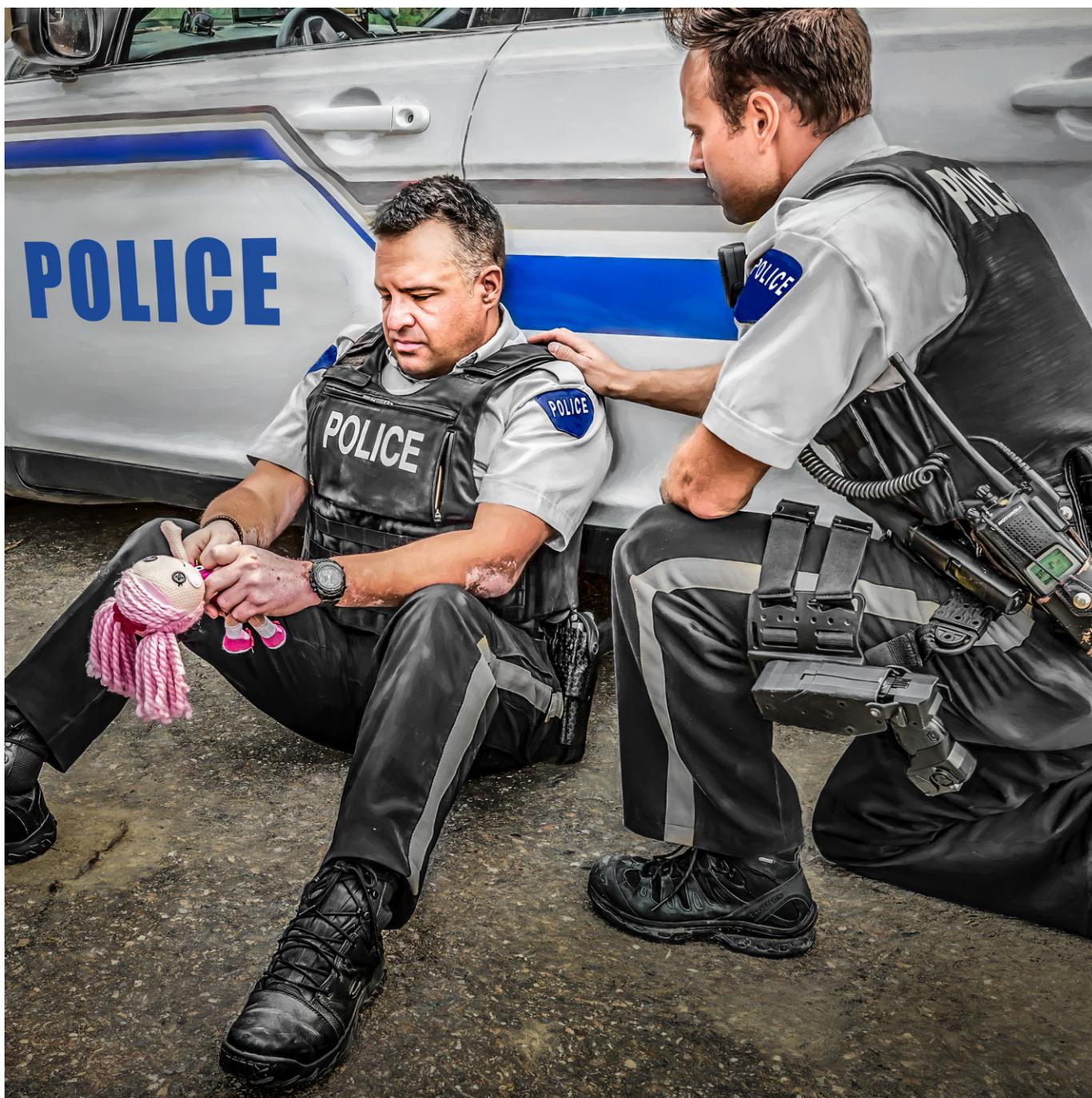




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Trauma

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The Australian Federal Police Association acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

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Magazine cover:

In this issue, we met with Daniel Sundahl to talk about sanctuary trauma, and art therapy as a tool to treat it.

Image credit: Daniel Sundahl

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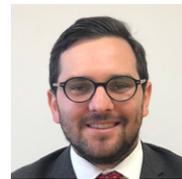


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National Executive
Member (Canberra)

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Business Services
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Brian McIver
Member and
Communications Officer



Gerry O'Connor
Member Support
Officer

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AFP Covid-19 Staff Vaccinations

The AFP vaccination process at a glance



Australian Federal
Police Association
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by Police Bank
and Police Health



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Sanctuary Trauma

Read about how a paramedic used digital art as a vehicle for trauma therapy



President
Alex Caruana

Regular Items

▶ Greetings to all members, and I extend my warmest wishes to everyone. This most recent winter in Canberra has been a cold one, but Spring is thankfully not too far away now.

It has been a typically busy quarter, with many important focuses for me.

PRESIDENT'S REPORT

Alex Caruana, President

ACT BAIL PROPOSAL

Most of you would be aware of the incident where a recidivist violent offender targeted three ACT Policing members during a traffic stop at the National Arboretum in Canberra.

The lunatic who “allegedly” tried to murder these three police officers was out on bail after already trying to allegedly murder other members on a previous date and then allegedly committing arson soon after.

We are pleased to hear that the three members involved are physically on the mend. We are continuing to provide them with appropriate welfare support and assistance.

I am proud of their professionalism and resolve, even when severely injured and dealing with such an extreme situation.

I engaged with ACT Attorney-General Shane Rattenbury, who made a commitment to have a look at and amend the current bail legislation where appropriate.

We then spoke with Jeremy Hanson MLA, who introduced a Bill to amend the current bail legislation to make it more difficult for those charged with crimes against first responders to obtain bail. We support the Canberra Liberals' stance as we feel these changes will go a long way to precluding something like this from happening again.

(OPERATION RECOGNITION) RESUMPTIVE LEGISLATION FOR PSYCHOLOGICAL INJURIES

As part of our campaign Operation Recognition, the AFPA is pushing for the introduction of presumptive legislation to more appropriately recognise psychological injuries suffered by AFP members. We have included some information alongside this report about presumptive legislation and the reasons why it would be beneficial for our members.

Hopefully, we will be celebrating the introduction of said legislation in the not too distant future.

PRESUMPTIVE LEGISLATION (mental health)

- **The AFPA has been lobbying for the introduction of presumptive legislation for over four years, to ensure that members are looked after and cared for fairly.**
- **Currently, the burden is on members to prove that a mental health injury resulted from their work.**
- **Presumptive legislation would by default acknowledge that any mental health incident was most likely a result of a member's work.**
- **Several states and territories have already introduced presumptive legislation.**
- **The AFPA wants federal-level legislation to protect all AFP members**

OPERATION RECOGNITION (Workplace Bargaining Policy)

In preparing for the next round of EA negotiations, I have been pressuring government for exemption from this draconian "policy" to ensure that a fair and meaningful negotiation can take place in the best interest of members. We have secured support from some members of the Labor party and some members of the Coalition. However, I am mindful that we are approaching the beginning of an election cycle; so many promises can be made.

We are seeking to capitalise on this and further our campaign to be exempted.

Our aims are still:

- To have the AFP removed from this public service cost-cutting policy and for members to be appropriately recognised for the work they do
- To secure tri-partisan support for a commitment to a dynamic and well-staffed federal police force
- To have a fair, quick and equitable negotiation process for the next EA.

