

**PANSW**

POLICE ASSOCIATION OF NSW

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SEPT | OCT 2024

# Police News

Police  
Remembrance  
Issue





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for less.



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**CROSSWORD SOLUTION****DOWN**

1) PISTOLBOO / 2) CHIHUAHUA / 3) TOTO / 4) PAWS / 7) FLEAS  
 8) DINGO / 9) PUG / 10) FETCH / 13) SNOOPY / 14) MONGREL  
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 27) SMELL / 30) BORDERCOLLIE / 31) CORGI

**Cover**

After a simple memorial at the NSW Police Remembrance Wall, hundreds of motorcyclists rode to Canberra and Australia's National Police Memorial. 14/9/24

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### PANSW Secretary Pat Gooley

# Change the only constant

Change is uncomfortable, but necessary. Some members are disappointed that the PBRI arrangement has altered. In truth, remaining the same would've been far worse. Maintaining the old policy would've made the serious consequences more severe. Rising insurance premiums meant the old scheme was becoming eye-wateringly unaffordable, potentially leading financial boffins in the NSW Government to red pen your death and disability protections.

To have nearly half your wage washed through super to pay the insurance premiums, or similar Fringe Benefits Tax implications that maintaining a Total and Permanent Disability lump sum would've incurred, meant that the exorbitant Concessional Cap tax bills would affect every police officer, whether you were injured or not.

As part of our democratic process, directions from the Executive and our Conference delegates tasked us to maintain our injury protections and fix the superannuation implications. The PANSW spent years campaigning for

the NSW Government to restructure the policy to resolve the taxation issues and the Federal Government to exempt the insurance premiums from the Concessional Contributions Cap. In 2024, the financial impact is resolved with the new Enhanced Police Support Scheme.

Along with enhanced protections for those injured workers who can't return to work, the EPSS also shifts the focus back to rehabilitation and recovery in the workplace for those who can. 900 police officers being determined as Totally and Permanently Disabled by an insurance company in one year isn't aspirational – it's unacceptable.

You became police officers to engage in purpose-driven, meaningful work – not to be left on the scrap heap without support if you're hurt on or off duty. Moving to a self-management model empowers the Commissioner to take ownership of return-to-work outcomes, helping injured officers remain in the workplace through injury management and rehabilitation. A new Command has been established to achieve this. Unlike



PAT GOOLEY 2ND FROM LEFT / NATIONAL POLICE MEMORIAL

the old scheme, the PANSW will be a part of the decision-making process and at the table driving these outcomes for members.

Let's support police officers who are injured to recover and get well at work. For those that can't, protections are in place to assist them in recognition of their service to transition to other gainful employment or remain supported with workers compensation and income protection.





(LEFT) PANSW's IAN ALLWOOD AND PRESIDENT KEVIN MORTON ATTENDING THE POLICE REMEMBRANCE DAY CEREMONY, SEPT 27, SYDNEY / (RIGHT) INSPECTOR AMY SCOTT (NSWPF) AND SERGEANT MICHAEL HUTCHINSON (SAPP) WERE RECOGNISED JOINTLY FOR INDIVIDUAL ACTS OF COURAGE: 2024 POLICE BRAVERY AWARDS, MELBOURNE 17/09/24

## PANSW President Kevin Morton

# A unique profession **NSW Police**

■ In recent years, the challenges faced by police officers in New South Wales, particularly those injured in the line of duty, have garnered growing attention. The physical and psychological toll on officers is substantial and a key to supporting these officers is an injury safety net.

Police Blue Ribbon Insurance provided this, but it came at a cost. The contributions made by officers impacted their Superannuation and created Concession Cap tax bills, which had a flow on effect on other Government related, means tested benefits.

The implementation of an Enhanced Police Support Scheme for injured workers marks a significant step toward ensuring this safety net is maintained. It marks a more significant issue being the resolution to Concessional Cap.

The enhanced support system sets a benchmark for how we should care for our frontline workers when they are injured. It's a moral obligation and a necessary investment in their well-being and future. Couple this with the new NSWPF Health, Wellbeing and Safety Command, and a line in the sand has now been drawn that indicates that we

cannot accept even one officer not being provided the treatment or resources that they need to return to work and if they can't, are provided with some financial security.

### We will remember them

Police Remembrance Day is a solemn occasion to honour the brave officers who have made the ultimate sacrifice in the line of duty. It's a day to reflect on the courage, dedication, and risks police officers face daily to protect our communities. This day not only remembers the fallen but also shows support for the families left behind.

It strengthens the bond between law enforcement and the public, reminding us of the vital role police play in maintaining peace. By remembering their service, we ensure their legacy lives on. Ceremonies will be conducted nationwide and culminate in a dusk service in our national capital, Canberra.

### National bravery awards

I was honoured to be present at this year's National Police Bravery Awards held in Melbourne. As always at this

event, you hear stories of acts of bravery from across the country but at centre stage was our very own Inspector Amy Scott, who was recognised as the joint winner of the 2024 Award. Inspector Scott shared the stage with South Australia's Sergeant Michael Hutchinson, who risked his life despite suffering multiple injuries while attempting to save Brevet Sergeant Jason Doig, who sadly lost his life during the horrific shooting last November.

Inspector Amy Scott's recognition with the National Bravery Award is a testament to her extraordinary courage and dedication to public safety. In the face of danger, Inspector Scott demonstrated exceptional leadership and resolve, going beyond the call of duty to protect others. Her bravery reflects the values we hold dear in our law enforcement officers—selflessness, resilience, and commitment. This prestigious award not only honours her actions but also serves as a reminder of the risk's officers take daily. Inspector Scott's courage inspires both her colleagues and the wider community, embodying the spirit of heroism.

Angus Skinner PANSW Engagement Manager

# Negotiation, Industrial Action, Arbitration

Award campaigns can take many paths. Four case studies.

■ PPN takes a look at some recent paths other public sector unions have had to take for their pay and conditions.

## Firefighters (NSW)

In February 2024, the Awards which provides for firefighters pay, conditions of employment, and safety provisions, expired.

Less than a month from the expiry of their Award, the Fire Brigade Employees Union (FBEU) stated: "bargaining has been unable to commence. The Minns Government has failed to provide FRNSW with bargaining parameters or any capacity for decision making." On the day of their Award expiry, the FBEU stated "our Awards officially expire today, however, the Government has still failed to provide FRNSW with bargaining parameters, leaving negotiations at a stand-still."

As firefighters do not have a promise of back pay, from the period February 2024 until they can achieve their next pay rise, they are at risk of not receiving any pay rise for that period.

As soon as the February deadline passed without the Government making an acceptable offer, they commenced a public industrial campaign. Over the rest of 2024, firefighters would alter their work practice, wear campaign apparel, chalk their trucks, picket the offices of politicians, and rally outside NSW Parliament.

As of September 2024, 7 months after the due date for their next pay rise, the NSW Government has not made an acceptable offer to the fire fighters.

As a result, conciliation in the Industrial Relations Commission (IRC) has been unsuccessful and they have now scheduled dates for an arbitrated outcome in the Industrial Relations Commission.

Hearings for that arbitration are scheduled for February 2025, with closing submissions at the end of March 2025. A decision is likely to take some further weeks to be made and published. Even if

the firefighters are successful in their arbitration, and there is no guarantee they will be, by that point it will be well over a year since fire fighters Award expired.



STAY ONBOARD & NEGOTIATE: DOES IT DELIVER?

## Nurses and Midwives (NSW)

The Nurses and Midwives Association next Award was due on 1 July 2024. They served their Award Claim on the Ministry of Health on 10 May 2024.

The first negotiation meeting was held on 6 June 2024, less than a month before the intended commencement date of the next Award.

A few days out from the 1 July deadline, the NSW Government had offered nothing but the public sector wide policy of a 9.5% pay rise over 3 years. The NSW Government had not even moved on the nurses "no cost claims", such as rostering practices.

On 2 July the Health Secretary filed applications in the Industrial Relations

Commission to provide salary adjustments in accordance with the government's wages policy.

In July 2024, the nurses began industrial action. Starting with wearing campaign badges and apparel, this escalated to action such as rallies across NSW, media campaigns, and stop work meetings.

By September 2024, the NSW Government has still not allowed negotiations to progress beyond the public sector wages policy of 9.5%. Thousands of nurses went on strike for 12 hours on 10 September.

The Health Secretary made application to the Industrial Relations Commission for Orders that the strike action not go ahead. Those Orders were made by Justice Chin, Vice-President of the Commission on 9 September 2024. The union ignored those Orders and the strike went ahead. The union and striking workers are now potentially exposed to civil penalties for breaching those Orders (should the Health Secretary take that action).

After the strike action, the union issued a demand the NSW Government agree to just one of the demands on the nurses log of claims, to demonstrate they could progress the Award in good faith. If such an agreement was not provided, the nurses would strike again, this time for 24 hours.

The application by the Health Secretary relating to the industrial action led to compulsory conciliation conferences. As part of conciliation, the NSW Industrial Relations Commission made a number of Recommendations to the Parties, including a recommendation that the Government provide the nurses with an interim 3% pay rise, back dated to 1 July, while Award proceedings continued. Justice Taylor, President of the Commission, having made that Recommendation also emphasized that "the Commission does not arbitrate changes in pay and conditions whilst

## A major reason for the time it's taking is the once-in-a-generation opportunity to improve your pay scales

industrial action is occurring”.

The NSW Health Minister said this interim pay and back pay was not possible if the strike action went ahead.

