

PANSW

POLICE ASSOCIATION OF NSW

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Police News

*New incentives to
work in remote areas*

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*The squeeze on
your super*

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Election wrap

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Crossword

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*Phil Burton OAM (Human Nature) singing at
Legacy's Blue Ribbon Ball*

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**Cover**

PANSW Vice President Ian Allwood attends a rolled B-Double Timber Truck on the Pacific Highway (see page 2)

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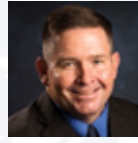
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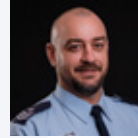
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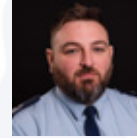
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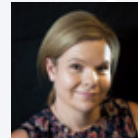
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Peter Foran

Ian Allwood

PANSW Vice President

Q. Can you please tell me about your policing career?

I'm a General Duties Sergeant currently stationed at Nelson Bay in the Port Stephens Police District. I joined the NSW Police in 1996 after serving in the Royal Australian Navy as a Gunner and undertaking two tours during the First Gulf War. I've been very fortunate to serve in every police region and attached to numerous police stations including Wollongong, Nowra, Huskisson, Sussex Inlet, Ulladulla, Walcha, Raymond Terrace and now Nelson Bay.

I've been operational for all of my service. I would say the highlights are the people in the police family that I've worked with; police officers and their families are amazing. I'm a proud uniform wearer and a proud contributor to the PANSW.

Q. How long have you been involved with the PANSW?

I was a Branch Official at Nowra in 1997 and was involved in the transition to 12-hour shifts and the inaugural

First Response Agreement negotiation. I reflect on the ease of that first negotiation, and the ones since that became more complex as the years rolled by.

Q. What made you want to join the Executive?

I had always been active in my PANSW branches and a progression to serve as an Executive member was natural for me. I must admit I had waited until my son had almost flown the coup before running! I have the greatest respect for our Executive members and I tip my hat to those that volunteer and serve with small children. Like all Executive members, my goal was to serve the members, be the voice for my area and achieve results.

Q. What are the major challenges for police that you envisage in the year ahead?

The advances in technology are almost daily for our members. Our major challenge will be advising in its implementation. The ever-present



challenge to keep police officers pay and conditions relevant to the current conditions are an ongoing challenge ahead.

Q. Can you tell us the background story behind the cover photo?

This is a B-Double timber truck roll over on the Pacific Highway North of Raymond Terrace near an area called the 12 Mile. The driver had a micro sleep and lost control, blocking the north bound lanes for many hours. Apart from being shaken up and sore, the driver walked from the accident uninjured.



PANSW President Kevin Morton

Welcome to the new Premier and Police Minister

■ The New South Wales State Election is over and as the dust settles, we have a new political party to work with. We welcome a new Premier in Chris Minns and a new Police Minister in Yasmin Catley. We now have our first female Police Minister, joining our first female Police Commissioner at the helm of policing in the state.

Sworn in during the first week of April, Police Minister Catley wasted no time in reaching out to myself that same week to meet and discuss the issues that the Police Association of New South Wales advocated for on behalf of the membership in the lead up to the election.

Members will be aware of Labor's commitment to ensuring our safety net for injured officers for the next four years. As announced prior to the election, the then-NSW Labor Leader committed to maintain Police Blue Ribbon Insurance. What was pleasing during our meeting with the Minister was her keenness to understand our issues around recruiting and retention and a focus on the individual officer. Our focus in the lead up to the election was around:

- *Maintaining the current safety net for injured officers*
- *Keeping police officers safe and healthy*
- *Pay and entitlements*
- *Housing*
- *Police resources*

With 28 recommendations stemming from these main issues, the PANSW will continue to engage with the new Police Minister during our regular meetings and provide updates as we progress.

Concessional Cap

Minister Catley was also briefed on our position in relation to the long-standing issue of Concessional Cap. It has been articulated to her that this is a priority for the PANSW at a Federal level with the end of the financial year looming. A show of support from Minister Catley and other State-based Labor decisionmakers



THEN OPPOSITION LEADER CHRIS MINNS AND PANSW PRESIDENT KEVIN MORTON TALK AT THE 2022 COMMISSIONED OFFICERS' DINNER, OLYMPIC PARK

in influencing their Federal counterparts would go a long way to resolving this long overdue issue for the membership. In the pages ahead, you will read in more detail about the negative impact that this has on our officers' reportable salaries, tax and other benefits and our recent efforts to demand a solution from members of the highest political office in the country.

Remote incentives

Prior to our last edition, the PANSW was able to secure a major outcome for our men and women in blue working in regional communities. On February 24, I was proud to stand beside The Commissioner and then NSW Deputy Premier and Police Minister The Hon. Paul Toole in front of Broken Hill Police Station to announce additional incentives to attract and retain police in remote communities. This is about getting police in the right place at the right time.

For too long, police stations in remote areas have struggled to attract police officers. These improved incentives will go a long way to attract officers to serve these rural communities. This is a significant financial win that will go a long way to retaining our members in

the bush who elect to police our most remote and regional communities, rewarding them for their ongoing commitment.

Increasing our output

Since our last publication, we have welcomed a new Organiser to the team who will be introduced in the coming pages. Welcome Nikki – we are excited for you to bring your extensive experience to our Field Services team. This follows the finalization of the secondment of Senior Constable Huw Crosby. We thank him for his committed work during his time with us at the PANSW and look forward to following his ongoing progression as he rejoins the NSWPF.

We also recognize Sergeant Marty Evans, who has retired after completing 28 years in the NSWPF. Marty continues on with the PANSW in his capacity as an Organiser, dedicating himself to supporting our members in Southern Region and Central Metro.

In recognising significant contributions made to our organisation, we farewell Jason Hogan – who has accepted a promotion to the rank of Inspector – as the Executive Member for Southern Region Area 2. Thank you for your service to the PANSW. He has been replaced by Kelly Hallinan, who we will introduce in future additions.

A sad loss

It is with great sadness that I share with you the passing of Life Member #33 Alan Brown. After serving in the police cadets, Alan was attested in 1953. In 1962, he became a Delegate to Conference from the Inverell Branch. In 1967, he was elected to the Country Executive, a position he held until 1977 when he retired with the rank of Detective Sergeant. He passed away peacefully at Ballina Hospital on Sunday, 16 April. On behalf of the PANSW, we extend our sincerest condolences to Alan's friends, family and former colleagues.



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A CRITICAL INCIDENT LED FIONA OZOLS TO GET INVOLVED WITH PANSW, FIRST AT A BRANCH LEVEL, THEN AS A DELEGATE AT PANSW'S BIENNIAL CONFERENCE.

Remote incentives for recruitment and retention

■ There is something to be said for the unique challenges that face officers policing in regional locations.

An average shift can look like driving hours in one direction to complete an urgent job in another part of the sector. Then there is the 'sleepy town' misconception about the workload. As a young police officer, Fiona Ozols learnt the realities from a staffing perspective firsthand. "We all work damn hard. People assume that it is quiet and sleepy out here because we don't have the same [sized] population, but we don't

have the same policing strength either."

After starting out her career in Ballina in Richmond LAC in 2011, the Bingaranative was transferred to Coonamble in the Western region of the State.

Due to staffing issues, the then-Constable found herself 'basically running the station' alongside two of her Academy classmates before a new Sergeant was appointed. The period of a few months was a blur of attempting to keep up with the jobs coming through. "It was a lot of responsibility. I've never worked so hard in my life. You'd get a

few [staff] in and the team would look good for a bit and then all of a sudden someone else would leave and you just never got to that full strength."

After close to five years in Coonamble, she transferred to Moree in 2020. She was disheartened to see the same challenges in attracting senior staff with younger officers struggling and leaving as a result. "It was an accident waiting to happen. The staffing levels were so junior and there [was] no direction from a senior officer half the time because the Supervisor is tied up doing other things

like custody. I just got to the point where I thought something needs to change because this is not working."

During her time in Ballina, Fiona was involved in a Critical Incident - which led to her first involvement with the PANSW. "It was a minefield for me and I had no idea what was happening. Everyone said to me, 'someone from The Association will call you.'"

She recalls, "[Then Northern Region Organiser] Jon Goddard came up for court and looked after all of the legal matters."

The experience drove her to become involved as a Branch Official in 2017 to ensure other members would be aware of the support available.

"From that, I decided I should give back for everything that they did for me."

As a Branch Official, Fiona was instrumental in putting forward a motion at Conference 2020.1 that called for the establishment of a new system of incentives to attract and retain members in regional locations.

She was then involved in the PANSW Sub-Committee that worked closely with



THE AIR IS BETTER IN THE COUNTRY

the NSWPF to negotiate for the changes.

Returning to Coonamble as a Sergeant in December 2022 felt like a full-circle moment. "Back when there was three of us in the station, I think about all the events and the disseminations and the CADS that needed to be verified." She laughs.

With the new remote incentives now secured, Fiona knows that her future and that of her fellow officers will be brighter.

"I hated the idea of anyone feeling overworked and exhausted [like I did] so I just wanted [the conditions] to be better for everyone. There are so many country stations out there struggling that really need cops."

She is particularly excited about the added incentives for Remote classified locations and hopes that stations like Moree will benefit from the additional financial assistance to balance out the increasing costs of living.

With Coonamble being reclassified as Special Remote, there is a possibility of new police housing being built in the area with a limited availability currently.