Updates in this space will form a big part of our communications in the medium term, so please keep an eye on your emails and on the website / social channels.

BODY WORN CAMERA (BWC) LEGISLATION (ACT POLICING)

After much lobbying of both sides of government, a Bill has been passed to allow members to continue recording with BWCs while inside premises in the ACT. This provides protection to our members from vexatious claims and assists in lowering the cost and impost of PRS investigations. There is vast evidence that the use of BWCs helps the amicability of interactions between the police and the community. Often BWC footage is the best evidence.

The passing of the Bill has come after the AFPA was invited to submit a discussion paper outlining the benefits of a change to BWC laws, so we are pleased with this result and are confident that the outcomes of this legislative change will be overwhelmingly positive.

SAMSUNG PARTNERSHIP

We've recently secured an exciting new long-term deal with Samsung, where AFPA members can save up to 20% on electronics for purchases over \$500.

This offer is accessed through the Member Advantage portal; just log in, scroll to the bottom and select the "AFPA" category and click on the Samsung tile. You'll then see instructions and a link to the Samsung Partnerships store. Follow this link and register your personal email address. Once you've verified your email, that's it!

You'll then be able to browse and shop a huge range of TVs, tablets, phones and other electronics and make some great savings. We'll be in partnership with Samsung for the long term, and the offers and products will be updated regularly (keep an eye out for the foldable phones!).

ZONE ELECTIONS

After much delay from the Australian Electoral Commission (AEC), recent EDMs have gone out about the timing of the AFPA Zone Elections. The AEC has advised that the delays were due to COVID-19, and that they are working through the backlog as quickly as possible.

We have provided an indicative timetable to all members, with tentative dates for the AFPA Zone Election process to take place.

I urge everyone to consider nominating themselves as a Zone Convenor. This is your chance to be a part of the Association that has the mental and physical welfare of you and your colleagues as its primary focus.

AFPA elections are another important reason why your contact details need to be up to date. As well as ensuring that we are able to contact you in an emergency and that we have your current beneficiary(s) on file, they allow the AEC to post your voting forms to the correct address. You could otherwise miss out on your democratic right to vote.

If your contact details have recently changed, go to <https://www.afpa.org.au/member-update-april2021/> and let us know.

POLICE REMEMBRANCE DAY

National Police Remembrance Day is approaching again.

As with every year, the Association will pause on 29 September time to honour and remember our brave fallen comrades.

This year, due to COVID-19 restrictions and public health directives, the AFP will be laying wreaths on our behalf.

Lastly, the AFPA has been in discussions with the AFP to create a National Police Museum. The AFPA is working tirelessly with the AFP, PFA and other stakeholders to turn this into reality.

AUSPOL

AUSPOL is a police welfare foundation assisting current and former law enforcement officers and employees and their families and dependents. Assistance may also be provided to other persons in need outside the law enforcement area, including victims of crime.

AUSPOL is funded by donations from both the public and organisations. The biggest single supporter of AUSPOL has been the Australian Federal Police Association and members of the AFP who choose to make regular fortnightly tax-deductible donations.

AUSPOL helps any AFP members (not just financial AFPA members) who need assistance, or their families. AUSPOL doesn't only step in when members have passed away or been excluded from operational duties.

Some of the areas in which AUSPOL can help police families include:

- Financial counselling, wellness or assistance.
- Domestic assistance during tough times
- Meal preparation
- House cleaning
- Transport
- Giving kids a break

Over the last couple of financial years, we have helped more than 50 members and their families. Last year alone, we helped 21 people.

As a not-for-profit organisation, AUSPOL receives no government funding and relies on the generosity of members.

We encourage all members to consider one-off or regular donations to AUSPOL; below you will find QR codes for direct donations and the AUSPOL landing page.

OTHER BUSINESS

Census 2021

The recent 2021 Census introduced a new question about service with the Australian Defence Force. While we unequivocally support our national servicemen and women, and notably those of our members who serve(d) Australia both in the AFP and ADF (either concurrently or consecutively), we were extremely disappointed to confirm that this new Census question does not recognise police service.

The justification for the inclusion of this question this year was for the scoping and potential future provision of services to ADF veterans; in light of the current work the Association is doing with relation to push presumptive legislation and the creation of a police veterans' body, we were shocked with such a justification for ignoring police. We will be taking this further and engaging with the minister responsible for the Australian Bureau of Statistics, Michael Sukkar, in his role as the Assistant Minister to the Treasurer.

AFPA General Manager

With the departure of Vince Kelly came the need for a new General Manager, and I am pleased to announce that Mr Ujjwal Kumar has started in this role. Ujjwal comes to the AFPA after undertaking various roles across the not-for-profit sector as well as the public service. He is excited about his future with the Association.

IN THIS ISSUE

I spoke to Canadian paramedic Daniel Sundahl about sanctuary trauma in an article on page 28. Sanctuary trauma is all too real, yet it is hardly ever spoken about. This is an important article with

ramifications for all aspects of police work life. I urge every member to read it. The image on the front cover was digitally painted by Daniel. We include an opinion piece from ACT Shadow Police and Emergency Services Minister Jeremy Hanson MLA and I would encourage all members to read this particular article.

We have provided official AFP infographics on COVID-19 vaccines, and the BlueHub program for your reference. We also have an article from Dr Gill Cowan about the AFP SHIELD program (we featured a high-level breakdown of how SHIELD works in a previous issue) and how an individual member's application and treatment would progress under SHIELD.

The PFA National Bravery Award nominations have closed for this year, and we have included a profile on the two ACT Policing members nominated by the Association on page 20.

