



# BLUESTAR



Photo courtesy of AFP Museum

## Sydney Hilton Bombing

Those who died are remembered 40 years after the Hilton bombing

## Bleed4Blue Blood Challenge

AFPA members join their colleagues across the country to donate blood

## Close Personal Protection

Behind the scenes with those who protect our leaders

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EXCELLENT WITH  
PAYMENT OF CLAIMS  
AND ALL!"**

*POLICE HEALTH MEMBER, 2017*

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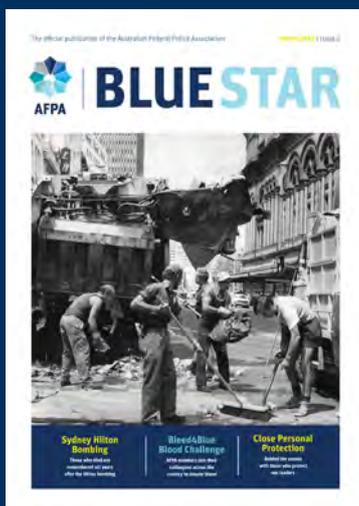
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### Magazine Cover

The Sydney Hilton bombing aftermath

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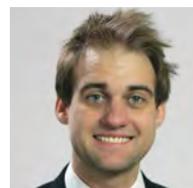
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### Bleed4Blue

John Breda's stabbing was a stark reminder of the critical importance of blood donations.



### PFA – Things are not always as they seem

The PFA raises issues with the Productivity Commissions Police Services Report.



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Photo courtesy of AFP Museum

### Sydney Hilton Hotel Bombing

This year marks the 40th anniversary of the Sydney Hilton Bombing. The attack claimed the lives of two garbage collectors and one NSW Police Force officer and left 12 people seriously injured.



**Angela Smith**, President

President  
Angela Smith

**Welcome to our second edition of BlueStar. Our fresh look and feel of our magazine has been well accepted. You'll have noticed the excessive amount of advertising had disappeared and we now concentrate on stories, information and benefits for you, the members. I hope that you continue to enjoy BlueStar. If you want to see something in the magazine, give us your ideas and we'll do our best to make it happen. It's your magazine.**

▶ A huge thank you for all the positive feedback we received over our efforts over the past two years with the Enterprise Agreement bargaining. The process was long, drawn out and frustrating for all of us, mostly for you, but we managed to get there in the end. Your patience is to be commended.

**We understand very well that not every member was completely happy with the result, however, the environment in which we bargained was tough and extremely restrictive, and to achieve the result we did was a credit to our Vice President Graeme Cooper and Secretary/Treasurer Adrian Smith for their unrelenting approach.**

Now that the Enterprise Agreement is behind us for the time being, we will have more time to concentrate on catching up with as many of you as we can by getting around to most stations and offices around Australia, and at the same time working on increasing our membership numbers. The larger our membership base the stronger our voice, which is of great benefit to you. The joy of this job is meeting with you and chatting about any issues you see occurring in your workplace, or anything for you personally that we can help with.

There have been many tragic events these past few months that reminds us of how dangerous policing is. On the 26th of January, Detective Sergeant John Breda of New South Wales Police Force went to a job in Sydney, with two of his fellow officers, to arrest a man who was alleged to have committed child sex offences. The situation escalated, and Sergeant Breda was stabbed in the stomach and chest. Thankfully, Sergeant Breda survived. What this job reminds us all is that policing is inherently dangerous and indeed stressful. Matters

that we often consider as routine can get out of control instantly and one of our own can be injured or, worst of all, killed. Sergeant Breda is now recovering at home. Due to the shocking injuries Sergeant Breda had to receive 44 bags of blood to save his life.

**The New South Wales Police Force and the Police Association New South Wales rallied and formed the Bleed4Blue campaign to encourage as many police officers, staff and members of the public to donate their blood to help save more lives.**

All other police forces and police associations and unions rose to the challenge for all to give as much blood as possible. It's been encouraging to see more than 150 AFP members, including about 20 new recruits at the AFP College get on board and donate blood, some for the first time.

Another stark reminder of how dangerous policing can be occurred in February, also in New South Wales where police were setting up to conduct roadside breath testing. A driver, distracted by his mobile phone, drove into two of the officers and they have both sustained serious injuries, with one officer losing his foot. If you have ever stood on an RBT line you will know how easily it would be for a car to hit you. Yet again a routine job to do

**Those protecting the community are sometimes also in need of protection. This also goes for our fellow emergency services colleagues.**

Find out more about John Breda's injuries and the Bleed4Blue Challenge on pages 30-31 in this issue.

Similarly, in the ACT, police and fire went to a house fire recently where three bodies were found – a mum and her two children. The effects of going to incidents like this will stay forever in the memories of those who attended.

Please find a way to put your hand up and ask for help. There is no shame in this. You are human and feel stuff. It's nothing more complicated than that.

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**You can never erase those images. And they can build and build in your mind until one day it manifests in a way you didn't think was possible, from increased alcohol intake, to violence and sometimes, utterly tragically, to suicide.**

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My message at the end of these reports will always be 'look after yourself and look out for each other'. It is something I am passionate about. So, look after yourself. Look out for each other. ◀



## **AUSPOL – Police Welfare Foundation is affiliated with the AFPFA and is the preferred charity of the AFPFA.**

**AUSPOL - Police Welfare Foundation was primarily established to assist serving and former law enforcement officers and their families, but assistance may be provided to any person in need. It has been approved by the Australian Taxation Office (ATO) as a public fund for the relief of persons in necessitous circumstances.**

▶ The types of assistance that AUSPOL - Police Welfare Foundation may offer include assistance with the immediate financial needs of an AFP employee and/or their dependants in a case where there is a loss of life or livelihood. It could also cover emergency financial assistance in the case of an unexpected crisis. All requests for assistance will be considered and assessed according to the information provided by the applicant and other relevant information available.

The ATO has bequeathed AUSPOL Police Welfare Foundation is a Deductible Gift Recipient, which means in practice that gifts of \$2.00 or more are tax deductible for the donor.

The easiest way to donate to AUSPOL – Police Welfare Foundation is to set up an ongoing payroll deduction to the Foundation on a fortnightly basis. Your donations will help us continue to provide assistance to members in need. Through your current donations in the past 12 months more than \$80,000 has been paid out to members. ◀



# VICE PRESIDENT'S REPORT

**Graeme Cooper**, AFPA Vice President

Vice President  
Graeme Cooper

Regular items

## The question I've been applying my mind to lately, as we work to set the Association up for another successful year is, why do we belong to the AFPA? I have a few ideas...

► It might be because policing is a team sport. Operationally, our team wins because we can apply more resources – often people – to a problem than the other team. Belonging to the Association and supporting the other members of our team is an inherent part of that. You may be surprised to know that policing has amongst the highest rates of industrial representation of any industry in the country. Across the state jurisdictions, membership of the police associations/unions by sworn members is almost one hundred percent.

**It probably includes the knowledge that if things go awry, the AFPA Team will be there to support you and your family – both personally and professionally.**

To quantify what that support means, last financial year we provided more than a million dollars in welfare assistance to members. This financial year, we have approved almost half a million dollars in legal assistance.

It is almost certainly as a result of the extraordinary power our employer wields over us. The integrity and discipline regimes to which we are subject pervade all aspects of our lives. At the extreme end, the AFP Act provides the ability for the Commissioner to suspend an employee without pay, deny the ability to obtain other paid employment and then delay acceptance of their resignation for up to 90 days. It is little wonder employees are compelled to band together to try and protect our own and each other's interests.

**The natural question which follows is why do people choose not to belong?**

For some people it is about the cost of membership and I accept some can't afford to pay. However, we should all be frustrated at those who simply choose not to. The outcomes we achieve for members flow to all AFP employees, not just Association members, so those who choose not to belong are happy for the members of the team to win the game for them. As an AFPA member, I would encourage you to have a conversation with those non-members in your workplace and challenge them on why they do not belong.

Personally, I see no valid reason for any AFP employee not to belong to the AFPA. The Association faced some very significant challenges through 2015 and a very high level of dissatisfaction was expressed by members. Believe me, I was first amongst them. Some of these members chose to resign their membership as an expression of their dissatisfaction and I would like to invite them back. In fact, we are prepared to consider the readmission of former members to their previous membership tier upon their return.

