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POLICE ASSOCIATION OF NSW

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Police News



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 Mr R. Del Vecchio - Asst. Sec. Admin
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Cover

May has been busy with Branch Forums held across the state, and PANSW members discussing things that matter.

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Roger Campton

■ Sergeant Campton is the Supervisor of the Proactive Crime Team in Deniliquin. He began his career with the NSWPF at Bankstown in 1998, spending time in the Intelligence Response and Criminal Investigation Teams before transferring to State Crime Command in the Property Crime Squad. From there he returned to General Duties at Brewarrina before being promoted to Sergeant at Bourke. He transferred to Deniliquin in 2010.

He was elected as a Delegate to Conference in 2012. He was an Executive member of the PANSW for Southern Area 1 for five years before stepping up to the top table with PANSW President Kevin Morton and Vice President Ian Allwood.

In this edition of Police News, you will find the Audited Financial Reports for 2024 in preparation for lodging them with the Industrial Relations Registry. As part of this process, we are required to have our accounts independently audited every year to ensure compliance with the related pieces of legislation and the recognised accounting practices. I am pleased to inform you that we have again

received an unqualified or 'clean' audit for the 2024 calendar year. This result did not happen by accident, and it would not be possible without the work of PANSW Assistant Secretary of Administration Raff Del Vecchio, along with Administrative Officers Julia Weber and Courtney Brett.

As you all know too well, the NSW Police Force is carrying a significant number of vacancies and will continue to do so for the near term. These vacancies are not only impacting on your operational work each and every day but they have a financial impact on this organisation too. As the membership of the Police Association of New South Wales is derived from the sworn positions of the NSW Police, we too are down on our membership numbers. Pleasingly, we have been able to manage the finances of Your Association to ensure that we can continue to look after the members through various channels of support including Industrial matters via the Industrial Relations team, Critical incident support through the Field Services team and representation through Legal



Services and more.

It is often said that you should aim to leave things in a better position than when you started and that has always been my goal. I have enjoyed the last three years as the Treasurer of this organisation and I look forward to representing your interests into the future.

PANSW President **Kevin Morton**

Strong Branches Strong Association

■ It's always good to get back into normal PANSW activities post Award, and in the last couple of weeks, I've had the privilege of meeting with members at South West, Western and North West Metro PANSW branch forums.

These meetings provide invaluable opportunities for our Branch Officials to connect on common issues and share invaluable information they can return to their Branches. As the President, it is an excellent chance for me to address you one-on-one and hear your concerns. The PANSW staff presented important information; plenty of it has been coming out of the Award negotiations.

As I mentioned to members, I look forward to your continued engagement and perseverance in these challenging times. You are central to the functioning of the Association, from acting as support officers during Critical Incidents to communicating important information on working conditions and entitlements back to your colleagues.

We are only as strong as our branch officials on the ground, and I thank you for your work and for going above and beyond to represent the interests of your colleagues and workplaces.

PANSW recognises CoP

As the first female police Commissioner, Karen Webb APM has left an undeniable mark on the New South Wales Police Force and the landscape of policing in NSW.

The Police Association of NSW worked closely with Commissioner Webb to achieve several significant outcomes for police officers in NSW, including paying recruits at the NSW Police Academy and an unprecedented pay rise and enhanced conditions to retain currently serving officers.

As a long-serving PANSW member, we congratulate her on 38 years of policing and wish her all the best in her future endeavours.



NORTH WEST METRO BRANCH FOCUS / COMMBANK STADIUM, PARRAMATTA

I will not be drawn into the debate circulating in the media about who the next Commissioner will be. That is a decision for the Premier of NSW to make independently. The PANSW will continue to focus on achieving the best outcomes for our members. What I will say privately and publicly is we have a wealth of experience and talent within the NSW Police Force and her successor must come from within.

My only hope is that the future Commissioner is up for the challenge, as there is still plenty to do.

Prisoner management

How we manage prisoner transport and police bail refusal and the role we should play in mental health interactions continue to be priority issues affecting the membership, with recruitment and retention remaining at the forefront of our focus.

We must make inroads into defining what the police role is in both these issues and ensuring that if it's not our job, we are pushing it back to the Government agency to which it belongs.

Farewell Tony Howell

We are also recognizing a significant departure from our own organization with PANSW Assistant Secretary Legal

Anthony Howell being appointed as a Commissioner of the Industrial Relations Commission of New South Wales. His appointment to the bench brings to an end more than two decades of services representing our members. Among his achievements, Mr. Howell was instrumental in establishing the In-House legal practice under then Assistant Secretary Phil Tunchon.

I thank him for his extraordinary service to our members and look forward to following his career closely.

Rest assured that our Legal Services division will continue operating as it has always. Before leaving PANSW, Tony completed a review of the Legal section to ensure that we have the capability to provide the best service to the membership into the future. I'll provide members with more information about this area of the organization soon.

Around the grounds

We are always looking at improving the way we share information with you.

Members may have noticed our new Around The Grounds email communication every second Thursday, with a reminder also shared across our social media channels.

This fortnightly wrap-up aims to keep you in the loop more regularly about the activity at Your Association. These are real examples, and we have already seen them in the industrial space in the ATG, where the other Branches have had the same occurrence and have been able to get on the front foot for their colleagues.

You will need to use your member login to access the content on our website – the same as you used to access the Salary Calculator during the Award.

Feedback from our Branch Officials has told us that you enjoy the content, so please be sure to access it to keep up to date with the latest goings on and other information, including our ever-expanding suite of member benefits.

Elise Hulley-Thomas PANSW Executive Member

Returning to Core Policing: A Positive Shift Towards Sustainable Frontline Service

■ The unprecedented loss of 16 officers in a two-week period at a South West Metropolitan Region (SWMR) station highlighted the critical need for affirmative action to retain and support the remaining workforce. The impact of this exodus was felt deeply—not only within that single Command but across the region. Ancillary teams such as High Visibility Policing (HVP), Crime Prevention Units and Proactive units were dismantled almost overnight, leaving minimal staff to manage high demand.

This was not an isolated event, nor should it be seen as a local issue. Across the state, similar stories were playing out. Commands are stretched thin, staff are overwhelmed, and the cracks were widening. However, with challenge comes opportunity—and what we've seen in response is not just a reactive strategy but the beginning of a powerful and positive shift in the culture of operational policing.

Member-Led Change

In late September 2024, Police Association of NSW (PANSW) Branches from all regions convened to discuss motions developed by grassroots members.

These motions reflected genuine consultation and collaboration and represented the daily struggles and ideas of operational police. The most critical motion focused on the psychosocial wellbeing of frontline officers. It proposed the triaging and referral of non-core policing matters to appropriate agencies—ensuring police time and resources were preserved for work that truly required our skills and presence.

PANSW Field Organisers worked with the Branch Officials across several Branches across metropolitan and



SERGEANT HULLEY-THOMAS: NSW PARLIAMENT PRESS CONFERENCE, 2024

regional areas to identify the non-core duties applicable and structure the motions effectively.

The implementation saw immediate impact. Within 24 hours, one SWMR Command reported over 30 incidents referred to non-policing agencies via police radio or the front counter. Supervisors and Duty Officers began pushing back on calls better handled by other agencies, including NSW Health, local Council, and mental health services. The result? A shift in accountability, with other services beginning to honour existing Memorandums of Understanding (MOUs) and referral protocols.

Importantly, this confirmed what many officers have long believed: not all jobs require a police response, and in some

cases, our involvement may delay the appropriate care.

Commander Support and Morale Boosts

Despite the high-pressure environment, support from Commanders and senior leadership was encouraging. The motion became a platform for productive dialogue between Branch Officials and Commanders, aligning operational needs with capacity and wellbeing.

PANSW staff collaborated closely with local Branches to effectively integrate the motions into practical outcomes. In communications to members, PANSW President Kevin Morton shared that senior staff would engage with the NSWPF to move the motions and make them an ongoing part of workload reduction during ongoing staffing crisis. This would include reviewing a range of policies and MOUs with other agencies.

On the ground, morale improved.

Officers pulled together with renewed focus, supported by leadership and their Association. There was a shared understanding: we are still here to serve and protect, but we must also protect each other to continue doing so.

What emerged was a return to camaraderie, purpose, and clarity of mission. Officers could again focus on the calls that required police intervention—domestic violence, critical incidents, community safety threats—without the burden of being all things to all people.

OMNI and Broader Innovations

The OMNI Working Group, established in direct response to staffing shortages and led by the Transformation Unit, focuses on reducing workload. Positive

We want to solve crimes, protect the vulnerable, respond to emergencies, build community trust, and take pride in our work. But that cannot happen if we remain chronically overwhelmed and misused.

outcomes have already followed, such as My Performance reviews shifting from biannual to annual submissions, and upcoming changes to Domestic Violence event processes.

Police Radio now utilises BluLink, improving communication, and a Senior Officials Group—comprising NSWPF, NSW Health, and NSW Ambulance—has begun developing alternative responses to mental health incidents. These include a stronger emphasis on health-led responses, lightening the load on frontline officers and improving community outcomes.

Reflecting on What Core Policing Really Means

The events of 2024 forced the NSW Police Force to reflect on what “core policing” is. Over time, growing societal pressures and shrinking resources meant police became default responders to almost every crisis—animal complaints, noise disputes, neighbour disagreements, welfare checks, lost property, and more.

