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Remembrance Day

A time of reflection

National Police Bravery Award

WA's First Class Constable
Stephanie Bochorsky

Wall to Wall Ride for Remembrance

Hit by tragedy



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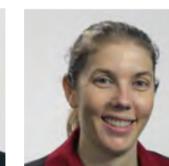
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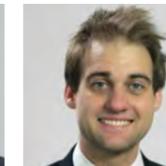
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National Police Remembrance Day 2018
A time of reflection



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Bravery Award
Off-duty First Class Constable Stephanie Bochorsky risked her own life in order to save the lives of two innocent children

PRESIDENT'S REPORT

Angela Smith, President



President
Angela Smith

Avoid burnout and use your annual leave to get some well-deserved rest. It's good for you.

When you look at your pay slip, you will see the number of leave days you have accrued. But how often do you actually use that leave? And more importantly, how often should you take leave?

It's a well-known fact, that taking your annual leave is a great way to help you avoid burning out mentally and physically. This is backed up by loads of research that tells us that proper rest periods improve wellness, reduce stress and increase productivity. It may even extend your life.

But how many of you are using your annual recreational leave?

... only 31 per cent of us are using all our annual leave days each year.

<https://www.finder.com.au/2-4-million-aussies-fail-to-take-leave-for-over-a-year>

Recent information from Bookings.com revealed a shocking trend that sees the equivalent of 2.4 million full-time working Australians go for over a year without taking leave, and only 31 per cent of us are using all our annual leave days each year. The annual leave habits of many in the AFP are unfortunately consistent with this trend.

It was revealed during the last EA bargaining round that many of you have more than six weeks recreational leave perpetually in the bank.

I cannot stress enough how important it is to reassess your recreational leave balance and leave behaviors. Annual leave is an essential workplace entitlement that unions and employee representative bodies have fought long and hard for and eventually won. Take your leave.

Police work, by its very nature, is incredibly intrusive into an individual's personal life.

For many of us, it's not a 9 to 5, Monday to Friday job. Policing agencies are 24/7, and without the right outlook and attitude to annual leave, it's easy for our bodies and minds to get caught up in this parallel mode. You need time to switch off.

It's easy enough to convince ourselves that we're switching off and getting enough rest and recovery during our rostered rest days or over the weekend, but the reality is we need to make a conscious decision to take a genuine break from 'work mode'.

I recall coming into work on my days off to finish jobs or briefs that I hadn't had a chance to finish during the shift. My rostered time off was interrupted by work, time and time again. And I let it happen. I know far too many of you do that same thing. You aren't giving yourself a break. Plus, I know many of you take work home in your head – the job you don't know how to resolve, the images that won't disappear, maybe you could have done a job differently.

These things are not good for you or your family, especially when you are not taking the time out by not taking your recreational leave. You are simply not shutting down adequately.

You aren't letting anyone down, you will be better off for it, your family will be grateful, and the AFP will keep rolling along.

What this break looks like for each of us can and is likely to be very different, based on our circumstances. Nevertheless, whatever you choose to do and how to spend your break, make sure you give your body a chance to recover from the demands of the workplace and 'recharge your batteries'.

Sometimes we have to accept that there is never a good time for a holiday. This is an unavoidable truth, but it shouldn't stop you from taking at least some leave. We acknowledge that flexibility in the workplace is a responsibility shared by the AFP and its employees, and the very nature of our work means you should

plan your leave around your team or workplace operational needs so that you can take a break when you really need it.

The AFPA is committed to maintaining and advocating improvements so far as practicable to your leave provisions. All of which our occupation demands and allows for a healthy work-life balance.

With the end of the year fast approaching, for health's sake, make 2019 a year you will commit to a healthier work-life balance.

You owe it to yourself and your family. Don't overlook the effects of working long hours without taking breaks. One thing we do know is that an unhealthy work-life balance can cause enormous strain on your personal relationships and your health. Also, don't forget, that your work makes a real difference in people's lives and your contributions have a lasting impact. You have helped make our communities safer and happier.

On behalf of the entire team at the AFPA, I want to thank you for everything you do and for your continued support.

I wish you a very safe and joyous Christmas season, whether you are working with mates or spending time with loved ones. I look forward to catching up with you all in 2019.

Take care of yourself and each other.

AUSPOL Police Welfare Foundation is affiliated with the AFPA and is the preferred charity of the AFPA.



AUSPOL was established to assist serving and former AFP officers and their families in necessitous circumstances.

The types of assistance that AUSPOL may offer include:

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- It could also cover emergency financial assistance in the case of an unexpected crisis.

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VICE PRESIDENT'S REPORT

Graeme Cooper, Vice President



Vice President Graeme Cooper

Regular items

As some of you may be aware, in recent months the AFP has initiated a process to re-consider terms and conditions of employment by undertaking an industrial framework review. Whilst at the time of writing the terms of reference have not been finalised, I understand it is intended to be a thorough examination of the Enterprise Agreements to imagine what change could be made to these documents to enhance the delivery of operational outcomes.

I'm pretty excited by the prospect, because we all saw the many and various ways the enterprise bargaining process impedes the achievement of meaningful change. This review gives us the opportunity to reengineer our terms and conditions and fix many of the structural anomalies in the current arrangements.

conditions, because the job you do is becoming more complex and demanding, not less so. Through the industrial framework review, we will be exploring further streamlining of penalty and allowance arrangements and I intend to pursue the combining of core composite into base pay for sworn employees.

In recent weeks, I received correspondence from sworn members in Melbourne, expressing their frustrations that the role of a police officer in the AFP appears to be devalued. Many of you would have seen this correspondence yourselves and certainly the feedback I have received indicates the themes of the document are recognised universally. In effect, the members are arguing for tangible recognition of the role and expectations conferred by the organisation upon a police officer, in the form of an allowance. There is also an underlying frustration at the speed of advancement of police officers under the advancement arrangements, particularly when compared with non-policing employees. There is a belief that the 'One AFP' industrial arrangements actually serve to highlight the issue, with consistent levels of remuneration being paid for inconsistent levels of organisational expectation. Sworn employees will always be the only ones upon whom the organisation confers an expectation to kill people, if the situation demands it.

The other matter raised by the members in Melbourne related to the promotions system for police officers. I favour a promotion process which separates being found suitable for promotion from being gifted a role. Every position in the AFP has a unique set of skills, knowledge and experiences required to undertake it effectively. Not all police officers possess the skills for every role. Nor does each police officer have an interest in every role or location in the AFP. **Every vacant role should be advertised and filled through a merit-based selection process. To do so would empower employees to manage their own careers by pursuing those roles which appeal to them.** The declaration of being suitable to be promoted should persist for 24-months, during which time it is the responsibility of the individual to apply for and win a vacant role for which they possess the requisite skills, knowledge and experience. If they ultimately prove unsuccessful and their suitability expires, they have to reapply. This surely constitutes a fairer, more robust and transparent process where suitability for promotion can focus upon assessing leadership and managerial traits in isolation from investigative or operational prowess.

I had the opportunity to address a gathering of more than 150 members in Melbourne to discuss these issues. What impressed me about this meeting was that so many members were so engaged at such an early stage of an enterprise bargaining process. I think the industrial framework review process represents an opportunity for us to put all these various issues on the table and explore how they can best be addressed.

With 2018 winding down and 2019 right around the corner, I want to say thank you for your continued support. This year the growth the Association has experienced and our ability to positively influence member outcomes, would not have been possible without your continued support and I look forward to working together with all members in what's shaping up to be an exciting 2019.

That AFPA has already started planning for the next Enterprise Agreement, and a survey of members in the new year will help us to flesh out what you all think should be our areas of focus. We believe in seeking constant improvement to terms and

On behalf of the AFPA executive and staff, I wish you and your family all the best this holiday season.



LEGAL AND INDUSTRIAL

Michael Chilcott, Counsel

Michael Chilcott,
AFPA Counsel

Standards of Proof for Code of Conduct investigations

Alleged breaches of the AFP Code of Conduct continue to be a large part of the work we do for members. The reality is that only a small percentage of AFP employees become the subject of a Professional Standards investigation in any one year. Despite this, over time we have found that in our discussions with members, especially police officers, they experience at least one encounter during their career with the AFP.

▶ This year, many members have been surprised and shocked to find that allegations that they have breached the Code of Conduct were raised against them. The positions held by these members ranged from recruits to senior and experienced employees. Many of these members believed they conducted themselves ethically and diligently and were distressed and disturbed by the fact of an investigation and subsequent findings that established that their conduct breached the Code of Conduct.

