



BLUESTAR



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Vince Kelly APM**

**Interview with the
Toronto Police Association**

**SHIELD – the AFP's new
police health model**

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Magazine cover:
We speak to the President of the Toronto Police Association about the issues their members are facing under COVID-19.

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General Manager



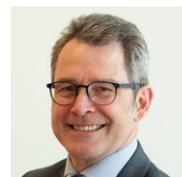
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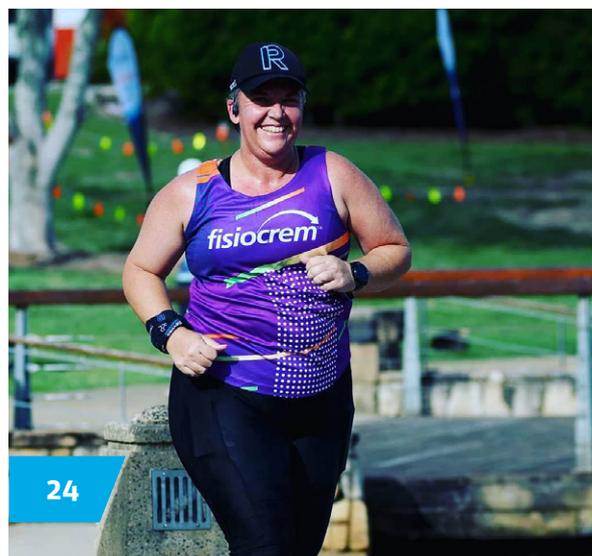
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Two of the AFPA's career cops

Vince Kelly says goodbye and Gerry O'Connor tells his story



PRESIDENT'S REPORT

Alex Caruana, President

President
Alex Caruana

AFPA Items

► I hope everyone was able to enjoy a safe and enjoyable end of year period. For the significant number of you who weren't able to due to work commitments, thank you and I hope you are able to rest soon.

[1750528758458236](https://www.afpa.org.au/campaigns/operation-recognition-resources-and-outcomes/) (this video can also be found at www.afpa.org.au/campaigns/operation-recognition-resources-and-outcomes/ by clicking through the slideshow). David has also kindly written an article in this issue on the Policy, on page 36.

In most respects, the work of the Association hasn't slowed and it has been a busy few months since Christmas. A lot of my time has been devoted to face to face meetings with politicians, in relation to a wide range of priorities for the Association.

It's imperative for members to keep up to date with Operation Recognition; we will send regular EDMs as well as update our page www.afpa.org.au/campaigns/ as the campaign progresses.

OPERATION RECOGNITION

We have had many meetings so far with Members of Parliament (MPs) and Senators as a result of our campaign to have the AFP exempted from the Public Sector Workplace Relations Policy 2020 (formerly the Workplace Bargaining Policy), part of our broader campaign **Operation Recognition**.

Our communications team has set up a tool which will send an automated email to your local member, outlining the problems with the Policy and highlighting its unfairness and unsuitability for an operational police force. So far, we have had around 300 members use the tool. But we want to increase this by a factor of ten. If you haven't already used this tool, I urge you to do so here: www.afpa.org.au/campaigns/. It takes less than a minute to complete.

Some of the MPs contacted have agreed to meet and speak to us about the Policy. We have set up a new page - www.afpa.org.au/campaigns/operation-recognition-resources-and-outcomes/ - to document these meetings.

We would especially like to thank the Member for Bean, Mr David Smith MP, for his support. David has been a very strong advocate for our members, and has made an address to Parliament about how the Policy stymies members and their welfare - www.facebook.com/AustralianFederalPoliceAssociation/posts/

CIC SUBMISSION

Together with Legal & Industrial Manager Matt Peterson and the rest of the Legal team, I submitted the AFPA's response to Attorney-General Christian Porter's Commonwealth Integrity Proposal. Our proposal outlined our objections to Minister Porter's model and made recommendations for a better system to prevent, detect and investigate corruption within the Public Sector and for Parliamentarians.

DECRIMINALISATION OF DRUGS IN THE ACT

I met with Jonathon Davis MLA, ACT Attorney-General Shane Rattenbury and Michael Pettersson MLA to listen to their proposed models for decriminalisation. Our stance remains that we are open to a minimisation policy, but would need to see more data and modelling for a place like Canberra - as we know that there would be a huge impact on police and auxiliary services.

One thing that we definitely all agree on is the success of PACER; we all want to see the expansion of this model in the ACT, as it will have a marked effect on reducing overuse of AFP resources for mental health related issues.

MUSTERS

COVID has limited the ability to travel easily over the last few months, however we conducted musters in Sydney, Melbourne and Brisbane late last year. These musters were well overdue after a long and difficult year. I am looking forward to continuing to conduct both virtual and in-person musters as often as possible.

MEMBER BENEFITS

We're happy to have secured a new deal with Oakley Sunglasses, offering a 40% discount for members on selected models. My personal favourite are Pit Vipers (for those wrestling fans among you, these are very similar to the ones worn by Randy Savage). More information is coming soon on this great deal.

LOCAL MEDIA APPEARANCES

We maintain a close working relationship with our media contacts; recently I have been interviewed both in print and on the radio for issues relating to ACT Policing's resources and infrastructure, as well as the CIC model mentioned earlier in my report.

ACT POLICING

Comcare has recently imposed a Provisional Infringement Notice (PIN) on ACT Policing due to the state of disrepair at many of Canberra's stations.

This PIN is a huge win for the Association; for years we have been advocating on behalf of members to address and fix leaking roofs, broken climate control and unsecured premises around the territory.

IN THIS ISSUE OF BLUESTAR

I hope you enjoy reading our March 2021 edition. In this issue, we farewell AFPA General Manager Vince Kelly APM, who is retiring after 34 years of service to the Australian community. We also look at the Mentality Plus mental health first aider accreditation now held by all our staff, speak to Jon Reid of the Toronto Police Association, learn about the AFP's new SHIELD program, and meet our new Membership Services Officer Gerry O'Connor. Gerry also talks about his own health journey in a special article on men's health.

I say this in all of my reports and messages, but our doors are always open to our members. Especially now, our thoughts and efforts are focused on your wellbeing and work environment. Please feel free to call on (02) 62851677 or email us on afpa@afpa.org.au.

Remember to adhere to your COVID-19 safe work practices, and we strongly urge you to be vaccinated as early as possible.

Lastly, thank you Vince. It's been an honour working with you Mr Kelly.

Kind regards and in unity,

Alex Caruana
President



AFPA President met with Alicia Payne MP and David Smith MP as part of our Operation Recognition campaign



LEGAL AND INDUSTRIAL

Matthew Peterson, Manager, Legal & Industrial

Manager,
Legal & Industrial
Matthew Peterson

9 Things You Should Know

▶ History quite often repeats itself, with the AFPA often seeing common problems arise. In this article I will address some of the common problems we see raised by members.

1. Always take a support person to meetings concerning your employment

Not all work meetings require a support person. Meetings concerning operational issues, or standard team meetings would not require a support person. However, if you are called into a Professional Standards (PRS) interview, a meeting to discuss a performance issue or workplace injury, or any type of workplace investigation, we strongly recommend that you take a support person with you.

Not only are AFPA staff members available to attend as your support person, our Delegates, Convenors and Executive members are also available.

Your employer should not unreasonably refuse your request for a support person to be present to discuss matters affecting your employment, particularly in relation to PRS or performance issues.

2. The AFPA is only as effective as members are willing

The AFPA strives to advocate for and protect the rights and interests of its members. While we will always try to initially engage with the AFP constructively and in a conciliatory manner, sometimes we are left with no option but to challenge the AFP through the dispute resolution provision of the EA or through litigation. When things reach this point, we need members to come forward. Under the EA, the AFPA is unable to utilise the dispute resolution mechanism **without** lodging it on behalf of at least one of our members. Quite often we have been turned away by the AFP because we haven't lodged a dispute on behalf of the member.

Any potential litigation requires members to be willing to provide evidence in support of the claim. Without this, we will likely have no arguable basis to make a claim.

3. If it isn't in the EA, it isn't enforceable and can be changed with a stroke of a pen

You might hear the AFPA strongly arguing against the AFP moving terms, conditions and entitlements from the EA and into policy (it is particularly common for the AFP to suggest or request this during negotiations for a new EA).

There are two fundamental reasons for this:

- 1) Terms, conditions and entitlements in policy are **not** enforceable, unless the policy is given force and effect under a provision of the Australian Federal Police Act 1979, such as a section 38 or 40, or become contractually binding; and
- 2) Changes in policy can be made **without consultation and with no recourse**, unlike changes to an EA which can only occur during bargaining for a new agreement.

We have consistently found that terms, conditions and entitlements sitting under policy are the most problematic, as the AFP often either does not follow its own policy or unfairly applies the policy to avoid affording an entitlement to a member. Unfortunately, in such circumstances, the AFPA is unable to seek recourse on behalf of the member.

4. You can (and definitely should) talk to the AFPA about PRS issues

When a member is contacted by PRS, more often than not members are shocked and confused about who they can and can't discuss the matter with.

Once a member either becomes subject of a PRS investigation or are notified that they are a witness in a PRS investigation, they are obliged under section 60A of the *Australian Federal Police Act 1979* to not make a record, divulge or communicate to any other person anything relating to that investigation. Likewise, a similar prohibition exists under regulation 28 of the *Australian Federal Police Regulations 2018*.

Of course there are exceptions to this. First and foremost, you may discuss (or divulge the existence of) a PRS investigation if PRS has given you explicit approval in writing (or what is sometime called an 18.3, which is a reference to the particular section in *Commissioner's Order 2 on Professional Standards*) to discuss with someone else.

Most importantly, you are also entitled to discuss a PRS investigation with a staff member of the AFPA without first seeking approval from PRS. We recommend all members who are contacted by PRS immediately seek our advice. This exception does not extend to our elected officials such as delegates and convenors, who will need a clearance under section 18.3 in CO2 prior to being able to discuss your PRS matter with them.

5. **If you get hurt at work, ALWAYS put in a workplace incident report**

Under the *Safety, Rehabilitation and Compensation Act 1988*, Comcare can potentially avoid liability for an injury suffered by a member if the member has not provided notice in writing of the injury "as soon as practicable after the employee becomes aware of the injury" (section 53(1) of the *SRC Act*). We have seen members, who have otherwise satisfied the criteria in the *SRC Act* to have their claim accepted, instead have their claim denied due to there being no notification of the injury in a timely manner. This is usually the case with minor physical injuries, which may not initially necessitate any significant time off work or medical treatment, but worsen over time.

The best way for a member to protect themselves is to submit a workplace incident report to the AFP, setting out the incident which gave rise to the injury and details of the injury suffered, along with any medical evidence obtain at the time. By doing so, particularly for initial minor physical injuries, you protect yourself from any future issues which may arise.

6. **Lying, being misleading, not complying with a direction, or deliberately withholding information from PRS is often worse than the original allegation**

Far too frequently during PRS investigations, we see members become the subject of additional allegations that they breached the Code of Conduct due to lying or deliberately withholding information while under direction. Often, the issue the member is being investigated for is not one that would likely end with termination. However, what ultimately puts their job on the line is lying or deliberately omitting information that is relevant to the investigation.

Under section 40VE(1) of the *Australian Federal Police Act 1979*, a member under direction is obliged to give information, produce documents or records, and answer questions. Under section 40VE(3), a member is obliged to comply with that direction. Under section 40VH of the Act, there are a number of offences defined when a member refuses to comply with a direction and/or gives information knowing that it is false or misleading.

7. **Overpayments can't be deducted from your pay unless you consent**

The AFP, irrespective of how small or large the debt, cannot unilaterally deduct the overpayment from your salary. Under

clause 69 of the EA, the AFP can recover overpayments in accordance with the *Commissioner's Financial Instructions*. Sub-clause 69(2) makes it abundantly clear that deductions can only be made if an employee authorises it.