Meanwhile, urgent jobs piled up. Several SWMR commands reported handing over 20 to 50 jobs per shift. At one point, over 100 jobs accumulated at one particular SMR Command, requiring urgent support from the SWM Region Enforcement Squad (RES) just to manage the load. Critical Incidents—including several deaths—occurred during these backlogs, with some later suggesting that faster response times may have changed the outcomes.

We must ask: is this acceptable? Is this sustainable? Is this how a modern, highly trained police force should be operating?

The answer is no—and thankfully, it’s changing.

A Positive Future Built on Focused Policing.

Redirecting non-core policing jobs to the appropriate agencies isn’t doing less—it’s doing better. This change frees officers to respond quickly, with more preparedness and less mental fatigue. It allows for more effective crime prevention, better victim support, and opportunities to debrief and learn from incidents rather than rushing from one to the next.

We’re seeing a cultural shift, not of disengagement but of strategic prioritisation. A renewed focus on what truly requires police skills. A commitment to sustainable service, not reactive firefighting. Most importantly, it’s a movement driven from the ground up by members who care deeply about the profession, their colleagues and the community.

The Role of the Police Association

Throughout this transition, the Police Association of NSW has played a crucial role. For years, the PANSW has advocated on issues of workload, resources, and wellness. The recent motions and their successful implementation are a testament to persistent advocacy and a willingness to act.

Following the 2022 Conference, the Commissioner was provided with:

- 21 policy change recommendations
- 15 legislative proposals; and
- 46 technology upgrades or updates

A total of 82 proposals. Their work continues. The PANSW is monitoring outcomes, supporting Commanders and branch officials, and advocating to ensure that these aren’t temporary fixes—but the foundation of a long-term strategy to safeguard our people and restore the profession.

A Call for Broader Support

It is vital that the public, policymakers, and partner agencies recognise these

reforms not as police stepping back—but as police stepping up to redefine effective and sustainable service.

This is a call to return to core policing—not because we want to do less, but because we want to do more of what truly matters. We want to solve crimes, protect the vulnerable, respond to emergencies, build community trust, and take pride in our work. But that cannot happen if we remain chronically overwhelmed and misused.

It is imperative that we work with the community to reduce violence, crime and fear as is the mission of the NSW Police Force.

Strength Through Focus

What has taken place over the past several months is not a retreat—it’s a recalibration. We are reclaiming our professional identity. By redefining our scope, we’re not limiting impact—we’re maximising it. By encouraging other agencies to meet their responsibilities, we are reinforcing accountability and improving outcomes for the community.

We are returning to core policing—not out of necessity alone, but out of pride, professionalism, and a commitment to the job we care deeply about. In doing so, we’re laying the foundation for a stronger, healthier, and more focused police force—one that can serve the people of NSW with clarity, strength, and purpose for years to come.

If your Branch are yet to implement your own version of these motions and require assistance, please contact the PANSW Organising team via 9265 6777.

Elyssa King PANSW Media & Communications Officer

Organiser & Industrial Officer

Specialist Commands are everywhere, so Nikki Lucaci and Karen Young travel the state.

■ When I interviewed her upon commencing her role with Non-LAC 4 in 2023, the PANSW's newest Organiser Nikki Lucaci said that she was most excited to find out what was essential to her members in the Specialist Commands and give back to them across the State.

With travel being a significant part of the role, she recently hit the road with her Industrial Officer, Karen Young. With extensive experience as a long-serving staff member of the PANSW, Karen has most recently applied her skills in serving the membership as a part of the Industrial Division. The symbiotic partnership between Organising and Industrial is crucial to successfully delivering the PANSW's services to its members. A professional curiosity and desire to learn about and creatively resolve workplace relations issues are involved in both jobs.

"The relationship needs to be strong... it is the most important link you can have here. The shared information we have as a team makes us successful at what we do," Nikki says. "The amount of work Karen does behind the scenes is unbelievable."

The complementary nature of their work is reflected in the high regard the two women have for each other's professionalism.

"You need to have a huge amount of trust in each other's abilities and we bounce off each other well," Karen says.

"Nikki has that operational perspective that I don't have experience with, so there are times when I will defer to her judgement.

"We bounce off each other so well and we've got each other's backs."

With Nikki being out in the field, Karen's role as an Industrial Officer is to provide expert advice while managing the numerous inquiries that come her way from the office.

The team works together on several matters, from cases on the go to complaint matters where Nikki may need to sit in as a support officer for that per-

son. They can share any general trends around the Commands through their different discussions.

During her secondment, Nikki has made it part of her mission to visit most of her areas across New South Wales. Covering the Specialist Commands means this is no small undertaking. At the time of writing, she and Karen are looking after PTC, Highway Patrol and Radio and Communications group.

"It's important for those members in Western Region to know that they have a voice because, at times, I am sure they feel forgotten."

Western Region had long been an unconquered pin on the map. Former Executive Member Peter Foran (who has since moved to the Commissioned Officer Branch) dedicated a lot of time to looking after members in that area.

"Getting out to see every member statewide is a massive undertaking. In some areas, that may only be two members, but that is still two members whose needs matter to us," Nikki says.

"There is so much information you can gather by getting out there and meeting the members face to face. Having that conversation, you are so much more engaged and see the things that matter to them in regional policing firsthand."

While visiting the Commands, Nikki presented about the importance of setting up the Branches. Welfare Support Coordinator Ian Johnstone and Support Officer Ed Murphy spoke about the ben-

efits of the PANSW's Welfare Assistance Scheme.

"Seeing Ian and Ed's member support presentation gives members confidence that their fees are being spent appropriately," Nikki says.

One member they visited had utilized the Scheme during the past few years. Seeing how much the assistance impacted him was a special moment for the Organising team, who had supported him through his challenges.

"You don't do the job for the gratitude, but it's nice to know that they are feeling it and that we are helping them."

A highlight was visiting Wireless Network Support Services workshop in Dubbo. With both sworn and unsworn members, the small unit works behind the scenes to keep the technical operating systems that enable radio communications up and running.

"We've learned so much technically and operationally about VKG and Wireless Network Group over the past two years. I've never worked in a regional location like that, so it was important to see strategically what they expect from us and what is next for them," Nikki says.

The pair also began the process of setting up a Branch at Dubbo, with representation in the area remaining dormant for some time. Branches are core to the strategic functioning of the PANSW. Establishing the Branch means the delegates can bring issues in the form of motions that they believe were deeply felt and widely held to Conference 2026.

"Having the Branch established gives them the avenue to put those motions through," Nikki says.

"It's important for those members in Western Region to know that they have a voice because, at times, I am sure they feel forgotten."

For both women, travelling around the regional areas drove home the significance of staffing shortages on a different level. "When you speak to a Command in the Western Region, it's incredible to see that they are so used to being



NIKKI AND KAREN
ON THE ROAD

short-staffed. They know that if they call urgent, they will be waiting 45 minutes for a car and staff shortages exacerbate that." Nikki says, "Still, they make do with what they have got."

Speaking to members from as far and wide as Dareton, Broken Hill, Nyngan, Cobar, Coonabarabran, Mudgee and more, the short staffing in General Duties has had a knock-on effect that has reverberated through the Commands. With experienced staff lost through ODS and natural attrition, the Specialist areas are also starting to feel the impact.

Having come from a background in Highway Patrol herself, the challenges faced by regional police officers have hit home for Nikki from an operational perspective.

"We were speaking to highway patrol members in Lithgow who were making overnight trips to Parkes to cover that area because they were short-staffed. If you were a metropolitan Command and had one person off, you would still have five or six staff that could cover that area."

One officer spent half a shift driving from Lithgow, completing half a shift at Parkes before sleeping the night there, finishing the morning part of the shift in Parkes before spending the afternoon driving home so the Command had additional coverage.

"The tyranny of distance is massive out there compared to a metropolitan Command," Nikki says.

"Unfortunately, the lives lost on the road is increasing, not going down, because we have fewer cops to be able to try and stop that."

Other challenges, such as housing affordability and financial considerations, mirror those of officers living in metropolitan areas. In terms of affordable housing, a tree change isn't necessarily the money-saving option it once was. The pair spoke to one officer who had moved from one regional area to another, only to find that the cost of living was equally high.

Nikki said that fatigue in relation to commuting is also a real issue that can come with an unexpected toll.

"If they want to live outside of the town they are policing, they can't catch a train to work. They're on the road, and especially with Highway, you're doing a ten-or twelve-hour shift without overtime and then traveling forty-five minutes to an hour each way to get home. It's something in the metropolitan areas that we take for granted sometimes, the opportunity to catch a bus or walk to work."

With Award 2024 locked away, early discussions leading into Conference 2026 have focused on conditions. As an Organiser, Nikki felt that having Karen with her in person to share her insights prompted members to ask more in-depth questions about their Award conditions than usual. Many had been speaking to Karen over the phone for years and were meeting her for the first

time. "They know I am at the other end of the telephone if they need me. It's good for them to put a face to my name." Karen says.

-
Apart from answering calls from members, the uninterrupted time on the road together allowed Karen and Nikki to reflect on their journey together at the PANSW.

When asked about their successes, the two quietly contemplate their work. When I prompt them more firmly about their achievements, both mention the 2024 Leading Senior Constable dispute with a hint of pride.

A dispute was raised in early 2023 when PANSW became aware that a specialist Command had commenced advertising LSC positions contrary to the LSC Guidelines, which dictated that advertising LSC positions should be location-based.

