING DAY - RIGHT: EDNA (R) WITH MICHELLE AND PHIL, BACKSTAGE AT THE 'DAY ON THE GREEN'.

## The Old Razzle Dazzle

**Tim Sinclair** NSW Police Legacy Marketing & Communications Manager

It's all about the family. It's always been about the family. This becomes clearer the longer I talk to Edna Burton. Fame, fortune – even golf! – take a distinctly backseat. The famous elephant in the room is of course Edna's son Phil (AKA one quarter of Human Nature; Aria Hall of Fame Inductee; multi-million album seller; OAM), who we are delighted to announce will be performing at the Blue Ribbon Ball in March. However, this space is for the stories of our Police Legatees, so let's begin there.

Edna joined the Police Family when a mutual friend introduced her to a young man named John, arriving off the boat after a tour with the Australian Navy. "He was quite shy," says Edna. But she left with a good impression and made plans for a second meeting. They were married soon after.

John left the Navy when Edna became pregnant, wanting to be around for his new family. He was keen to go into the Police straight away, but Edna encouraged him into the building trade first, having "had enough of uniform life" for a while. Once their two children were a little older, she told him to follow his dream. John attested from the Police Academy in 1975, starting in General Duties and moving towards his speciality

of fingerprints, medically retiring at the age of fifty after a dedicated career.

During this time, Edna developed a lot of "police friends" – people with young families who understood what shift work meant, or who wouldn't bat an eyelid when John had to fly back from a long-planned-for holiday in Queensland because he'd been summoned to give evidence. And the kids both knew that their father was a gentle and loving family man, despite sometimes having to be away.

Things changed in 1998, when John discovered a melanoma on his leg. That was treated, but two years later he found another one, and this time the cancer had spread. The family lost him when he was just 54 years old. It was a huge loss, but Edna's family have always been open about their feelings – good or bad. "We're the kind of family who can talk about him every day," she says, and they do. Even her new partner, Brian, is perfectly comfortable with this.

After John's death, Edna had "amazing" contact with the Police chaplains, one of whom became so close that he's still doing their Christenings and weddings 18 years later. She didn't turn to Police Legacy, however. "Not because Legacy wasn't doing a good job!" she hastens

to add, but because she felt there were people who needed the services more than her. Recently, however, she's become involved in Police Legacy's "Buddy System", a program designed to combat social isolation. Edna's buddy, a 94-year-old who lives on her own, always tells her how grateful she is to receive Edna's calls. "But I say I'm so grateful that I can get enjoyment out of it!" says Edna.

There's a definite fringe benefit for us with family ranking so far ahead of fame in the Burton's value system. When I ask Edna how she went persuading Phil to honour us by performing at the Ball, she laughs. "He's not so famous that when his mother says you should do the Legacy Ball, he says no!" (She hastens to add that she really didn't say he had to, but he did say yes.)

Edna was thrilled when Phil moved back to Australia – thrilled to have him around, and the grandkids too. And she wants to make sure that I know she's equally thrilled to have her daughter Michelle living nearby, with her own two kids. Family. It's what it's all about.

Tickets for the Blue Ribbon Ball are now on sale if you'd like to see Phil Burton in action. And while you're there, why not say hi to Edna?



# Supporting our members impacted by cancer

PAN SW has partnered with CancerAid to offer support and behaviour change programs for members impacted by cancer.

- Programs for people with cancer and caregivers
- Free and confidential access for members and their families
- Educational modules around living with cancer
- Access to a dedicated Health Coach to support you

**For more information or to enrol, visit the members benefit portal via the QR code.**



"It helps you get access to resources that are vetted. It provided me with the emotional and holistic support during that difficult period."

**CancerAid Caregivers participant**



# Canterbury Bankstown Bulldogs support youth program at Bourke High School

Detective Inspector Paul Quigg

■ The Central North Police District, in partnership with the Canterbury-Bankstown Bulldogs, presented the Bourke High School (Clontarf Academy) member of the year for 2022 at The Clontarf Foundation's annual awards presentation on 9 November 2022. This award, a framed Canterbury-Bankstown 2022 Indigenous Rugby League jumper was signed by Australian Kangaroo Josh Addo-Carr.