The *Fair Work Act 2009* also limits the ability for employers to unilaterally make deductions from your salary without your explicit approval (see section 324).

8. **If you don't use your MRDs, you lose them; if you don't accrue them, you are giving away additional leave**

Clause 40 of the EA gives an entitlement to four mandatory rest days per year. For any newcomers to the AFP, a mandatory rest day is effectively additional annual leave that accrues on satisfaction of certain criteria under the EA. It is available to all members, irrespective of which working pattern they are on.

Members become entitled to two mandatory rest days if they have an annual leave balance of no more than 228 hours on 1 March of each year. A member can also accrue a further two mandatory rest days on 1 September each year if their annual leave balance is less than 228 hours on that date. Far too often we see members not reduce their balances enough to qualify for the mandatory rest days. Members can seek to reduce their balance by, obviously, taking leave or, if they have taken some leave in that financial year, by cashing out annual leave to reduce the balance below 228.

The second big issue we frequently see is members not using their mandatory rest days before they are taken off them. Clause 40(3) requires mandatory rest days to be used within the six-month period after which they become entitled to them. Put another way, for the two mandatory rest days you accrue on 1 March, you must use them on or before 31 August of that year. For mandatory rest days that accrue on 1 September, these must be used on the last day of February of the following year.

9. **If you aren't being paid or on-call, you do not have to answer your UOC**

The creep of work into members personal lives has been a constant issue, particularly with the introduction of the UOC. We regularly see members taking out of hours calls and performing work while off-duty. Members often do this due to their commitment to doing their job and doing it well. However, this is often at the members own expense and wellbeing.

If you aren't on-duty or in receipt of the on-call allowance, there is no obligation to answer your UOC. This has been confirmed by Industrial Relations. 

Let's talk about talking to someone...

Police in Australia have been at the frontline of the battle against COVID-19 for almost a year. Even the most resilient officers can be affected by stress and trauma related to their work, as well as other life challenges. Not only have you had your own personal worries related to the effects of the pandemic, you've been dealing with an increasingly frustrated and emotionally exhausted public; tensions are high, making your job even harder.

The pandemic has changed the way many police and auxiliary workers perform their roles – some officers are working from home and having to juggle home schooling with policing, while suddenly being around their partner 24/7. Others, who are still physically going to work, are missing their work-life balance with no downtime to socialise and decompress after a shift.

Now, more than ever, it's important to safeguard your mental health and make sure you 'empty your bucket'.

With Police Health, you're covered to access a counsellor, psychologist or psychiatrist, depending on your needs.

WHAT'S THE DIFFERENCE BETWEEN A COUNSELLOR, PSYCHOLOGIST AND A PSYCHIATRIST?

Counsellors

- Use talk-based therapy to help develop self-understanding and make changes in your life.
- Help to gain perspective, develop coping strategies, increase self-awareness.
- Counselling can be individual, couple or family based.
- Referral not required but benefits can only be paid when a counsellor is accredited and registered with the fund (further information below).

Psychologists

- Use scientific methods to study the factors that influence human behaviour i.e. how we think, feel, learn and behave.

- Help with depression, anxiety, behavioural problems, addiction, pain management, insomnia, trauma and grief, learning difficulties, stress management, improving confidence, personal growth, eating disorders, and relationship problems, separation and divorce.
- Referral not required; however, a GP can refer you to a psychologist as part of a Medicare funded treatment plan (further information below).

Psychiatrists

- Treat complex and serious mental illness and have a deep understanding of physical and mental health and how they affect each other
- Help with complex conditions such as severe depression, chronic fatigue, postnatal depression, chronic pain management, schizophrenia, bipolar disorder, suicidal thoughts, PTSD and ADD
- Referral from GP required.

The four main differences between psychiatrists and psychologists are:

1. Psychiatrists are medical doctors, psychologists are not.
2. Psychiatrists can prescribe medication, psychologists can't.
3. Psychiatrists tend to treat complex and serious mental illness, while psychologists tend to treat less serious conditions.
4. You need a referral from your GP to see a psychiatrist, while you don't for a psychologist.

Working together

Psychiatrists, psychologists and counsellors often work together. A psychiatrist might make an initial assessment and diagnosis, then refer you to a psychologist

or counsellor for ongoing psychological treatment (talking therapy).

Psychiatrists and psychologists also work together in hospital and out-patient rehabilitation, as part of mental health teams.

Who should I see?

If you are unsure who you should make an appointment with, talk to your GP. Depending on your unique situation and the type of treatment you need, they can give advice about whether a psychiatrist, psychologist or counsellor is right for you.

WHAT IS THE DIFFERENCE BETWEEN USING THE PUBLIC HEALTHCARE SYSTEM AND PRIVATE HEALTH INSURANCE?

Counselling

Police Health pays benefits towards counselling when the counsellor is accredited by the Australian Counselling Association (ACA) and/or the Psychotherapy and Counselling Federation of Australia (PACFA) and registered with the fund. Search for one near you at <https://policehealth.com.au/find-provider-page>. With Extras cover, in ACT, our Counselling Consultation benefit is 80% up to \$80.00 per session up to an Annual Maximum of \$850 (combined Annual Maximum with Psychology)*. Medicare rebates are not available for counselling.

Psychology

In Australia, your GP can refer you to see a psychologist as part of a Mental Health Treatment Plan, which is funded by Medicare. This entitles you to up to 10 individual and 10 group appointments, but you must have a review with your doctor after the first 6 appointments.

HERE'S HOW POLICE HEALTH'S PSYCHOLOGY BENEFITS MEASURE UP AGAINST A SAMPLE OF SOME OF THE BIG FUNDS:*

In ACT...	Police Health Rolling Extras	BUPA Top Extras 90	Medibank Top Extras 90
Psychology Benefit Examples	Subsequent visit – \$237.30	Subsequent visit – \$108.00	Subsequent visit – \$86.10
Psychology Annual Maximum Examples	\$850 (combined Annual Maximum with Counselling)	\$750 per person	\$500 per person

Information from the *relevant Private Health Information Statement published on PrivateHealth.gov.au as at 20 January 2021*

Police Health also offer benefits towards Psychology consults, however, be aware that if you are claiming benefits through Medicare you can't double dip and also claim benefits through private health insurance.

Police Health also lets you Rollover unclaimed Psychology and Counselling Annual Maximums from one calendar year to the next, meaning you could have access of up to \$1,700 as a Rollover Maximum for Psychology and Counselling if you are not paid a benefit for psychology and/or counselling services in the previous year.*

Psychiatry

Through private hospital cover, Police Health pay benefits towards psychiatrist treatment when a member is admitted to hospital and becomes an 'in-patient'. In-patient medical treatment that attracts a Medicare payment is generally eligible for relevant health insurance benefits, depending on the specifics of a patient's health insurance policy.

However, if a member is treated by a psychiatrist as an 'out-patient' (no hospital admission), no private health insurer is able to pay a benefit. A Medicare benefit may or may not be available. No Extras benefits can be paid towards a psychiatry appointment in the same way you cannot claim benefits to visit your GP.

Costs

As treatment for mental health is usually an ongoing process, we recommend you discuss this with your provider and contact Police Health before commencing treatment, so you have informed financial consent.

WHAT SHOULD I EXPECT WHEN GOING TO SEE SOMEONE FOR THE FIRST TIME?

While the idea of going to talk to a professional the first time may seem daunting, the process is no different than your first appointment at the GP or the dentist. When you check in with the receptionist, you'll likely be asked to complete a personal information and medical history form while you're waiting. You'll then be called into your appointment when the practitioner is ready. If your therapist has a home practice it may be a more casual environment.

It's important to remember that you do the work in these sessions. Some members find it easy to talk about how they are feeling straight away, but for others it takes time. The therapist will typically ask certain questions about you and your life, to allow them to make an initial assessment of your situation. These questions may include:

- Your personal history and current situations at home or work.
- Why you are seeking treatment.
- Your current symptoms (insomnia, appetite changes, etc.).

There are a few things you can do to make your first session as successful as possible:

- Be open and honest about your feelings when you respond to questions.
- Prepare for the appointment by listing the reasons you're seeking help and how they make you feel. This may help you describe the issue to the therapist.
- Ask questions – the more you understand how the therapy process works the more comfortable you'll be.

Everybody has a different personality and a different style of communication; it's important to find someone you feel comfortable with. If you don't click with the first person you see, we urge you to try again with a different provider. There's someone out there to suit everyone.

At Police Health, we identify the need for our members to have excellent access to mental health services, which is why we were one of the first private health insurers in Australia to introduce counselling benefits. Having looked after the health and wellbeing of the police community for 85 years – we understand the demands of front-line work more than any other insurer.

Give our friendly team a call on 1800 603 603 if you'd like to see how we stack up against other funds.

If you would like further clarification on what benefits are available to you as a member of Police Health, please get in touch.

If you or someone you know needs help:
Lifeline 13 11 14
Beyond Blue 1300 224 636

Please note: some information in this article has been compiled from material obtained externally. Although we make every effort to ensure information is correct at the time of publication, we accept no responsibility for its accuracy. Health-related articles are intended for general information only and should not be interpreted as medical advice. Please consult your doctor. The views expressed in articles are not necessarily those of Police Health.

*Waiting periods and other conditions may apply – please call 1800 603 603 for further information

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



Farewell to Vince Kelly APM

Top: A fresh-faced Vince at the start of his career with the NTPF

Bottom: Vince made over 150 plasma donations

It is with some sadness that the AFPA advises that our General Manager, Vince Kelly, will finish in his role on 30 April 2021.

▶ Vince will return to a position as a Detective Senior Sergeant in the Northern Territory Police Force (NTPF) on 1 May 2021, however, will be on leave pending his resignation/retirement from the NTPF on 13 July 2021. He leaves our organisation on the best of terms. Vince and Angela Smith were instrumental in refocusing our Association to look after members' interests and, most importantly, rebuilding our internal governance processes.

Vince will have served over 34 years as a sworn member of the NTPF on 13 July 2021. This includes almost 20 years working for members in the Northern Territory Police Association (as President), the Police Federation of Australia as President, and lastly the AFPA (firstly as Special Projects Officer and later as General Manager).

Vince, being the quiet man he is, has asked us to pass along the following message from him:

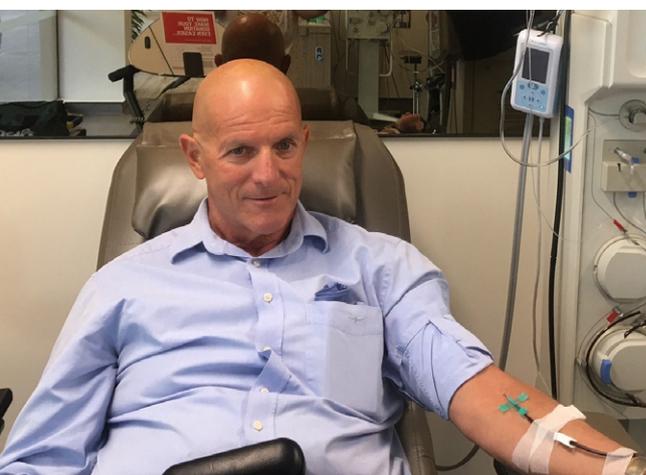
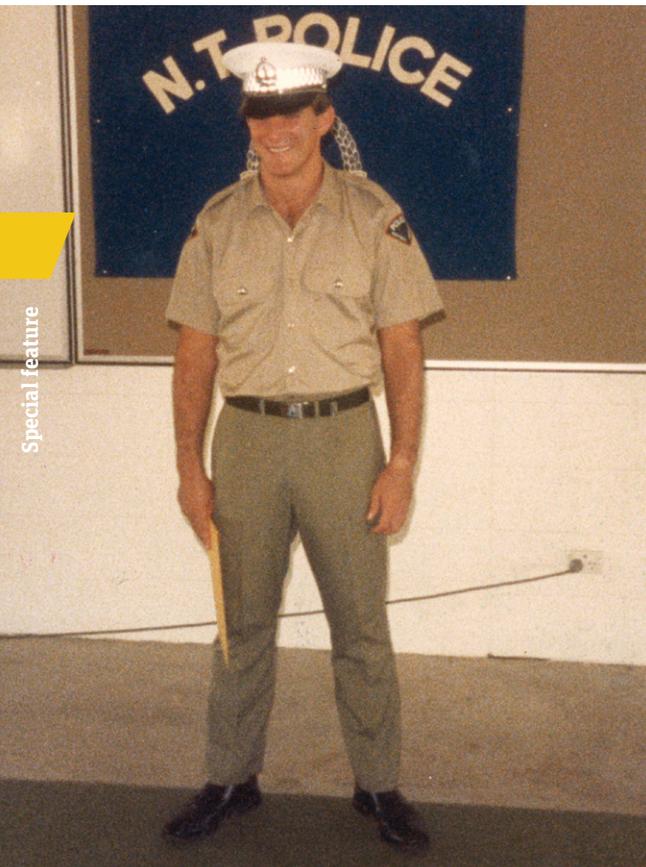
"I leave with nothing but heartfelt gratitude to the AFPA and the world of policing. I want to extend my thanks for the support that I have received from the AFPA staff and members. My life of policing has been filled with many experiences and provided me with professional and personal opportunities that a young kid from Queensland never thought possible. My admiration for cops and the battles they face, and the people that support them, including family members, will never waver."

