



# BLUESTAR



Spotlight on –  
New Zealand

Tharwa Valley Forge  
Knifemaking

Health during the  
COVID-19 pandemic



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Magazine cover: AFPA members can take a break and forge some knives, all in the name of mental wellness.

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**Public health during the COVID-19 pandemic**  
– from the perspective of AFP members



**Australian Police Golf Championship 2020**  
The most recent comp in Mandurah, WA



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**Tharwa Valley Forge Knifemaking**  
A collective of knife-makers offering free courses to AFPA members

# PRESIDENT'S REPORT

Angela Smith, President



President  
Angela Smith

Regular Items

## BLUE HUB

### BACKGROUND TO BLUEHUB

Mental health and suicide awareness have been and always will be of critical importance to me.

Because of this, I've been focussing AFPA's attention on ensuring that members can access whatever they need, whenever they need.

Together with The Police Association of Victoria (TPAV) we've highlighted a gap between the current arrangements in place for members, and the non-specialised treatment available from the public health system. The Department of Veterans' Affairs (DVA) has long provided blanket specialist medical care for ADF personnel, and the fact that the same level of care is not available to operational police is simply not good enough.

TPAV has targeted and won \$2.5m in federal funding to establish a new program to sit in between the current available psychiatric care programs for police and publicly available programs and provide the correct and appropriate care to our members. TPAV was able to do this via intense lobbying of the Coalition prior to the last election and are to be commended for their efforts that will have tangible benefits for Victorian members initially, and other members later.

### BLUEHUB'S DESIGN AND POINTS OF DIFFERENCE

BlueHUB is a psychiatric care program specifically designed to help people by:

- Creating a treatment plan
- Identifying a network of service providers
- "Opening doors" – cutting down on waiting times to see the right doctor

BlueHUB will be the subject of a state-based trial in Victoria, however it is due to the relationship with the AFPA that we've been able to access federal funding from the Department of Health. We are optimistic about the trial's results; if they are as successful as I believe they will be, then the initiative will be rolled out across other jurisdictions.

### How will we know if it's been a successful trial?

- The service delivery model is specific to the policing context and members' needs – designed by police, for police; and,
- There is a decrease in the stress levels of those members currently engaged in or due to start clinical treatment, as the result of a more streamlined, connected and supportive provider network. Police officers need the right doors to open to the right doctors, and sometime need help from others to open them.

**The treatment of PTSD is not a linear A-to-B process. It's a complicated, involved and ongoing plan dictated by the needs of the person suffering from it.**

Quite often there are a diverse range of concerns which need to be addressed immediately and simultaneously.

### SUPPLEMENTARY MENTAL HEALTH INITIATIVES THAT AFPA IS INVOLVED WITH

The AFPA is also extremely interested in other activities that have the potential to support and foster mental wellness. There are a few activities in particular that we are involved with:

#### Tharwa Valley Forge

Making knives is relaxing and a lot of fun. We've included an article in this issue on the Tharwa Valley Forge – a collective of knife-makers who have been involved with the DVA in offering free courses to returned servicemen and women. I have finalised arrangements to make these same courses available to our members. The 3-day courses began in late March and will continue throughout the year. Please contact us if you are interested in participating. for anyone in the Canberra region who is interested in participating,

#### Integra service dogs

Integra Service Dogs Australia was established in 2016 to address the effects of PTSD. They have been successful in placing 50 dogs

with first responders and veterans in need, as part of a holistic therapeutic program in conjunction with other services.

Over 6-12 months, each first responder or veteran was responsible for training one dog to a standard where it was ready to become a service dog through completion of the Public Access Test.

Having a big slobbery Labrador with them at most times of the day has had a measurable benefit to people in the program. They've enjoyed unconditional love from their dog, as well as the confidence to leave the house and engage with society at their own pace.

All dogs are firstly socialised with their new handler to make sure they both approve of each other. Integra provides all necessary training and rehoming materials to ensure that this a smooth process. Ongoing and ad-hoc assistance for the program is provided virtually to assist with progressing towards the final test.

**Integra and the AFPA have successfully placed a couple of dogs with AFP members and we're excited to keep up with this over the coming months.**

I would like to especially thank Tony Edmondson of ACT Policing Welfare for his help during the process of rolling this out to our members.

#### Allan Sparkes' motivational speaking on mental health.

Allan Sparkes CV, OAM is a retired Detective Senior Constable with the N.S.W Police Force and one of the most highly decorated civilians in Australia. Mr Sparkes has long championed the idea of sharing lived experiences to deal with mental trauma suffered on the job.

Allan was awarded Australia's highest civilian bravery award, the Cross of Valour, after repeatedly diving into a flooding storm water drain to successfully save a small child.

On the 3rd of March at the Adelaide Convention Centre, and on the 5th of March at the Perth Convention Centre Allan addressed AFP, ABF, and ACIC members, members of local state forces, invited guests and me.

Over four hours, we listened to Allan speak on the importance of mental wellness and overall wellbeing (and the way that these are inherently linked), as well as the stories surrounding his own struggles with mental health.

Around 100 members at each event listened to Allan share stories about his policing career, his personal life, his own experiences of depression, and how he navigated the bumpy road of PTSD by sailing a yacht around the world.

#### MENTAL HEALTH TRAINING FOR AFPA OFFICE STAFF

The importance of the mental health and wellbeing of our members cannot be overstated. It's one of the main reasons I have for coming into the office each day. As a reflection of this, the welfare of the people I employ in AFPA's office is just as

important to me. It would be hypocritical to wax lyrical about the benefits of a safe working environment if AFPA staff weren't looked after themselves.

With this in mind, the entire team and I have recently completed a two-day course in both First Aid and mental health assessment skills. This training will go a long way towards keeping our own office a safe and happy one – with the resultant benefit of continuing to give the best service possible to you, our members.

#### AFP Organisational Health – Welfare

In light of the current COVID-19 pandemic, the support structures and programs that the AFP has in place for its members are of critical importance. In this issue, we've invited Welfare to reintroduce themselves and talk about some of the things that they are involved with right now.

## EA NEGOTIATIONS

**Member surveys have been completed, with the responses collated and analysed. The feedback from these surveys is invaluable and guides a lot of our future direction and efforts.**

Musters have been taking place nationally and are being completed locally at ACT Policing stations by AFPA staff and me. We've been onsite to present information about the current state of the EA, answer any questions that members have, listen to general feedback, and provide one-on-one expert legal advice from our Industrial team.

## AFPA MOVIE NIGHT

Recently we hosted a movie night, organised by LSC David Power, which raised \$1000 for our nominated charity AUSPOL. The event took place at Limelight Theatres in Tuggeranong, A.C.T, and was a lively night attended by local members and AFPA staff. The movie was "Bad Boys"; say what you will about American cop movies, but fast cars and corny jokes are a great way to raise funds for a worthy cause!

## ACT LEGISLATION CHANGES CONCERNING PERSONAL CULTIVATION, POSSESSION AND USE OF CANNABIS

January the 31st saw new laws concerning cannabis come into effect in the A.C.T removing the criminal provisions for the personal possession, cultivation and use of cannabis. These local changes contradict Commonwealth legislation, and as a consequence are a source of extreme concern for ACT Policing members during drug-related jobs they may be involved with in the Territory, especially as the act of supplying cannabis seeds and plants will remain a criminal offence. Although the criminal

provisions around possession and use are being removed, it is important to understand that cannabis isn't now "legal" in the A.C.T; cannabis remains a prohibited substance and members of the community may be charged with Commonwealth offences if they choose to use, possess or cultivate it.

**Talking points**

The AFPA, on behalf of its members, as a result has several issues urgently needing clarification:

- i) An important part of being a police officer is the oath or affirmation that you take when graduating the college and becoming a police officer. It appears that the ACT Government is asking ACT Policing officers to ignore not only their oath or affirmation, but also Commonwealth legislation.
- ii) ACT Policing officers are sworn AFP members, making them Commonwealth officials. They can use Commonwealth legislation (s.308 of the Commonwealth Criminal Code) when dealing with drug matters and prohibited substances and are indeed expected to by the wider community.
- iii) The Constitution (s. 109) clearly states that in cases where there are inconsistencies between Commonwealth and local laws, that the Commonwealth legislation must prevail. The same legal provision is made in the Australian Capital Territory (Self-Government) Act 1988 (s.28), so how can there be an expectation that ACT Policing could or would support the new legislation?
- iv) What are the legal mechanisms for the supply of cannabis seeds and/or plants? With the limit placed on the total number of plants per household, how is this to be enforced? How large can plants be?
- v) With the implied regulatory requirements that the legislation suggests – is the expectation that ACT Policing will take on this role? How will this be managed with respect to required additional legislation ('power of entry') and extra labour hours (against the reality of ACT Policing being under-resourced and under-funded)?

The AFPA's position on these issues is that previous practice was sufficient and appropriate:

- i) possession of a small amount of cannabis for personal use was decriminalised,
- ii) the person received a relatively small fine,
- iii) police had the option to divert the person to a health service to 'clear' the incident.