14-year-old Trae Wilson was presented with the award after several Key Performance Areas (KPAs) were evaluated. These KPA's included attendance at school, training and academy engagement. Most importantly, the winner must complete set tasks and continue to grow life skills using the academy's values.

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Indigenous men and equips them to participate more meaningfully in society.

The Foundation uses a unique, innovative, and highly successful approach to target one of the most at-risk groups in contemporary Australian society. Using the existing passion that these boys have for sport allows Clontarf to initially attract them to school, then keep them coming.

It is however, not a sporting program – it's about developing the values, skills and abilities that will assist the boys to transition to meaningful employment and achieve better life outcomes.

The Foundation partners with schools and communities to create Clontarf Academies embedded within the school. Full-time, locally based Clontarf staff mentor and counsel students on a range of issues while the school caters for their education needs. Using supportive relationships, the students develop improved self-esteem and confidence which enables them to participate in



TRAE WILSON AND PAUL QUIGG STAND WITH TRAE'S JUMPER SIGNED BY JOSH ADDO-CARR

education, employment, and society. To remain in the program, participants must continue at school and embrace the objectives of the Foundation.

The Bourke Clontarf Academy started in 2012 with 20 students, and currently has 44 active members with three staff. Central North Police District has been supporting the Clontarf staff to ensure the students achieve their goals.

The Central North Police District staff involved in this program are: Senior Constable Gavin Campbell, Senior Constable Emily Pavy, (Youth Command), Youth Officers Senior Constable Katie Hitchman and Senior Constable Cody Hildrew, School Liaison Officer Senior

Constable Therese Carroll, Bourke Police Aboriginal Community Liaison Officers Michael Jackson, Corrina Gibb and myself.

The Bourke Clontarf Academy staff are Dane Parnaby, Patrick Edwards, Sam Simmons, and Liam Brodrick. Central North Police District and Bourke Clontarf Academy would like to thank Diane Langmack (OAM) and Phil Gould (AM) of the Canterbury Bankstown Bulldogs, Bulldogs Rugby League player Josh Addo-Carr along with Anne-Marie Mioche, Christine L'Estrange from CatholicCare and Mark Levar from All Glass Awards for their valued partnership in this vital program.





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A DIVERSE GATHERING OF SPECIALISTS CAME TOGETHER TO FOCUS ON HOW PANSW BRANCHES WORK TO THE BENEFIT OF EVERYONE

## Sharpening their skills

Branch Officials from the Specialist Commands of the PANSW gathered for a jam-packed Branch Focus meeting on Wednesday 23 November at the PARKROYAL hotel in Parramatta.

Specialists from a variety of areas including Counter Terrorism, Police Transport Command, Highway Patrol, State Crime Command, State Intelligence Command, Youth Command and Technology Command put their heads together for the training. The condensed version of the popular two-day course was held for the first time since 2019 after numerous sessions were pushed back during the Covid pandemic.

PANSW President Kevin Morton made a special appearance to welcome the attendees to the event, applauding them on their commitment to making the time within their busy schedules to undertake the extremely valuable training.

The session opened with Industrial Officer Aleksandar Boromisa providing foundational knowledge for the course, outlining a brief history of the PANSW along with an overview of the structure of the staff and the variety of services and benefits available to members.

The session that followed run by Organiser Ash Stokes explained the uniqueness of the Organising Model in building and strengthening the individual capabilities of members. The benefit of this approach as opposed to a servicing

model is in empowering Branch Officials to better represent their members.

The sessions paired information delivery to provide Branch Officials with the knowledge required to carry out their roles with practical exercises to build those skills in real time.

The third session run by Organiser Ben Lee detailed the steps involved in running a branch meeting. Branch Officials were able to use issues identified earlier in the session or those existing within their current workplaces to practice drafting motions, sharing with the group to receive feedback. The second exercise involved taking putting all the elements learned together by running a small branch meeting, allowing the Branch Officials to act out the processes involved while staff observed and provided helpful tips.