In July 2024, the PANSW and the NSWPF appeared before the Industrial Relations Commission to settle the long-running dispute. The story made headlines in the media, with the Daily Telegraph reporting the failure to advertise 34 vacancies in the Traffic and Highway Patrol Command.

To prepare, the PANSW's THPC team dedicated significant time to engaging with Branch Officials statewide, gathering crucial details to map out the distribution of vacancies across the Command.



KAREN TAKING A LUNCH BREAK AND ENJOYING DUBBO'S FAMOUS SANDY BEACH. FEBRUARY 2025

Both women said that the result would not have been possible without the proactive efforts and timely information shared by the Branches. But the outcome also speaks to their strength as a team; I witnessed Karen spending hours cataloguing the data into spreadsheets in the office, while Nikki's extended communication and carefully fostered connection within her Branches meant that crucial information from on the ground was passed on in high-pressure circumstances during the IRC hearing.

In August 2024, the matter was resolved on a without prejudice basis between the parties. As a result, members will have seen most LSC vacancies advertised across the Command.

"Those situations show that as an Association, our credibility is built on our members' trust in us," Nikki said. "Karen holds my credibility, and I hold her credibility."

Some of the greater wins are more difficult to describe tangibly. Sometimes, the most challenging part of the job is convincing a member undergoing the

most demanding career experiences that the outcome they received was a positive one.

"Coming into this job isn't what I thought it would be, but I wouldn't change a thing," Nikki says.

"The amount of work the Association does behind the scenes for its members is mind-blowing. You see the change in their faces in the audience when you go through what the PANSW has achieved for them."

"It is great to have the opportunity to meet members and share those achievements," Karen says.

Taking a moment to pause and reflect gives us the chance to think about how we, as your Union, can keep showing up in the best way possible for our members—especially across such diverse Commands.

We've recently made some changes to the structure of our Industrial and Organising teams. The refresh will allow our experienced staff to step into new areas and bring fresh energy, ideas, and insight.

As part of that change, Nikki and Karen will continue to support Highway, VKG and Communications but be saying goodbye (for now) to the members they've proudly supported in the Police Transport Command. But they're not going far—they're taking on new challenges in supporting the Mounted Unit, Dog Squad, Aviation Command and Marine Area Command.

The team are looking forward to getting out on the ground, listening, learning, and advocating strongly for what you need—whether it's conditions, resourcing, safety, or simply being heard.

2025 will be about building those connections and making sure these Specialist areas are backed by people who understand what makes them tick. The dynamic duo is excited to get started—and we're confident this new chapter will bring strong support to those of you doing some of the most specialised and demanding work in the state.

Sally Minahan Industrial Officer

Phasing out Leading Senior Constable (LSC) positions & the introduction of the new Field Training Allowance (FTA)

■ As part of the 2001 Award negotiations, 1,200 Leading Senior Constable (LSC) positions were created and distributed around the State.

The LSC position was designed to take on a greater role in guiding, mentoring and training less experienced officers. It was aimed for officers who did not wish to promote into a Sergeants leadership role. The position was designed to retain experienced officers in General Duties. These positions were later expanded to other duty types.

From the inception of the LSC position, it has been plagued with problems. Upon implementation, less than half of the 1,200 vacancies released were initially filled and the vacancy rate remained at around 400 per year.

Analysis had shown there were often few eligible applicants in metro area commands with the guidelines requiring 10+ years' service, later reduced to 7 years. It was also found that Senior Constables with the amount of service required preferred to apply for promotion to the Sergeant and Inspector ranks.

The LSC salary increments were also insufficient to attract applicants from CI and HWP positions due to their existing allowances, regular overtime, work environment and commitment to a specialist career path.

It was also found that LSCs that were appointed were often used to relieve as Sergeants without any monetary reward due to an overlapping pay scale and as a result it often fell to non LSC officers to undertake the training of Probationary Constables who received no financial benefit for doing so. The vacant Leading Senior Constable salaries have therefore

been saved by the NSWPF as a result over all these years.

It has been clear for some time that the LSC positions were not fully serving its purpose for General Duties and that a better framework was required. Motions were put forward at the 2022 and 2024 PANSW Conferences from Branches around the State which were carried by Delegates directing PANSW to pursue a review of LSC positions as a priority with a view to the rank being phased out in favour of a training allowance. The carried motions and position of the Delegates was subsequently included in our Log of Claims for the 2024 Award negotiations.

With the dissolving of the LSC positions, the PANSW's key priority was to enable all Senior Constables to gain access to the salary of a Leading Senior Constable. So rather than only 1,200 police officers across NSW being eligible to access the higher LSC salary, this Award was focused on spreading the salary to all officers who reached the top of the Senior Constable increment scale.

The achievement of this Award outcome was that all officers now reached this top level after 5 years of service as a Senior Constable (from 1 July 24) with a salary of \$127,919 in July 2024 and this is equally mirrored in the base salary for officers in the Detectives and Prosecutors pay scales. This reflected an 8% salary increase in the first year alone for officers already on the top-level Senior Constable rank.

Leading Senior Constable

Transition arrangements for existing LSCs to the new pay scale structure

and the eventual phasing out of the LSC positions were incorporated in this Award under the Memorandum of Understanding (MoU). The transition for those in a LSC position will see them moving over to the new pay scale at the SC Level 5 rank (top level) at varying points depending on their level.

LSC's still on rank will not be entitled to the FTAO allowance until they increment over to the Snr Con 5 salary.

a). Officers appointed to LSC Level 1 Step 1 from 1 July 2024:

Officers appointed to the LSC rank will remain on the LSC Level 1 Step1 salary until they transition to Snr Con level 5 salary on their increment date in the 25/26 financial year. Officers will receive the 4% salary increase from 1 July 2025 on their current LSC salary until their increment date in 2025/2026. These officers while retaining the LSC rank will not be paid FTAO allowance for any shifts completed until they transition to Snr Con level 5.

b). Officers on LSC Level 1 Step 1 and incremented in the FY 24/25:

Officers from 1 July 2024 on LSC 1.1 and had an increment this financial year will transition to the new Snr Con 5 salary on that increment date. Until their increment date occurs, they will not get FTAO allowance for any shifts completed whilst they are a LSC.

c). Officers on LSC Level 1 Step 2 and incremented before the transition date in April 2025:

Some officers were incremented to LSC Level 2 under the old pay scales due to the delay in NSWPF implementing

The shift from LSC positions to the FTA marks a major reform in how NSWPF rewards officers who train Probationary Constables

the transition process. In April 2025, the NSWPF transitioned these officers to Sen Con Level 5 which resulted in a reduction in salary. The PANSW has made representations on behalf of these officers regarding an industrial dispute concerning the applicable salary. If you are a member in this group, please contact the PANSW for further details.

d). Officers on LSC Level 1 Step 2 and incremented after transition date in April 2025:

Officers with an increment date after April (transition) and before 30 June 2025, may be impacted by the dispute outlined in c). above in which no officer should result in a loss of salary. LSC's still on rank will not get FTAO allowance until they increment over to the Snr Con 5 salary. If you are a member in this group, please contact the PANSW for further details.

e). Officers on LSC 2 as at 1 July 2024:

These officers will remain on LSC 2 until 1 July 2025, where they will transition to the new Snr Con level 5 salary (includes the 4% increase for July 2025). They will not be able to get the FTAO allowance until after the transition occurs. This group was captured under a grandfathering arrangement to preserve their higher LSC level 2 salary during FY 24/25. This enables these officers to transition to the new pay scale with no loss of salary.

Uniform

The PANSW has advocated to NSWPF for all existing officers in LSC positions to continue to wear their LSC epaulettes. Additionally, the PANSW through its role on the Uniform Steering Committee has made submissions advocating for all Senior Constables after 15 years of service to also be entitled to wear the LSC epaulettes.

These submissions are being considered and determined by the Uniform Steering Committee in May 2025.

NSWPF have confirmed that all existing LSC's at this time can continue wearing

their LSC epaulettes subject to the final decision of the Committee.

Introduction of FTAO

As part of the 2024 Police Award negotiations, an agreement was made for the introduction of the Field Training Allowance (FTA) for Constables and Senior Constables performing General Duties as a Field Training & Assessment Officer (FTAO) effective from the 2 May 2025.

The greatest benefit of the new FTA is that it can be applied broadly and reward all trainers, officers are able to transfer and retain the FTAO role and does not limit the salary and duties to a select few who had achieved 7 years of service. Constables who have 15 months of service within NSWPF are now eligible to apply to be FTAO trained and if approved, can perform the role of a FTAO at their Command/District.

FTAO Eligibility and Rostering

To apply to become a FTAO, officers need to be performing General Duties at a PAC or PD as a confirmed Constable (minimum 15 months service) or Senior Constable and recent experience in the performance of first response and/or proactive General Duties.

Commanders are to consider the performance, attendance, conduct and integrity of officers applying to be a FTAO. If selected on application to become a FTAO, officers must then complete the FTAO course and subsequently be rostered to work with a Probationary Constable in sessions 3 & 4 to receive the FTA (or session 5 if the P/Cst is on a performance plan).

Probationers will be paired with a FTAO and another officer in the three-out system for a minimum of four weeks, only one officer is entitled to the FTA and designated on the roster. FTAO opportunities are assigned based on experience, teaching ability and the needs of the Probationary Constable with fairness in equity of rostering FTAO shifts also

considered.