**I believe the current operations of the AFPA are at least as strong as at any time in the history of the organisation. Simply, any reason for not being an Association member which predates 2015 is irrelevant.**

This year, adding further value to your AFPA membership (and attracting new members) will be an important part of my work. We have some exciting new benefits in the pipeline, as well as incentives to encourage further membership growth. Thanks for being part of the team. ◀

The AFPA exists to protect, represent and support you at work. Join today. [www.afpa.org.au](http://www.afpa.org.au)



**AFP**  
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# WALK AS 1

**BREAKING THE STIGMA AROUND MENTAL HEALTH**

**Thursday 7 June, 2018**   
**National Police Memorial Canberra**   
**7.30am**

Participants to gather from 7am at the National Police Memorial, Wendouree Drive, Parkes. Show your support for mental health awareness by wearing green.

7.30am walk off  proceeding towards Kings Avenue Bridge   
returning via Commonwealth Avenue Bridge to the National Police Memorial.

Walk as 1 will be followed by a BBQ breakfast at the Memorial.

**For more information or to register a team contact:**  
**walkas1@afp.gov.au**



# LEGAL AND INDUSTRIAL

Michael Chilcott, AFPA Counsel

## Apologies, Courage, Leadership and the AFP

**An apology is the declaration of regret, remorse, or sorrow for having wronged another or others by insult, causing physical or psychological injury or failing to prevent such harm.**

► Some apologies are interpersonal in that they are between individuals – friends, colleagues or family. Some apologies are collective – including by one person to a group, a group to a group or a group to an individual. Commissioner Colvin’s apology made at the time of the release of Elizabeth Broderick’s report titled Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police (2016) (the Broderick Report) is an example of an apology from an individual to a group. He said, “To those members, past and present, who have been subjected to behaviours and actions that are not consistent with our values or community expectations, I unreservedly apologise. This must change, and from this point forward it will.”

There has been growth in the number of apologies of the individual-to-group or the group-to-group type in the last 15 or so years. The apology to the Stolen Generation in 2007 comes to mind.

However, apologies to individuals are rare. Legal settlements with a denial of liability and without an acknowledgement of fault or an apology are common.

Stephen Covey wrote in *The Speed of Trust* (Simon Schuster 2006) that often insurance companies will tell doctors not to apologise to patients when they make mistakes despite increasing evidence showing that those who apologise respectfully and demonstrate empathy are sued less. People find it harder to forgive when they feel they are owed an apology that they do not receive.

In 2014, Michael Maynes took his own life three years after resigning from Victoria Police. Victoria Police accept that he was viciously harassed at work between 2008 and 2011 because of his sexuality. Although the coroner did not find that Michael took his own life because of that bullying, the coroner’s investigation

found he was subjected to “unwarranted and inappropriate comments and behaviours by certain members of Victoria Police”.

Recently, Victoria Police Assistant Commissioner Luke Cornelius apologised for the homophobic behaviour to which Michael was subjected during his time on the force. Victoria Police seem to accept that although the negative workplace behaviours were not found to be a direct cause of Michael’s decision to take his life, they may have impacted on his mental wellbeing and his drug taking after he left the force and ultimately may have contributed to the decision to end his life.

The apology by Commissioner Colvin and other senior officers following the publication of the Broderick Report was a rarity in the history of the Australian Federal Police. But there are questions as to whether it had the desired effect, because some people who think that they were one of those to whom the apology was directed remain frustrated and underwhelmed believing that they were owed something. Commissioner Colvin made it clear there will be change. The change he expects will take some time to take effect. However, those affected by the behaviours he acknowledged expected something more – repair to them or their careers.

The apology was not personally delivered to individuals. Perhaps, it was because the victims of the behaviours described by Commissioner Colvin are not known. Perhaps there are too many victims. About this we cannot speculate because we do not know.

However, there are instances where the inappropriate behaviours of some AFP employees are known. The impact of those behaviours is known. Yet the AFP does not own those imperfections or show courageous leadership by apologising and attempting to create some restoration.

Commissioner Andrew Colvin’s apology

**“To those members, past and present, who have been subjected to behaviours and actions that are not consistent with our values or community expectations, I unreservedly apologise. This must change, and from this point forward it will.”**

Commissioner Andrew Colvin, 22 August 2016

In one matter, the AFP deliberately withheld information from the employee, compelling scientific evidence was disregarded, and the AFP would not accept that its processes may have caused mistakes. The employee's employment with the AFP was terminated. A settlement was reached without an apology.

In another case, an employee clearly sustained a workplace injury. Yet the employee's return to work was marred by supervisory indifference, poor managerial support, a lack of empathy and suspicion. To this date the AFP does not accept that these things occurred and so an apology has not been considered.

Then there was the case where there was a workplace investigation of allegations of workplace harassment by an employee. It concluded that there was no evidence supporting the allegations made by the employee. Instead, the employee faced an internal investigation of a separate but related allegation that took some time to complete. The allegation was not established. Progress has been made to heal the relationship with the AFP. However, there has not been a full apology for what happened to the employee.

Finally, there was the case of the employee who was seeking reinstatement following termination. The AFP accepted its error, and compensation and reinstatement were discussed. Your Association was told that the employee could not be reinstated because the employee's colleagues would not accept the employee back and the employee would be regarded with suspicion. This would cause trouble for the employee. That conversation acknowledged a possible workplace culture that the AFP was not prepared or was unable to manage. A settlement was reached. Liability was denied. There was no apology. Reinstatement did not occur.

These cases are not historic. They occurred in the past two years. There are more that demonstrate the point.

It takes courage by an organisation or an individual to admit fault, mistake or imperfection. It takes real leadership to make a genuine apology, to explain the need for that apology, and to ensure that restoration, so far as it is possible, occurs. Doing this will reap rewards for leadership:

- by earning respect from the workforce;
- attracting loyalty; and
- developing trust.

It will give substance to the conversations that the Broderick Report encouraged.



The Broderick Report and Commissioner Colvin's apology

More importantly, the personal apology – the one to the person affected – will show that the AFP's senior leadership gets it and is prepared to acknowledge that something bad has happened, that it is regretted and something substantive will be done to ameliorate any negative effect it has had.

Your Association will be watching carefully. 🗨️

### Further Reading:

**The Broderick Report:** <https://www.afp.gov.au/sites/default/files/PDF/Reports/Cultural-Change-Report-2016.pdf>

**The Age:** <http://www.theage.com.au/victoria/we-are-deeply-sorry-victoria-police-apologises-for-what-happened-to-michael-maynes-20180116-h0iw19.html>

**The ABC, RN Breakfast:** <http://www.abc.net.au/radionational/programs/breakfast/victoria-police-apologise-for-sexual-harassment-michael-maynes/9338472>

# How Routine can help you keep track of your finances

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**When you're in a routine with your spending and budgeting, it's much easier to keep a handle on where your money goes each month. That's ideal for achieving a money goal or paying off debts over time.**

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When you lose track of your spending, it can hurt your finances. Your savings could take a hit, or your budget could become unachievable. If you want a stable financial life, sticking to a certain routine and being aware of things like your budget and your shopping splurges are vital.

## **HOW CAN ROUTINE HELP YOUR FINANCES?**

You likely already have some routines in your life. They could be to do with getting ready for work in the morning or cooking dinner. It might even be something at the gym that motivates you to get through your workout. But do you have a routine for your finances?

Sitting down every week and checking through your account statements, doing your budget and seeing where you overspent or saved the past week, shopping in the same places for your weekly necessities, even buying coffee from the same place each day - these are all examples of a financial routine. Here's how each of them can help:

### **CHECKING YOUR ACCOUNT STATEMENTS**

This is an important part of keeping track of your spending habits and making sure every charge on your account is correct. Keep your receipts and find the corresponding transaction on your weekly or monthly account statement, then cross it off. If you find a charge you can't remember or don't have a receipt for, highlight it and try to think where it could have come from.

You might have lost the receipt or not been given one at all, or another person on the same account could have spent money without letting you know. Alternatively, you could be the victim of financial fraud, and we'll explain that later. Whatever the reason for a phantom charge, it's important you know what's there and see how much you've spent/how much you owe on your credit cards.

### **GOING OVER YOUR BUDGET**

If you have a budget in place already, you'll have a certain amount to spend each week on entertainment, food, rent, utilities and

maybe shopping, but you should also have a set amount to save. Check your budget regularly against your actual spending habits and find gaps where you need more money to spend or save, or where you could cut down on expenditure.

It's important to alter your budget regularly if you change jobs or your income stream changes. You could be able to save more and reach your financial goals faster. Make checking your budget a part of your weekly routine and you'll always be on top of your spending and saving goals.