The fifth session led by Organiser Huw Crosby and Industrial Officers Erin Hampson and Karen Young educated the attendees on negotiating as a Branch Official representing the interests of the Branch. Tips and tricks were provided to better enable members to obtain the best possible results from their meetings with bosses. The do's and don't were put

to the test as attendees roleplayed out individual scenarios in front of a less-than-compromising boss.

Other sessions throughout informed the Branch Officials on how they could better utilise the PANSW's services in their roles. Member Welfare Coordinator Ian Johnstone shared information about the Welfare Assistance Scheme, which helps members and their families who find themselves facing financial difficulties beyond their control.

In the closing sessions, PANSW Assistant Secretary – Industrial Kirsty Membreno outlined the steps for Branch Officials to be aware of in relation to dispute settlements along with an update on current industrial issues. To close out the course, PANSW Assistant Secretary – Legal Tony Howell shared information about the legal assistance scheme to assist members who may face job-related along with important information on knowing your rights and obligations when faced with the complaint process.

The feedback from the event was overwhelmingly positive, with members wishing that they had been able to complete the two-day course in its entirety.



from FEEDBACK FORM

'Thanks for the opportunity to refresh skills'



from FEEDBACK FORM

'Very worthwhile'





from FEEDBACK FORM

'Great introductory course providing appropriate level of detail'



from FEEDBACK FORM

'Good putting faces to names'







THE PLEASURE OF MEETING UP WITH OLD FRIENDS AND COLLEAGUES

## Class 190 40th Anniversary of Attestation gathering

Members of Class 190 were left with a mystery after their last reunion in October. Are any of their classmates still serving? The question came up at their October reunion and organisers hope it can be answered by the time of their "Attestation 40th Anniversary Gathering" on 14 January 2023.

One of the reunion organisers, retired Superintendent Beth Docksey (Simpson/ Stirton) said it was an easy decision to hold a function to mark the 40th anniversary of their attestation.

"We have decided to hold another reunion on 14th January 2023, at 12 midday at The Aurora Rooftop Hotel, 324 Elizabeth Street, Sydney, to celebrate 40 years since our attestation date," Beth

said. "All of those people are available on that date as they were 40 years ago.

"We had 74 classmates attest on the 14th January 1983, with one of our longest serving members, Sergeant Brett Samuel APM (Retired) attending our reunion after close to 40 years of service. Brett spent the majority of his career with the Crash Investigation Unit. We don't believe that we still have any of our classmates still serving, but we could be wrong.

"Everyone had a wonderful time at the October event so fellow organiser John Villiotis and I are looking forward to seeing lots of new/old faces and their respective partners in January 2023."

On behalf of her classmates, Beth

thanked the families of Class 190 for their love and support across the years. "You are just as much a part of the 'Police Family' as we are," she said.

For more information on the 14 January 2023 gathering, please contact John Villiotis or Beth Docksey.

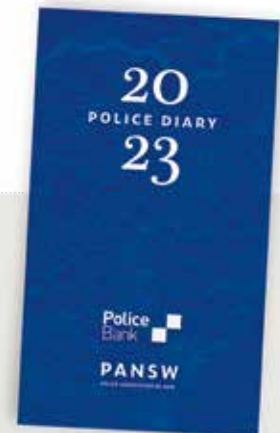
**Beth** - bethstirton@gmail.com  
M. 0412 661 738

**John** - johnvilliotis@hotmail.com  
M. 0450 069 000

### Police Diaries

Associate members and a limited number of Ordinary Members will have received their 2023 Diaries with the last edition of Police News. The decision to produce a limited run of the diaries was made from the results of a member survey conducted in 2022.

If you wish to receive a copy of the diary, please contact the IOC on 9265 6777





TONY LAUER (left) WITH FORMER NSWPF COMMISSIONER KEN MORONEY APM (right). PHOTO CREDIT NSW Police Legacy

## Remembering Anthony (Tony) Lauer

■ On 30 November, current and former police across NSW mourned the passing of retired Police Commissioner and Police Association of NSW former President Life Member Anthony (Tony) Lauer APM.