The PANSW negotiated strongly to ensure that the FTAO was payable for all shifts performed with a probationer during sessions 3 and 4. This is not negotiable and has been agreed to in the Award agreement and Guidelines. A FTAO must be rostered with a probationer during these sessions.

Existing FTAO's can continue their usual FTAO duties and now get paid an allowance for doing the work from 2 May 2025.

Payment

Based on a 12-hour shift being completed by the FTAO, the current rate is \$43.60 which increases with the Award pay rises and will reach to \$50 by July 2027. Officers can earn FTA on top of their salary and other penalties, potentially exceeding former LSC earnings. The full value of this allowance will depend on the number of shifts rostered to work with a Probationary Constable. Based on a typical 12-hour GDs roster, an officer who works 70 shifts during a year with a probationer can expect to receive on top of their salary and other shift penalties anywhere between \$3,000 in 2024 up to \$5,000 in 2027 if the officer completed 100 shifts with a probationer.

For our junior officers who have been undertaking this work for years for free and who were not eligible for LSC positions, this now financially rewards all officers under the rank of Sergeant who train our newest junior recruits. Officers who have previously undertaken the course are eligible to be immediately rostered as an FTAO and do not need to reapply.

The shift from LSC positions to the FTA marks a major reform in how NSWPF rewards officers who train Probationary Constables.

If any Branch is unclear on how the FTA applies in your Command, please consult with local Branch Officials or contact info@pansw.org.au for the PANSW to assist.

If any Branch is unclear on how the FTA applies in your Command, please consult with local Branch Officials or contact info@pansw.org.au for the PANSW to assist.



(LEFT to RIGHT) ORGANISER MARTY EVANS & INDUSTRIAL OFFICER PETER RICHARDSON, ATTENDING THE SOUTH WEST BRANCH FORUM, CAMPBELLTOWN CATHOLIC CLUB 30/4/25

Erin Hampson PANSW Industrial Officer

Southwest Metropolitan & Western Region Branch Forums



SOUTH WEST FORUM CAMPBELLTOWN CATHOLIC CLUB 30/4/25

■ On 30th April and 7th May 2025, members of the Police Association of NSW (PANSW) from the South West and Western regions came together for two highly productive and engaging Region Forums. These full day events were designed to support and equip elected Branch Officials with current information, practical tools to address workplace issues, and collective strategies to address the contemporary challenges faced in policing on a daily basis.

The South West forum was held at the Campbelltown Catholic Club, while the Western forum took place at Taronga Western Plains Zoo in Dubbo. Each event drew a strong turnout of approximately 25 to 30 members that contributed enthusiastically throughout the day, demonstrating a clear commitment to strengthening their union knowledge and supporting their peers as Branch Officials.

These forums also coincided with recent staffing changes within the Industrial and Organising divisions of PANSW. Members acknowledged the contributions of outgoing Field Organiser Rod Sheraton and Industrial Officer Casey Palma, both of whom made a significant positive impact across the South West and Western regions and have now moved to the Central/Southern Region team. Their departures were marked by appreciation, while the forums served as a fitting opportunity to welcome new

team members: Field Organiser Martin Evans who previously was responsible for the Southern/Central Metropolitan region, and myself, formerly an Industrial Officer with the Specialist team.

The Branch forum commenced with a welcome from the South West/Western team, followed by a keynote address from PANSW President Kevin Morton, who spoke passionately about the importance of collective strength and active representation. In Campbelltown, Assistant Commissioner Brett McFadden provided a detailed briefing on issues affecting South West metropolitan policing, taking time to respond to member questions relating to staffing orders, calls for assistance and custody issues. Similarly, in Dubbo, Assistant Commissioner Andrew Holland addressed current operational matters relevant to the Western region and engaged in open dialogue with the membership regarding attraction and retention in remote and special remote locations.

A focal point of both forums was the comprehensive industrial update delivered by the team. Members received a detailed briefing on the achievements secured through the recent PANSW Award negotiations, which included enhancements to pay and transition to new pay scales, LRP, FTAO allowances, enhanced parental leave entitlements, usage of the relief pool, updates to FTE model and FWA's. The team also shared

recent wins in industrial disputes, helping to clarify a range of issues that members were eager to seek advice on.

Further sessions covered key operational topics such as frontline resourcing, Critical Incident response protocols, and local dispute resolution. Assistant Secretary Field Services Paul Hannen provided in depth updates on equipment and logistics including the uniform and armour review, vehicle rollouts, body worn camera updates and prisoner transport procedures. Lead Field Organiser Jon Goddard discussed the "blue tape" reduction initiatives, updating Branches on key trials that are underway in the technology space.

The importance of member welfare was also a strong theme. Member Support Officer Ed Murphy reinforced the ongoing promise that members and their families have access to reliable welfare support services at the PANSW.

Each forum concluded with a regional discussion session, offering a platform for open discussions between members and the PANSW team. This created space for local issues to be raised and workshopped. The high level of engagement and the honest, solution focused conversations reflected the strength of member involvement and the collective determination to reach great outcomes.

The team would like to extend a big thank you to all members who attended the forums.

Jon Goddard PANSW Lead Organiser

Student Police Officers Graduate Goulburn



CLASS 366: STARTING THEIR CAREERS IN THE NSW POLICE FORCE

■ If I asked to transport you back to various stages in your policing career, one we all remember is our first day at the NSW Police Academy. Be it Redfern for our older readers or Goulburn, be it the Michelin star meals or the experience being housed in the older towers or in 'Melrose Place' where you shared a bathroom with only one other (not the sixteen like those slumming it up in the older 'Bronx' facilities).

In April 2025, a new cohort of more than 350 recruits officially commenced training at the Goulburn Police Academy, marking the start of their careers in the NSW Police Force as Class 366. As they took their first steps in the training program, many still got lost in the maze of wings and rooms. The group was addressed by our Field Organising team, who provided guidance, support, and a comprehensive introduction to the Association's role in their professional lives. Before even arriving at Goulburn, this class was already the recipients of PANSW assistance as they are being paid to train and will commence as just the second class to benefit from the new wage scale, seeing them as top-level Senior Constables in just nine years.

The arrival of the recruits is always a significant occasion for them. For many, it represents the fulfillment of a long-held ambition to protect their community and, for others, a career change inspired by a desire to make a

difference. From day one, the recruits are introduced to the values, standards and expectations of the New South Wales Police Force. Early in their training, they are also introduced to one of the most vital support systems available throughout their careers: the Police Association of NSW.

The Police Association staff visit the Academy in the opening week of the program to welcome the new recruits and to deliver a lecture on the role of the PANSW in safeguarding the rights, welfare, and working conditions of its members.

In their address to the recruits, the PANSW speakers emphasized the importance of unity and solidarity in such a demanding profession. They spoke candidly about the challenges officers may face — long hours, high-stress environments, public and media scrutiny, Critical Incidents and numerous personal sacrifices—and how the Association exists to ensure that officers are supported through all aspects of their professional journey.

The lecture also provided a historical overview of the Association's work, highlighting major achievements in improving safety standards, negotiating the new Award, setting nation-leading wages and conditions, and advocating for mental health resources. The recruits were reminded that joining the NSWPF is not only about joining

the job but also about being part of a broader professional family — one where members look out for one another.

A key part of the session involved informing the recruits of the services available through their membership of the Association. These include legal representation, the Welfare Assistance Scheme, industrial advice, and advocacy on workplace issues. The presentation outlines that the Association is not only there for moments of crisis but is a constant presence throughout an officer's career—from Academy days to retirement.

The presentation was valuable and eye-opening for many of our brothers and sisters in Class 366. It was an opportunity to understand what the job demands from those who have dug the well before them in our Organising team, which has more than 150 years of combined policing experience.

As Class 366 settles into life at the Academy and continues to obtain the skills to be effective frontline officers, the insights shared by our team will remain with them. It's a reminder that policing, while demanding, is also deeply rewarding—and that every officer as a member of the PANSW has a team behind them, committed to their wellbeing and success.



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Tony Howell PANSW Assistant Secretary - Legal Services

Protecting the Protectors



TONY HOWELL'S BARRISTER WIG IN SITU

■ There aren't many jobs where a bad day at work can wind you up in the dock. As members would appreciate, policing is one. A high-profile example has recently been splashed across the national and international media, with the conviction and sentencing of Kristian White for his involvement in the tragic death of Clare Nowland in 2023. Whatever view you may hold of that matter, all members could appreciate the impact on him and his family when the politicians, the national media, and ultimately the criminal justice system rounded on him. Your financial Legal Assistance Scheme provides you the support you need when you most need it.

Not all cases are as high profile as Mr White's. Your Association has otherwise recently supported another member in securing an acquittal from historical charges alleging assault occasioning actual bodily harm. The facts serve as an important reminder of the value of your membership of the PANSW. This officer was involved in a job back in 2017. No issue was raised about his involvement in the matter at the time. As a result of a review of the matter in 2022, in 2023, some six years after his involvement in the job, after having been transferred and promoted, charges were laid. He sought

the assistance of the Association, was granted legal assistance, referred to one of our excellent panel firms, and secured his acquittal (shortly to be followed by an application for costs that it is anticipated will be successful). None of those supports are available to non-members.

Another timely illustration of the continuing benefit of membership can be seen in the support currently being provided to several former officers who have been caught up in the fresh inquest into the 1988 death of Mark Haines, a 17-year-old Aboriginal man who was found deceased in suspicious circumstances on train tracks just outside of Tamworth.