In unity,

Alex Caruana
President

1



www.givenow.com.au/supportourpolice

2



www.afpa.org.au/auspol/

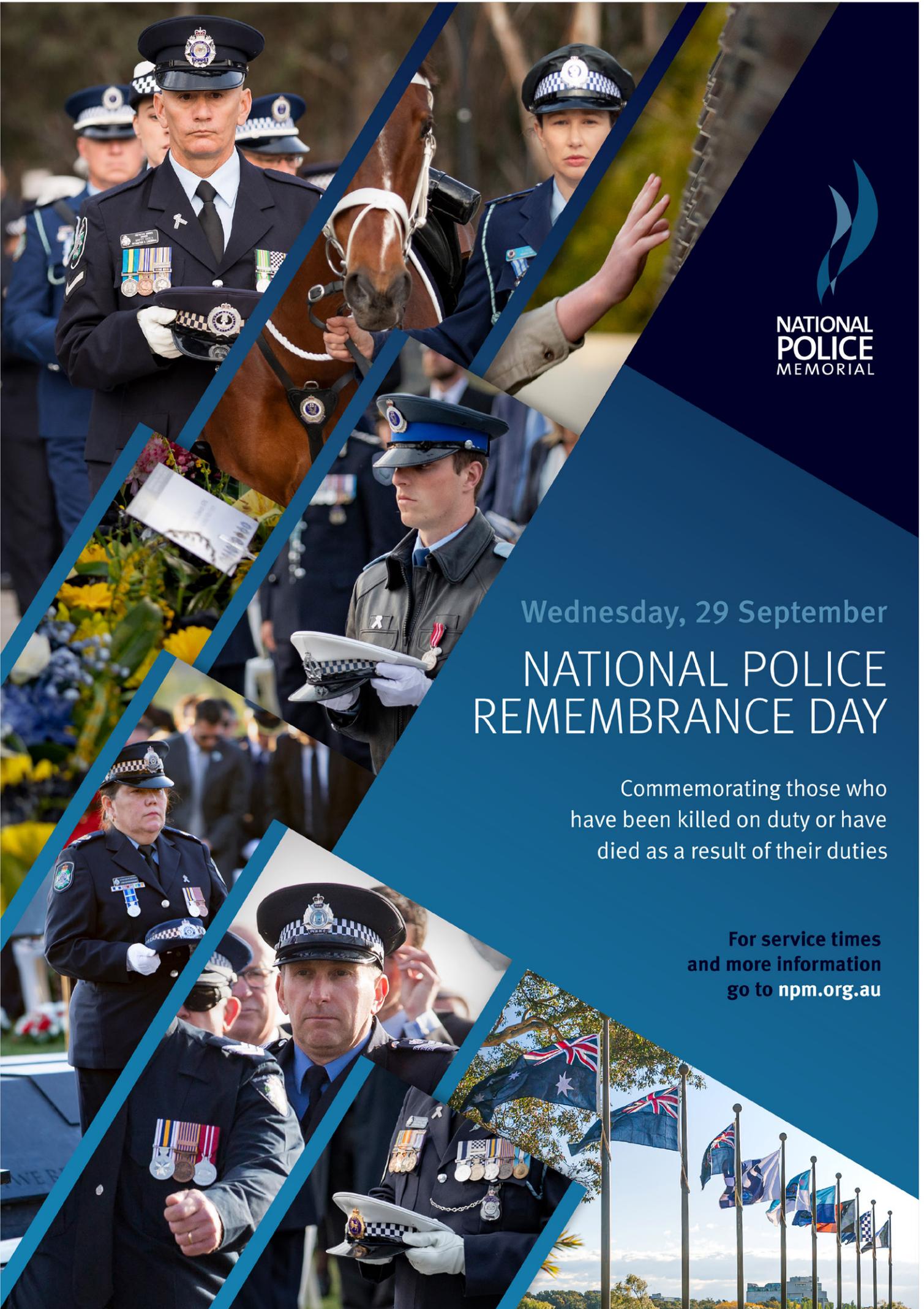


NATIONAL
POLICE
MEMORIAL

Wednesday, 29 September
**NATIONAL POLICE
REMEMBRANCE DAY**

Commemorating those who
have been killed on duty or have
died as a result of their duties

For service times
and more information
go to npm.org.au





LEGAL AND INDUSTRIAL

Matthew Peterson, Manager, Legal & Industrial

Manager,
Legal & Industrial
Matthew Peterson

Regular Items

▶ On 25 November 2021, a 2% pay increase will be passed on to members covered by the *Australian Federal Police Enterprise Agreement 2017–2020* ("the EA") and the *Australian Federal Police Executive Level Enterprise Agreement 2019 – 2021* ("the ELEA"). Those increases, as well as two further salary increases of 2%, are being passed on through *Determination 2 of 2020 – Determination of Australian Federal Police (Non-SES Employment) Increases to Salary and Specified Allowances* ("the Determination") made by Commissioner Kershaw on 16 December 2020 – with the EA and ELEA continuing to operate.

These salary increases are most welcome and are long overdue, especially with members' significant sacrifice and effort during the devastating and unprecedented bushfires of 2019/2020 and then the COVID-19 pandemic that has disrupted day-to-day life on a scale not seen in generations.

Despite these trying circumstances, our members have continued to undertake their critical work in keeping Australians safe here and abroad. This has most recently been apparent with the monumental success of **Operation Ironside**.

Many members would be unfamiliar with salary increases being provided in this manner; most of you would be more accustomed to the process of securing salary increases through enterprise bargaining negotiations. So, how did we get here? And where to next?

The previous EA lasted three years and provided three annual salary increases of 3%, 2%, and 1%, respectively. The EA came into operation on 24 May 2018. Therefore, the 'nominal expiry' (the date an enterprise agreement may be terminated or replaced by another agreement) was 24 May 2021.

The ELEA operated for two years, providing two annual increases of 2%. The ELEA came into operation on 11 April 2019 and nominally expired on 11 April 2021.

While the EA and ELEA have now both nominally expired, both agreements continue to operate under the *Fair Work Act* until new agreements replace them or the Fair Work Commission approves an application to terminate the agreements. Therefore, the EA

and ELEA continue to have the same force and effect whenever they are in operation, and the same terms and conditions of those agreements continue to apply to members.

During late 2019 and early 2020, the AFPA undertook significant work to prepare to bargain for new agreements to cover Band 1 – 8 and Executive members due to the impending nominal expiry date of both existing agreements. This preparation was especially important after the significant delays experienced during the bargaining for the previous EA.

The preparatory work included engaging in structured discussions with the AFP's Lead Negotiator, Deputy Commissioner Neil Gaughan. These discussions focused on the timing and structure of negotiations to expedite the overall bargaining process. These discussions also frankly discussed the difficulties of bargaining under the Federal Government's *Workplace Bargaining Policy*, which AFPA members would be aware severely hampers the ability for meaningful change and improvements to existing terms and conditions by:

- capping salary increases,
- requiring all salary increases to be funded by savings (i.e., cutting existing terms and conditions), and
- prohibiting enhancements to existing terms and conditions.

While these initial discussions were constructive, the COVID-19 pandemic saw a realignment of priorities, particularly from the AFP.

In April 2020, in response to the COVID-19 pandemic, the Federal Government implemented a 6-month salary pause for all public servants. This was realised through a provision afforded to the relevant Minister under the *Public Service Act*. While this power did not extend to force non-APS agencies such as the AFP to pause increases to salaries, the relevant Minister wrote to the AFP requesting that they adhere to the salary pause.

After significant lobbying by the AFPA, the AFP honoured salary increases to those covered by the ELEA on 11 April 2020 and those covered by the EA on 24 May 2020.

However, due to the difficult economic outcomes resulting from the COVID-19 pandemic (as well as the incredibly poor bargaining environment created by the draconian *Workplace Bargaining Policy*) in October 2020, the AFP advised the AFPA and members that they had written to the Australian Public Service Commissioner recommending the AFP enter a Determination in lieu of bargaining. Under section 27 of the *AFP Act*, the Commissioner can determine the remuneration and other terms and conditions of employment for AFP employees. A Determination made under that section can apply, adopt or incorporate, provisions of any enterprise agreement that might be in force that applies to AFP employees.

The use of this Determination power has occurred across a number of Federal Government Departments and Agencies. An equivalent provision to section 27 exists in the *Public Service Act*. It has become more common to utilise the Determination power over the past 24-36 months within the Public Service, mostly due to the restrictive bargaining environment caused by the *Workplace Bargaining Policy*.

Comparatively, enterprise agreements are developed and created through negotiations between employers and employees (and by extension, employees' representatives). The enterprise bargaining process is governed by the *Fair Work Act*, which outlines:

- the steps that must be taken by parties,
- the obligations on parties in how they are to bargain, and
- how enterprise agreements come into force.

The intent of a Determination is to not replace the EA or ELEA, but to extend the life of those agreements with salary increases over and above what was initially provided for.

In November 2020, a survey was taken of all non-SES employees of the AFP, asking whether they supported a Determination which included three 2% salary increases. The first of these salary increases was proposed to occur on 25 November 2021, the second to occur on 25 May 2022, and the last increase to occur on 25 May 2023. The delay in the first increase was due to a directive from the Federal Government that they would not approve any new agreement that passed on salary increases for the AFP **unless it included a salary pause of 6 months** from commencement, irrespective of whether the AFP implemented a Determination or entered into bargaining for new agreements.