These findings lead to a range of emotional reactions including anger, bewilderment, astonishment, distress, worry, determination and wonder.

The categorisation of conduct is another source of mixed emotional responses. There are 4 categories of conduct recognised by the

Australian Federal Police Act 1979 and defined by the Australian Federal Police Categories of Conduct Determination 2013. The latter is a joint determination by the Commissioner and Commonwealth Ombudsman sanctioned by section 4ORM of the Act and it determines the kind of conduct that constitutes each category.

Categorisation is important because it determines the investigative process.

Category 1 – is for minor management issues or customer service issues or the conduct reveals a need for improvement in the performance of the AFP employee.

Category 2 – is for minor misconduct or inappropriate conduct that reveals unsatisfactory performance or there is a repeated conduct

that would otherwise be categorised as Category 1 behaviour.

Category 3 – is for serious misconduct. It might raise the question whether termination action should be taken in relation to the employee or it involves a breach of the criminal law or a serious neglect of duty.

Category 4 – the highest level of misconduct that may be alleged against an employee.

Your Association argues that the assessment of material that might lead to findings that establish a breach of the Code of Conduct at the Category 3 level must be assessed in accordance with the principles established many years ago by the High Court of Australia in *Briginshaw v Briginshaw* (1938) 60 CLR 336.

Many of you seem to have heard about *Briginshaw*. The case concerned a divorce at a time when a petitioner for divorce was required to prove that there were grounds for a Court to make the order. No fault divorce was not in contemplation. Mr *Briginshaw* petitioned the Court for a divorce on the ground that his wife had committed adultery. His evidence in support of that claim was an admission to him by his wife that she had kissed another man and a statement from his sister's friend who had been told by the man who had kissed his wife that his contact with Mrs *Briginshaw* was not limited to a kiss but that he had had sex with her. This man denied the admission and was supported by another person who was with him when it was said that he made the admission. The trial judge would not grant the divorce because he was not satisfied beyond reasonable doubt that the evidence presented by Mr *Briginshaw* proved that Mrs *Briginshaw* had committed adultery.

Mr *Briginshaw* was not happy about this and the case was taken to the High Court. There the judges considered the required standard of proof. The Court held that the civil standard of proof applied. The facts had to be proved on the balance of probabilities.

Importantly, the Court went on to note that a finding of adultery has serious consequences for Mrs *Briginshaw*. The court stated that the evidence against her in those circumstances must be closely scrutinised to ensure that it was clear and compelling.

On this basis, the evidence presented by Mr *Briginshaw* was not clear and compelling with the consequence that the High Court rejected his divorce application.

It was Dixon J who wrote the words that are now frequently cited:

“At common law no third standard of persuasion was definitely developed. Except upon criminal issues to be proved by the prosecution, it is enough that the affirmative of an allegation is made out to the reasonable satisfaction of the tribunal. But reasonable satisfaction is not a state of mind that is attained or established independently of the nature and consequence of the fact or facts to be proved. The seriousness of an allegation made, the inherent unlikelihood of an occurrence of a given description, or

the gravity of the consequences flowing from a particular finding are considerations which must affect the answer to the question whether the issue has been proved to the reasonable satisfaction of the tribunal. In such matters “reasonable satisfaction” should not be produced by inexact proofs, indefinite testimony, or indirect inferences. Everyone must feel that, when, for instance, the issue is on which of two dates an admitted occurrence took place, a satisfactory conclusion may be reached on materials of a kind that would not satisfy any sound and prudent judgment if the question was whether some act had been done involving grave moral delinquency.”

In the AFP, Category 3 findings have potential serious consequences. Category 3 is reserved for matters that are assessed to amount to serious misconduct.

Action to terminate the employment of an employee can only be taken if Category 3 conduct is established (section 4OTR of the Act). The special investigative powers that are given to PRS only apply to allegations of Category 3 conduct or corruption matters. This includes limiting the use of answers given by an employee to questions that the employee is directed to by a PRS investigator.

The consequences of a finding of Category 3 conduct are far reaching, including dismissal, the reduction of classification with consequential loss of income (currently subject to a Federal Court challenge by a member of this Association), the prospect of an impact on promotional and training opportunities and a loss of reputation. The latter is under-estimated. In the AFP, reputation is everything. The rules of secrecy around PRS investigations are well-known to be flawed and ineffectual.

The AFP states that it applies the *Briginshaw* principle to these investigations.

However, we continue to see findings that are not based on clear and compelling evidence. We will continue to agitate the AFP to make careful assessments of the evidence in these cases and only make positive findings establishing breaches on clear evidence.



How to maximise the redraw facility of your home loan

Home loans don't have to be inflexible monthly repayment schemes. With the right options, like a redraw facility, you can make your mortgage work for you.

Here are some of the things that need explaining about a home loan redraw facility so you can maximise its benefits.

WHAT IS A REDRAW FACILITY?

In a redraw facility, you can increase your home loan repayments, or make additional ones, to offset the balance owing. This option can help you reduce the interest you are paying, and can decrease the mortgage period. However, should you ever need to, you are still able to withdraw the extra money you've put in the mortgage. This will return your home loan to where it would have been without the additional repayments, but gives you access to funds should a rainy day hit.

HOW TO MAKE THE MOST OF YOUR REDRAW FACILITY

Having the ability to make extra repayments, while still retaining access to them, makes a redraw facility useful if you know how to maximise the benefits.

If you're unsure of your future income, being able to put more into your mortgage when the going is good allows you to offset the principal owing, while giving you a buffer to fall back on should circumstances change.

For example, a young couple planning to have children can make the most of their joint income by putting additional money into the loan while they have it. However, when one of them takes time off work to care for the newborn, they can then pull on the extra money they've put in. It can even be used to help cover their monthly repayment obligations.

Another good way to use this facility is if you are struggling to save. The additional step of having to withdraw the money before being able to spend it will help limit you from dipping into the extra repayments you have made. This is unlike an offset account where the money is instantly accessible.

WHAT TO BE AWARE OF

Before using a redraw facility, make sure you know the conditions involved.

There may be a minimum withdrawal amount before you take your extra repayments out. The number of times you can take money out per month can also be limited, or a charge may apply to each withdrawal. In other cases, you may have a cap on the amount you are allowed to access.

Finding out any associated fees or limitations, and looking at comparison rates, allows you to decide whether this is a facility that will work for you.

If you'd like to talk to someone about the different options available, contact Police Bank on 131 728 or visit www.policebank.com.au for more information.

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“Help! He’s setting my kids on fire!”

By Jessica Porter, Western Australia Police Union

Nearly two years after attempting to murder his two young daughters, Edward John Herbert sat in the dock of the Supreme Court and listened as Justice Lindy Jenkins sentenced him to spend the next 17 years of his life in prison.

▶ Three hours before revealing the sentence, Justice Jenkins read out the horrifying details of the five offences Herbert committed on the night of August 28, 2015.

But the benign courtroom could not do any justice to the intensity of that evening, where off-duty First Class Constable Stephanie Bochorsky risked her own life in order to save the lives of two innocent children.

Her actions were specifically commended by the Judge and also Detective Senior Constable Brian Legge, who was assigned as the investigating officer.

Det-Sen. Const. Legge said there was no doubt that the quick and selfless actions of Stephanie saved the lives of Tennille* and Sarah*, who were four and seven at the time.

“There’s no doubt in mind, no doubt in the Judge’s mind, that those kids – especially Tennille and Sarah – would have been killed if it wasn’t for Steph. She deserves every credit.”

Det-Sen. Const. Legge

Stephanie remembers the night vividly, but hasn’t shared the details of her story publicly before now.

She remembers it was a quiet Friday night in front of the TV. A documentary she was watching on a UFC fighter was interrupted by neighbours yelling across the road from her Doubleview home.

She got up and investigated the noises. Opening the wooden front door, Stephanie could see her neighbour, Herbert, and his partner at the time, Rebecca* outside their house.

She recalls Herbert, who was only wearing blue jocks, pacing and shouting.

“He was just yelling things to the effect that ‘the Maoris are going to get me’ and Rebecca was saying things like ‘no, don’t be silly, I love you, no they’re not,’” Stephanie told Police News.