On 24 September once again thousands of nurses went on strike. The NSW Government continued to indicate back pay was not possible due to the industrial action. Intensive conciliation continues but there is no outcome in sight at this time.

### Victoria Police

The pay rise covering police officers in Victoria ran until 1 December 2023. As soon as the 1 December deadline was reached, The Victorian Police Association (TPAV) commenced industrial action, including alerting motorists to speed cameras, refusing to work unpaid overtime, chalking vehicles, handing campaign material to the public, and automated voice messages when the public call police stations.

The Victorian Government made an offer to TPAV in May 2024 of 4% x 4 years along with other industrial items including a change to the shift lengths over a staged period. TPAV's members voted “no” on that offer.

In response to the no vote, “Victoria Police responded by tearing up everything previously agreed, sending negotiations back to square one,” said TPAV secretary Wayne Gatt.

Victorian police officers are now once again taking industrial action. The Victorian Government has not promised back pay, industrial action continues more than 10 months after their pay rise was due.

The Government recently issued an ultimatum, stating that if officers did not accept the offer, the Government would commence arbitration to set all the terms of the pay deal, including terms potentially lower than the previous offer.

### Western Australian Police

The Western Australian Police Force Industrial Agreement ran until 1 July 2024 (the same date as for NSW police). The Western Australian Police Union (WAPU) served its log of claims on the Commissioner of Police on 1 March 2024.

On 8 April 2024, WAPU launched the 2024 Industrial campaign, “We Cop Enough,” which included the highly moving and popular video involving the slap in the face to police officers.

On 8 August, the Western Australian Police Force made an offer to WAPU, of 5% in year one, 3.5% in year two, and 3% in year three.

WAPU conducted a survey of its members, who rejected the offer. They

The PANSW served its log of claims, and immediately commenced negotiations with the NSW Police Force in late 2023, more than 7 months before 1 July 2024.

Negotiating may not be as visible as rallies or television ads. It may not be as popular as industrial action and work to rule. But in 2024 in NSW, it is the best way to get you the biggest possible pay rise.

Our efforts at the negotiating table are focusing on an outcome that is above the offers that have so far been achieved through industrial action, public campaigns or arbitration for other public sector workers. Those other workers have gone many months without a pay rise, continue to do so, and risk not receiving back pay.

For police in NSW, a back date to 1 July is secured: you will not miss a single cent. This is unlike many of your public sector colleagues, who do not receive back pay, and so while industrial action and arbitration progress, they may miss significant amounts of money.

We acknowledge it is taking time, but significant progress is being made. A major reason for the time it is taking is the once in a generation opportunity to improve your pay scales – the PANSW, NSWPF and Government are negotiating, redetermining and recalculating, every single pay scale increment across all ranks and affected duty types, making sure you get a higher paying increment each step, and get to the top paying increment faster.

As soon as we have an offer that we can share with the membership, we will give you all the information, and then give you the opportunity to vote.

We will make all this information available online, and PANSW will be visiting police stations across NSW to answer your questions, drill into the numbers, and anything else you want to know to make an informed decision.

Make sure you have logged in to the PANSW Portal, where the vote will occur. Instructions to login were sent to all members in July 2024.



CEASE NEGOTIATIONS & STRIKE: BETTER?

commenced industrial action, including work to rule.

### Many roads

Every union takes the course of action that will get their members the best deal. Sometimes it can feel like we should be taking industrial action, working to rule, rallying outside of parliament, or going to arbitration.

The unions discussed in the case studies above took the best course of action available to them, in circumstances where progress was not being made at the negotiating table.

That is not the case for police in NSW. The PANSW is making considerable progress at the negotiating table.





**Policing is  
dangerous  
Insurance  
shouldn't  
cost cops  
their Super**



PANSW Staff **Kirsty Membreno, Elyssa King, Tony Howell**

# How we got to the Enhanced Police Support Scheme

In August, the PANSW announced that it had negotiated with the NSW Government and NSWPF to reform the Police Blue Ribbon Insurance. The new Enhanced Police Support Scheme (EPSS) maintains the crucial safety net for injured officers and resolves the long-standing Concessional Cap issue which will save police officers thousands of dollars into the future.

## The Problem

The original Death and Disability Scheme was created in 2005 by agreement between the NSW Government, PANSW and NSWPF. The D&D Scheme was grounded in an Award of the Industrial Relations Commission known as the Crown Employees (Police Officers Death and Disability) Award. The D&D Scheme was the product of decades of lobbying by the PANSW following the closure of the SASS Scheme in 1992. Over time, changes to the D&D scheme have been made with and without the PANSW's consultation.

In 2011, the then recently elected O'Farrell government passed legislation to amend the Police Act 1990 (NSW) and the Industrial Relations Act 1996, to kill off the Death and Disability Award, prevent the Industrial Relations Commission from making a replacement Award, and instead requiring the Police Minister to obtain a compulsory Death and Disability Insurance Product for NSW police officers who were killed or injured. The Government would meet the cost of the Policy with police officers required to contribute 1.8% of their salary.

Members may recall the PANSW strongly opposed these unilateral changes to the D&D Scheme, including organizing a large protest of police marching on Parliament House.

The issue with structuring the death and disability support scheme in this way is the employer and police officer contributions required to pay the insurance premium wash through the



THEN LEADER OF THE OPPOSITION BARRY O'FARRELL ADDRESSES A COMMUNITY MEETING AT THE ENTRANCE, NEW SOUTH WALES ON MARCH 3, 2010. Photo Cactus1974-1 / CC wikipedia

police officer's superannuation. Because they are additional contributions to the officer's superannuation, they are taken into account when calculating an officer's concessional superannuation contributions. The rising cost of the insurance premiums meant that by 2023, the majority of police officers were now exceeding their concessional superannuation contributions cap.

Superannuation contributions in excess of the concessional contributions cap essentially spill over and inflate the police officer's assessable income. That meant police officer's income tax liabilities were increased, police who have other 'assessable income' related benefits or obligations (such as a family tax benefit, or a child support obligations) were adversely affected, and police were

denied the ability to use concessional personal contributions to superannuation to save for their future.

In previous years, police officers were able to seek reimbursement from the NSWPF to cover the cost of the additional income tax caused by the breach of the concessional contributions cap. This was a band aid measure obtained by the PANSW in 2014 when the impact of the concessional cap breaches for higher earning members became apparent. The reimbursement process meant they received a grossed-up reimbursement from NSWPF via the police payroll. That reimbursement scheme also created an issue as it further artificially inflated an officer's taxable income.

By 2023, primarily due to the rising cost of insurance premiums, the structure of the PBRI was impacting approximately 9000 members across all ranks, adversely affecting those with means tested benefits or obligations, and denying officers the ability to make concessional voluntary superannuation contributions to save for retirement.

Our Conference delegates directed the PANSW to resolve the tax issue permanently while maintaining the safety net for injured officers. That is what we have done.

## Case study

The PANSW used the case study (over page) and several others during the concessional cap campaign to provide evidence to the Federal Government of the negative impact the PBRI insurance

<b>Sergeant Level 8</b>		<b>21/22</b>	
Assessed Income		<b>135,426</b>	<b>Impact</b> This Sergeant has 100% care of her children. As a result of the PBRI premiums being added to her reassessed income she has; • had her Child Support payments assessed down • her Medicare Levy has been increased The Sergeant has a low super balance having taken maternity leave and worked part time for a number of years. But for the effect of these Insurance Premiums, she would contribute to her Super.
SG		14,219	
PBRI		30,985	The concessional cap breach is added to the current year's income assessment. The grossed-up tax bill reimbursement is then added to next year's income assessment. The problem worsens, compounding with each subsequent year.
Total Concessional		45,204	
Excess		13,415*	This was based on including some roll over of previous year's cap
Reassessed Income		<b>148,841</b>	
Breach		<b>13,415</b>	} <b>EPSS = No Breach</b>
Tax bill reimbursed by Govt		<b>2,932</b>	

<b>THEN and NOW</b>	<b>EPSS = No excess</b>	<b>EPSS = No Reassessed income</b>	<b>EPSS = this number reduced to under \$750 (death insurance)</b>
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arrangements were having on our members. These figures were based on 21/22 FY and would have increased drastically since then, impacting even more members in a much greater capacity.

In the above scenario using the same salary figures under the EPSS:

- the PBRI contribution reduces to under \$750 (death insurance),
- they do not exceed the concessional cap.
- therefore can contribute to their superannuation to the value of just under \$14k which they could not previously do without penalty and
- They do not have a reassessed income
- nil breach incurred and
- nil reimbursement required

### Federal government's failure to fix it

In June 2022, the PANSW renewed its ongoing campaign to resolve the Concessional Cap issue with the now Federal Labor Government. Following dozens of meetings and sustained lobbying, a delegation of PANSW and NSWPF representatives addressed

Federal politicians in Canberra in March 2023.

The PANSW proposed to amend four lines of legislation to exempt the mandatory PBRI contributions from counting towards the Superannuation Contributions Cap.

In May, the Fix Our Super Campaign launched on social media. The images and video showed the need for insurance due to the dangerous nature of policing with real-life examples. It also called out politicians for their inaction, asking why police should have to sacrifice their super while risking injury or even death in the performance of their duties. Members were able to participate in the campaign by wearing the patches that were distributed by PANSW's Organisers.