"We don't have any official vacancies at the moment but we have police ringing us asking if any are coming up."

"The team are really excited. People out here [are already saying] 'instead of three years, we will do the five years' so it's already showing that it is starting to encourage people to stay longer than their tenure. To me that is a success."

Regional incentives secured

In a major win for remote police, The PANSW has successfully negotiated significant increases to the incentive payments for officers in remote locations, special remote locations, and more.

■ Your Association has successfully negotiated and secured what the members have been asking for including:

- A significant increase and modernization to incentives in remote and special remote locations (including offshore).
- Removing the onerous administrative processes to claim or access benefits.
- Reductions in tenure,
- More remote/special remote locations.
- A new one and two unit station allowance (for non-remote/Special remote locations).

For example, from 1 July 2023, an officer in a remote location will receive an \$8000 incentive in the first year, and if the officer remains attached to that position for five years, the total incentive payment will reach \$36,000. That is a

significant increase on the current \$5,000 one off payment.

The 2021 PANSW Conference Delegates overwhelmingly advocated for improvements to attract and retain officers in remote and special remote locations. We have undertaken several surveys over the years and obtained member feedback to inform our negotiating position.

From 1 July 2023, officers will see a consolidation of existing entitlements (computer, internet, spousal & one-off payments/extensions) in addition to further funding from the Government providing for lump sum payments which will include payments to officers currently located in these locations. This additional funding was secured from the removal of the Aware TPD police category insurance in December 2022.

There are no changes to Award

entitlements including remote living allowances and the additional week of leave etc.

Officers will see the current \$5,000 incentive being replaced with an allowance structure valued up to \$36,000 (remote) and \$31,000 (Special remote which was previously \$15,000 over five years) for officers who are attached to a position in remote and special remote locations for five years. Officers will no longer have an administrative reimbursement process of claiming money from NSWPF each month and will now be paid a lump sum each year.

The new incentive payments are opposite:

Remote locations

Payment	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Annual incentive (consolidating existing NSWPF arrangements)	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$15,000
Bonus incentive and retention payment	\$5,000	\$4,000	\$4,000	\$5,000	\$3,000	\$21,000
Total	\$8,000	\$7,000	\$7,000	\$8,000	\$6,000	\$36,000*

Special Remote locations

Payment	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Annual incentive (consolidating existing NSWPF arrangements)	\$3,000	\$3,000	\$3,000	\$3,500	\$3,000	\$15,500
Bonus incentive and retention payment	\$3,000	\$3,000	\$3,000	\$3,500	\$3,000	\$15,500
Total	\$6,000	\$6,000	\$6,000	\$7,000	\$6,000	\$31,000*

* Plus 3% rent in a police residence, 25% electricity reimbursement if in single unit or LUK and a Preferential transfer
Officers who have been in remote or special remote locations for more than 5 years will receive a one-off \$4300 payment to reward them for their continued commitment to their remote communities.

Remote offshore locations

Remote offshore locations (i.e. Lord Howe Island) will have a stand-alone incentive payment structure totalling \$19,000 over five years.

Non-remote/Special Remote 1 & 2 unit stations

From 1 July 2023, officers attached to one unit and two-unit police stations that are not classified as remote or special remote locations will receive an annual allowance of \$1,397, increased in line with police salary increases. This allowance is in recognition of the unique operating environment of one and two-unit police stations and will now be payable to all officers attached to these stations regardless of their relationship status. Members currently in receipt of the spousal allowance will continue to receive that allowance until they move location.

Tenure

These negotiations have also seen the reduction in tenure in certain locations along with the upgrading of locations to remote and special remote based strongly on member feedback and experience. The following changes have been made to tenure arrangements:

Location	Currently	New Tenure
Cobar	4 years	3 years
Lightning Ridge	4 years	3 years
Enngonia	2.5 years	2 years
Goodooga	2.5 years	2 years
Ivanhoe	2.5 years	2 years
Tibooburra	2.5 years	2 years
Wanaaring	2.5 years	2 years
Brewarrina	3 years	2 years

The changes to tenure will also apply to officers currently attached to the above locations.

Classification

The following changes have been agreed to location classifications:

Location	Currently	New Classification
Wee Waa	Special Remote	Remote
Coonamble	Remote	Special Remote
Hillston	Remote	Special Remote
Nyngan	Remote	Special Remote
Tottenham	Remote	Special Remote
Gulargambone	Remote	Special Remote
Gravesend	N/A	Remote
Bellata	N/A	Remote

Further funding has been set aside to be used across the regional areas to support regional development opportunities in line with the Capability, Development and Rotation Policy.

Next steps for members

Officers currently in remote/special remote locations will transition onto the new incentives scheme from 1 July 2023. These officers will receive direct correspondence from NSWPF shortly outlining the process and entitlements applicable to them. Any member who is thinking about a move to a remote or special remote location should keep an eye out for advertised vacancies to take advantage of these new incentives.

Members who require more information can contact your local PANSW Branch Official, PANSW Team or PANSW head office at info@pansw.org.au or 9265 6777.



PANSW'S DELEGATION MET WITH A BROAD CROSS SECTION OF POLITICIANS, ALL KEEN TO LEND A HAND. NEXT HURDLE WILL BE THE COMING BUDGET

Police Super Problem & Solution

Police should be allowed to contribute to their superannuation just like every other Australian.

Angus Skinner PANSW Research Manager

■ On Tuesday 7 March, PANSW President Kevin Morton and NSWPF Commissioner Karen Webb APM met with Federal politicians in Canberra to broker a solution to the long-running Concessional Cap issue.

The problem

In 2011, the Police Act (NSW) was amended to require the NSW Police Minister, with the concurrence of the NSW Treasurer, to obtain a Death and Disability Insurance Product for NSW Police Officers. This compulsory insurance product provides for death and disability insurance for police officers who are killed or injured.

The Government would meet the cost of the Policy with Police Officers required to contribute 1.8% of their salary to the cost of the Policy. Both Employer and Police Officer contributions are placed into the superannuation account

of the officer and are then each month immediately withdrawn from the account by the Trustee and forwarded to the insurer. The money essentially 'washes through' their account for their insurances but never accumulates.

Both the Government and Officer contributions for the insurance that wash through the police officers account count as part of the Superannuation Concessional Contributions (capped at \$27,500).

As the cost of the Insurance Policy has exponentially grown, so has the impact on police officers.

Police officers have lost the benefit of salary sacrifice to super and are not contributing to their retirement due to the full \$27,500 and more being consumed by the insurance premiums. They will be reliant on the aged pension.

The PANSW has advocated to the Federal and State Governments for

more than 10 years to fix this issue. We have successfully negotiated temporary relief for members where the excess contributions tax is being met by the Government.

For the last six years, The Commonwealth and State Governments have agreed to pay (on an equal basis each) to reimburse the Police Officers for taxation penalties incurred as a result of Insurance Premiums exceeding the Concessional Cap. In essence, the Commonwealth and State Government are paying penalty tax to the Commonwealth.

The manner of reimbursement is to pay to the Police Officer the taxation penalty amount as salary, with an additional amount equivalent to the marginal tax rate added which the officer then uses it to pay the ATO tax bill.

This means when the Officer's income is assessed for that year, it includes the

Real consequences for police and their families

Sergeant Level 8	21/22	Impact
Assessed Income	135,426	This Sergeant has 100% care of her children. As a result of the PBRI premiums being added to her reassessed income she has; <ul style="list-style-type: none"> • had her Child Support payments assessed down • her Medicare Levy has been increased
SG	14,219	
PBRI	30,985	The Sergeant has a low super balance having taken maternity leave and worked part time for a number of years. But for the effect of these Insurance Premiums, she would contribute to her Super.
Total Concessional	45,204	
Excess	13,415*	<i>The concessional cap breach is added to the current year's income assessment.</i> <i>The grossed-up tax bill reimbursement is then added to next year's income assessment.</i> <i>The problem worsens, compounding with each subsequent year.</i>
Reassessed Income	148,841	
Breach	13,415	
Tax bill reimbursed by Govt	2,932	

*THIS WAS BASED ON INCLUDING SOME ROLL OVER OF PREVIOUS YEAR'S CAP

Inspector	21/22	Impact
Assessed Income	156,022	The Inspector is divorced and pays child support to assist in raising his children. He has re-partnered, is considered a defacto and has care of another child. As a result of the insurance premiums and reassessment of his income, the Inspector; <ul style="list-style-type: none"> • had his Child Support reassessed and increased • the Childcare Rebate for his new spouse and dependant has been reduced • he pays a higher Medicare Levy • the household's Private Health Insurance Rebate has been cut • the Inspector does not contribute to his Super or retirement savings.
SG	16,382	
PBRI	31,329	The Inspector does not contribute to his Super or retirement savings.
Total Concessional	47,711	
Excess	20,211	<i>The concessional cap breach is added to the current year's income assessment.</i> <i>The grossed-up tax bill reimbursement is then added to next year's income assessment.</i> <i>The problem worsens, compounding with each subsequent year.</i>
Reassessed Income	176,233	
Breach	20,211	
Tax bill reimbursed by Govt	5,254	

Concessional Cap breaches and for the following year the penalty and the tax is added to their assessable income, along with a further breach of the Concessional Cap for that year. This process:

- Artificially inflates police officers' salaries by including the excess Concessional Cap amounts and the ATO tax bill paid by NSWPF in their salary
- Impacts on police officers' Centrelink based benefits such as childcare rebates, child support payments (in receipt of or paying out) and eligibility for many other Federal Government benefits (disability, paid parental leave)
- Prevents police officers from contributing to their retirement savings, and
- Increases Medicare levies and reduces private health rebates.