An initial Inquest was held back in 1989. Due to lobbying from the family, no doubt assisted by an investigative true crime podcast series on ABC called "Blood on the Tracks", a fresh inquest was called in 2024. The Association's in-house legal team has directly briefed counsel to act on behalf of a number of Associate members who left the job decades ago and are now aged in their 70's and 80's, who were Ordinary financial members at the time and maintained their Associate membership after having left the job. The Inquest has run for several weeks, with more

to come. The \$59.07 annual Associate membership fee is probably the best investment those members have ever made. For those who maintain membership, the Financial Legal Assistance Scheme is there to provide you the support you need when you most need it (provided the issue arises directly out of the performance of policing duty).

With complaint processes on the rise, members should be aware that the financial Legal Assistance scheme is available to enable you to get advice if you are directed to participate in a complaint interview (or invited to participate in an interview under caution for matters arising directly from duty). It's always prudent to get advice before interview - even if it just provides comfort by confirming your current understanding of your situation, you have lost nothing by obtaining advice... and you can't unscramble an egg! If you or a colleague are served with a Notice to participate in an interview, reach out to the PANSW and we can facilitate a grant of financial legal assistance so you can be confident you know your rights and obligations going in.

PANSW Branch forums provide a rare opportunity for Officers of all ranks to speak openly & honestly with each other, about issues concerning everyone.





This is a community problem that touches all of us. It should be treated as a challenge above politics.



Dr. Kate Linklater & Elyssa King PANSW Communications

NSW Government Drug Summit

Seven days, two locations, broad participation - problem solved?

■ Between November and December, the NSW Government held the NSW Drug Summit 2024.

The multi-day summit fulfilled an election commitment from the Labor Government to hold a drug summit in its first term to build consensus on the way NSW deals with drug related harms.

Hosted in venues in metropolitan and regional NSW, the summit brought together key stakeholders including NSW Police Force, Department of Communities and Justice and other government agencies, health experts, people with lived and living experiences, drug user organisations and more.

The PANSW was also in attendance, representing the interests of its members.

-

The changes that have come out of previous Drug Summits are seen in practice daily in the professional lives of police officers around the state.

In the 1990s, Sydney's heroin problem was so severe that children were warned against jumping on the sand at Bondi Beach for fear their feet would be pierced by used needles.

On 31 January 1991, a shocking photo was splashed across the front-page of the Sun-Herald showed a skinny teenager being injected by a grown man in a Redfern laneway, near an official needle exchange program location.

The following week, then Labor Premier Bob Carr announced that a summit would take place if his government was re-elected. "It will be a no-holds barred, non-party examination of the

drug problem ... This is a community problem that touches all of us. It should be treated as a challenge above politics. We will push aside all other business. We have to look at fresh ideas." He said in an interview with the Sun-Herald. The Summit that commenced on 17 May 1999 would have a lasting impact.

Then Police Commissioner Peter Ryan told the Summit that while the media focus on heroin had brought about the meeting of minds, most drug offences in New South Wales recorded by police at the time were related to possession and use of cannabis. While acknowledging the positive role of existing solutions including needle and syringe exchanges and methadone clinics, he also highlighted the challenges in relation to related crime. He called for enhanced

planning and coordination when methadone clinics were established and tighter controls and monitoring of clinics.

Professor Wayne Hall, Director of the National Drug and Alcohol Research Centre presented the participants with options available to deal with the problem. Among the recommendations, it was recognised that there was an ongoing need for specific strategies to prevent overdose. It was proposed that the trial of medically supervised injection rooms should be considered.

Eighteen months later, the first supervised injecting room in the English-speaking world opened in Kings Cross.

Twenty-five years after the original summit, the second summit is likely to produce equally influential results. It promised to deliver consensus on major drug reform and related policy and will no doubt impact on operational policing, including potential cannabis law reform.

On Thursday 31 October, the Cannabis Committee tabled its first report into its inquiry into the impact of the regulatory framework for cannabis in New South Wales. The Portfolio Committee No.1 – Premier and Finance found that the current approach through prohibition is “unduly punitive, inflicting significant social harm with no corresponding social benefit and creating an economic burden on the people of New South Wales.”

“The data points unequivocally to the fact that ultimately complete legalisation of adult use cannabis is the clearest and most effective option moving forward.” The Hon Jeremy Buckingham MLC, Chair of the committee said.

The committee’s report called for bold reform but conceded that legislative reform would need to be implemented through a staged approach to minimise harm and ensure community support.

The findings and recommendations are set to inform discussion at the NSW Drug Summit, with its final report in April 2025 expecting to build upon this framework.

The PANSW submitted its own submission to the NSW Drug Summit. Among its recommendations, the Association recommended that the decriminalisation or legalisation of illicit ‘hard’ drugs such as amphetamines, heroin, cocaine and MDMA cannot be achieved safely under current circumstances. However, it made some concessions in relation to cannabis.

Legalisation v decriminalisation

In relation to cannabis, two alternatives should be considered, with no middle ground, to ensure clarity for operational law enforcement:

1. *Cannabis supply, possession and use should be legalised and regulated properly by the government; OR*

2. *Cannabis supply, possession and use should be managed as a criminal offence.*

Decriminalising cannabis creates too many practical difficulties for police officers due to lack of clarity in processes and legislation. It also allows organised crime to continue to take advantage of demand created for the drug and creates unintended consequences because of inappropriately designed infrastructure

service provisions for users, training for workers involved in the implementation and a community safety campaign.

Without these conditions in place, there are significant implications for police resourcing, road safety and procedural implementation.

In the lead up to the Summit, NSW Premier Chris Minns again ruled out government support for the decriminalisation of cannabis.

“I can’t introduce a policy of that magnitude without asking for voter support, and as a result of that I’ve got to manage expectations” he told the Daily Telegraph.

In the report, Committee Chair Jeremy Buckingham acknowledged that the Opposition seemed to share a similar

If legalisation were to be considered,
several issues would have to be
addressed prior to implementation.

and diversionary programs.

Compared to the confusion created by decriminalisation, proper regulation of the cannabis industry could have positive outcomes for police and the wider community. Police officers could spend their time investigating other crimes, court time would be saved, jobs would be created through the establishment of dispensary and regulatory bodies and the drug would be regulated to ensure community safety. Taxes raised from the regulation of cannabis could be used for health services and related support programs.

Preconditions for reform

If legalisation were to be considered, several issues would have to be addressed prior to implementation.

Driving under the influence of cannabis must be clearly legislated to allow police officers to test levels of impairment to a safe standard, similar to drink driving. Considerations would need to be made in relation to supplying technology required to conduct the testing along with the resourcing required to undertake the operations as drug testing is labour intensive.

Appropriate infrastructure must be in place including a regulatory body, health

view but argued that “this must not deter the government from pursuing a rational, staged and evidence-based policy that addresses the growing need for legal and regulated cannabis markets.”

MPs have vowed to approach the discussions at the NSW Drug Summit with an open mind.

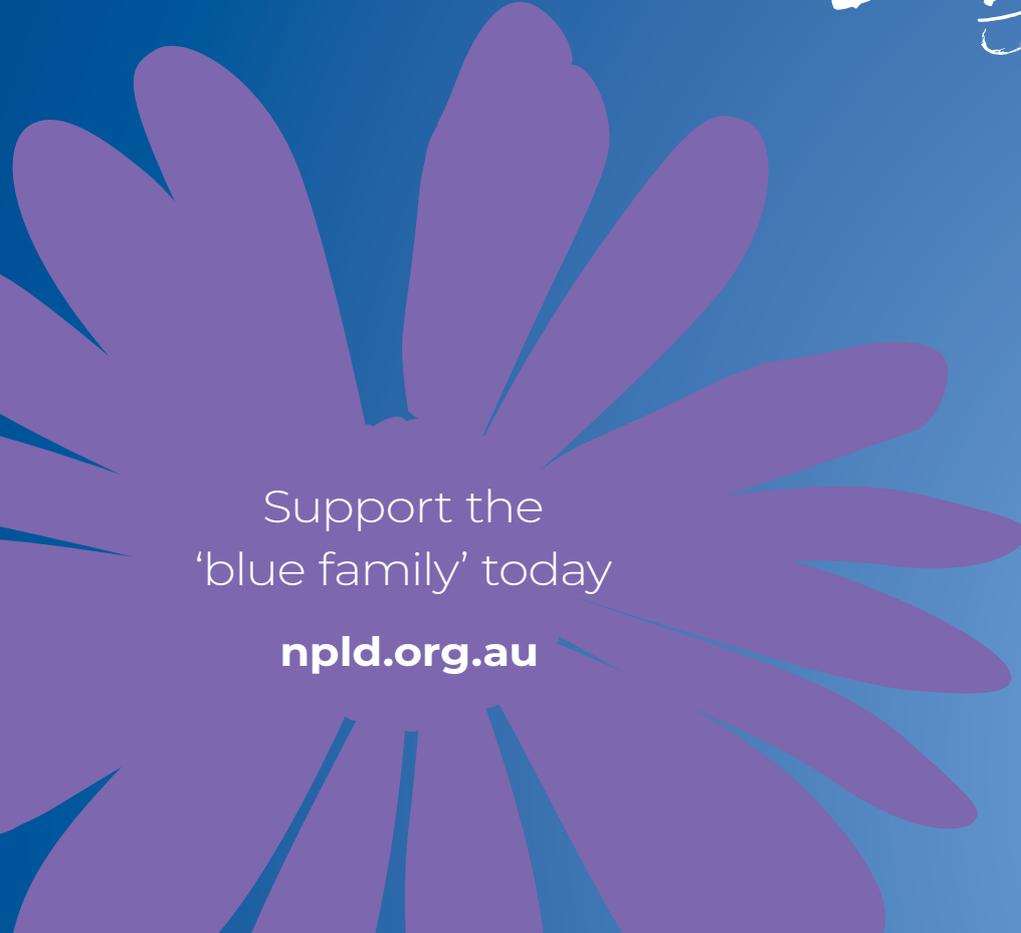
The report back on the 2024 Drug Summit was released in April 2025 authored by co-chairs Carmel Tebbutt and John Brogden. They recommended the NSW Government consider 56 priority actions.