**The day-to-day operational inefficiencies caused by this legislative uncertainty are significant, and they needed to be addressed and resolved ASAP.**

We cannot have members 'making it up as they go along' when it comes to policing illicit drugs.

**AFP COLLEGE INDUCTIONS**

So much of what the AFPA does involves intensive and one-on-one specialist analysis, consultation and advocacy for one specific member or one specific matter. But what we love doing is reaching out and helping the greatest number of people at once. We're continuing to conduct inductions at the AFP College for each intake of sworn, PSO and unsworn members.

**The more paid-up members of the Association we have, the greater our advocacy for you can be.**

The louder our voice is when negotiating your pay, entitlements and allowances. And the more positive our impact on your working life will be.

It's the best example of strength in numbers being the greatest protection – get involved and stay involved for the duration of your career. Speak up or reach out if you need our help. Sign up a new member, and we'll put cash back in your pocket as our way of saying thanks for making our combined voice that little bit more powerful.

Commissioner Kershaw is supporting us greatly in our efforts here, and more broadly with recruiting, training and placing new cops where they're needed.

I urge you to stay in contact with the AFPA, your Delegates, and your colleagues during the coming months. Be safe and keep an eye out for further communications on the COVID-19 pandemic as they are released. ◀

# Newly elected Convenors for the National Executive

The latest elections to fill vacant positions within the Executive have recently concluded, and the newly elected officers have started in their roles. In this issue, we've reached out to our new Convenors for Western Australia and New South Wales to find out a little bit about their policing careers and their plans as your advocates.

► **On behalf of the rest of the Executive, AFPA staff and our members, we would like to congratulate you on your election and wish you all the best in these positions.**

**LENNON THURTELL**  
**Convenor (Western Australian Zone)**

Lennon joined the AFP as a sworn member in 2008 and commenced his career at Woden Police Station. Since his start in General Duties with ACT Policing, Lennon has had a diverse career. After his initial stint in community policing (first in General Duties and then Mobile Traffic), Lennon moved to the Specialist Response Group (Targeted Operations) and later into Covert Capability. He then transferred to uniform duties at Perth Airport, before joining the Organised Crime team in the Perth office.

Thurtell has had a long history of working within team environments, and it is this structure in which he feels he thrives. Describing himself as flexible, reliable and an active listener, Lennon loves all sports and is especially dedicated to golf (he is currently captain of the Australian Police Golf Team).

Lennon has met and worked with many different cops throughout his postings; in speaking to them, he's formed a clear opinion of the priorities for the AFPA in Western Australia and nationally:

**“The number one priority for me is looking after our members, as well as their families’ health and wellbeing. Even more so in light of the COVID-19 pandemic.”**

**GREG HINDS**  
**Convenor (New South Wales Zone)**

Greg joined the AFP in 1999 as a sworn member and has since worked in the Uniformed Police and National Operations cohorts, both in Australia and overseas.

Over a diverse range of areas such as National Operations, Surveillance, General Duties ACT, Regional Assistance to the Solomon Islands and Operation Protect NT Assist, Greg's professional experience and interests lie squarely within the coaching and leadership realms.

**“The strengths that I bring to the role are the ability to listen to issues and member concerns, to provide guidance and advice, and to provide insight into management decision-making based on my own experience.”**

So what does Greg see as his priorities in this new role as a Convenor? To provide support for his Zone, and the AFPA overall during Professional Standards investigations, provide advice in relation to provisions and interpretations of the Enterprise Agreement, and to take part in brainstorming for future Agreements.

The Association again welcomes Lennon and Greg to their new roles, and we look forward to our members benefiting from their experience. ◀



# VICE PRESIDENT'S REPORT

Alex Caruana, Honorary Vice-President

Honorary Vice-President and Principal Organiser Alex Caruana

Regular Items

## COVID-19 Update

I know that you all have felt the effects of the COVID-19 pandemic. This crisis is unprecedented, and AFPA members are on the front line performing the, at times, thankless work necessary to keep our communities safe.

Here at the AFPA we are working to protect the safety and wellbeing of our members.

**This includes high-level discussions to ensure that the AFP is providing not only the correct Personal Protective Equipment (PPE), but also supporting those in need during this pandemic.**

The AFPA advocated to have the questionable decision to suspend members' secondary employment, due to a heightened risk of contracting COVID-19, overturned. The AFPA felt this decision lacked consideration to those members working multiple jobs to provide for their family. Fortunately, the AFP Chief of Staff, Assistant Commissioner People and the Chief Operating Officer all agreed with our view and common sense prevailed.

We have updated our FAQ page (<https://www.afpa.org.au/faqs/>), where you will find information on COVID-19 and what to do if you believe your working conditions are unsafe, as well as links to reliable sources of information about the virus.

While we still have some difficult months ahead of us, I know you will do what you do best – look after your mates and take care of each other.

Please remember, your health and safety should always be your first priority. If you have any questions or concerns, please contact the AFPA office on [afpa@afpa.org.au](mailto:afpa@afpa.org.au) or 02 62851677. We are here to help.

### APS (AND POTENTIAL AFP) WAGE RISE FREEZE

Your Association has written to Commissioner Kershaw and spoken with the Chief Operating Officer to ensure our members receive the Bands 1-8 salary increase due on the 24th May of 2020. A salary increase for which you bargained, voted and are entitled.

The AFPA communicated to the Commissioner that if the delay occurs, non-Executive Level AFP employees will have received only a 5% increase to their wages in the 68 months between the 9th of March 2015 and the 24th of November 2020. This pay rise is well behind concurrent increases to the Consumer Price Index (CPI) and other cost-of-living measurement tools. This also equates to a less than 1% increase per annum between those periods.

Additionally, the AFP attempted to defer the salary increase for Executive Level ("EL") employees too. The Association engaged acting Chief Operating Officer Darren Box, informing him of our view that the AFP would be in breach of the AFP Executive Level Enterprise Agreement 2019-2021 and the Fair Work Act 2009 by withholding this salary increase.

It appears the AFP agreed with this assessment. The 2% salary increase for EL employees was processed in a timely manner, with payment backdated to the 11th of April 2020.

We thank a/COO Darren Box and the AFP for their cooperation in this matter.

Whilst we fully support the provision of an ESEA increase, we submit that delaying a salary increase for bands 1-8 appointees after providing a larger increase for the Executive cohort will result in further degradation of morale and create division amongst the workforce. We are happy to confirm that the Band 1-8 pay rise has been approved, effective from the 24th of May 2020.

### EA UPDATE

The COVID-19 pandemic has caused unprecedented disruption to people and organisations all over the world. Profit margins are shrinking, and the global industrial landscape is in a state of flux and experimentation. Unfortunately, the AFP is no exception.

Prior to the novel coronavirus outbreak, the AFPA engaged in significant membership consultation and preparation for the Enterprise Agreement negotiations, which were due to start later this year. Since the government restrictions were introduced, we have been in regular communication with the AFP in relation to EA bargaining. These discussions indicated what we believe to be the AFP's immediate strategy.

While we cannot be absolutely certain, we anticipate the AFP will seek to implement a legislative Determination under s.27 of the Australian Federal Police Act 1979.

**In short, this Determination would extend the duration of the current EA for a prescribed period of time, during which annual salary increases would continue to occur.**

We understand DC Gaughan has been floating this idea during musters to gauge members' enthusiasm for this option. We encourage you share your thoughts with the AFPA to inform our decision-making on this issue.

We are predicting the AFP will formally put the continuation option to the membership sooner rather than later. The implementation of such a continuation requires that all staff covered by the EA be given the opportunity to vote in a ballot, should they wish for this to occur.

This link <https://www.afpa.org.au/resources/paypoint-and-wage-increase-calculator/> indicates your indicative paypoint and annual wage increases should the continuation go ahead. If you have any questions or concerns, please contact the AFPA office on [afpa@afpa.org.au](mailto:afpa@afpa.org.au) or 02 62851677 – we are here to help. Kindest regards and IU.

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# LEGAL AND INDUSTRIAL

**Matthew Peterson**, Manager, Legal & Industrial

Manager,  
Legal & Industrial  
Matthew Peterson

## The COVID-19 pandemic has brought about a unique set of challenges for our members, not only in the way work is to be done, but also in the ways in which conditions and entitlements are applied in the current climate.

▶ We have seen significant changes to a number of facets of the structure of work within the AFP, including the push to remote working, the introduction of new rosters, as well as the deployment of members to the Northern Territory to work in remote regions.

**While issues remain, members are to be commended for the agility, adaptability and attitude of ‘getting on with the job’ they have shown in these stressful circumstances.**

It is characteristic of the manner in which you have always conducted your duties, and what makes the AFP able to perform and function to such a high standard. Many of you have done this in tough conditions as a result of the pandemic; indirectly through circumstances affecting your spouse, to the disruption caused to families and regular life through online education, and the impact of social distancing and restrictions on visiting loved ones.