We wish Vince all the best in the next stage of his life.

I'll take the opportunity to quote the Honourable Warren Snowdon MP, who said this of Vince in Parliament, during Vince's time as PFA President:

"We have too few opportunities in this place to acknowledge the important work of members of the police forces in the various jurisdictions and the Federal Police in this country. They provide exemplars to us of service, and Vince is one such fine exemplar. I say to Vince that you have made a tremendous contribution to the Northern Territory and the Australian community in your work in the police force and your work as a leader of police across this country. You deserve our tribute and I say to you, and I know the people in this chamber will share this view, that you and your police force members deserve our recognition for your courage, your commitment and your service."

Alex Caruana
President ◀



Vince has had a lasting impact on many people in the police family

Vince has shown great commitment through his contributions to police welfare and wellbeing over the past 20 years. He has advocated tirelessly for the protection of member rights and dedicated his career to supporting not just AFP members, but all Australian policing jurisdictions. I congratulate Vince on his retirement, and wish him all the success for his future.

Commissioner Reece Kershaw APM

I first came across Vince (he was a larger, crankier version of his current self) a few years before I took up the president role. He was a long term police union official. He scared the jiggeries out of me: the frown, the creeping Jesus walk, the 'get out of my way' stare which frightens small children and grownups alike. When I took up the helm at the AFPA I was baffled as to how I was to do this when hope looked all but lost as I gazed around the rubble of a broken association.

I spoke with a couple of other police union presidents who suggested I'd be mad if I didn't ask Vince to come on-board to help put the ship back on an even keel.

The rest is history, the ship was righted, and I couldn't have done it without creeping Jesus, frown still in place, but under the surface a big old softy who had no bite, only bark which I learnt to ignore. Thank you Vince, the members owe you a huge debt as do I. Enjoy your well-earned retirement from the cut and thrust of police union business.

Angela Smith, Former AFPA President

On behalf of over 65,000 police officers across the country and our international colleagues and friends I would like to wish PFA Life Member Vince Kelly the best in his retirement. Thank you Vince for all the support and wise counsel you have given police members over the years. You'll be sorely missed by the police family.

Scott Weber
CEO, Police Federation of Australia

Vince's poker face is a little disconcerting at first, but when he smiles it is a lovely smile! He is a no bullshit, genuine bloke. It's been fantastic working with him.

AFPA Office members.

I've had the pleasure of working with Vince in various capacities for over 15 years. He's been great to work with and I know I speak on behalf of the PFA staff during that time in acknowledging the great support and friendship he gave all of us, particularly during his years as PFA President.

Vince has served the NTPA, the PFA and now the AFPA with great distinction and dedication. At the AFPA, he came in at a difficult time in their history and helped steer the organisation through some tumultuous times – to now come out the other end as a well-structured, well organised, well respected and member driven organisation.

Great innings Vince, however, I suspect we haven't seen the last of you. You have too many other skills to just spend your time exercising. I look forward to keeping in touch and sharing war stories.

Mark Burgess

I have known Vince for many years in my capacity as an Executive of the Police Association of NSW (PANSW), and the many conferences we have attended over the years.

Vince has always been a compassionate unionist and will fight for his members no matter who the combatant is. One thing I know about Vince is that you know where you stand with him. He is straight up and tells you how it is, which is exactly what you need in the tough environment of a police union.

I have known the 'Big Vince' and the 'Fit and trim' Vince and admire his tenacity to maintain his current lifestyle.

I wish him all the best for the future and look forward to seeing him perform at one of his woodchopping competitions.

Cheers Vince

Gerry O'Connor
AFPA Member Support Officer

In early 1987, a young 20-year-old Vince Kelly joined the Northern Territory Police Force as a member of Squad 45.

His immediate interest in the Northern Territory Police Association (NTPA) would be the catalyst for a long and successful career actively working to support and improve the lives of police and their families both in the Northern Territory (NT), and across Australia.

Many may find this hard to believe, but Vince enjoys a challenge. It is for this reason, the NTPA enjoyed significant growth both financially and professionally in his time as an Executive member from 1995, then as President from 2001, a position he would hold until he stepped down in May 2015.

In recognition of his experience, Vince became the President of the Police Federation of Australia (PFA) in 2007, a position held until 2014.

It is testament to his work that he was awarded Life Membership of both the NTPA and the PFA, accolades which

whilst belonging to him, he would want us all to know are on behalf of all police who are out there doing what is a very difficult job, in very difficult conditions. His passion for those members, and their families, can never be questioned.

It was no surprise that on moving on from the NT Police Force in 2015, Vince moved on to impart his experience at the Australian Federal Police Association (AFPA) as it looked to restructure.

Congratulations Vince on a long and successful career in policing and in your time as a strong advocate for police across the country generally. I am almost certain this is not the last we have seen of you in one capacity or another, and it is time for you to enjoy some well-earned rest, spending some time with your most staunch supporter, Andrea.

On behalf of the NTPA, thank you and we wish you all the very best in years to come.

Paul McCue, President
Northern Territory Police Association

Toronto Police Association

Interview with Jon Reid

Jon Reid is the current President of the Toronto Police Association, and a sworn police officer with decades of experience across a broad range of work areas.



Jon Reid, current President of the Toronto Police Association

▶ **If you can cast your mind back to when you first joined the Toronto Police Service (TPS) – how long ago was this, what made you join, and what was training at the academy like?**

Okay, so it's been 33 years now. My dad was a copper both in England and in Canada. Following in his footsteps as a police officer is a job which I've always wanted to do since I was a little kid.

So in 1988, I began training at the Academy. The Ontario Police College is a self-contained facility, purely for the training of recruits at the provincial level (*the equivalent of state-based policing in Australia*). This college trains all of the municipal and provincial police for Ontario.

Canada's federal police work for the Royal Canadian Mounted Police (RCMP) and are trained at their own academy.

The training schedule has been pretty standard since I was there. It's about three months in total, with about 12 weeks at the police college itself. We'll do the pre-portion, which is between four and

six weeks of training in Toronto, then you go away, you'll do your provincial placement. At that point, you become accredited, as far as the province is concerned, as a police officer. Graduates receive a Basic Constable Diploma and then return to Toronto for some final training (typically between four and ten weeks).

You're then sworn in as a constable and deploy out into the field as a trainee.

The standard issue firearm for TPS members is the Glock 22 .40 caliber pistol (*the same pistol used by NSWPOL and QPS*).

Which areas of the TPS have you worked in?

I've been really fortunate to have worked a variety of different functions.

Started off in the uniform, so I'd be doing general emergency calls mostly. After a couple of years I transferred to what they call a divisional Major Crime Unit, so responsible for vice, prostitution and plainclothes work. I was in the unit for several years before returning to uniform.

In Toronto, they like to rotate you out of different units and generally don't like to leave people in positions too long. So you end up with a constant turnover. This can also be an issue in that someone can be really good at something, then they are moved arbitrarily.

Overall, however it's a huge benefit to have the majority of our members being very experienced and highly trained in multiple areas and skillsets. TPS members are renowned for being generalists one and all.

After the MCU, I went back to doing emergency calls for a couple of years, then I went back to the Police College as a driving instructor.

I had another stint back in uniform after this, then again moved to a divisional vice unit – this time for one of the larger Toronto divisions.



With this move I was promoted to sergeant. I did a year in a uniform and then went to the detective office for a few months. After that I transferred to the Gun & Gang Task Force,

This is a unit that deals strictly with gang issues and firearms. It's a large unit, responsible for the greater Toronto area; this has led to it being established as a joint task force with other jurisdictions embedded into it. Built into this multi-faceted administration structure were our street teams, who operated and investigated in direct response to fluid and dynamic requirements.

From there I joined the Association, in about 2012.

Would it be fair to say that your move to the Association has come about in part at least due to your extremely broad and all-encompassing knowledge of working in the TPS? Is this knowledge of how difficult the job can be the thing which drives you to advocate for your members?

I would say I've got a pretty wide operational experience, to your point, but there are certain areas I haven't worked in; never worked in tactical, a very highly skilled job, or as a communications operator – it's very high pressure in both those areas. But it's like being on the road as well, things can go from zero to 100 miles an hour at the drop of a pin.

So, it's very, very important, I think, to understand that. And there's a lot of job functions within our service itself, which a lot of people don't realize are there. The geography and climate in Ontario necessitate a marine unit, as well as severe weather – we've had 15–20cm of snow fall recently.

A common type of support then is pushing for equipment and appropriate uniforms, at the same time as our welfare initiatives.

It's so often a money issue, you have to make sure the particular items you're trying to budget for, are what the members really need now.

Can you tell me how the Association is structured?

Well, we cover Toronto Police Service staff from Constable to Staff Sergeant Level. Members above this rank are covered by a separate senior police association. We also have unsworn staff members such as technical operational staff and civilian employees. A recent cohort we have welcomed are our Special Constables and Divisional Special Constables. Our specials handle prison transport and transport of evidence among other things.

How has the COVID-19 pandemic affected policing in Toronto? In Australia it's been so encompassing and nuanced, with many different flow-on effects coming at our members from multiple directions. There are so many physical, mental, and operational constraints and dangers being placed on them day to day. In a lot of senses, Canada is very similar to Australia in terms of population density and federal/state administration.

I think you've hit nail on the head there with a couple of things, so as far as the particular personal experience for our members. Policing is very unique, from point of view of not being able to pick and choose the calls we go to, in the same way the people who call the police don't get to pick who shows up either.

You can wear as much PPE as you want, but you'll still end up with some people who may unfortunately catch COVID, and the

The uniforms of the Toronto Police Service have always been distinct, ranging from the "bobby" helmets of the 1880's to the crimon-banded "forage hats" of the modern uniform



Some of the TPS's bicycle cohort

insidious thing about COVID is you're not really sure where you got it. These new variants, which we're just starting to see here, are very concerning as well for our members.

We're also dealing with new legislation that's been brought into effect to help deal with and manage the pandemic – legislation put in place for the greater public's health.

I've seen things change in nine months that before COVID would have taken 10 years to change. One thing is for sure, we've proven where there's a will, there's a way, and some of the processes to change were well overdue. We've been able to migrate a lot of court appearances to virtual sessions, and these have gone off largely without a hitch. It will be interesting to see whether things stay the same afterwards.

What assurances have you received from the government about priority access for your members to a COVID-19 vaccine?

