

PANSW

POLICE ASSOCIATION OF NSW

PRINT POST PUBLICATION NO. PP100018976

JAN | FEB 2024

Police News

2024

Wages & conditions
will be renegotiated in
a new Award **p5**

Blue Tape cut **p6**

Recruitment boosted
with pay-to-train **p22**

Boxing **p25**



Start your next adventure

whatever it may be



Whatever's next on your horizon – the big day, the family getaway – get there sooner with a Police Bank Unsecured Personal Loan, winner of the Mozo Experts Choice Award for seven years running.



Call us on 131 728 or scan here
and start your next adventure today.



Terms and conditions apply and are available on request. Fees, charges and lending criteria apply. Police Bank Ltd. ABN 95 087 650 799. AFSL/Australian Credit License No. 240018. 25 Pelican Street, Surry Hills NSW 2010.



Police
Bank 

**MANAGEMENT TEAM**

Mr P. Gooley - Secretary
 Mr P. Hannen - Asst. Sec. Organising
 Ms K. Membreno - Asst. Sec. Industrial
 Mr R. Del Vecchio - Asst. Sec. Admin
 Mr A. Howell - Asst. Sec. Legal Services
 Ms C. Prosser - EA and Events Coordinator

CPOB

Mr J. Goddard - Lead Organiser
 Ms R. Neil - Senior Industrial Officer

MEMBER SUPPORT

Mr I. Johnstone - Member Support Coordinator
 Mr. E. Murphy - Welfare Support Officer

TEAMS**CENTRAL METRO/SOUTHERN**

Mr M. Evans - Organiser
 Mr T. McGregor - Industrial Officer
 Ms. M Sessions - Industrial

NORTH WEST METRO/NORTHERN

Mr. G. Price - Organiser
 Ms A. Fleming - Industrial Officer
 Mr L. Solomon - Industrial Officer

SOUTH WEST METRO/WESTERN

Mr R. Sheraton - Organiser
 Mr P. Richardson - Industrial Officer
 Ms. C. Palma - Industrial Officer

NON LAC (SPECIALISTS)

Mr A. Stokes - Organiser
 Mr H. Crosby - Organiser
 Mr J. Ludkin - Organiser
 Mr A. Boromisa - Industrial Officer
 Mr G. Doyle - Industrial Officer
 Ms K. Young - Industrial Officer
 Ms E. Hampson - Industrial Officer

LEGAL SERVICES

Ms K. Lally - Senior Coordinator
 Ms A. Reece - MET Officer
 Ms E. Hagan - MET Officer
 Ms C. Jones - MET Officer
 Ms J. Whalebone - In House Counsel
 Ms C. Young - Solicitor
 Mr. B. Lee - Solicitor
 Mr D. Longhurst - Solicitor
 Ms B. Gollidge - Senior Legal Clerk
 Ms S. George - Paralegal
 Ms B. O'Reilly - Clerk
 Ms C. Crasto - Clerk

RELATIONSHIPS & STRATEGY

Mr T. Bear - Manager

RESEARCH

Mr A. Skinner - Research Manager
 Dr K. Linklater - Research Officer

COMMUNICATIONS

Ms E. King - Comms Officer
 Mr M. Rowland - Comms Officer
INFORMATION ORGANISING CENTRE
 Ms K. O'Leary - Supervisor
 Ms T. Fletcher - Ms N. Hawley
 Ms K. Puckeridge - Ms A. Johnson
 Mr H. Spiby - Mr J. Ryan

ADMINISTRATIVE SERVICES

Ms N. Scott - Supervisor Memberships
 Ms J. Weber - Senior Admin Officer
 Ms D. Green - Support Officer

EXTENDED LEAVE

Ms. C. Brett - Senior Admin Officer
 Ms S. Minahan - Industrial Officer

Advertisers Alert: The Police Association of NSW is the publisher of PANSW Police News. The Police Association does not accept any responsibility to any advertiser or consumer in respect to advertising appearing in PANSW Police News. For enquiries re advertising in this publication, please contact the publishers via: elyssa.king@pansw.org.au



PANSW Police News is printed by Finsbury Green on FSC MIX paper, made with fiber sourced from FSC-certified forests, recycled waste and/or FSC controlled timber.

Contents

Vol 104 / No.1 January - February 2024

- Award 2024: The importance of retaining serving officers p4
- Reduce Blue Tape: Make it simple p6
- Road map for Concessional Cap: Where to now? p8
- Industrial Updates: Promotion System / Legal win p10
- Relief Pool Trial p12
- Women's Forum report p14
- Central Metropolitan Forum p19
- Recruitment Summit p21
- Fair pay and respect bolsters recruitment numbers p22
- Ten years of Police Boxing p25
- Radioland: Unseen, essential p26
- Associates: Cyclone Tracy p31
- Verbatim: An under reported press conference p32
- Mealbreak Crossword p33

DOWN

2. AUSTRALIAN OPEN / 3. BEACH / 5. CHINESE /
 7. AUSTRALIA DAY / 12. CORDIAL / 13. SUN / 15. SUNBURN /
 16. FEBRUARY / 17. CAMPING / 21. THONGS / 23. POOL

ACROSS

1. CHRISTMAS BEETLE / 4. SUNSCREEN / 6. WHALE SHARK /
 8. UNDERTOW / 9. OCEAN / 10. DAYLIGHT SAVINGS /
 11. INSECT REPELLENT / 14. SWIMMERS / 15. SAND /
 16. FLY SCREEN / 18. PAVLOVA / 19. BARBECUE / 20. CRICKET /
 22. RIP / 24. HOLIDAY / 25. BONDI / 26. PATTY / 27. HOT DOG

**Cover**

2024 will be a cracker year, full of challenges and potential for positive change.

THE POLICE ASSOCIATION PUBLISHES THE PANSW POLICE NEWS WITH ITS PRIVACY STATEMENT WHICH IS AVAILABLE ON THE ASSOCIATION WEBSITE. PANSW POLICE NEWS IS THE OFFICIAL JOURNAL OF THE POLICE ASSOCIATION OF NEW SOUTH WALES PO BOX A1097, SYDNEY SOUTH, NSW 1232 / (02) 9265 6777 / WWW.PANSW.ORG.AU / POLICENEWS@PANSW.ORG.AU ISSN0047-9934 PUBLISHED SIX (6) TIMES A YEAR. CONNECT WITH YOUR ASSOCIATION, FOLLOW NEWS ITEMS ON PANSW SOCIAL MEDIA:

[f facebook.com/pansw.org](https://facebook.com/pansw.org) [@PoliceAssocNSW](https://twitter.com/PoliceAssocNSW) [@policeassociation_nsw](https://instagram.com/policeassociation_nsw) [in linkedin.com/company/pansw](https://linkedin.com/company/pansw)

Disclaimer: Police Association of New South Wales ("Publisher") advises that the contents of this publication are the sole discretion of the Police Association of New South Wales 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 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.

Executive Officers



PRESIDENT
Kevin Morton



VICE PRESIDENT
Ian Allwood



TREASURER
Roger Campton

Executive Committee



NW MET REGION AREA 1
Aaron Rynehart



NW MET REGION AREA 2
Alison Dixon



SW MET REGION AREA 1
Stephen Waddington



SW MET REGION AREA 2
Elise Hulley-Thomas



SOUTHERN REGION AREA 1
Angus Longley



SOUTHERN REGION AREA 2
Kelly Hallinan



NORTHERN REGION AREA 1
Paul Ireland



NORTHERN REGION AREA 2
Darren McCaughey



WESTERN REGION
Chris Jordan



COMMISSIONED OFFICERS REGION
Matthew Webb



CENTRAL MET REGION AREA 1
Oliver Behrens



CENTRAL MET REGION AREA 2
Graham Condon



NON LAC REGION AREA 1
Stephen McDonald



NON LAC REGION AREA 2
Christine Woods



NON LAC REGION AREA 3
Peter Gurr



NON LAC REGION AREA 4
Peter Foran

PANSW Vice President Ian Allwood

■ As we roll into 2024 and the PANSW Biennial Conference in May, I'd like to take this opportunity to reflect on my first two years as the Vice President. In 2022/2023, Your Association achieved significant things for the members, 4.5% pay increase, Remote incentives, the commissioning of the Pulse program, Reducing Blue Tape submissions and payment of students. These and many other things have been achieved by your Association on the back of the hard work from the staff and Executive. The skill and knowledge of our staff is truly amazing, they are all committed to helping achieve for our members and it has shown with the results.

The Executive Board has welcomed new Executive members, Christine Woods, Kelly Hallinan, Elise Hulley-Thomas and Angus Longley. I'd like to take this opportunity to thank our Executive members for their commitment. The Executive Board of the Association play an integral role in representation for the regions and governance of our organisation. I congratulate and wish our new Executive and thank them for standing up for their respective regions.

As the VP, I've been fortunate to be able to attend some of the region forums and listen to the great work our Branch Officials and delegates do in the field. These members are the backbone of the Association and I'm humbled by the commitment shown.

In 2023, the Concessional Cap issue for our members created distress and financial headaches like we've never seen before, affecting members right down to the Senior Constable pay level. The Association Staff and Executive attended numerous meetings with politicians, both state and federal. Industrial Action was supported by the Executive and the members. We are all hopeful of a resolution. NSW police officers deserve the right, like every other employee, to be able to contribute to their Superannuation. Being penalised for being in a dangerous profession is unfair and makes no sense at all. If you've been affected and need some guidance on how to submit a claim, please call the PANSW during business hours.

Planning for Conference 2024 is being done in earnest by the responsible Committee and I encourage any member who wants to shape the future direction

IAN ALLWOOD
SPEAKING IN THE
HUNTER VALLEY



of the PANSW to nominate and become a delegate. Reducing Blue Tape and making our police officers' operational lives easier remains a key working group at Conference. I'm looking forward to hearing the innovations offered by our knowledgeable delegates.

Finally, I'd like to thank and congratulate our President Kevin Morton and Treasurer Roger Campton and the Association Management Team for their leadership and commitment to the members. The results achieved for our members is no mistake. An ancient nautical proverb springs to mind, "Anyone can hold the helm when the sea is calm." These fine people have steered the Association through some rough waters and achieved for the members and deserve our wholehearted respect and thanks.



PANSW President Kevin Morton

2024 will be full of challenges & potential

■ As we commence a new year, I thank those members who worked over the Christmas break to keep our communities safe. I hope you also spent time with your families in between performing your duties.

I remind you that before Christmas, we had preliminary discussions with the NSW Police Force and the Police Minister regarding our Award 2024. With the Christmas period over, we look to ramp up those negotiations with both parties and continue to drive home the message that this Award is all about retaining our current serving, hard-working police officers.

The NSW Government must show respect through fair wages, fair conditions, and a genuine commitment to retain our experienced men and women of the NSW Police Force.

We will carry this language through as the theme of our 2024 Conference in May, 'Respect + reward = retain our cops.'