### **DO YOUR GROCERY SHOPPING IN THE SAME PLACES**

Routine is the key for this part of your weekly spending. When you shop in the same places, you start to know where the things you want are, and how much they cost. Walking down the same aisles, aiming for the same items, and noticing when there are sale products can all help reduce your food spending and stay away from the unnecessary extras that can hurt your bank balance.

### **BUY COFFEE (OR LUNCH) FROM THE SAME CAFE**

This one can be applied to any daily or weekly charge you rack up. The premise is that it makes it easier to spot the charge on your account statement, plus you can budget for it because it's going to be the same price every day. If you go to different cafes, the price of a coffee and a muffin could change which means you might end up spending more than you should.

What's more, coffee cards are useful and can save you the cost of one drink per 10 visits or so. If you flit from one cafe to the next, it'll take much longer to fill up any rewards cards.

### **ROUTINE CAN HELP YOU TO SPOT IRREGULARITIES IN YOUR FINANCES**

Fraudulent behaviour on your account could be incredibly costly - especially if you don't spot it for a number of months. Imagine a fraudster has used your debit card for a transaction, the details stolen from an unsecured online shopping website you used once.



A massive charge could end up on your statement that you'll have to pay off, unless you report the transaction as unusual.

You might even be paying a small amount to an unrecognised account each month. These small charges might look innocuous on your statement, but over two years, \$30 per week can turn into \$3,120. That's not only money you're losing but money that isn't accruing interest and adding more to your savings.

In 2017, Australians lost \$1,374,551 to online shopping scams according to ScamWatch - and that's just the reported losses. Phishing email scams cost over \$650,000 as well - make sure to always verify emails that ask for any personal information. Keeping up with the latest news on scams is another way of ensuring you don't fall victim to an internet fraudster.

Fraudulent financial activity is everywhere so be careful what websites you're dealing with. If your banking or credit card details are requested, make sure it's a secure site and only buy from trusted retailers.

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**Sitting down every week and checking through your account statements, doing your budget and seeing where you overspent or saved the past week, shopping in the same places for your weekly necessities, even buying coffee from the same place each day – these are all examples of a financial routine.**

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If you have a firm grasp on what your spending looks like, you'll be able to more easily spot these sorts of strange happenings and report them. If you don't know what a regular month of spending looks like, it'll be much harder to keep track of where your money is really going. For more information about tracking your account statements or putting together a budget, get in touch with Police Bank today.

### MEMBER ENQUIRIES

Contact Centre (General enquiries) | P 131 728  
 F (02) 9287 0850 | [info@policebank.com.au](mailto:info@policebank.com.au)  
[www.policebank.com.au/contact](http://www.policebank.com.au/contact)





Special feature

Photo courtesy of AFP Museum

# Sydney Hilton Hotel Bombing

# Victims Remembered

## 40 Years On

This year marks the 40th anniversary of the Sydney Hilton Bombing. On February 13, 1978, a bomb was planted in a rubbish bin outside the Sydney Hilton.

► At 12.40am, the device exploded when the bin was emptied into a garbage truck outside the hotel. It killed two garbage collectors, Alec Carter, 37, and William Favell, 36. A NSW Police Force officer guarding the entrance to the hotel lounge, Paul Burmistriv, 31, died nine days later. In addition to the fatalities, 12 people were seriously injured in the attack.

At the time the hotel was the site of the first Commonwealth Heads of Government Regional Meeting (CHOGRM). The then prime-minister Malcolm Fraser and 11 foreign leaders were staying in the hotel at the time, but none were injured. The explosion shook the George Street foyer of the hotel and ripped out ceiling and light fittings.

It was a day that left people physically and mentally scarred, tore families apart and was a devastating blow to the happy-go-lucky Australian psyche. It was Australia's first experience of domestic terrorism. To this day it is unknown who was responsible for this act of terrorism.

The Hilton Bombing, as it became known, marked a turning point in Australia's counter-terrorism planning, preparedness and response. It also revived the idea of a single federal law enforcement agency and led directly to the amalgamation of the Commonwealth Police, ACT Police and the Narcotics Bureau to form the Australian Federal Police (AFP) in 1979.



Retired NSW Police Force Senior Constable Terry Griffiths



NSW Police Commissioner Michael Fuller APM presenting the Australian Police Medal and the NSW Police medal posthumously to Wal Burmistriv, the brother of the late Senior Constable Paul Burmistriv

The 40th anniversary memorial service was held at the Hilton on Tuesday 13th February 2018 with dignitaries including acting AFP Commissioner Leanne Close,

NSW Police Commissioner Mick Fuller, NSW Police Minister Troy Grant pausing to reflect alongside the family and friends of the bomb victims. It included a



presentation of poignant photographs from the scene showing the severely damaged rubbish truck and debris strewn across the street.

A former NSW police officer who survived the bombing has vowed on the 40th anniversary of the attack to “find the bastards who did it” and have them locked away. Senior Constable Terry Griffiths, now 74, was among retired paramedics, police and victims’ families at the emotional service. Constable Paul Burmistriw was posthumously awarded the National Police Service medal and NSW Police Medal.

The acting AFP commissioner, Leanne Close, told the service the blast had a broad impact on public confidence in Australian law enforcement agencies..

**“It is perhaps some consolation that over the four decades of policing, technology, intelligence practices and collaboration are now quite significantly different to the practices in 1978. I can assure you that one thing remains constant ... our determined commitment to protect the people of Australia to the best of our ability against these types of heinous crimes.”**

Acting AFP Commissioner, Leanne Close

Top left: The Sydney Harbour Bridge photographed from North Sydney during the walk

Top right: Memorial Plaque outside the Hilton Sydney following the ceremony

Bottom: Acting AFP Commissioner Leanne Close APM laying wreath at the ceremony



Photo courtesy of AFP Museum



AFPA Vice President Graeme Cooper, who attended the service, said Constable Burmistriv's death was "a horrible and stark reminder of the inherent dangers and risks involved in police work. For the families (of those killed) each of them lost a husband, a father, a son or a brother - their friends lost a mate who would never be replaced."

To commemorate the 40th anniversary, members and staff of both the Association and the AFP participated in an inaugural charity walk on the evening of Monday 12th February. The walk was coordinated by the AFP Sergeants Mess (AFPSM) with proceeds being allocated evenly between AUSPOL, AFP Legacy and NSW Police Legacy.

The 16km walk left the Hilton hotel at approx. 9pm covering various sites around the CBD, including the NSW Police Wall of Remembrance before arriving back at the George Street entrance of the hotel at 12.40am (the time the bomb detonated) for a short service.

Your association will continue to support this annual event and would like to thank Police Health and Police Bank for their support and sponsoring this inaugural event. ◀



Top: Outside the Sydney Hilton shortly after the bombing

Bottom: Rebecca Kotz, Lynn Crafter, Leonie Gilder, Karen Drake, Rob Gilder, Snr Cst Terry Griffiths (Ret'd.), Graeme Cooper (AFPA), Vince Pannell, Chief Inspector Caroline O'Hare (NSWPF), Greg Corrin, Chief Inspector Gary Raymond APM, OAM (Ret'd.), Melanie Atlee (AFPA)

Australian Federal Police Association proudly sponsored by





Photo courtesy of Inspector Mike Smith

AFP's role in PNG bolsters police in PNG ahead of APEC

# Training our PNG colleagues

Papua New Guinea is a country of just over eight million people. There's no railway in the country and Port Moresby is the only capital city that has no road link to the rest of the country. Rivers and air are the only travel options around this rugged mountainous land. Anywhere you fly in PNG you can see the extraordinary landscape below that looks untouched by human hand.

► It is also one of the most culturally diverse countries on the world with only 18 per cent of its population living in urban centres, ([https://en.wikipedia.org/wiki/Papua\\_New\\_Guinea](https://en.wikipedia.org/wiki/Papua_New_Guinea)), such as Port Moresby and Lae. According to the World Bank in 2010, 40 per cent of the population lives a self-sustaining natural lifestyle with no access to the global capital. Only 50 per cent of adults are

literate, with an estimated 40 per cent of the population living on less than AUD\$1.50/day. So, securing a job with a government department is a means to improve your economic lot in life. And so it is when Papua New Guineans join the Royal Papua New Guinea Constabulary (RPNGC). On top of the regular, yet meagre, wage, is provision of living-in barracks. Therefore, joining one

Inside a Police Station in Lae



of the major institutions, be it police or the defence forces, gives a wage as well as a place for you and your family to live. Albeit, rather ordinary accommodation.