Satisfied that she didn’t need to call police for attendance just yet, Stephanie sat back down and resumed her documentary, but kept the front door open just in case.

It was just a minute later when Stephanie jumped up and ran towards her front door. “Rebecca let out this blood curdling scream,” Stephanie said.

“I just ran out onto my front porch and yelled ‘are you ok, do you need help?’ Then she said, ‘he’s setting my kids on fire’.”

Stephanie Bochorsky

It was those six words that sprung Stephanie into action.

In her pyjamas and socks, she ran down her front lawn, over the road and towards the house.

As she passed Rebecca, Stephanie yelled for her to call the police.

“I’ve opened up the flyscreen and ran into the house. The first thing I’ve seen was the living room and kitchen, but I could immediately smell petrol.”



Stephanie reflects on her acts of bravery

Text by Jessica Porter/ WA Police Union, Photographs by Jody D’Arcy

WARNING: This article contains content that could be distressing to some readers

Stephanie said her attention was drawn to a room to her right. A bright light appeared to be shining.

Stephanie ran towards the room, but what confronted her next was something that would forever be etched into her mind.

Det-Sen. Const. Legge said he could not imagine the absolute horror that Stephanie faced that evening.

“You see a lot of things in this job but that part, what Steph saw – you still can’t fathom what that would look like. I mean you can think about it and you can imagine it.”

Stephanie ran into the room and saw little Tennille standing up in her cot with her whole head engorged in flames. The bars on her cot trapped her in a flaming hell.

“The fire was half a metre above her head,” Stephanie said. “I couldn’t believe it. My first instinct was to just yell out ‘oh my God’.”

Stephanie quickly reacted and grabbed a blanket from Tennille’s cot and used it to dampen the flames that tore through her strawberry blonde hair and ripped at her porcelain skin.

The little girl’s first instinct was to grab onto to Stephanie’s neck as tight as she could.

“I could see that her whole head was black and burnt, and all I could smell was flesh.”

Stephanie pulled the four-year-old out of her cot and forcefully yelled at Herbert to “get the fuck away from her” as he looked at Sarah.

She then turned to see Herbert naked, with a red jerry can in his hands. He was dousing his other little girl, Sarah, in petrol.

Off-duty First Class Constable Stephanie Bochorsky risked her own life in order to save the lives of two innocent children





Special feature

A police teddy bear from Tennille

Sarah, who has non-verbal autism, just witnessed her baby sister being set alight by their father and was now at risk of experiencing the same fate.

She was struggling to breathe as Herbert continued to pour the contents of the jerry can over her.

“He was just looking at me and Tennille the whole time.

It was like he was possessed or just not there, in another world,” Stephanie said.

“He just turned to me and said why don’t you take your clothes off,” Stephanie said.

“I said what the fuck are you talking about – get away from her. But he just kept on pouring the petrol. I knew at any moment he was going to set her on fire.”

Stephanie Bochorsky

Stephanie started to creep towards Sarah while keeping her eyes on Herbert.

“I kept saying ‘it’s alright sweetie, come on, jump up’ and at that time I didn’t know why she wasn’t listening.”

“But I’ve got the back of her pyjama collar and dragged her out of bed towards the door with me as quick as I could,” Stephanie said.

Stephanie ran out of the house with Sarah and Tennille.

She made sure Sarah was safe with her mum before carrying Tennille back to her house.

“As I’ve gone past, I’ve said ‘I’m really concerned about your little girl here, I’m taking her to my house. No one goes in that house at all until the police get here,’” Stephanie said.

However, a neighbour heroically ran into the house to confront Herbert.

Daniel, who lived across the road from Herbert and Rebecca, entered the house with a fire extinguisher.

Justice Jenkins said Daniel found Herbert naked in the kitchen drinking beer and pacing. Daniel confronted Herbert about burning his children, to which he replied:

“They are my kids to do whatever the fuck I want”.

Justice Jenkins also found that Herbert told Daniel that he burnt Tennille because she was “too fucking beautiful.”

Daniel then told Herbert he would be going to prison for what he did. Herbert grabbed a knife and threatened to cut his own penis off.

After attempting to hit Daniel with a stubby of beer, Herbert lunged toward Daniel with a blue handled knife, trying to stab him in the stomach.

However, Daniel quickly grabbed Herbert’s right arm and twisted it sufficiently so the knife fell to the floor.

Daniel then grabbed the fire extinguisher and hit Herbert with it. After some struggling, Herbert remained on the floor.



Stephanie ran towards the room, but what confronted her next was **something that would forever be etched into her mind.**

Another neighbour also ran into the house to remove Herbert’s son, Taylor*.

It was as Taylor was leaving the house, that the neighbour heard Herbert say: “Don’t worry, I wouldn’t have lit me boy up.”

Over the road, Stephanie placed Tennille on the bathroom sink to evaluate the burns to her body.

Her little face was raw.

Stephanie remembered, as tears fell down her cheek:

“She was just sitting there whimpering, not crying at all. She was so quiet. She was so brave. So, so brave.”

“I started to unbutton the top buttons and that’s when I saw how black her chest was. I thought that it’s going to need more than patting down with a wet towel, so my instinct was to put her in the bath,” she said.

Stephanie remembers turning on the water and encouraging Tennille to get into the bath. But she wouldn’t release her arms from Stephanie’s neck.

“I started to take my socks off to get in the shower with her fully clothed but as I got in, she let go. I put her down in the tub and quickly ran to get my phone to make sure the ambulance was coming to my house not the house across the road. I was kneeling at the tub and kept drizzling water over her with the cup of my hand,” she said.

Next, Stephanie saw just how much the fire had devastated little Tennille’s body.

“I was talking to her but I was wondering why she wasn’t looking up at me,” Stephanie said.

“But I realised it looked as if her face had melted into her neck and she couldn’t look up at me. One of her ears looked like it had melted off.”

Paramedics then entered the house and took over the care of Tennille.

Ambulance officers told Stephanie it was likely that they would need to place Tennille in an induced coma because of the severity of the burns when she reached Princess Margaret Hospital.

After Tennille was taken to hospital, Stephanie walked out to the police officers who were now attending the job across the road.

“I was still in shock, I didn’t know what to do,” she said.

Stephanie saw Herbert being walked into the back of the police van and strangely, as if he had known her movements on that night, remarked to her that she was a ‘UFC fighter’.

Det-Sen. Const. Legge was working at Joondalup Detectives Office when he got the call to attend that night. He was working with another detective as crime car for the evening.

“We got a call to attend Doubleview and the text of the job was that there was a fire and children had been set on fire,” he said. “I was expecting carnage.”

As a father of two children, Det-Sen. Const. Legge knew this scene would be confronting.

“It doesn’t matter what age you are in the job, we’re all mums and dads. Some of us are grandparents, some have brothers and sisters... So when you start mentioning children in relation to any offence, it hits home.”

The scene was eerily quiet when the detectives got on the scene. All Det-Sen. Const. Legge could hear was Herbert yelling from the pod.

“There was a lot of wailing, a lot of growling, he was having conversations with people who weren’t there. That was the loudest part of the whole scene. Otherwise, it was very calm,” he said.

Herbert was taken away that night to Perth Watch House and charged. However, because of his state, he was never interviewed.

Investigating the events of that night, Det-Sen. Const. Legge learnt of the incredible bravery of Daniel and Stephanie.

“There’s a lot of officers that I know, who wouldn’t have gone in there and did what she did and confront this potentially armed individual.”

Det-Sen. Const. Legge

“Essentially, she went in there with no consideration for her own personal safety and her sole purpose was to get those kids out. It was incredible.”

Det-Sen. Const. Legge said he could only describe the scene that confronted Stephanie as ‘absolute horror’.

He also praised Daniel for his quick actions to disarm Herbert and prevent any further injury or potential loss of life, without any regard for his own.

Stephanie also applauded Daniel.

“I thought that was really brave and courageous of him,” she said.

“If he didn’t do that, who knows what would have happened. He might have lit up the house, he might have run out of the

house and stabbed the women at the front door – we just don’t know. So it was very brave of him to do that.”

During the trial 16 months later, Justice Jenkins also remarked on the bravery of Stephanie and Daniel.

WAPU President George Tilbury said both Stephanie and Daniel deserved recognition for their extreme courage and has called for them to be given bravery awards.

At sentencing, Justice Jenkins said Stephanie in particular, acted with extreme bravery. She also said Stephanie’s actions, in all likelihood, saved the lives of the two young girls.