It's an accepted biased view of mine, but no other organization has done more for the state of NSW over the past three years than you, our members of the NSWPF. With our Award expiring at the end of June 2024, it is time for this Government to show respect for the efforts of those past three years and ensure the future of our serving police officers. We are the protectors of the community, but away from that, we are just like any others in that community; we have families, children, and cost-of-living pressures. Unlike previous negotiations with other governments where there was limited negotiation because of the wage cap, this Government can make a difference, and we will be reminding them of that.

I will keep you updated with the progress of these negotiations that have



KEVIN MORTON SPEAKING AT PANSW'S CENTRAL METRO FORUM: SYDNEY, NOVEMBER 2023

been driven by you, the members, the branches, and the delegates, and ultimately, it is you who has the final vote on any Award outcome.

Ongoing issues

Aside from the Award negotiations, many planned projects will continue to develop over the next several months. Our Blue Tape committee continues to work tirelessly with NSWPF across 82 projects in technology, policy and legislation that are currently underway to make your job easier and decrease workload intensity. It is about working smarter, not harder, as police.

Our police uniform, the results from the fleet review, First Response Policing Agreements and mental health will again be the focus of this new year.

On top of that, the two senior police officers sent to the UK by the Premier have returned and prepared their report for the Commissioner and Minister of Police about police attendance at mental health incidents. As is always the case, the PANSW will be heavily involved in the discussion/consultation piece that follows. The PANSW's view on this matter brought forward by the members has remained the same. Some of these

incidents that we attend in the mental health space are not police matters, and we will continue that line during these discussions in reducing work that is not and should not be ours.

Injury management

What the staffing shortages and high workload have shown us over the last 12 months is that this year, the PANSW and its branches and delegates will be making a concerted effort to improve injury management practices for our members. We cannot accept the rates that police officers in NSW become injured and that there is no place for these individuals in the workforce. Injury prevention and mental health assistance are vital. Early intervention and contact with that injured officer is a must-have in the event of injury, and every effort must be made to welcome these officers back and return them to work. Providing our physically injured officers with state-of-the-art rehab facilities by partnering with well-known sporting clubs who know this business is essential for returning them quickly to the job they love. We must reduce the timeframes for treatment for our officers with psychological injuries, and if policing is making them too ill to return, then finding alternatives in other government agencies where they can have meaningful work is crucial in keeping officers connected to work, which is good for them.

The PANSW firmly stands by the above statements in support of our officers. We must do these things because we cannot allow officers to be broken without a plan to rehabilitate and return them to work. We must retain the skills, experience, and years of service these officers bring to the NSWPF. This loss of these long-serving officers is not acceptable.

Police officers in NSW are working harder, at greater intensity than ever before, causing good officers to leave. This is not acceptable. Retain skilled, respected and hard-working police.



Award 2024 Retain our cops

Retention of current serving police officers is the primary focus for Award 2024

■ The Police Award concludes on 30 June 2024, with July 2023 delivering the final pay increase of 4.03% (salary) to your salaries and allowances.

Your Association commenced negotiations with the NSW Labor Government and NSW Police Force on improving the pay and conditions for police officers in NSW for Award 2024, which may be conducted under a new Industrial Relations bargaining framework in NSW.

The PANSW Biennial Conference 2022 provided direction to the PANSW regarding Award 2024, coupled with the significant vacancy rates and the ever-increasing workload pressures currently faced by police officers in NSW.

Retention of current serving police officers is the primary focus for the 2024 Award, which follows the recent recruitment incentives announcement to attract people to policing. The key to retaining police is increased salaries and allowances, enabling faster progression through the pay scales (without taking a pay reduction if promoted), and rewarding police for training junior staff and remaining in front line duties.

Members have sought improvements in allowances, leave entitlements, transfer costs entitlements, superannuation, roster certainty, uniform, transfer and tenure requirements and First Response Policing Agreements, which are all included in the claim for the next Award.

PANSW will advocate strongly

- Police officers in NSW are working harder, at greater intensity than ever before, causing good officers to leave. This is not acceptable. Retain skilled, respected and hard-working police.
- Cost of living pressures and interest rate rises are hurting police families.
- Wages have been capped at 2.5% under the NSW Government wages policy for the past 12 years, sending wages backwards.
- Teachers were rewarded with their recent pay rise. Cops deserve the same level of respect.
- Police face harsh internal and external scrutiny, not just for their work, but

when doing the work of other agencies. This is not acceptable and needs to change.

- Currently there are over 1,500 vacancies within NSWPF. NSW is asking each and every police officer to meet a growing work demand with fewer officers. Police are delivering more with less.
- The dangers of policing continue to harm officers at an alarming rate. This increase in injured or sick officers further compounds pressure on the whole workforce. The need to keep our officers healthy and safe, and address workload pressures of those still at work, is more urgent than ever.
- Ever-changing rosters add pressure to an over scrutinised, overworked, burnt-out workforce.
- Every year the job police perform becomes more complex, requiring more knowledge and skills. This needs to be recognised.

NSWPF has saved significant money on police salaries over the past 12 months with the existing vacancies. Police officers in NSW place their lives in danger each and every shift dealing with all members of our society. Police deserve the respect of a fair and decent pay increase in 2024 to keep them in the job they love. Policing must be an attractive long-term career. We know Police officers in NSW deserve a good pay rise with updated and increased benefits.

Pay is a mark of respect and will go a long way to retain the hard-working men and women we have in the NSW Police Force. As the best police force in the country, Police officers in NSW should also be the highest paid. Police deserve a decent pay rise in NSW.

Any final pay offer will be subject to a member vote. The vote will likely occur in mid-2024. You will vote through the PANSW Portal.

Instructions: voting through PANSW's Portal

Serving members will be able to cast their Award 2024 vote through the

PANSW Member Portal.

When the vote opens (approx. mid-2024) you will be able to go to pansw.org.au, login and vote.

Members will be sent instructions and links to vote via the email and mobile number that you have on file with the PANSW.

- For those that have set up their portal account, you login using the following credentials:
- Username: rego number
- Password: you set this yourself when you set up your account.

What if I have NOT set up my portal account?

If you have never set up your portal account, you have been sent another invitation link at the email address on file with the PANSW (this email address can either be your work email or a personal email address you have instructed the PANSW to use).

Open the email and click the link.

If you have not received that invitation, the PANSW might not have your most up to date email address. Email the PANSW to update your contact details and request a new Portal Invitation: info.centre@pansw.org.au

Help! I can't login

Your login username is your rego number, and your password is one you set when you redeemed your portal invitation.

There is a forgotten password function on the Portal that only requires you to input the email you have on file with the PANSW. This email address can either be your work email (usually your numerical email) or a personal email address you have instructed the PANSW to use.

Don't worry, if it is not working, the PANSW staff are here to help, get in touch at info.centre@pansw.org.au

Jon Goddard PANSW Lead Organiser

Reducing Blue Tape

The PANSW's role in making things easier for today's Police Officers

■ In May 2022, Sergeant Kevin Morton stood in front of the Delegates of PANSW Biennial Conference as the newly elected President. He commenced his opening address in front of the senior hierarchy of the NSW Police and the now Premier of the State of NSW Chris Minns.

Kevin was speaking from the heart and from experience. He brought to the role thirty-two years of experience at the front line of policing and had worked in the duplication, the systems that were clunky and hard to use, the repetitive tasks, those that could be improved with technology and those that were not police jobs and needed to go back to the specialist areas where they belonged.

He spoke of Blue Tape, being tasks or practices that keep police away from core duties. Tasks that can be reduced or in some cases removed via the use of technology, changes in practice, or a change in current policy or legislation.

During that speech, The PANSW President announced that his Executive would be working with the NSW Police Force to reduce the workload on frontline police using this principal.

This work is not unprecedented. In 2012, a Red Tape Committee chaired by Retired Superintendent Ron Mason made several positive changes to the practices of the NSW Police.

Headline changes included the streamlining of processes such as the introduction of Police Issued

Apprehended Violence Orders (AVOs). Our longer serving members would remember waiting for the on-call Magistrate to call back after hours,



NEWLY ELECTED PANSW PRESIDENT KEVIN MORTON DELIVERS HIS FIRST SPEECH AT PANSW'S 2022 BIENNIAL CONFERENCE

having heard the dreaded words "there are a couple in front of you", and then sitting by the Fax machine awaiting the order to arrive in the wee hours of the morning. We also saw changes to the criteria of investigating Major Motor Vehicle Collisions. Our members didn't have to go to every single tow away collision anymore. It freed up vital

time for police to be available to their communities.

The work would start straight away as the 160 plus delegates were placed into focus groups to identify the issues of Blue Tape at their workplace. The workload was placed into three pillars: Technology, Policy and Legislation.

The 2022 group identified over 100 potential changes that could benefit the frontline and reduce workload. Examples include:

- Allowing a DVEK statement taken whilst investigating a DV offence to be able to be used for any AVO proceedings if no offence is detected (legislation)
- Upgrading the search function on the Police Intranet (technology)
- Issuing all frontline Police with a Mobipol and Detectives with a Tablet device (technology)
- Phase out notebooks for Mobipols (technology)
- Printing out charge papers in the correct order for the court (Technology)
- Overhaul of the My Performance Scheme to a fit for police item (Policy)
- Reducing the time that Police Officers spend transcribing Body Worn Video and In Car Video (Policy)

All items were then reviewed by the PANSW Blue tape committee. Duplicates were identified and removed. Eighty-two



RON MASON CHAIRED THE 2012 BLUE TAPE COMMITTEE. ITS RECOMMENDATIONS CHANGED POLICING.

items were served on the NSW Police Force to be workshopped. A number of items have already been actioned or are ready to be finalised in the first quarter of 2024.

Imagine a police station where bail reporting is done by way of facial recognition or the humble police notebook is a thing of the past. Imagine a courthouse where a full police computer and printer is available for policing giving evidence to do follow up on matters as they are needed. Imagine being able to find out instantly if an interstate warrant is extraditable. Imagine being able to transmit CCTV footage from an Armed Robbery to all the car crews in the PAC or PD instantly. Imagine being able to issue infringement directly from a COPS event or case.

These are all suggestions of the Blue Tape Committee now, with the NSWPF for development.

The first item of many items to be actioned or completed was around transcriptions. During Branch visits, Command after Command would outline the hours police were spending transcribing Body Worn Video manually for court matters; young officers sitting

at a computer with a headset on typing conversations.

Following representations, NSW Police introduced the Microsoft 365 transcription program for all officers. The transcribe feature converts speech to a text transcript with each speaker individually separated. Whilst the Officer is still required to read and review the transcription, a conservative estimate is that this technology has redirected thousands of hours of worktime from the frontline and Detectives office to non-administrative duties since its introduction.

Funding is now available to have some 13,000 MobiPols rolled out by the New Year and the project around tablets for Detectives is progressing.



PANSW LEAD ORGANISER JON GODDARD TALKS WITH CoP KAREN WEBB OUTSIDE PANSW'S 2021 WOMEN'S FORUM

We are not stopping there. Our Region Forums are reporting back new issues we need to address, information from the field is being received and worked into further submissions in all sorts of areas designed to make the life of our members better.

Numerous NSW Police projects in the technology space are progressing that will see policing and the way it is conducted change for the better over the years ahead. The PANSW deals directly with the key senior leaders that are overseeing these changes. The voices of the members with thousands of years' service between them is being heard and as these "Blue Tape" ideas as the day-to-day tasks of being a NSW Police Officer will improve.