Even though we have seen a reduction in the issues directly related to the AFP’s response to the COVID-19 pandemic, some important issues remain outstanding – and many new issues will arise and need to be confronted over the coming weeks, months and years, particularly as the economic impact of the COVID-19 pandemic continues.

In recent months, the AFPA has strongly lobbied the AFP around the guarantee of salary increases under the Executive Level Enterprise Agreement 2019 - 2021 and the Australian Federal Police Enterprise Agreement 2017 - 2020.

The Federal Government announced in early April 2020 that all Australian Public Service salary increases will be frozen for a 6-month period (with this freeze being in place between 14th April 2020, and 14th April 2021). Effect was given to this announcement by the introduction of the Public Service (Terms and Conditions of Employment) (General wage increase deferrals during the COVID-19 pandemic) Determination, which applied to all APS agencies.

While the AFP is not an APS agency, the Federal Government signalled its intention to non-APS agencies to implement a similar salary freeze.

**The AFPA strongly argued against the freezing of members’ salaries and pressed the AFP to commit to providing scheduled salary increases for all members despite the Federal Government’s announcement.**

As a result of our lobbying, the AFP has committed to the pay increase for those under the Executive Level Enterprise Agreement 2019 - 2021, which eventuated on April 11th.

Likewise, the salary increase under the Australian Federal Police Enterprise Agreement 2017 - 2020 was passed on effective from May 24th.

We recognise the unfortunate situation many people in Australia find themselves in currently. Many are out of work and, for the first time in their lives, may be relying on government assistance to make ends meet. However, the need for policing and law enforcement will not and does not stop. The expectations placed on you during this time are high. Society’s reliance on those in law enforcement and emergency services cannot be underestimated, particularly in responding to the fluid situation created by COVID-19.

**It is an uncertain time, and we don’t know how long it will last for.**

We recognise that some of you may not agree that insisting on salary increases right now should be a priority. Undoubtedly, some of you find yourselves in comparatively reasonable positions compared to others doing it tough in the community. However, many of our members aren’t so fortunate and are dealing with the loss of income brought about by someone in their household losing work. The increases that have been passed on might have been significant to a lot of members in the current climate. In addition, the stagnation of wages in the AFP and the Public Service necessitates even minor increases be passed on to members on time.

The Federal Government has also signalled its intent to look at changes to the industrial relations framework. Whilst changes have been relatively limited so far, the effect of those changes is significant. They include the amendment of the notice period required to consult with you should your employer decide to alter the terms and conditions of an enterprise agreement. The period was previously 7 days but is proposed to now be 24 hours.

The Prime Minister has recently announced an extensive re-evaluation of the industrial relations system. Such changes could fundamentally alter the protections afforded to those at work. Your Association will continue to monitor and advocate for you concerning any changes which are likely to have a significant impact on your terms and conditions of employment, fundamental alterations to your rights and protections at work, and any changes which will dramatically impact your ability to perform your work.

**Now, more than ever, is a time to be vigilant.**

Vigilant in engaging with your Association, vigilant in identifying and advising of problems in the workplace, and vigilant in looking after and protecting one another. Likewise, engaging early and regularly with your Association allows us to be best placed to advocate with the AFP and Government should problems and issues arise. In turn, you can rest assured that your Association will continue to remain vigilant in the current situation and be acutely sensitive to how it may impact on your rights, protections and conditions at work. ◀

## AFPA WITH SAMANTHA GRANTER & GREG HEDGER

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# Talking to your kids about COVID-19

Protecting your children from the world you see day-in day-out as a police officer is always top of mind. But for the first time in a long time, we're being confronted with a problem affecting everybody, and it's outside of your control.

It's hard to know the right way to talk to kids about coronavirus. Too little information and the problem appears minor, too much and it can feel like nothing they do will make much difference.

The key is providing the right amount of information with the right amount of optimism, and addressing any fears they might have.

## START WITH WHAT THEY KNOW

- Ask them what they've heard, seen or read about the virus. Once you know how much information (or misinformation!) they have, add facts and discuss possibilities based on familiar experiences.
- Take their questions as cues to guide the conversation. Ask open ended questions and keep the message as positive as possible by focussing on what the world is doing to stop the spread and the improvements we've seen already.
- Promote the silver linings – communities are coming together to protect the most vulnerable, strangers are looking out for each other and as a whole, we're adopting changes to keep the world turning as routinely as we know. Focus on the good news stories coming out of this pandemic.

When you link their questions to the actions that both authorities and communities are undertaking to mitigate risks, you can maintain a sense of control and optimism in uncertain times. It's important to be truthful; if you don't know the answer, say so. Remember to speak in a calm and reassuring manner. If you are currently feeling highly anxious about the virus, choose a time to talk to your kids once you are feeling calmer.

## HELP KIDS FEEL IN CONTROL

As a police officer, you deal with the unknown and crises all the time – but it's likely new to your children. While everyone is feeling a sense of helplessness to some degree, there are things you can do to help your kids feel more in control. Along with practicing good hygiene, let them know they can stay healthy by doing simple things like getting plenty of sleep and drinking lots of water. Be a good role model for them by doing those things yourself.

## EVERYTHING IS CANCELLED AND I CAN'T SEE MY FRIENDS

Acknowledge it's okay to be disappointed over the cancellation of holidays, closures of theme parks and the early endings of

sporting seasons. While adults may consider these trivial matters in the overall scheme of things, for kids it can feel like the most important part of their life has been impacted.

## STAYING SAFE AT WORK

Your kids probably realise that many people are staying home from school and work. As a police officer, that isn't an option for you. Focus on what measures you are taking to stay safe at work to alleviate their worry for your safety. Explain that working in your field means you are more equipped than most people to handle emergencies. Also consider ways to decontaminate before you arrive home to your family, such as keeping a plastic box by your door for your work clothes and other items, and regularly cleaning your phone. Measures such as these will help your kids see how much effort is being made to contain the virus.

## SCHOOL ATTENDANCE

Many parents are choosing to keep their children at home from school, and some states are moving to online education. For families where one or both parents are police or emergency services workers, there is little choice but to continue sending their kids to school. To some kids this may seem unfair, after all, their friends are at home so why can't they be too? Others may be scared of catching coronavirus at school, while some might be feeling out of place at school without the key friends they normally do everything with. Listen and sympathise. We all have a role to play in stopping the spread, including your kids. Explain, as best you can, in a positive manner that your kids are helping others by going to school as it means their parents are able to keep helping the community combat coronavirus.

## CONCERNS FOR OLDER RELATIVES

Many people are concerned about their older relatives, and kids are no exception. Children who are used to regularly seeing their grandparents but no longer can due to social distancing will be missing them. Organising a video call between your kids and their grandparents can make them feel reconnected and reassured, so long as their grandparents can figure out the technology.

## KEEP BUSY WITH ACTIVITIES RELATING TO WHAT'S HAPPENING IN OUR COMMUNITY

Studies suggest colouring in is a calming tool. And these mental health benefits apply to adults too. Complete some colouring



in while talking about the role our emergency services are playing in this evolving pandemic and how your kids play a role too. Colouring books can help with a number of emotional and mental health issues. For many, boredom, lack of structure, and stress are the greatest triggers they have. The time and focus that colouring takes helps individuals remove the focus from the negative issues and habits, and focus them in a safe and productive way.<sup>1</sup> Plus, it'll keep the kids occupied for a while.

**And please remember, above all else, that the community is so very grateful to all police and emergency service workers for their efforts in the fight against COVID-19. Thank you!**

For our complete guide for talking to your kids about COVID-19, further COVID-19 related help guides including Mental Wellness Checks and downloadable emergency services colouring templates, visit [health.policehealth.com.au/covid-19/](https://health.policehealth.com.au/covid-19/).

<sup>1</sup> [https://www.huffpost.com/entry/7-reasons-adult-coloring-books-are-great-for-your-mental-emotional-and-intellectual-health\\_b\\_8626136](https://www.huffpost.com/entry/7-reasons-adult-coloring-books-are-great-for-your-mental-emotional-and-intellectual-health_b_8626136)

**Police Health, the private health insurer run for police by police, includes unlimited ambulance cover for emergency transport, clinically required non-emergency transport and on the spot treatment without transport as part of all its policies – Rolling Extras, Gold Hospital or Gold Combined.\***

\* Waiting periods and other conditions apply.



COVER LIKE NO OTHER

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

# The AFP Welfare Officer Network

The AFP Welfare Officer Network is a support program offered to AFP staff and their family members. Welfare Officers provide guidance and assistance for work or personal life stressors.

▶ There are currently 27 Welfare Officers providing support to members in each state and territory and to members overseas.

Welfare Officers are specially trained AFP members from across the organisation, who perform the welfare role within Organisational Health for two years before returning to their owning areas.