A much-needed boost to the economy in November this year will occur under the auspices of the Asian Pacific Economic Cooperation (APEC). The AFP is present in PNG under the banner of PNG-APP (Papua New Guinea-Australian Policing Partnership) to assist the RPNGC to manage security operations during APEC. When I travelled to PNG last year at the request of our members, there were about 70 AFP appointees deployed. The positive message was that many of our members feel they are having an overall positive experience working alongside their RPNGC colleagues, as well as being part of the PNG-APP training program.

One of the training areas I visited was the motorcycle training conducted by Inspector Michael (Mike) Smith. Part of the AFP's responsibility is to help develop the capacity of RPNGC's traffic operations. Mike is the lead trainer for traffic management, sole riding skills and motorcades.

While I was at the training area, Mike introduced me to two female officers undergoing the motorcycle training: First Constable Delma Daki and First Constable Esther Kende. The incredibly heartening thing is that these women are encouraged and supported to enter the traffic branch, and what's more they are, according to Mike, standout students. Even more encouraging for them is that they are given support and encouragement on-site by their male colleagues.

The numbers of women are increasing overall within the RPNGC. They are encouraged to join the police ranks after reports of male police officers have become embroiled in sex crimes against female victims of crime and one way to try to alleviate this behaviour by the men is to recruit more women as police officers.

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**Interestingly, motorbikes are a rare sight in PNG, and driving cars is mostly the domain of men, so to see a motorbike ridden by a woman, and a police officer at that, is an incredible advancement for women in this country.**

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Many of the trainees, both male and female, when they go to Mike's training courses are getting on a motorbike for the first time. He finds his students to be exceptionally eager who learn very fast.

These courses are allowing police officer to learn all aspects of motorbike riding, from the first stages of riding a scooter, right through to improving skills already learnt as well as riding as part of a motorcade, which, as anyone who has been in Traffic Operations knows is a particular skill.

with another female officer identified for training. Mike has found the training aspect of his deployment to be thoroughly rewarding and satisfying. He has loved watching his RPNGC student colleagues develop professional skills and confidence as well as watching their personal confidence grow along with the smiles.

Living and working in a developing country is a rare and special opportunity. The benefits have a lasting effect for every person touched by the experience. ⚡



Police Barracks in Port Moresby.



Inspector Mike Smith

To date, AFP Traffic training in PNG has graduated 35 students; two women have graduated, one is currently in training



Assemblage Art in PNG

# Keeping our Prime Minister safe

Since its formation in 1979, the AFP has provided personal protection for every Australian prime minister since Malcolm Fraser, members of Parliament and visiting dignitaries from overseas.

► The objective of AFP Protection is to keep individuals and interests identified by the Commonwealth as being at risk safe from acts of terrorism, violent protest and issues motivated by violence. The AFP can't do this alone. They work in partnership with other Commonwealth, State and Territory agencies and departments.

The Prime Minister's Protection Team (PMPT) has approximately 17 specialised staff who work around the clock with a breadth of experience and depth of knowledge that allows the AFP to provide the highest level of security.

The AFP works in partnership with members of the Close Personal Protection (CPP) Prime Minister's Protection Team (PMPT) who are responsible for protecting the Prime Minister and other ministers within Australia and overseas.

In films we regularly see body guards take a bullet for those they are hired to protect. However, in the real world this high drama is replaced with intensive training. All members of the PMPT undertake the training program where specialist skills are learnt and well-practiced.

On the job there is not time to ponder the possibilities in a situation. PMPT members must be ready to react quickly and possess the ability to swiftly evaluate a situation. And it is not just about reacting to a situation with a show of physical force. These trained men and women may also be called upon to use their refined negotiating skills at any given moment.

They are, by the nature of their work required to be fit, well groomed, professional and, above all, discreet. The team members have to blend in with the crowd and may hear and see things that are highly confidential. It's not a place for office gossipers.

The members' ability to adapt was observed first hand while meeting with the team recently. There was an unforeseen change in the appointment of the acting Prime Minister. This changed all the plans already made to deal with the PM's overseas trip. The PMPT was quick to respond and make the necessary arrangements required to ensure there were no interruptions to prearranged schedules.

The PMPT 's role is unique, and it was apparent when



Sergeant Suzanne St Jorre meets the Duke and Duchess of Cambridge in 2014 during their Australian visit



speaking to team members they love what they do and for many attaining a position in this elite group was a long-held desire.

The Team Leader of PMPT, Sergeant Suzanne St Jorre, said that largely no days are the same and the work is rarely dull.

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**“There is always something exciting happening and the working hours are at times long and unpredictable.”**

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All this is outweighed by the job satisfaction and the rewarding opportunities that working in close protection provides.

Suzanne has more than 30 years policing experience, having joined the AFP from Western Australia Police. Now with 13 years’ experience in CPP, Suzanne is currently responsible for managing the team, but hers is not a desk job. Suzanne still kits up whenever the need arises.

While Suzanne is in no rush to leave the AFP, she sees herself retired in 10 years’ time with great memories.

Suzanne said she has met and worked with a lot of interesting people, but there is one highlight that stands out as a moment she won’t forget – meeting the Duke and Duchess of Cambridge,

affectionately known as Will and Kate. Suzanne says they were unexpectedly down to earth, funny and a real pleasure to be around.

Senior Constable Michael Patching, who has been working in CPP since 2015, was quick to tell that there really is no other job like it in the AFP. Having studied politics at university and has an eagerness to travel, so a position on the PMPT has afforded him the opportunity to meet people and travel both domestically and internationally to global events.

Michael appreciates the exclusivity of his role. “Not many people get the opportunity to drive through the gates at Buckingham Palace, stay floors above Vladimir Putin and travel in Donald Trump’s motorcade”, says Michael. ◀

Suzanne St Jorre and Federal Agent Jason Doherty closely watching the Prime Minister’s car C1



Parliament House, Canberra



**Police Federation  
of Australia**  
The National Voice of Policing

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Each and every January, the Productivity Commission releases its *Report on Government Services (RoGs)*. The aim of the report is to provide information on the equity, effectiveness and efficiency of government services across the country.

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# Things are **not** always as they seem

By Kathleen Potts and Fiona Wade

▶ As would be expected policing is incorporated in the report, with Chapter 6 outlining the performance of police services including the numbers of police within each jurisdiction as well as the ACT community policing function performed by the Australian Federal Police.

All the above sounds quite reasonable... but what if the figures don't reflect the real story.

In parallel, The Police Federation of Australia (PFA) produces an estimate of sworn and unsworn police staff numbers using State and Territory Police Service Annual Reports as a main reference. This is done in consultation with content provided directly by State and Territory branches.

And each year without fail, there is a notable difference in the total police staff numbers published in the RoGs to those calculated by the PFA. And it seems that the problem stems from a lack of consistency in the term "operational" and "non-operational".

As far back as 2012 the PFA began advocating for national consistency when reporting on police figures. This has included writing to all Commissioners requesting breakdowns of operational and non-operational police in an attempt to assist in developing a comparable picture across the jurisdictions.

The PFA also wrote to the Productivity Commission several times highlighting concerns with the report, but to no avail.

From the PFA's perspective one of the main issues with the Productivity Commissions Police Services Report relates to the categorisations used in the report. For example, the Productivity Commission states that

"Police staff may be categorised in two different ways:  
■ by 'sworn' status – sworn police officers exercise police powers, including the power to arrest, summons, caution, detain, fingerprint and search (tables 6A.1–8). Specialised activities may be outsourced or undertaken by administrative (unsworn) staff.

- by 'operational' status – an operational police staff member is any member (sworn or unsworn) whose primary duty is the delivery of police or police related services to an external client (where an external client predominately refers to members of the public but may also include law enforcement outputs delivered to other government departments). “

According to the Productivity Commission 'operational status' is considered the most reliable estimate for the number of police staff, actively engaged in the delivery of police related services.

But the PFA firmly believes that such a broad definition allows for the inflation of 'operational' police staff numbers by the inclusion of non-frontline police and support staff. Such a claim is supported by reviewing the report's 'operational' police staff numbers by jurisdiction, where in every instance, the number provided in the RoGs exceeds the number of sworn police officers. If readers of the report want to further scrutinise the numbers, they must review detailed tables (6A.1 to 6A.8) found within the report, and manually separate 'operational sworn' and 'non-operational sworn' numbers to determine the total number of sworn police staff for each jurisdiction. But once calculated there is a vast difference in actual sworn numbers and the number of 'operational' police listed in the report.