Commissioner Lauer joined the NSW Police Force in 1955 aged 19. In 1968, he was elected to the Executive of the Police Association. After holding a number of Executive positions including Senior Vice-President, in 1979 he was elected the 11th PANSW President unopposed, a position he held until 1982.

Always intending to be a short-term President, he did not seek re-election in 1982 but continued as a trustee until May 1983 when he was promoted to Commissioned rank. In 1990 he was awarded the Australian Police Medal and in March 1991 became Commissioner of the NSW Police Force until his retirement in February 1996.

Between 1997-2015, Commissioner Lauer was a director of the Police Credit

Union (now Police Bank) and was Chair from 2004-2007. From 2004-2006, he was also Grand Master of NSW and the ACT Freemasons. He was also a keen motorcyclist.

Commissioner Lauer was renowned as caring for cops, and his visits to stations large and small across the State, often accompanied by his wife Joy, were legendary. He was concerned for the welfare of members and their families.

Commissioner Lauer and Joy devoted their time to raising and caring for their extended family, and this is where they found real happiness. In retirement Commissioner Lauer continued to be active, providing mentoring to leaders in policing, Police Bank, community groups and charities.

Commissioner Lauer's beloved wife Joy passed away earlier this year and the celebration of her life gave many younger police an insight into their love, their unwavering commitment to their family and their lifetime of service and sacrifice.

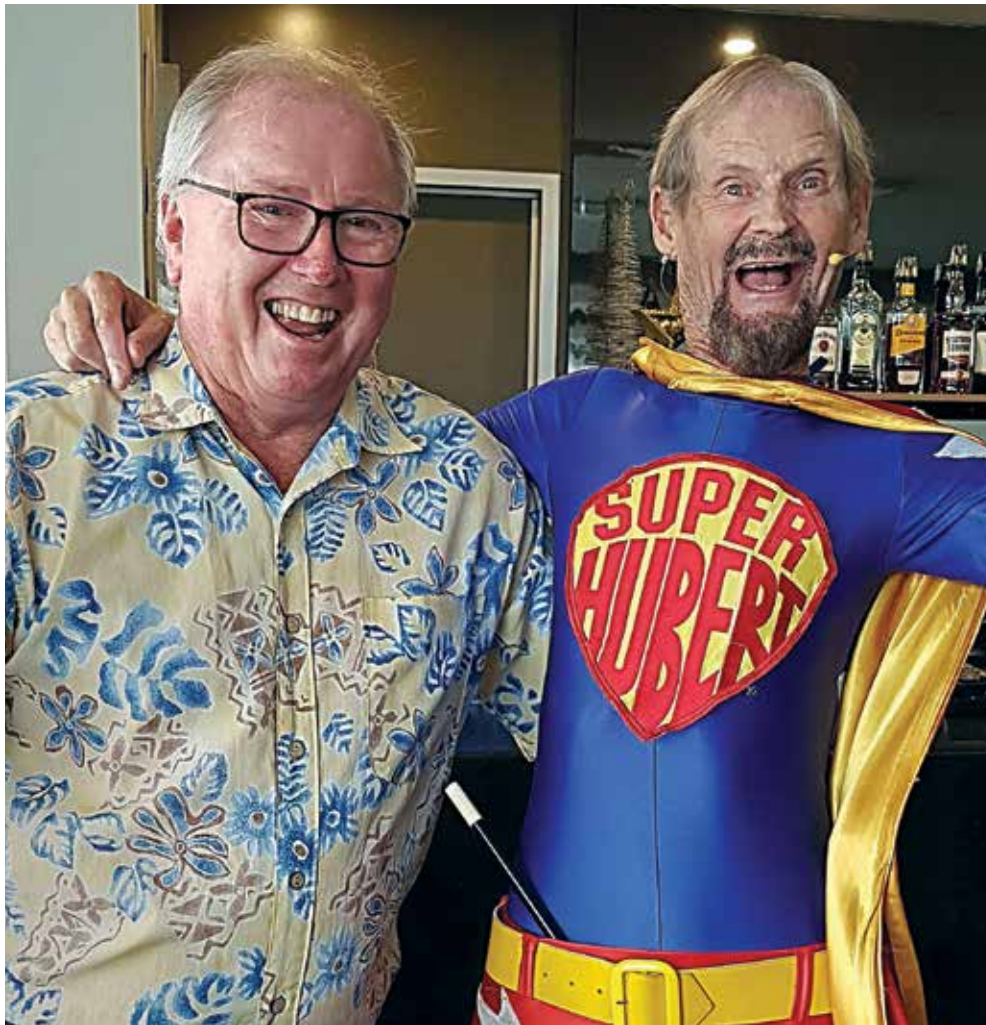
PANSW President Kevin Morton said, "Today, we have lost an icon. A man who rose to the highest rank in the NSW Police Force, but never, for one day, forgot about the challenges police face and the toll it can take on them and their family".