A full update on Blue Tape will be made to our Delegates at Conference 2024 with further information to be made available to all members as projects develop.



Kirsty Membreno Assistant Secretary – Industrial

A road map for concessional cap

You have shown incredible professionalism and commitment in taking industrial action against the Federal Government as part of the Fix our Super campaign.

■ While the concessional cap issue has not yet been resolved, the industrial action has served its purpose, and it is time to suspend the industrial action.

We have applied significant pressure to the Federal Government and they are now in a dialogue with the State Government. The way forward is the PANSW, State Government and Federal Government negotiate an agreed, tripartite roadmap to resolving the concessional cap issue.

This cannot occur while the industrial action continues.

As highly trained police officers, you know that when circumstances evolve, so too do tactics need to evolve accordingly.

Your elected Executive members passed the following motion:

The Executive of the Police Association of NSW agree to suspend the current Industrial Action against Federal Government agencies, as a show of good faith to continue negotiations at the Federal and State level in relation to the Concessional Cap issue.

This course of action gives us the best opportunity to reach a solution.

The Fix our Super campaign will continue; now in a negotiation phase. While industrial action is suspended, the PANSW will not hesitate to take any other steps necessary to resolve this issue for members. You will be kept updated as the negotiations progress.

Concessional cap tax guide

What is a concessional contribution?
Every worker in NSW has a \$27,500 limit on superannuation contributions (from both employer and employee) that can be taxed concessional (15%). Any contributions that exceed this amount attract marginal rate of taxation.

Why am I exceeding the cap when my superannuation contributions are not exceeding \$27,500?

The ATO considers Police Blue Ribbon Insurance (PBRI) contributions (both employee and employer contributions), for taxation purposes, as concessional contributions to superannuation. Some officers may exceed their concessional contributions cap due to the PBRI arrangement and receive additional tax notices from the ATO for breaching the cap. Or may have had their ATO refund reduced due to the additional tax applied.

This is not my fault, I do not contribute, who will pay the excess taxation?

The PANSW understood this was an issue when the NSW Government at the time established the PBRI scheme and were given a commitment that excess concessional cap bills directly as a result

of PBRI contributions would be met by the Government.

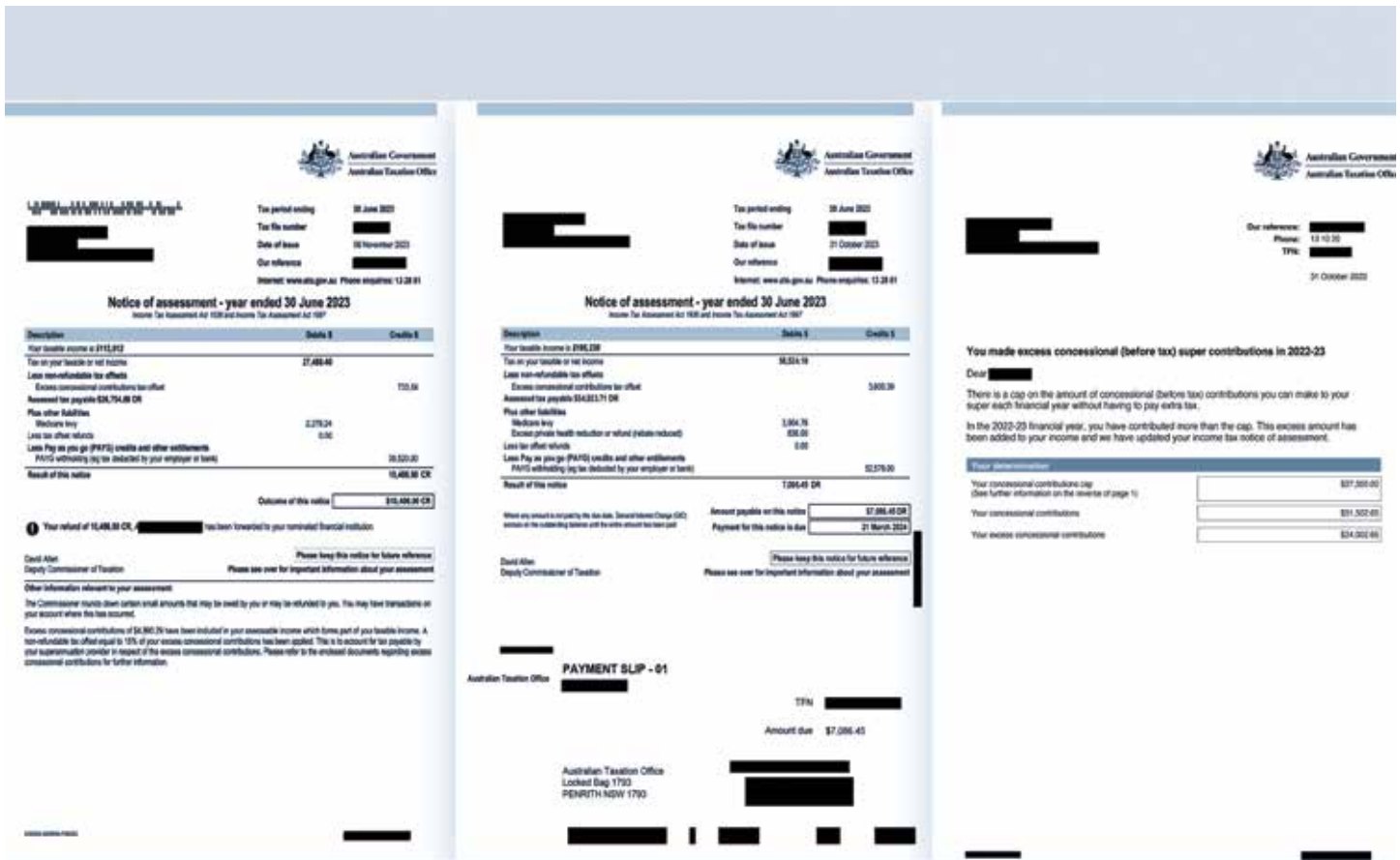
Therefore, Sworn Officers who breach their concessional contributions cap due to the PBRI arrangement may be entitled to a tax reimbursement from the NSW Police Force.

The reimbursement will apply the marginal tax (less the 15% already paid on it) to the excess that relates to the PBRI contributions.

How do I lodge my Concessional Tax Refund claim with the NSWPF?

Lodge your claim in SAP ESS:

1. Click on Sap Fiori
2. Click on Employee self service
3. Click on Benefits and Payments tab
4. Under Payroll tab click on Click on Concessional Tax Refund
5. Click on Create Request (bottom right hand corner)
6. Select one of the source documents available which can be ATO notice of assessment with tax debt or refund, ATO notice of amended assessment
7. Enter excess contributions from ATO excess contributions document into the table
8. Select the year applicable
9. Enter taxable income as per ATO documents



YOU'LL NEED THESE DOCUMENTS TO MAKE A CLAIM - ATO NOTICE OF ASSESSMENT WITH TAX DEBT OR TAX REFUND or, ATO NOTICE OF AMENDED ASSESSMENT, and EXCESS CONCESSIONAL CONTRIBUTIONS NOTICE

10. Enter excess contributions amount and the tax debt (noting you do not have to have a tax debt to lodge a claim, it is based on the excess contributions letter)
11. Upload the ATO documents
12. Submit the refund request
13. Refund is processed via payroll with a gross amount appearing as a line item on payslip, net amount will appear in 'amount claimed field on SAP'.

What documentation do I need to make a claim?

- ATO notice of assessment with tax debt or tax refund, or
- ATO notice of amended assessment
- Excess concessional contributions notice

These documents can be obtained through your mygov account in your inbox on the app.

How does the excess and reimbursement affect means tested benefits?

Unfortunately, the inclusion of the excess concessional contributions and the reimbursement from the NSWPF to the employee results in those amounts being added to an employee's annual taxable income. The payment from the NSWPF to the employee is classed as income, hence forms part of your taxable income. This is a significant issue for our members, one which we are lobbying the Federal Government over to remove the PBRI from the concessional contribution's definition.

This is why the PANSW has escalated industrial action against the Federal Government to force action from them.

I didn't realise I was affected; can I claim previous years?

Yes, members are encouraged to review their previous years notices and consider

submitting to NSWPF for a refund. Officers should obtain independent financial advice based on their circumstances as any reimbursement of monies will be regarded as income and taxable salary.

Contacts

For further advice, please contact 88358400 for Shared Services, email: pssalrec@police.nsw.gov.au or the PANSW office on 9265 6777 or info.centre@pansw.org.au



Promotions System Changes 2024

■ The PANSW received several motions from Branches relating to elements of the Promotions System. As part of the PANSW role on the Promotions Review Steering Committee, it is our role to advocate, discuss and consider possible amendments required to improve the process for promotion. Those motions related to the TOKA process of being excluded following two failures as well as improving feedback from TOKA questions. Overwhelmingly applicants and selection panel members have indicated that the cycle of advertisements and applications is too onerous and is simply a repeated process each round, wearing officers out in the process. The Promotions Review Steering Committee has made the following amendments to the Promotions System for 2024. From 2024, there will be a re-alignment of the Mobility/Promotions/TOKA Schedules. This re-alignment will result in the following:

1. The promotions advertising cycle for vacant Sergeant and Inspector positions will change from every 5 weeks to every 13 weeks, commencing on 2 February

2024. Eligible officers will still have up to two years to apply for vacant positions. Please refer to the Police Promotions intranet site for relevant dates in the new 2024 Promotions Schedule.

2. Vacant positions advertised in SAP Fiori will be open for two weeks, instead of one week, to allow applicants more time to customise their application/s and take onboard the feedback of previous selection panels. The system will also be modified to allow applicants to upload a customised and unique cover letter for each position applied for in each round.

3. There will be up to two mobility rounds within the new 13-week cycle meaning that the number of rounds will be streamlined from ten per year to seven per year to better feed into the new 2024 Promotions Schedule. This will also allow greater opportunity for newly arising vacancies to be filled within the 13-week advertising cycle by offering the next position to the officer deemed next most suitable by the same selection panel. Please refer to the Transfers, Mobility & Secondments intranet site for relevant dates in the new 2024 Mobility Schedule.

4. The TOKAs will be offered in February, June, and September with candidates allowed unlimited attempts with no exclusion period applied because of failed attempts. The pass mark of 80% will remain in both Part A & B. This will commence on 27 & 28 February 2024 and the TOKA dates will always be scheduled away from popular leave periods such as School Holidays. Please refer to the Promotions Unit intranet site for the new 2024 TOKA Schedule.

5. Transitional arrangements will be made to ensure that officers presently in the promotions pool will have the same opportunity as present to re-qualify at TOKA before the expiry of their current two years tenure. Further direct advice will be provided to affected officers in this regard.

Please note, these changes do not affect the current processes for promotion to the grade of Senior Constable or Senior Sergeant, or promotion to the rank of Superintendent.