What makes this problem worse, is the fact that individual police services report police staff numbers according to different methodologies, thus making national comparisons difficult. Each police jurisdiction can have a differing definition of 'operational staff member' which potentially can result in almost anyone on the police payroll falling into the category of 'operational'. And just to make things a little more complex, any comparison of police staffing numbers are further complicated by the non-standardisation of categories within Police Service Annual Reports. For instance, while the majority of jurisdictions report police numbers by Full Time Equivalent (FTE) there are some that report by headcount. And some jurisdictions switch between FTE and headcount depending on what is reported on, and there is at least one jurisdiction that provides their numbers in percentages or graphs without providing the raw data.

The PFA believe that it is in the public's interest, to know how many police are protecting their community. These numbers should all be available as comparisons across each jurisdiction, on a police per 100,000 population basis as well as by gender.

While the Police Services Report states that 'staffing by gender is an indicator of governments' objective to provide police services in an equitable manner', the PFA also sees an inadequacy of the reporting by gender. It is interesting to note that there is no raw data that shows the numbers of sworn males versus sworn female police officers anywhere in the report, with the only data pertaining to the number of women presented as a percentage of all staff; making it difficult to answer the question of how many female 'frontline' police officers there are in Australia.

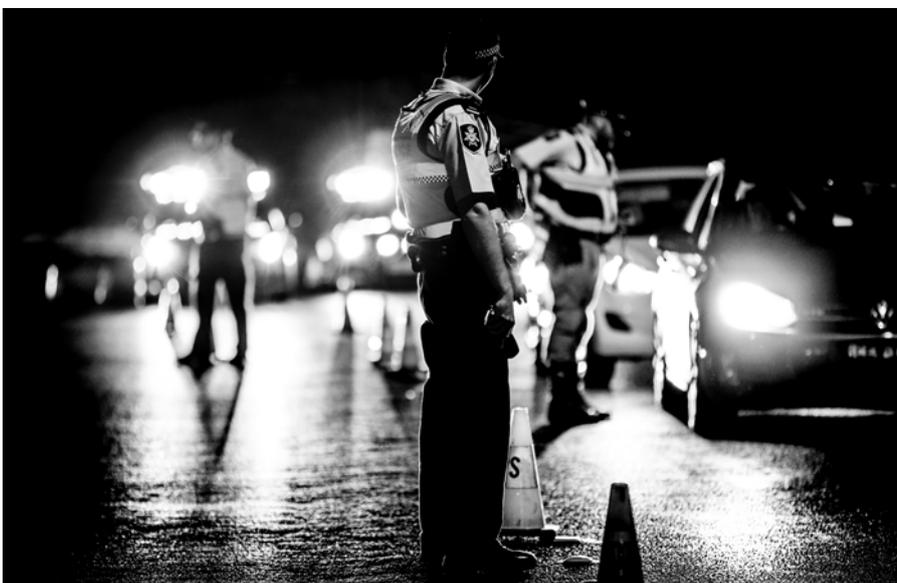
The PFA recently took the opportunity to voice concern over the weaknesses in the reporting and analysis of national police numbers, specifically applying to gender, in a parliamentary submission to the inquiry into Gender Segregation in the Workplace and its Impact on Women's Economic Equality. In its submission the PFA said;

*“Without consistency and transparency in the reporting of national police numbers, particularly as it applies to gender then it is difficult to accurately track participation rate progress especially 'frontline' rates for police women. Detailed and standardised reporting across jurisdictions is essential to ensure police services and government maintain high levels of accountability and the public have access to clear comparative data.*

*Further Police Service Annual Reports should include clear sets of indicators, objectives and transparent results/targets achieved annually pertaining to women in leadership, career progression and the development of women in the police. Clear strategic goals need to be set to measure progress nationally”.*

There is an appreciation that some of the issues raised by the PFA may be considered by various police departments as too difficult. But the PFA believes that if the Police Services Chapter

of the Report on Government Services is to have significant credibility, then there needs to be meaningful, tightly defined consistent definitions. As the Australian Governments independent research and advisory body, the Productivity Commission has a responsibility to provide the public with a transparent and detailed breakdown of true police numbers as do the individual State and Territory Police Services. ◀



RBT

# Police Week 2018

## POLICE WEEK

A CELEBRATION OF OUR NATION'S POLICE

The Police Federation of Australia (PFA) will be holding its' inaugural Police Week in September 2018.

▶ Bookended by the Wall to Wall Ride for Remembrance and National Police Remembrance Day; the event aims to draw the policing community together to participate and honour those officers who have paid the ultimate sacrifice, and to celebrate the excellent work of Australia's Police.

Providing a unique opportunity to meet others who work in policing, Australia's Police Week will draw together supporters of policing from across the country, in arrange of formal and informal activities. It is envisaged that Police Week will become a major event on the Australian policing calendar.

While a focus will be on the National Memorial in Canberra, from 15-29 September jurisdictions across the country will also be holding events under the auspice of Police Week.

Events that will be held during Police Week 2018 include the Wall to Wall Ride: Ride for Remembrance, the Remembering Mates: 100km Century Bike Ride, a Police Summit Conference, the inaugural National Bravery Awards as well as the PFA Federal Council Meeting and the International Council of Police Representative Associations (ICPRA) Conference.

The AFPFA will be supporting all these events and encourages all members to get involved in any way they can. More information about these events will be provided to members throughout the year.

More information on all events including nomination forms for the inaugural National Police Bravery Awards can be found at [www.policeweek.org.au](http://www.policeweek.org.au)



**As part of the inaugural Police Week celebrations in 2018 the AFPFA is working closely with the PFA to coordinate the Remembering Mates – 100km Century Bike Ride. Each jurisdiction will hold their own ride, which will consist of a 100km route that is anticipated to end at their jurisdiction's Memorial.**

## Remembering Mates

**100km Century Bike Ride  
Sunday 16th September**

The ACT/NSW route will leave from the NSW Police Academy, Goulburn and finish at the National Police Memorial, Canberra before a service at approx. 3 pm, which will be telecast to states and territories. Other jurisdictions rides and routes will be made available to members once more details are available.

The ride numbers will be capped across all rides (approx. 200) and will be on a first in basis. The AFPFA will provide details on how to enter, costs, timings, event merchandise and more in the coming weeks.

All profits from the event will be distributed to police legacy organisations.

# Wall to Wall: Ride for Remembrance

**Saturday 15th September**

**The Wall to Wall: Ride for Remembrance is now in its eighth year with some 2,000 riders attending annually since 2015. Over eight years \$830,000 has been donated to police legacy organisations.**

The ride is open to serving and retired members (sworn and unsworn) and all other friends, family and proud supporters of policing. The ride is not only a wonderful commemoration of service

and sacrifice, but also a fantastic social event for enthusiastic motor cyclists across Australia in celebration of the police family.

Riders from all jurisdictions join on the outskirts of Canberra before they ride to the National Police Memorial for a short ceremony. This is followed by an after-ride function, that is held at Exhibition Park in Canberra (EPIC).



Registrations will be available closer to the event (May 2018) through the Wall to Wall section of the Police Week website [www.policeweek.org.au/wall-to-wall-ride-2018](http://www.policeweek.org.au/wall-to-wall-ride-2018).

Registration cost for riders in 2018 is \$85, which also includes an event cap. This page will also have the capacity to accept donations and additional fundraising from individuals or groups of riders.

## National Bravery Awards

**Wednesday 19th September**

**2018 is the first year that the Police Federation of Australia (PFA) will be presenting their inaugural National Police Bravery Awards in recognition of the exceptional acts in exceptional circumstances undertaken by Australia's police.**

Announced at a dinner in the Nation's capital on Wednesday 19 September at the National Museum, the Awards will be a highlight of Police Week 2018.

There is no doubt that police work is inherently dangerous. Daily, police officers across Australia put their own life and safety at risk to protect members of the Australian community.

The men and women who make up Australia's police forces take an Oath; pledging that they will act to protect the community, 24 hours a day, seven days a week, both on, or off duty, regardless of the risk to their own health and safety. They constantly place their lives at risk while protecting the life and property of others. And it is these officers that that National Police Bravery Awards will be honouring.