Herbert admitted all five offences: making a threat to kill, being armed with a weapon, two counts of attempted murder and doing an act as a result of which the life, health and safety of a person was endangered.

Director of Public Prosecutions Amanda Forrester SC, who prosecuted the case, was able to prove that Herbert was psychotic and suffering from bipolar affective disorder. It was found that these conditions were exacerbated or induced by voluntary consumption of alcohol and cannabis. Thus, failing to satisfy the insanity defence.

Evidence was also heard that Herbert had previously told Daniel that if he were ever to be caught by police again, he would “pull the tard card”.

Justice Jenkins found that Herbert told Daniel that he had done it once before and spent a few weeks in Graylands.

However, he did not get away with the insanity defence this time.

During the trial and sentencing, the full details of the injuries sustained by Tennille, her brother, sister and mother were made known.

“Tennille was taken by ambulance to Princess Margaret Hospital. On examination, she had mixed deep partial and full thickness burns to her body, including her head, neck, face, right upper arm, right and left hands, right shoulder and chest. Thirteen per cent of her body surface area was burned with an inhalation component. [She] required immediate resuscitation, intubation and ventilation, pain management, oedema control and specialist wound care and she has required multiple surgical interventions for debridement and skin grafts. She has also required multiple general anaesthetics for dressing changes and for investigations of the burn damage to her vocal chords and right ear,” Justice Jenkins told the court.

Justice Jenkins also went further and said little Tennille’s injuries were “severe and life threatening”.

“Without medical intervention, the injuries would have endangered life. She is permanently scarred as a result of her injuries. Her physical movement has been restricted as a result of her injuries. She is not permitted to spend long periods outside. She cannot play like other children and she has to wear compression garments. Understandably, Tennille has ongoing emotional psychological problems, such as fear, anxiety, hypervigilance and low self-esteem.”

Sarah also was taken to hospital as the petrol was poured on her eyes, mouth and ears. Like Tennille, Sarah also displays symptoms of trauma. However, because of her disability, it is hard for Sarah to communicate. This makes it difficult for her carers to treat.

Their brother Taylor also displays the effects of trauma and attends counselling. Rebecca, their mother, struggles with PTSD, anxiety and depression. She said the actions of Herbert have broken her heart into many pieces.

During sentencing, Herbert sat in the dock wearing a lilac business shirt. His face tattoo visible to the court.

When the details of his children’s injuries were being read out, he started to cry.

Justice Jenkins said she did acknowledge that Herbert had shown some level of remorse.

“I have received a letter from you which expresses how sorry you are for your offences, particularly that against Tennille. You say that you are in a living hell because of what you did to her. You say you will always love your family. You blame your offences on becoming mentally ill because you smoked too much hydroponic cannabis, used too many antidepressants and alcohol. You say that you did not know that cannabis could put you into a drug-induced psychosis. For the reasons I have given, I doubt this is the case. Even if it is the truth, it is only because you did not learn the lessons which any sensible person would have learned from your own past behaviour,” she said.

Justice Jenkins sentenced Herbert to a total of 17 years in prison. He was sentenced to two years for threatening to kill Rebecca, two years for being armed with a knife, 12 years for attempting to kill Tennille, five years for attempting to kill Sarah and three and a half years for the attempt to endanger Daniel’s life. Herbert’s sentence was backdated to August 29, 2015 was made eligible for parole after 15 years.

Another order made by the court was a lifetime ban on Herbert from being able to contact Sarah, Tennille or Rebecca.

Taylor can decide if he wants to communicate with Herbert two years after he is released from prison.

During the trial, it was difficult for Stephanie to relive the events of August 28, 2015.

Upon seeing Herbert, Stephanie said she felt shivers up her spine.

“He definitely looked like a different person to what I saw that day. But he was just feeling sorry for himself... and I don’t have sympathy for that.”



Stephanie is presented with her bravery award. PFA President Mark Carroll (right) and Minister for Home Affairs, Peter Dutton MP look on

The memories have continually haunted Stephanie. She has had trouble sleeping and experiences nightmares. She needed to take a month off work after the incident to get back to her normal self.

“It’s definitely emotional. It’s something that I get choked up about now. I’ve only discussed it with my partner Scott and best friend Leah so it’s not something that I go into great detail with because of the memories of what I saw that night,” she said.

“Scott and Leah were my rocks. If it weren’t for their loyalty, love and ongoing support, I would have let my inner demons consume me.”

Stephanie still has nightmares about little Tennille in her cot with her head on fire and nowhere to run.

But asked if she would do it all again, she replied: “Absolutely”. “I have a police teddy bear that I am going to give Tennille.

I am always thinking about her and hoping that she is ok,” Stephanie said.

Det-Sen. Const. Legge said every single officer involved in the investigation deserves credit for the successful outcome in the Supreme Court.

“From the attending officers right through to the DPP, everybody who was involved in this process should be commended. I look at the guys in the team and everybody contributed. Uniformed officers and detectives worked together and we got it done. And as far as I’m concerned we had one of the best prosecutors in the State, Amanda Forrester, prosecuting the matter and we got the result we sought,” he said.

“Steph was crucial, but every copper in the job deserves credit – 100 per cent.”

Speaking to Police News a day before little Tennille’s sixth birthday, he said the family were now trying to get over this horrendous crime.

“I actually got a card from the family and one for Steph too,” he said.

“Rebecca takes it day by day. She’s getting stronger, the kids are getting stronger. Tennille still sleeps with mum at the moment, which is probably normal. She’s very shy about her body because she sees the scarring now. But they’re dealing with counsellors and helping her through it,” he said.

“The kids have an awesome mum, they have a good family unit around them. She’s doing ok, considering.”

*Names have been changed

National Police Bravery Award

Senior Constable Stephanie Bochorsky was the inaugural winner of the Police Federation of Australia’s National Bravery Award. Chosen from more than 60 nominations across the country, Stephanie’s bravery and selfless act made her the deserving winner of the award.

“This honour was completely unexpected and I’m very humbled,” Senior Constable Bochorsky said.

“These awards makes you feel valued. It is nice to know that your actions are acknowledged and what you went through is validated.”

Former WAPU President George Tilbury says he is thrilled that the first ever winner of the award comes from Western Australia.

“I am so proud that Steph’s courage has been acknowledged in this way. She took herself from a place of safety to one of risk to save the lives of others. A true act of courage.” He said.

Philippines war on drugs and human rights

In October this year Chris Hayes MP, the Federal Member for Fowler and Chief Opposition Whip addressed law students at De La Salle University in Manila. This is an edited version of his address.

▶ As future leaders and custodians of justice, I want to emphasise what I see as your role in safeguarding the fundamental and inalienable human rights of your fellow citizens.



My attraction to the law, as a young trade union official was because of its moral and ethical virtues, the very matters I now see underpinning human rights, social justice and equality for all.

Like you, I am a member of the De La Salle Alumni and owe the Brothers a great deal, not just for my academic education but reinforcing values of fairness, decency and equity in how we relate to members of our community, particularly the less fortunate.

Reflecting on my schooling, I am reminded of the keen interest that the Brothers had for human rights and social justice. Little wonder that those of us that graduated from De La Salle Schools were well represented in the labour movement and politics, or in my case both.

As a former practitioner in Australia's industrial relations tribunals, I had the privilege of working to protect some of the most vulnerable workers in my country.

I always considered it an honour, fighting to preserve the dignity of working people and ensuring that their workplaces were safe.

Before entering politics, I was also engaged by the Police Federation of Australia and had the opportunity to represent the men and women of our respective Police Forces.

I have always had a keen interest in the welfare of our police, not only because I grew up in a police family, but given the vital nature of the work that they do protecting our communities and enforcing the law. Their adherence to the rule of law is an

essential part of the professionalism and integrity that we expect and demand of our Police.

It is for these reasons that as a legislator, I have a record of supporting the passage of laws increasing police powers, but only when coupled with appropriate and transparent oversight measures.

In this regard, I note that prescribed law enforcement agencies are subject to regulation by an overarching body, the Australian Commission for Law Enforcement Integrity. This body has the

powers of a Standing Royal Commission, with no right to silence afforded to those brought before it. Each state and territory have their own equivalent bodies to crack-down on law enforcement related corruption, ensuring that there are appropriate checks and balances on police powers.

I have supported these measures because I am aware of the rapidly changing nature of crime, particularly in relation to drug related crime, and I appreciate the crucial work that the police must undertake in order to ensure the safety and well-being of our communities.