TPS officers will be put into a second tier of recipients and are expected to be offered the vaccine potentially in March or April. Canada is looking at the Pfizer vaccine, but there are whispers about issues of supply. We have the capacity to administer the vaccine, we're just looking to see when we will receive it into the country. The big question is whether it will be a mandatory vaccine for police.

What are some of the broader industrial issues that the Toronto Police Service is facing? For example, formal industrial agreements, parity of pay with other jurisdictions, allowances and overtime....

Our big one would be a collective bargain agreement, governing our hours of work and conditions.

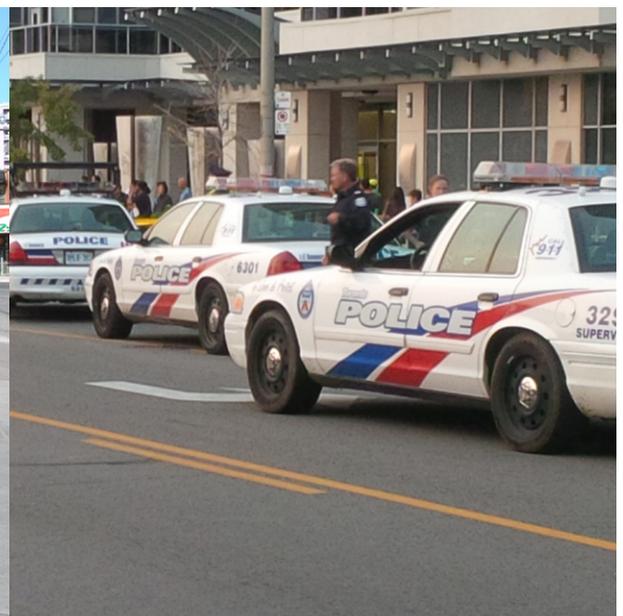
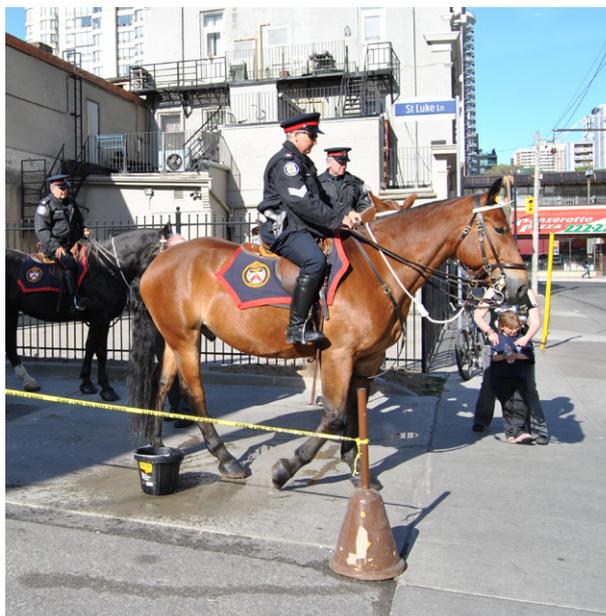
We signed a five-year one back in 2018, so we're not actually up now renewal until in 2023. In some senses that is lucky, as I would not want to be renegotiating in this climate.

We had one issue during the last contract where a lot of frontline people didn't actually want to be there (in general duties). Retention of experienced officers in the front line, and away from the upper back-office echelons was extremely difficult without a financial incentive.

We were able to secure a 3% loading for our constables and sergeants in the front line. The next contract will hopefully see our frontline detectives also appropriately remunerated.

Left: Toronto's mounted police

Right: Toronto members diverting traffic during an operation



Special feature



Photo: ID 184907441 © Beth Baisch | Dreamstime.com

Do you ever encounter, or do your members encounter, a perception that police are “just civil servants?”, with the expectation that pay levels should reflect this?

I think so, yes. And once again, it becomes an education piece, that's something our previous president also agreed with me on. It's important to me that we try and educate the public, government and the city.

A lot of the time people do say, “well, you guys get paid too much.” The reality, it's not so much being paid for what you do every day, it's also being paid for what you **may have to do.**

TPA members don't have a choice about coming to work during the pandemic, they have to come. That's their job and they have to turn up. There are a lot of other professions out there where people don't have to attend work, or they can work flexibly.

The public support is key as far as getting support from government – I'm a firm believer, if you have the support of the people generally it yields the support of the councillors and then the city as a whole.

But it's very difficult to articulate what it's like to be a police officer today, unless you've actually done it. A lot of the time no one listens to the story of coppers who have missed 20 or 30 years' worth of birthdays, Christmases etc.

What is Toronto like as a place to live and work?

You're probably looking at over 130, 140 different cultures. Very, very diverse, a lot of great people from all over the world. By the same token, our police service has a lot of people from all over the world. You end up meeting a lot of people with a lot of different perspectives, and experiences. Our police officers now, I would say, are the best in North America, they do a great job every day.

The one thing I found over the years is that public support has kind of dwindled; I think the issues that came up over the last probably 18 months down in the US, really kinda hit hard for police in Canada.

The thing that concerned me was when we ended up with some groups here in Canada trying to import the US issues, and they're not Canadian issues, they're American issues.

We're in a position now where we have to keep working with the public, keep working with communities and unfortunately try and rebuild some of that community trust and engagement. But that's part of policing. ◀

The distinctive yellow windcheaters are usually worn by bicycle and traffic management units

I sustained an injury at work... How do I get treatment?



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

Have you been injured at work? If so, you may have a potential claim for benefits under Comcare.

The *Safety Rehabilitation and Compensation Act 1988* (SRC Act) provides an injured worker with the following entitlements:

1. Payment of your reasonable medical treatment and rehabilitation.
2. Payment of weekly payments of compensation where you are suffering a total or partial incapacity to undertake your pre-injury work.
3. A lump sum for permanent impairment and non-economic loss, where the work injury results in a whole person permanent impairment of 10% as medically assessed under the Comcare guidelines. This assessment cannot be made until your injuries have stabilised.
4. In rarer cases, benefits such as the cost of domestic care.

Should you have suffered an injury at work, it is essential that you report the injury to your employer. Once the injury has been reported, it is also essential that you consult your doctor to obtain medical advice and obtain a certificate of capacity for work. You should then proceed to lodging a **Workers' Compensation Claim Form**, which can be obtained from your employer, doctor or the Comcare website.

If you are claiming compensation for a psychological injury you must also submit a statement of the event(s) that you say caused your injury.

Comcare is required to assess your claim and will issue a decision to let you know if they have accepted your claim.

Should your claim not be accepted, it is essential that you obtain legal advice as you only have 30 days to request Comcare review their decision not to accept your claim.

**Once Comcare has accepted your claim,
you will begin receiving your workers'
compensation entitlements.**

Comcare will appoint a Claims Manager.

It is essential that you know your rights when dealing with Comcare – that you are entitled to choose your treating doctors and rehabilitation provider.

It is often the case that an injured worker will use their local general practitioner as their nominated treating doctor. This is good practice, as your local doctor is best suited to advise the workers' compensation insurer of your injury, treatment and recovery, in order for you receive the best possible outcome for your recovery.

Comcare will fund an initial 5 sessions of physiotherapy with a Physiotherapist who is registered with the Physiotherapy Board of Australia without requiring prior approval.

If you require more than 5 sessions of physiotherapy, your physiotherapist must submit a **Physiotherapy Treatment Notification Plan**.

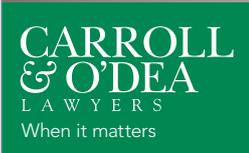
If further physiotherapy sessions are required after your treatment plan is completed, your physiotherapist must contact your Comcare Claims Manager to discuss your further treatment needs.

Comcare will fund an initial 5 sessions of psychological or counselling treatment without requiring prior approval.

Psychological and counselling sessions are limited to 60 minutes per day. If your sessions are likely to exceed 60 minutes, your psychologist or counsellor must obtain approval from Comcare by submitting a **Psychology or Counselling Extended Consultation Request Form**.

If you require more than 5 sessions of psychological or counselling treatment, your psychologist or counsellor must submit a Psychology and Counselling Treatment Notification Plan.

If further psychological or counselling sessions are required after your treatment plan is completed, your psychologist or counsellor must contact your Comcare Claims Manager to discuss your further treatment needs.



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
www.codea.com.au

NO WIN. NO FEE. NO OBLIGATION.

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Level 18, St James Centre, 111 Elizabeth Street, Sydney, New South Wales, 2000



It is necessary to request approval from Comcare prior to commencing treatment with any other treatment providers.

There are a number of steps to obtain approval for further treatment that you should follow:

1. Discuss your treatment needs with your treating doctor.
2. Obtain a referral and/or treatment plan from your treating doctor.
3. Submit your referral and/or treatment plan to your Comcare Claims Manager for approval.
4. Comcare will advise whether the further treatment has been approved.

Should your request for treatment not be accepted, it is essential that you obtain legal advice as you only have 30 days to request Comcare review their decision.

Workers should also be aware Comcare will not reimburse an injured worker for a non-attendance fee incurred where an appointment is missed.

Should you have any questions regarding your rights in workers' compensation or have been injured at work, please contact our offices to speak with highly experienced experts in workers compensation for further advice.

Carroll and O'Dea Lawyers have extensive experience in acting in claims for compensation against Comcare for AFPA members / Federal Police officers and in many cases can act on a no-win-no-fee basis and cover medical report costs.

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>



SHIELD



AFP

AUSTRALIAN FEDERAL POLICE

The 2020 federal budget committed \$65 million to the Australian Federal Police (AFP) over four years to implement a new police health model known as SHIELD. SHIELD will improve the way the AFP protects and supports its members' health and wellbeing with targeted prevention strategies and programs to address the stressors and threats associated with policing.

▶ The AFP's greatest asset is its people and there are clear benefits in maintaining a healthy and operationally ready workforce. But shift work, ambitious targets and high workloads coupled with the physical and emotional demands of policing can contribute to insomnia, musculoskeletal injuries, cardiovascular disease, obesity or cancer. Evidence also shows repeated exposure to traumatic events can, over time, increase a person's vulnerability to mental health issues.

ENTER SHIELD.

"SHIELD is about you. It is designed to give you the training and resources you need to better manage your health and wellbeing, enabling you to live and operate at your best. To achieve this, SHIELD is building a better health model to support all AFP appointees through all stages of their career and into retirement.

Chief Medical Officer, Dr Katrina Sanders says prioritising members' health and wellbeing will pay dividends.

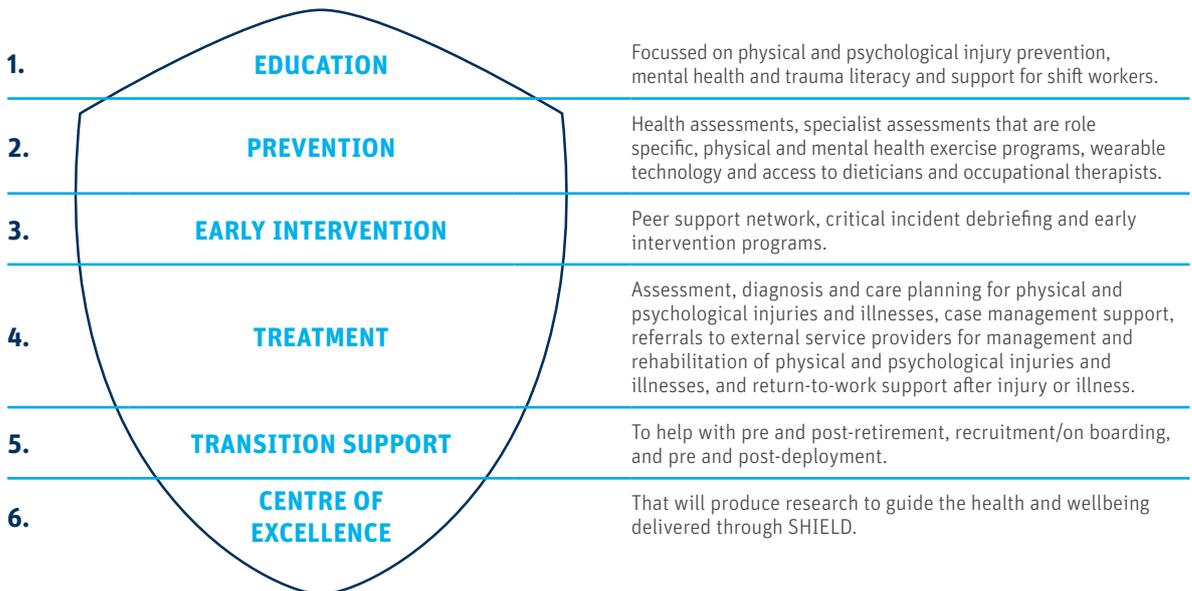
The SHIELD concept of in-house healthcare is informed by people's lived experience through a series of focus groups and the information gathered during the independent Ill and Injured study. The design also incorporates recommendations from Phoenix Australia and the Australian National Audit Office (ANAO) reviews.