It is not intended that the National Police Bravery Awards replace other bravery awards that are currently bestowed upon our nation's heroes; including citations given by individual jurisdictions, the Australian Bravery Decorations through Government House and other organisation's award processes. But each of those have their own protocols for dealing with nominations which can mean that some heroic actions by police get overlooked and are never formally recognised.

The National Police Bravery Awards has been specifically developed as 'an award for police by police' and while the

recipient will not receive a medal, the award will transcend all state and jurisdictional divides; making the recipients truly national heroes.

We are now calling for nominations for the Award, from police officers, for police officers across Australia.

Bravery means different things to different people, but in the context of these awards, bravery is being defined as moving from a place of safety into to a place of danger, or in turn intentionally placing yourself into a dangerous situation to assist and protect others.

To be nominated, the nominee must have been a serving police officer. In some circumstances a team or unit of police may have been involved in the incident that has prompted the nomination; and in these cases, the PFA will accept group nomination. Where feasible, it is anticipated that the incident being recognised would have taken place in the preceding year to the nomination, however exceptions could include where the matter is subjudice or if other unavoidable delays have occurred preventing the incident from being recommended in the preceding year in which it occurred.

Nominations are encouraged to include relevant newspaper or other media of the incident including video/tv footage or other photos and all nominations will be treated as confidential. They will be judged by a national selection panel which will include members with relevant experience. ◀

**Nomination forms are available from the [www.policeweek.org.au](http://www.policeweek.org.au) website and close on 30 June 2018.**







**Small, incremental changes are the best way to help prevent that yo-yo cycle.**

From the beginning of your policing career, you've been judged on the status of your physical health. But we challenge you to start thinking about your body as a whole. Working out and moving your physical body helps clear the mind and combat stress and anxiety. It's not just about how ripped or toned you are. Look at exercise and healthy eating as the best form of armour you can have, for your body, mind, and soul.

**THE POWER OF THE MIND.**

Like the old saying goes... everything in moderation. Don't go overboard. And if you fall off the wagon for a day, that's fine. Give your body (and mind) the time to adapt and regulate itself. If you can change your perspective towards your health (and what it means for you), maintaining a weight you're happy with will be easier.

Weight loss is much more about controlling your mind - not smashing hours at the gym and eating rabbit food. To maximise your ability to overcome those cravings and destructive eating habits, find out what works for your body. On top of getting enough sleep, be prepared with your meals and working out more (all the things you already know) and exercising your mind.

**Remove the need to be perfect.**

It's difficult when you're motivated to look good for, say, summer. There's a time limit on it and if you don't reach your ideal weight, you'll feel a sense of failure. Moderation, particularly in your expectations, is the key. Perfection and impatience will sabotage

your efforts. Be realistic and don't forget about your long-term goals in these moments.

One thing that helps with this is reducing stress. When your mind is overactive, your hypothalamus works as an alarm in your body. Nerve and hormonal signals stimulate the adrenal glands to release a surge of hormones - adrenalin and cortisol. This is why you reach for food, as it leaves you feeling hungry.

**Reprogram your relationship with what you eat.**

Some foods have hypnotic and chemical effects on the brain. Visiting a buffet, for example, you'll end up eating more because you want to 'get your money's worth.' Or during winter, your mind tells you it's too cold to exercise outside, but is it? Learn how to challenge what you're conditioned to think. Be confident to try new ways of doing things, instead of floundering between diets.

The best way to do this is by carving out healthy habits and working on your mindset. **Yo-yo is a no-no.**



**Police Health**



YOUR HEALTH FUND

Ph: 1800 603 603 | [www.policehealth.com.au](http://www.policehealth.com.au)

# 2017 Year in Review

Over the past year, your Associations workload has proved demanding owing to a significant increase in member engagement.



**165**  
new members



**1131**  
new matters

**50+**  
member  
meetings held



**812 (72%)** resolved matters



**690** matters related to  
Industrial/Legal assistance



**10,000+**

Number of enquiries fielded  
by AFPA office

via



etc.



AFPA provided more than **\$1 million** dollars' in welfare assistance for members



almost **\$1½ million** in legal assistance for members



**NEW**  
website



**NEW** magazine



**NEW** Enterprise Agreement



launched  
**Equipt**



Top left (l to r):  
AFP PSO Recruits  
Brian Curtis-Cocks,  
Emily McFarlane  
Alanna Badenhorst,  
Timothy Felschow  
and Chris Colosimo

Top middle:  
AFP PSO recruit  
Kerri-Rose Spek

Top right:  
AFPA Vice President  
Graeme Cooper

## Bleed4Blue

# Giving back after an officer is saved

When a police officer is injured or killed the anguish and pain is felt throughout the policing community. It was no different when New South Wales Detective Sergeant John Breda was critically injured when stabbed while attempting to arrest a suspect at the Sydney suburb of Maroubra on Friday 26 January – Australia Day.

▶ John Breda's injuries resulted in a near fatal blood loss and he required more than 44 bags of blood to save his life at Sydney's St Vincent's Hospital.

John Breda's stabbing was a stark reminder of the critical importance of blood donations.

Police from around Australia joined with the Police Association of NSW and the NSW Police Force in the Bleed4Blue Challenge

– a blood drive created for the policing community to give back. Last month police from all jurisdictions were called upon to donate blood at their nearest Australian Red Cross Blood Bank.

AFPA President Angela Smith urged eligible members to take part in the Bleed4Blue Challenge, reminding them, "With one in three of us needing donated blood in our lifetime, the life you help save could even be that of a loved one or a colleague."



Police Association of NSW President Scott Webber said, “every day we go out on the street to protect the people of NSW realising that it may be the last time we see our family or come home.”

“The policing community always gives but we especially want to give back with this blood drive.

For Detective Sergeant John Breda everything changed when he walked into the Maroubra Junction Hotel to arrest Nick Newman, a child rapist, wanted for the prolonged sexual abuse of a young girl. He was shot dead by police after stabbing John Breda four times with a combat knife. ◀

**In a huge show of support, more than 2000 members of the policing community donated blood as part of this drive.**

## KEY FACTS ABOUT BLOOD DONATIONS

- **One in three Australians** will need blood or blood products in their lifetime
- One blood donation can **save up to three lives**
- 9 million Australians are eligible to give blood but **only 500,000 actively do so**
- Australia needs almost **25,000 donations every week** to meet demand
- Giving blood takes **only one hour of your time** and it can save up to three lives
- There is **no substitute for blood** and we need blood of every type, every day to save the lives of thousands of Australians
- The Blood Service needs to collect **more than 1.3 million donations every year** to meet patient demand
- If you are **aged between 16-70 years** and are feeling well you may be eligible to donate blood

## WHAT IS DONATED BLOOD **USED FOR?**

**34%**

goes to people with cancer and blood diseases

**18%**

goes to surgical patients

**4%**

goes to pregnant women and new mothers

**2%**

goes to trauma patients, incl. victims of road accidents

Statistics show that a blood donation is needed every 24 seconds in Australia and one in three of us will need a blood transfusion at some point in our lives, yet only 500,000 people are donors.

# Member Benefits

The AFPA is committed to providing Members with the very best services and benefits.

## AFPA NEW MEMBERS DRIVE

This year the AFPA will be focussing on attracting new members, and we will be tapping into your network of local colleagues to help the AFPA grow. We know our current members are the best possible source for new members who could benefit from all that the AFPA has to offer.

Every time we recruit a new member, we strengthen the AFPA. A vital and growing AFPA means greater recognition of the work undertaken by the Australian Federal Police, strengthened conditions and advocacy opportunities for all members, and the advancement of law enforcement nationwide.

Your association will soon launch their 'new member campaign' that will see members rewarded for successfully recruiting colleagues to join the AFPA. More details will be announced shortly. In the meantime, there are several ways you can help the AFPA grow.

- Know who the potential members at your workplace are
- Find out what's going on for them at work, ask questions and listen to their concerns
- Explain that you are an AFPA member and tell them why you're a member
- Talk to them about the benefits of being a member
- Try to make a connection between their role in the AFP and the Association
- Ask them if they would like to join —show them the AFPA website and encourage them to join online
- Pass on our contact details if they would like more information about what we do and offer members.

▶ As ordinary people doing extraordinary work, there is often a need for AFP employees to seek all manner of support, representation, advocacy and advice.

The Australian Federal Police Association provides these forms of assistance to its members, and has done so for decades. It is also the reason why the more than 4000 of your colleagues, past and present, have chosen to be members.