Law enforcement is an extremely difficult and dangerous job at the best of times, but, without the necessary tools and adequate resourcing to fight contemporary crime, it really puts police at a distinct disadvantage.

For instance, I have spoken regularly in favour of unexplained wealth provisions, an anathema to many on the grounds of civil liberties and considered by some as draconian legislation. These provisions enable police and prosecutors to use the courts, while utilising a reverse onus of proof, to put in jeopardy the assets of criminals, where the person cannot prove that those assets were acquired by legal means.

It was only last month that I addressed the Parliament with regards to this very issue, speaking in support of unexplained wealth provisions and various other mechanisms to combat serious and organised crime and the necessity of covert investigative tools such as controlled operations, assumed identities and telecommunication interception.

I have supported our police having access to metadata held by telecommunications providers, as well as enhanced criminal intelligence gathering, particularly, the use of coercive hearings, where the right to silence does not apply.

While civil liberties are clearly offended by many of these provisions, I nonetheless consider attacking the business model that underpins criminal enterprise is appropriate, because for every crime, there is a victim of crime and these victims are members of our community. By disrupting and preventing crime, we are protecting our communities.

I know that organised crime is all too apparent in the Philippines, where we have seen President Duterte take a strong stance, particularly, with regards to the scourge of drugs across the nation.

Strong action cannot come at the cost of basic and fundamental human rights, particularly, given that the most sacred right of all, is the right to life itself.

While it is commendable that President Duterte has a strong determination to see the elimination of illicit drugs in the Philippines, putting the issue front and centre of the national agenda, has not been without criticism.

Extrajudicial killings have been without a doubt, the chief human rights concern in the Philippines and this issue has escalated with the nationwide anti-drug campaign. Summary and lethal justice based merely on suspicion has claimed an estimated 12,000 lives, with some sources claiming that the number could be as high as 20,000.

That has been particularly concerning is the number of drug related killings during law-enforcement operations, the involvement of vigilante-style killings and extra-judicial summary executions of drug suspects.

A critical aspect to the policy of extrajudicial killings is the reliance on the names of people suspected of an involvement in drugs, being held on a police list. While a suspect list would ordinarily be considered a normal part of police procedure in leading a criminal investigation, it is this list of suspects that in effect provides police and somehow, various vigilante groups, a 'licence to kill'.

This list of suspects in itself poses grave concerns with regards to corruption and the manner in which people's names find their way onto the list. There is growing speculation that such lists could possibly be used as a means for dealing with those who some might consider best removed from society, without troubling the courts or having to worry about the production of evidence. I am sure we could think of someone we would rather be without, possibly even a political opponent.

Given the status of the list, which might reasonably be considered to have been developed through police intelligence gathering, a significant question remains in that, how are vigilante groups able to specifically target people whose names appear on these lists of suspects?

It is open to fairly conclude that there may be a significant measure of collusion between these law enforcement agencies and the various vigilante groups.

A person's name on a suspect list is for all apparent purposes, a death warrant. I would imagine that if someone knew that their name was on such a list, they would be prepared to go to considerable lengths to ensure that their names were removed. This in itself opens up further issues of corruption.

Chris Hayes talks to local police on the streets of his electorate



I would strongly suggest that the President's policy of extrajudicial killings is not only a blatant attack on human rights, but also a weakening of the criminal justice system, while undermining the rule of law.

The lack of due process and restraint during police operations and the fact that these deaths are not being investigated in a transparent, impartial and effective manner is a great concern.

I am passionate about the right to life and have spoken about it on many occasions, in my capacity as convener of Australian Parliamentarians against the Death Penalty.

It is the institutionalised impunity for police involvement in summary killings, which is of significant concern. Once you desensitise police officers to the taking of life, by its very nature, you have facilitated an environment of aggressive police culture to flourish.

Policies, programs and strategies employed by the Philippine's Government to tackle the issue of drugs, should be informed by credible evidence, conducted with respect for human rights, while upholding the rule of law, and function within a system of good governance.

I strongly believe this, given that the issue of drugs was once the major issue in my electorate of Fowler, a constituency in Western Sydney. In fact, the scourge of drugs was such a significant problem, that Cabramatta, the heart of my electorate, was once known as the "Drug Capital" of Australia.

Thankfully Cabramatta, recovered from this image, following drug crime being specifically targeted through effective and professional policing.

Dismantling drug crime in my community was not an easy task, but it was achieved within the confines of due process and an adherence to the rule of law. Police were well resourced and supported by the community, but importantly carried out their duties with professionalism and integrity. This was central to building community confidence that the drug crime could be defeated in Cabramatta.

However, what we are seeing currently in the Philippines is a completely different story. The Government is waging a war on drugs, through fear, intimidation and a complete disregard for human rights and the rule of law.

The President has vowed to do whatever it takes to tackle the scourge of drugs, which has unfortunately incited violence and attacks on human rights defenders. President Duterte has launched a crackdown on civil society and press, threatening to abolish the Commission on Human Rights, banning news organisations who are critical of him, castigating the United Nations human rights rapporteur and officials, and most recently, withdrawing from the International Criminal Court. However, the latter may be for the President's own perceived legal protection against the international jurisdiction.

As in any true democracy which claims to respect the rule of law, the Philippine police must be held accountable for their actions including the unlawful killings, colluding with vigilante groups. Given the current situation, I suspect this can only now be achieved with a completely impartial and verifiable UN led investigation.

Clearly, the Philippine government needs to cooperate with the international community and take all necessary measures to pursue appropriate investigations into these incidents.

Human rights are the foundations that underpin our democratic societies, allowing for the creation of strong and inclusive communities. It is for this reason, that we cannot afford to remain silent in the face of blatant attacks on the justice system and for that matter, the rule of law.

In terms of international relations, particularly among friends, with the Philippines being one of Australia's closest friends, discussions should not just be about the economics, trade developments and regional stability, but for those of us who are signatories to international human rights treaties, we should be open to questioning whether our friends and partners are honouring their obligations.

We must work towards a region, in which our Courts apply justice without fear or favour, where freedom of expression and religion are realities, and where police and law enforcement agencies act in accordance with the law and are held accountable for their actions.

Silence is not an option when the rule of law is being undermined.

As future lawyers, you have a responsibility of ensuring that the Philippine legal system operates in accordance with the rule of law and the independence of the judiciary is protected and not intimidated or undermined by the Government or its executive.

Being here, you have shown yourselves as champions of human rights, who believe in the principles of truth, freedom and democracy.

On this note, I conclude with the words of the social justice campaigner and former South African Archbishop, Desmond Tutu:

"If you are neutral in situations of injustice, you have chosen the side of the oppressor."

former South African Archbishop, Desmond Tutu

Canberra's new chief police officer

Assistant Commissioner Ray Johnson APM

Assistant Commissioner Johnson started in his new role on 12 November, taking over from Justine Saunders, who, after being in the role for two years left the AFP to take up a position with the Australian Border Force.

Mr. Johnson comes to the role with an impressive breadth of experience that extends to local, national and international policing. Over his 33 years of experience he has carried out a full range of community policing and investigations duties both within ACT Policing and across Australia.

In addition to this, he has undertaken international missions in East Timor, Cyprus and China where he was the regional manager for AFP international operations in north Asia, based in Beijing. Mr. Johnson is no stranger to the Canberra region, having grown up in nearby Jindabyne and spending over a third of his lengthy career here in the ACT.

Life, however could have been very different for this senior officer, who throughout his school days took subjects to prepare himself for a career in the air force. Policing was the other occupation that stood out and captivated Mr. Johnson. Like many in the police family today, Mr. Johnson at the time had a relative in ACT Police and was encouraged to join after appreciating what the job offered.

When asked about his new role Mr. Johnson said

"I am privileged to have this opportunity to return to community policing. I look forward to working with and connecting to the community I have the honor to serve."



To help reduce stress and take a break from his demanding role, Mr. Johnson, a keen cyclist, jumps on his mountain bike to keep his mind and body happy. He also enjoys cooking, watching Australian dramas and listening to music. "As we know, it's important to do things outside of work, or else you can find yourself stressed and ultimately less productive. Hobbies provide health benefits and can impact you in many positive ways."

"What we do outside of work can often attribute to our success at work. Getting caught up in something you enjoy doing is great for relieving stress because it refocuses your mind on something that you enjoy" said Mr. Johnson.