Leo Solomon PANSW Industrial Officer

PANSW helps members get what they need

■ A former police officer who sustained injuries during the 2000 Sydney Olympics deployment has come forward to expose a two-decade-long injustice. The officer, who wishes to remain anonymous, recently discovered that misinformation provided by insurers led to significant underpayment for nearly 20 years, sparking a call for accountability and awareness among the PANSW membership.

The injured officer, unable to return to work after the incident in Sydney's Central Business District during the Olympic deployment, embarked on a challenging journey through the bureaucratic maze associated with serious hurt on duty injuries. Seeking guidance on what constituted a dependent, the officer was incorrectly informed by the insurer at the time that a spouse earning any income rendered them ineligible as a dependent.

Despite the misinformation, the officer accepted the terms and lived with the financial consequences for almost two decades. The revelation came when the officer, still grappling with the aftermath of the injury, sought advice from the PANSW who referred the member onto

Tony Cardillo of Cardillo Gray Partners in Newcastle. Tony, one of the Police Association's panel solicitors, reviewed the case and promptly submitted a compelling argument to rectify the situation.

The insurers initially rejected the submission, but undeterred, Tony persevered and successfully negotiated a full repayment of the correct entitlements owed to the former officer. The undisclosed amount, a substantial sum, served as a long-overdue acknowledgment of the error that had persisted for two decades.

Total payment owed exceeded well over fifty thousand dollars.

In an emotional response, the former officer expressed the difficulty of comprehending that they might not be the only one misled in such a manner. The officer, who faced financial struggles while raising two small children, emphasised the importance of bringing this issue to light, ensuring that others who might have been similarly affected can rectify the situation.

The former officer stated, "It is small consolation that I am now being correctly paid, as the funds would have

been a significant help when I was struggling financially with two small children. I find it difficult to believe that I am the only person that was misled in this way. I would like to make all members aware of the behaviour of the insurers at that time and let them know it is not too late to have it rectified."

This case raises questions about the transparency and accountability of the insurance processes in place for injured police officers. It serves as a poignant reminder of the importance of seeking legal counsel when facing complex and life-altering situations, ensuring that individuals receive the correct entitlements and are not subject to misinformation that could impact their lives for years to come.

The former officer's courage in coming forward sheds light on a potential systemic issue and advocates for justice within the law enforcement community.

The Police Association of NSW is always ready to help out members in need, and provide whatever support required. If you or anyone you know have questions about the medical process, or various insurance involved, give the Information Organising Centre a call on 92656777.



Kirsty Membreno Assistant Secretary – Industrial

Relief Pool Trial

■ At the 2022 PANSW Biennial Conference, delegates discussed the challenges with staffing experienced when officers are absent from the workplace. Following those discussions and debate, Conference 2022 passed a motion seeking assistance and processes in place in enabling the replacement of staff during absences from the workplace. The following Motion of Urgency was passed at the 2022 Biennial Conference:

The CPOB of PANSW directs the Executive of PANSW to negotiate with NSWPF to create a relief pool of available SAP numbers. This relief pool is available to all Commanders to apply for a position within the relief pool to assist with long term absences, with the provision that Commanders replace these SAP positions once vacancies occur within their area. The CPO Branch recommends the PANSW to analyse and review the Victoria Police model to identify key aspects of this proposal that we can approach NSWPF with.

Following the passing of this motion, the PANSW began negotiations with the NSWPF to consider an appropriate Relief Pool concept to assist Commands in

replacing shifts when staff were absent.

In late 2022, as part of the negotiations for the additional 0.5% that was available for the 2023 Award increase, the concept of the Relief pool was drafted between the parties. NSWPF documents on the Relief Pool Trial and supplementary FAQs sheet have been published on the Intranet to support Commanders and officers in participating.

A trial of the relief pool concept consisting of 2 phases commenced in early August 2023 with Nepean, Mt Druitt and Blacktown PACS participating in North West Metropolitan Region and Chifley and Central West PDs in Western Region. Phase 2 commenced in late September 2023, with the mentioned Commands continuing in the trial, along with all PACs attached to Central Metropolitan Region and Child Abuse Squad attached to State Crime Command.

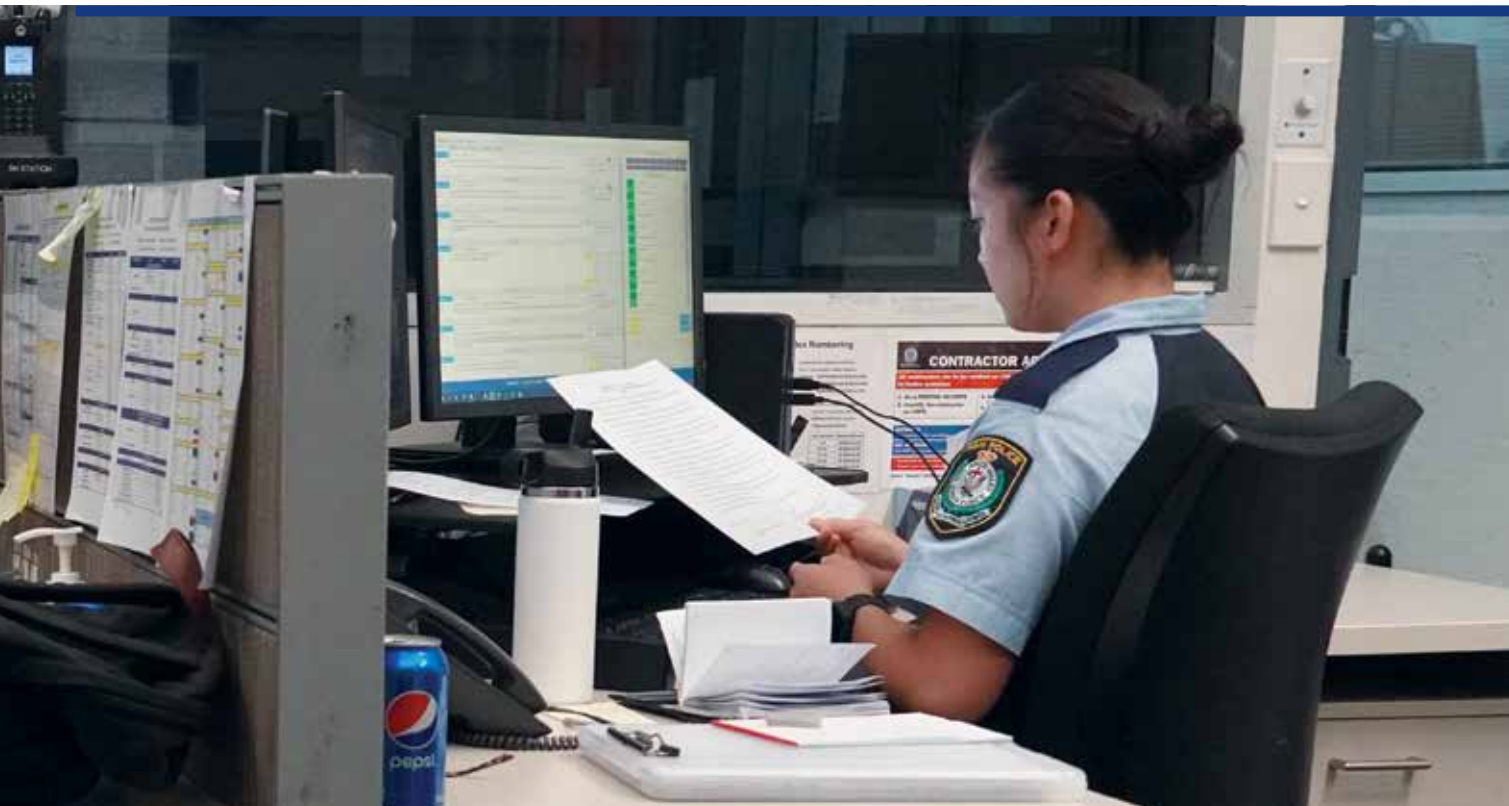
What is it?

In 2022 as part of the Police Award negotiation process, the NSW Police Force and Police Association of New South Wales (PANSW) agreed to the establishment of relief pool/s.

The intent of the relief pool concept is to:

- Enable operational continuity when officer/s temporarily leave the workplace for approved leave types for period of greater than 6 months (shorter periods may be considered in consultation with the PANSW).
- Provide a source of additional operational capability to region/ equivalents to allocate resources in response to emerging operational needs
- Provide a source of capacity/capability to backfill vacant working hours resulting from officer flexible working arrangements/other
- Provide a mechanism for officers out of the workplace on leave to return to the NSW Police Force on an ad hoc basis to provide additional operational capacity/capability
- Enable the NSWPF to operate with flexibility for both an organisational and individual benefit

Participation in/attachment to the relief pool/s will be voluntary and vacancies will be filled via an expression of interest/ equivalent process.



Who is eligible?

To be eligible to participate in the relief pool trial concept:

- a) Officers must be on approved extended leave, parental leave or leave without pay.
- b) Officers may be working reduced hours either via a permanent part time arrangement or part time leave without pay arrangement including part time parental leave without pay
- c) Officers must be fully operational.
- d) Officers must ensure that consistent with the NSW Police Force Work Readiness Framework, when presenting for duty, they are ready for work.

Notes: Officers cannot participate in the relief pool whilst on annual leave (this excludes officers who are on Parental Leave and accessing annual leave, who may still participate in the relief pool as this period is considered "parental leave").

What are the conditions?

The following conditions apply to all eligible officers participating in the relief pool:

- a) Officers may work up to the equivalent full-time hours (228 hours per roster

cycle) – this includes part time officers and those on leave. Principles of fatigue management must be considered, as well as the reason for the officer's leave (for example parental leave to act as the primary carer). These working hours can be on top of the hours they are on leave.

- b) Officers are not entitled to any other recognition of service and/or leave accruals for time worked as part of the relief pool. Officers will be paid 1/12th loading to compensate for the annual leave.

Rate of payment?

All officers participating in the relief pool will be remunerated at their ordinary rate applicable (not overtime rates) plus 1/12th loading to compensate for annual leave. In circumstances where officers work a relief pool shift and are required to work beyond the ordinary shift length – this will be considered overtime.

The applicable shift allowances and public holiday loadings will be payable for shifts performed by relief pool officers in accordance with the Award.

The rate of payment is on the basis participation in the relief pool shifts is

voluntary. The shift performed is not considered a recall or overtime that is operationally required.

If a Command requires an officer to attend for duty (outside of the relief pool process) the ordinary Police Award/policy provisions will apply for that shift (for example: recall to duty during annual leave or paid portion of parental leave).

The PANSW will be consulted during the review of the relief pool trials to establish a further roll out across the State should it prove successful. We understand during the trials thus far, officers have been accessing relief pool shifts and participating in this process during a time of critical staff shortages across the State. The outcomes from Conference 2022 have requested assistance for Commands to manage staff absences, and the PANSW sees this process as a useful tool for Commanders to fill in absent shifts enabling officers on leave to participate in operational shifts when it suits their needs.

If you require further information on the trial of the relief pool, please get in contact with your PANSW team info@pansw.org.au or 9265 6777.