Mr. Morton said that, even in more recent ill-health, Commissioner Lauer rarely missed an opportunity to meet with current Association officials and staff and offer them any assistance he could.

"On one occasion, a younger cop who was new to a union role asked him where he was stationed when he retired. Tony gave a wry smile and just said 'I was working up in the office of the Commissioner.' Never one to make an unnecessary fuss."

The members, Executive and staff of the PANSW convey our heartfelt condolences to the extended Lauer family.





PANSW AND RFPANSW HUNTER REGION XMAS 2019. IAN LOVELL (left) WITH ENTERTAINER AND VARIETY BASH STALWART SUPER HUBERT OAM, THE WORLD'S SKINNIEST MAGICIAN. HE WAS A GREAT FRIEND TO TONY TAMPLIN AND MALCOLM READ.

## Keep active in the Hunter with Northern Associates Branch

**Mick Timms PPN Writer**

■ The Northern Associates Branch, headed up by Alan Crumpton, covers an area from Nobby's Beach out into the Hunter Valley wine country, with meetings and social gatherings taking place each month.

Another leading Hunter-based retiree is Mr Ian Lovell APM. Mr Lovell retired from NSWPF in 2007 following service in the Central Coast, Hunter, Papua New Guinea, Southern, Western and Northern Coast areas.

In a four-year period near the end of his career, he acted for some time as Western Region Commander. Whilst in that role, Mr Lovell and then Merriwa OIC Dave Thomas were involved in a major

altercation with a career criminal which greatly affected the lives of both officers.

The offender stole a police vehicle and drove it at police, breaking Mr Lovell's back and Dave Thomas' legs.

"He drove the police vehicle over Dave and crashed head-on into a large truck with me squashed between the police vehicle and the B-Double.

"I was boarded out medically unfit after medical decisions overcame my personal wishes," He said.

"Dave, a much younger and fitter fellow, has since rehabilitated himself."

In 2007, Ian became Secretary of the Retired and Former Police Association Newcastle (now Hunter Region) Branch,

and in 2021 was elected State Secretary of the RFPA. He has also been a member of the PANSW Northern Associates Branch since his retirement.

"Our meetings are held jointly with the Hunter RFPA and Northern Associates," Ian told *PANSW Police News*. We have a formal meeting every two months and hold informal catch-ups in between."

"Because our area covers the top of the Hunter Valley, into the Mid Coast, Port Stephens, Maitland, Newcastle and Lake Macquarie, we hold meetings at different venues as often as we can.

"Our annual boat cruise and lunch on Lake Macquarie made its return on 11 October 2022 and we also had Christmas



in July at the Kurri Kurri TAFE”.

PANSW Police News asked Ian why he became a PANSW Associate Member and an RFPA member. “I got plenty out of being a copper and I wanted to give something back. I didn’t want to lose touch with many good mates and wanted to know what was going on. I thought that the small investment required to join both would be worthwhile, and that turned out to be correct.”

“I went to my first meeting a few weeks before I left the Police Force and liked the tone and friendship I experienced.”

Ian said he appreciates efforts by Police Region, District and Area Commanders to involve retired and former officers in hallmark events.