An overwhelming majority of employees who voted supported the implementation of the Determination.

Accordingly, in late December 2021, the Commissioner issued the Determination under section 27 of the *Australian Federal Police Act*.

So what does the Determination mean for you? Well, it means that the same terms, conditions and framework provided for under the EA and the ELEA will continue until a new agreement replaces the EA and ELEA. It means that the implementation, interpretation and protections afforded by the EA and ELEA should not change.

In addition to the 2% increases to occur on 25 November 2021, 25 May 2022 and 25 May 2023, a 2% increase will also be made to several allowances, including the night shift, on-call and close duty allowances.

Whilst we recognise the need for change in the industrial framework of the AFP, this cannot be realistically achieved within the confines of the *Workplace Bargaining Policy* (noting that the design of the *Policy* necessitates the loss of terms and conditions, drives down salary growth and bans enhancements). The *Policy* prevents employees and employers from properly creating an enterprise agreement that is fit for purpose.

The *Policy* in our view and experience, is not fit for a modern police force and the industrial needs of our members are markedly different to those of the broader public service. Many of our members are expected to work 24/7, respond rapidly to operational demands, expose themselves to a heightened risk of injury, and subject themselves to the most rigorous standards of oversight – particularly in comparison to public servants (and politicians).

The *Policy* continues to be tightened by the federal government. Late last year, the government announced a change to the cap on the maximum salary increase which may be offered under a new agreement. Previously, this cap was 2%. However, the cap has been removed and is now limited to the average wage price index for the private sector for the year to June. While this, in theory, removes an upper limit on salary increases, most economists point to a sustained period of low wage growth in the private sector over the next several years. For instance, the wage price index applicable to last year was 1.7%, which is lower than the previous cap of 2%.

So, where to from here? At present, we are continuing to lobby both sides of parliament and key crossbenchers about the need to break the AFP free from the *Policy*. Likewise, we continue to engage with the AFP around this important issue.

However, we need your assistance.

Most members would be familiar with our campaign **Operation Recognition**, which calls on the federal government to, among other things, exempt the AFP from the *Policy*. If you haven't already heard about our campaign, please go to our website to find out more. The Operation Recognition page (www.afpa.org.au/campaigns/) has a handy tool to directly contact your local Member of Parliament about the *Policy*. All you need to do is fill in your name, email and postcode, and the tool will take care of the rest. While it only takes a few seconds to use, the impact the tool has made has been significant, and we have found that many doors have been opened because of the contact made by our members so far.

With an election year coming up, it is the perfect time to ensure those in parliament are hearing from you and that we can secure the best possible arrangements for members.

Furthermore, the AFPA is currently undertaking a significant amount of work through our Legal & Industrial team to prepare for an upcoming bargaining process. While we are a while away from when bargaining is likely to start, work is already being undertaken to identify issues with the existing EA. ◀

MEMBER SERVICES

Gerry O'Connor, Member Support Officer

Member Support Officer
Gerry O'Connor

Following on from my first report, there has been a lot happening in the welfare space within the AFPA. With the ever-changing COVID-19 situation across Australia, uncertainty is the new 'way of life and we are all learning to adapt to whatever this pandemic throws at us.

On the welfare front, we need to be mindful of our colleagues and watch out for any changes in behaviours whether subtle or extreme.

This could be a sign that something is not entirely right, and we may need to do something about it. It could be just a casual conversation with the person or a call to the AFPA office depending on the situation. The policing fraternity are very good at looking after one another, but not so good at looking after themselves, so please be mindful of this as we navigate through these extraordinary times.

In June, we visited many AFP sites across Canberra and provided a free BBQ breakfast to our members, to thank them for their tireless work in the community and to provide some updated information on the AFPA's current campaigns. Unfortunately, our biggest BBQ to be held at AFP headquarters had to be postponed due to COVID restrictions. The BBQs were run by the fantastic **Volunteers In Policing (VIP)**, colloquially known as 'vollies'. I would like to acknowledge **Detective Sergeant Sharan Slater** (Manager - VIP Program) and the following volunteers who made the events possible:

- Gordon McAlpine,
- Chris Hunter,
- Gary Coble,
- Russ Crane,
- David Martin,
- Clive Gibbs,
- Kay Harlovich,
- Nev Ford,
- Peter Mayne,
- Peter Nelms and
- Virginia Bateman.

All of these volunteers will be presented with a certificate of appreciation in the near future.

We are going to visit some of our specialist areas in the next tranche - the Exhibit Management Centre, various Protective Services Officer locations across Canberra and some of our regional areas before Christmas.

The month of July saw a terrible event affect three of our members in Canberra. On routine traffic duty near the National Arboretum on a Sunday afternoon, our three members interdicted a vehicle that went through a stop sign. As they were dealing with the offending vehicle, a male person (now subject to serious criminal charges) mowed the three officers down causing some significant injuries and trapping one of the officers underneath the vehicle. Thankfully, the three officers survived this horrendous act and are recovering from their injuries. What cannot be understated is the psychological injuries that these officers will need to deal with in the months and years ahead. This incident only highlights the daily dangers faced by our police officers, and how a normal situation can change in a split second to become life-threatening.

Again, without going into specific details, I do want to highlight some of the things that your Membership Services Area has been doing over the last couple of months:

- Member diagnosed with leukaemia whilst going through police college - **member provided with \$10,000**
- Member diagnosed with prostate cancer and critical illness claim submitted - **member provided with \$10,000**
- Member's child undertaking chemotherapy for bone marrow failure - **member provided with AUSPOL donation of \$3,000 to assist in travel and accommodation expenses whilst treatment occurs in Sydney**
- Member diagnosed with throat cancer and critical illness claim submitted - **member provided with \$10,000. Additionally, house cleaning and meals supplied to family whilst member undertaking treatment**
- Member undertaking chemotherapy in Sydney and husband looking after two young children - **house cleaning organised, as well as movie tickets for the kids**

- Member suffered a heart attack and trauma claim submitted – **awaiting result of this claim**
- Professional development opportunities for 4 members suffering from PTSD and other mental health issues
- Several donations for member badge boards on retirement from AFP

The Membership Services Area is again sending some of our members to the Tharwa Valley Forge for a short course in knifemaking. This course is open to first responders who have or are currently suffering from a mental illness (e.g. Post-Traumatic Stress Disorder), and is designed to provide a meaningful experience within a small group of participants, with the end result of creating a beautiful kitchen knife to take home.

Again, with the current COVID-19 situation, please look out for your work colleagues. It can just be a quick conversation over a cup of coffee to see how they are coping and asking that simple question “R U OK?”

If you have any concerns or issues, please do not hesitate to reach out to us here at the AFPA or to the AFP Welfare Officer Network at your work location. ◀

For further information on future courses or to express your interest in attending, you can contact me on 02 62851677 or gerry.oconnor@afpa.org.au

SAMSUNG

Introducing the all-new
Galaxy Z Fold3 | Flip3 5G

Log on to the secure Member Advantage portal now to explore the exclusive offer for AFPA members.



Image simulated. The S Pen Fold Edition sold separately and is only compatible with Z Fold3 5G. Natural fold on main screen may be visible.

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.



Terms and conditions apply and are available on request. Fees, charges and lending criteria apply. A Financial Services Guide (FSG) is available at all Branches, on our website and upon request. Police Bank Ltd, AFSL/Australian Credit Licence No 240018. ABN 95 087 650 799. 25 Pelican Street, Surry Hills NSW 2010.