The campaign gained support from across the political spectrum, with Greens Senator David Shoebridge, Senator Jacqui Lambie, ACTU Secretary Sally McManus, National Secretary of the AWU Paul Farrow and General Secretary Commonwealth Public Sector Union Melissa Donnelly lending their voices in support. The media also showed interest in the campaign, with targeted coverage on Channel 7, The Mandarin, The Canberra Times, WIN Canberra, The Daily Telegraph and 2GB.

With negotiations stalling, the PANSW was directed by its Executive to take Industrial Action. Commencing on 30 June, NSW police officers were directed to cease cooperation with Commonwealth agencies or departments unless the matter created a risk to life. The newly launched PANSW podcast provided regular updates from the frontline about how members were implementing the Industrial Action.

"This is a message to the Federal Government – police officers do a valuable and dangerous job, and your refusal to protect our future is a slap in the face to every man and woman in blue." PANSW Secretary Pat Gooley said.

### State of PBRI emergency

Though the campaign was focused on a Federal level, the implications in State politics were beginning to come to a head.

It became apparent that the previous Liberal Government had not budgeted for the PBRI scheme to continue, leaving our most vulnerable members without necessary protections. The PANSW sought a commitment from then Opposition Leader Chris Minns that a safety net needed to be maintained for our injured officers at no extra



**“You could not make this up.  
It’s a bureaucratic mess.  
The Federal Government needs  
to step up and fix it.”**

SENATOR DAVID SHOEBRIDGE / NSW Greens



**“This issue is becoming a crisis.  
17,100 of the 17,500 Police Officers  
in New South Wales are  
affected by this.”**

SALLY MCMANUS / ACTU Secretary



**“NSW Police Officers are  
being taxed for an insurance  
product that’s essential to  
keep them safe at work.”**

SENATOR JACQUI LAMBIE / Jacqui Lambie Network



NSW POLICE ENJOYED SUPRISINGLY BROAD SUPPORT IN THEIR QUEST FOR ESSENTIAL INSURANCE WHICH DIDN'T COST THEIR SUPERANNUATION

cost to members for the term of their Government. As the Concessional Cap issue was tied up with the PBRI, the future Premier agreed to maintain the scheme and resolve the Concessional Cap issue.

Since that commitment, PANSW has learnt that the cost of the premiums that washed through our members' super was going to increase exponentially – potentially doubling the Concessional Cap tax bills being received.

This would have two severe implications: the Concessional Cap issue would start to affect all police officers, and for more and more money each year. The impending disaster of every member being hit with tax bills of thousands of dollars was not something we could allow to happen. We had to fix it.

The structure of the system also had implications for the Total Permanent Disability payment. If this remained a lump sum payment, it would either continue to wash through your super or attract a huge Fringe Benefit Tax, which indirectly would have had implications for members; potentially worse than the original Concessional Cap problem.

There was NO WAY to practically resolve the Concessional Cap problem

and maintain a lump sum payment without negative consequences for members.

While we understand the concern about the transition from a lump sum payment to the extension of support payments for 3 years, the PANSW could not in good conscience accept a model that replaced the significant tax impacts on many caused by concessional contributions cap breaches, with another significant FBT tax issue that would potentially impact on all members.

What's more, the reimbursement scheme to compensate for the increased income tax caused by concessional contributions cap breaches was being discontinued. If PBRI remained in superannuation, any taxation bills arising would be at your personal expense.

The immediate priority was to remove the payments for these premiums from superannuation for all members.

To achieve this meant transforming the PBRI as it had formerly existed.

### Fixing your super

The impact of our members' advocacy was felt at the highest level of office in the Federal Government. In November 2023, the Industrial Action was suspended by the PANSW Executive as

a show of good faith with negotiations again underway.

In June 2024, the Federal Government committed to temporary financial assistance with a single lump sum payment made to eligible low- and middle-income officers (adjusted income of \$135k or less) that exceeded the Concessional Contributions Cap for financial year 23/24. The NSWPF are still working with the Government to enable these assistance payments.

This decision was hinged on the State Government working with PANSW to find a solution to restructure the PBRI scheme and remove the payments from superannuation.

### Injury safety net saved

The PANSW's negotiations with the NSWPF and Government resulted in reform to your death and income support scheme.

With the exception of 0.56% required to maintain on and off duty death coverage, the changes from the PBRI to the Enhanced Police Support Scheme (EPSS) successfully removed the insurance premiums from your superannuation.

This resolves the underlying cause of the Concessional Cap breach issue – which previously saw approximately 21%



NSW POLICE ENJOYED SUPRISING LEVELS OF SUPPORT IN THEIR QUEST FOR INSURANCEWHICH WOULDN'T COST THEIR SUPERANNUATION

of salary washed through your super to pay the insurer's premiums. With the changes coming into effect from 1 October, financial year 24/25 will be the last time that members will have an impact on concessional cap due to PBRI insurance premiums. With your income no longer being falsely inflated, this means that you can now make additional contributions to your super without penalty and access means tested benefits.

The supplementary payment on top of workers compensation also meets the resolution from Conference delegates to maintain crucial protections and entitlements for injured officers, ensuring that the safety net is maintained. Importantly, there are no changes to workers' compensation entitlements and claims.

- The entitlement to supplementary support payments consists of:
- 9 months cumulative at 100% of salary
  - 7 years of up to 75% of salary
  - Up to an additional 3 years at 75% of salary for eligible catastrophic exceptional extension payments (CEEP).

NSWPF will now administer the supplementary support scheme, reducing the administrative burden

by removing one of the two insurers in the process for injured workers. Ensuring that the process is managed through the NSWPF places an increased accountability on the employer to focus on the rehabilitation and recovery of injured workers through meaningful work.



In terms of decision making, the Workers Compensation insurer will continue to make decisions about workers compensation claims. The NSWPF will then make additional EPSS payments mirroring the workers compensation decision.

While protections will always remain in place for those unable to return to work, studies show that the most beneficial place for many injured workers is by

remaining in the workplace.

### Securing your future

The PANSW has secured a resolution to the Concessional Cap issue, and in doing so:

- Given members the ability to save for their retirement
- Ended the pain at tax time
- Returned access to means tested benefits
- Created a new incapacity benefit scheme with better support payments, and greater prospects of recovery and return to work

The structure of the EPSS was also optimally designed to avoid serious consequences that were inevitable if the PBRI scheme remain in its previous form, including:

Cost of the PBRI scheme was set to skyrocket further, which could have doubled the number of members impacted, and doubled the size of the bills you all received at tax time. Those tax bills would now have to be met by the officer personally, with the reimbursement arrangement being discontinued. We could not allow members to be impacted by this, we had to fix it.





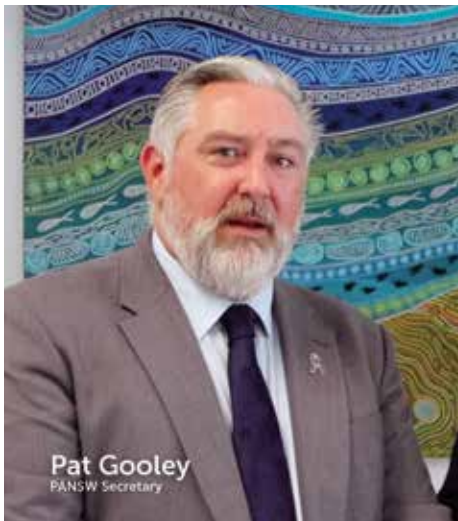
With PBRI costs becoming completely unsustainable, it was inevitable that the scheme would have been scrapped by the end of the term of government. Without the PANSW ensuring its replacement met the needs of injured officers, police would have been left without a sufficient safety net, just as they had been prior to the creation of the D&D Scheme back in 2005. It was essential we secured the long-term safety net; we had to fix it.

While the loss of the TPD lump sum is a cause of significant concern for some members, it would have been unconscionable for the PANSW to take any other course of action. Maintaining the TPD lump sum would have exacerbated the Concessional Cap issue or created a Fringe Benefit Tax issue being reported against each member on their payment summaries, and the consequences of that would have been worse for many members.

Resolving the Concessional Cap issue by making changes to the old PBRI scheme to create the EPSS ensures the financial security of all members and creates the optimal safety net for injured officers.



PANSW RAN A CONFRONTING SOCIAL MEDIA CAMPAIGN TO ESTABLISH THE FAIRNESS OF NSW POLICE'S CLAIM 'INSURANCE SHOULDN'T COST COPS THEIR SUPER.' / WHILE FEDERAL MINISTERS RESPONSIBLE DRAGGED FEET, NSW POLICE FOUND EFFECTIVE ALLIES IN SENATORS DAVID SHOEBRIDGE AND JACQUI LAMBIE, AND THE ACTU'S SALLY McMANUS, EACH LENDING SUPPORT TO NSW POLICE AND THE NEED FOR FAIR CHANGE.



**Kirsty Membreno** PANSW Assistant Secretary – Industrial

# Comparing the old PBRI and new Enhanced Police Support Scheme

Across 'Member Contributions, 9 month top up, 7 years supplementary support payments, Total & Permanent Disability, Off duty benefit and Death benefit (on and off duty)' the new EPSS benefits outlined below.