In some smaller regional areas, namely Pine Gap, Geraldton, Gold Coast Airport and Cairns Airport, Welfare Officers are volunteers – meaning they take on the Welfare role while continuing in their normal role.

Welfare Officers periodically travel to visit members and their families in regional areas with limited face-to-face support services such as Exmouth and Jervis Bay. They also travel to several overseas posts and missions to check the welfare of members and their accompanying dependants.

Welfare Officers provide an empathetic listening ear for their clients to talk through issues they may be experiencing. They provide low-level psychological support to members and their families and help facilitate pathways to professional help or other forms of assistance where required. Welfare Officers provide their clients with healthy coping strategies and basic information on ways to manage stress reactions.

▶ **For Welfare Officers, being visible and promoting welfare is vital. We understand how hard it can be at times for our colleagues to seek help, but we really want them to reach out early if they need help with aspects of their lives that aren't going so well. We also talk to a lot of Team Leaders about how to support their members and the services that are available to them. We understand that Team Leaders are best placed to know who in their teams are most vulnerable or have issues within or outside of work, so we see it as vital to support them in their roles. (Welfare Officer).**

The important message to clients is that no issue is too small or too big. For some having a chat with a Welfare Officer might be enough, for others the Welfare Officers work alongside them to empower and enable these clients to find solutions to their issues and if required provide a key role in guiding clients to appropriate specialised services.

Since its establishment in July 2017, the Network has received in excess of 5000 individual client referrals, which indicates that this service is a valuable support for AFP members and their families.

The AFP's newest sworn members also have access to Welfare Officers at the college whilst completing recruit training, starting from the moment they complete their induction training and continuing throughout their training.

During the COVID-19 pandemic, Organisational Health are focussing their efforts on ensuring that the physical and mental wellbeing of all members is protected. It is a unique state of uncertainty and members need access to timely and reliable information about how to work and stay safe during the crisis.

**To meet this need, a dedicated email address and hotline has been established for members seeking advice or information. This contact information can be found on the AFP Hub.**

In addition, Organisational Health have developed and collated a range of resources which provide clear and reliable information for members on topics including:

- health and wellbeing,
- managing remote teams,
- working from home, and
- operational advice.

Specific guidance for members undertaking public facing roles, such as information about:

- appropriate PPE,
- instructions for cleaning uniforms,
- and other exposure related concerns,

is readily accessible on this site as well. For any emerging issues or topics not covered on HUB Website, members can contact the hotline.

▶ **I think communication and consistent information are the main priorities. I think everyone understands that this is an unprecedented and evolving situation,**

# A MENTAL HEALTH ISSUE DOESN'T MEAN YOU'RE SOFT.

# IT MEANS YOU'RE HUMAN.

Put your hand up for help.  
The sooner you do, the sooner you get better.





Health and Wellbeing

The Welfare team is comprised of serving AFP members, who understand the pressures of policing and are a vital resource towards protecting mental wellness.

**but having regular contact from your supervisor and remote access to the Hub/email to obtain the latest updates goes a long way towards reassuring people that they matter (AFP Sworn Member).**

**I think most [sworn members] understand that the policing role must go on and that while we can't eliminate all risk, it can be reduced (AFP Sworn Member)**

**I think the information sheets and guidelines produced for supervisors are working well as indicated by the reduced number of calls and enquiries to the hotline over the past couple of weeks. Welfare Officers are doing a terrific job in contacting those offshore or others considered in need of additional support (Org Health member).**

Whilst things have clearly changed across the organisation, members are keeping spirits high by organising various activities to increase morale. One area recently had an Easter Hat parade online, encouraging members to send in a photo of them wearing their creation. Another novel idea was for staff to purchase 'branded' dressing gowns so that members working from home could still dress 'professionally'.

**The whole AFP seem to have adapted quickly to the changes; my Team Leader has maintained regular contact and shares any current best practice information – I think that's the best we can do. Making sure members working remotely have enough work to keep them feeling productive and engaged is important for our mental health too. (AFP Sworn Member).**

Like other government agencies, the AFP has introduced working from home arrangements for a number of staff. Teams are staying connected using technology, and Team Leaders and colleagues are strongly encouraged to pay close attention to the wellbeing of all team members.

The Mental Health Continuum model utilised by the AFP provides all staff and their families with clear indicators of when one's mental health may be changing. Some of the early behavioral indicators include:

- low energy,
- forgetfulness,
- displaced sarcasm,
- irritability and procrastination.

There are a range of things that members and their families can do if they notice these early signs in themselves or a team member. The first step starts with a conversation!

**AFP members are encouraged to look out for and support each other, not just during this crisis, but every day. Regular conversations with colleagues, Welfare Officers, Chaplains, other health professionals, family and friends can help combat some of the effects of social distancing.**

The Welfare Network has increased their availability during this difficult time by providing a 24hr hotline, enabling members to speak to a Welfare Officer at any time of day or night, any day of the week.

**Now more than ever, it's really important to our team (WON and the wider Org Health Team) to be available to our colleagues and their families when they need us. The 24hr Hotline is one way that our members and their families can reach into us from within Australia and from overseas postings when they need us. (T/L from the WON)**

Welfare Officers are a great source of information for what's available to members internally and externally. There are a range of community organisations offering support, events and activities during this difficult time. One such organisation is Fortem Australia, a not-for-profit organisation that works

to improve and protect the mental health and wellbeing of Australia's law enforcement, national security and first responder communities. They host a range of events and have recently turned their focus towards creative ideas for connecting online. Some of their recent events include a virtual trivia night, a workshop on raising teenagers, virtual coffee catchups and physical fitness workshops. Fortem have indicated that these events have been well attended by AFP members.

The Welfare Officer Network have recently provided practical and emotional support to members and their families returning from overseas as a result of the COVID-19 pandemic. Not only have they provided practical and emotional support, in some cases they have even helped by sourcing some emergency supplies of food until the families were able to establish themselves and order online.

Finally, the current Welfare Officer cohort recently undertook Advanced Welfare Officer Training. The course is vital for honing and enhancing the skills of Welfare Officers to:

- support clients with issues such as interpersonal conflict situations,
- manage the needs of clients affected by trauma,
- protect client confidentiality, and
- support someone in times of loss and grief. ◀



**AFPA note:**

Please refer to the infographic we've prepared in the middle of this magazine for a clear and concise guide on managing your own welfare during this pandemic. We've prepared it to give you a cheat-sheet for looking after number one (that's you). Leave the magazine open at this page, print it out, memorise it, or just use it as your screensaver. Please.

**WON Contact Details:**

**National Welfare Officer Network**  
welfareofficernetwork@afp.gov.au  
on 269306 / +61 2 5126 9306 (24/7)

**ACT Policing Welfare**  
ACT-Welfare-Officer@afp.gov.au  
on 269239 / +61 2 5126 9239 (24/7).

# Public health and wellness **during the pandemic**, from the perspective of AFP members

Broad strategies for dealing with this environment:

Recurring warning signs you might be exhibiting:



For more information:

<p><b>National Welfare Officer Network</b> welfareofficernetwork@afp.gov.au +61 2 5126 9306 (24/7)</p>	<p><b>ACT Policing Welfare</b> ACT-Welfare-Officer@afp.gov.au +61 2 5126 9239 (24/7).</p>	<p><b>AFPA Welfare</b> AFPA: afpa@afpa.org.au or covid19@afpa.org.au www.afpa.org.au/faqs/</p>
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# Coronavirus (Covid-19) and Commonwealth Workers Compensation Claims (Comcare Claims)

## What You Need To Know



By Nadia Baker, Compensation Lawyer at Carroll & O'Dea Lawyers

### HOW ARE CLAIMS DETERMINED?

Comcare will consider each claim on the merits.

The worker must establish that their employment significantly contributed to him or her contracting the virus.

### HOW DO I MAKE A CLAIM?

Urgent steps that should be taken by any worker who wants to make a claim are as follows:

1. Notify the employer in writing of the incident or exposure once a worker becomes ill or is diagnosed.
2. Consult a general practitioner and obtain an Australian Government Certificate of Capacity for Work.
3. Submit an Australian Government Comcare Workers Compensation Claim Form with the employer.

Both forms are available on the Comcare website.

Both forms and any attached documents should then be submitted to the AFP who will lodge your claim with Comcare. Comcare will then start investigating your claim.

Comcare will likely require you to attend an independent medical examination prior to a determination being made on your claim.

### WHAT IF COMCARE DECLINES MY CLAIM?

If your claim is declined contact Nadia Baker at Carroll & O'Dea who will advise you regarding requesting a Reconsideration of Comcare's decision.

Once you receive a determination from Comcare you have 30 days to submit a "Reconsideration Request" form to Comcare. The form is available on the Comcare website. You must include reasons for requesting the reconsideration and any supporting documents.

Reconsideration Requests are generally made on the following grounds:

- Insufficient investigation of the claim
- Comcare did not consider relevant information
- You did not have the opportunity to respond to adverse information
- You have new information to provide at review

In the request for reconsideration it may be necessary to submit your own independent medical report.