Why should I refinance my mortgage?

There are many benefits to refinancing your mortgage, from saving on interest to changing your loan term.

Here are some of the top reasons people choose to refinance.

TO GET A BETTER INTEREST RATE

Interest rates in Australia are currently very low, thanks to the Reserve Bank's record low cash rate. However, if you're like many Australians, you may have taken out your mortgage when rates were higher. You may have also selected a lender that has an uncompetitive rate. Sometimes the way to get a better home loan rate is by switching to a new lender, like Police Bank.

TO CONSOLIDATE DEBT

If you have multiple loans, refinancing can help to bundle all of your debt under one arrangement. It can mean instead of paying several different interest rates, you're paying a single, lower interest rate.

TO PAY OFF THE MORTGAGE FASTER

If you've had a job promotion, received inheritance or have come into some extra cash another way, you may be in the financial position to pay off your loan sooner than you thought. Refinancing can allow you to make higher repayments over a shorter period of time, by shortening the duration of the loan once you are already

part-way through paying it. Your property may have increased in value so refinancing allows you to access that equity.

TO FIND BETTER FEATURES

A new loan may be able to give you more features and benefits, such as an offset account, lower fees, revisiting the interest or principal ratio, or changing the repayment amount by adjusting loan duration.

TO CHANGE THE TYPE OF LOAN

Refinancing can allow borrowers to change their type of loan, including switching to a fixed or variable loan. When interest rates are low, some borrowers choose to lock in a fixed interest rate to give themselves certainty over what their repayments will be for a set period of time.

TO FIND A NEW LENDER

When we first take out a home loan, few of us know what we're going to get. Refinancing can allow you to find a lender with lower interest rates, better features or better customer service. Refinancing can give the borrower the chance to use a lender that aligns more closely to their personal or community values such as police bank.



Refinancing can allow you to make higher repayments over a shorter period of time, by shortening the duration of the loan once you are already part-way through paying it.

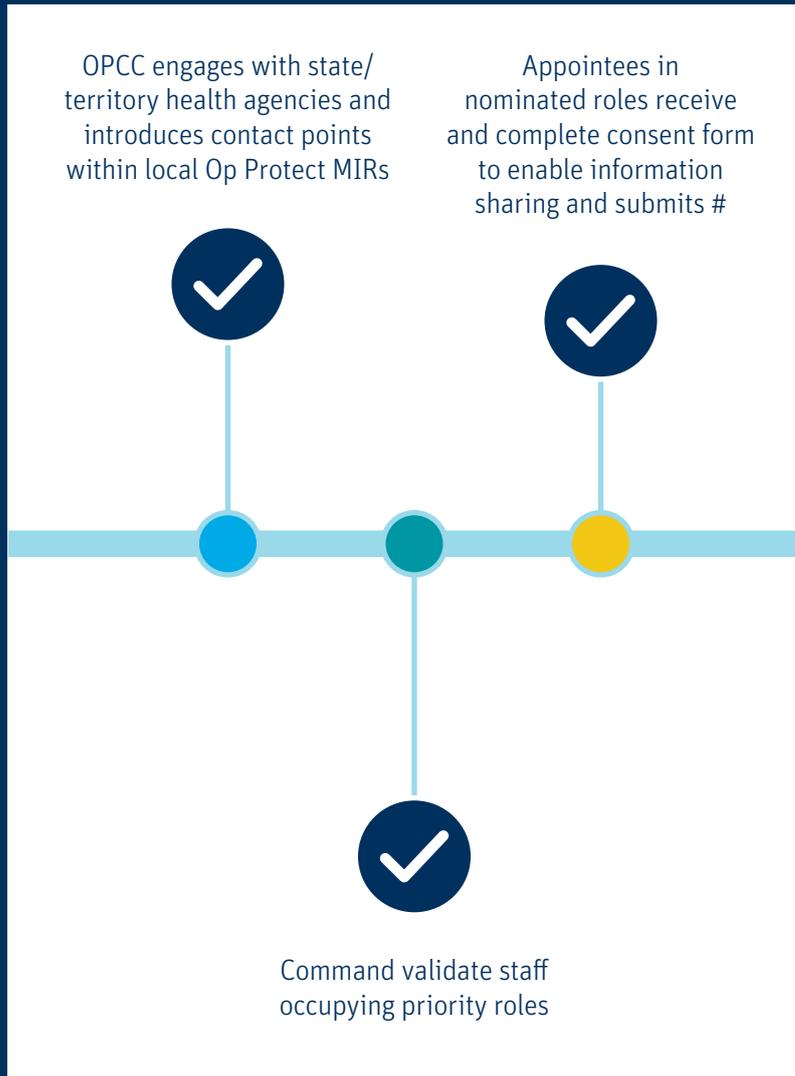
If you're ready to explore the world of refinance, visit www.policebank.com.au/refinance!

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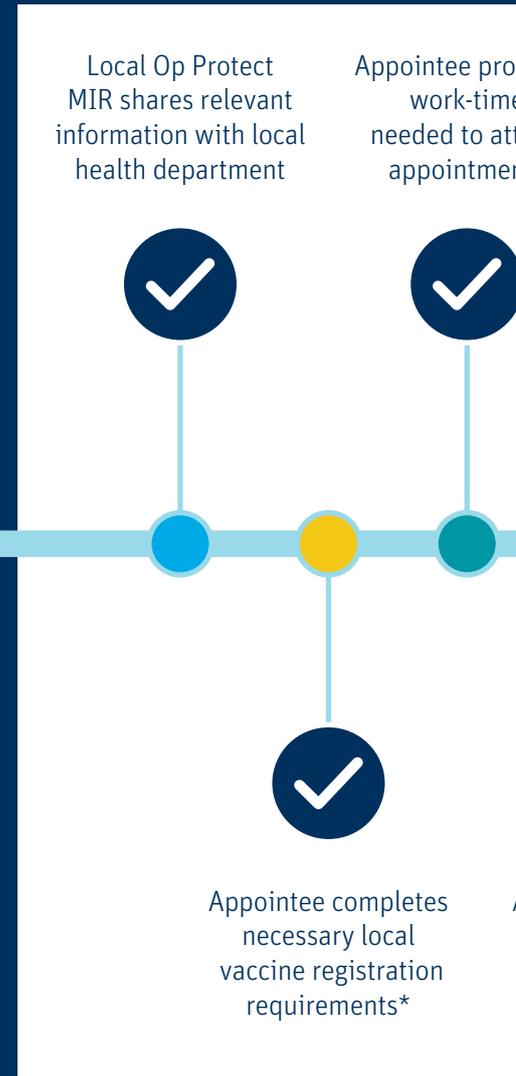