"A healthy workforce means fewer people off work and less time away from work to recover when people do become injured or ill. Lowering the rate of absenteeism is one way to help reduce some of the pressures confronting our people."

"We're moving away from a centralised model. A SHIELD Health Hub will be established in each regional command – starting with Western Central Command later this year. As each Health Hub stands up, you will have access to a range of clinicians and other health professionals who understand the nature of your work.

The six elements of SHIELD

The SHIELD health care model is built on six core elements with a strong focus on education, prevention and early intervention





A SHIELD nurse conducts a health assessment with a member in Cairns

“SHIELD health professionals won’t be tied to a clinic, they will also be out amongst the workforce, building their knowledge of the AFP and relationships with our people. In practical terms, that means you will be able to arrange a consultation in-person, online or in your workplace. You will be able to see a doctor, dietician, exercise physiologist, nurse, occupational therapist or psychologist, for example, who is familiar with the specific tasks and risks associated with your role. You can also take up preventative programs like cardiovascular or mental health screening and participate in physical fitness or other group training programs.”

Maintaining privacy is a significant concern for many AFP appointees and a major consideration for the SHIELD project team.

“Protecting your privacy is a fundamental SHIELD principle. You are protected by the same privacy laws and principles of patient confidentiality that apply across the healthcare sector. We know some people are worried their supervisor will know if they use SHIELD services, but information can only be shared with your consent. That means supervisors, Commanders, external service providers and even family will only be informed if you agree,” Dr Sanders said.

The exception is where the information must be provided to fulfil obligations in relation to the Commissioner’s orders.

“For example, if a clinician assesses that you are not operationally ready, there is an obligation to inform Command that you are subject to a health exemption. If this is the case, you will be notified before the information is provided. Information may also be shared if there is a risk of serious injury or death to you or someone else. In that case, it would be clearly inappropriate or ineffective to seek your permission given the circumstances.”

While the full project will take four years to reach full maturity, some SHIELD services are already operating ahead of the first Health Hub. SHIELD services will continue to expand as the clinical workforce grows.

Psychologists are available in all regions to undertake early intervention; health and fitness trainers are conducting group classes and individual screening in Southern and Northern Commands; and SHIELD is embedded at the AFP’s Recruit College. SHIELD nurses are also conducting health checks for members in all Regional Commands and ACT Policing – with potentially life-saving results.

“Over the past three months, SHIELD nurses conducting routine health checks have identified three of our colleagues who were at significant risk of heart attack. All three people underwent urgent surgery and it’s fair to say their check in with the SHIELD nurses probably saved their lives,” Dr Sanders said.

Longer term, some SHIELD services will also be available to families and retired AFP members.

These will focus on transition to retirement, education and prevention through things like nutrition and exercise programs as well as establishing ongoing connections for our retired members.

Like the name suggests, SHIELD is about protecting you, your health and wellbeing. It is about getting a step ahead – anticipating your needs and managing the risks you face. More importantly, it recognises the effects past, current and future policing has and will continue to have on our people and their families. ◀

The SHIELD Journey

START

Recruit College

- Physical assessment
- Psychological assessment
- Fitness assessment
- Mental health literacy
- Communication on the health and wellbeing services
- Ongoing education and engagement

Bob

15 years, Protective Service Officer

Experiences mild stress associated with work pressure. Attends for SHIELD health assessment and abnormalities detected.

Bob immediately attends the local emergency department where a heart blockage is detected. Emergency surgery prevents Bob from having a heart attack. Bob then engages in a SHIELD physical and psychological treatment program. He does not submit a workers compensation claim.

Preventative health

- Embedded into day-to-day operations
- Periodic physical and mental preventative health assessments based on risk and role
- Specialist preventative services for high-risk cohorts

Bob

Tailored health services

- Tailored health and wellbeing care plans for issues identified in preventative health screening and assessment

Carol

Tailored health and wellbeing services appropriate to the job role

- Tailored health and wellbeing services provided based on risk assessments (i.e. trauma specific mental health literacy education and training, shift worker support, etc.)

Overseas deployment

- Pre- and post deployment physical and psychological assessments
- Tailored health and wellbeing services provided based on risk assessments
- Ongoing support for individuals and their families during deployment

Psychological injury

- Treatment and/or referral to external service provider to provide specialist service
- MDT case management

Tony

Physical injury

- Treatment and/or referral to external service provider to provide specialist service
- MDT case management

Supervisors and Command

- Responsibility and accountability for the health and wellbeing of Members
- Joint case management support where appropriate to support recovery

Return to work

- Regular contact with SHIELD and regional command MDT case management

Health and welfare

Carol

two years, General Duties in ACTP

Experiencing lower back pain due to accountment carriage. Carol attends her private physiotherapist who recommends changing jobs to avoid carrying heavy loads. Carol then attends SHIELD for an assessment with the exercise physiologist. She commences a 12 week exercise program that is tailored to her work in general duties. The SHIELD nurse notes a high blood sugar level and refers her to the SHIELD dietician for advice on nutrition requirements for shift work. The holistic care from SHIELD means Carol remains at work (fully operational) during her treatment, recovers from lower back pain and sustains long term weight loss.

Tony

8 years, Forensic Officer

Attends a job where a young child had lost his life. For some reason, this particular job hits Tony hard. Over the next few months Tony's wellbeing deteriorates and he stops exercising and starts self-medicating. Tony's supervisor notices the change in his behaviour and recommends a confidential chat with a Welfare Officer who recommends Tony speak to a SHIELD psychologist. The SHIELD psychologist understands the work forensic officers perform and helps Tony process the way he's feeling. Tony consults a SHIELD nurse as well as a health and fitness trainer and attends a dietician appointment with his partner. Together, the SHIELD team develops a plan for Tony which includes regular discussions with a SHIELD psychologist and Welfare Officer, a tailored exercise program, meditation and an improved diet plan. Tony's proactive approach meant he was able to address the issues early and didn't have to change his role.

SHIELD Services

Pre-SHIELD

- Centralised model
- No clinical outreach services
- Health & fitness services concentrated in Canberra region
- Reliance on EAP
- Focus on rehabilitation rather than prevention

Current State

- SHIELD nurses conduct health assessments in all regions
- SHIELD embedded at recruit college
- SHIELD Champions network established to provide feedback and shape implementation
- Psychologists in all regions conducting testing, interviews and early intervention
- Health & fitness trainers now in SC and NC conducting group classes and individual screening
- Limited telehealth facilities support regional and remote locations with planned expansion
- Benefits realisation (for the workforce), monitoring & evaluation (for reporting)

Future State

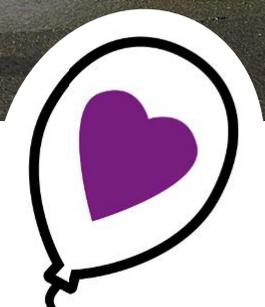
- AFP members can access SHIELD for prevention programs including:
 - Cardiovascular screening
 - Mental health screening
 - Physical fitness programs
 - Group classes e.g. mindfulness
- AFP members can access treatment for work-related injury including:
 - Physiotherapist or exercise physiologist for musculoskeletal conditions
 - Psychological treatment with trusted psychologist who understands AFP operations
 - Holistic care coordination
- SHIELD services are deployable to support remote sites and regions
- Centre of Excellence produces research and insights on first responder health and wellbeing that can guide the services offered through the regional hubs
- Better collaboration with external services and clinical professionals (such as specialists)

The AFP has made significant improvements since the Phoenix Australia and the Australian National Audit Office (ANAO) examined our approach to mental health. The AFP has increased the number of mental health practitioners and introduced specialist mental health and resilience training.

SHIELD will continue to build on this work, providing the training and resources AFP members need to better managing their own health and wellbeing with a strong focus on education and prevention. Elements of SHIELD will also be extended to include AFP families and former AFP members.



Stacey completing yet another marathon



Bravehearts
Educate Empower Protect
Our Kids

Braveheart's 777 Charity Ride

AFPA member Stacey Ward has pledged to run seven half-marathons, in seven states, in seven consecutive days as part of her fundraising efforts for Bravehearts 777 Marathon. Bravehearts is Australia's only full-time charity dedicated to preventing child sexual abuse and exploitation.

▶ Held between 28 June – 4 July 2021, a maximum of 50 runners will each tackle 7 Marathons, over 7 states, in 7 days. In addition to this already incredible feat, each runner will commit to raising a minimum of \$10,000 for the prevention of child sexual assault and exploitation.

Stacey has only been running since 2015; when she started she struggled to run even one kilometre. Since then, she's completed many 5k and 10k runs as well as half and full marathons. Her biggest has been an ultra-marathon of 50 kilometres.

Her career in an area of the AFP dealing with child sexual assault and exploitation has been a huge driver of her support

for Bravehearts; she believes that charities like them are a vital piece of the puzzle when it comes to child sexual abuse. Working in this field, she believes that it takes many areas to combat this despicable crime against society's most innocent – including law enforcement, the judicial system, schools, community and lastly our support providers and educational groups. Everyone needs to play a part in protecting children.

Stacey's goal of \$10,000 is a lot, but she has already been very very active in drumming up support by approaching both corporate and private sponsors, as well as contacting local media. We would very much encourage all AFPA members to consider sponsoring Stacey in this mammoth undertaking. ◀

An **average day** in the life of a 777 runner:

- ▶ **5:30am** Wake up
- ▶ **6:30am** Transfer to marathon course
- ▶ **7:00am** Marathon start (6h 30m allowed daily for marathon completion)
- ▶ **1:30pm** Return to hotel, shower and check out
- ▶ **2:30pm** Transfer to airport
- ▶ 4:30pm Flight to next state
- ▶ **6:30pm** Transfer to new hotel – check in
- ▶ **7:30pm** Dinner with the team
- ▶ **9:00pm** Arrive back at hotel. Complete nightly routine of foam rolling hot/ice baths & prep for tomorrow
- ▶ **10:30pm** Bed

About **Bravehearts**

Bravehearts was founded in 1997 by Hetty Johnston AM following her young daughter's disclosure of sexual assault. Finding there was no organisation to turn to for help, Hetty established Bravehearts to provide advice and support to those affected by child sexual assault.

Bravehearts is now Australia's leading child protection organisation, working holistically to prevent the crime of child sexual assault and exploitation in Australia.

Bravehearts' services include counselling and support services, preventive education, child protection training, research, advocacy and lobbying for legislative reform.