If you intend to submit further documents which you are unable to obtain within the "30 day period", you should lodge the Reconsideration Request form and in your covering letter request further time to obtain the outstanding documents.

### DO COMMONWEALTH WORKERS COMPENSATION LAWS COVER CORONAVIRUS (COVID-19)?

Yes. Any eligible Commonwealth worker who contracts the disease as a result of their work duties may have a potential claim.

### WHAT CAN WORKERS CLAIM FOR UNDER COMCARE?

Commonwealth workers who contract COVID-19 may have an entitlement to claim the following:

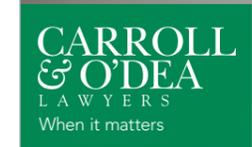
- Payment of your reasonable medical treatment and rehabilitation.
- Weekly payments of compensation where you are suffering a total or partial incapacity to undertake your pre-injury work.
- A lump sum for permanent impairment and non-economic loss. This assessment cannot be made until your injuries have stabilised.
- In rarer cases, benefits such as the cost of domestic care.

Dependants of a worker who dies as a result of contracting COVID-19 at work may also have an entitlement to claim the following:

- Lump sum death benefit, currently \$562,978.81 and which is apportioned between any dependants who were either wholly or partly dependent for support on the Worker.
- Weekly compensation payments to any Dependant Children of the Worker under the age of 16 years.
- Weekly compensation payments to any Dependant Children of the Worker under the age of 21 years who is a student.
- Funeral expenses.

### WHAT IF I AM WORKING FROM HOME?

In the case of workers who are working from home who contract the virus, there is potential that the exposure while working at home may be considered to be work related.



## Have you been left out of a will?

Carroll & O'Dea's Lawyers have extensive experience and expertise in relation to estate disputes, both challenging and defending wills. We also have extensive experience in drafting and reviewing powers of attorney, enduring guardian documents, acting for executors, beneficiaries and claimants, mediations of estate disputes, and disputes regarding superannuation, trusts and other property. A discounted rate on wills and related documents is offered to all AFPA members.

**1800 059 278**

[enquiry@codea.com.au](mailto:enquiry@codea.com.au)  
[www.codea.com.au](http://www.codea.com.au)

**NO WIN. NO FEE. NO OBLIGATION.**

Liability limited by a scheme approved under Professional Standards Legislation. ©Carroll & O'Dea Lawyers  
Level 18, St James Centre, 111 Elizabeth Street, Sydney, New South Wales, 2000



Comcare will then consider your request for reconsideration and issue a Reviewable decision. The Reviewable decision may confirm the initial determination or replace it with a new decision.

Once you receive the Reviewable Decision from Comcare you have 60 days to file an "Application for Review of Decision" in the Administrative Appeals Tribunal (AAT). This form is available on the AAT website.

### WHAT IS THE ADMINISTRATIVE APPEALS TRIBUNAL (AAT)?

This is an Independent tribunal that determines workers compensation disputes.

If the claim is not resolved with Comcare, it will proceed to a hearing before the AAT.

At the hearing you would be represented by a solicitor and a barrister.

You will attend conferences with your solicitor and barrister to prepare you for the hearing.

If you receive a decision in your favour from the AAT you will be entitled to claim part of your costs from Comcare. These costs are known as "Party/Party" costs. In most cases there will be a gap between the Solicitor/Client costs and the Party/party costs, which will be payable by you.

### I WAS NOT SUCCESSFUL IN THE AAT – WHAT DO I DO NOW?

Once you receive a decision from the AAT you have 28 days to file an appeal in the Federal Court of Australia (FCA). An appeal to the FCA can only be made on a question of law. Your solicitor and barrister will advise you whether an appeal of the AAT decision has reasonable prospects of success.

**For all COVID-19 Matters including Personal Injury and Workers Compensation, please complete our enquiry registration at [www.codea.com.au/contact-us/](http://www.codea.com.au/contact-us/)**

**Carroll & O'Dea Lawyers** | Level 18, St James Centre, 111 Elizabeth Street, Sydney, New South Wales, 2000  
**Phone: (02) 9291 7100** | <https://www.codea.com.au>

**CARROLL & O'DEA**  
LAWYERS  
When it matters

# Knifemaking at Tharwa Valley Forge

Tucked away right at the bottom of the ACT, with a driveway so unassuming you might miss it, is the Tharwa Valley Forge. Inside, industrial-sized grinders and anvils stand alongside racks of razor-sharp knives.

## ▶ Lots and lots of knives.

Knife-making has been a mainstay of human civilization for hundreds of thousands of years, but the ways in which its social benefits are now being realised and quantified is cutting-edge.

The AFPA has identified how relevant these benefits can be and have been relevant to our members, and AFPA President Angela Smith has been working hard to get knifemaking added to our suite of member activities. Angela has been busy behind the scenes conducting her due diligence and getting the administration squared away, as well as meeting with the Forge's own staff.

They're an amazing crew.

Marketing guru and photographer Mark Toogood started knife-making when he was at a bit of a loose end. A 13-year veteran of the Australian Army, having served in East Timor & Iraq Toogood was discharged on medical grounds and so then focused on repatriating back into society. After running a high-pressure tech start-up, he and his family saw the need for him to take a break.

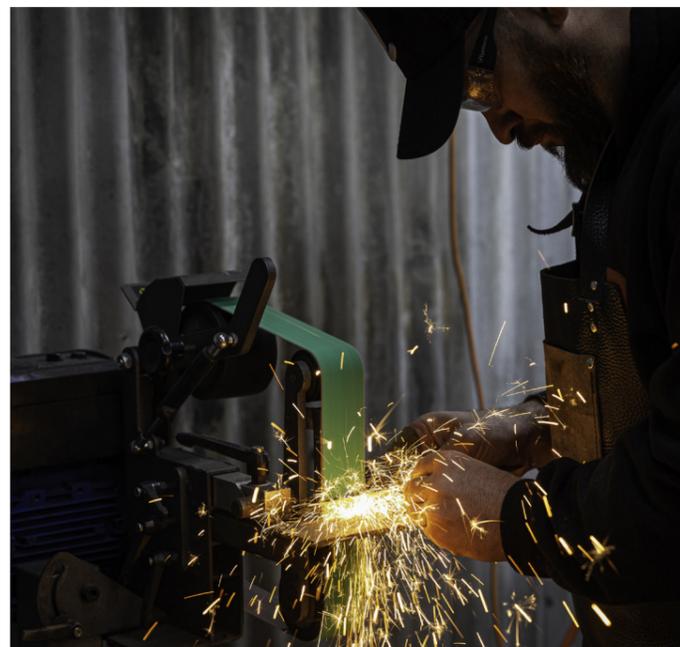
"My wife got me a gift certificate for a knife-making class. I loved it and wanted to keep up with it after the course was over. I got talking to the instructor and he had a job opening. I started as an instructor too, and then gradually fell more into the business and PR side of things."

photography, has helped him to see the social benefits of the small and intimate nature of making knives in a workshop.

"Here, you're only thirty minutes from the centre of Canberra, yet so far from distraction. We purchased the property down the road with that reason in mind. Buying it allowed us to expand our classes and offer students the chance to stay here at night after the course. The accommodation sleeps up to eight, so family members can join them too and take part. You can do your course and then come back to a safe place.

**"You're not going back to isolation in a little hotel block."**

Like serving on deployment, the removal from one's normal daily routine meant that there was nothing to worry about, no concerns whatsoever. This bubble wasn't exactly a safety blanket where nothing could harm you, but rather it was just the freedom to explore the totally foreign art of knife-making.



Grinding metal requires focus and steady hands.

Mark's transferable business skills from the Army, as well as a keen interest in



▶ "This program isn't necessarily an intervention designed to fix something in their life right now – it's prophylactic. **The important thing is to keep them occupied and engaged.**"

Mark Toogood

It's that same feeling you can experience overseas on holiday; you'll quite often find yourself trying new foods, situations and even speaking a few words in the local language.

Mark's offside Ali Wass comes from a long background of education and social work with disadvantaged youth. When asked, she was quick to recall a young man who has developed and matured immeasurably since starting knife-making.

"When we first met him, he would have been nine or so, and hadn't been to school in I don't know how long. He had to be dragged here kicking and screaming at the start because he had to be out of bed before midday. Over the two years since he's developed and start to make stuff, he's been able to sell at knife shows. He's also started college this year. And he's still attending! So, for him, having that rigour, that restriction, those boundaries – it's given him that license to say, 'I can make something that people will value and pay money for.'"

the Department of Veterans Affairs and established the Cuppacumbalong Foundation. This allowed them to both register as an official benevolent organisation and offer knife-making classes free of charge to those who they believed could benefit the most.

**HOW ADF PERSONNEL HAVE BENEFITTED**

"This program isn't necessarily an intervention designed to fix something in their life right now – it's prophylactic. The important thing is to keep them occupied and engaged." Mark goes on to say, "It's not strictly therapeutic, but it does affect things across the psycho-social dimension. So, your feeling of self-worth as well as engaging with a wider community with common interests."