COVID-19 Staff Vaccinations

Priority Roles Identified



Receiving the Vaccination



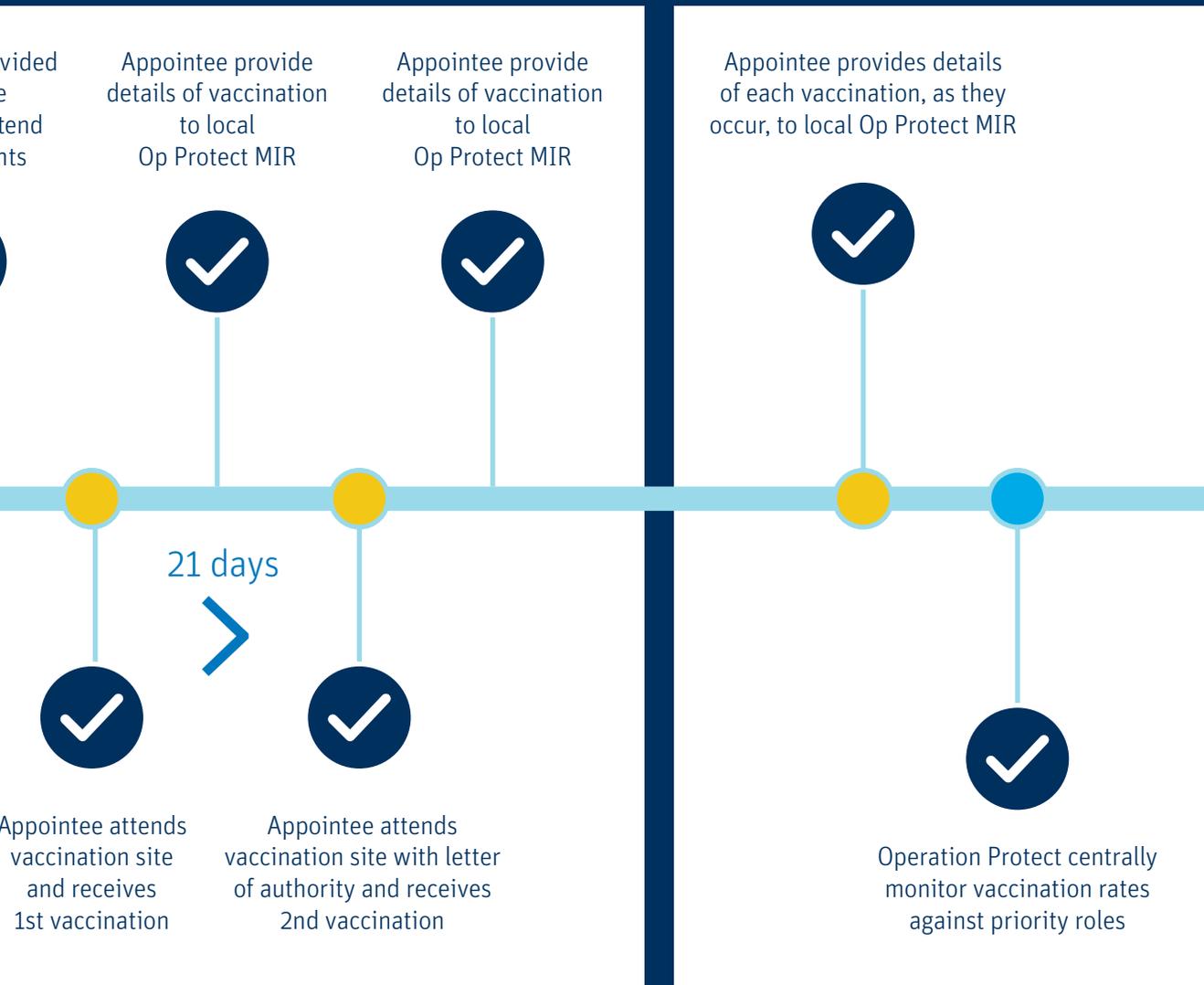
- Commands/Executive
- Staff
- Operation Protect/local MIR

* Local Op Protect MIRs manage local processes;

All AFP appointees are strongly encouraged to be vaccinated, with some appointees required to be vaccinated based on operational requirements

Note: Local commands will need to balance operational requirements with the health and wellbeing of members and the community

Administration



and on the role they perform and/or state or territory Health directions.

the responsibility of the AFP to provide a safe workplace.

Canberra Liberals move to protect Police against repeated assaults

By Jeremy Hanson, CSC, MLA, Shadow Minister for Police

For years, I have been working to overhaul the bail laws. I have pushed against the ‘revolving door’ of bail that saw offenders commit crimes while on bail, only to be released yet again. I did this not only on sound public policy, but on genuine commitment and empathy with our frontline services, especially police.

► To say we have been frustrated is an understatement, and it is a frustration I know is shared by police.

As early as 2008, I have called on the government to show how they were going to protect the public and our police from those who re-offended while on bail.

From that day to this, the government has not acted. In fact, they cannot even tell how many crimes are being committed each year by people who are out on bail – I am told they do not track those numbers.

In 2016, an Assembly Committee was established to look at bail laws. That committee concluded that there should be a review into bail laws.

This government refused.

Most frustratingly, I said at the time:

“I hate to think that we will be back in this place—in six months’ time, six years’ time, whenever it may be—doing something following a tragic incident when some crime has been committed by someone on bail that could otherwise have been prevented.

If that is the case, then we can reflect well on today and see what action we took as an Assembly to keep the people of the ACT safe.”

Here we are, and the Labor government should reflect on the failure to act that day, and what may have been prevented.

Despite all this, it has become clear the government will not act. The Canberra Liberals will.

While I still argue for a comprehensive review of the bail system in the ACT, recently I introduced legislation that will make an important change of bail laws aimed at protecting police. The new law achieves this with by adding the crime of “assaulting frontline community service providers” to the list of offences for which there is no presumption for bail.

This is a law that was suggested to us by the AFPA and makes very good sense.

It is a simple change, but with a serious consequence – bail is not guaranteed if you commit that crime.

This is for all our first responders; especially our police but also our ambo’s, our fire, our corrections officers and our emergency service workers. It means that, if a person is charged with assaulting one of our frontline workers - **they will not automatically get bail.**

It means I can look a police officer in the eye and say – **if someone attacks you, we’ve got your back.**

The change recognises that, just as there are rights for any accused person, there is also the right for our frontline workers to be safe. It is a right we have staunchly argued for many years, it is a right that our police are now demanding be protected. This change will protect.



Jeremy Hanson,
CSC, MLA, Shadow
Minister for Police

In my speech when I tabled the Bill, I made reference to the story of former ACT police sergeant Jason Taylor. Jason was assaulted whilst on the job and has since paid a terrible price. He contacted me with his experiences and further inspired me to act when he said: Jason's story makes these points from lived experience, and I would like to share some of his own words:

"You are a member of the ACT Legislative Assembly. You have been and will continue to be involved in the creation of laws that put people in Police and Emergency Service roles in harm's way.

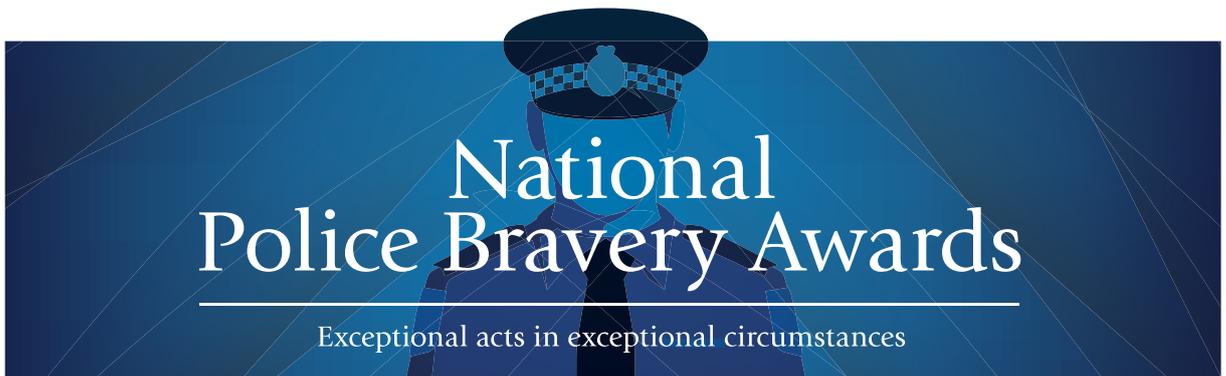
You have an obligation to us when this harm becomes too much to deal with. Please, do the right thing."