LEFT TO RIGHT: PANSW EXECUTIVE MEMBERS, CHRISTINE WOODS, KELLY HALLINAN, ELISE HULLEY-THOMAS AND ALISON DIXON LAUGH WITH PANSW ORGANISER NIKKI LUCACI (FAR RIGHT)

PANSW Women's Forum

Between November 2-3, more than 90 attendees gathered at the 2023 Women's Forum to learn, network, and receive up to date information on current issues affecting the membership.

■ Since its inception in 2015, the Forum has been a significant avenue for female members of the Association to participate in, intending to increase engagement with important stakeholders and receive updated information.

Executive Member Alison Dixon welcomed the attendees to the event as the MC. The theme for the Forum was Embrace Equity, which encourages inclusivity and belonging by acknowledging differences in individual experience and the need to allocate the resources and opportunities required to reach equal outcomes.

PANSW President Kevin Morton welcomed distinguished guests and attendees as he opened the Forum. He spoke about the significance of the event and his pride in how it has grown each year. The history of the Women's Forum was highlighted, including inviting female Branch Officials as observers to Conference which created an opportunity for those who couldn't attend the

entire event as a delegate to gain more insight into the democratic process.

Since the inception of the Forum, women's participation has increased in relation to attendance at Conference along with the number of Branch Officials and Branch Welfare Officers looking after and supporting members.

In her address, Commissioner Karen Webb APM discussed issues impacting women in policing. She said it was astounding to have watched the Forum's growth during her time in attendance and in particular younger women and new faces. With 36 years' experience in the NSWPF, she expressed her appreciation for the challenges that many of the women had faced, particularly as a working mother. She spoke about the importance of the Career's Advice Unit along with PULSE. Commissioner Webb also discussed the significance of the recently recruitment announcement and recent surveys of classes showing that 25% of people joining coming out of

police families and for NSWPF to retain that culture.

Minister for Police and Counter Terrorism Yasmin Catley MP welcomed the attendees and discussed the challenges in her career as a politician and missing important moments in her children's lives. As this was her first Women's Forum, she shared her own background. She discussed her experience as the Police Minister so far, including learning the dangers that our police officers are presented with every day. She praised the attendees for how courageous police officers are. In her travels around the state, she was proud of the dedication and professionalism she saw from police officers from Commands everywhere she went. The Minister said that she wanted to be sure that the decisions made now would support the NSWPF into the future, with a strong focus on recruitment and retention.

Senior Industrial Officer Rebecca Neil then led the Commissioner and Minister

into questions from the floor, addressing issues including their active support for the Concessional Cap campaign, recruitment and retention, PULSE and the implications for the workforce, lack of availability for police housing in regional areas and maintenance of fleet services, the role of police in responding to mental health incidents, the importance of taking career breaks, the relief pool concept and more.

Across the two days, a number of educational seminars kept the attendees up to date on current issues impacting their branches. In her industrial update, Assistant Secretary Industrial Kirsty Membreno covered several important topics including the relief pool trials, feedback on the Optional Disengagement Scheme Round 2 with the final round commencing in 2024, an update on acting appointments and increments, remote incentives, public holiday rostering, the capability development and rotation policy and parental leave. The end of the session focused on the path forward to Award 2024 and also addressed the future of PBRI.

Attendees received important information to share with their branches. PANSW Secretary Pat Gooley updated the audience on the Concessional Cap campaign and the ongoing fight to resolve this issue with the Federal Government. A presentation on member support by Lead Organiser Jon Goddard including a presentation by Osara Health, reinforcing the essential role of the Association and its branch officials in providing welfare support to the membership.

Inspirational speakers shared their stories throughout the Forum. Sergeant Claire Hawthorn discussed her career and shared her insights about her experience as one of the first female members of the TOU. She also shared her passion for her involvement as the first female President of the Law Enforcement Torch Run (NSW), an organisation which raises money and awareness about the significance of the Special Olympics. The group also heard from her mentee, Danielle Slade – a decorated Special Olympics athlete for Sydney South who inspired the room with her passion, commitment and bravery in her willing-

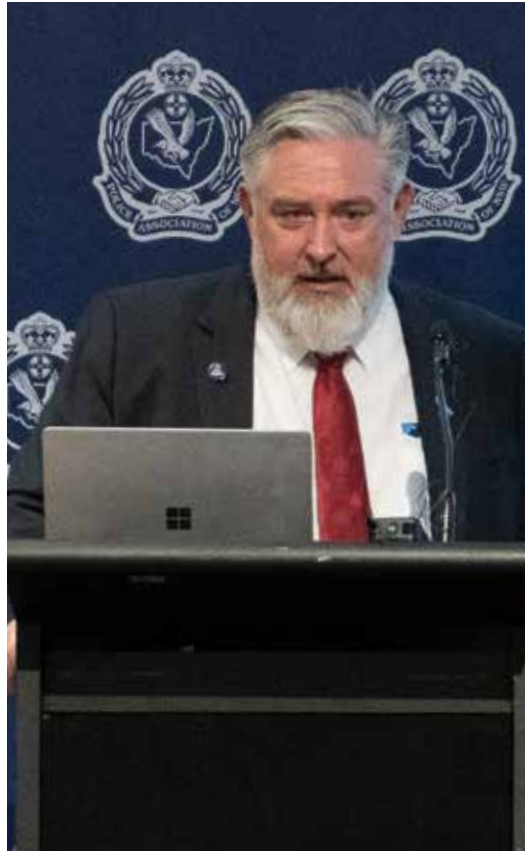
ness to challenge herself across a variety of sporting pursuits including athletics, swimming and soccer.

The attendees were challenged to confront their own negative inner voice with a developmental session on imposter syndrome. A special panel was also held with Executive Members Alison Dixon, Christine Woods, Elise Hully-Thomas, Kelly Hallinan and PANSW Organiser Nikki Lucaci. All of the women shared their own unique stories about overcoming challenges throughout their careers and discussed their involvement with the Association along with attending previous Conferences.

The Forum closed out with an information session outlining Conference 2024. The attendees were encouraged to make their voices heard and get involved in the democratic process as a Conference delegate. Thank you to all of the organisers, speakers and attendees. Your engagement and participation have ensured that this event was once again an incredible success.

SERGEANT CLAIRE HAWTHORN (RIGHT) AND
SPECIAL OLYMPICS ATHLETE DANIELLE SLADE (LEFT)











(LEFT) DEPUTY COMMISSIONER MAL LANYON ADDRESSES THE ROOM, FOLLOWED BY (ABOVE) PANSW PRESIDENT KEVIN MORTON

Central Metropolitan Region Forum

■ On Wednesday 23 November, the Central Metropolitan Region Forum was held in the heart of the Sydney CBD. Members came from across the region to hear updates from the PANSW team and the Region Commander.

The forum opened with an update on member services and benefits by Member Support Coordinator Ian Johnstone.

Deputy Commissioner Mal Lanyon then addressed the group, answering questions from the floor. The issues discussed included police vehicles, staff retention, staffing at protest operations, challenges with corrective services, cost of living in relation to retention, police housing and allowances, boundary realignment of radio channels, vehicle issues and modernisation of police uniform. He spoke of the strong relationship between the Executive of the Police Force and the PANSW and how this was achieving positive outcomes for members.

PANSW President Kevin Morton thanked the attendees for their engagement in attending the event. He spoke to the challenges facing frontline operators in the metropolitan areas and also in the region. Despite the pressures placed on them, he thanked the metropolitan based members for their tireless work in alleviating the workload for other

Commands. He provided updates on prisoner transport and the role of police officers in responding to mental health incidents. He spoke of the Concessional Cap and how the campaign had identified areas of work that officers had been performing for other agencies that would be reviewed.



LEFT TO RIGHT: KIRSTY MEMBRENO AND PAT GOOLEY

PANSW Secretary Pat Gooley and Assistant Secretary Industrial Kirsty Membreno provided an important update on the Concessional Cap campaign. The Secretary thanked the members who had been supportive of the recently finalised Industrial Action and assured them that the path to resolve the issue would continue forward in its new tripartite iteration with the PANSW consulting with the State and Federal Government.

Kirsty was then joined by Industrial Officer Trelawney McGregor for

industrial updates on issues including the relief pool trial happening in Central Metropolitan. An update was provided regarding Optional Disengagement with the third and final round opening in January 2024. Other topics touched upon included acting appointments, capability development and rotation, increased leave benefits for families and the status of PBRI. The session closed with information on the road to Award 2024.

The afternoon closed out with a number of sessions. PANSW Assistant Secretary Paul Hannen provide an update on vehicles, uniforms and equipment. Vice President Ian Allwood then took to the podium to provide a progress update on the workload related items that members had identified as part of the ongoing Blue Tape review.

Central Metropolitan Organiser Marty Evans then discussed critical incidents, complaints and support persons and issues within the branches. The floor was opened for general member discussion and feedback, allowing current issues to be workshopped.

Thank you for the speakers and Branch delegates who attended. Your openness and engagement ensured that the Forum was a great success.



Living with Burnout, Trauma or PTSD? We Can Help

Moving Beyond Trauma is a 5-day residential program that assists people with PTSD or at risk of developing PTSD, to reclaim their lives. The Quest for Life Foundation's nationally acclaimed programs are delivered by a highly qualified professional team in a confidential, safe environment.

Drawing on an understanding of neuroscience and the impact of trauma on the brain and body, this program provides skills and strategies for getting back into the driver's seat of your life.

2024 Program Dates:

8-12 Jan, 12-16 Feb, 11-15 Mar, 8-12 Apr, 13-17 May and 3-7 June

“The program has made me want to embrace life for the first time in years.”
- Bob

1300 941 488
questforlife.org.au

NDIS Provider. Subsidies are available. Covered by Worker's Compensation.



\$200 OFF

program fee for all Police News readers - just mention 'Police News' when booking!

Get the answers to all your retirement questions



Our new **My Retirement Planner** is super helpful for our members looking to get retirement ready.

It can help answer questions like, how much super do you need for retirement? Are you on track to save this in time? Providing a personalised step-by-step action plan whether retirement is 2 or 20 years away - all at no extra cost.

Aware Super is super helpful.

aware.com.au



Consider the PDS and TMD at www.aware.com.au/pds before deciding. Issued by Aware Super Pty Ltd (ABN 11 118 202 672, AFSL 293340), trustee of Aware Super (ABN 53 226 460 365).

Dr Kate Linklater PANSW Research Officer

Recruitment Summit

■ Police staffing is an issue being raised time and again by members, and there is no doubt this crisis is impacting on police officer wellbeing and job satisfaction, as well as on the communities our police serve.

On 28th October, an Australia-wide police recruitment and retention summit was held by the Police Federation of Australia, with PANSW represented by your President, Kevin Morton and Strategy & Relationships Manager Tony Bear. All police unions and police forces across Australia were represented at this summit to address nationwide problems with police staffing levels.

During the summit, opportunities were given at a national level to discuss and troubleshoot the staffing crisis facing police organisations. Recruitment experts were also brought in to explore challenges for recruitment and retention. These experts recognised that the employment market overall is precarious, that values are changing amongst the population, and that the labour market is characterised by individualised, choice-based participation. One of the recommendations was that recruitment be tailored to the people police organisations are trying to recruit, indicating the possibility that multiple recruitment paths may be a good strategy.