The AFPA look forward to working collaboratively with Mr. Johnson to build on the efforts of former CPO, Justine Saunders to meet the challenges of the future and the needs of members.

Assistant Commissioner Ray Johnson APM



POLICE WEEK

A CELEBRATION OF OUR NATION'S POLICE

Celebrating our great profession

Australia's inaugural Police Week was held in September. Organised and championed by the Police Federation of Australia (PFA), Police Week brought the policing community together via a number of events held over a ten-day period.

▶ Bookended by the Wall to Wall Ride for Remembrance and National Police Remembrance Day, Police Week included satellite 100km bike rides held across all the states, the National Police Summit, and the hugely successful National Police Bravery Awards. The PFA's federal council was held, and Canberra hosted the biannual International Network of Police Unions (ICPRA) conference. Meanwhile in Wollongong, the inaugural Police Week Shield was played at the Australian Police Week Rugby Union Championships.

While only small in numbers this year, the Century Ride: Remembering Mates cycle ride has the potential to become a massive fixture on the Police Week calendar. For the inaugural ride, a dedicated group of cyclists in WA, NSW, ACT and the NT rode the 100km on Sunday 16 September with all monies raised going towards police legacy organisations.

Monday 17 and Tuesday 18 September, the Police Summit was held at the Hyatt Hotel. The Summit was opened by Minister for Home Affairs, the Hon Peter Dutton MP who spoke on the work the federal government has done to secure Australia's borders. Pat Burke, Apple's operational manager, privacy and law enforcement spoke on Apple's engagement with law enforcement, while other key note speakers were Tony Sheehan, Commonwealth Counter-terrorism coordinator and Commissioner for WA Police Chris Dawson. AFPFA President, Angela Smith participated in a panel discussion focusing on addressing and overcoming diversity challenges in Law Enforcement, and PFA CEO Scott Weber spoke on collaborative policing.

Wednesday 19 September, the very successful National Police Bravery Awards was held; the inaugural recipient, WA's Senior

Constable Stephanie (Steph) Bochorsky proving herself to be a worthy winner after saving two children from being burnt alive by their father (see story on pages 14-19). Minister Dutton presented the award at a gala dinner held at the National Museum, with over 160 delegates, sponsors and politicians in attendance. The following day Steph was honoured once again, when Prime Minister Morrison and the Leader of the Opposition Bill Shorten, spoke of her selfless deeds in Parliament's Question Time.

The PFA's annual Federal Council meeting was held on the Thursday, with Police Association of South Australia President Mark Carroll being re-elected unopposed as President.

On Monday 24 and Tuesday 25 September, Australia played host to the biannual meeting of the ICPRA. This organisation was started by the Canadian Police Association in 1996 and now has approximately 1.5 million members affiliated through national police associations and federations. ICPRA membership includes police unions from four continents, speaking over 30 languages.

Meanwhile in Wollongong, The Police Week Shield match was played on Tuesday 25 September between Victoria Police Vikings v Police Barbarians, with both teams involving officers from several police jurisdictions. The game was played in the best of spirit resulting in a 15 all draw.

The annual National Police Remembrance Day memorial heralded the end of Police Week (see pages 26-27).

Planning is underway for Police Week 2019, which already looks at being bigger in numbers with an even fuller calendar of events.

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BLOOD SERVICE

On 28 September 2018, close to 500 people gathered at the National Police Memorial (NPM) on the shore of Lake Burley Griffin in Canberra for a national service to mark National Police Remembrance Day 2018.

► In the presence of Governor-General Sir Peter Cosgrove and Commissioner Andrew Colvin, as host officer, they welcomed police from all Australian jurisdictions, senior politicians, dignitaries, ambassadors and importantly family and friends of those who made the ultimate sacrifice. They also welcomed the 200 officers whom had just marched from the AFP National Headquarters across Kings Avenue Bridge to the memorial.

Another 12 engraved touchstones of officers from various jurisdictions were added to the memorial wall as a result of historical research. The time period of this group of officers' deaths was between 1835 and 2004.

Earlier in the day, Australian Federal Police Association President Angela Smith and Vice President Graeme Cooper attended the dawn service held at Queanbeyan Police Station, where the touchstones carrying the names of those being added to the NPM were blessed.

The evening service was in honour of all Australian police who have died as a result of their duties since 1803 when official records began in Australia.

The touchstones were then transported to the NPM by a convoy of patrol cars and handed to AFP ceremonial officers for installation on the memorial wall.

This year, the event paid special respect to Western Australia Police First Class Constable Dennis Michael Green who tragically lost his life following a motorcycle accident on 7 December last year while training with colleagues.

This now brings the total number of police officers honoured at the memorial to 789. ◀



National Police Remembrance Day 2018

A time of reflection

President Angela Smith honours fallen police on National Police Remembrance Day

Governor General Sir Peter Cosgrove with Commissioner Colvin





This year \$110,000 was raised and over the past nine years of the W2W, over \$940,000 has been raised for Police Legacies.



Former PFA CEO Mark Burgess with Victoria Police Assistant Commissioner Neville Taylor



before returning with the other riders back to Exhibition Park in Canberra (EPIC) for sponsor displays and exhibitions in the Fitzroy Pavilion.

Riders from all states and territories marshalled at EPIC before undertaking the National W2W Ride down Northbourne and Commonwealth Avenue, around Parliament house and onto Kings Avenue to the memorial for the National Service.

This year, after its refurbishment and re-landscaping, the National Police Memorial was re-dedicated by AFP Chaplain Gayl Mills at the beginning of the Service. During the Service all states and territories placed their W2W Baton upon the memorial, with Commissioner Colvin assisted by AFP Legatee Chris O'Donoghue in placing the AFP Baton.



Attending her last Wall to Wall before moving to Australian Border Force was CPO Assistant Commissioner Justine Saunders APM, as co-host with NSWPF Monaro Police District Commander Superintendent Paul Condon. ACT Minister for Police Mick Gentleman also attended and rode with the group to Goulburn.

This year \$110,000 was raised and over the past nine years of the W2W, over \$940,000 has been raised for Police Legacies. It is hoped that the next year for the 10th, we will break the \$1 million mark.

Next year, the Wall to Wall Ride for Remembrance will once again be the curtain raiser for Police Week and is being held on Saturday 14th September 2019. This will be the 10th Anniversary of this event.



Remembering Mates

2018 Wall to Wall Ride for Remembrance hit by tragedy

► For the first time satellite Wall to Wall rides were held in distant regions such as Tasmania, Northern Territory and Western Australia, allowing for riders to commemorate the day in their own jurisdiction raising funds for Police Legacy, rather than ride the long distances to the National Police Memorial in Canberra for the National Service.

About 2000 riders did, however, hit the long roads riding from their local police memorials from as far away as Darwin to the National Police Memorial. Of this group, approximately 300 riders left Melbourne on the Friday for the two-day ride to the national capital.

After lunch on day one Victoria Police Detective Senior Sergeant Victor Kostiuik, who was riding alongside his son, Felix, also a Victorian police officer was tragically killed in a motor vehicle accident near Orbost, Victoria.

Riders held a solemn tribute to Vic at the National Police Memorial, a gesture that meant a lot to Vic's colleagues and friends who were shocked by his death on the charity ride from Melbourne.

In Canberra, more than 150 riders and their pillions attended ACT Regional Morning Service at the National Police Memorial.

This year, the ninth Wall to Wall Ride for Remembrance was held on Saturday 15th September, as the curtain raiser event for the inaugural Police Week in Australia which included various other police orientated events and culminating with National Police Remembrance Day on 28 September.



National Police Memorial



Males made up **64% of Police Health members** who made a Cardiac related hospital claim last year.

“The good thing about going in with chest pain to an emergency ward is you don’t wait.”

Males made up 64% of Police Health members who made a Cardiac related hospital claim last year.

“After the night I went to hospital with chest pains, with the follow up treatment, they did detect that I’ve got a murmur in my heart. It’s no big deal and it’s not an ongoing medical issue, but I would never have known unless I’d gone and got checked.”

“I said to my wife on the way to the hospital - if we hadn’t gone and I hadn’t woken up in the morning, and it had been something that was treatable and preventable, that she’d probably never forgive me.”

“It seems inconvenient at the time but a little inconvenience is better than ending up dead in your 50s when you could have lived until you were 70 or 80 with just a small amount of treatment. Just go to the hospital straightaway” says Kelly.