You can find out more at www.bravehearts.org.au



Stacey runs over a variety of terrains and distances

Stats and figures

- **1 in 5 Australian children** will experience child sexual assault or exploitation before the age of 18.
- **1 in 3 girls and 1 in 7 boys in Australia** have experienced some form of child sexual assault.
- **Confirmed links between trauma related to childhood sexual assault and mental health issues in adults** have been published in many studies and reports throughout the years.
- **Negative mental health effects that have been consistently associated in the research with child sexual abuse** include post-traumatic symptoms; depression; substance abuse; helplessness, negative attributions, aggressive behaviours and conduct problems; eating disorders; and anxiety. More recently child sexual abuse has also been **linked to psychotic disorders** including schizophrenia and delusional disorder as well as personality disorders.
- **This crime is preventable.** By educating adults and empowering children, we can ensure that Australia becomes the safest place in the world to raise a child.
- **Every child in Australia deserves to grow up safe and with every opportunity of a happy, positive and successful future.**

How you can **support Stacey**

Donate here: fundraise.bravehearts.org.au/fundraisers/staceyward/777-marathon-2021-national

If you are in the area, **Stacey is hosting a Barbecue at Bunnings North Lakes, Queensland on 1 May**

Keep up to date with Stacey's campaign on:

Facebook: www.facebook.com/Running-for-Bravehearts-2021-100259818061640/

Instagram: [@honorable2012](https://www.instagram.com/honorable2012)

Mental Health First Aider Accreditation

MENTALITY PLUS

with Craig Semple



The majority of the AFPA's legal team have already undergone mental health training with Mentality Plus, but in late January our new Industrial Officers and other staff attended a two-day course facilitated by Craig Semple.

Craig Semple had a long and at times difficult career as a police officer



▶ Craig Semple was a career Detective within the NSW Police Force for 25 years until his retirement, at the rank of Detective Sergeant, in 2013.

Much of Craig's career was invested in 'high risk' environments including drug investigation, homicides and the investigation of outlaw motorcycle gangs.

In 2017 Craig established 'Mentality Plus' Pty Limited through which he delivers mental health, wellbeing and resilience training to workplaces across Australia.

Over 20,000 people have benefited from Craig's positive presentations.

It was in these environments that Craig developed lifelong skills in leadership, effective communication, emotional intelligence, conflict resolution and risk management.

Craig is a fully accredited 'Master Instructor' for the delivery of Mental Health First Aid courses and he continues to be regularly engaged as a speaker for the Black Dog Institute.

All of the AFPA staff who participated benefited immeasurably. At times confronting, all of the course content was extremely relevant, engaging and useful. The course modules employed role-plays, breakout sessions, lectures and open discussion. We've included the curriculum below.

Craig's retirement from the police force was as a result of a long personal battle with psychological injury. From that 'lived experience' he has developed a rare personal insight into the causes, symptoms, treatment and the impact of mental illness and stress in the workplace.

We've also had a first-hand recommendation from a AFPA Delegate about a great book of anxiety-busting techniques. **The 10 Best-ever Anxiety Management Techniques** by Margaret Wehrenberg is an excellent collection of practical strategies for managing anxiety at work. The member who told us about this book has been able to suggest this book to colleagues, as well as use it themselves.

In 2015 Craig joined the Black Dog Institute as an Educational Presenter. Since then, he has travelled extensively, sharing his experience and delivering vital education on mental health, wellbeing and resilience.

Margaret Wehrenberg's website also has a range of free audio tracks to assist with anxiety management – you'll find the links below. ◀

Craig delivers training and information to a varied range of people. Here, he engages with students on mental health awareness



One of the most challenging aspects of the day-to-day work of all AFPA staff is to provide support to our members during times of personal crisis, and we know that law enforcement can impact our mental health.

In a small organisation like the AFPA, it doesn't matter if you are the full-time President, an industrial officer, administration support, communications or a senior manager – at some stage you will “take that call”.

For that reason, we have always felt it critical that our staff have the appropriate skills to provide members with appropriate support when they are suffering.

This training with Craig Semple has been of the highest quality and all staff have benefited from the insights gained during the training.

AFP Commissioner Reece Kershaw is very supportive of this initiative by the AFPA and has been supportive of our delegates also participating in this training whenever possible.

Vince Kelly, AFPA General Manager



Standard Mental Health First Aid (MHFA) 2 Day Course

Mental health first aid is the help provided to a person who is developing a mental health problem, experiencing a worsening of a mental health problem or in a mental health crisis. The first aid is given until the appropriate professional help is received or the crisis resolves. Participants learn skills and gain confidence to assist friends, family and co-workers experiencing mental health problems.

The Standard Mental Health First Aid (MHFA) course is based on the international MHFA Guidelines. These guidelines were developed using consensus of mental health consumers, carers and professionals from English-speaking developed countries. SMHFA course teaches individuals how to provide initial support to adults who are developing any of the following mental health problems, experiencing a worsening of an existing mental health problem or mental health crises:

Developing mental health problems

- Depression
- Anxiety problems
- Psychosis
- Substance use problems.

Mental health crises

- Suicidal thoughts and behaviours
- Non-suicidal self-injury
- Panic attacks
- Traumatic events
- Severe psychotic states
- Severe effects from alcohol or other drug use
- Aggressive behaviours.

Course Format: This is a 12-hour (2 Day) course. Course participants receive a copy of the SMHFA Manual to keep and are eligible to become an accredited Mental Health First Aider.

Useful links

soundcloud.com/user-739013830/craigs-story-part-1
soundcloud.com/user-739013830/craigs-story-part-2
www.margaretwehrenberg.com/category/audiotracks/

Listen to your body

Gerry O'Connor's battle against prostate cancer

After a long career with New South Wales Police Force, Senior Sergeant Gerry O'Connor found himself feeling drained after a normal day's work.

▶ About four years ago, I started gradually getting more and more tired at the end of a normal day. I always found Thursdays to be my "fatigue day", because although you're not doing anything, you're still concentrating when you're on the road. When you're doing 230 odd kilometres a day... it's an easy drive, but it's a long drive. So that drive, combined with a ten-hour workday, adds up. I just thought it was the long days coupled with getting older.

But a little voice in the back of my head was saying "I shouldn't be getting this tired...."

In 2016 I was diagnosed with prostate cancer. There are stages you go through when you first receive the diagnosis. I can equate it with being hit by Mike Tyson.

A massive whack, and you are stunned for a moment of time. And then it's time to try and get up, and soak in the information of what's just happened. Then try to come up with a strategy to cope, how you're going to deal with it.

Shock, acceptance, fight-or-flight, and then pathways or strategies to get rid of it. I think anyone going through a major health issue would follow a similar journey.

My mortality and family were the forefront of my thoughts constantly. For me personally, I was lucky – prostate cancer is a pretty deadly cancer, but it's often survivable if caught early. I think it's only just behind breast cancer in terms of mortality.

But you can beat it, as I've shown. The biggest thing is that early diagnosis, and then doing something about it pretty quick.

My urologist said to me that he performed a total prostatectomy (removal of the prostate) on a 38-year-old just prior to mine – it's becoming a younger man's disease.

But before I even got to that stage, I had to confront some of the stereotypes of diagnosis.

The PSA (prostate specific antigen) pre-check is a fairly straightforward screen conducted during a normal blood test and is a crucial check for men to have. If it's normal, generally speaking you can rest assured and get tested again next year. It's

only when you receive an elevated PSA test result that you would need to have a more invasive test.

This is where you get a lot of blokes saying "Aah I'm not doing that!". But the alternative to a digital examination is a lot worse.

When I first started to notice something was wrong, I would come and collapse in bed at 5pm and not surface until next morning. That was the main symptom I had; I knew my body and it was clear something was up.

I went to the doctor, and he suggested a quick prostate examination then and there. I paused and looked at him. A tall and powerful man, his hands were large, thick and fearsome looking. Big knuckles.

The long arm of the law had met the long fingers of medicine.

I made my excuses and left the surgery. Back into my routine, the fatigue was getting worse and worse. A few weeks later, I relented and made an appointment with a different doctor.

This chap was small and lean, with delicate looking hands. So the anxiety levels were somewhat lessened.

After the test, I had a biopsy done to assess the cancer. This is an important stage of diagnosis, determining what kind of treatment is used. This can range from periodic assessment over some years to total removal of the prostate (a prostatectomy).

Prostate cancer can be a "slow-burner". Most sufferers will die with it, rather than of it.

In terms of my mental health, I was very insular, I wanted to deal with it myself. I didn't want to really spread it too far out of my direct family. I knew I could beat it. It was only those early stages where I thought "gee I might be in a bit of trouble here."

There wouldn't be a person around who hasn't been directly or indirectly affected by cancer. But everyone is different, and this was my own personal journey.



Prostate Cancer Facts

Prostate cancer develops when **abnormal cells in the prostate gland in an uncontrolled way**, forming a malignant tumour.

Prostate cancer is the **second most common cancer diagnosed in men in Australia** and the third most common cause of cancer death. One in 6 men will be diagnosed with prostate cancer by the age of 85. It is more common in older men, with over 63% of cases diagnosed in men over 65 years of age.

In 2016, **19,305 new cases of prostate cancer** were diagnosed in Australia.

Early (localised) prostate cancer refers to cancer cells that have grown but do not appear to have spread beyond the prostate.

There are two stages of advanced prostate cancer:

- locally advanced prostate cancer where the cancer has spread outside the prostate to nearby parts of the body or glands close to the prostate
- metastatic prostate cancer where the cancer has spread to distant parts of the body.

In 2018, there were **3264 deaths** caused by prostate cancer.

The five-year survival rate for prostate cancer is 95%.

It can be hard to involve outsiders, but my work was very supportive during my surgery and recovery. Time off was all good, but my boss kept on ringing and saying "Gerry, when are you coming back?!"

I did my own research on the operation and surgical procedures; cancers, mortality rates, all that stuff – because I needed the information.

To me knowledge was power, and I needed it to move forward with my treatment. But that's not to discount the support services as they are crucial.

I recovered reasonably quickly. The surgical procedure they used for me is called "Da Vinci", and it's relatively new. A lot less scarring, utilising tiny robots via remote control. Very very accurate, safer and less traumatic. Use of the robots enabled 30x more magnification than open surgery.

The important thing about this is that they are saving some important nerves. Some VERY important nerves (if you're a young bloke!)

So with that treatment you can go on to have a normal life. Obviously your plumbing's been changed, and there are potential implications around fathering children and erectile function. In my case, I slung the surgeon an extra \$150 and said "take your time and be careful".

My particular surgeon had received a trophy from Da Vinci for performing 1000 surgeries using their technology, so I was

Gerry is a keen motorcyclist. You can learn more about Gerry in our Staff Profile on p. 34 in this issue

happy to be 1001. The surgery took about four hours, and my doctor generally did several procedures a day.

The other significant benefit to the Da Vinci procedure is that recovery is much quicker. I was feeling pretty good in a week's time. I had about two weeks off work, and I was more than ready to go back when I did.

For the surgery I chose to go private. The benefit of private was that I was able to choose when and who performed my surgery. That gave me a lot of confidence and positive mental health, as opposed to just going down to the hospital and being operated on by whoever was there on the day. Not to say they wouldn't do a fantastic job, but my peace of mind was invaluable to me and my family. The initial GP consultations and tests were handled in the public system – so, free and very efficient.

After I recovered, I worked for another two years at the NSW academy as an instructor and then chose to retire in September 2018. Retirement was nothing to do with the surgery – I was able to go back and do exactly what I was doing before treatment (and more importantly, return to where I had been before I started getting fatigued).

I was able to requalify for and maintain operational status when I returned, up until retirement – post-9/11 all instructors maintained this status and I had no problem returning to this level. Firearms drills and physical fitness were both achievable and enjoyable.

If I could say one thing to other men, it would be: ◀

“Listen to what your body is saying and then do something about it. Because if you don't, the alternatives are far worse”.

Prostate cancer symptoms

Early prostate cancer usually does not cause symptoms.

Advanced prostate cancer symptoms can include:

- frequent urination
- pain while urinating
- blood in the urine or semen
- a weak stream
- pain in the back or pelvis
- weak legs or feet.

More widespread disease often spreads to the bones and causes pain or unexplained weight loss and fatigue.

Causes of prostate cancer

Some factors that can increase your risk of prostate cancer include:

- age, increasing rapidly after 50 years of age
- family history of prostate, breast or ovarian cancer, especially BRCA1 and BRCA2 gene mutations
- a father or brother diagnosed with prostate cancer before the age of 60.