The solution

A delegation of PANSW and NSWPF representatives went to Parliament

House in Canberra to call on all sides of politics to find a resolution.

On 7 March, the PANSW President addressed approximately 40 Federal politicians, putting them on notice and demanding they solve the impact that PBRI has on the Concessional Cap now. "10 years ago, we were in this very spot with the-then Commissioner of Police Andrew Scipione, talking about ways to fix a unique problem that only affects NSW police officers. At the time it only affected senior officers, but as risks in policing have increased, the cost of insurance has increased and the impact of those insurance costs has whittled away our members ability to save for their retirement. Worse still, it now impacts on their ability to provide for their families on a day-to-day basis."

"Over the last 10 years, we have met with politicians of all political persuasions. We have sought and been given assurances that the issue facing our members will be fixed. We are here tonight to say that a solution must be

found. It must be found this financial year, and it must be a just outcome for our members."

"NSW Police Officers are not asking for anything more than what every other worker in Australia has. The ability to go to work, earn a fair income, and save for a retirement. They are not asking for a handout or a pay rise, but they are asking that they stop being financially punished just because their job is so dangerous."

"We hope you, our country's leaders, can all work together to help the Government to deliver a just outcome for the heroes out there keeping us safe. They deserve nothing less."

At time of publication, PANSW Officials and Staff were still advocating to Federal Parliamentarians to reach a solution. Members will be kept informed of progress and the response of relevant Politicians.



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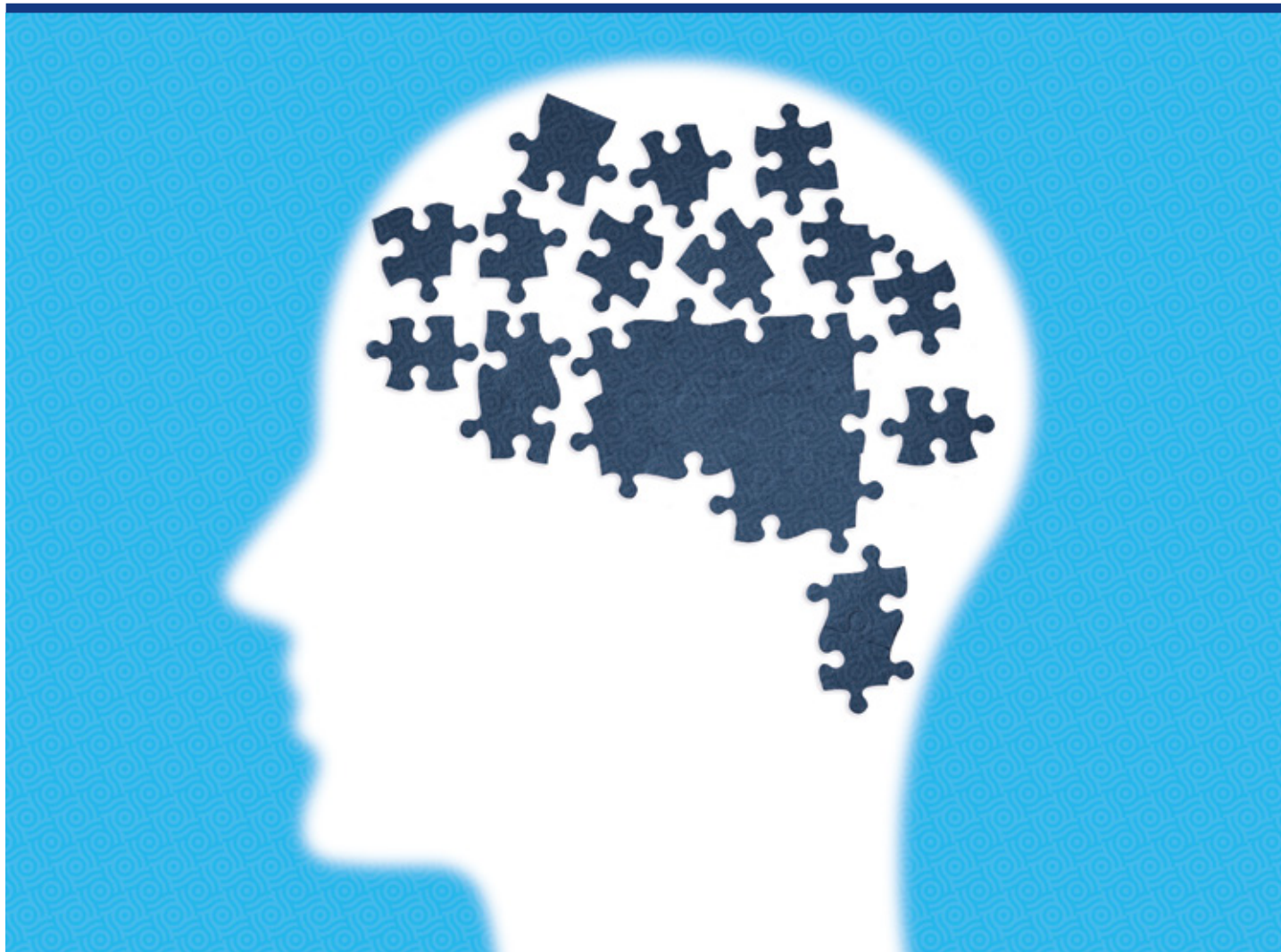
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PULSE trial underway

Mental health supports are being piloted in Mount Druitt, Nepean and Blue Mountains PACs

In brief:

- *Mental health support in PACs, PDs and specialist commands*
- *Mental health clinicians on site*
- *Trials underway*
- *More support for the mental and physical health of all employees.*

What you need to know

PULSE has a suite of initiatives with a focus on supporting everyone at all stages of the employment cycle - including sickness, injury, career change and post exit.

- This program will be available to all employees, irrespective of location or duties
- Mental health clinicians will be

embedded across commands to provide support and education to individuals and teams

As part of having MORE support:

- 28 PULSE mental health clinicians will be located at PACs, PDs and specialist commands across the state
- Early access treatment initiative aims to minimise psychological ill health and increase access to treatment, assisting with out-of-pocket expenses for private psychological intervention
- There will be a focus on psycho-education and training to improve wellbeing awareness, personal insight and action
- Access to an online self-report

wellbeing assessment, eWellcheck, to understand your psychological and emotional wellbeing. The mental health clinician will follow-up with employees, if required

The trial

Currently, the PULSE pilot is being trialled at Mount Druitt, Nepean and Blue Mountains PACs.

- Senior Police Psychologist Dr Berry is embedded in the trial commands
- Dr Berry is conducting the pilot study to determine how to best deploy mental health clinicians across the state and to identify the crucial day-to-day components of the role
- The objective is to significantly improve psychological outcomes for individuals,



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teams, and commands through:

- Access to the mental health clinicians for feedback and advice on general psychological wellbeing
- Provision of referral and treatment options
- Short-term solution focused interactions
- Training in mental health and wellbeing
- Interaction with the senior management team to improve connectivity with the troops and enhance support provided.

- The trial is six weeks in and early data indicates that employees willingness to engage with the mental health clinician is improving. Almost 50 one-to-one interactions have occurred; 30% of officers were at the rank of sergeant and a further 30% were at the rank of senior constable
- As employees understand the boundaries of confidentiality, willingness to seek support increases.

The Feedback

We asked three employees how they're finding the current trial.

How is it going?

L/Snr Cst Stuart Hunt, "Having a clinician embedded in our PAC is going well. Our clinician is very approachable and has reduced the anxiety of making a connection to seek help much easier."

Det Sgt Aaron Rynehart, "I believe it has been received well. I have seen several officers go and speak to the clinician and all the feedback has been positive. Sinead is very approachable and easy to talk to."

Insp Alison Beeche, "I have nothing but positive feedback from the floor about the program, Dr Berry initially spoke to various teams and sections about the program making it very clear from the onset that anything she was told is held in absolute confidence. She has broken down the stigma of police reaching out for assistance and has given the process depth by not only helping when an officer is struggling but also by teaching skills that would prevent someone from being unwell in the first place. We have almost daily interactions



with her — at parades or on training days. Having access to debriefs with a clinician prevents the dripping tap."

What have been the benefits of having a PULSE mental health clinician in your PAC?

L/Snr Cst Stuart Hunt, "It has allowed staff to access a mental health professional in a way they would not necessarily do normally, if at all. It's also been face-to-face instead of over the phone. It means that they don't have to make appointments or get referrals from GPs and there's no cost either. The constant physical presence (of a mental health clinician on site) has led to a greater connection and uptake of the service. It's really de-stigmatised seeking and accessing help."

Det Sgt Aaron Rynehart, "The main positive is the accessibility and the officers I have spoken to that have taken

advantage of this service have had positive things to say about it."

Insp Alison Beeche, "There have been so many benefits. Having access to Dr Berry has allowed early intervention, preventative education and an increase in our own personal skill set to manage our mental health. She has been available to speak with police on stressors and anxiety, poor sleep, relationship issues and many other topics typical of a police life and career. Learning how to debrief in the truck after a job, debrief a supervisor and SMT level are skills we have all winged and not been taught until now. Having that familiar face is a big thing for police — Dr Berry sits in the muster/pit area which reinforces her willingness to help and allows her easy access to assist."