“I also encourage all my staff, any cop that I meet, to join Police Health. I actively promote it all the time. I try and push people into it for everyone’s benefit, because I do understand Police Health more than most and the fact that they turn their money back into member benefits. I mean, a lot of other health funds don’t do that.”

“I’ve been involved in negotiations with Police Health about how they provide support. When it comes to the relationship with the cops and the cop unions, they’d do it anyway, irrespective of whether they’re going to get a new member out of it.

“So I’m a 100% supporter of Police Health and particularly the benefits that are returned, and I know this is a promotion for Police Health now, but the benefits from Police Health in terms of the treatment that you get is just extraordinary.”

“The other extraordinary thing was when I was getting my follow up checks with a very highly qualified cardiologist, he told me about the amount of heart doctors who get found in their beds with a glass of Mylanta in their hand, because they presume they know enough and think ‘I’m just having indigestion’ then they die from a heart attack.

“It just goes to show, if cardiologists can’t self-diagnose at home the difference between a heart attack and indigestion, then someone like me, or generally cops, have got no chance.

“So if you’re in any doubt just go to the hospital. Inconvenient, but just go. If you’ve got a pain in your chest, just go.

Take it to heart

In 2017 alone, Police Health paid out **\$4.28 million** in Cardiac related claims.

“I was at home in bed one Sunday evening and thought ‘I’ve got chest pains.’”

“I couldn’t figure out why. I thought ‘I’m fit and healthy now, I don’t really need to worry about it’ but I said to my wife we’d better go, just in case. So we went. I got checked out. I spent the night in hospital - but what’s one night in hospital?”

Vince Kelly, GM of the AFPA is urging middle aged cops to keep an eye on their health - particularly around heart health and brain health.

“If you’ve got persistent headaches, knowing the amount of people who die from stroke and heart disease, if you’ve got those problems, go to the doctor or go to the hospital, get it checked out.” Kelly says.

“There was a police officer that died recently and, without knowing the full circumstances, I know the guy and I think he sacrificed his own health for the benefit of other people in the community regularly for over 20 years.”

“That’s why I really want to encourage middle aged cops - particularly the male cops, because they’re the problem most of the time - to be conscious of your own health and not ignore the warning signs.

In 2017 alone, Police Health paid out \$4.28 million in Cardiac related claims.

“If I have a problem in my chest and I’ve got a chest pain, I go to the doctor or go to the hospital. Not to do that is just foolish.”

▶ **“A little inconvenience is better than ending up dead in your 50s when you could have lived until you were 70 or 80”,**

Vince Kelly APM, General Manager AFPA



Ph: 1800 603 603 | www.policehealth.com.au

Hidden in plain sight

Plain clothes officers play a unique and important role in protecting Australia; their ability to be hidden in plain sight is crucial to their safety and effectiveness. Finding the right street clothing that provides safe, comfortable and practical solutions for carrying equipment and weapons has often been a challenge – until now.

▶ Covertact is an Australian company that designs and manufactures a range of fit-for-purpose, discreet tactical work wear specifically for plain clothed operatives. Covertact was founded by Sally Major, a former police officer, after years of struggling to find clothing that could conceal her equipment when she worked undercover. She developed the Covertact range to have gear access and storage aligned with the muscle memory of police training – so that your equipment is where you need it, when you need it; all while maintaining your anonymity. The range is custom designed for the specific needs of each state, territory and federal police gear and weaponry.

The designs come in a range of styles from business attire to street clothes, and are regularly updated to ensure ongoing anonymity. The range currently includes men and women's cargo

pants, men's and women's business attire and jeans. Some of the features of the pants range include hidden inner, water-resistant pockets; holster access zips; adjustable waist for quick transition to duty belt; duty badge, wallet pocket and key clips. The range of men's and women's tops include discreet access to storage pockets in the Covertact Protective Vest.

Fundamental to the range design is the protection it offers – from elbow and knee pads to reduce injuries from grappling during arrests, to the lightweight Covertact Protective Vest that protects all vital organs from cut and slash injuries. The Protective Vest has been designed to be worn under the Covertact clothing and offers Dyneema Diamond Technology fabric that meets the highest level of international testing standards for cut and slash resistance.



Covertact – keeping you covered, keeping you covert.

All Covertact products are designed, manufactured and tested here in Australia, and because they are categorised as workwear you can claim them on your tax return. All products are available on the Covertact website www.covertact.com.au. For more information you can email Covertact direct on contact@covertact.com.au.

Covertact range of plain clothes work wear



Park and Display Day at AFP Majura



AFP Men's Shed

We're here to help

Australian men are more likely to get sick from serious health problems than women, often due to a lack of early intervention. The Australian Bureau of Statistics shows that one of eight Australian men (or 12 percent ABS 2001 to 2011/12) suffers from depression at any given time

STATISTICS INDICATE:

- Men from 35 – 55 years of age are particularly at risk (88 percent of the AFP falls inside this age group).
- Male depression is associated with an increased risk of health disorders, such as cardiovascular disease and diabetes.
- Life issues such as death of a spouse, separation, divorce and unemployment – trigger serious situational depression in men more than women.
- Men are likely to resort to destructive behaviours in an attempt to deal with depression.
- Depressed men are two times more likely to abuse alcohol and drugs than depressed women.
- Suicide: 312 males for every 100 females.

As a result of these alarming statistics, the AFP Men's Shed initiative was developed by members in Sydney who saw a need for a men's health support network. In partnership with Western Sydney University, AFP Executive and men and women across the organisation, the AFP Men's Shed concept has grown quickly around the country.

The AFP Canberra Men's Shed movement was launched in June this year as part of Men's Health Week and was the product of the efforts by Superintendent Dan Evans, F/A Nuckhley Succar and the Men's Shed Sydney team following the launch of the Sydney Office Shed in May this year.

The AFP Men's Shed aims to provide AFP staff and partners with an opportunity to engage, discuss and provide leadership to address the unique mental and physical health challenges facing men today and into the future.

The AFP Canberra Men's Shed coordinates meetings and events of like-minded members, or associates, within the ACT region to provide an environment to gather and discuss Men's health issues.

The AFP Canberra Men's Shed inaugural event was held on Sunday 16 September at AFP Majura. Around 120 members and their families viewed a variety of vehicles on display, which included cars, motorcycles, boats, 4W4s and a boulder climber.

This inaugural event, hosted by Specialist Response Group (SRG) and Driver Training, aimed to increase awareness of men's mental and physical health challenges.

AFP Men's Shed Champion, Assistant Commissioner David Stewart APM said "Sadly, one in eight Australian men suffer from depression at any given time.

"Events like this are a wonderful opportunity to chat together and raise awareness and make a choice to start a conversation with family and friends about mental and physical health challenges".

The day included an exhibition from the AFP Museum, a BBQ hosted by the AFP Volunteers in Policing and the very popular SRG demonstration with the Bear Cat and skid pan proving to be fan favourite.

More than \$400 was raised on the day and donated to the ACT Cancer Council. Other significant events in 2018 that the AFP Canberra Men's Shed embraced and championed included Movember and White Ribbon Day.

On Wednesday 14 November, the AFP Sydney Men's Shed hosted a 'Row for your Mo' event with a surf ski around Rose bay followed by breakfast.

In 2019, the AFP Men's Shed is scheduling further events with initial planning and fundraising efforts underway for a 'Come

and Try' Fly Fishing Day in February and a Paintball Day in March. More details about these and regional events will be made available closer to the date.

Membership to the AFP Canberra Men's Shed is open to past and present AFP members of any capacity, and their immediate family members.

Membership is also open to AFP partner agencies to increase the reach and impact of the men's health messaging and encourage working relationships.

The AFPA is proud to support and contribute to the AFP Men's Shed. AFPA Vice President Graeme Cooper said "The sheds give purpose to men who are seeking it. It provides a safe environment for men to come together and in a way, they feel comfortable with.

It just makes sense to support initiatives that improve health and wellbeing outcomes for members and their families."

For more information, membership queries or to get more involved email: Mens-Shed@afp.gov.au Mens-Shed-Canberra@afp.gov.au Or visit the AFP Men's Shed hub page <http://afphub.afp.le/wellnessatwork/healthpromotions/mensshed/Pages/default.aspx>



Park and Display Day at AFP Majura

Movember

AFPA Assembles All Star Movember Team to Raise Awareness and Funds for Men's Health



▶ The AFPA proudly participated in the Movember Foundation's annual Movember campaign, which challenges men to grow a moustache and men and women to get physically active and Move - all of which spark conversations and raise vital funds and awareness for men's health.