Some other ideas put forward were: to review visa priority status to allow for people with policing skills from overseas to join Australian police organisations, for a government-funded national marketing campaign for police recruitment, greater flexibility in lateral transfers across jurisdictions, removing financial barriers into higher education for police, and trialling new initiatives to support health and wellbeing for police, among others.

It was observed that other government organisations such as Defence are facing similar challenges, with barriers in relation to family support; changes in the nature of younger recruits and the impact of high levels of scrutiny on police. Essentially, people, in particular younger people, do not appear to be joining professions like policing or the military for the same reasons as they used to.

With this in mind, understanding some drivers for joining the police is important. The PANSW recently hosted six policing interns from Western Sydney University who researched issues relating to police recruitment. Their topics included recruitment of youth and people from cultural and linguistically different backgrounds; recruitment criteria as a barrier to joining; financial issues relating to staffing; the impact of media on recruitment; and public perceptions of law enforcement. As part of their reports, the interns also put forward some of their own recommendations, as prospective recruits who were thinking about joining NSWPF.



GATHERING AT THE POLICE FEDERATION OF AUSTRALIA

The interns recognised that the pool of candidates available for recruitment is shrinking, especially as multiple agencies are competing for the same people across law enforcement, military and other government organisations. Other recommendations included more clarity around mental health conditions for prospective applicants, given that there has been a significant rise in mental health diagnoses generally due to higher levels of awareness in the community.

There are other research bodies that have looked into the issue of police staffing in depth. One of these is the Police Staffing Observatory based at Michigan State University, where a global membership of police staffing researchers is based. Some of their research has included: modelling police workload more efficiently to ensure staff allocation

is effective; analysing the types of work that police do that other agencies could take on (for example non-violent mental health incidents or transporting prisoners to court); shifting recruitment videos to a community focus; and police job satisfaction relating to organisational justice.

The key message from all of this is that police staffing should be considered in a holistic way, using many different strategies together to solve the bigger puzzle. This means thinking about police staffing from recruitment to retirement.

Brad Peachey:

This internship focused on researching potential solutions to the ongoing recruiting problem, where existing officers are leaving, quicker than new officers can be hired. We found some key issues within the recruiting process such as a lack of clarity on physical and mental health history requirements, that physical tests may be unrepresentative of the job requirements and disproportionately limit females from joining, and that there is competition between different government agencies for the same recruits. These issues could be addressed by providing more transparency in the recruiting process, re-evaluating physical tests to be more representative of the requirements of police work, and improving benefits for officers such as making the application process simpler and cheaper, or increasing officer pay. This course taught us a lot about life as a cop, and better prepared us for the job.

Kajol Kumar:

During my placement with the PANSW, I was confronted with the issue of recruitment. My colleagues and I further investigated issues such as media, requirements, and mental health and proposed recommendations to aid the issue. My experience has comforted me in knowing that my future in the force will be well looked after by the dedicated team of the Association. Their efforts to provide support and advocate for changes should not go unnoticed.



Angus Skinner PANSW Research / Communications Manager

Fair pay and respect bolsters police numbers

Police recruit applications double and give NSW Government the blueprint to rebuild police numbers.

■ The PANSW and NSW Government collaboration to fix police recruitment is showing positive early signs.

In October 2023, the PANSW secured the historic agreement that the NSW Government would pay police recruits to train, and join you on the frontline protecting the community.

Just 21 days after the announcement, the number of applications hit 143, with predictions the total applications for November 2023 would reach 200.

That's compared to 78 applications in the same time in 2022, and 106 in October 2023, and 94 in September 2023, showing the impact of the PANSW's strategy.

Police Association NSW President Kevin Morton said: "We are incredibly proud to stand with the NSW Government and NSWPF to welcome these recruits into the police family."

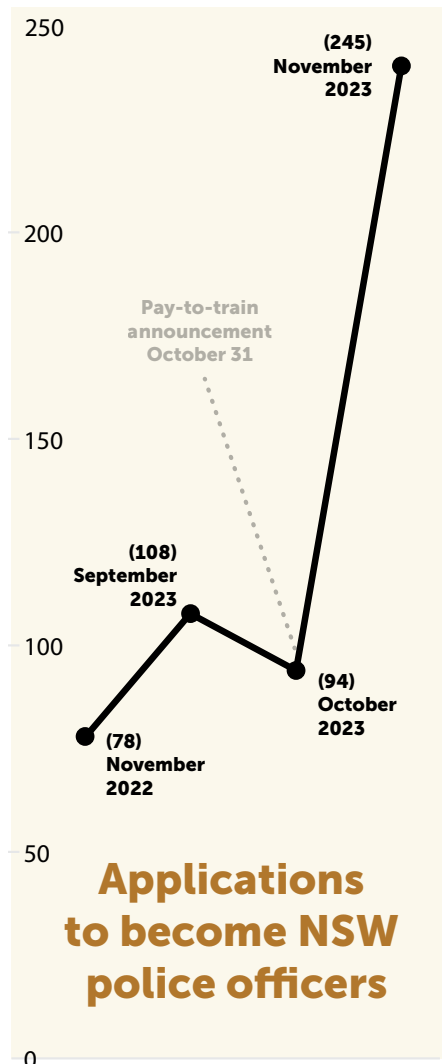
"The paying of recruits has now opened the door for those wanting to pursue their dream of being a Police Officer in the best Police Force in the country."

"We've seen an increase in applications and now is the time. Now is the time to join and be a part of the Blue family that protects your community."

Make police an attractive career: both attract those that want to join and allow those who currently serve and protect our communities to continue in the job they love.

The PANSW has been working with the NSW Government and Police Force to resolve the high number of vacancies and workload pressures affecting members.

With vacancies sitting at around 1,500 and attrition numbers increasing, we well appreciate that 200 recruits is only the start and much more needs to be done. Ensuring there is a highly talented and large pool of applicants to be the next generation of police is a part of a broader solution.



Importantly, this result provides a clear blueprint for the NSW Government to address police shortages: fair pay and respect for police shown by the Government and community is the key to recruiting the police of tomorrow and crucially, retaining the police of today.

That is why the PANSW has made retention of currently serving police the focus of Award 2024.

Under the previous government, wages were suppressed by a harsh public sector wages cap for more than a decade.

By 2023, the once large pool of people wanting to become NSW police officers dried up, and serving police officers were leaving in large numbers, in the majority leaving medically unfit.

The key to retaining police is increased salaries and allowances, enabling faster progression through the pay scales (without taking a pay reduction if promoted), and rewarding police for training junior staff and remaining in front line duties.

These same Award elements were a "vital part" of the NSW Government's strategy to "restoring respect to the teaching profession" and "to rebuild the essential services people rely on", when the Minns Government agreed to an historic pay deal with NSW teachers.

Award 2024 is the opportunity for Premier Minns, and Minister for Police Yasmin Catley, to demonstrate and implement their plan to invest in essential policing services and rebuild NSW Police Force numbers.

Respect and fair pay is the key to retaining police

Minister Yasmin Catley said: "This is a Government that fundamentally cares about our police officers. They support their communities day and night and we in turn, must support them."

"I made a commitment to address workforce shortages and that's exactly what's being done. This important recruitment incentive has doubled the pool."

The PANSW will make sure the Government's words mean something at the negotiating table when we fight for your pay and conditions as part of Award 2024.

As the best police force in the country, Police officers in NSW should also be the highest paid. Police deserve a decent pay rise in NSW; pay is a mark of respect and will go a long way to retain the hard-working men and women we have in the NSW Police Force.



NSW
POLICE
LEGACY

Blue RIBBON Ball

23 MARCH 2024

Sydney International Convention Centre,
Darling Harbour





Alan Clarke Retired NSWPF Assistant Commissioner

Ten years of police boxing

■ Friday the 13 October 2023 marked ten years of police boxing when 22 police officers took to the ring and participated in a great night of boxing at Canterbury Hurlstone Park RSL.

The boxers put on a great show, as did the 300 spectators who created a fantastic atmosphere by cheering on their workmates. The NSW Police Executive were well represented with Acting Commissioner David Hudson addressing the crowd and Deputy Commissioner Paul Pisanos cornering for several of the boxers. Mr Pisanos was a fine boxer in his youth and is relishing his reinvolvement in the sport.

The Police boxers were supported by two bouts conducted between young people from the PCYC. As always, these young people displayed great courage and technical skill.

Many thanks go to the fighters, trainers, spectators and sponsors who helped raise over \$100,000 on the night.

Our first police boxing fight night was held at Hornsby PCYC in 2013. The

contest has been held annually since that date except for 2020 and 2021 which were forced cancellations due to Covid. Over the past ten years, hundreds of thousands of dollars have been raised for PCYC and Police Legacy.

Police boxing is now here to stay and those police that are brave enough can step into the ring and challenge themselves in an authentic boxing match, sanctioned by both the Combat Sports Authority and Boxing Australia. It is a genuine opportunity to test both skills and courage.

Twenty-two police officers did just that on Friday the 13 October 2023. Every one of them enjoyed the experience and benefited from the rigorous training required to compete.

Veteran boxer and all-around nice guy Detective Senior Constable Dave 'Boo Boo' Bassot took out the Lionheart award even though he was defeated by Senior Constable Shane Pifferi. David is a long-time supporter of police boxing and first fought in 2013. He is not likely to have

finished yet.

The main event was held between Superintendent David Roptell and Inspector Rob Wylie. Mr Roptell was victorious and he remains undefeated two years in a row. He has also personally raised \$8,000. We are always looking for senior officers to participate and we are most grateful to Mr Roptell for his participation.

Expressions of interest will be called for in the new year for those wishing to participate in the 2024 event. 2024 will be the biggest and most prestigious event yet.

The police boxing club continues to meet and train at Eastern Suburbs PCYC, 8am, on the second Saturday of each month. Anyone is welcome to attend. Enquiries can be made with Superintendent Chris Schilt schi1chr@police.nsw.gov.au or Karen Wallace wall1kar@police.nsw.gov.au





Elyssa King

PANSW Media & Communications Officer

Radioland

Exploring an unseen avenue policing can take you down.

■ The Police Communications Officer is responsible for tasking and coordinating activities of police responding to various incidents as a Dispatcher. The role also processes urgent Triple Zero, and non urgent telephone calls, providing timely information to the community and operational police, to enable appropriate action to be taken.

I spoke with two currently serving Communications Officers attached to Radio Operations Group, Communication Services Command, one sworn and one unsworn, to learn more about the role of the operators on the other end of the line.

Luke Rogers

When it came to career advice, Luke Rogers had a special family connection to lean on when it came to considering a future in policing. It is not uncommon to see new recruits following in the footsteps of other members of their family who have found fulfillment during their time in the job. His Uncle, former Commissioner of Police Ken Moroney AO APM, would eventually be the one to swear him in on his Attestation Day. But this was preceded by wise advice in the lead up to commencing his new career path.

"You can do anything once you're in and you can move around. It's a stable job and a very rewarding one. He told me not to join straight out of school, to get yourself a trade and sort yourself out."