Ultimately, if any changes are made and certain drugs are legalised, police must be removed from that equation and any associated outcomes. Public interactions in these cases should be treated as health issues, with responses led and managed by the appropriate health services. It is critical that the safety of police officers and community members who are not involved in illicit drug use remains a top priority in any decisions made. That is what the Police Association of NSW will continue to advocate for—representing your interests and ensuring your voice is heard in shaping the outcomes of this summit.



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LEFT TO RIGHT / SUZY VISITING MACHU PICCHU IN 1973 - TWO YEARS LATER MARRYING POLICE OFFICER PHILIP PARKES IN 1975

Tim Sinclair NSWPL Marketing and Communications Manager

Interview Suzy Parkes

■ Suzy Parkes shares attributes common to many of our Police Legatees: resilience, courage, determination, tenacity. And from these qualities she's fashioned something uniquely her own, as the author of more than thirty erotic romance novels.

Suzy has never been one to shy away from new experiences. As a teenager she studied mechanical engineering at Granville Tech, coming second in the state in her final exams (although struggling to find work as a woman in the less-enlightened times of the 1970s). Later in her working life she was one of the first to work as a Teacher's Aide in the NSW Education Department's pilot program for children with special learning needs. As an 18-year-old she became a Buddhist, a spiritual practice which has stood her in good stead for life's challenges.

And one of the experiences that would have the biggest impact on her life was marrying a police officer, Philip Parkes, in 1975. They met at a dance that her sister talked her into going to, and quickly became an item. Living for a short time in a small flat in Auburn, the couple found their family home almost by accident. On a drive with her parents one day they came across a new housing estate in Blacktown. Liking the look of it, they talked to the agent, who said they could put a deposit down.

"So we borrowed \$20 off my father and secured the house." (The total price was \$28,000.) "My father used to like to brag that without him we couldn't have bought a house."

The couple would live there for the next 33 years. During that time, they had two sons, Suzy started her work with the Education Department, and Philip worked his way up through the ranks, reaching his final rank of Senior Sergeant at Fairfield. And then tragically, in 1994, he was diagnosed with an inoperable brain tumour. Everything changed.

By 2000, Suzy was working as his full-time carer, as Philip became more incapacitated. In the last few years of his life he was bedridden, partly blind, and had trouble speaking. "It was not a pleasant time," says Suzy, with characteristic understatement. Her Buddhist learnings helped her greatly during this time. "You just do what you gotta do."

She looked after him in their home almost until the end, when she could no longer physically help him. By 2008 he was having seizures almost continuously, and he died in the palliative care facility where Suzy eventually had to place him.

At the end of that year, at the encouragement of one of her sons, she moved up to Newcastle to be closer to family. She's been there ever since, and is delighted that her other son has now

moved close by. It's become home base, and it was from there that she launched into the next stage of her life.

In 2013 she and a friend were reading the same book. Suzy thought it was badly written and said so. "So she said Oh yeah, I suppose you could do better? And I said I'm sure I can."

So she sat down and wrote a book. She sent it to her friend, who liked it, and dared her to send it to a publisher. She refused at first, but eventually cracked and sent it out. "And blow me down, a couple of months later I get a letter to say it was accepted!"

She went on to publish 17 books with that publisher, before changing to a different house in 2020, with whom she's published 14 books so far. It's an astonishing track record. Asked if she ever feels blasé about putting out another book she laughs. "Every time I sign a contract my dog thinks I've gone nuts, because I dance around the house."

Suzy shows no signs of slowing down, with several more books in the pipeline as we speak, a worldwide fanbase, and the devoted cheerleading of her family to keep her going strong. You can find all of Suzy's work under her pen name Suzy Shearer, at suzyshearer.com, or via online booksellers including Apple, Amazon, and Kobo.

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Greg McKenna, CEO of Police Bank

Four things to know about 'mortgage prison'

Money Matters brought to you by Police Bank



■ The start of the new year finally brought some good news for homeowners: a cut in interest rates. Some borrowers saw a reduction in their repayments due to the Reserve Bank of Australia (RBA) rate cut, and many likely moved lenders.

However, because of regulatory rules, some borrowers couldn't access the lowest rates available to them. Home loan lenders must add 3% to the interest rate as a serviceability buffer when assessing loans, locking some borrowers into 'mortgage prison' with little-to-no room to move to a new loan or lender. Here's what that means – and how to try to avoid it.

1. What is mortgage prison?

Mortgage prison occurs when a borrower is stuck with a home loan but can't qualify for a new loan due to the 3% serviceability "buffer" regulators require lenders to add. As a result, borrowers get trapped in a higher rate loan than they could get elsewhere if they could refinance to a cheaper option. It's a frustrating position to be in, especially when borrowers know they could be better off moving to a new lender or loan with lower rates.

2. Who can get locked in?

Anyone can end up in mortgage prison. It doesn't mean you've done anything wrong – mortgage prison is just a result of the way the home loan market works.

The 3% buffer is designed to protect you from extreme interest rate changes – like the 13 rate hikes by the RBA between 2022 and 2024. It's a cautious move by regulators and lenders to prevent borrowers from overcommitting to a loan they can't afford if the interest rates are raised considerably.

While many Australians were caught by the sharp rise in interest rates from 0.1% to 4.35%, there were fewer defaults and hardship cases than expected, thanks to these buffers.

3. What can you do?

Recently, we've seen an increase in 'mortgage prisoner' loan applications – and where possible, we've worked with members to help them move to Police Bank and lower their interest rate by considering mitigating circumstances, especially for serving Police and their families. So, if you're struggling with mortgage stress, the first thing to do is reach out to your lender. They may have options available depending on your situation. If that doesn't work, we'd be happy to see if we can help.

If financial stress is severe, we offer dedicated hardship support to borrowers who are struggling to make repayments. We're always here to help where we can.

4. Steps to avoid mortgage prison

Sometimes, there's nothing you can do to avoid getting trapped in a higher-rate loan. Almost no one thought the Reserve Bank

would increase interest rates from 0.1% to 4.35% p.a. in such a short period, especially after they indicated rates would remain steady.

However, mortgage prison can also result from life changes that affect a family's financial situation – like illness, job loss, divorce or just unexpected expenses. Life happens, and sometimes it's necessary to take a step back, reassess, and make a plan to move forward. At Police Bank, we see our role as helping members navigate these challenges with the least amount of financial stress possible.

Ultimately, mortgage prison is a place no borrower wants to be, especially when better rates are out there. So, talk to your lender or reach out to us, and we'll see if we can help ease your financial burden.

For more tips on managing your finances, visit www.policebank.com.au or call us on 131 728.

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PANSW
POLICE ASSOCIATION OF NSW



Elyssa King PANSW Media & Communications Officer

Branches challenge a bad decision

Whether you're just starting out in the police or have extensive experience in the job, you never know when you may require support from the PANSW at any time during your career. A call out to a seemingly routine job could turn into the worst day of your professional life.

Last month, a PANSW Organiser attended Camden local court for several days to support two members who have been charged with assault after attending a domestic call out involving an elderly person.

The two officers responded to two triple-zero calls from an elderly woman at a home at Picton in Sydney's South-West after 8.45pm on Sunday 21 January 2024. The 92-year-old man received injuries which were allegedly the result of an interaction with the officers. He was taken to hospital where he was admitted with a fracture to his right elbow, and significant bruising to his head and arms.

A NSWPF media release stated that following an internal investigation, a male senior constable and a male constable, both attached to the South West Metropolitan Region, were served court attendance notices on Wednesday 12 June 2024 for assault occasioning actual bodily harm, with the constable facing a further charge of assault.

The decision to charge the two officers

angered many members. The two police officers had followed their training but were still charged. What precedent does this set for how police officers deal with vulnerable people? Six local branches of the PANSW passed motions challenging the decision.

On June and July 2024, this outrage hit the media – with The Daily Telegraph reporting on the upheaval within the membership.

"This Branch acknowledges these matters are before the Court, however we express extreme disappointment that charges have been preferred, even after expert advice was received from Operational Safety Tactics and Governance Command, confirming these members had acted within NSW Police guidelines and training during this incident," a motion from one branch read. "The Branch raises further concern that the matter was not reviewed by the Director of Public Prosecution (DPP) being the prosecuting authority and was reviewed internally before proceeding to charging," it said. "The Branch sees this second action ... as being a deliberate action to avoid a protracted and independent review of the legal validity of the incident based on a perceived need to expedite the matter to avoid scrutiny and this is to the detriment of our members."