“I’m pleased we are involved in Retired Officers Day and of course, National Police Remembrance Day, as widows of our fallen comrades are highly respected in our branch. Those events, as well as the many advertised police reunions, where former colleagues can catch up, can be a source of positive nostalgia and new memberships when we realise the value in them.”

Ian said he is fortunate to travel to Branches as RFPA Secretary and recognise long serving members.

Asked if he has any unfinished business, Ian told PANSW Police News he is currently advocating on behalf of a group of NSW police officers (and many from interstate) who served in Papua New Guinea in the 1980’s and 1990’s when

law and order problems reached crisis point, and the PNG Government asked Australia for assistance.

“About a dozen NSW police officers were seconded to PNG during that time, where they performed a range of nation-building and peacekeeping-related duties,” Mr Lovell said. “Efforts thus far to have them awarded the Police Overseas Service Medal have proved unsuccessful.”

*PANSW Associate Members wishing to attend Northern Associates meetings and social activities should contact Alan Crumpton on (02) 4946 6477.*

## Police Widows Always part of the family

■ PANSW associate member Ian Lovell, Secretary of the Retired Police Officers Association (RFPA) and the Hunter Region RFPA Branch, told PANSW Police News the widows and families of former police officers are held in high regard within the Newcastle area.

He listed several widows who still attend social events and other policing functions in the area. These ladies include:

**Judy Eaton** – widow of Senior Constable Douglas Ronald Eaton, shot and killed at Kilaben Bay (Toronto Golf Club) in 1977. One of Doug and Judy’s sons Michael recently retired from the NSW Police Force, then stationed at Maclean as Sergeant, Sector Supervisor.

**Lorraine Loughton** – widow of Senior Constable Alan Wayne Thompson, killed in a crash on John Renshaw Drive, Buttai in 1977. One of Alan and Lorraine’s sons Craig Thompson, retired from NSW Police Force in July 2022, then stationed at Newcastle. Their daughter Petula was married to former police officer Phil Lalor at Dubbo.

**Anne Haydon** – widow of Sergeant 3rd Class Keith Alfred Haydon, who was shot and killed at Mount Sugarloaf (West Wallsend) in 1980. Keith’s killer was also convicted of the murder of a gun shop owner in Sydney’s Eastern Suburbs in 1978 and has since been paroled.

**Susan Daley** – widow of Inspector Paul

Bernard Daley, who collapsed and died at work in Manly in 1995. Their daughter Georgina is the finance director for Newcastle’s two major private hospitals. Their son Stephen is a Colonel in the Army and has served many active deployments.

**Sonia Tamplin** – widow of Senior Constable Tony Tamplin, who collapsed and died at work at Newcastle in 2013. Tony was known to everyone in the NBNTV viewing area as ‘Big Dog’, and was a renowned Police Media man, with daily public exposure. In Tony’s spare time, he was a charity ‘Bash’ worker who was involved for many years. Their large family are all adults now and very proud of their Dad’s achievements and notoriety. Sonia has worked for twenty years as a special needs teacher and hoping to retire soon. She recalls fondly Tony’s many years as a marriage celebrant, and especially his effort at marrying two naked (fig leaves attached) clients.

**Christine Baker** – widow of Paul Baker, former Police Association Executive Member. Paul was a strong advocate for local working conditions, and a major factor in the ‘Never Ever Give Up’ forced transfer campaign, run with Mark Burgess. Paul and Christine had purchased the old Minmi Courthouse and created a wonderful business, with

their son John cooking up a storm for many colleagues and the general public.

Serving officer **Margaret King** lost her husband Geoff Richardson in March 2016 when Geoff was killed during a pursuit-related crash at Allandale. ‘Richo’ has had a car from Raymond Terrace dedicated to his memory (RCH012) along with the new training room in the new station.

“A number of other widowed members attend our social events from time to time, and are generally the gatekeepers of past policing practices, as domestic engineers, lockup keepers’ wives and of course, mastering the art of creative prisoner meal menus,” Ian Lovell said. A standout amongst these ladies is Mary Scaysbrook, whose husband Brian was a good friend to many Hunter police. Mary is currently avoiding the presentation of her RFPA long service certificate, but we feel sure we will catch her at the Christmas lunch at Club Macquarie on 12 December.