After finishing his schooling, Luke studied and became a graphic designer, working in Auburn. Time was also carved

out to see the world and he spent fourteen months travelling in America, Canada and Europe.

Luke was 25 years old when he joined the NSWPF in 2002 and felt it was the right time after gaining some invaluable life experience, beginning his career at the then-named Manly Davidson where he was stationed for four and a half years. Being Sydney born and bred, he loved the work and the location. Superintendent Jill Walters, now the Commander in charge of Radio Operations Group, was a Senior Constable there at the time when he was a Probationary Constable.

He moved around to chase that feeling of remaining refreshed – leaving Manly to head to North West Metropolitan, Chatswood, then moved to Raymond Terrace and Lemon Tree Passage at a single unit station as a lock-up keeper.

After 19 years, Luke was sitting in the charge room at Maitland with another officer, considering what other role he could perform in the NSWPF. He had worked in General Duties his entire career and loved it but was ready for a change. While considering his options, he mentally tuned into the operators speaking on the radio when it dawned on him that this might be the next step.

Upon investigating further, the role was far different to the preconceived expectations that he had developed as an officer in a car responding to broadcasted jobs. Still, he had reservations about starting somewhere new. In 2021, when a job opportunity came up, he applied for

a Communications Officer role and commenced the 15-week training course.

The first six weeks are spent learning the Telephonist role (taking urgent and non-urgent phone calls). A further 9 weeks are spent learning the Dispatch and Dispatch Assist roles. There are several assessments you are required to complete in order to graduate from the course and start in your role as a Communications Officer. Training is conducted at Surry Hills for roles at Surry Hills, Penrith and Illawarra, and Newcastle and Tamworth do their training on site.

"It's the hardest course that I have done in the NSWPF. There is a lot to learn in the short space of time. You need to know all the different call signs across the region. You need to be able to type out the conversation that you are listening to quickly and know all the short cuts on the computer. Even though it's all recorded, a car might ask what happened [at a particular point] and you need to know that this is what they said."

The trainer said that while he wasn't the quickest on the keyboard, he knew what needed to be done which would result in him picking up speed in comparison to the civilians who might otherwise have an advantage when it came to computer skills.

"Policing experience is a massive plus when it comes to being on the radio. A background in General Duties policing is so helpful in here. If you've come from GD's, you have an idea of what's happening and what needs to be done on the road."

Luke was the only police officer on the course. In terms of advice for other police officers who may consider undertaking the training, his advice is to listen to the trainers and be humble about the experience advantage that you may have over others.

"Trust the process. You will be told to do things that don't make sense at the time, but will down the track. Eventually it will all make sense!"

Once his training was completed, Luke began working on the different channels with a partner that covered the region at

Newcastle Radio Operations Group. He was surprised once he began working in radio at the number of former police involved in the area.

"It's busy because you're not just looking after Maitland, you're looking after the whole channel. I don't just worry about the Maitland cars, but cars



LUKE ROGERS AT HIS POST, ON THE TOOLS

in Taree, Foster and Cessnock," He said.

"You've got to stay calm and composed for the police out on the street. It helps with the existing knowledge of policing to do that."

The Senior Constable says that challenging his skill set has reinvigorated the level of excitement and passion that he's always had for the job. As a Police Communications Officer, Luke also relieves when required as the Rescue Coordinator at Newcastle Radio, coordinating a rescue response in the Northern Region, liaising with FRNSW, NSW Ambulance, SES and other agencies. When relieving, he is also the pursuit manager for any police pursuits operating on the channels operating from Newcastle Radio Operations Centre (NROC), as well as managing up to 15 staff that might be working.

During the quieter moments, it's always a bit of a kick speaking to other cops that he used to work with in Maitland over the radio and enjoying the recognition of knowing the person on the other end of the speaker.

"I still feel as though I am involved

in policing, but I am seeing it from a different angle now. I am still there, just operating from a different side of things, which is something new."

For those that may be unsure about leaving what they know, he is positive that the potential benefits will outweigh the risk.

"You can always go back to the truck. Everyone is always screaming out for police to go back to the truck, but it's a new skill that you can pick up. It's something new and refreshing that can hopefully prolong your career as well in the police."

Chiara Carida

Chiara studied at university to become a teacher. While she was looking for work, she became a receptionist before moving into personal assistant and administrative work. She was made redundant from her job and saw an advertisement online to become a Communications Officer with the NSWPF. "I thought, 'I could be quite good at that.'"

Prior to beginning the training, she was required to learn all the NSWPF authorized abbreviations, call-signs and the names of the Police Area Commands. Being quizzed by a family member using flash cards helped her to embed the information into her vernacular.

"You take that language with you into your personal life, and people will look at you strangely!" She laughs.

In the middle of the course, there was a consolidating period for Telephony. After passing this section, the trainees went out on the floor for four weeks and worked alongside a relief partner, taking Triple Zero calls, doing dispatch assist and dispatch.

"When you are in the middle of the course, before you've passed, you're sitting with someone, so you always have someone there supporting you. And then when you've passed, they put you on the floor and they have someone 'fish bowling', walking around and checking that everyone is okay, but you are sort of on your own and you have to find your feet."

"It's initially a bit intimidating and you think that you will be receiving the worst of the worst calls, but it's normally not anything like that."

In 2017, she started working at Sydney Radio Operations Group in Surry Hills. When you graduate, you're allocated a relief (in some instances with people from your training class) and a workplace trainer. The shifts will follow each other on the relief so you get to know that group of people really well. While on the job, she has strengthened her ability to multi-task – a key requirement for the role. She also says that you need to have a resilience 'in spades'.

"You have to learn to be adaptable to any situation, because you don't know what is going to happen at any given point. It's not like you're going to walk into work and know what is going to happen. The training gives you all the skills that you need and then you need to put that into practice."

As an unsworn officer, the biggest challenge initially was absorbing everything that there was to learn about working in the NSWPF.

"Learning how this world works... it is very different to anything that you can have any skills for. Getting used to working within the NSWPF and all the different personalities that you are going to encounter and every day being different. No two days are the same.

During a shift, radio operators are assigned to a channel. They then switch out between being the dispatcher (who receive all the jobs and prioritize them based on urgency, broadcast them on air and decided which resources go where). The dispatch assist is to help the dispatcher with anything that they might need, from carrying out phone calls on behalf, following up jobs, making sure that the jobs have been picked up and answering Triple Zero calls or the non-urgent calls that are received.

The CAD system refers to Computer Aided Dispatch. The program operates across three screens. The first screen has all the jobs on the channel that come through from the telephonist. On the middle screen you can see where the car crews are or anything that is on the

monitored list such as missing persons or suspicious vehicles, and the third screen has a large map that shows the entirety of the state with a number of overlays including where the PAC border ends and key landmarks such as police stations to help with navigation.

"There is no chance of a routine, but



RESILIENT + INFATIGABLE: CHIARA CARIDA

that is exhilarating and exciting."

Civilians generally work between 5 and 12-hour shifts over a four-day block, with four to five days off in between.

Adapting to the shift work wasn't as challenging as anticipated. With two young kids, she was used to operating off an at times fractured sleep schedule.

"I've always been someone that finds energy from somewhere. You need to prioritise sleep the day after. You need to make sure that you go to sleep after a block and get back onto the normal schedule."

While there are moments of challenge, having the team surrounding her made it easier when you need to push through. She says that her coworkers are really close knit and good at hosting group events to create that sense of camaraderie in the workplace.

"With radio operators or Triple Zero call takers, it's such a niche environment. You can't really go home and explain to anyone the type of day that you have had. You really do generate really good relationships with the people that you work with because they understand

better than anyone else what you're going through... why a certain call may have affected you or dispatching a certain job."

"You're sitting there with someone dispatching the same job and at the end, you can turn to them and be like 'are you okay?' 'yep...are you?'. It's those check ins. The bonds that I have formed here with people have been some of the most special of my life."

In terms of decompressing after a shift. Chiara focuses on reconnecting with her partner and her two kids. It reminds her of her purpose in getting involved in the first place.

"My kids are the reason that I wanted to do this job and make a difference and help people."

"I know I can make a difference. I know when someone calls Triple Zero and they have a really great call taker that it makes all the difference and it's important to them."

"They're never calling us because they are having a good day. We always get the callers at their worst and to make a difference for them is really important. You show them kindness and empathy and you may not one hundred percent understand the situation that they are going through, but you're going to help them as best as you can."

When asked what he wants to be when he grows up, her youngest son has already said that he wants to be a police dispatcher. She says there is no formula to being a good dispatcher, but at your core you need to want to help and make a difference.

"Being a dispatcher and a Triple Zero call taker is an important behind the scenes job for anyone who wants to make a difference or is looking for something different in their life. You will never have a job like it."

"Anyone who is interested in public service should join. It's ever changing. It's exciting. It feeds my need to help people. We aren't operational in the sense that we are on the streets, but we are helping police, we're helping with officer safety and we're helping keep the people of NSW safe."



Sonia Roberts PPN Writer

“It will be totally different to anything you have ever seen before”

2024 marks 50 years since Cyclone Tracy hit Darwin.

■ The cyclone hit the northern capital in early on Christmas Day 1974. Seventy-one people died and 80 percent of the city was destroyed. The NSW Police Force was among those who responded from around Australia to bolster the local police resources. Among that group was then Constable Gary Ryan.

Gary left the Police Academy at Redfern with members of Class 135 in 1973. In May 1988 he disengaged from NSW Police while working as a Detective Senior Constable attached to the Fraud Squad. “At that stage, we were trying to tell everyone that fraud played an important part in everything that people did in life,” Gary said. “Looking back, I realise how ahead of the times we were.”

It was 1974 and the members of Class 135 had been on the beat for roughly a year and a half. Gary had been deployed to Darlinghurst where the officer in charge was Frank “Bumper” Farrell.

“I was working in uniform at the time and for a country boy, being in Darlinghurst really opened my eyes to a lot of things.”

“I had been sent to Darlinghurst straight from training. I can’t remember if the roster said I was working or not for Christmas 1974 but I certainly worked the first Christmas I was there.”

“Like everyone I first heard of Cyclone Tracy on Christmas morning straight from the news. At that stage we hadn’t seen any photos as there was no live television coming through as it is these days. I didn’t have any idea of how destructive Tracy was going to be on that city.”

“It may have been “Bumper” Farrell, or it could have been someone else, but someone got in touch with me and asked if I could go to Darwin as a part of the emergency response to Cyclone

Tracy. By then we knew there was a lot more involved - there had been a significant loss of life and major damage in Darwin. There were a couple of senior constables and myself that went up from Darlinghurst.”

As the NSW cohort assembled at Sydney Airport, the group were paraded and addressed by a senior officer. They were told they were representing NSW Police, to be on their best behaviour at all times and to always wear full uniform.

Gary recalled the members of Class 135 were among the first to wear the then new uniform of navy pants and pale blue shirts. “When it was wheels down and we all got off the plane, the heat just smacked you. The uniform didn’t last too long.”

“The plane was taken up by police, doctors, nurses and other emergency personnel. The first thing I can remember about Darwin is one of the pilots coming on the plane’s public address system and said if you looked to the right you will see what is left of Darwin. You could hear the jaws drop through the plane along with a lot of swearing.”