"(We) call for urgent clarification from the Commissioner of Police on expectations for our members while dealing with vulnerable persons, who are violent. If this expectation differs in any way to current policy and training The Branch calls for that training to be expedited."

Your day-to-day operations are frequently re-examined by other bodies, including the Coroner, and member are called upon to explain or defend these split-second actions. The officers were legally supported through the PANSW Legal Assistance Scheme as a result of their PANSW membership.

This highly publicised examples is a stark case where the legal liability and the interests of the NSWPF and the Officer are very different, and members are required to obtain their own independent legal counsel.

The drawn-out process can have a huge psychological toll on the involved officers, who remain stood down while the proceedings play out. Along with support through Legal Assistance, PANSW Organisers provide welfare assistance in the lead up along with supporting the involved officers at their court dates.

As the proceedings continue to unfold, the Police Association will stand by members every step of the way.

Summary of Financial Information For the Year Ended 31 December 2024

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	2024	2023
	\$	\$
Membership revenue	18,809,186	18,967,855
Other income	5,897,195	4,860,291
TOTAL INCOME	24,706,381	23,828,146
LESS TOTAL EXPENDITURE	18,959,412	19,026,031
RESULT FOR THE YEAR	5,746,969	4,802,115
Remeasurement of net defined benefit obligations	8,174	18,166
Revaluation of property, plant and equipment	747,056	-
TOTAL COMPREHENSIVE INCOME	6,502,199	4,820,281
BALANCE SHEET AS AT 31 DECEMBER 2024		
TOTAL EQUITY	71,314,200	64,812,001
Represented by:		
Current assets	2,168,858	1,268,731
Non-current assets	74,827,362	70,843,295
TOTAL ASSETS	76,996,220	72,112,026
Current liabilities	5,626,615	5,866,875
Non-current liabilities	55,405	1,433,150
TOTAL LIABILITIES	5,682,020	7,300,025
NET ASSETS	71,314,200	64,812,001

Additional Information Under the Rules of the Association For the Year Ended 31 December 2024

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 2024 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 2024. In our opinion, the accompanying summary financial statements are 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

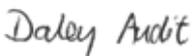
We expressed an unmodified audit opinion on the audited financial report in our report dated 8 April 2025. The audited financial report is included in the 2024 Annual Report. Our Independent Auditor's Report to the members dated 8 April 2025 on the Financial Report did not contain any particulars of 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

8 April 2025 / Wollongong

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EVERY TWO YEARS RETIRED MEMBERS OF THE NSW MOUNTED POLICE GATHER FOR A REUNION. THIS YEAR'S WAS IN COFFS HARBOUR, MAY 2025

Mick Timms PPN Writer

Mounted Police 200 Year Reunion

Retired members of the NSW Mounted Police Unit remain a tight group

The 2025 Mounted Police Reunion was held in over three days from 2-4 May. It was a destination reunion held in Coffs Harbour where PANSW Associate Member Murray Smith now lives. Murray has been organising mounted police reunions every two years since 2011.

"It was originally for police of my era, but it expanded to include all serving and retired members who worked at the NSW Mounted Police Unit," Murray said.

The 200th anniversary reunion attracted 25 former members of the Mounted Police as well partners attended the Mounted Police reunion at Coffs Harbour. They travelled from as far as Hughenden in north Queensland, Albury to the south and Eugowra to the west.

Those present served at the Mounties between the years 1962 and 2007. The oldest to attend was Kevin Wild who joined the Mounties in 1962 with former with Wayne Biffin also present.

The reunion included a lunchtime three-course meal at the Coffs Harbour

Surf Club where old workmates caught up and talked of their time spent at the stables at Redfern. Following lunch and a formal photograph, many adjourned at to the Park Beach Caravan Park's camp kitchen for a sausage sizzle and more reminiscing of old times which continued until well after dark.

Former OIC, Don Eyb APM OAM, was unable to attend due prior commitments. It was the first time in 14 years that he has missed a Coffs Harbour reunion. Don however arranged for a collection of old photographs and other memorabilia from the Mounted Police Museum at Redfern stables to be brought to Coffs and displayed at the reunion venue. This was greatly appreciated by all in attendance.

The Reunion wrapped up with a breakfast back at the Surf Club on Sunday morning.

Murray Smith was attached to the NSW Mounted Police Unit from 1970 to 1974. He would go on to other locations

including Tamworth and duties as a district weapons trainer, but it is his time in the mounted unit he looks back on most fondly.

"It was the best time in my service," Murray told PANSW Police News. "I had a good run at the unit - Don Eyb and I lead the musical ride," Murray said. "We trained in Centennial Park, did shows and tentpegging competitions, and traffic patrols in the city. We also trained horses to pull the Queens Carriage used in the opening of the Opera House.

As evidenced by the attendance at the reunion, Murray said members of the unit were a "close knit bunch" and lifelong friendships were made. "The main shift was 6am to 2:30pm, five days a week," Murray said. "We were young, unattached, and went out together.

Although no longer riding, horses remain an important part of Murray's life, with his daughter and granddaughter active riders.

Mick Timms PPN Writer

The Ringmaster Don Eyb APM OAM

"I'm a bloke from the bush who was in the right spot. I've had a fortunate career and learned a lot".



DON EYB (left) DRESSED AS AN OLD TROOPER, REPRESENTING FORMER MOUNTIES - SYDNEY ROYAL EASTER SHOW'S EXTRAVAGANZA.

■ In 1961, a 19-year-old name Don Eyb from a dairy and beef property between Maitland and Dungog attended a police recruiting office. "The Sergeant asked, 'can you ride a horse son?' and I said, 'Yes Sir,'" Don told *PANSW Police News*. Don was sent for a trial ride, completed initial training and was attached to the mounted police.

As part of its 200th year anniversary, the NSW Mounted Police Unit took centre stage at the Sydney Royal Easter Show Extravaganza. The musical ride as it is known features 20 horses and riders paired with eight police motorcyclists, supported by 10 highway patrol cars and two police bands.

Don has fond memories of his first musical ride in 1962. "It was the greatest event I've ever been in. I was overawed by it. But you are amongst people who have done it before." Don calculates he rode in over 300 musical rides. "You never get complacent or something could go wrong," Don said.

After a 44-year career, Don became a volunteer in policing and is still involved with the unit. He played a pivotal role in the 2025 Extravaganza, albeit on foot

rather than on horseback. "My role was to choreograph and train," Don said. "The first real practice with everyone was that first performance at the showground and I wanted to make sure it went well.

"I was going to sit up in the stand, but the Acting Inspector Donna O'Malley said, 'Why don't you dress up as an old trooper and represent the former Mounties'".

"It was only going to be for one night after the show, they asked me to do it every night." "It was the best swansong I could ever get."

Awarded the Medal of the Order of Australia in 2013, Don's work as a rider and trainer is well known. Don worked with the stock horse association and trained 140 horses and riders for the Sydney Olympic Opening Ceremony.

He is a longtime a supporter and Vice-Patron for Riding for the Disabled and is a judge with the Australian Tentpegging Association.

Don named Ritchie, the unit's longest serving horse, as his favourite. "As the Commander's horse in the musical ride, he knew when it was time to join the troop when the William Tell Overture

played," Don said. "He had 20 years of police service when I retired him at age 28. He was institutionalised - the Mounted Police was all he knew."

Don said he had a call from Police Minister Paul Whelan who had a property and some badly behaved horses. "Ritchie taught the young horses some manners - he was the best horse Paul had," Don said. "When visited him, I'd call out and he'd come galloping to me."

Don offers advice for retired police and serving members about retirement. "Ron Livermore was my first boss at the Mounties," Don said. "I hadn't been there long when he called me in and sat me down."

"He said when you retire there are two things you must do. The first is to pass on anything you've learned to the next generation, and the second, is to remember you have a responsibility to yourself to keep your hands busy and your brain busy".

"I was about 20 at the time and I was thinking 'why is he talking to me about retirement', but that advice is what keeps me going."

Sonia Roberts PPN Writer

First Past the Post

Retired Sergeant Karen Owen's life has seen many professional firsts

■ For the Mounted Unit's first female Sergeant – Karen Owen APM – her time with the unit included many firsts and took her around the world. Karen retired from NSW Police in 2016 after 34 years of service. Originally stationed at Darlinghurst (No 3 Division) 1982-1983, she took on her "dream job" a year later and remained there for the rest of her career.

During her career Karen received the Audrey Fagan Award (Australasian Council of Women and Policing (ACWAP) and Commissioner's Unit Citation for the 2005 Cronulla riots.

"Women were only accepted in the Mounties a year or so before I joined. To Janet McGilvray - who was the first female to join the Mounted Police – thank you for leading the way.

"Sandy Langsford and I were the first females to perform in the Musical Ride, which was at the old Sydney Showground at Moore Park in 1984.

"That was incredibly special, to be a part of such a tradition. The old bosses were sceptical that women would be strong enough to hold the thoroughbreds at the gallop, but we were more than capable."

Karen acknowledged that while the showground at Sydney Olympic Park made a grander stage for the Musical Ride, she did have a soft spot for the ambience and tradition of Moore Park.

She recalled the choreography of the ride changed over time to reflect the type of horses involved. "At Moore Park most of the police horses were thoroughbreds, usually former racehorses. The ride was performed at a



KAREN OWEN LEADING FAY'S ANGELS AT ROSEHILL RACECOURSE / PHOTO VIRGINIA HARVEY

faster pace with more galloping in some sections."