“It is very important that these widows and their families know they will always be part of the police family,” Mr Lovell said.

NOTE: PANSW Police News REFERRED TO BEYOND COURAGE, BY DANNY WEBSTER WHILST RESEARCHING THIS ARTICLE. WHEN INTERVIEWED MR LOVELL HAD NO ACCESS TO NOTES, BUT HAS A REMARKABLE RECOLLECTION OF THESE FALLEN COMRADES, THE CIRCUMSTANCES OF THEIR DEATHS, AND OF COURSE, THEIR WIDOWS.

# In Conversation Greg Chilvers

Ted Bassingthwaite talks with PANSW Life Member Greg Chilvers about his life and times (so far)



"I originally taught for a number of years...high school maths and a whole range of things and I was always interested in the law. I did a law degree part-time. When I graduated, I looked for employment and there was a job going at the Police Association as a legal officer. I thought I would apply for that, get a couple of years of good experience and move on to bigger things...and of course, the rest is history.

"I started off as a legal officer and then moved on to become Assistant Secretary in the Legal division. At that time, there were some quite visionary people on the Executive, in particular people like Phil Tunchon and Terry O'Connell. They realised that there was an area in The Association that was missing and that was getting data, information and research to back up our claims. With my background, they offered me the position of Director of the Research and Resource Centre which I established in 1993 – just in time for The Royal Commission."

"My wife is a statistician, so you can understand that I am a real believer in having hard data to back up your claims. That has been the biggest impact... in inquiries, Commissions and with submissions that we've made. We've been able to support it with solid, hard data, not just opinion and that has been extremely important, I think, for the progress of the Association over time.

"When I first started at The Association, I came in thinking I would have a couple of years working in this position. But then I came into contact with a group of people that I had very little to do with and that was police. And over a period of time working with the cops on a whole range of different issues, I suddenly started to realise what an extraordinary group of people these were and what an extraordinarily difficult job they did. I also started to realise, particularly with the research and the work that we were doing in our submissions and the contact I was having with cops, that this really was an underrated occupation."