Your tax-deductible membership fee entitles you to the many and varied benefits and services:

- Loyalty Program
- Industrial and Legal Support
- Welfare Support
- Lifestyle Benefits
- Advocacy

## LOYALTY PROGRAM

We believe it is important that individual loyalty to our Association is recognised where possible and appropriate. In keeping with this philosophy our Association has established four tiers of membership.



We believe this approach ensures all members are financially supported when the need arises and recognises loyalty. Access to each of the tiers is generally based on continuous service, however, your National Executive may at its absolute discretion waive this requirement under extraordinary circumstances.

You receive increasing benefits in relation to death cover and financial assistance for yourself and loved ones in the event of critical injury/illness and much more.

The best part is, there is no additional cost – you're already covered.

Left: Angela Smith faces the media

Right: Member meeting



## SCHEDULE OF MEMBER BENEFITS

### AFPA MEMBER BENEFITS: WELFARE

<b>FINANCIAL MEMBER ASSISTANCE</b>	<b>INJURY AND ILLNESS ASSISTANCE</b>	<b>24/7 TRAUMA (CRITICAL INJURY/ ILLNESS ASSISTANCE)</b>	<b>MEMBER BEREAVEMENT ASSISTANCE</b>	<b>SEVERE HARDSHIP ASSISTANCE</b>
	100% net income up to a total of \$2,500 per week	One off payment of \$10,000 to assist with medical bills	One off payment of \$5,000 to assist with expenses in the event of death of spouse	For relieving a member or members dependent from severe financial hardship
<b>BRONZE</b> (0-5 years)	Up to \$12,000 <sup>1</sup>	\$10,000	\$5,000	Up to \$3,000 <sup>2</sup>
<b>SILVER</b> (5-15 years)	Up to \$18,000 <sup>1</sup>	\$15,000	\$5,000	Up to \$3,000 <sup>2</sup>
<b>GOLD</b> (15-25 years)	Up to \$24,000 <sup>1</sup>	\$20,000	\$5,000	Up to \$3,000 <sup>2</sup>
<b>PLATINUM</b> (25+ years)	Up to \$30,000 <sup>1</sup>	\$25,000	\$5,000	Up to \$3,000 <sup>2</sup>
<b>MEMBER LEGACY</b>	<b>MEMBER DEATH BENEFIT</b>	<b>MEMBER FUNERAL BENEFIT</b>	<b>IMMEDIATE HOUSEHOLD WELFARE BENEFIT</b>	<b>CHILD/S EDUCATIONAL BENEFIT</b>
	One off payment to beneficiary	One off payment of \$5,000 to assist with funeral expenses of member	One off payment of \$5,000 to assist with immediate household bills/expenses upon death of member	One off payment of \$5,000 to dependant child to a maximum of four (4) children to assist with educational expenses
<b>BRONZE</b> (0-5 years)	\$100,000	\$5,000	\$5,000	Up to \$20,000 <sup>3</sup>
<b>SILVER</b> (5-15 years)	\$125,000	\$5,000	\$5,000	Up to \$20,000 <sup>3</sup>
<b>GOLD</b> (15-25 years)	\$150,000	\$5,000	\$5,000	Up to \$20,000 <sup>3</sup>
<b>PLATINUM</b> (25+ years)	\$200,000	\$5,000	\$5,000	Up to \$20,000 <sup>3</sup>

### MEMBERSHIP STATUS

Through our AFPA Loyalty Reward Program, Member Assistance and Member Legacy status periodically increase throughout your continuous membership with the AFPA.

<sup>1</sup> Minimum of two weeks recovery time required to be eligible. Maximum 12 weeks of payment on exhaustion of all sick leave and recreation leave, and no access to Comcare, VEA, or civil claim available. Ongoing medical documentation and evidence of leave balances from the AFP will be required. 100 percent of weekly net income provided capped at BRONZE \$1,000 pw, SILVER \$1,500 pw, GOLD \$2,000 pw and PLATINUM \$2,500 pw.

<sup>2</sup> Assessed on a case-by-case basis and the Executive may require a member to supply evidence of assets, income and loss of potential loss of income.

<sup>3</sup> Children must be dependent of deceased member receiving fulltime K to 12 education at the time of member's death, up to and including the age of 18 years. maximum of four (4) children (total \$20,000).

As a member, you have access to expert representation and advocacy provided by our Industrial and Legal Team. The team at the AFPA are well-equipped with the experience and internal knowledge to assist with a variety of industrial and legal issues, including:

- Assistance and representation in Professional Standards matters
- Paid and unpaid suspensions from duty
- Natural Justice Responses
- Comcare disputes and appeals
- Termination and Section 28 "Consideration of Employment" assistance
- Overpayment and underpayment
- Legal Assistance funding
- Freedom of Information requests
- Workplace health and safety
- Employment rights and obligations
- Workplace bullying, harassment and discrimination
- Enterprise Agreement advice.

For assistance members can phone or email the AFPA office during business or after hours by calling 0408 958 168.

All member financial assistance is assessed on a case by case basis and in accordance with the AFPA rules. It is provided at the discretion of the National Executive who may require a member to provide evidence to support a request for assistance.

## Lifestyle Benefits

As well as the many workplace benefits that your Association membership provides, members have access to exclusive lifestyle benefits and exclusive offers that make your life outside work easier.

Current benefits associated with being an AFPA member include:

- First Class Health Insurance with Police Health
- Better Banking and financial products with Police Bank
- Discounted Coffee Club membership
- Discount on R.M. WILLIAMS boots

We are continually sourcing new offerings for members which will be made available on our website.

## ADDITIONAL BENEFITS

### BLUESTAR MAGAZINE

BLUESTAR is the official publication of AFPA. The magazine is published quarterly and is supplied free to each member in electronic or hardcopy.

Launched in 2017, BLUESTAR is a modern, full colour magazine where you can learn about your industrial entitlements, new benefits of your membership and read stories that matter most to our members.

If you have information or a story you consider to be of interest to the broader membership and worthy of publication in the Magazine, please email our Media and Communications Officer at [melanie.atlee@afpa.org.au](mailto:melanie.atlee@afpa.org.au).

You can read current and past online versions of our magazine on our website.

### AFPA WEBSITE

With access to our Member Only section you can touch base with the Association at any time. The website provides members with news and information that is updated regularly. You can find out what's happening or access many of our services online, after-hours, or when you are away from work.

### CALENDAR YEAR DIARY

Planning every year is a breeze with the AFPA Diary. Our diary is the perfect light-weight solution for organising your life with ease. Jot down your events, reminders, deadlines, tasks and priorities for each day. **Copies are available by contacting the AFPA office at [membership@afpa.org.au](mailto:membership@afpa.org.au).**

### EQUIPT

Equipt is a free wellbeing app designed for current and former AFP employees and their families. It's a self-help tool designed to help you track and support your physical, emotional and social wellbeing.

Equipt app is a joint initiative of the AFPA and AFP. ◀

Financial assistance when illness or serious injury occurs.



## WELFARE SUPPORT

As part of our welfare support for our members we have a number of schemes in place to provide financial assistance to members or their families when death, illness, injury, or other severe hardship occurs.

Financial member benefits include:

- 24/7 Trauma (Critical injury/Illness Assistance) – one off payment ranging between \$10,000-\$25,000
- Member Bereavement Assistance – one off payment of \$5000
- Severe Hardship Assistance – up to \$3000
- Injury and Illness Assistance – payment ranging between \$12,000-\$30,000
- Immediate Household Welfare Benefit – one off payment of \$5000
- Child/s Educational Benefit – one off payment of \$5000 to a maximum of \$20,000
- Member Funeral Benefit – one off payment of \$5000
- Member Death Benefit – payment ranging between \$100,00-\$200,000
- Retirement or resignation badge board – payment between \$250-\$600.

# Welfare Officer Lexa Petersen

When Lexa Petersen joined the AFP 28 years ago one of the driving forces behind her decision was a desire to support others. That hasn't changed over the years and she's now closely helping others working as the acting Team Leader of the Canberra Welfare Officer Network.

**“An obstacle is an opportunity to take a different path.”**

Lexa Peterson



► In 1990 Lexa was uncertain of her career options when she completed a Bachelor of Business. The AFP didn't have the profile it has today so she wasn't sure what the organisation would offer her as a long term career option but she found the ability to work part time and maintain a healthy work/life balance appealing.