Scheme elements	Old PBRI	New EPSS
<u>Member Contributions</u>	1.8% or 0.88% SASS/ABC	1.8% or 0.88% SASS/ABC
<u>9 month top up</u>	100% of salary for 9 continuous calendar months irrespective if money was being paid.	<p><i>Period 1</i> – up to 100% of salary, for a cumulative 9 months.</p> <p>Only periods where you are totally incapacitated or partially incapacitated and in receipt of money through the EPSS will count towards the 9 month 100% of salary period.</p> <p><i>This is a significant improvement to the old scheme.</i></p>
<u>7 years supplementary support payments</u>	<p>Up to 75% of salary</p> <p>Cap of \$14,000 per month, frozen since 2018</p> <p>Paid monthly in arrears</p> <p>Available only until age 65</p> <p>No recalculation of 75% salary</p>	<p><i>Period 2</i> - Up to 75% of salary for 7 years.</p> <p>Cap of \$14,532 per month, that will increase from 1 October annually with CPI</p> <p>Paid fortnightly as salary</p> <p>Available until 12 months post social security retirement age (for the majority of members this will give coverage to 68 years) or 7 years (whichever is sooner).</p> <p>75% salary recalculated if an officer returns to pre injury duties &gt; 6 months</p> <p><i>This is a significant improvement to the old scheme.</i></p>



Scheme elements	Old PBRI	New EPSS
<p><b><u>Total &amp; Permanent Disability</u></b></p>	<p>Lump sum payment, diminishing in value each year as you age</p>	<p><i>Period 3</i> - Catastrophic OR exceptional extension payment (CEEP), application is made by the officer.</p> <p>Extension of an additional 3 years supplementary support payment up to 75% of salary.</p> <p>Officer is assessed by whether meeting criteria for catastrophic (Part 9 W/Comp Guidelines) OR exceptional.</p> <p>Exceptional injury applications to be assessed on the papers by the Panel for recommendation for approval by the CoP. Panel is made up of representatives from the NSWPF, Minister of Police and Counter Terrorism and PANSW</p> <p>For Exceptional injuries, the independent panel will review the application taking into account various types of evidence to inform their recommendations, which could include income or pay slips, medical or health assessments, vocational assessments, Whole Person Impairment Assessments, or any other material deemed necessary to determine the officer's capacity to work again. This assessment process is consistent with the current one.</p> <p>This brings the potential total period of supplementary support to 10 years at up to 75% of salary if officer requires.</p> <p>Same benefit for all ages (no sliding age scale) up to age 68.</p>
<p><b><u>Off duty benefit</u></b></p>	<p>2 years income protection up to 75% of salary</p> <p>Lump sum for off duty TPD</p>	<p>Increase to 3 years of income protection payments of up to 75% of salary.</p> <p>No TPD test.</p>
<p><b><u>Death benefit (on &amp; off duty)</u></b></p>	<p>Lump sum payment as a multiple of salary determined by age</p>	<p>Same benefit maintained</p>



WALL TO WALL MOTORCYCLE RIDERS GATHER FOR A SIMPLE CEREMONY AT NSW'S POLICE REMEMBRANCE WALL, THE DOMAIN, SYDNEY

**Elyssa King** PANSW Communications & Media

# We Will Remember Them

The month of September marks an incredibly significant time within the extended policing community

■ A series of events bring police from across the state together to reflect and honour the lives of police officers that have been lost while performing their duties. Everyone has a story of a spouse, parent, sibling, workmate or friend that connects them during this time.

On Friday 6 September, 35 cyclists and their support crew set out from The Domain in Sydney to embark on the Annual Remembrance Bike Ride.

Over three days, the three pelotons covered 300km on their trip to Canberra. The riders consist of currently serving police officers, retired officers and community members who support to the police family.

While the conditions were favourable compared to previous years, steep climbs in hot weather and pressing winds tested the endurance of the riders. Over hours on the road, the bond and camaraderie between the riders and the support crew were unbreakably forged and kept the group unified.

Though the distance seems insurmountable to an outsider, NSW Police Legacy Chair Detective Superintendent Donna McCarthy APM said that overcoming the physical and mental challenges speaks to the spirit of the event.

“The riders feel this is a testament to those that have gone before them and the police that have sacrificed their lives.”

On the final leg, the three pelotons join in one group to make the final trek into Canberra. It's a fitting display of mateship and unity as the riders arrive at the



CoP ADDRESSES W2W RIDERS BY POLICE REMEMBRANCE WALL

National Police Memorial Wall on Sunday 8 September— commemorating their fallen brothers and sisters from across the country.

Completing his ninth ride in 2024, PANSW Assistant Secretary Raff Del Vecchio said that the annual event was close to the hearts of all participants. The event has raised nearly \$75,000 for

NSW Police Legacy, which provides to more than 20,000 serving and retired police officers and their families who have experienced the loss of a loved one.

“The Ride brings together likeminded people in furtherance of a very special charity.” He said.

## Wall To Wall

The Wall To Wall Ride For Remembrance is another hallmark event to commemorate the service and sacrifice of police officers. Thousands of police serving and retired ride from all over Australia to remember those who have made the ultimate sacrifice for their communities.

This year marks the 15th annual Wall to Wall ride. Nearly 700 current and retired officers and their family and friends rode from The Domain in NSW to the National Police Memorial in Canberra – the central end-point for riders from all other states and territories. PANSW Executive Member Oliver Behrens was among the riders making the journey.

All funds raised by the NSW contingent are donated to NSW Police Legacy.

NSW Police Commissioner Karen Webb said the annual event allows the community to honour those officers who have died in the course of their duty.

“Wall to Wall brings the Australian police family together with our friends to





35 RIDERS, 300KMS: REMEMBRANCE BIKE RIDERS STOP FOR A PHOTO ENROUTE TO CANBERRA

## National Police Remembrance Day holds special significance for police throughout Australia

honour the sacrifice of fallen colleagues and reflect on the dedicated service of all officers, past and present,” She said.

“The ride begins at various locations across the country – each location a sacred place of remembrance for police – where we collect a Wall to Wall baton to deliver to the National Police Memorial when a name is to be added to the memorial.”

“Sadly, we acknowledge the tragic death of Senior Sergeant Brendan Wiblen from the Queensland Police Service, who was killed in a crash near Glen Innes.”

“Senior Sergeant Wiblen had ridden from Queensland and was making his way to Sydney when the crash occurred. Our thoughts are with both his family and the Queensland Police Service.”

Senior Sergeant Wiblen was off duty but on his way to the ceremony to honour his friend and colleague Damian Leeding. The solemn memorial service at the National Police Memorial on Saturday 14 September was heightened with emotion when Brendan’s son Liam laid a wreath in honour of his father.

The names of any officers who have died in the past year are added to the National Wall of Remembrance.

### Bravery Awards

As part of the Police Federation of Australia’s Police Week, the 7th annual

National Police Bravery Awards were held in Melbourne on Tuesday 17 September 2024. Inspector Amy Scott from New South Wales Police Force and Sergeant



PANSW PRESIDENT KEVIN MORTON AND V.P. IAN ALLWOOD

Michael Hutchinson from South Australia Police were recognised as the joint 2024 winners for individual acts of courage, leadership and exceptional policing work in extraordinary circumstances.

The Australian Police Bravery Awards are incredibly special because it is an award for police by police that transcends state and jurisdictional divides.

### Remembrance Day

Rounding out the month, National Police Remembrance Day holds a special significance for police throughout Australia.

The day is observed annually on 29 September on the feast day for Saint Michael, the patron saint of police officers.

On Friday 27 September, services will be held around the state for police officers, dignitaries and members of the community to gather to commemorate those police officers who are no longer with us. In NSW, a memorial service took place at The NSW Police Wall of Remembrance in The Domain. The names of NSW Police Force officers who lost their lives while they were performing police duties are etched in the memorial’s wall.

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

We will remember. We will remember. Hasten the dawn.



# Wall-to-Wall 2024

## Ride to Remembrance

Saturday morning 14/9/24

After a simple memorial at the NSW Police Remembrance Wall, hundreds of motorbike riders leave Sydney's Domain destined for Canberra, where 1707 registered riders from around Australia converged at the National Police Memorial.









**Kirsty Membreno** Assistant Secretary – Industrial

# THPC LSC Advertising Vacancies Dispute Resolved

Members may have seen Leading Senior Constable vacancies advertised

■ The long running dispute about Leading Senior Constable (LSC) vacancies and recruitment within the Traffic and Highway Patrol Command (THPC) has been resolved.

After the disputed outcome in September 2023 regarding sector-based advertising, the PANSW was made aware that LSC vacancies continued to remain unfilled and unadvertised across the Command. The PANSW has continually advocated strongly for the advertisement and processing of filling these vacancies with the Command. During this process, a disappointing decision was made by the Command to place all LSC recruitment on hold due to pending Award negotiations. The PANSW strongly disputed this stance and encouraged the processing of the LSC vacancies to continue.

Following complaints from members and the matter remaining unresolved, the PANSW lodged an industrial dispute on Friday 7 June 2024 in the Industrial Relations Commission (IRC) for noncompliance with the LSC Guidelines by NSWPF.

The matter was listed and heard on Monday the 24 June and on Wednesday 26 June before Commissioner Webster in the IRC. The matter was heard again on Friday 19 July. Members were represented by your PANSW THPC team, Senior Industrial Officer and the Assistant Secretary Industrial.

Notice of Orders were issued by Commissioner Webster from the 26 June conciliation which directed NSWPF and PANSW to obtain updated data on the vacancies, number of eligible officers within each Sector and NSWPF reasoning on why each vacancy cannot be advertised. Recommendations in those Orders stated that where there are LSC vacancies in THPC and at least one eligible officer, and no specific reason(s)



WAITING FOR THE COMMISSIONER: KIRSTY MEMBRENO AND NIKKI LUCACI WORKING IN THE IRC'S MEDIATION ROOM

why the position(s) should not be advertised, the Police Commissioner will make every effort to expedite the filling of those positions consistent with Clause 3 of the LSC guidelines.