What are the positive signs so far?

L/Snr Cst Stuart Hunt, "There's a greater awareness of the mental health and wellbeing services being offered. It's put a brighter spotlight on potential mental health issues and has put proactive measures in place to help."

Det Sgt Aaron Rynehart, "The fact that people are using the program and going to see the clinician is a very positive sign — the stigma of seeing a psychologist as being weak is a thing of the past."

Insp Alison Beeche, "Pulse is helping to break down the stigma of reaching out for assistance. Police are starting to see the positives in keeping their mental health in check. After all, mental health is health, and we all need to start having these conversations to help make them normal. I have had a couple of officers who have sought her out during the shift instead of going home sick. On all three occasions they have either stayed in the workplace after seeing her or returned the next day. This program has been a long-time coming and seeing the benefits and being part of the Pulse Program is exciting."

Find out more by searching the NSWPF intranet for PULSE.

Originally published in Police Monthly March 2023 edition and reproduced with permission.



NIKKI AT PERISHER FOR OPERATION SNOW SAFE 2020. THE LAST STINT BEFORE THE COVID LOCKDOWN

Meet the Organiser **Nikki Lucaci**

Following the finalization of the secondment of Huw Crosby, Sergeant Nikki Lucaci joins the PANSW as an Organiser in Non LAC 4. PPN sat down with the newest member of our Field Services team.

Q. Welcome Nikki! Can you share a bit about your background and your policing career so far with our readers?

I joined in 2007 and started at Redfern LAC and joined Highway Patrol in 2009. I have worked in Highway Patrol at Surry Hills, Macquarie Fields, Strikeforce Taipan and Traffic Policy. I attained the rank of Sergeant in 2017. Most recently, I was a Team Leader at Macarthur Highway Patrol in Traffic South West (by far the real God's country!).

Q. How did you become involved with the PANSW?

I became involved in the PANSW as a Branch Official when I recognised that a lot of officers were not aware of their entitlements. Being a full-time working mother of three young children, I found having a happy and productive workplace makes personal and professional lives more rewarding.

I became involved in the Huntingwood PANSW Branch and assisted officers with support and negotiations with senior management and other stakeholders.

Q. What made you want to take on your next challenge in the role as an Organiser?

Working as a Team Leader was a fantastic way to open my eyes and appreciate the diverse range of people and experiences within the NSWPF. Having been involved with Women in Policing, I enjoyed being able to dedicate more time to assisting people with a wider range of support. Taking on this new position as an Organiser will allow me to do that by assisting our members in a more full-time capacity. The PANSW are a great team that I'm looking forward to working with. I am particularly excited to learn more about the different areas in the Specialist Commands.

Q. What are you excited about most in your new role?

I enjoy being outdoors and travelling, so over the next few years I plan to find out what is important to our membership and how we can give back to them across the State. I am a big believer in creating and encouraging activism through strong Branches within Police Transport Command, Radio Operations Group and Highway Patrol and look forward to assisting members who are passionate about being a PANSW Branch Official.

Q. The job is already keeping you busy. Along with spending time with your family, what do you like to do to unwind?

Outside of work, my favourite distractions include playing hockey, bushwalking and enjoying watching the Canberra Raiders fight for the wooden spoon in 2023.

Changes to Commonwealth Paid Parental Leave Improvements for Working Officers

Aleks Boromisa Industrial Officer - Specialist Commands

■ On 7th of March 2023, the Commonwealth Parliament passed the Federal Labor Government's proposed changes to the Commonwealth Paid Parental Leave (PPL). This entitlement is not to be confused with the Paid Parental Leave provided by your employer, the NSWPF. It is provided in addition to the entitlement which exists in our Award and other industrial instruments. The PPL is funded by the Federal Government through Services Australia. NSWPF currently processes the payments through the payroll system.

Current entitlements (Children born before 1 July 2023)

Paid Parental Leave Pay is available to the primary carer of your newborn or adopted child, such as the birth mother. The entitlement is 18 weeks of pay set at the minimum wage rate, exclusive of taxation.

Dad and partner pay is currently paid to eligible fathers, partners of the birth parent and adoptive parents of a child and consists of two weeks of payment at the minimum wage equivalent.

Changes for children born after 1 July 2023

The Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill, which passed 7 March 2023 extends paid parental leave from 18 weeks to 20 weeks from 1 July 2023, with two weeks reserved on a "use it or lose it" basis for each claimant.

This means that parents will be able to use PPL on a shared basis as they see fit to share caring responsibilities. If the PPL is shared, then the total entitlement will be 20 weeks. For single parents, the entitlement will be 20 weeks.

The legislation also removed the

requirement that the primary claimants of paid parental leave pay must be the birth parent, allowing families to "decide who will claim first and how they will share the entitlement".

These changes will allow paid parental leave to consist of various forms flexibly, allowing claimants to take the payment in multiple blocks, as small as a day at a time, within two years of birth or adoption, and remove the requirement to remain off work to be eligible. Each parent can even take up to 10 days of PPL at the same time.

In her second reading speech last year, Social Services Minister Amanda Rishworth said the Albanese Government will bring forward further legislation, that will start on July 2024, to progressively increase the scheme's paid leave entitlement by two weeks a year until it reaches 26 weeks in 2026.

Eligibility changes

The legislation introduces a \$350,000 family income limit, under which families can be assessed if they do not meet the individual income test.

These changes also expand eligibility to allow an eligible father or partner to receive parental leave pay regardless of whether the birth parent meets the income test, and residency requirements or is serving a newly arrived resident's waiting period.

To meet the work test, a person must have performed at least 330 hours of qualifying work over a period of at least 295 consecutive days within the claimant's work test period. A claimant performs qualifying work on a day if the claimant either performs at least one hour of paid work or takes at least one hour of paid leave on that day. The work test period for claimants other

than COVID-19 affected claimants is the 392 day period prior to the expected or actual date of birth or placement of the child for adoption. COVID-19 affected claimants have a work test period of 600 days.

Fathers and partners will be able to receive paid parental leave pay if both they and the birth parent or adoptive parent meet the work test. This is consistent with the current arrangements in the Paid Parental Leave Act.

The payment will be processed by your employer, however the Act requires the employer to pay only if it is single continuous period.

Where to from here

Subject to Parliament passing these changes, the PPL entitlement will continue to increase progressively from 1 July 2024 until it reaches 26 weeks. There have been some discussions about payment of superannuation whilst on the PPL. These changes are expected to be outlined in the May budget.

The PANSW Biennial Conference has long called for increased sharing of Parental Leave between parents and for payment of superannuation whilst on PPL. These changes go some way to address that and provide a significant increase in entitlements, over time.

Members should contact the PANSW on 9265 6777 if they are expecting a child to discuss employer paid parental leave payments along with the Federal Government Paid Parental Leave. For more information, visit www.servicesaustralia.gov.au



Goodooga's population is 247. It sits on the east bank of the Bokhara River, 20 kms from the NSW-Queensland border. The nearest neighbour is Lightning Ridge, 73km to the south-east.



The Results

NSW State Election 2023

■ Regardless of which party won this Election, one thing was clear; the way both major parties carried out their election campaign was dignified and respectful, which has not always been the case in Australian politics recently.

"This election truly was a race to the top." The Hon. Dominic Perrott said in his concession speech.

"A genuine battle of ideas, and that is when politics is at its best."

"In many ways, that is due to Chris Minns and of the way that he has carried himself throughout this campaign. And that is why I truly believe and have no doubt that he will make a fine 47th Premier of NSW."

"I believe he will lead with the same decency of the same integrity that he has led with so far. And ultimately, I ask everybody across NSW, whatever your political persuasion, to get behind him."

In his acceptance speech, Chris Minns echoed those sentiments, saying:

"I would like to say thank you to the premier for his service on behalf of the people of NSW.

"It's undeniably the case that this election campaign perhaps uniquely was a model of respect and civility and neither party took the low road. Neither political party took the low blow. And I think it can be a model for the way democracy is done right across this country."

"Now, I can't say that every election campaign in the future will be conducted the same way. But from now on, no one will be able to say that it can't be."

The PANSW is apolitical; we advocate for the interests of police officers and their families and will work with any side of politics that will support the priority interests of members.

It is therefore pleasing to see an election determined on ideas and a race to the top, not the low road. In a campaign that provides the model for respectful politics, the PANSW presented our recommendations to all political parties, communicated those



CHRIS MINNS: NEW SOUTH WALES' 47TH PREMIER

recommendations and the responses from each party to all members, and as a result, secured major commitments to the benefit of police officers.

A new Government

Labor are now the NSW State Government, with The Hon. Chris Minns becoming the 47th Premier of NSW.

We welcome Chris and his team. We thank them for making public sector pay a core election issue, as well as the safety and resourcing of police. Working with the PANSW achieved strong commitments regarding police death and disability insurance, police numbers in Western Sydney, and the wages cap.

The PANSW also welcomes the announcement that Labor Member for Swansea, Yasmin Catley MP, has been appointed as the first female Minister of Police.

"The Police Association welcomes Minister Catley to the incredibly important position of Police Minister," PANSW President Kevin Morton said.

"We now have our first female Police Minister, joining our first female Police Commissioner at the helm of policing in the state.