“The best thing about my time in the job has been the opportunity to work and gain experience in varying fields. I have worked in the Economic Crime Branch, Strategic Intelligence, Vietnamese Organised Crime, Prosecution Support, Crime Prevention, Intelligence and Professional Standards.

“I couldn't foresee the expansion and growth of the AFP when I joined.”

Lexa also couldn't imagine herself working in Computer Crime. She describes herself as the ‘most computer illiterate person around’. Computers weren't commonplace with most AFP officers sharing a computer and typewriters still being used.

Today as the Acting Team Leader of the Canberra Welfare Officer Network (WON) team, Lexa and her team provide welfare to support to AFP members and their families in EBB, Majura, Protection Establishments in Canberra, the College and International and Commonwealth Territories.

Since its inception the team has supported more than 500 individual clients and had more than 800 occasions of service. The matters the team deals with varies every day and touch on personal and work issues.

Lexa sees her role offering guidance, talking through the options for those who come for help and guidance.

This type of work has always appealed to Lexa, an area where she felt she could make a meaningful contribution.

“Over my career I have witnessed a lot of people suffering from personal and work-related issues who needed support. Several years ago, when some work colleagues took their own lives a few

months apart I don't think anyone at work saw any clues or signs they were in such a bad place.

“Being a Welfare Officer provides an opportunity to help those who may be struggling.”

Lexa believes the Welfare Officer Network is keen to affect change. Organisational Health is very focused on self-care for all members so the Welfare Officers are well supported.

“WON people are committed, competent, dedicated and empathetic. We all take our roles seriously and are professionally committed to our clients. We genuinely want to help.”

Lexa is a platinum member of the AFPA and, while she hasn't had to use most of the organisation's services herself, finds it reassuring to know the support is there, just in case. When she had a problem with her superannuation the AFPA was happy to support her and provide advice.

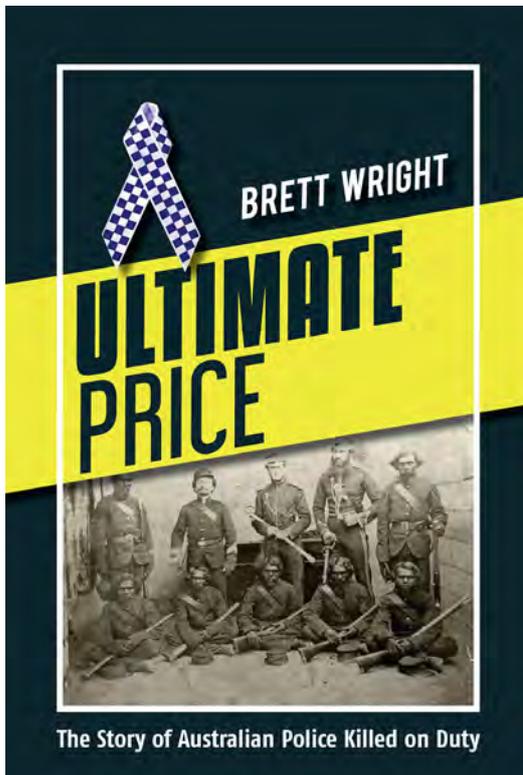
“It's good to know that, like the Welfare Network, the AFPA is there to turn to in time of crisis.”

Lexa Petersen is proud of the effect she has maintained her integrity throughout her career. She finds her role as leader rewarding and doesn't look on the obstacles life can throw up as a negative. ◀

# BOOK REVIEW



Brett Wright has created a wonderful book, a must have



## Honouring those who gave their lives

► Brett Wright was a frontline Police officer with the NSW Police for 16 years and during that time was awarded the Commissioners Commendation for Courage, the Jim Affleck Award for Bravery and was twice nominated for Police Officer Of The Year by the Campbelltown Chamber of Commerce.

He has recently written *Ultimate Price*, a book that details over 260 incidents where Police have lost their lives on duty and from duty related illness around Australia, from Colonial times up to the present day.

The book is beautifully written, the detail almost putting the reader there at the scene of the tragedies.

The level of research is very evident in this well written and very readable book.

The Roll of Honour at the back of the book is one of the best, if not the best ever compiled. It's detail of the close to 800 officers is a lovely tribute to the men and women who gave their lives for their communities.

*Ultimate Price* is an important book, a must for anyone who is interested in Police history or simply history in general.

The public are grateful for the work their Police do, but how many understand the dangers faced by Police every time they put on the uniform and walk out their front doors to go to work.

*Ultimate Price* goes a good part of the way to explaining this danger.



### About the author

Brett Wright was a serving Police Officer with the NSW Police Force for 16 years. He spent the majority of his time as a frontline officer where he saw and dealt with the worst humanity has to offer.

Brett left the Police in late 2016 and began writing books from the day he left.

When not writing Brett spends his time hiking, taking part in running events, travelling and enjoying his favourite sport, Rugby League.

Brett is a strong advocate for sufferers of PTSD.

**Ultimate Price is available through good bookstores around Australia for \$37 and can be purchased direct from the author at [www.brettwright.com.au](http://www.brettwright.com.au). Brett has also written a novel, *Paradise*, which is also available through his webpage.**

# Catalogue 2018

## ▶ AFP/AFPA MERCHANDISE



### AFP Merchandise items



Coloured Shield Plaque | \$70.00



Australia Plaque | \$70.00



AFP Plaque (Glass) | \$65.00



AFP Plaque (Pewter) | \$60.00



Coaster Set | \$37.00



Cuff Links | \$25.00



Gloss Mug | \$20.00



Pen | \$20.00



Key Ring | \$12.00



Stubby Holder | \$9.00



Tie Tac (coloured, silver, gold) | \$7.00

### AFPA Merchandise items



AFPA Soft Shell vest | \$60.00



AFPA Silk Woven Tie | \$25.00



AFPA Tie Bar | \$12.00



AFPA Lapel Pin | \$7.00



AFPA Stubby Holder | \$7.00



AFPA Eco Cup | \$15.00

See over the page for the Merchandise order form

# Merchandise Order Form

## ▶ AFP/AFPA MERCHANDISE



### SECTION 1: PERSONAL DETAILS

First Name:	Surname:
Position:	Team/Area:
Phone:	Email:
Billing Address:	
Postal Address:	
Send via: <input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (\$15) <input type="checkbox"/> Hold for Collection	

### SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$)	Qty	Total (\$)
AFP Coloured Shield Plaque	\$70		
AFP Australia Plaque	\$70		
AFP Plaque (Glass)	\$65		
AFP Plaque (Pewter)	\$60		
AFP Coaster Set	\$37		
AFP Cuff Links	\$25		
AFP Gloss Mug	\$20		
AFP Pen	\$20		
AFP Key Ring	\$12		
AFP Stubby Holder	\$9		
AFP Tie Tac (coloured, silver, gold)	\$7		
AFPA Soft Shell vest	\$60		
AFPA Silk Woven Tie	\$25		
AFPA Tie Bar	\$12		
AFPA Lapel Pin	\$7		
AFPA Stubby Holder	\$7		
AFPA Eco Cup	\$15		
		Subtotal:	
		Express Post (\$15):	
		<b>Total (\$):</b>	

### SECTION 3: PAYMENT DETAILS

Payment Type: <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> AMEX <input type="checkbox"/> Please invoice me	
Card Number:	Name on Card:
Expiry:	CCV:

OFFICE USE | Processed by

Name:

Date:

Invoice Number:

Please return completed order forms to the AFPA by email: [afpa@afpa.org.au](mailto:afpa@afpa.org.au)



*It's  
here  
for*

# *equipt*

**equipt** is a free self-help tool for current and former AFP employees and their families.

The app is designed to help you track your physical, emotional and social wellbeing and offers on-the-spot support and helpful actions to improve your wellbeing.

Jointly provided to you by the AFP and AFPA.

Download the app today



**equipt**  
*wellbeing at your fingertips*



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Effective Date 1/1/18. Terms and conditions apply and are available on request. Fees, charges and lending criteria apply. This offer is not available in conjunction with any other offer and can be withdrawn at any time. This offer is only available to the first 500 serving AFP officers who join Police Bank between 1/1/18 - 31/12/18. This offer is not available to existing Police Bank Members. You will receive your bonus within one month of joining Police Bank. Bonus offer includes either Samsung Galaxy Tab A 7.0 Wi-fi 8GB (or similar product) or \$100 deposited into your Police Bank account. Police Bank Ltd. ABN 95 087 650 799. AFSL/Australian Credit Licence No. 240018. 25 Pelican Street, Surry Hills NSW 2010.