I am very pleased and proud that my colleagues in the Canberra Liberals did decide to do the right thing. And we will continue to work with the AFP and with people like Jason to do all that we can to keep you safe.

I would like to finish by thanking all of you, who are asked to run towards the danger to keep the rest of us safe.

I thank the AFP for their support and in drafting this law and thank all our frontline workers for the jobs they do, day in and day out, in often very difficult circumstances.

I hope that Labor and Greens will support this important reform. ◀



PFA Bravery Award nominations

The annual PFA Bravery Award nominations are an important time to recognise what a career in Australian law enforcement asks of you, our members.

POLICE WEEK

A CELEBRATION OF OUR NATION'S POLICE

► The annual PFA Bravery Award nominations are an important time to recognise what a career in Australian law enforcement asks of you, our members.

Those instances requiring such conspicuous bravery and resolve that they must be acknowledged form the basis of the AFP's nominations for the PFA Bravery Awards.

This year, we have nominated ACT Policing members **Scott Malam** and **Alana Dimitrievska** for the bravery demonstrated and professionalism shown on Saturday 20 February 2021 when they were confronted by a male armed with two knives, who had already murdered his roommate and then attempted to murder two other persons at the house.

Alana had only been on the road for a week or so when confronted with this situation.

In a split second, both members were approached by an offender armed with two edged weapons. Constable Malam was able to deploy a successful Taser strike as the offender charged at him, while Constable Dimitrievska instantly transitioned to her firearm and provided cover to her partner in the face of imminent danger to herself and Constable Malam.

Constable Malam and Constable Dimitrievska, with little policing experience, controlled the situation until the arrival of additional support who assisted with first aid and restraint of the offender.

Constable Malam and Constable Dimitrievska then proceeded to clear the premises, giving a female victim within the residence support, assurance and first aid until which point ACT Ambulance Service personnel were able to take over.

The Association wishes to recognise and sincerely thank Scott and Alana for their selflessness, and extends our very warmest solidarity.

They are a credit to ACT Policing and to the rest of the AFP. ◀

The fourth annual Australian Police Bravery Awards will be presented at a formal dinner on Wednesday 22 September 2021 at the National Museum of Australia.



Australian Law Enforcement – **Support us to support them**



“Paying it forward”

It is only through donations that AUSPOL remains viable. AUSPOL assists members and members' families in times of need.

We need every AFPA member to contribute.

www.afpa.org.au/auspol/



Top 5 things to know about Wills & Families – including what to do when you’ve been left out or treated unfairly



Hanaan Indari,
Managing Partner
at Carroll &
O’Dea Lawyers

1. WILLS AREN’T SET IN STONE

It is easy to assume that when a family member passes away, that their Will is set in stone and their last wishes are – well – just that. Wrong!

If you have been unfairly left out - or unfairly provided for in a Will - then there is a way to right that wrong and undo those last wishes.

2. WHAT IS A FAMILY PROVISION CLAIM?

A Family provision claim is where you make an application to the Court to be awarded a portion of the deceased person’s estate or, if you are already included, a larger share.

3. ARE THERE ANY RULES ABOUT FAMILY PROVISION CLAIMS I NEED TO KNOW?

There are some key requirements you need to meet to make a Family Provision Claim. You must:

- Be an ‘eligible person’ in the eyes of the Court;
- Have been left out of a will or feel you did not receive your due entitlements in a will; and
- Make your claim within 12 months of the date of death of deceased.

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

4. OK - HOW DO I THEN KNOW IF I’M AN ‘ELIGIBLE PERSON’?

Easy! In NSW an eligible person includes:

1. A wife or husband of the deceased;
2. A de facto partner of the deceased;
3. A former wife or husband of the deceased;
4. A child of the deceased (including adopted and step-children)
5. A dependant (wholly or partly) of the deceased;
6. A grandchild of the deceased;
7. A person who was a member of the deceased’s household at any time; and
8. A person with whom the deceased was living in a close personal relationship as at the date of death.

It is important to note that where an eligible person is under any legal incapacity, such as a child or someone with a mental illness, an application can be made by a tutor.

5. HOW DO I FIND OUT MORE?

If you are an eligible person or if you are unsure if you are an eligible person and want to make a family provision claim, it is important that you obtain legal advice before making such a claim. Carroll & O’Dea has a team of Wills and Estates experts who will be able to help you with any questions you may have in relation to making a family provision claim.

If you’d like to read more on the topic by Hanaan Indari please scan the QR codes below:



Carroll & O’Dea Lawyers

Level 18, St James Centre, 111 Elizabeth Street,
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Phone: (02) 9291 7100 | www.codea.com.au

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SHIELD



AFP

AUSTRALIAN FEDERAL POLICE

post-launch review

SHIELD is a new AFP resource for members (read more on page 20 of our March issue), and one whose importance is magnified exponentially by COVID and the types of long term injury which are becoming more and more prevalent among members.

▶ The Association was interested in how the rollout of SHIELD had progressed since go-live and whether there were any significant changes to the SHIELD program since it was originally planned.

Dr Gill Cowen, Medical Officer in Western Central Command (People & Culture Command), answered our questions.

HAVE THERE BEEN ANY CHANGES TO THE SHIELD "MODEL" SINCE MARCH?

The SHIELD project team has adopted a 'build it with you' approach and is committed to working with members to ensure SHIELD services are appropriate for their needs.

Prior to the start of SHIELD services in Perth, the project team conducted a variety of diagnostic engagement activities with Perth-based members.

The purpose was to test the assumptions around the clinical workforce, services and location. For example, as a result of this consultation, the decision was taken to prioritise an exercise physiologist to focus on injury prevention and rehabilitation ahead of a physiotherapist, the location of the Health Hub, telehealth and mobile services.

In Perth, SHIELD currently has a medical officer, exercise physiologist, registered nurse, psychologist, two Welfare officers, two rehabilitation case managers, a work health and safety officer, as well as the Hub Leader and Clinical Support Officer. Work is also underway to recruit additional clinicians for Perth, including a physiotherapist, health and fitness trainer, social worker and additional psychologist, as well as Perth having access to a national dietitian.

IS SHIELD STILL A ONE-STOP SHOP, OR WILL MEMBERS BE REFERRED TO EXTERNAL PROVIDERS?

SHIELD is a central point where members can access advice on how to manage a range of issues that may be affecting their work. Members have the choice of consulting SHIELD clinicians or seeking advice as to how best to access external health care providers. To date, SHIELD clinicians have been focused on

individual appointments, however the team is commencing work on the preventative aspect of the service with the development of group education and intervention programs.

IS THE ROLLOUT STILL ON TRACK?

The SHIELD project remains on schedule.

SHIELD services are already operating across the country – building on the AFP's existing health capabilities. SHIELD psychologists and nurses are available in all regions, with health and fitness trainers working in Southern and Northern Commands.

The first SHIELD Health Hub formally commenced services in Perth on 1 July with additional SHIELD staff starting in Adelaide in August and services soon to follow.