"Nowadays, the horses are a heavier type, with some warmbloods and draught horse crosses involved. So, the ride is done at a slightly reduced pace, but the choreography is similar. The ride is important training for horse and rider, which boosts their performance in their operational work," she said.

Karen, who also served at the unit's Senior Instructor/Horsemaster during her career, was also the only female to be a part of the Mounted Police Tentpegging team at the Royal Easter Show.

Paid to do what you love

Since retiring from policing, Karen has discovered one thing about her former colleagues in the Mounties – it was their favourite time in the Police Force.

"I think this is because you are getting paid to do what you love - ride and train horses. It's a physical job, so you keep fit and healthy and work in a team environment. Never boring, with varied types of work, and trips away with like-minded colleagues."

"We all love horses. That's what makes

it such a close-knit group. Whether it is ceremonial work, community relations events or operational police work you are in an environment where you rely on each other. For me, this was never truer than during the 2005 Cronulla Riots," Karen said.

Karen rode competitively outside of her policing role. In the sport of Three-Day Eventing, she represented Australia in 1999 and was shortlisted for the Sydney 2000 Olympics.

"I was proud to compete in police uniform, which is required by the Federation Equestrian International (FEI) for members of armed services competing in international events. Leading the Police Musical Ride at the 2005 and 2010 Edinburgh Military Tattoo events in Sydney, were definite highlights."

"The main highlight was travelling to England for the Queen's Diamond Jubilee in 2012. We performed our Musical Ride for the Queen, as a part of a massive pageant at Windsor Castle. We rode the magnificent Queen's Cavalry horses. Afterwards, we had afternoon tea with the Queen and Prince Phillip, in the reception hall of the Castle."

Life now

When Karen retired, she took out her trainer's license and now trains at Taree, along with her husband Adrian, a veterinarian. Karen also runs a stud farm breeding thoroughbreds and warmbloods. Their daughter Maddy (pictured above) is an apprentice jockey.



SUE LOWE WITH "NAVAJO" DURING A SHIFT AT THE MOUNTED UNIT.

Sonia Roberts PPN Writer

"It was the fastest I'd ever ridden"

Retired Senior Sergeant Sue Lowe reflects on her equine career

■ For retired Senior Sergeant Sue Lowe, her first musical ride at the Royal Easter Show was a mix of speed and skill on horseback.

Sue joined the unit, affectionately referred to by so many as "The Mounties", in 1989 and completed 21 years of service there. She retired medically unfit in 2010 after an incident at a protest eight years earlier where marbles were thrown onto the roadway, causing she and her horse "Hollywood" to fall to the roadway.

The strongest images the public have of the Mounted Unit, is the tactical role horse and rider undertake during a public order incident or during the Musical Ride at the Sydney Royal Easter Show.

"My first ride was in 1990 and Senior Sergeant Don Rowland was leading the ride, I remember it being the fastest I had ever ridden (galloped) a horse in my life and it was utterly exhilarating.

"The NSW Police Musical Ride is one of the most special parts of being a Mounted Officer and a unique part of

our training of the horses. It is a privilege to have been part of this tradition and it is something that improves horses and riders for their roles as a Mounted officer.

"I really enjoyed my progression throughout my years in becoming a section leader to eventually leading the ride and then blowing the whistle and controlling the ride and the band.

"It was an honour. The cream of my ride career was being involved in both occasions when we were invited to perform in the Edinburgh Military Tattoo held at the then Sydney Football Stadium in 2005 and 2010."

Like so many in the Mounted Unit, Sue paid tribute to her former Commander, retired Inspector Don Eyb when it came to the success of the Musical Ride and its construction.

Troop drills form a core part of the training for the unit, and these were always incorporated into the choreography for the ride. While it made it easier to learn the movements, keeping

all 16 horses in a straight line was another story.

While she is not a formal judge at the Royal Easter Show, Sue was asked to judge the police horses in this year's ride. For two decades she has worked as an Equestrian Australia dressage judge and coach.

The honour of being in the show ring during the Musical Ride, in the unit's 200th anniversary year, is not lost on the former Mounted Unit coordinator.

"It was extremely special to be out on the field with a lot of old colleagues and the memories are ones I will treasure.

"I think judging was a natural progression from coaching and riding, (which I still do both of). It's also another level of skill to add to the mix of the above. I enjoy the challenge but do wish I could give everyone a ribbon as I know how hard they all work," Sue said.

Pat Gooley PANSW Secretary

Kirsty Membreno PANSW Assistant Secretary Industrial

Recognising Tony Howell

The NSW Industrial Relations Commission (IRC) gets a new Commissioner

■ After an outstanding career representing workers, particularly members of the Police Association of NSW, Assistant Secretary – Legal Tony Howell has been appointed a Commissioner of the NSW Industrial Relations Commission.

While this is a sad time for the PANSW, Tony's extensive legal knowledge, dedication to the law and common sense approach to resolving disputes and legal conflicts will serve the wider NSW industrial relations system well.

Tony clerked for Judges of the Industrial Relations Commission and Industrial Court and was admitted as a Solicitor in 2003. Having practiced for panel firm Jones, Staff & Co., Tony was employed in 2006 to set up our in-house legal practice. He focused on providing strategic industrial advice to the leadership of the PANSW, advising on member matters and appearing on behalf of the PANSW and members.

With the shifting industrial landscape and the impending election of the O'Farrell Coalition Government, Tony had the foresight to lodge a notice of a major industrial case in the IRC in 2010 for a salaries claim for police officers relying on a substantial increase in work value. Upon election in 2011 the Government immediately introduced a 2.5% wages cap which led to 12 years without the ability to mount such a case.

Through Tony's actions police were able to prosecute that claim over the following 2 years resulting in an interim increase and 3 years of further increases that outstripped the public sector wages cap significantly. The complexity and length of that case delayed Tony from answering a call to the bar, being admitted in 2012. He practiced out of HB Higgins Chambers, a group synonymous with industrial relations in Sydney.

While at the Bar, Tony continued to represent workers, particularly police

officers, in all jurisdictions, including complex and contentious coronial matters. While maintaining his practice, Tony returned to the PANSW as Assistant Secretary – Legal in 2018. Tony coordinated the PANSW's legal matters, administered the Financial Legal Assistance Scheme, and instructed members of the in-house legal team when representing the PANSW. Tony has also sat on dozens of committees and projects representing the best legal interests of the members on behalf of the PANSW.

Tony was instrumental in framing the PANSW's case for a wage rise during

He has been a fearless fighter for fairness for our members and a staunch advocate for recognition of the values that make up today's members.

Those fortunate enough to work with Tony or be represented by him know that his energy and enthusiasm for a just outcome know no end. Courtrooms can be lonely places for members, especially when they are the subject of the proceedings. He has represented and supported so many members through those difficult times.

Tony has a wry sense of humor and is excited by details often found in the minutia of a case. These traits make

The time has now come for the PANSW to share Tony with the broader industrial relations community

the Covid pandemic when the Coalition Government sought to freeze public sector wages. The PANSW received an increase of more than double that of other public sector workers.

Tony was also at the forefront of framing the landmark 2024 Award that delivered historic wage rises and incremental compression for a whole generation of members. While negotiations continued until the very end, many members would be unaware that Tony was preparing a legal case should negotiations fail. Thankfully, it was not required, but Tony never leaves it to chance. He is famous for saying, "OK, let's play this through" when "war-gaming".

Throughout his entire time with the PANSW, Tony has placed the good of the PANSW and the members who make it up at the forefront of all his endeavours.

him a successful advocate but have also led to hilarious exchanges far from the courtroom. In the high-pressure, volume work of the Commission, this eye for detail should serve him well.

As a legal pragmatist, he will bring current and extensive experience and knowledge to exercising the functions of the Commission, especially conciliation.

The time has now come for the PANSW to share Tony with the broader industrial relations community; we have no doubt his passion for IR will serve him and the people who will appear before him well.

Tony finished on 30 May 2025 and commenced with the IRC on 2 June 2025. The Executive, members and staff of the PANSW thank Tony for his service, loyalty and friendship and wish him and his family the very best into the future.

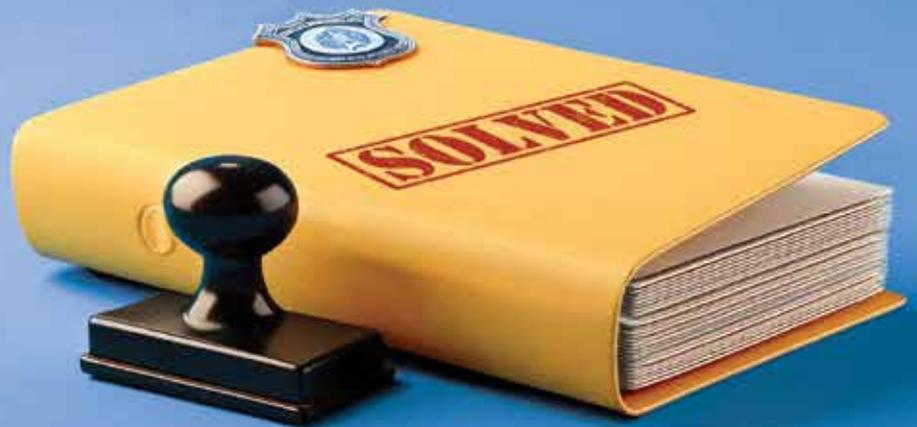


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