"In the lead up to the NSW Election, the now Minister engaged in positive discussions with our Executive Team on important issues affecting regional policing in NSW, including recruitment and retention."

"We look forward to continuing these discussions and working collaboratively with the new Police Minister and the Premier to ensure that our police officers in metropolitan and regional areas continue to be resourced and remunerated appropriately for their invaluable work."

"We also look forward to working with the Attorney General Michael Daley and Emergency Services Minister Jihad Dib in strengthening law and order and ensuring we have an appropriate response in managing natural disasters and other emerging situations across our state."

Thank you to the outgoing Ministers

The PANSW would also like to thank those in the Coalition that have worked with the PANSW over the past 12 years.

The Coalition formed Government in the 2011 Election, and went on to retain government in 2015 and 2019, during which time The Hon. Barry O'Farrell, The Hon. Mike Baird, The Hon. Gladys Berejiklian and The Hon. Dominic Perrottet served NSW as Premier.

The Police Ministers during that time were The Hon. Mike Gallacher, The Hon. Stuart Ayres, The Hon. Troy Grant, The Hon. David Elliott and The Hon. Paul Toole.

Together we achieved major progress in policing, including increasing police numbers by over 1,700 officers, and providing officers with the resources, tools and technology to improve community safety.

Numbers in the new look Parliament

The NSW Parliament consists of two houses:

The Legislative Assembly: the Government is formed by the majority of the Legislative Assembly. To form government, a party needs 47 seats in the Legislative Assembly (either on its own, or if no party reaches 47 seats, in negotiation with other Parties or Independents).

The Legislative Council: "the House of Review" scrutinises legislation and holds the Government to account. All Legislation must pass both houses, so changes to the law must be negotiated through the "House of Review".

Legislative Assembly

NSW Labor won 45 seats in the Legislative Assembly, compared to the Coalition's 36. This means no Party achieved a majority in its own right, but only Labor had sufficient numbers to form government through negotiation with the other parties and independents.

Therefore Labor became the NSW Government and Chris Minns became Premier.

Legislative Council

The Legislative Council has 42 seats. At the time of writing, counting of votes for the Legislative Council was not yet complete, so the final picture is not yet certain, but current numbers indicate the make-up to be:

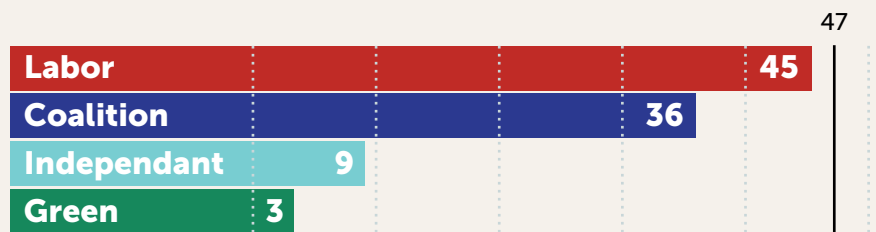
The new make-up of the Legislative Council is (at time of writing):

Based on the numbers at time of writing, for any legislation to pass, it would either require bipartisan support, or the support of some combination of the cross bench.

The PANSW has a strong working relationship with all parties, and is looking forward to working with the New Government and all Members of the Legislative Assembly and Legislative Council to do what is best for police officers.

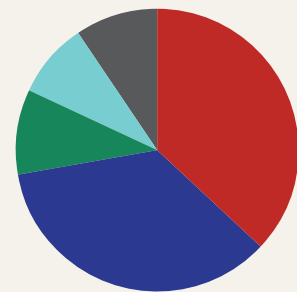
Legislative Assembly - seats won

47 Seats needed for a majority



Party Votes Total

- Labor** 1,735,792
- Coalition** 1,662,210
- Green** 454,391
- Independent** 411,935
- Other** 432,259



Legislative Council - new composition

The Legislative Council has 42 seats



What did the PANSW secure in the 2023 Election Campaign?

■ PANSW President Kevin Morton, the Executive Team, and Organisers met with politicians of all political parties, from all over the state of NSW, advocating for the top priority issue of police officers and their families.

The PANSW presented five priorities to politicians in this Election Campaign:

- Maintaining the current safety net for injured officers
- Keeping police officers safe and healthy
- Pay and entitlements
- Housing
- Police resources

The hard work of PANSW elected officials and staff enabled us to achieve outcomes across all five of those areas.

Injured officers' safety net

The PANSW secured a commitment from Labor to maintain the current Police Blue Ribbon Insurance and Workers' Compensation benefits, for the full term of government (four years).

PBRI and Workers' Compensation were previously only locked in until June 2024, so this commitment provides an extra three years of certainty for police.

Ensuring police officers and their families have an adequate financial safety net is one of the top priorities of the PANSW.

To have these entitlements locked in for four years is a significant benefit to members and a major achievement for this Election campaign.

Health and safety

With the safety net for injured officers locked in, the PANSW and Labor agreed to use that period of certainty to:

- Reduce the number of officers injured, and the severity of those injuries,
- To provide the best treatment and rehabilitation possible,
- To provide better return to work outcomes and redeployment possibilities, and
- To develop by agreement and improved sustainable scheme that provides the necessary benefits.

It is essential that the NSW Government not only focus on the financial safety net and costs, but also seek to protect police officers in the first place, to keep police safe and healthy throughout their careers.



EXECUTIVE MEMBER PAUL IRELAND WITH YASMIN CATLEY MP (SWANSEA)

Pay and entitlements

Ever since 2011, the Coalition Government has imposed a legislated cap on wages, restricting all pay rises to a maximum of 2.5% per year.

The cap made it impossible for any public sector workers to achieve a pay rise above the cap unless they accepted trade-offs to reduce employee related costs.

As directed by your elected PANSW Conference Delegates, it has been a top priority of the PANSW for that cap to be removed, rather than accept trade-offs.

The PANSW and the union movement has continually campaigned for the cap to be removed, and in 2023 the Labor Party made this a core election issue, committing to "Scrap the wages cap" and replace it with "a better system - one that has worked in other states, to deliver fair wages, productivity growth, and better public services to the people of NSW."

In announcing his new Ministry, Premier Chris Minns declared a clear mandate

from the people of NSW "to invest in the people who look after us – our nurses, teachers, paramedics, police officers and firefighters by removing the wages cap".

The PANSW has been highly effective at achieving the maximum pay rise for members available under the law.

- In 2023-24: a 3.5% pay rise, inclusive of 0.5% superannuation increase,
- In 2022-23: a 3% pay rise, inclusive of 0.5% superannuation increase,
- In 2021-22: a 2.5% pay rise, inclusive of 0.5% superannuation increase
- In 2020-21, the then Coalition Government attempted to impose a pay freeze, but the PANSW achieved a 1.75% pay rise for police in the IRC, when other emergency services and public sector employees received just 0.3%.

Housing

The PANSW demonstrated the need to make significant investment and improvement in the housing available to police in regional communities.

As a result of PANSW advocacy, the Coalition committed to invest \$170 million to improve "key worker" housing.

With Labor winning the election, the PANSW will work to seek an equivalent plan to improve housing for police in the bush.

Police Resources

For policing in our remote communities, the PANSW was proud to announce major increases to incentives for remote and special remote locations. With incentive payments increasing to up to \$36,000, the ability to attract more police to the bush is significantly increased.

For our metropolitan areas, the PANSW secured a commitment from Labor to increase police numbers in Western Sydney by 100 officers (50 to North West Metro, and 50 to South West Metro).

Western Sydney is one of the fastest growing areas in NSW, and is already in critical need of more police, so securing this commitment was crucial for community safety and police workloads in that area.



PANSW ORGANISER GLENN PRICE (R) WITH CHRIS MINNS AT THE ANNOUNCEMENT OF 50 EXTRA POLICE BEING DELIVERED IN SOUTH WEST SYDNEY



WESTERN & SOUTH WEST REGION ORGANISER ROD SHERATON (R) AND BRANCH OFFICIAL ADAM PIFFARELLI (L) MEETING WITH PHILIP DONATO MP (ORANGE)



PANSW CAMPSIE BRANCH CHAIR CRAIG PARTRIDGE (L) WITH VICE CHAIR ALEXIS CASK (R) MEETING WITH SOPHIE COTSIS MP (CANTERBURY)



PANSW ORGANISER MARTY EVANS (R) MEETING WITH DR. JOE MCGIRR MP (WAGGA WAGGA)



PANSW EXECUTIVE MEMBER PETER GURR MEETING WITH WENDY TUCKERMAN MP (GOULBURN)



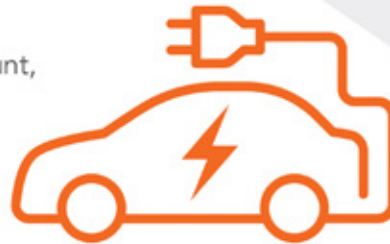
PANSW EXECUTIVE MEMBER GRAHAM CONDON MEETING WITH PHILIPPA SCOTT, LABOR CANDIDATE FOR BALMAIN



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PICTURE: JED BENNETT - VISIONARY MEDIA SOLUTIONS

Part of the Culture

Dr. Kate Linklater PANSW Research Officer

■ The Police Association of Tasmania held their 100 Year Conference in February, and I was lucky enough to attend with the PANSW President, Vice-President and Treasurer. It was great to see the camaraderie between the delegates, the same that we see at our own PANSW Conferences, and they were also very welcoming towards us.