**"It's an important step, but the form that step takes is completely adaptable."**

Due to the range of people Ali and Mark were seeing come through the doors, they sought official funding from

The courses allow you to create a knife within a day, together with a friend or family member if you choose. Despite the

beauty of the knives and the perceived level of skill needed to craft them, participants soon realised that perfection was indeed possible. Through support and dedication to the task at hand, a beautiful tool was created as the result of completely deliberate actions.

Knife-making involves both intensive periods requiring focus and steady hands, like the heat-treating phase of dipping red-hot blades into cooling fluids; and quieter periods where students can slow down and engage with their instructors while bashing metal into shape, learning more about the art or just socialising. It's this balance which really strikes a chord with some of the veterans who have made knives here – they could get real practice in re-honing their social skills, but if they needed to take a break or people were talking too much, there was solace in the fact that it would soon be too loud to speak over the grinding! And at the end of the course, they had an established (albeit small) social circle of fellow knife enthusiasts.

As well as meeting and connecting with new people, Mark and Ali have seen first-hand how families have reconnected through the program.

"We say to people – you've been away for six months or the last three years. Your son or daughter has changed or grown, and you've missed that opportunity to see them. Here's a chance to spend meaningful time with them, create something together. You can watch a perhaps broken relationship or dysfunctional relationship benefit from great communication and starting to perhaps bond again."

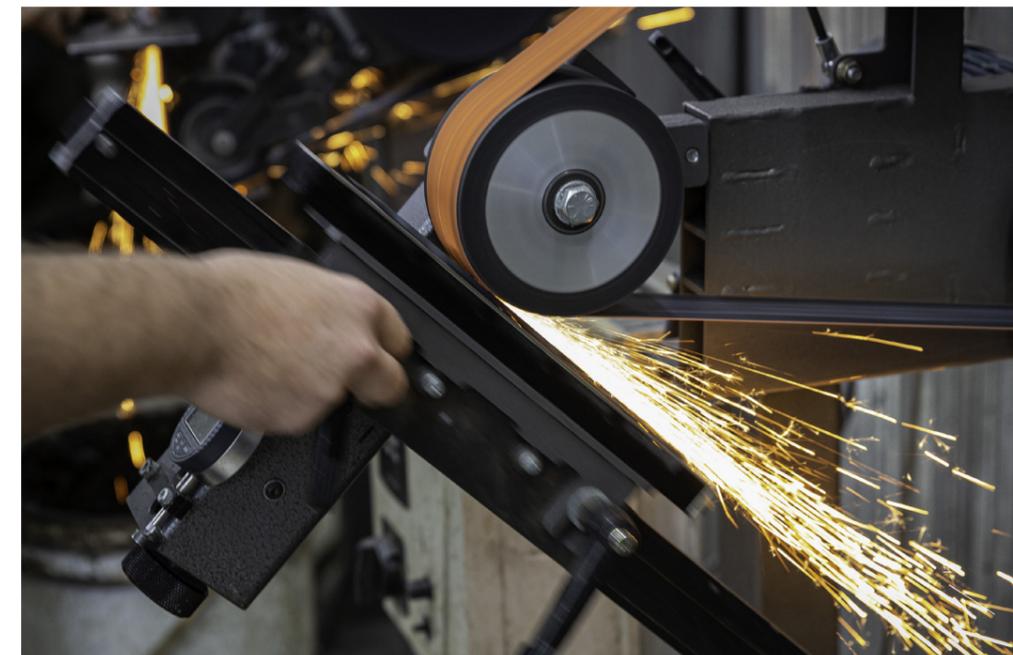
It's quite common for veterans to return for more knife-making down the track, usually with a different family member to work alongside. It sometimes to be so popular that people choose to make a mini-forge to continue smithing and working metal at home with their family.

**INDIGENOUS CULTURE**

Over time, the Forge has become more and more ingrained within the community. Ngunnawal people have led programs to both preserve and relearn cultural practices and tool crafting, with spearheads and other implements being created at the Forge. A local elder remembers, as a boy, traditional tools and



Top left: AFPA member Dean Saddler inspects the handle on what will be his knife



Bottom left: The Forge uses locally sourced wood for their knife handles, and are able to etch designs on blades.

Right: The Forge has an array of grinders to quickly thin down metal to the desired thickness

weapons always being an important part of a household. This was a driving force for his involvement with Ali and Mark.

The AFPA recognises the diversity of Indigenous peoples, and that our members do have connections to many different cultures, languages and kinship systems. Tharwa Valley Forge's team is also mindful of supporting this diversity in their workshop and teaching practices.

**"You may not be from here, but there is always a willingness to learn and support your cultural connection. The Songlines and traditional trade routes, these are all ways in which different Indigenous countries have supported and coexisted with each other."**

**ACADEMIC RESEARCH AND EVALUATION**

The University of Canberra (UC) conducted focus groups to evaluate the

knife-making programs three months after people had taken part in the courses. The people surveyed were typical of returned service personnel; 79% had served overseas, their average age was 39 years, and 90% were men.

Respondents were quick to highlight that this was the first DVA-sponsored program to actively involve family members. Linked to this was the fact that meeting, interacting and cooperating with new people was a core part of the course.

**"The big feedback we get from ADF veterans that come in and do this is 'Oh I wish I had had something like this in my life a while ago', or 'I wish I had discovered this desire to be creative I have earlier'. So, I think that that's what our knife-making ultimately activates, regardless of what you may go on to do."**

There hadn't been much prior formal evaluation of programs designed to promote well-being in veterans. The results of this pilot program were promising, and the UC study contributes to a growing field of research exploring the transition from military service to civilian life. In 2019, the business employed over 12 staff in varying capacities and roles and delivered around 250 courses to over 1000 participants.

The Association is currently undertaking to make Tharwa Valley Forge's knife-making courses available to any of our members who may benefit, on a scholarship basis.

So far, the AFPA has been able to place 12 members into two-day courses at the Forge. All who've attended have said how fulfilling the course was, and how much fun they had.

We're now working to make more scholarships available to our members. Please contact [afpa@afpa.org.au](mailto:afpa@afpa.org.au) for more information on taking part. ⚡

Photos supplied by: Tharwa Valley Forge (except for image featuring AFPA member Dean Saddler)

Special features

Super-heating metal, then bashing it into shape, is traditionally how metal tools were made.





AFPA members cast their eyes down the fairway.

# 2020 Australian Police Golf Championships

LSC Travis Lutz from ACT Policing loves his golf. Balancing a busy workload with family life, these days he only really gets time to indulge one sporting passion since he stopped playing Aussie Rules.

▶ Anyone who's spent any amount of time playing golf knows that it's not immediately a stress-reliever when you first pick up a club, unlike the gratification of knocking the stuffing out of a boxing bag.

**"It can be the most exciting and frustrating game at the same time."**

It's the parable of life. And policing.

Travis honestly doesn't think there's anything better than walking around a course and competing against yourself.

Planning a round of golf for a day off gives him something to look forward to. "If you don't have a sport or hobby you can get excited about, you go home thinking about nothing but work (this happens even if you do play sport or have a hobby), and you won't switch off as much if you don't have something to distract you".

Discovering a network of fellow golfers within the AFP and other forces has led to Travis eventually co-running the Australian Police Championships, held annually around the country in alternating states.

This year's competition saw a typically large field of 280 players, and it's numbers like these that allow the Championships to consistently book out some of the best courses in Australia.

**"This most recent comp in Mandurah, about 45 minutes south of Perth, three out of four courses we played at were rated in the top 100 in Australia."**

26 members from ACT Policing joined other entrants over six days from the 8th to the 13th of March; the first day saw ACT members partnering with interstate members at The Cut Golf Course. ACT members placed in both the morning and afternoon rounds, and Travis himself hit the longest drive of the morning:

### Morning round day 1

- 2nd Place – Derek Brown (ACT) and Tracey Guerin (NT), with a score of nett 60.75
- 4th Place – Lennon Thurtell (ACT) and Andrew Hume (SA), with a score of nett 63.5
- Longest Drive – B Grade – Travis Lutz (ACT)
- Longest Putt – Jim Shadlow (ACT)

### Afternoon round day 1

- 2nd Place - Steve Evans (ACT) and Mark Archibald (WA), with a score of nett 65
- 6th Place - Shane Hough (ACT) and Danny Horne (QLD), with a score of nett 66

The second day held at Secret Harbour Golf Club proved to be a tough one, with only retired member Rod "Spike" Milligan placing 8th for B Grade (nett) in the morning round.