“My other strongest memory of landing in Darwin is seeing a refrigerator stuck into the water tower of the airport. Then we went into town and found the Travel Lodge Hotel where there were two cars in the swimming pool.”

“We were staying on the ninth floor with no power to get to the lift. Up and down those stairs was a fair hike. You worked from sun up to sun down,” Gary said.

As time passed, Gary began to be concerned as the date for his February wedding was looming closer. Gary and the rest of the NSW contingent returned home during January.

One of the things to stay with Gary since that deployment was the smell in the air as everyone in Darwin had their freezers and refrigerators full of food for a Christmas that ultimately never was.

On returning to Sydney and resuming his policing duties, Gary did encounter some of the police who had travelled to Darwin for the Cyclone Tracy deployment. “I played league with and against a few of them. I represented NSW Police in rugby league taking on Queensland and the ACT. I played front or second row at the time. I can remember when my Dad came to see a game at Redfern Oval. He just looked at me and said he had never seen such big halfbacks in his life.”

“What was it like working for Bumper Farrell? He was a good boss and had your back all the time. He was tough and made sure you did your job. If you did that you were fine. He was a tough man, fair and honest.”

After leaving policing, Gary took on investigations roles in the banking and health sectors. He ultimately retired from full time work in 2013.

Gary’s advice to junior officers now could have easily applied to those who travelled to Darwin with him. “Forget everything you learned in school. When you hit the street make sure you are looking after your workmates and yourself. It will be totally different to anything you have ever seen before,” he said.

(TOP) GARY RYAN (SECOND FROM RIGHT MIDDLE ROW) DURING HIS DEPLOYMENT TO DARWIN IN THE AFTERMATH OF CYCLONE TRACY.

(BOTTOM) GARY RYAN (LAST ON THE RIGHT IN MIDDLE ROW) WITH THE NSW POLICE CONTINGENT ON DEPLOYMENT IN DARWIN AFTER CYCLONE TRACY.



A WELL ATTENDED PRESS CONFERENCE WAS HELD IN THE COURTYARD BEHIND NSW PARLIMENT, IN A WINDSWEPT AUSTRALIAN NATIVE GARDEN

Minns, Catley, CoP & PANSW

A new policy yeilds immediate results, signalling good news for future police numbers

On 22 November 2023, NSW Premier Chris Minns, Minister for Police and Counter-terrorism Yasmin Catley, Commissioner of Police Karen Webb APM and PANSW President Kevin Morton shared a significant update on police recruitment.

CM: It's fantastic to report that there's been a major uptick in applications and interest to become a New South Wales police officer in this state. Since last month's announcement that recruits will be paid to study and train in Goulburn, there have been 143 applications to become a police officer. We're on track to hit 200 by the end of the month, and to put that in context, same time last year, there were 78 applications. If you take into consideration that we're 1500 officers short in terms of the strength we need to keep the public safe and maintain law and order on the streets of NSW, it's fantastic to see that there's renewed interest in becoming a police officer in this state.

This initiative will encourage people in their mid-career to transition and try a new career as a NSW police officer. Paying police officers while they're undertaking that training will see somebody who may have started a trade, finished a university degree, or started a career somewhere else who's always thought about becoming a police officer to make that switch, to take the plunge and to join the world's best police force. We

believe the Government's decisions in recent months to abolish the wages cap, to work with the union movement about pay and conditions and to establish these payments for new recruits for the NSWPF will go a long way to doing two things: retain police officers that are in the system today and keep them working for years as public servants in a difficult and often dangerous job, but also encourage others to join this wonderful police force and take on this great profession as a police officer in this state.

YC: It's exciting to be here today to confirm that the evidence is in; we have the numbers. We have a doubling of people interested and applying to join the NSWPF on the back of the historic announcement made by Minns Labor Government to pay recruits while they are training in Goulburn. We've worked in a tripartisan way together [with the NSWPF and PANSW] to achieve this and implement it in NSW. The NSWPF is such a wonderful career... you can have seven careers within the NSWPF or more. And we want to make sure that those people who are in the NSWPF have a long and fulfilling career. If you want to join the NSWPF, do it now, because otherwise you're going to end up on a waiting list not too far in the future.

KW: It's great to be here today to say that since the announcement of paying recruits, we've had 143 applications and more than 200 inquiries. And we're

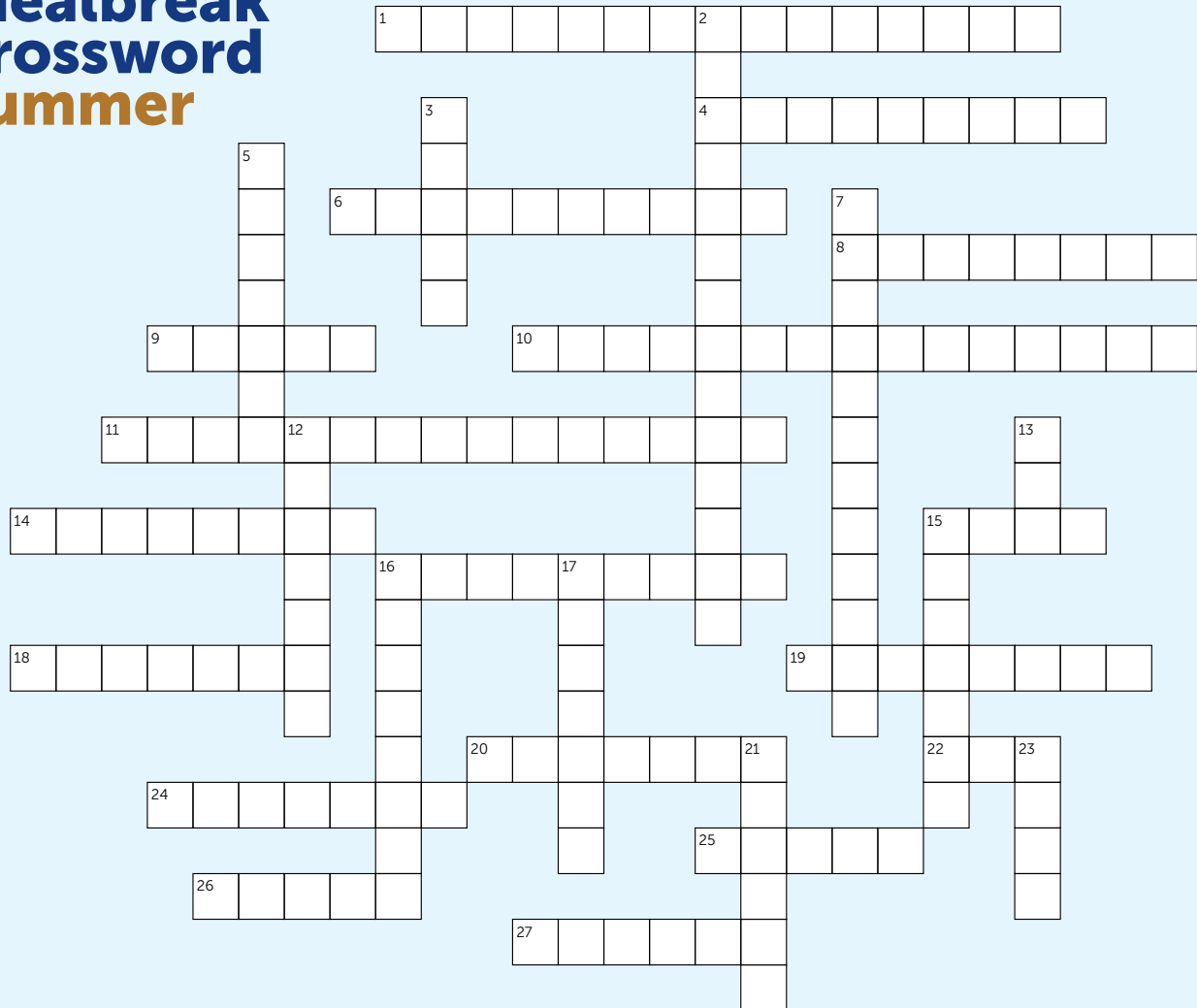
on track to get more than 200 applications by the close of the month... a 50% increase on the previous month. Everywhere I go, I hear from people, young and old, about the announcement and people...wanting to make the transition. On 8 December, at the next Attestation Parade, we will be opening the new facilities [at the NSWPF Police Academy in Goulburn], new accommodation wings and an upgrade to our facilities. So, it is modern, fit for purpose, state of the art. So, you'll be joining not only the best police force in the world, but you'll have access to the best facility in the world.

KM: I'm incredibly proud to be standing here with the Premier, the Minister for Police and the Commissioner in welcoming these new recruits to the NSWPF, and as the Premier stated, the best police force in the world. I've said before that there were men and women in NSW who had a dream of being a police officer. Now, they can make that dream a reality with the paying of police recruits. Now is the time to make that dream a reality and ensure that you can pursue that dream and protect the communities of NSW

To watch the full 8 minutes, click on this QR code for the video.



mealbreak crossword summer



down

2. Tennis tournament held annually at Melbourne (2)
3. Sandy shoreline washed by waves
5. 10 February 2024 is New Year for who?
7. January 26 (2)
12. Fruit drink concentrate, add water
13. What is the star at the centre of our solar system?
15. Sun's UV rays cause what on skin?
16. Last month of summer
17. Holiday activity that can involve a tent
21. Americans call them flip-flops
23. A constructed body of water you can swim in

across

1. Small, colourful, east-coast bug which emerges december-january (2)
4. Comes with a rating eg: SPF50
6. Biggest shark in the world (2)
8. Ocean current below the surface, running seaward or sideways along beach
9. An open body of water you can swim in

10. Advance clocks during warmer months (2)
11. DEET and Picaridin are active ingredients in which handy lotion? (2)
14. Victorians say bathers, Queenslanders say togs, NSW says ...
15. What comes home between toes after a day at the beach
16. Stops mozzies coming in through the back door (2)
18. Meringue-based Australia/New Zealand dessert. Summer favourite
19. Cooking on a grill outdoors
20. Played in the street, beach and MCG
22. Strong and narrow current that pulls swimmers out.
24. A period of time away from work with loved ones, that's not injury related.
25. Mid-size Sydney beach with massive attention needs.
26. Processed meat product, grilled and eaten between two halves of a bun.
27. Steamed wiener served in a slit bun.

Award-winning Personal Loans...



Police Bank Personal Loans offer:

- Competitive variable and fixed rate options for loans of \$5,000 or more
- No monthly or annual fees
- Unlimited additional repayments
- Refinancing and debt consolidation options.

From the bank that's here for you

Wherever you are on your financial journey, banking with Police Bank means banking where you belong. Because we're owned by members, our products and services, rates, and offers are always developed with the needs of the police community front of mind.

No matter where you are on your financial journey, we're for you.



**Call us on 131 728 or scan here
and start your next adventure today.**

Terms and conditions apply and are available on request. Fees, charges and lending criteria apply.
Police Bank Ltd. ABN 95 087 650 799. AFSL/Australian Credit License No. 240018. 25 Pelican Street,
Surry Hills NSW 2010.



**Police
Bank**