Many of the issues that police officers face here in New South Wales were echoed in Tasmania, highlighting the importance of putting our heads together to solve problems including recruitment, backfilling positions and police officer wellbeing.

As one of the guest speakers, my presentation was on inclusion capital and how police officers are included in their workplaces through being culturally congruent (or fitting into the culture), being competent and being a team player. Each of these characteristics can be used to maintain or increase inclusion, and they can also be used to analyse and change policy to increase inclusion for everyone at an organisational level.

Perhaps more interesting was the guest presentation by Professor Ian Snape (yes - the real life "Professor Snape"), who is a former research leader and executive at the Australian Antarctic Division. More recently, Ian's work has been focused

on resilience, and helping people to increase their own resilience.

In particular, Ian spoke about how some people are naturally more resilient than others, and that resilience can be learned when we know what to tap into for our own personal resilience. This information was found by speaking to a bunch of highly resilient people (police and military) to see what they do to look after themselves in very demanding circumstances.

It was fascinating to learn that there are several key aspects of resilience, and that we are all different in which aspects work for us as an individual. It was a bit of a self-reflection exercise for everyone in the room, as we were challenged to think about what we each do to stay resilient. Some of the aspects mentioned were taking time to rest, being in a state of flow and changing intentions.

One of the resilience aspects includes dark humour, which aligns with the inclusion capital characteristic of being culturally congruent. When police officers take part in workplace banter (including dark humour), their inclusion amongst colleagues is likely to be greater. So potentially, dark humour is not only part of a resilience strategy but also a strategy for staying included in the workplace.

When Ian and I ran the Q&A session, we

were asked how to navigate the paradox between dark humour as a resilience strategy, and the external criticisms that police officers come under when they use it.

Essentially, we were asked where the balance can be found for police officers who are practising resilience through dark humour but still maintaining respectful behaviour towards others. I'm putting that one on my list of questions that need a proper answer, because I don't think 'knowing where the line should be drawn' is a good enough response.

Overall, it was a session that gave a different perspective on police officer wellbeing and the ways in which we can all (to some extent) be responsible for our own wellbeing.

If you're interested in more information on resilience, 'Resilience by Design: How to Survive and Thrive in a Complex World', by Ian Snape and Mike Weeks, published by Wiley (New York), is a good read.

DR. KATE LINKLATER IS A POLICING SCHOLAR SPECIALISING IN ORGANISATIONAL CHANGE STRATEGY AND OUTCOMES. KATE IS PARTICULARLY INTERESTED IN HOW CHANGES TO INTERNAL POLICIES IMPACT ON POLICE CULTURE AND WELLBEING WITHIN POLICING ORGANISATIONS. HER RESEARCH IS UNDERPINNED BY INCLUSION CAPITAL THEORY. KATE IS BOTH THE RESEARCH OFFICER AT THE PANSW AND A LECTURER IN POLICING AT WESTERN SYDNEY UNIVERSITY. PRIOR TO HER EMPLOYMENT AT PANSW, SHE WAS A DETECTIVE IN THE NSWPF.



Living with Burnout, Compassion Fatigue or PTSD?

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WE WILL FIGHT FOR YOU

PAULINE HANSON'S



One Nation NSW recognises the commitment and dedication of the NSW Police Force.

In 2023 One Nation NSW will continue to use our voices in the NSW Parliament to fight in the interests of frontline service workers across the State.



The Hon. Mark Latham MLC & The Hon. Rod Roberts MLC
Authorised by Neil Turner, Pauline Hanson's One Nation,
3/36 Vincent Street, Cessnock NSW 2325.



Blue Ribbon Ball A night to shout about

Jon Goddard PANSW Lead Organiser

■ ‘You know you make me want to shout, hold my hands up and shout, kick my heels up and shout, throw my head back and shout!’

Phil Burton OAM is well known as the fourth member of Aussie pop legends Human Nature. A lesser-known fact about the ARIA Hall of Famer is that he is a member of the extended blue family and a Police Legatee.

On Saturday 25 March, Phil sang the famous words of Johnny O’Keefe in front of his proud mum Edna, backed by the NSW Police Band, to an overflowing dance floor. Heels were kicking and hands were held high; the 2023 edition of the NSW Police Legacy Blue-Ribbon Ball was in full flight.

More than eight hundred supporters of NSW Police Legacy including Police Commissioner Karen Webb APM and PANSW President Kevin Morton turned the Grand Ball Room of the International Convention Centre the best kind of blue (police blue) as the annual event celebrated a special milestone - turning 21.

The Ball began its life in 2002 when it was known as the Blue-Ribbon Memorial

Dinner. The event was held in honour of Constable Glenn McEnallay VA. Glenn was tragically killed on duty at the age of 26 while attempting to arrest four offenders in a stolen vehicle. Every Blue-Ribbon Ball held since has celebrated his memory, and the memory of all fallen NSW Police.

Your Association, being Police Legacy’s foundation partners, were Platinum Sponsors of the event along with other long term supporters including Police Bank and Hyundai Australia.

The night starts with formalities, with returning MC Chris Bath steering the proceedings with her trademark eloquence and humour.

A live auction saw heated bidding across the room for items that ranged from exotic holidays to a Baggy Green Cap signed by the late Shane Warne. Non-police attendees then fought hard for donated policing experiences at sections such as the Dog Squad and the Aviation Command.

The importance of the event was brought home by those that it affects most. With a special focus on Leadership

and the empowerment programs that allow the kids to become the best version of themselves, Police Legatee Constable Chris McCue had the attendees reaching for their napkins to dab at their eyes as he shared his own journey.

The Ball is the largest fundraiser for NSW Police Legacy as they continue their support for the Blue Family and those left behind. More than \$270,000 was raised in 2023.

Special thanks must be given to all the dedicated volunteers and Police Legatees who worked tirelessly behind the scenes and greeting guests to ensure that the night was unforgettable for everyone involved.

The Blue Ribbon Ball gets bigger and better every year and you’re Association cannot wait to be involved with the 2024 edition of this great event. We encourage all members to consider a night at the 2024 event.

JON GODDARD IS THE PANSW’S LEAD ORGANISER AND A DIRECTOR OF NSW POLICE LEGACY

Police Association of NSW

Summary of Financial Information

For the Year Ended 31 December 2022

The financial statements of the Police Association of NSW have been audited in accordance with the provisions of the industrial Relations Act 1991, and the following summary is provided for members in accordance with Section 517(2) of the Act, as applied by section 282(3) of the Industrial Relations Act, 1996.

A copy of the Financial Statements, including the independent Audit Report, will be supplied free of charge to members upon request. Certificates required to be given under the Act by the Accounting Officer and the Executive have been completed in accordance with the provisions of the Act and contain no qualifications.

Summary statement of surplus and other comprehensive income

	2022 (\$)	2021 (\$)
Membership revenue	18,988,767	18,311,261
Other income	2,538,860	4,864,923
Total income	21,527,627	23,176,184
Less total expenditure	23,819,576	17,441,726
Result for the year	(2,291,949)	5,734,458
Remeasurement of net defined benefit obligations	(42,054)	72,033
Revaluation of property, plant and equipment	2,480,116	-
Total comprehensive income	146,113	5,806,491

Balance sheet as at 31 December 2022

Total equity	59,991,720	59,845,607
Represented by:		
Current assets	1,129,106	8,074,138
Non-current assets	64,586,941	57,468,234
Total assets	65,716,047	65,542,372
Current liabilities	5,629,716	5,609,413
Non-current liabilities	94,611	87,352
Total liabilities	5,724,327	5,696,765
Net assets	59,991,720	59,845,607

Additional Information Under the Rules of the Association

For the Year Ended 31 December 2022

Information to be provided to members or registrar

In accordance with the requirements of the Industrial Relations Act, 1991 [NSW] the attention of members is drawn to the provisions of Sub-Sections (1) and (2) of Section 512 which read as follows:-

(1) A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.

(2) An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

Members are advised that the Fair Work Commission have determined that Section 254 of the Fair Work (Registered Organisations Act) 2009 required that all members of the Police Federation of Australia, NSW Police Branch be provided with an Operating Report. A copy of the report has been published on the PANSW website www.pansw.org.au. Alternatively, a hard copy can be posted to members free of charge by contacting the Police Association's Information and Organising Centre on 02 9265 6777.

**Report of the Independent Auditor on the Summary Financial Statements
to the members of the Police Association of NSW**

Opinion

The summary financial statements, which comprise the summary balance sheet as at 31 December 2022 and the summary statement of surplus or deficit and other comprehensive income for the year then ended are derived from the audited financial report of Police Association of NSW for the year ended 31 December 2022. In our opinion, the accompanying summary financial statements a fair summary of the audited financial report.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Section 510 of the Industrial Relations Act 1991 (NSW) or Australian Accounting Standards. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 26 April 2023. The audited financial report is included in the 2022 Annual Report. Our Independent Auditor's Report to the members dated 26 April 2023 on the Financial Report did not contain any particulars of any deficiency, failure or shortcoming as referred to in the Industrial Relations Act 1991 [NSW], as applied by Section 282(3) of the Industrial Relations Act, 1996.

Executive's Responsibility for the Summary Financial Statements

The Executive is responsible for the preparation of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.