The afternoon round fared a bit better, with ACT members featuring in the winners:

### Afternoon round day 2

- 1st place – A Grade (gross) – Lennon Thurtell (ACT) gross 69 (3 under par) / nett 70, with a handicap of -1
- 1st place – A Grade (nett) – Bernard Powderly (ACT) gross 76 / nett 67, with a handicap of 9
- 4th place – A Grade (nett) – Grant Scott (ACT) gross 82 / nett 70, with a handicap of 12
- 2nd place – B Grade (gross) – Steve Evans (ACT) gross 84 / nett 71, with a handicap of 13
- 4th place – B Grade (nett) – Michael Patching (ACT) gross 87 /nett 71, with a handicap of 16
- Last place (NAGA) went to Shane Hough (ACT) gross 114 / nett 94, with a handicap of 20.
- Longest Drive – B Grade – Michael Patching (ACT)
- Nearest The Pin – 5th Hole – Bernard Powderly (ACT)
- Longest Putt – 9th Hole – Scott Nesbitt (ACT)



From top to bottom:  
 1. The AFP (ACT Region) Police Golf Club Representative Team  
 2. The 2020 AFP (ACT Region) Police Golf Club Representative shirt  
 3. Opening Ceremony (l to r): Dave Driessen (Secretary), Travis Lutz (Club Captain), Chris Bizjak (President), Adam Van Oosten (Treasurer), Jim Edwards

Thursday 12 March was held at the Meadow Springs Country Club, and saw some more promising results for the ACT team:

**Morning round 12 March**

- 4th Place – A Grade (nett) – Grant Scott (ACT) gross 82 / nett 72, with a handicap of 10.
- 6th Place – A Grade (nett) – Derek Brown (ACT) gross 80 / nett 73, with a handicap of 7
- 1st Place – C Grade (nett) – Danny Clark (ACT) gross 94 / nett 70, with a handicap of 24

**Afternoon round 12 March**

- 1st Place – B Grade (gross) – Travis Lutz (ACT) gross 86 / nett 73, with a handicap of 13
- 3rd Place – B Grade (nett) – Dave Driessen (ACT) gross 92 / nett 73, with a handicap of 19

**Afternoon round 13 March**

- 2nd Place – A Grade (gross) – Lennon Thurtell gross 69 / nett 71 (2 under par), with a handicap of -2
- 1st Place – A Grade (nett) – Bernard Powderly gross 75 / nett 67, with a handicap of 8
- 7th Place – B Grade (nett) – Darrell Kildey gross 87 / nett 72, with a handicap of 15
- Longest Drive – B Grade – Chris Biziak

Lennon Thurtell was named the Overall Gross Champion, and this makes it the sixth time he has won the Overall Gross Championship winning for five years straight between 2013 and 2017.

This latest win puts Lennon equal second on the all-time win list with Brendan Massey of South Australia. The leader is Peter Read (NSW), with 16 wins since its inception in 1972. Lennon holds the record for the most wins by a member of the AFP (ACT Region) Police Golf Club.

Lennon has also recently been elected as Convenor (Western Australia) and we've included some more background on him, as well as our other newly elected Convenor (New South Wales) Gregory Hinds, earlier in this issue.

The AFPFA was proud to have been a sponsor for this year's Police Golf Championships, and we were most interested to speak to Travis and learn about how social golf has both helped him unwind outside work, as well as foster a great competitive outlet with other members from a range of jurisdictions. ◀

Friday the 13th of March was the third and final round of the Championships held at the Mandurah Country Club. This was a tough course for all and the only placing in the morning field was Steve Evans (ACT), who got 4th place in the A Grade (nett) with a score of gross 84 / nett 73 (handicap of 11).

The afternoon field again fared a little better with the following placings:

The competition took place at some of the most stunning courses in Western Australia.



# Spotlight on – New Zealand Holidays

**As I cruised down between the green mountains towards Hobbiton, I still couldn't believe that only two hours ago, hopelessly lost after leaving the airport in my hire-car, I was getting directions from a friendly police sergeant in Auckland's bustling CBD.**

**Very helpful guy – just a pity that both his vowels and epaulet chevrons were the wrong way around (obligatory cop joke). But when you've got a country like this to explore, allowances can be made.**

**Come with me on a roadtrip around the Land of the Long White Cloud.**

**With the entire world locked down to differing degrees, dreams of international travel seem to be doomed to stay just that for a long, long time.**

▶ There's been some rumbling from various corners that the travel sector will be reopened in stages, and that trans-Tasman flights are likely to be the first route we'll be able take advantage of.

Lucky us, because New Zealand is a definitely a bucket-list destination.

If you've never been to there, the breadth of different climates and regions packed into such a small country offers endless possibilities for holidays.

**A LAND OF NORTH AND SOUTH, AND YIN AND YANG**

New Zealand chiefly comprises two main islands, helpfully named North Island and South Island.

The North Island, or Te Ika-a-Māui, is the smaller of the two. Generally warmer than the South Island, it's more heavily populated and the place to choose if

you're after a livelier holiday. Gorgeous bays, beaches and thermal springs are dotted all around the island, and it's easy enough to plan a rough loop of driving to see everything within a week. Come here to relax on a white-sand beach, sightsee and party in the larger towns, and enjoy some of the best foodie pitstops in the world (with a side order of fascinating history).

The South Island, or Te Waipounamu, is much larger and more sparsely-populated than the bustling North. Icy waves break against rocky cliffs and powdery snow shrouds the Alps on the southern tip of the island, highlighting the severe beauty that travellers flock to again and again.

It's here that's seen a recent surge in mini-breaks, escapes, and odysseys of rediscovering the self. In perfect surrounds like these, you could also just hole up for a week and drink wine (no one's judging).

**At a glance**

**LENGTH OF STAY:**

Aim to spend at least 10 days, for the best balance between relaxing and exploring.

**GETTING THERE:**

Fly into Auckland or Wellington airports – around four hours from Australia's east coast – if you want to explore the North Island, or Christchurch – about three to four hours from the east coast – for the South Island.

**ON THE ROAD:**

You'll be able to plan for a maximum of two hours driving per day without missing out on anything, and you can easily stay an extra night anywhere along the way for a car-free day. New Zealand's rental car companies are pretty flexible and usually allow for return of your car at a different depot, depending on whether you are doing a loop, a one-way trip, or a mix of self-driving and tours.

**ROTORUA AND POHUTU GEYSER (NORTH ISLAND)**



Image retrieved from [https://commons.wikimedia.org/wiki/File:Inferno\\_Crater\\_Lake.JPG](https://commons.wikimedia.org/wiki/File:Inferno_Crater_Lake.JPG). Reproduced under Creative Commons license

Located right in the middle of the North Island, the Rotorua district is home to a family of ancient thermal fonts and springs. The Pohutu geyser, the largest active geyser in the Southern hemisphere, shoots hot water and thick white vapour 30 metres skywards up to 15 times a day; despite visitors' oohing and aahing, the mighty roaring drowns out everything else.

The best free lookout is about a 4-kilometre hop from the centre of Rotorua (along Fenton Street) to the Geysersland Hotel,

where you'll be able to see the top of the geyser. There's a shuttle from Rotorua's main information centre that will take you right up to the hotel. If you want the absolute best view, head to the Te Puia cultural centre and buy a ticket for access to the grounds immediately around the geyser.

You might be pining for something a little more indulgent and therapeutic; sink into Rotorua's hot thermal pools and everything else will just fade away as you bask in the

warmth. Book a half-day tour to Kerosene Creek and your body will thank you.

Rotorua is under a three-hour drive from Auckland, or a 40-minute flight. Why not allow for a slightly longer drive (it's worth it!) and take the scenic route via the Bay of Plenty? Drive south from Auckland to Tauranga, then continue through Te Puke. Grab a coffee at the beautiful Okere Falls, and then it's only another 20 minutes until beer o'clock in Rotorua.

**HOBBITON (NORTH ISLAND)**

Image licensed as per <https://creativecommons.org/licenses/by-sa/2.0/deed.en>. Retrieved from <https://upload.wikimedia.org/wikipedia/commons/8/86/Hobbiton.jpg>



Hobbiton's rolling green hills earlier served as the setting for the Lord of the Rings and The Hobbit trilogies, and today serve as a hands-on monument to the films. Close your eyes and you can almost smell the sweet smoke wafting down from Gandalf's pipe.

Tours are the only way to experience Hobbiton, and bookings are essential.

On the tours, you'll have the opportunity to explore every nook and cranny of the Shire. Finish your day with a pint or dinner in the Green Dragon Inn.

Hobbiton's about a two-hour drive from Auckland; head south on highway 27 towards Mata Mata, then continue on along Hinuera and Buckland Roads.

**CENTRAL OTAGO WINE COUNTRY (SOUTH ISLAND)**

The most southerly winemaking region in the world, Central Otago produces some of the best cool climate wine you can buy. A typical day spent here could mean a lazy long lunch of charcuterie and local cheeses washed down with a cheeky glass of pinot noir, followed by an after-lunch wander around some of Otago's historic goldmining regions (try Cromwell Historical Precinct). Many of the towns in Central Otago were established during the goldrushes, and this is evident in both the building styles and materials used in the construction of the old cottages you'll see here.