In preparation, the PANSW's THPC team spent many hours speaking to Branch Officials across the state and compiling the details to determine where the vacancies were distributed across the Command. Without the activism and the up-to-date information provided by the branches, this outcome wouldn't have been achieved.

The PANSW heard several reasons from NSWPF as to why the LSC positions remained unfilled including that there was no current operational need for the positions to be filled. It remained the PANSW's position on behalf of THPC members that the filling of LSC positions is not discretionary and the allocation of the 1200 positions in 2001 was for them to be filled across the state and for members to gain access to leadership roles attracting higher salaries.

Both parties continued to maintain their respective positions regarding the application of the LSC Guidelines in the IRC during many hours of multiple

conciliation hearings. The PANSW strongly disputed the NSWPF position and encouraged the processing of LSC vacancies in accordance with the Guidelines and that this process was to continue.

In August, 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.

Sectors who had previously advertised positions and the recruitment process had been placed on hold had their selection process recommenced by 13 August at the latest. If the position was previously advertised and testing was undertaken, the previous advertisement would progress. In circumstances where an advertisement had been released but the selection process had not further progressed, the opportunity would be readvertised (by 13 August).

All other Sectors across the State had not commenced a selection process (as outlined above) and had LSC vacancies, had a minimum of one vacancy advertised by 13 August. Some of these vacancies include regional areas where some vacant LSC positions had existed for several years. Any remaining and future vacancies will be subject to consideration of the individual Commander with consultation occurring with PANSW and a review by the parties in three months' time.

## Other Commands

Any Commands outside of THPC where the advertising of LSC positions had occurred within Commands or where individual officers had supported reports to be placed into LSC positions prior to 23 August 2024, these processes are to continue and positions are to be filled.





**Aileen Fleming** PANSW Industrial Officer

# Improvements to Government Paid Parental Leave

12% Superannuation is now paid on longer paid parental leave

■ As our members may recall, there have been significant improvements to parental leave entitlements available through both the employer and the Federal Government. These changes are designed to help provide better support for new parents, recognising the importance of time spent caring for children in their early stages of life. Here is a detailed look at the enhancements made to the Federal Government's paid parental leave scheme:

The Government has progressively increased the duration of parental leave entitlements. The new schedule for parental leave based on the child's date of birth or adoption is below.

## Legislated Improvements to Super Contributions

In addition to these incremental increases, significant legislative advancements have also been made. In August, the Albanese Government passed new legislation to further improve parental leave. The legislation will ensure that superannuation is paid on all

Government Paid Parental Leave from 1 July 2025.

Currently the Government Parental Leave is paid at \$915.80 per week. This amount is in line with national minimum wage and increases as such. For a parent currently on Government paid parental leave, this would mean \$105 per week paid into their superannuation account. Over the entire 22 week period this is \$2310 paid into their superannuation account. When this commences from 1 July 2025, it would be paid on the full 24 week entitlement at the increased national minimum wage amount AND at the increased superannuation guarantee percentage of 12%. This is a substantial additional financial benefit for our members that are taking parental leave.

This is of course in addition to the 14 week plus 2 bonus paid parental leave at full pay provided by NSWPF to parents.

The importance of this change is significant. Time away from the workforce to care for new children is a significant factor contributing to the disparity between men's and women's

superannuation balances at retirement. Women, in particular, often experience reduced superannuation savings due to extended periods away from work for caregiving. The introduction of superannuation payments on parental leave goes a long way toward addressing this imbalance, ensuring all parents are better supported during this critical time.

By closing the gap in superannuation balances, these reforms aim to promote greater financial security for all parents in their retirement years.

<b>Child's date of birth, or adoption</b>	<b>Your family can get up to</b>
1 July 2023	100 days (20 weeks)
1 July 2024	110 days (22 weeks)
1 July 2025	120 days (24 weeks)
1 July 2026	130 days (26 weeks)

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**Jelena Babanour** Head of Product - Police Bank

# Digital defences Easy upgrades to help keep your money safer

Money Matters brought to you by Police Bank

■ Fast, secure, and convenient payments at your fingertips – switching to digital payments could be a game changer. No wonder one in four Australians are already leaving their bulky wallets at home. Here's how you can simplify your finances with a digital wallet and PayID while still staying protected – let's go!

## The download on digital wallets

A digital wallet stores your payment info on your smartphone or wearable, letting you pay quickly and securely with a scan or tap. It's fast, convenient, and adds extra security with encryption and biometric authentication like facial or fingerprint recognition.

## Prioritising PayID principles

PayID is a fast and secure way to send and receive payments using a mobile number, email address, or ABN. Once linked, you can use your PayID for real-time transactions instead of sharing your BSB and account number – meaning your banking info stays secret.

Why should you get a digital wallet or PayID?

## It's simple

Speedy setup and contactless payments with your digital wallet.

Add your debit card, credit card, store loyalty cards, and even public transport cards!

Checkout faster in-store and online with a tap of your digital wallet.

## It's secure

Authorise payments with facial recognition, fingerprint, or PIN.

Card details are encrypted and never shared with merchants or stored on your device.



FINGERPRINTS ARE USED IN DIGITAL WALLET TRANSACTIONS

If your phone is lost or stolen, you can lock it and wipe your personal information remotely.

## It's convenient

Leave your wallet at home and pay with your digital wallet using your device wherever contactless payments are accepted including online and in apps.

No wallet at the ATM? No problem. Get cash out using your digital wallet at most Australian ATMs.

Your replacement card updates automatically in your digital wallet if you report it lost or stolen.

## Setting up your digital wallet and PayID

First, know which digital wallet service matches your device – Apple Wallet, Samsung Pay, or Google Wallet. Follow the instructions on how to upload and verify your card details, then simply start spending!

Getting started with PayID is also super straightforward. You can do it through your bank's mobile app or online

banking portal – linking your chosen identifier (phone number or email) to your account. Your bank will guide you through the verification process to ensure your PayID is securely confirmed.

Despite our best efforts to digitally detox, we almost never leave the house without our phone in hand – so lighten your load and take advantage of fast, secure, and hassle-free payments for all your everyday needs.

## Help – my digital device is gone!

If the worst happens and your wallet-enabled device is lost or stolen, you have protection in place. PINs, fingerprints, or facial recognition are needed to complete digital wallet transactions – so only you can authorise payments.

Report the loss to your bank immediately and disable the digital wallet remotely. Some payment providers offer even further safeguards, which can help to get your money back in the case of fraud.

Get into the habit of keeping an eye on your transactions, as no technology is completely guaranteed. If you enable immediate transaction notifications and something looks suspicious, you can put a stop to it ASAP.

For more handy financial tips, be sure to follow Police Bank socials or visit [policebank.com.au](https://policebank.com.au) to learn about our banking products and options.

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# NSW POLICE LEGACY



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\$1700 Rollover Limit<sup>#</sup>

Chiropractic  
\$700 Annual Limit<sup>^</sup>  
\$1400 Rollover Limit<sup>#</sup>



GET A  
FREE COVER  
COMPARISON

\*Subject to Waiting Periods and other conditions. Service Providers must be recognised by us. Where the service charge exceeds the fee recognised by Police Health, the benefit you receive may be less than 80% of the cost. #Rollover applies once you've completed your first 12 months membership on Rolling Extras (2 years for Major Dental). Rollover benefits do not apply to Health Appliances, School Accident cover and Orthodontics. ^Physiotherapy annual limit is shared with Exercise Physiology, Chiropractic annual limit is shared with Acupuncture, Osteopathy, and Complementary Therapies. Other conditions may also apply, contact us for more details. Police Health Limited ABN 86 135 221 519. A registered, not-for-profit, restricted access private health insurer – first established in 1935. © Copyright 2024.

Tim Sinclair NSW Police Legacy

# The Flame That Burns

One candle can light another

■ It's not hard to talk with Jess Loh. She's packed a lot of different lives into her short span of years, and she talks fluently about them all. But the deepest message she wants to pass on is one better shared in silence.

Jess was born in Canberra and lived there for the first three years of her life before moving to Kuala Lumpur with her parents and four siblings. Her parents were both musicians, and some of her fondest memories of the time are of being up on stage dancing with her siblings.

In her teens, the family moved back to Australia. Arriving in Sydney, Jess found herself in an agricultural school but rolled with the differences. Change has been a constant theme of her life, and her ability to find the best in new situations has been put to the test more than once.

After high school, Jess completed an Advanced Diploma of Property Valuation, and spent the next ten years working in various roles within the real estate industry, including property management. She loved working with people and the genuine relationships she built but gave it away after moving into sales and feeling the deeply superficial nature of things on that side of the fence.

What next? By then she'd met and fallen in love with Aaron Vidal. Aaron began studying to become a NSW Police Officer while Jess dived into her next challenge – training to be an electrician. Six months into training she was top of her class, holding her own in a very male-dominated industry, when the double blow of a family tragedy and a medical emergency meant she had to withdraw from her apprenticeship.

"Sometimes we just don't know why things happen the way they do, but sometimes they happen to put you on



JESS LOH AND HER 3 and a HALF YEAR OLD SON, ETZIO

a different path, you know?" Jess and Aaron were planning their future when Jess decided to pursue a career in the Air Force. She excelled in the initial training and testing, becoming one of the few female candidates to make it through. In the same week she received her acceptance into the Air Force, she discovered that she was pregnant—a cherished moment for them both. Tragically, soon after this news, Aaron was killed in a traffic collision. "And from that point on, it all just felt pretty numb."