Daley Audit



Stephen Milgate
Partner

26 April 2023

Wollongong

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Green Slips

Adding another driver could reduce your premium

Mick Timms PPN Writer

■ The price of fuel contributes to the cost of vehicle ownership and adds pressure to family budgets. To a modest extent at least, the price of fuel can be a discretionary expense. Keeping tyres correctly inflated, removing unnecessary items from your car, coasting to red lights rather than accelerating and braking are all within the control of individuals and can result in savings.

Some costs cannot be avoided. One such cost is compulsory third-party insurance (CTP). Whilst eligible pensioners receive free vehicle registration, CTP must be paid for by the

registered owner.

Parents with children who are now of driving-age will know how insurance companies slug novice-drivers with higher premiums. But younger drivers are not the only age group that could be paying higher CTP premiums: older drivers could also be paying more to stay on the road.

If you are an older associate member, consider adding a younger driver to your CTP policy. For those with older parents, the same applies. Older drivers could save money by adding a younger driver to their policy.

The amount that can be saved by adding a younger driver will vary from case to case. There are variables such as age/type of vehicle, distance travelled in a year, traffic histories of the nominated drivers, as well as the garaged address. SIRA provides a website, www.greenslips.nsw.gov.au, where customers can search for the cheapest premium.

There would be many members who could be saving money so it's worth running the numbers when your renewal arrives to see what you could save.

Am I covered in an at-fault crash interstate?

■ The answer could be no. The NSW Compulsory Third Party (CTP) scheme operates on a "no-fault" basis where persons injured in a crash are covered regardless of whether they are considered to be "at fault".

However not all states operate schemes in this way. If you are injured in a crash whilst driving your NSW-registered vehicle interstate, the extent of compensation for your injuries will depend on the law of the State or Territory where the crash occurs.

In November 2022, a parliamentary inquiry into CTP heard from the Motorcycle Council of NSW regarding a rider injured in a crash whilst riding their NSW-registered motorcycle in Tasmania. In addition to sustaining injuries, the rider was billed for medical expenses including the cost of ambulance transport to hospital.

As a result of this incident, the State Insurance Regulatory Authority (SIRA) who regulates CTP in NSW has published a table outlining coverage applicable in

the state you are visiting if you are driving your NSW-registered vehicle. This table can be viewed at:

https://www.sira.nsw.gov.au/__data/assets/pdf_file/0005/986711/CTP-insurance-scheme-and-interstate-accidents.pdf

The Motorcycle Council of NSW is calling for homogenous coverage for persons injured in crashes across Australia.

Artist in residence

Sonia Roberts PPN Writer

■ Embracing her creative side has been one of the benefits of disengagement for Detective Senior Sergeant Vivienne Crawford. Vivienne disengaged from the NSW Police Force in March 2022 after 42 years of service. The majority of her career specialised in investigations and child protection.

When it came to disengagement, Vivienne believes being in the right headspace is crucial. "Work out, as much as you can, your finances and how you would realistically like to live your life after policing. You need to think this out. As you progress in your career, people will put in their two cents worth about if you should stay or go. That's why having a handle on your mental fitness and keeping your brain active is so important. I know this does not always happen. If you suddenly just stop and you haven't thought about it, it can really have an impact on your wellbeing."

"At the time I was going out I was getting ready for knee surgery but disengaging had been on my mind for some time. Even though it came in a hurry, I was grateful I had a plan in place," Vivienne said.

During the last 12 months, the 42-year veteran prioritised her health and is now looking to do more things with other people and keep interacting with the community.

She admitted that she was ready to hand the investigations mantle over to others. Vivienne remains grateful she was able to go out under her own steam and with enough time up her sleeve to have been able to seek advice from professionals such as financial planners.

"There's not a lot of people who stay in as long as I did. I think the time frame people spend in the job is getting shorter. My brain was active - almost perpetually fuelled by intellectual adrenaline - while I was working. Ultimately, it was the physicality of policing that got to me" she said.

Like many former officers, Vivienne has addressed the challenge of remaining



physically and mentally active. Since her disengagement, Vivienne has begun re-cultivating her creative talents through art classes including mosaics.

She has recently purchased an upgraded camera and has plans to incorporate more animals and landscapes into her mosaic pieces.

"My down time is important to me now - I think that comes from not having so much of it while I was at work. Like so many who have disengaged or retired, you don't realise how exhausted you are until you stop. The stress has dropped. This last year has given some perspective. I would get out every day. If I wasn't walking, just having a coffee and sitting there looking out at the water was helpful."

When asked about what she had learned during her career that would help carry her forward in the next chapter of her life, the former State

Crime Command investigator became reflective. Vivienne stressed the importance of remaining thoughtful and considering what you did and said "I think I am a lot better at it for having been in the police - the power of words and the tongue are just as powerful weapons as a Taser or firearm. I always tried to treat people as I would treat myself or my family. That's something I have taken in my life that's kept me on an even keel. If you treat people well and how you would like to be treated then the rewards come. It is important not to hold on to bitterness and anger - it only comes back to you. I felt like I gave a lot to people particularly as a formal and informal mentor. I don't want to throw darts at people as I enjoyed what I did. No matter what you are doing in life or what stage of life you are at - it is important to surround yourself with those who make you feel your best."

The Ying & Yang of George Adams

Mick Timms PPN Writer

■ Last year, Sergeant George Adams retired from NSWPF following a 41-year career. For readers of PANSW Police News, George is known for his Highway Patrol service in south-west metropolitan Sydney. But while policing paid his bills, martial arts has been equally important to George throughout his life. To the martial arts world, he is George Adams Hanshi – a Samurai’s title for Master.

This issue, we look at the Yin and Yang; the opposing but complimentary aspects of George’s life.

In 2022, George served 41 years retiring as Sergeant. “I officially retired on 15 August 2022 but marched out 29 November 2022 after the COVID restrictions were lifted,” George told PANSW Police News.

After such a long length of service, how did George find himself in the exit lounge?

“For me the decision to disengage was a long one, but I knew I had to leave sometime,” George said. “I had friends, retired and serving, telling me to go and others saying I should stay.

“While I was considering my future, we went through a re-structure in the HWP cluster I was attached to and, having been through that type of process many times, I think my staying helped.

The final years of George’s career coincided with the COVID-19 pandemic, which heavily impacted policing and police officers. George required hip surgery and was able to get it done before operating rooms were shuttered.

George reflected on his time with the Highway Patrol and what attracted him to that duty type. “I spent a total of 28 years in the HWP, most of my time, from 1998 to 2022,” George said. “I joined the Police Force because of my external

engineering qualifications suitable for the Radar Engineering Unit I did work at Radar Engineering and VKG for 18 months in total. I could not help how much I loved my week intro with the Highway Patrol at Five Dock. I remember the four Constables who drove me around, Stan Hemming, Derek Barto, Jim Benson and Mark Nielson. Ironically, I was never into motorcycles but the HWP Commander at the time, Chief Inspector Kotse said I had no choice but to get certified on police bikes, so, I rode them to the very end of my retirement.”

George told PANSW Police News how he disregarded advice from a number of commanders that he should pursue commissioned rank. “I stayed on the rank of Sergeant so I can continue working in the Highway Patrol.”

Along the way, George confronted two serious challenges to his career and

Save the date

2023 PANSW Women’s Forum

NOVEMBER						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

In celebration of International Women’s Day, save the date in your calendar and join us for the PANSW Women’s Forum later this year.

2-3 November, Park Royal, Parramatta

To register your interest, please contact the IOC 9265 6777 or via email (info.centre@pansw.org.au)

#EmbraceEquity



indeed his life. These experiences show us how martial arts is in his DNA.

"In brief, in 1994 I ended up with very serious head trauma and my chances of making it alive or even recovering from it were slim. But I was blessed, and the martial arts is what pulled me through.

"The other challenge is when I was seriously injured in an ultralight plane crash in 2002. My chances of returning to policing or ever doing the martial arts again were also very slim. But after a very long road to recovery, I was able to get back to my career and martial arts. It took me two years to recover.

Nowadays, George keeps in regular contact with current serving and retired colleagues and continues to keep busy with his martial arts training and hobbies like motorcycle riding and "coffee drinking".

"I was presented with a Martial Arts Master's Award in Melbourne in November last year. At the end of my speech I said, "I stayed in the martial arts because of the police, and I stayed in the police because of the martial arts. I guess I can say that a lot of cops would've have loved to have been in the martial arts and a lot of martial artists would've loved to have been in the cops. I think I had the best of both worlds."

George has been married for 40 years, and has two grown up children, a son who is a barrister and a daughter who is a fashion marketing director. Both are married. "The most recent addition to the family is grandson, born in 2022, who is named after me."

Martial Arts: A lifestyle not a sport

With a lifetime dedicated to martial arts, Hanshi George Adams is keen to share his experiences with serving and Associate members and their families. We began by asking how he became involved in martial arts.

"I started up martial arts in 1975 whilst still in High School for bullying reasons... keeping away from fights was not an option at Cleveland St Boy's High School," George told PANSW Police News. His involvement with martial arts grew over time.

"In the mid 1990's, I travelled the USA conducting numerous martial arts seminars with agencies including the Detroit Police Department, Ohio State Highway Patrol, Swanton Police, and the US Coastguard. Today, I run a full-time centre in Lakemba and a satellite school at West Pennant Hills," George said.

George has achieved multiple degree



SERGEANT GEORGE ADAMS WITH 'TEXAS RANGER' CHUCK NORRIS

black belts across multiple disciplines.