A highlight is the stunning mountains and lakes that frame and run through this country; make sure you leave a day or two just to hike (or "tramp" as the locals say) around the riverside area between Clyde and Alexander. The landscape here is really on par with Tuscany in summertime.

If you're staying in Queenstown, most of the wineries in the Central Otago region are within a two-hour drive. It can be slow going on unsealed roads at times, so our pro-tip is to book a minibus tour and make a day of it.



**QUEENSTOWN (SOUTH ISLAND)**



On the sleepy and secluded South Island, Queenstown is the epicentre of adrenalin sports. If you've always wanted to try bungee jumping overlooking Lake Wakatipu or screaming down Shotover River in a jetboat – now's your chance!

Queenstown offers something for everyone, during every season of the year. In summer being on the water on Milford Sound means that you can jump on a fast boat or slow cruise, find a quiet spot to fish (outside of the marine reserve), or even just walk up Cleddau Valley and take in the spectacular view. If pretty views from

walk up high are your thing but walking back down isn't, we've already mentioned bungee jumping – what about skydiving?

During winter, the action doesn't let up for a second; Queenstown has some of the best on and off-piste skiing in the world. For the really insane people out there, try some heli-skiing up near Mt Aspiring National Park.

If you're flying into Christchurch, save some time by connecting to Queenstown and picking up your hire-car there. It's a seven-hour drive compared to a one-hour flight.



Figure 1Reproduced under license <https://creativecommons.org/licenses/by/2.0/deed.en> . Retrieved from [https://upload.wikimedia.org/wikipedia/commons/thumb/8/82/Shotover\\_Jet%2C\\_Jet\\_Boating\\_the\\_Shotover\\_River\\_Canyons%2C\\_Queenstown%2C\\_New\\_Zealand.jpg/768px-Shotover\\_](https://upload.wikimedia.org/wikipedia/commons/thumb/8/82/Shotover_Jet%2C_Jet_Boating_the_Shotover_River_Canyons%2C_Queenstown%2C_New_Zealand.jpg/768px-Shotover_)

**A LAND BECKONING TO YOU LIKE A FLAT WHITE WITH A SIDE OF PAV**

Let's not get into who invented what. But what is important is that you can't condense New Zealand and what it has to offer holidaymakers into a short article. There were so many locations and activities that we didn't include.

**It's almost like you'll have to go there a few times just to see everything.**

Member news



# Understanding refinancing

Refinancing is often overlooked because it's seen as too difficult. There may be hidden fees and costs. How do you know that you're saving in the long run? It all comes down to understanding the benefits and challenges of refinancing – the most common ones we've listed below. By having this knowledge you can make the right decision for your circumstances and we will be here to help put more money in your pockets.

## BENEFITS

### Lower rates

The most common reason people want to refinance is to find a lower interest rate. As we've seen over 2019 and 2020, the RBA has cut the official cash rate several times to stimulate the economy. This has resulted in very competitive interest rates. As a bank that is dedicated to the Police Family, we've made sure that our interest rates are some of the lowest in the market. While you're busy protecting our community, we want to support you with the best possible rate so you and your family can own your home sooner.

### Free up cash

Getting access to cash that you've built up when paying off your loan, can be an easy way to pay for renovations, holidays, or upgrading the whitegoods in your home. All of these things can be expensive, but by refinancing you can pay for them with the extra cash in your loan while finding a better interest rate.

### Changed Circumstances

Your circumstances may have changed since you first took out your home loan. What may have been good for you then may not be now.

It's important to keep an eye out for the best offers and to consider what options to have for greater flexibility. If you've paid off a decent portion of your loan (over 20%), you may be able to get access to products that you may not be able to get otherwise, so that you can pay off your loan sooner and easier.

## CHALLENGES

### Discharge fees

If you jump across to a different lender, you'll probably have to pay discharge fees to cover the administration and legal fees. If you have a fixed loan, you may also be charged a break cost from your current lender. Discharge fees and break costs can vary from lender to lender and can be expensive, so it's worth getting a quote from your lender and considering your future before you do it. While fees are there to compensate your lender for a break in contract, you can offset the cost to you by a better value mortgage loan at a different financial institution.

### LMI

The cost of lenders mortgage insurance should be considered when you're refinancing. It's there to protect your mortgage. If you own less than 20% of your property value, you'll have to pay lender's mortgage insurance. Even if you paid it when you first took out a mortgage, you'll need to pay for it again when you refinance. The more of your property you own, the less it will be. When refinancing, it's important to factor in this cost. But of course, if you need to pay for it when refinancing, you were paying for it anyway.

Police Bank is a community-based bank started by Police for Police and we are here for you and the broader policing family. If you have any questions or are interested in how we can help you, please don't hesitate to speak to one of our team members in the Contact Centre on 131 728 Monday to Friday from 8am to 6pm, or visit [www.policebank.com.au](http://www.policebank.com.au).

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# AFPA PROFILE



**Vince Kelly APM**  
General Manager

Vince Kelly, General Manager of the AFPA, has firm views on the role police unions must play within successful police careers. Talking to him, I was struck by his measured and careful speech and the way in which he crafted his answers. It wasn't a case of being lost for words at all, but rather choosing the best and most direct ones learnt after a lifetime in policing and advocacy.

**“The fact is that members, due to the nature of the business, can find themselves in trouble even when they’re doing the right thing.”**

▶ “That alone is why the institution of police unions is so important. I’m not critical of police forces, I understand the way they operate and that they have government expectations, community expectations, bureaucracy, all those things. The police profession – I’d recommend that to anyone. It’s rewarding and these days it’s well-paid – due to police unions.

Vince vividly remembers the first time he saw a police car growing up in Brisbane. At a young age, the sight of a car racing past with lights and sirens blazing thrilled him. Later, as a teenager in North Queensland, he saw a recruitment poster for the Northern Territory Police Force (NTPF), and the rest is history.

His first few years as a cop in the 1980s were eye-opening. At the same time Vince was getting used to the feel of his uniform, the police as an institution was finding its feet in the wake of the Fitzgerald inquiry into corruption. But for a young man not

immediately concerned with office politics and culture, the Territory itself was mesmerising.

**“The Northern Territory is a very different place. I went up there and the Territory opened my eyes. Having had limited contact with Indigenous culture before joining the police, getting experience and establishing a network within the local community was an important focus.**

Vince has spent his entire policing career in the Territory, which was fairly common when he started. But when he received his 30-year service clasp earlier in the year, he realised that of the 45 graduates who started in the NTPF alongside him in 1987 only a few had continued for as long as he did (in 2018-2019, only 20 30-year clasps were awarded for a total police workforce of over 1500 people\*.)

After a long and successful operational career as a beat cop, detective, and senior sergeant, Vince moved into a member advocacy role with the Northern Territory Police Association.

Balancing his duties as both President of the NTPA and as a working police officer, Vince found that the significant network of contacts and knowledge of police procedures he had built and developed in the NTPF was something which he could utilise in his role of as head of the NTPA.

In fact, having these in place was critical for success – something he credits with where he has ended up.

**“Basically everything I’ve done in the NTPA has prepared me for the role of AFPA General Manager.”**

Vince’s move to Canberra came after his term with the NTPA finished (he remains a sworn member of the NTPF). AFPA President Angela Smith was busy setting up the new Canberra head office and reached out to Vince for his input on governance and corporate structuring. This consulting work eventually morphed into his current position as General Manager – mainly a business support role, but also providing advice on media issues, member support, and public relations.

Since joining the AFPA, Vince has assisted with certain unique and unfolding situations; the recent charging of Constable Zachary Rolfe with murder saw Vince once again directly involved with the NTPA, providing support to Zach and his family along with Angela Smith.

“One of the reasons I’ve been involved in supporting him was the fact that I’ve got that Northern Territory connection still, and he needed to get back to Canberra. That support would have been replicated wherever he ended up – we’ve got operational police stationed all over the world, so the setting might vary a bit but the fundamental need for support if things aren’t going well remains. It’s just a matter of the best-placed person to assist.”

Mental health is an important concern in these situations, and certainly also more broadly within everyday work and life. Vince believes strongly in the benefits of fitness and a healthy lifestyle in contributing towards positive mental health outcomes. In 2013, he overhauled his diet and started distance running. Now working towards competing in the New York marathon, people no longer affectionately call him “Big Vince”. But he’s still big hearted.

“The real highlights of my involvement with what the police unions do are the things you can’t talk about. It’s the small wins that you make on behalf of members, around the things that might not seem that big of a deal.”



(source: Northern Territory Police, Fire & Emergency Services 2018-2019 Annual Report)

Vince receiving his 30-year service clasp from Paul McCue, President of the NTPA, earlier this year.

# Merchandise Order Form

## ▶ AFP/AFPA MERCHANDISE



# Catalogue 2019

## ▶ 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	Date:	Invoice Number:
Name:		

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

### 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



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