NSW Police Legacy stepped in, offering counselling services, contact with other Legatees, and most importantly, somebody to listen without judgement.

"It was the help I didn't know I needed at the time." When she was first contacted, she was offered a "New Legatee" pack, which included a stack of information she just wasn't ready for. She appreciated it later, though, once she'd had time to sit with herself and process some of her grief.

It was this appreciation for the non-intrusive but constant support that she received that led her, three years later, to want to give back to the people who are going through their own grief journey. As part of her own healing process, she started making candles. She found the slow handcrafting therapeutic, was drawn to the soothing warmth of the candle flame, and found comfort in the metaphor of sparking light.

Her therapy quickly became much more than that, and she now runs the small business "Etzio and Co", handcrafting candles with the enthusiastic help of her three-and-a-half-year-old son Etzio. Every new Legatee that comes into Police Legacy's care now receives one of these candles.

"Sometimes all you want is that moment of lighting a candle and just being with that."



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Detective Inspector **Paul Quigg**

## Bush to Posts

Lightning Ridge students kick goals with Sydney Roosters

■ Sydney Roosters continue their partnership in supporting youth through the Bush to Posts program in 2024. This program provides guidance to youth in outback and remote communities to make their dreams come true.

In 2020, Sergeant Mark Pitt, Senior Constable Therese Carroll and Detective Inspector Paul Quigg commenced the Bush to Posts program to provide youth in remote outback, Aboriginal and Indigenous communities a chance to travel to Sydney to watch a live NRL game.

Sergeant Mark Pitt formerly of Brewarrina Police Station, Senior Constable Therese Carroll from Youth Command, Western Region, and Detective Inspector Quigg commenced the program.

This program was sponsored by the Sydney Roosters after Detective Inspector Quigg had touched base with the Sydney Roosters Club through club ambassador Anthony Minichiello who he had an association with in as a trainer with the Italian Rugby League team. Together they formed a partnership between the Central North Police District and the Sydney Roosters Rugby League Football Club to support youth from remote Western Region outback communities.

On 16 August 2024, 10 students from Lightning Ridge Central School were rewarded for their efforts throughout the semester, both in and away from the classroom, in being selected to travel to Allianz Stadium in Sydney and being guests of the Sydney Roosters for their game against the Parramatta Eels, which they won by 38 to 14.



LIGHTNING RIDGE CENTRAL SCHOOL STUDENTS WATCH A ROOSTERS GAME

The Bush to Posts program was instigated to give these kids from outback, remote, Aboriginal, and Indigenous communities an opportunity to come down to a game while teaching them the benefits of school attendance and making the right decisions in life through their love of Rugby League. These kids do it tough, and many of them are dealing with a lot of challenges in their home life and in their small outback and remote communities.

The program was designed to give the staff involved in the program a chance to mentor these students to build brighter futures and guide them to finish high school. The results so far have been overwhelmingly positive, as shown by the exemplary behaviour and attitudes of the children from Lightning Ridge Central School who travelled from Lightning Ridge to Sydney.

Another issue which was identified by the Bush to Posts organisers is a lot of the kids do not like going to school or doing their schoolwork. The program gives them something to strive towards. Due to the lack of schoolteachers in these remote outback and Aboriginal communities a lot of the classes are combined, so it can be exceedingly

difficult for these children to have a good education.

Since beginning the program, the kids have been doing their homework and attending class. Their attitude, manners and interactions with the schoolteachers have come ahead in leaps and bounds since the Bush to Posts program commenced in 2020.

The organisers of the Bush to Posts program would like to thank Claire Reed, Sydney Roosters Community Coordinator, Tatum Sinclair-

Harris, Sydney Roosters Community & Junior League Coordinator for organising the program which included the children conducting a guard of honour for the players to run through. Thanks to Sergeant Martin McFarlane attached to Youth Command, Senior Constable Kate Connaughton, Youth Officer attached to Central North Police District for organising the activities and the bus to transport to Sydney as well as Marie Sloane from the PCYC for organising the accommodation and school teacher Israel Rogers and Mission Australia employee, Lindsay Kennedy for looking after the kids on the trip.

Special thanks to Julianne Carroll, Manager of Client Services at the Department of Communities and Justice, Western District, Kellie Maxwell from Mission Australia, Lisa Smith, Manager of Lilly Pilly Place, Gunnedah and Central North WDVCS for providing financial assistance to the program.

The Sydney Rooster Rugby League Football Club have kindly offered to sponsor the Bush to Posts program again in 2025.



With the lack of affordable housing in metro areas, some cops have resorted to living out of the city, then on their block of shifts come into the city and sleep in cars between shifts, then travel back home on days off.



Angus Skinner PANSW Engagement Manager

# Homes for police across NSW

The PANSW advocates to the NSW Parliament to make sure officers in regional and metropolitan communities can access high quality homes at an affordable price, and have the opportunity to own their own home at a reasonable stage in their career. Here PPN takes a look at some of the solutions the PANSW has put to Government. Note: stories and names have been altered slightly for privacy reasons, but are indicative of police officers experiences and needs for access to good homes.

## Problem:

Amy is a Senior Constable that works in a PAC in Sydney. She has been in the Police Force for quite a few years, moving up the increments. She has a small family, that live in a rental property about a 45 minute commute from her station.

Her rent is high, making it hard for her to save for a deposit to buy a home, but she has been putting away what she can with the hopes of being able to buy soon.

But housing prices keep rising faster than savings can keep up with. The median property price in Sydney is \$1.6 million, far above what Amy can afford.

## Solution:

Amy applies to a shared equity scheme. She finds a home she wants to purchase for her and her family to live in. She gets to choose from the market, the shared equity scheme does not dictate what properties she has to select from.

She identifies a home that will cost \$1.6 million. Amy and the Shared Equity partner go in 50/50 to buy it.

This means Amy only has to put together 50% of the deposit, and the size of her mortgage is significantly reduced. She can afford to live in a home that would have otherwise been out of reach for her family.

She and the shared equity partner own the house 50/50, but Amy gets to live in it without any interruption – it is her home.

In the future, if Amy wants to sell the house and move, her and the shared equity partner split the sale price according to the equity split.

While Amy lives in the house, her income and financial management means she is in a position to buy more of the equity share in the house. She decides to buy part of the equity partner's share. She now owns the house 60/40 with the equity partner. If she later sells the house, the split of the sale price will now be 60/40.

## Problem:

A regional town has had trouble for years attracting a police officer to live in the town. The reason: the housing offered to police who work there is so old and in such a state of disrepair, no officer is willing to uproot their family to come and live in the police property.

In a twist of good fortune/irony, the property offered to the local teacher there is of a much higher standard, and is currently unoccupied. It is therefore made available for a police officer to live in. For once with good housing on offer, Brad, a police officer who has always been interested in living and working in a regional community accepts and moves to the town. The community has long wanted a local cop, so are happy with the outcome. The problem now though: the teacher housing is across town from the police station.

In the middle of the night, when Brad is called to respond to break ins or a fight at the pub, he regularly has to drive past the incident to get to the police station, pick up appointments and back up, then drive back across town to attend the incident, losing valuable time.

## Solution:

- The NSW Government needs a centralized key working housing strategy, that identifies:
- How many emergency service workers are needed in communities across NSW,
- The housing required to accommodate those people,
- Identify gaps in existing housing stock,
- Strategies to fill gaps, in particular employer provided housing in regional communities,
- An enforceable standard of housing quality that should apply to all employer provided properties in which emergency service workers and their families live
- The budget required to deliver housing at that standard

## Problem:

In Sydney, early morning commuters walking passed the police station are often greeted by the sight of a series of parked cars, each with a pair of feet poking out the window. Upon a chuckle and some further enquiries, they find out these feet belong to young cops working in that Command.

With the lack of affordable housing in metro areas, some cops have resorted to living out of the city, then on their block of shifts, coming into the city, sleeping in their cars between shifts, and travelling back home for their days off.

The officers have looked at rental options closer to where they work, but even with a long commute into work, the rental prices would still take up a huge percentage of their weekly income, and they would still have a long drive at the start and end of each shift.

There are "affordable housing" options, but when the officers look at the affordable rentals available, they all have a maximum income limit – if you earn over that, you can't access the affordable property. The limits are so low, even young, junior officers are not allowed to live in these affordable properties.

## Solution:

Affordable housing stock needs to have a proportion that is allocated to emergency service workers like police, that does not have income limits – eligibility should be based on being a police officer of a certain rank/increment.

These properties should be in housing developments with a mix of ownership and tenant types – police should not live in blocks that they regularly attend while on shift.



Sonia Roberts PPN Writer

# Building the foundations

Rain and snow didn't stop Goulburn Police Academy being officially opened

■ 1984 was a year of big events including the introduction of the one-dollar coin, deregulation of Australian banks and the Police Academy moving to its Goulburn campus.

Among the team of NSW Police personnel sent to the Southern Tablelands campus to begin the transition from Teachers' College to Police Academy was now retired Sergeant Third Class Col Colman.

This was not Col's first deployment to Goulburn having served as a member of Goulburn Highway Patrol in the late 1960s. One crash he attended involved a truck on the Cullerin Range losing its load of biscuits. To police and locals alike, the location of the crash soon became known as "Biscuit Bridge."

One of his first duties at the soon to be Police Academy was placing police insignia on the relevant doors. Col remembers the sense of pride the advance team felt when the NSW Police flag was raised for the first time at the campus.