There is an association with high testosterone levels.

Cancer Council 13 11 20

A free confidential telephone support service in each state and territory

Cancer Council 13 11 20 is a free, confidential telephone information and support service run by Cancer Councils in each state and territory.

Anyone can call Cancer Council 13 11 20 – cancer patients, people living with cancer, their families, carers and friends, teachers, students and healthcare professionals.

Specially trained staff are available to answer your questions about cancer and offer emotional or practical support.

Cancer Council information and support:

- call 13 11 20
- local call cost from anywhere in Australia (mobile calls charged at mobile rates)
- is open between 9am and 5pm, Monday to Friday
- some states have extended hours
- some states have health professionals on staff
- some states have multilingual services.

Cancer Council also provides online support through the Cancer Council Online Community (www.onlinecommunity.cancercouncil.com.au), where you can ask questions and participate in groups, forums and blogs.

Useful links

<https://www.cancer.org.au/assets/pdf/understanding-prostate-cancer-booklet>
<https://menshealthdownunder.com.au/>
www.lifeline.org.au (or call 13 11 14)

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.



Breaking into the property market

It has never been a better time to buy a home. With record low interest rates, competitive house prices and government housing incentives, such as building and first-home buyer grants, you may be able to obtain finance that you were not previously eligible for.

Banks are also tightening their focus on their responsible lending practices following the Banking Royal Commission to ensure that you can afford the repayments comfortably. This provides you with a great opportunity to start getting into good money management practices (if you are not already doing so) in the lead up to applying for a loan.

If you are purchasing a home, it is important to look at both the interest rate and associated fees, to ensure your home loan is competitively priced. As home loans generally range between 25–30 years, even a small saving in the short term can add up dramatically in the long term.

You will find that lower interest rates currently being offered by some banks are being combined with high fees which offset any savings that you are looking for in a lower rate.

When you do approach lenders, it is important that you present yourself in the best possible way. You can achieve this by paying off as much debt as possible and reducing the number of credit cards that you have. By minimising your debt, your purchasing power increases providing you with the ability to borrow more funds. This is because lenders get a better sense of your money management capabilities which benefit both you and the lender over the loan term.

If you would like to get a better understanding of your borrowing options, speak to one of our friendly home loan experts at your nearest branch, or over the phone on 131 728 or you can visit our website at www.policebank.com.au for more information.

A Financial Services Guide (FSG) including terms and conditions is available at all Branches, on our website and upon request. Any advice given has not taken into account your personal needs and financial circumstances and you should consider whether it is appropriate for you. Please read and consider the FSG in deciding whether to use a particular product.

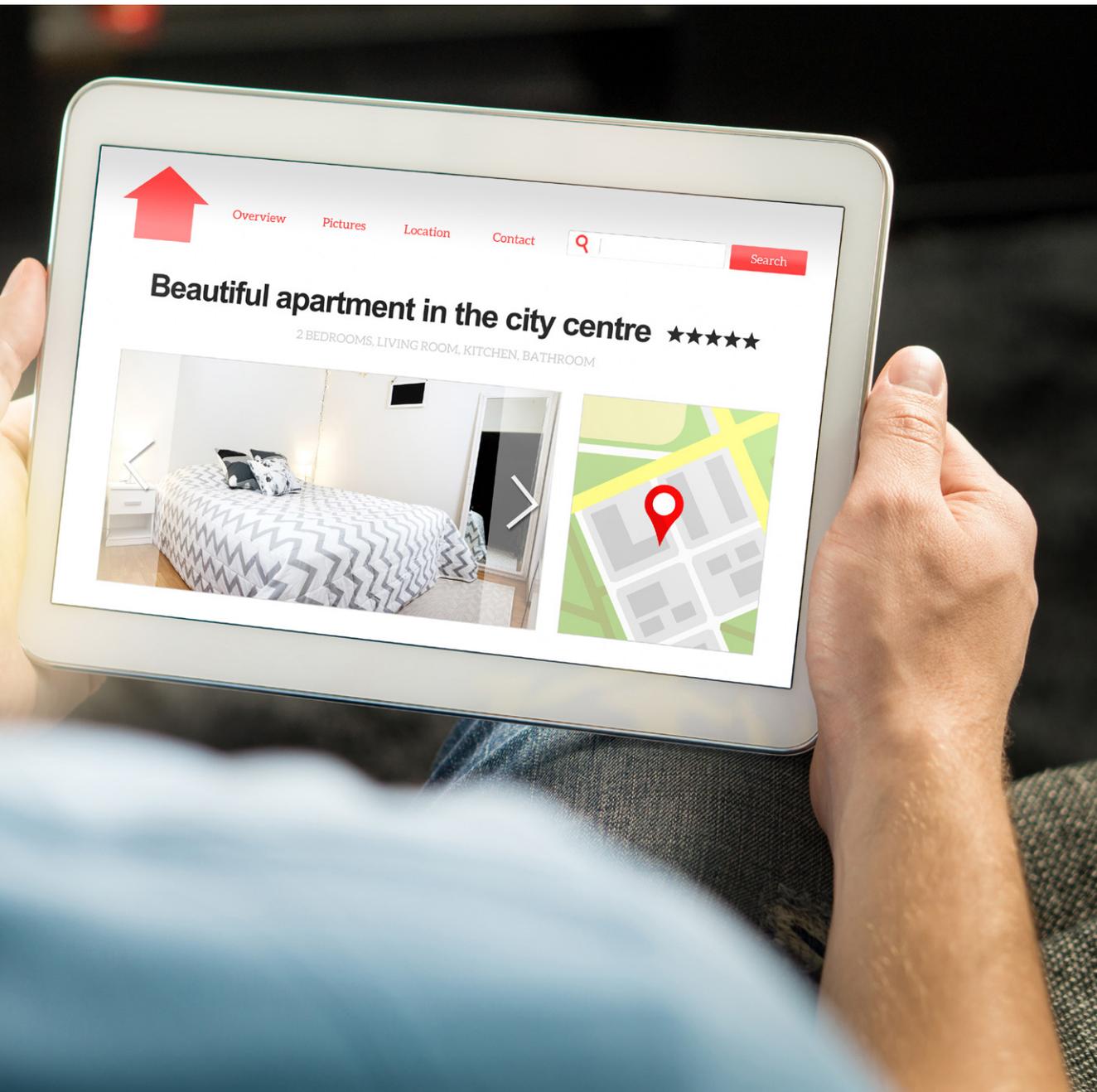
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ABN 95 087 650 799. 25 Pelican Street, Surry Hills NSW 2010.



You will find that lower interest by some banks are being combined with any savings that you are looking for.

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.



rates currently being offered
 ned with high fees which offset
 g for in a lower rate.



STAFF PROFILE



Gerry O'Connor:

The country cop, academy instructor and AFPA Member Support Officer

▶ When I left school, I sort of already had an inkling to join the cops. One of my uncles was in the (then COMPOL) Federal Police. But I wasn't sure. A lot of people know what they want when they leave school. I'd already started an electrical labouring job after finishing, and was looking at becoming an electrician.

▶ Doing that electrical labouring for about 18 months was pretty hard yakka. And I wondered whether I could do it for the rest of my life! I made some inquiries about joining the NSW cops around the middle of 1987. Put the application in and got a start at the academy in January of 1988.

The training was a 13-week course. The idea was to "bash 'em down, build 'em up" – hardcore training to see what your mettle was. Not to the extent of maybe ten years prior to that, where it was actual bastardisation, but there was still a little bit of that element to it. The training was intense – driving, use of force, the theoretical side of police powers... and typing. I'd already done a typing course through TAFE before I went in there, which was a good move!

There wasn't really one aspect of training that was my favourite. I didn't really enjoy the theory part, because you really had to study hard. When you did your exams, if you missed a single crucial word, you basically failed that part. So it was a fair whack of study to be honest.

Then we had driver training, at the driver training course which is still out there. We also had to do night and day runs. I remember my day run was to Canberra. We all took off in cars with an instructor sitting next to us. Took us to Canberra – and I'll never forget, we were coming towards Northbourne Avenue. For some reason – I wasn't familiar with Canberra – I went to turn down a

one-way section of the road before I realised. But I did everything else perfectly, and when I got back to the Academy the assessor said "you drove really well, except you made one error. You went to turn the wrong way down that road."

And I failed! So when it came time for our station placements, I wasn't allowed to drive until I passed the next available driving course. About a month's wait. I went back and did an intensive two-week driving course and passed with flying colours.

It was then time to settle in at my first station. Me and another student were the first probationaries to go to Yass. Ever. I ended up spending four and a half years there.

Country policing is a good place to start your career.

Apart from the carnage on the highway at Yass, there was a real black spot just outside town. The bypass wasn't built until 1990 or 91, and back then all the trucks used to come through Yass.

I was living in the main street at the time and the trucks were just constant, along with the other traffic. There was only one set of traffic lights in Yass, so at Easter the line-up for traffic used to be

10ks north and 10ks south. We had to turn off the traffic lights and direct traffic ourselves.

We were there for hours. Otherwise, one car trying to do a rat-run from a side-street would end up blocking 10ks of highway traffic.

Back in the 80s, traffic management was entirely looked after by the police. It was good the old way, because quite often you were dealing with cranky people and having the uniform on lent some authority.

Yass was a fairly straightforward road. When I moved to Sydney in 1992, I'll never forget my first big prang. Between Hornsby and Eastwood, where I was working at Epping. A multi-lane intersection. It wasn't a T or cross intersection, which are both reasonably easy to stop. This one had multiple entries, near a railway line. Trying to get that situation under control and safe was a nightmare.

But moving from the country after 4.5 years was a big step. I didn't really want to move, but at the time NSW Police were going through an experience drain in the city.

All of the really experienced cops were either on the North Coast or up in Newcastle. It was a very junior base in Sydney. Forced transfers were a big thing back then.

Ted Pickering was the Police Minister at the time, and he did a tour of all the police stations. He walked into Yass station and summoned all the troops and said "Three of you will be leaving to be transferred to Sydney". And the older cops at the time put their backs up and said "You can't do that – we've got families here!". Pickering said "Well I don't care because I'll be promoting these other young police and this is just what's going to happen!".

I was only young in the job at the time, so I put my hand up. Within a day, I was officially transferred. They wanted to put me in Five Dock, but I said I wanted to live on the Central Coast and work out of Hornsby. They were just happy that I volunteered, so they were OK with Hornsby. It's the first station on the Central Coast train line.

There were no actual positions at Hornsby right away, so I started at nearby Eastwood. Ended up staying there and had the best time, probably better than I would have had at Hornsby. I spent about four years in total there.

In 1996 I transferred from Eastwood up to Terrigal, working in Beats.

By chance I got the opportunity to work down in the Thredbo snowfields in 1997, at the time of the landslide.

After that, NSW Police went through a really big transition from a Patrol model to the Local Area Command (LAC) model, post the Wood Royal Commission. We had the British Commissioner Peter Ryan start as well.

After four months in Thredbo, when I got back to the Central Coast, the change to LAC had taken place. I was no longer in

Terrigal station, I was in Brisbane Water Local Area Command – I could be sent to Gosford, Terrigal or to Woy Woy during the course of my shift.

It wasn't pleasant for a lot of people, we had a lot of cops up there for a long time, in their particular stations. The policing structure up there was centralised and compartmentalised. Members really knew what the crime was in that area. When they expanded it to LACs, you lost a lot of that local knowledge. All of a sudden, you didn't have the good intel on all the local crooks; sometimes you wouldn't even know their current address. Often, you might not normally live and work in the particular area of the LAC where you had to find a crook.

A lot of cops struggled, me included. But you adjust, and you adapt.

When something happens in a city LAC, you have resources pretty well straightaway. At break and enters in the city, we had dogs and PolAir in 10 to 15 minutes. In the bush or country, you just don't get that.