The Movember Foundation is the only global charity focused solely on men's health. The team at the AFPA were keen to get involved and help make a difference this Movember by raising critical funds for men's health.

This year AFPA Vice President Graeme Cooper, along with AFPA staff members Matthew Peterson, Anish Prasad, Chris

Chilcott, Sam Delaney and Bob Muir started Movember 1st clean-shaven and grew only a moustache for the month.

AFPA Vice President Graeme Cooper said "Men are facing a health crisis that isn't being talked about. Through our involvement we hope to raise awareness and encourage men suffering from mental illness to speak out.

"It's vital that we continue the conversation and encourage people to actively support the men in our lives by reaching out, asking deeper questions and listening to what they have to say. This is often the catalyst for that person starting on the road to recovery."

AFPA member Detective Station Sergeant Matt Craft, OIC Belconnen is making a Move for Men's Health by getting active and taking the MOVE challenge. Matt a keen triathlete who did his first Ironman in 1996 has now ticked over 12 Ironman's and has signed up for his 13th in May 2019 in Port Macquarie.

Matt has committed to swimming 60km over the month, running 60km per week and cycling 600km over the month.

"The main reason I thought about the challenge was to try and encourage Belconnen members to become more active which will help both their physical and mental health. The troops work in a very challenging environment and they need to make time to look after themselves.

"It also gives me the chance to build a good base of fitness leading into Ironman Australia 2019 in Port Macquarie."

All funds raised will deliver innovative, breakthrough research and support programs to enable men to live happier, healthier, longer lives. ◀

Detective Station Sergeant Matt Craft, OIC Belconnen



Team AFPA



HOW WAS MY WEEK?



A SUICIDE, A ROAD FATALITY AND TWO DEATH MESSAGES HOW WAS YOURS?

Talk to someone. We're all in this together.



AFPA members selected for national team

On the 24th of September through to the 29th of September the AFP Rugby Union (AFPRU) men's and women's teams participated in the Australian Police Rugby Union National Championships at Collegians Sporting Complex, Wollongong. The championships put State vs State as they vie to be top cops on the field.

▶ The AFPRU men's team started a little shaky in game one with a one point victory over the WAPOL team 18 - 17.

Heading into game two our boys faced the QPOL team who were clear favourites to take out this year's championship after their game one victory over NSW. This favouritism was well justified with QPOL winning 38 to 7 in a dominant performance. Not deterred our boys mustered back-to-back wins in games three and four sending our NSW friends packing with a 19 to 15 win, securing the AFP v NSW Police Rugby Cup. Next on the chopping block were the Vikings from VICPOL who due to a swag of injuries forfeited the game giving our boys a 20 to nil victory, this cemented our place in the Grand Final for the 3rd Championship in a row.

The AFPRU headed into the Grand Final with a well-deserved confidence. They were up against their round two foes, QPOL. It was a tightly-contested match with a strong defence from the AFPRU. Unfortunately this time the QPOL team was just too good on the field winning 20 - 0; but this won't dishearten the AFPRU team from seeking glory at the next championships in 2020 (to be hosted by VICPOL).

The 2018 edition of the biennial competition was also a landmark occasion, with a Women's competition being contested for the first time. The Women's champs were played in a Rugby 10's format and the AFPRU were over the moon to have an AFPRU combined QPOL women's team entered into the champs. Our ladies were amazing considering a lot of them had never played rugby before. Games 1 to 4 were a real learning curve with defeats in all 4 games. Vikings 31 - AFPRU 0, NSW 26 - AFPRU 0, NT-WA Crocs 22 - AFPRU 0, Vikings 24 - AFPRU 0 but then in game 5 through dogged determination, teamwork and excellent coaching by Andy McCoola and Arthur Edwards they scored their first try against NSW. This flicked a switch and they ran away with a 15 to 10 win. Game 6 was a much closer affair with NT-WA Crocs winning 10 - 5. Game 7 was a one sided affair against a very skilled Vikings outfit - Vikings 31 - AFPRU 0. The final game of the champs for our ladies was a play off for 3rd and 4th position against the NT-WA Crocs. Again our ladies stepped up and finished the champs on a high with an awesome 25 to 5 win.

The Australian Police Rugby Union (APRU) uses this competition to select the Australian side and the AFPRU are very proud to have three players selected from each of our Men's & Women's teams.



Men's Grand Final teams: AFP and VICPOL



The AFP team in action

Josh Munro, Jordan Reid, Josh Gillard, and Anja Halstead, Tamika Murphy, Courtney-Leigh Smith will play in the national sides.

They will play in the Police International Rugby Championships on Hong Kong in September 2019. Prior to that they will play against the Australian Defence Force Team in Brisbane. The date is yet to be confirmed.

Lastly a special mention needs to go out to our AFP Referees - Nye Konig and Greg Corin who helped adjudicate all of the matches. Without the referees we don't have a championship.

The Australian Police Rugby Union National Championships were designed as a friendly competition to foster new relationships between Australian Police Forces and again it was great success. ◀

▶ To get involved with the AFPRU contact AFP-RugbyUnion@afp.gov.au



AFP Men's Team



AFP Women's Team



Celebrate Christmas and summer with all the benefits your AFPA membership provides:

- Cool your space or host a crowd with the range of products from The Good Guys Commercial - including delivery & installation services.
- Enjoy the longer nights with local dining and experiences through the "Benefits Near Me" on your AFPA benefits website.
- Shop for Christmas using the discounted pre-purchased e-gift cards or gift the e-gift cards to family and friends. With our extended e-gift card range, there is something for everyone.
- Receive an online quote to compare and ensure your insurance policies still suit your life stage.

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Catalogue 2018

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AFP Merchandise items



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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



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

AFPA Merchandise items



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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



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Merchandise Order Form

▶ AFP/AFPA MERCHANDISE



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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):	
		Total (\$):	

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Payment Type: <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> AMEX <input type="checkbox"/> Please invoice me	
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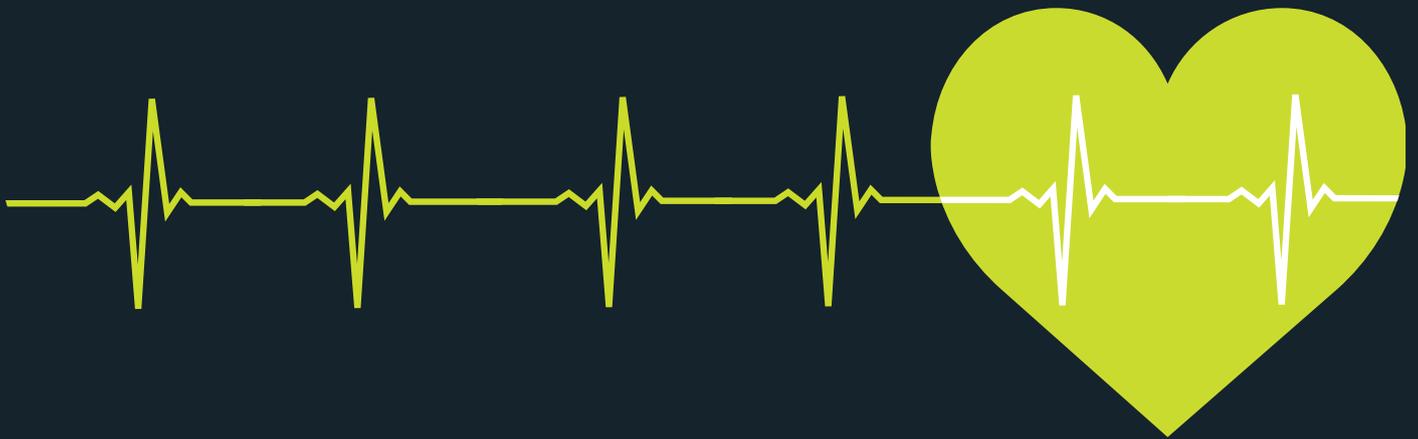
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In the 2017 calendar year

Police Health paid **\$4.28 million** towards
cardiac related claims.

64% OF PATIENTS WERE MALE



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STRESSFUL. DON'T LET YOUR
HEALTH INSURANCE BE TOO.**



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