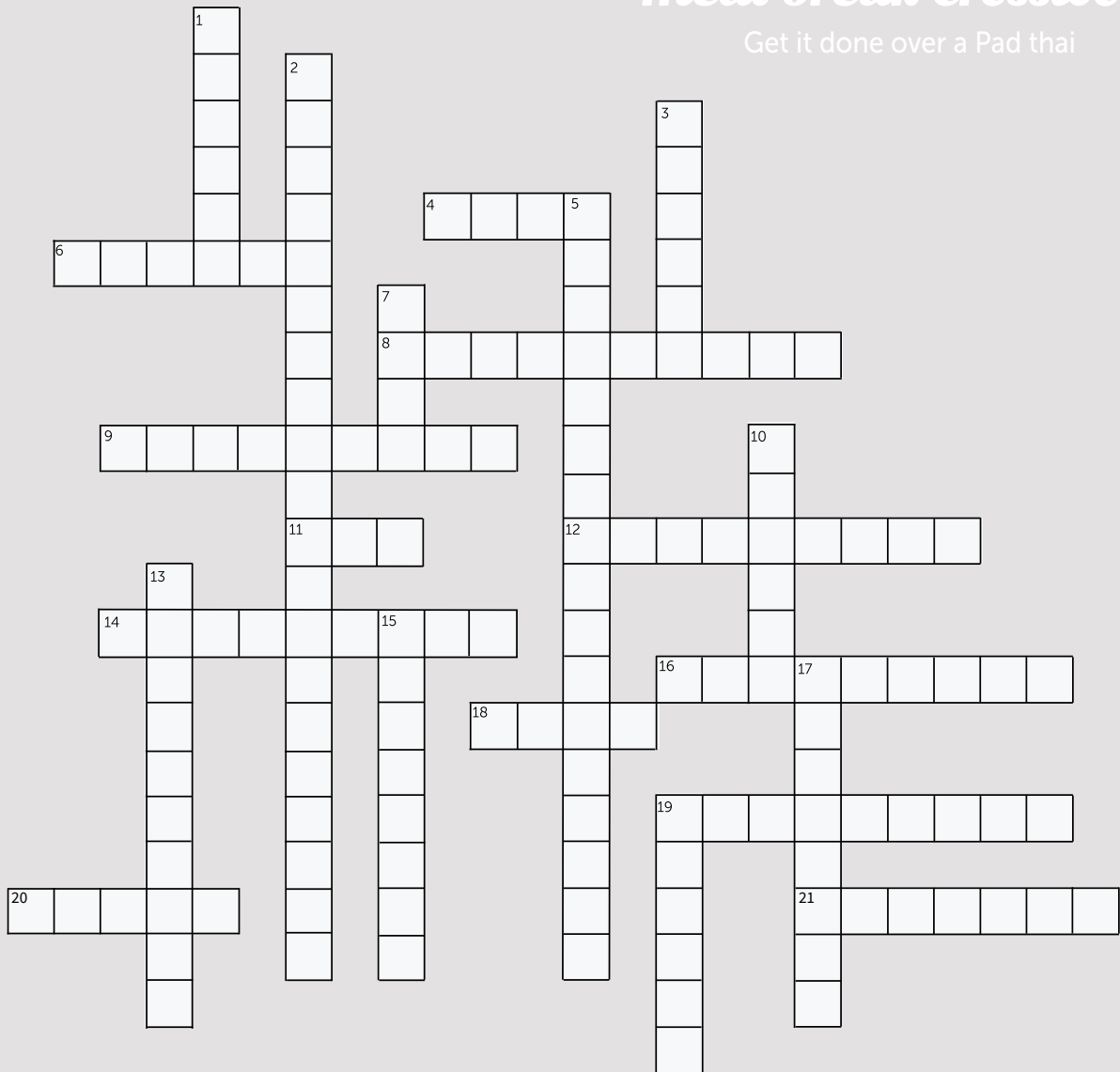
"I can remember one high-profile person at one of our Conferences saying that policing was a blue-collar occupation, and I knew that that was simply not the case. I think the Association's role in promoting the policing profession has been profound. It was very clear that policing is a profession, particularly today. Police are not just law enforcers, they are problem solvers. They are gatherers of information, developing a whole body of knowledge that is unique to the profession. And it was that role, particular during The Royal Commission...that helped us to achieve some of the biggest gains, particularly in things like raising the profile of the profession, salary increases and all these sorts of things which really had been neglected in the past."

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# meal break crossword

Get it done over a Pad thai



**Down**

- 1. Mythical creature: lives in billabongs and water-ways. (6)
- 2. Deadly black snake with a red belly. (3,7,5,5)
- 3. Bite injects the world's deadliest snake venom. 3 species. (6)
- 5. 60% of all fatal snakebites in Australia come from what (6,5,5)
- 7. Finish the phrase: 'Nature, red in tooth and ....' (4)
- 10. The culprit in most Australian animal-related deaths (6)
- 13. A species of shark that can eat you whole (5,5)
- 15. Creature that descends suddenly from gumtrees (4,4)
- 17. Killed Steve Irwin. (8)
- 19. Planet's largest living reptile, informally known as a ..... (6)

**Across**

- 4. 75% of snake bites happen to which gender? (4)
- 6. Iconic songbird, who once a year, turns on cyclists. (6)
- 8. Over one hundred Australian's get struck by it annually (10)
- 9. A Sydney spider who enjoys hiding in garden shoes. (6,3)
- 11. The geometric shape of a jellyfish who can break your heart. (3)
- 12. Octopus shows what signs before envenomation? (4,5)
- 14. Most venomous jellyfish on the planet. Thumbnail size. (9)
- 16. Mosquitoes borne virus causes joint pain, fever and rash. (4,5)
- 18. The act of weighing up probability and risk, against reward (4)
- 19. Don't step on it while walking shallow coastal waters. (5,4)
- 20. Indigenous Bigfoot. (5)
- 21. Originally from SA, this deadly spider is now everywhere. (3,4)





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