"My duties at the Academy ranged from inducting the new training staff, making signs, and supervising the establishment of the police station and court room.

During his service Col had acquired the nickname of "Captain Crazy" due to his penchant for building things – the least of which was a full-scale model of a city and a country town.

"The large model I built was for radio communications training and the proper use of the portable radio," Col said.

"The aim of the exercise was to teach students about the information they needed to properly inform VKG about what they were seeing at the time.

"There was an oil refinery, airport with planes, train lines, numerous buildings, and street names along with replicas of buildings on fire. The model had locations for fire and flood prone areas.

"I had a local artist come and paint the board to add in some hills and the like.



"I still smile at the thought of how many toy police cars and the like that my students brought in for the board."

Amongst the seriousness of police training, there were moments of light such as the evening of 4 July 1984. One of the instructors realised six inches of snow had fallen. A snowball fight involving staff and students broke out at 1am. For some trainees it was the first time they had seen snow.

The next morning a large snowman appeared on the grounds and training staff were reminded of the seriousness of their 24/7 role.

The Goulburn campus was officially opened on 20 July and Col was appointed as Master of Ceremonies for day.

"It had rained overnight which meant no cars were allowed on the oval. The VIPs had to walk on. When you watched the smiles and tears on the faces of the students from Class 203 and their families you knew it had all been worth it.

"Performing duties at the Police Academy and establishing the campus

was one of the greatest privileges of my working life," Col said.

Col ultimately returned to Sydney to begin work at the Operational Command Unit as a part of its Senior Officer Training program. He left NSW Police in 1987. However, the Academy did not leave him.

He was to return to the McDermott Drive campus two more times for the passing out parades of his son and grandson.

A feeling of belonging

Col remembers returning to the Police Academy for his son's passing out parade with fondness. After the formalities of the day, Col took a moment to retrace a path he first walked in 1984.

To see a lot of the signage he had placed there just over two decades earlier still in place left Col with a quiet smile.

"It was a moving day for my family. As I retraced my steps there was a strong feeling of belonging – particularly when I revisited the spots I had spent a lot of time working on," he said.

His grandson's Attestation Parade came at another point in global history – the pandemic.

Col remembers the day being a bittersweet one. While he was grateful for the opportunity to be there with his son and grandson who had followed him into policing, health restrictions imposed during the pandemic meant everyone had to leave the Academy immediately after the parade.

"Many officers have started and continued their training at Goulburn and I am proud to have been a part of their story," Col said.

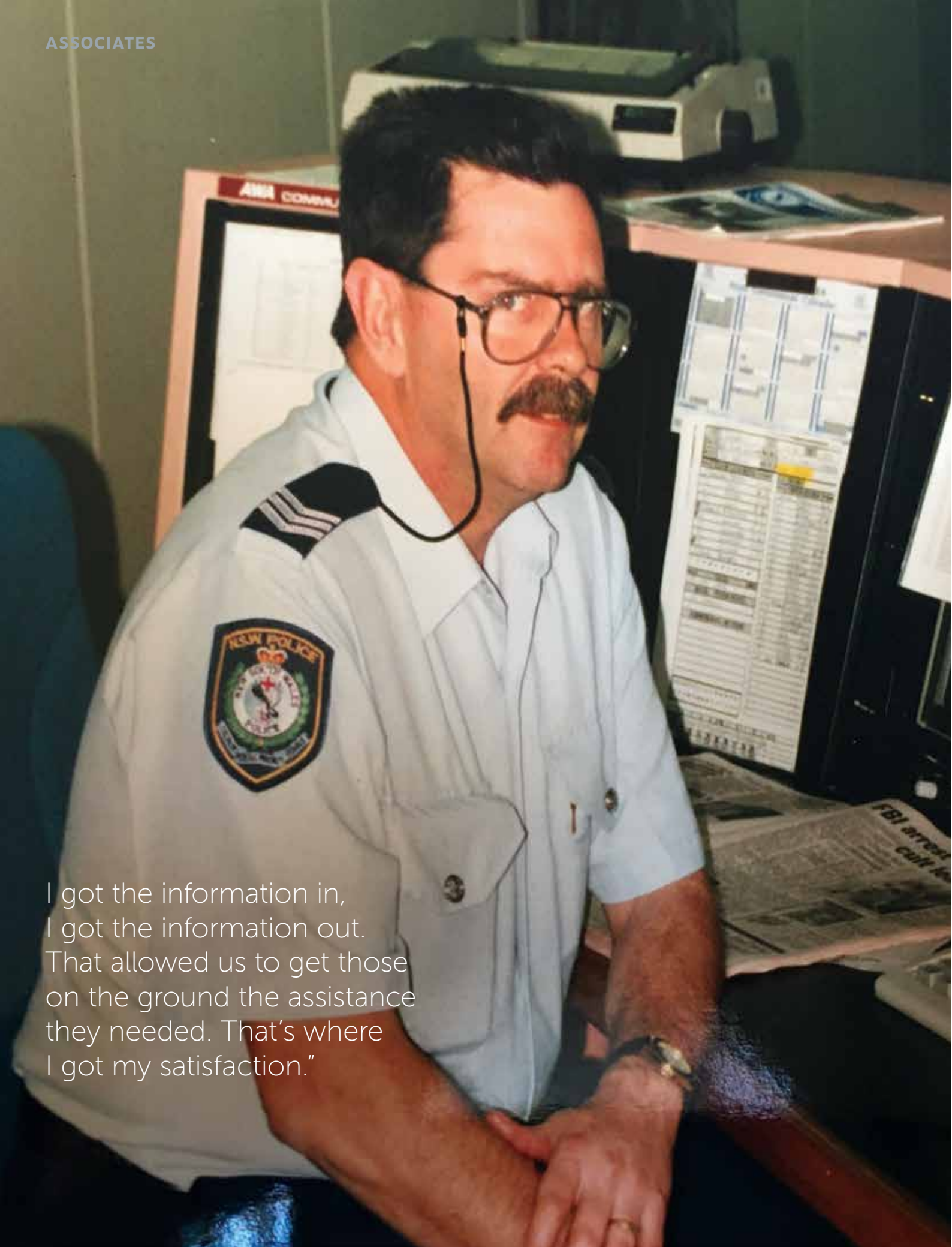
ABOVE – COL (LEFT) WITH SERGEANT GERALD SULLIVAN AT THE OFFICIAL OPENING OF THE GOULBURN CAMPUS.

TOP RIGHT – THE MODEL COL BUILT TO HELP STUDENTS AS THEY LEARNED HOW TO USE PORTABLE RADIOS AND COMMUNICATE WITH VKG

BOTTOM RIGHT - COL (LEFT) WITH HIS SON ANTHONY, AFTER GRANDSON BEN'S ATTESTATION PARADE IN 2021







I got the information in,  
I got the information out.  
That allowed us to get those  
on the ground the assistance  
they needed. That's where  
I got my satisfaction."

Sonia Roberts PPN Writer

# Getting the information - 100 years of police radio

Technology improves but the task remains: get a clear picture, assist those on the ground

That feeling you have when you are at the top of the roller coaster and the car is about to gather speed. For the hundreds of officers and civilian personnel who have worked in the Radio Operations Group (ROG) which has been colloquially referred to as "VKG" or simply "radio" across its century of operations – that feeling is the reality every time they answer a call. You do not know if the call is going to be a break and enter or the Granville train disaster.

Among that group was now retired Sergeant Peter King who spent 36 of his 39 years of policing service working at Radio Operations Group. He is remembered for his work as a Rescue Co-ordinator and time spent relieving at the Duty Operations Inspector (DOI).

On January 18, 1977, a crowded commuter train travelling from the Blue Mountains to Sydney derailed and hit the support pillars of Bold Street Bridge near Granville station in the city's west.

The crash killed 83 passengers and injured more than 200 others in what has remained as Australia's worst rail disaster.

"My first call was over the airwaves – perhaps from a highway patrol car – it seems to stick in my mind as being that way. 'Serious situation here radio.... the bridge has collapsed and there's people trapped.'

"There was a busy time as we worked to get a true picture of what had occurred. There had been a major incident with multiple fatalities. As with all major incidents of that era, it was at least 30 minutes before we got a clear picture of what happened. You have to remember there was none of the technology that we have now," Peter said.

Working alongside Peter at ROG during Granville was his wife Sandra who had been assigned to the phone room, dealing with phone calls from the loved ones of those who had been killed or

injured in the Granville tragedy.

"As an operator, you receive the information and address it in terms of what is required. The bottom line is you help the police officers on the street, and you work as a team.

"I treated all incidents the same. If you set aside Granville for a moment, most of the incidents I was involved with were resolved by the end of shift.

"That said, I was the one who was

and unsworn employees. Peter recalls that once each group grew to respect the skill sets of the other, a sense of family began to develop.

It was that sense of community in the workplace that encouraged generations of ROG employees to take on many fundraising projects through social events. One of the most memorable fundraisers for Peter was helping an up-and-coming tennis player whose

father was "in the job." The young player was Todd Woodbridge who, alongside his doubles partner Mark Woodforde, went on to become one of Australia's greatest tennis combinations.

Asked what he would say to a group of new employees on their first day at ROG, Peter became thoughtful for a moment.

"In radio, you have got to listen, experience the small things and just watch when jobs occur. It is important to learn from your peers and you learn not to get excited on the job. As a Rescue Co-ordinator, and later a DOI, you accepted

that jobs happened, and it was not uncommon to end up with eight to ten foolscap pages of notes."