"I have an 8th Degree Black Belt in Karate. Also, 4th Degree in Filipino Martial Arts which includes Arnis (stick fighting), 3rd Degree in Japanese Jiu Jitsu and a 2nd Degree in Brazilian Jiu Jitsu," George said.

"I also have been certified in Muay Thai Kickboxing by three world champions. Sounds like a lot, but not over 45 years.

George has an amazing list of accomplishments from competing in martial arts in Australia and overseas. He supplied a list of wins and podiums containing dozens of entries, covering multiple federations, disciplines, and countries.

How did the discipline of martial arts help George as a police officer?

"My martial arts training gave me the ability and confidence to deal with many volatile situations both on and off duty," George said.

"I just had the confidence, maybe too much confidence, to deal with offenders on my own and not just one at a time.

There are many incredible stories to be told but I rarely talk about them because I don't want to sound like something out of a movie - I prefer the cops and others who were actually there, to tell the stories."

George explained how martial arts differ in terms of physical contact. "There is a varying degree of contact in different

martial arts and schools varying from non-contact to hard contact, but everything is still controlled. There is one right for everybody," George said.

"Jiu Jitsu on the other hand involves no striking but it is physically hard but rewarding. They say Jiu Jitsu is the gentle art but don't be fooled by that - at my age, I have to deal with strong young guys to maintain my Black Belt credibility.

What advice does George offer about the suitability for people of all ages to take up martial arts? "Martial arts training used to be for hardcore people who were willing to do whatever it takes to get a Black Belt. Today, the Black Belt is achievable by anyone with the right mindset. What is fantastic about the martial arts are families training together: A family that trains together, sticks together."

George also offered advice to readers looking to take up martial arts and join a local dojo. "Do a bit of research and choose the one you like, however, Jiu Jitsu is useful for police work. I think most of our readers would have done the Jiu Jitsu component in Deftac so I will not go into how good this art really is. Age is not a barrier and it's fantastic for keeping your mind and body active. Choosing the right school is important because cost can be a factor so shop around. Also, you need to check out the people and the culture within the school. Not hard for cops to work out. I tell my students that martial arts is a lifestyle not a sport, because sports usually have an expiry date. I was fortunate to make a life from martial arts and policing.

Hanshi George Adams is happy to be contacted by email at hanshi.georgebkj@outlook.com.

In Conversation Phil Tunchon

Phil Tunchon talks about his life in policing and time at PANSW



■ "My policing career started in February of 1968 when I joined the police cadets as a 15-year-old. I was sworn in on my 19th birthday in 1971 and did General Duties on the North Shore, Hornsby and Pymble before a transfer to Penrith in the mid-seventies and then I went into a one-man station at Blackheath."

"Part of the requirement of working there was I had to also do part-time rescue duties, which was the first stage of me having a bit of a love career with that type of work. After I left Blackheath and was promoted to the rank of Sergeant, I went to Katoomba and ultimately onto rescue duties full-time. I was there until my secondment at the Association in 1993 as Vice President. I basically started in 1978 as the Branch Delegate and Secretary for the Blue Mountains area and culminated in my election to the Metropolitan Executive in 1988."

"I was Vice President in 1992 and then by arrangement I took a secondment to the Association in 1993 to work with Peter Remfrey on the Association's first Enterprise Agreement, which we ultimately signed off in 1994, culminating with my election as President of the Association. I was President from 1994 to 1998 and then went back to General Duties policing at Blacktown for about eight months."

"The Association [has] a very important role to play. Just about everything that happens in policing has got an Association influence to it. And as I later found out, we were able to actively pursue interests that affected police officers more broadly. If you want to do business in New South Wales that involves police officers, you've got to deal with the Police Association."

On the Association's Executive and Staff

"There were people who were working extraordinarily long hours. Never, ever a thought about themselves, just the Association as a whole and what the job was, what we needed to do in order to get an outcome."

On his life membership nomination

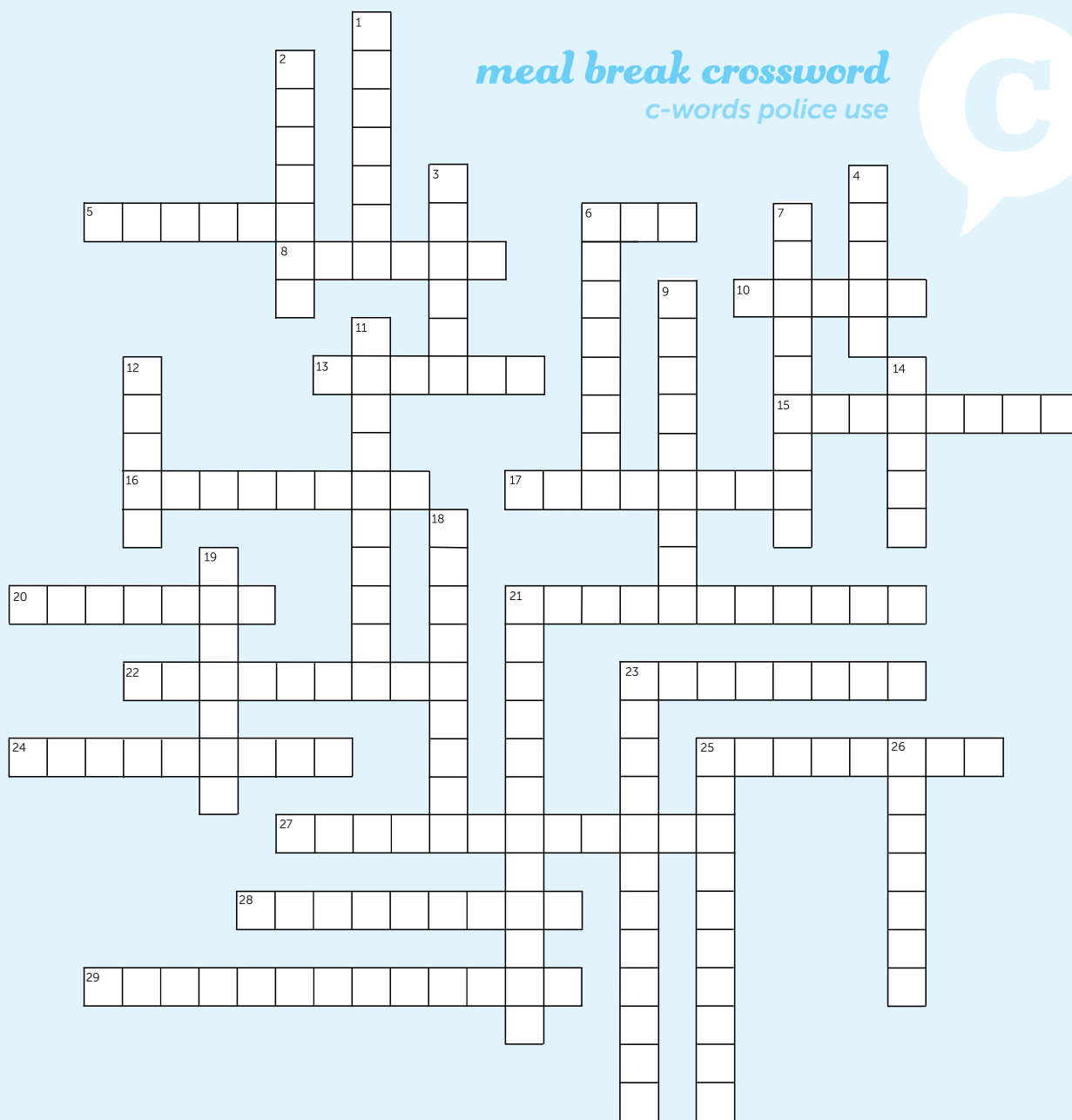
"I didn't know anything about it! I just thought there was still a lot more to do [and thought] a lot more could be achieved. I was incredibly humbled and I tried to reflect that at the time and to include my family."

For the full
22 minute video
click on the
QR code.



meal break crossword

c-words police use



Across

5. A hot drink made from ground seeds (6)
6. Colloquial for a sworn police officer (3)
8. The point where two street curbs meet (6)
10. Compress forcefully so as to flatten and/or break (5)
13. A quality attributed to a choice leading to loss or disadvantage (6)
15. Official mention of a praiseworthy act (8)
16. An unanticipated event causing mayhem and damage (8)
17. Suddenly falling down or giving way (8)
20. The action of directing behaviour or events around you (7)
21. An unplanned or unpleasant outcome of an action (11)
22. A feeling of calm certainty (9)
23. The place where a rail line intersects a road (8)
24. The call to participate in a competition (9)
25. Expressing a considered adverse observation (8)
27. Informal talk between two or more people (12)
28. Correlate an instrument's reading against a standard (9)
29. A hostile or argumentative situation between competitors (13)

Down

1. Official who holds inquests into suspicious deaths (7)
2. Bring together, into contact (7)
3. A facility used to obtain goods/services before payment (6)
4. Pursue in order to catch up with (5)
6. A person who's committed a crime (8)
7. A device used to pull corks from a bottle (9)
9. A person you work with in a profession (9)
11. A building which houses a judiciary (10)
12. To intercept and gain control (5)
14. Support the weight of something and move it (6)
18. A sworn police officer (9)
19. Give considered formal advice (7)
21. Afforded to someone in recognition of their loss (12)
23. In charge of the police force (12)
25. A big formal meeting of people with shared concerns (10)
26. To give an authoritative order (7)

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