Back in Yass, the highway was carnage, every week. We had Highway Patrol – ten officers and a sergeant. They were the first responders.

If there was a head-on collision between two trucks, the HP were there first on scene, straightaway. The GDs would follow them, and hopefully the ambos and firies weren't too far away. The Yass firies had a slow old truck that only did about 10ks an hour, so it would take them a while to respond.

As well as traffic trauma, unfortunately in small country towns you get a lot of suicides. I went to a fair few of them – hangings, shootings. It's so much worse in the country because everyone knows each other.

I had a horrific suicide out at Gundaroo, it would have been 1991 or 1992. A fellow took his own life with a high-powered rifle. Put the rifle under his chin and blew his head off. He'd split up with his wife and it was around Christmas time. It was stinking hot.

He left a note, I'll never forget that.

He'd been there for a few days before being found, so it was confronting and assaulting to the senses.

Apart from that, what really sticks is the dealings with the local "hillbillies". Regular fights in the pubs, and wrestles around outside when trying to arrest someone. You could lock someone up for being drunk or whatever – and the next day you might be in the pub yourself having a beer, and they'd come up and get the next one in for you. That's just the way it was.

Sometimes they'd help you out of a difficult situation – the person you were wrestling around with outside the pub could now be helping you subdue someone else. No grudges.

In December 1999, I saw a job advertised at Goulburn Police Academy. Because I had already done a degree in Adult Education, the job jumped out at me. Plus it was Monday to Friday! It looked like

Senior Sergeant O'Connors badge board



a good deal after the never-ending police work up on the Coast. The Central Coast was way busier than Sydney – it was berserk due to family violence, drugs, and just the population explosion. We were absolutely flogged. You'd come into work – do shift changeover and ask "What have you got for us?" "Oh, we've got two outstanding domestic violence jobs up in

Springfield...". And that was just when we started the day! It was just constant, constant, constant.

A lot of people get into that grind, and the mental health issues start to come in. PTSD and physical issues result.

So the job at the academy was my out. I went down for an interview and got the job. Started a few months later – we moved to Canberra and have lived here ever since; work was only up the road.

I did a lot of different things at the academy, different roles. I was made sergeant in 2003, and then senior sergeant in 2006. That's where I stayed until I retired in 2018.

My first role at the academy was as Subject Coordinator for the Constable Development Program. That was the promotion course to progress to Senior Constable. It was mandatory to get promoted. They didn't want to do it, they didn't like doing it – but they had to.

So that was a hard dig, because it was distance education. We had a small team of educators – some cops, some teachers. Our biggest hurdle was getting people motivated, largely due to the distance issue.

I then went across to general recruiting and was the subject coordinator there for one of the Investigation subjects.

When I was promoted to Senior Sergeant, I became Session Coordinator, responsible for an entire intake of students.

Probably my favourite role was when I was in charge of "Simulated Policing – Acquiring Confidence" (SPAC), which was the roleplay scenario village. Very resource-intensive, we had to get assistance from the field. We needed operational police to come assist with up-to-date procedures and fresh skills, for the entire session. We got a few extra things for the village, including a Sydney council bus. Someone wanted to give us a Manly ferry. It probably could have fit in the dam.

The village built up to the point where, today, it's pretty bloody convincing. There's a railway line, banks, and a tavern. It was originally called "Rossville", after one of the first members in the region.

There was nothing back then on psychological training or resilience. Not at the academy. It was so jam-packed. The emphasis was on fitness, driving, use of force and unarmed combat. They were the main areas.

Being in the field in the bush was a baptism of fire. Especially when you went to your first MVA with multiple fatalities.

It was just the way young officers were "blooded" back in the day, and policing's understanding has come such a long way since then in terms of mental and holistic health.

The debrief, if there was one after a particularly bad shift, was down at the local over a few beers. Now, there are thankfully better ways of handling that process.

After retirement, I took a break for five months. I was always going to work, I didn't want to just stop, I was only 50 years old. The break of a few months was really good, and I got a lot of stuff done around the house.

And then I got the urge to get in amongst it again. I put in an application for COMCAR and got a start with that. At the same time I put in an application with Transport Canberra, for special needs transport. I was successful with that too and did their training. I ended up working both jobs at once.

I couldn't keep up, so I made the decision to give up the COMCAR job and stick with the special needs transport job. And I've continued with it, I'm still driving casually for them now.

I got a call out of the blue about working at the AFPA. I used to be on the Executive at the Police Association of NSW (PANSW). Vince Kelly and I had a mutual friend, and he mentioned to Vince that I might be available for some work. I'd actually met Vince a few times over the years at various police associations' events.

Coming from a long union background, I'm very sensitive to people's reasons for thinking about leaving the association. If we get notified that someone has chosen to leave, I make it a matter of course to touch base with a phone call. I'm not going to stop them, but it's important that I understand what their reasons are.

Some people believe that if they come to work and do an exceptional job, can't be faulted and act impeccably, that they won't get into trouble.

My analogy is that you insure your house, not for what will happen but what *could* happen.

You insure in the hope that nothing happens. It's a good thing if nothing ever happens. ◀

The Workplace Relations Policy

By David Smith

Before I entered federal politics, I worked in the labour movement for more than a decade with Professionals Australia, a union representing scientists and engineers, and prior to that time as an industrial relations manager with the Australian Federal Police Association (AFPA).



▶ I relished my time with the AFPA getting a much better understanding of the diverse and complex range of responsibilities from community policing in a fast-growing city to counter terrorism, forensics, cyber-crime, international deployments and protection services both here and abroad.

I led the AFPA negotiation team for the 2004–2007 agreement negotiations and became well acquainted with the challenges and intensity of the work of Australian Federal Police employees across those diverse responsibilities and the many differences between the work of AFP employees and the work of classic central public service agencies. And over the course of those negotiations.

I developed relationships with hard working AFPA members across all disciplines that I value highly.

It was also the period of WorkChoices, pushed by the then Howard government to weaken the pay and conditions of workers across Australia. In the AFP there were attempts to push senior members on

to Australian Workplace Agreements that lacked transparency as a part of a push to make them part of the management team. While collective negotiations were challenging we were still fortunate to have them with a management team that understood the importance of ensuring conditions and remuneration were tailored to the AFP operating environment.

One of the challenges that all public sector workers have had to deal with has been the operation of a “one size fits all” public sector bargaining framework

That approach makes it almost impossible for there to be genuine negotiations on remuneration and conditions that can deliver a benefit to both organisation and employees. Such frameworks have made it difficult to get reasonable pay increases that comprehend the real cost of living as well as having meaningful negotiations about the conditions that are appropriate to different operating environments.

The Australian Government “Public Sector Workplace Relations Policy 2020” is an example of a bargaining framework that is ill-suited to a 24/7 21st century law enforcement workforce.

As members would be aware this workplace relations policy ties remuneration outcomes to a floating index of private sector wages rather than provide the Australian Federal Police senior management to offer remuneration that is competitive with other state law enforcement agencies. It is such an unknown quantity that Government negotiators cannot even tell you what your salary is across an EA. It is a policy that

also makes it almost impossible to gain enhancements to terms and conditions. And in return for limited pay increases the framework expects cuts to conditions that undermine the value of those increases while making it difficult to have sensible discussions around conditions changes that could benefit employee and organisation alike.

AFP employees work within a complex and highly demanding field. It is critical that this is matched by appropriate and competitive remuneration and conditions fit for a leading national law enforcement agency that wants to attract and retain the brightest and best. Agreement negotiations need to provide the scope for those that know the organisation best, members, to have the influence and input to any substantial changes to ensure AFP employees are properly compensated for the work you do.

At present, the AFP maintains base rates lower than many state and territory forces, this is simply not good enough.

I have written to Minister Dutton seeking an exemption from the bargaining framework for the Australian Federal Police and its workforce.

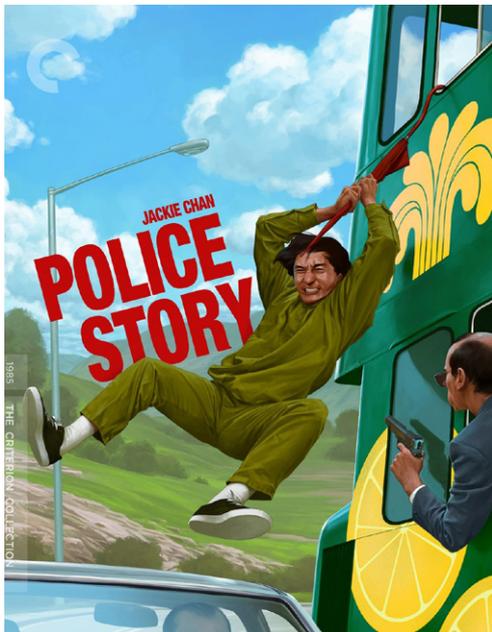
I welcomed the opportunity to meet with the Association and members to raise these important issues in Parliament and am mindful of the value of the importance of maintaining regular and close ties with those whose daily work places them at the front line of policing and security. I am committed to working cooperatively with the Association and its members to strengthen the AFP’s capability in dealing with the many significant challenges we face. ◀



Police Story

 starring **JACKIE CHAN**

If you've never had the pleasure of watching a Jackie Chan film, it might be surprising to realise just how long his career stretches back. One of his first roles was as a nameless punching bag for Bruce Lee in 1973's *Enter the Dragon*, and in the years since, he's pioneered a unique style of comedic and action-packed kung-fu films made and released in both Hong Kong and Hollywood.



► In *Police Story*, Chan plays Senior Inspector Ka Kui (Kevin Chan), tasked with capturing a local crime lord. After going on the run with a witness, Inspector Chan deals with a seemingly unending stream of thugs, gangsters, and double-crosses before he comes face to face with top bad guy Chu Tao, in an epic showdown at a shopping mall. It's well worth the wait for some excellent slow-mo takedowns, intense closeups and ever so slightly out of sync audio effects.

This is a typically fun Jackie Chan movie, with plenty of acrobatics and elaborate stunts. From a young age, Jackie was trained in classic Chinese opera and this has heavily influenced the action genre he has invented, with its mix of martial arts, tumbling, dance and pantomime. *Police Story* is perhaps the best example of Chan's early work, so much so that several subsequent Hollywood films reimagined some of its most iconic scenes (*Bad Boys II*, *Rapid Fire*, and *Tango and Cash*).

Make sure to watch the end credits; Chan was one of the first actor/producers to include a blooper reel after the main feature. Not for the faint-hearted, the outtakes explicitly show most of the injuries he suffered during filming. *Police Story's* stunts include being thrown over a railing and sliding down an electrified pole (he was almost killed performing this one). If you're in any way squeamish, maybe just stop once the film is over. ◀



About the Film:

Release date: 1985

Rating: M

Runtime: 106 minutes

Starring: Jackie Chan, Bill Tung, Maggie Cheung

Platform: SBS On Demand (free for download or streaming until 29 June 2021)

www.sbs.com.au/ondemand/video/1464151619561/police-story

SBS On Demand is free to download and use, and is available for most devices.

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Please feel free to forward any ideas for stories or articles to
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If you need to contact your delegate directly, please use the HUB to find their contact details.



AFPA | Campaigns



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OPERATION RECOGNITION

Our meetings with **Members of Parliament**



Our email campaign to have the AFP exempted from the Workplace Bargaining Policy is gaining traction. We're opening doors and being listened to.

To keep up to date with our meetings with Members of Parliament, scan the QR code or go to:

<http://bit.ly/OROutcomes>



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▶ AFP/AFPA MERCHANDISE



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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 (\$):	

SECTION 3: PAYMENT DETAILS

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Catalogue 2019

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Coaster Set | \$37.00



Cuff Links | \$25.00



Gloss Mug | \$20.00



Pen | \$20.00



Key Ring | \$12.00



Stubby Holder | \$9.00



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AFPA Merchandise items



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