## A career for life

Peter began his policing career in 1972 as a member of Class 132 after 10 weeks of training. His first posting was Darlinghurst. "I lasted 18 months at Darlinghurst before moving to Taylor Square and working at the District Court. From there, I went to radio expecting to be there for 12 months. I stayed there for 36 years ... the remainder of my career before retiring in 2011. During my service I met and worked with many people who became lifelong friends." Peter said.

"It was my working life and I have no regrets. It allowed me to help the police on the street and the countless number of people requiring our service."



PETER KING (2nd from L) at 100 YEAR ANNIVERSARY, POLICE & JUSTICE MUSEUM, SYDNEY

unfortunate to be in the seat for a couple of other major incidents – the Father's Day shooting at Milperra and the January 1984 armed robbery in the city that culminated in the shooting of Detective Senior Constable Steve Canelis on the Spit Bridge," Peter said.

"I was also a part of the team dealing with the aftermath of the Hilton Hotel bombing in 1978. There was a command post set up within the hotel for many of us. We were there for around a week."

The bombing at the Hilton Hotel occurred in February 1978. Three people – New South Wales Police Officer, First Class Constable Paul Burmistriv along with two City of Sydney Council workers were killed in the bombing.

## A sense of family

Like a number of specialised areas within NSWPF, ROG is made up of sworn





*To watch the full video  
scan the QR code*

## EPSS explained

In this video PANSW President Kevin Morton addresses frequently asked questions about the change from PBRI to the EPSS

"Members. Today, I want to give you an award update and clarify some important information around the PBRI changes and why they came about. I know you've been inundated with information on the EPSS, but what I want to address are a few of the reasons and address some of the misinformation that's out there.

Your injury protections only came about in 2005. Before, that we had no protections. It was only after years of PANSW lobbying the government agreed to death & disability protections.

The government did not give us a seat at the table, and did not allow PANSW to have consultation rights. So in 2011, despite the Police Association organising thousands of our members to march on Parliament, the scheme was changed.

We are not party to this insurance contract, but we are forcing ourselves to the table to ensure that protections remain, protections you cannot get in the open insurance market. Your 1.8% contribution will not change and your off

duty protections have improved under the new system. Yes, the TPD lump sum payment has been removed and the funds reallocated. This has been done for a very specific reason. The reason is to stop the huge rising taxation implications for individual members. Had the scheme stayed in its current form after the 1st of October 2024, let me be clear, and if you take nothing away from this video but this point today, there is only two ways to provide a lump sum TPD payment, both are problematic and have unavoidable tax implications for members due to the high cost of the cover for police officers.

The two ways are through superannuation as we currently have, or as an insurance policy payable to the member if they are totally or permanently disabled. We all know the problems with taxation in superannuation. Over 9000 of us received bills last year between a few thousand dollars up to \$30,000 for our more senior officers. The Federal

government has advised that they are no longer reimbursing police officers if the PBRI remained within superannuation from the 1st of October this year.

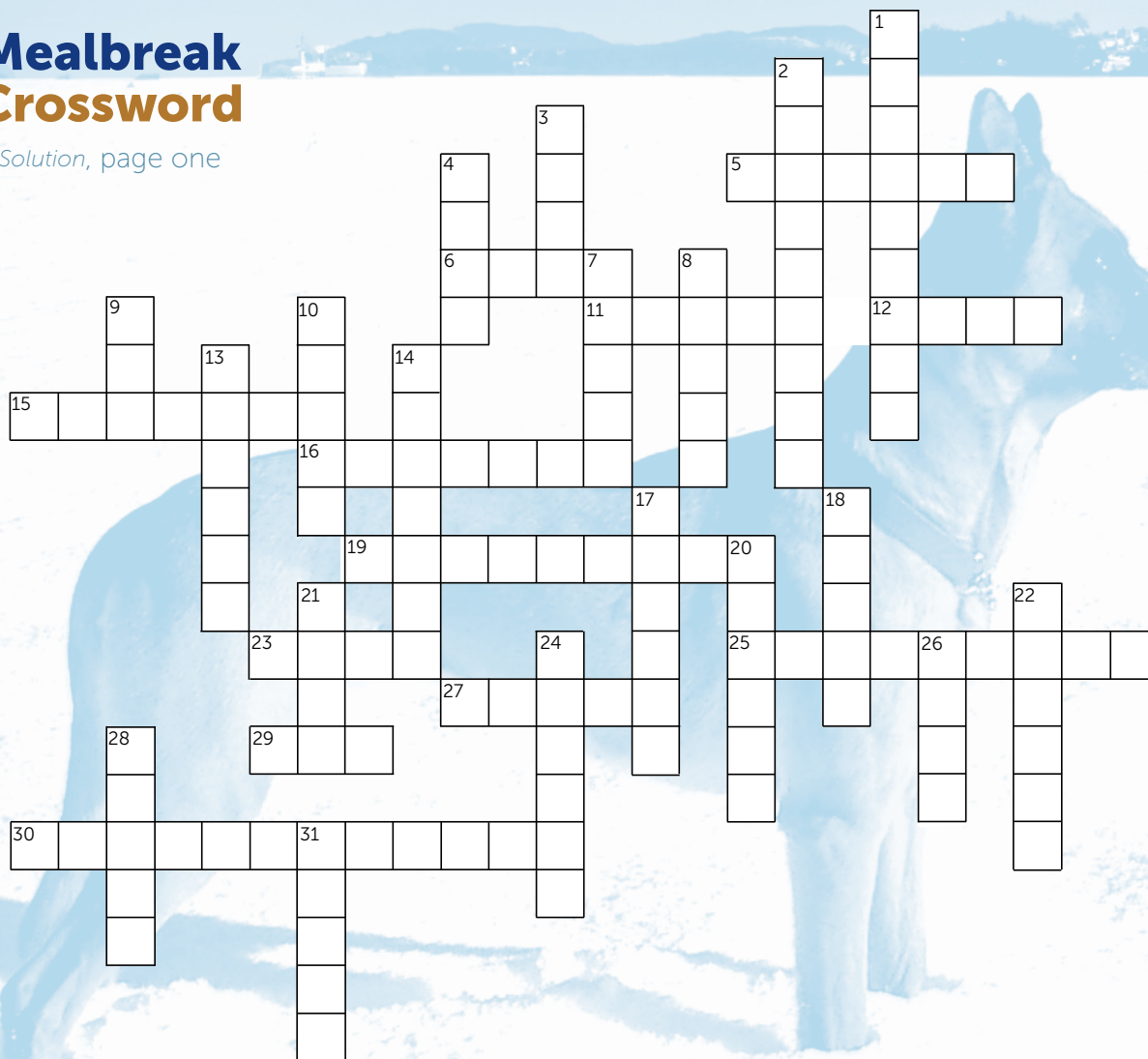
Now, the second option being an insurance policy for a lump sum, creates a Fringe Benefits Tax (FBT) obligation which is reported on every member's annual tax statement. FBT puts us in even a worse situation than now, with phantom income, particularly for members who access Centrelink type payments such as childcare subsidy or child support. Neither option was an acceptable outcome.

My executive and I could not allow every member of the New South Wales Police Force to continue receiving a personal income tax bill in thousands of dollars each year because of this scheme, and these bills were set to increase next year based on the premium rises predicted."

TO CONTINUE - SCAN QR CODE ABOVE

# Mealbreak Crossword

Solution, page one



## Down

- 1) Johnny Depp's two dogs, named & shamed by Barnaby Joyce (6,3)
- 2) A small surly breed from Mexico (9)
- 3) The name of Dorothy's small terrier in Wizard of Oz (4)
- 4) An animal's foot: claws and pads (4)
- 7) Small wingless jumping insects which feeds on the blood of mammals. (5)
- 8) Wild or half-domesticated dog with a sandy-coloured coat. (5)
- 9) Originally lapdogs of Chinese Emperors. Introduced to England along with loot taken from Beijing's Summer Palace. (3)
- 10) Game of throw, chase & retrieve. (5)
- 13) Peanuts' Beagle. (6)
- 14) A dog of no discernible breed or pedigree. (6)
- 17) A covering for the nose and mouth of an animal (6)

- 18) The name of an Australian cartoon about a family of Blue Heelers (5)
- 20) Soldiers and dogs wear them (3,3)
- 21) 'Give the dog a \_\_\_\_\_' means giving someone what they want. (4)
- 22) A vaccine-preventable, zoonotic, viral disease affecting the central nervous system. Infects mammals: including humans and canines. (6)
- 24) Shelter for dogs (6)
- 26) Gets wagged when happy. (4)
- 28) Homeless, ownerless, itinerant dog (5)

## Across

- 5) Collective noun for several young pups born together (6)
- 6) Barking sound made by a dog, also a word for eating food ravenously (4)
- 11) Name of the first animal to orbit earth in a space capsule: Russian (5)
- 12) Sharp explosive cry of a dog. (4)
- 15) NSWPF specialist canine services. Home to drugs, firearms, explosive and cadaver dogs. (3,4)
- 16) Pointed teeth (7)
- 19) Very fast breed of dog (9)
- 23) Long, doleful cry uttered by a lonely dog. (4)
- 25) A very large dog with short hair, a square head, and large triangle-shaped ears (5,4)
- 27) This sense is typically 100,000 to 1 million times more sensitive in a dog than a human (5)
- 29) Pet's doctor (3)
- 30) A highly energetic and obedient breed widely known for sheep herding abilities, problem-solving and intelligence. (6,6)
- 31) A breed associated with Britain's last Queen (5)



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