Planning is on track to introduce a suite of SHIELD services and staff for the Canberra region by the end of the year.

Northern Command and Eastern Command are scheduled to reach full maturity in 2022, followed by Southern Command in 2023.

HOW HAVE MEMBERS MADE THE FIRST STEP IN ENGAGING SHIELD SO FAR (SINCE LAUNCH?). WAS THIS THE INTENDED WAY FOR THEM TO ENGAGE SHIELD?

Proactive engagement and promotion by the SHIELD team have assisted in developing a good relationship with members in Western Command. This has included assisting in Operation Ironside in a support and wellness capacity, which was very well received by Western Command.

Members have taken up the offer to tour the SHIELD Hub. This has provided an opportunity to discuss the SHIELD services available and answer any questions they may have.

Members have self-presented to the SHIELD Hub via phone or email. This occurred earlier than anticipated. Team leaders, sergeants and superintendents have also accessed the service to obtain support for their members and teams.

Spending time in the workplace, getting to know our members and the stressors they face is an important step in building teams of locally-based clinicians who understand the unique nature of the AFP's work in each Regional Command.

In WA, the SHIELD team has been getting acquainted with the workforce in Western Command, visiting members across all sites, including Perth Airport, as well as visits to remote sites like Geraldton, Exmouth and Christmas Island.

WHAT HAVE BEEN SOME OF THE RECURRING PROBLEMS AND CONDITIONS WHICH HAVE BEEN SELF-REPORTED BY MEMBERS SO FAR?

The presentation of issues differs across different teams and portfolios. Anecdotally, back pain is a major issue as well as issues arising from the accoutrement belt and Ballistic and Stab Resistant Vests (BSRV). For example, several assessments by our exercise physiologist and medical officer to date have resulted in the recommendation for additional support to the affected area to assist in managing issues related to back and gait issues. As expected, psychological stress and fatigue have been identified as core issues affecting the members. In these instances where any

opportunity for improving health has been identified, preventive education and recommendations have been made.

WHAT ARE SOME WAYS SHIELD CAN AND HAS PROTECT(ED) ANONYMITY AND PRIVACY?

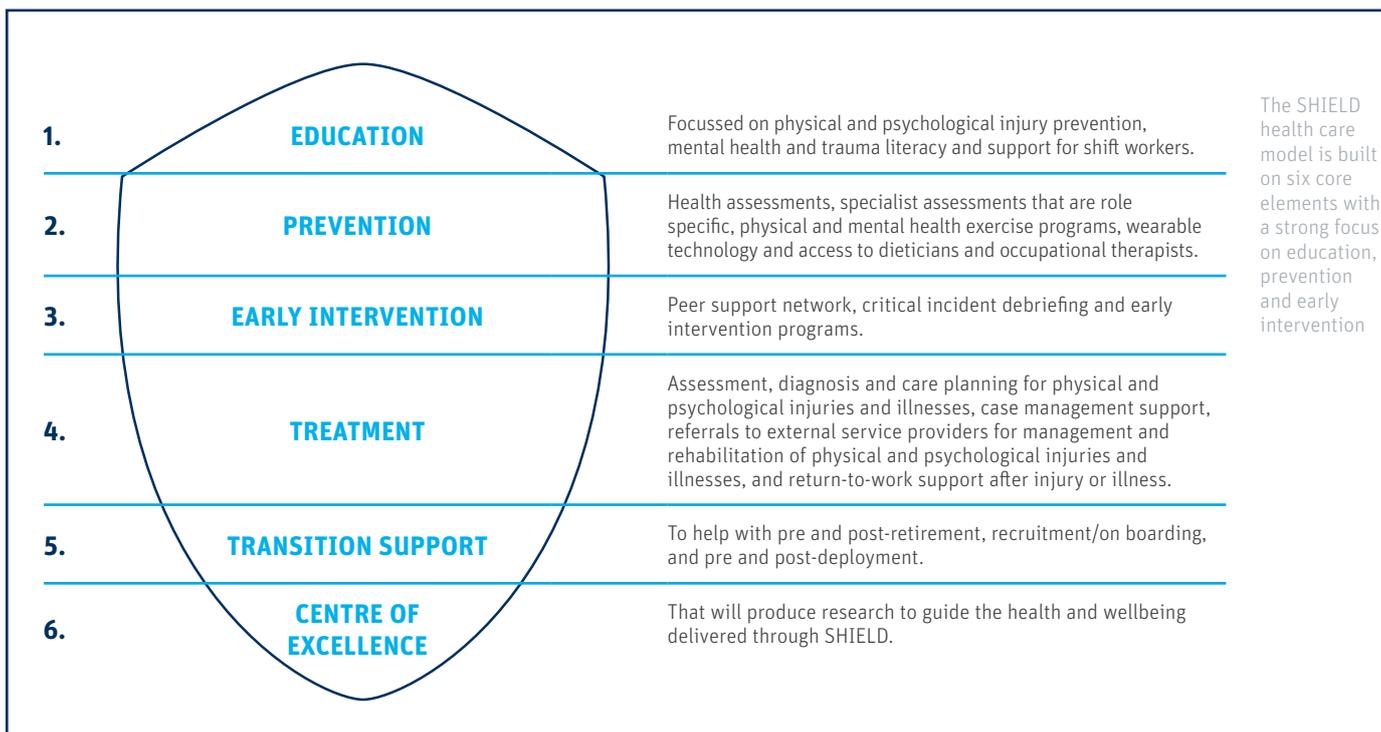
Protecting our members' privacy is a fundamental SHIELD principle. **Members who access SHIELD services are protected by the same privacy laws and principles of patient confidentiality that apply across the regular healthcare sector.**

Information can only be shared with others, including supervisors, Commanders/Managers and external service providers, **with the member's consent**. The exception is where the information must be provided to fulfil legal obligations or in relation to the Commissioner's Orders. For example, if a clinician assesses that someone is not operationally ready, there is an obligation to inform Command that they should be subject to a health exemption. If this is the case, where possible, the member will be notified before the information is provided.

As in the regular healthcare sector, information may also be shared if there is an imminent risk of serious injury or death to the member or someone else. In that case, it would be clearly inappropriate or ineffective to seek permission given the circumstances.

To ensure privacy is protected, the SHIELD project team sought independent advice, engaging the Australian Government Solicitor to undertake a Privacy Impact Assessment. The AGS made eight recommendations which are being implemented in full to further strengthen SHIELD's information management policies and practices. Further Privacy Impact Assessments will be undertaken to ensure SHIELD continues to meet its obligations and responsibilities.

The six elements of SHIELD



This robust governance is designed to ensure people's personal information is managed in accordance with the *Privacy Act 1988 (Cth)* and the *Australian Privacy Policy*, as well as the *AFP National Guideline on Information Management*.

To further reassure our members, SHIELD information policies are being analysed and critiqued outside SHIELD – by AFP members on behalf of all AFP members.

HOW DO MEMBERS ACCESS SHIELD SERVICES?

Members do not need to 'apply' to access SHIELD services. People are able to book an appointment, speak to a SHIELD clinician in their workplace or drop into a SHIELD Health Hub.

SHIELD staff may access an individual's medical record only when there is a legitimate need. This means, information access within SHIELD only occurs on a 'need-to-know' basis. Given SHIELD staff have access to personal and health information, absolute compliance with the 'need-to-know' principle is crucial to ensuring SHIELD is trusted and maintains integrity. Breaches of this principle will be treated as unauthorised access to information and dealt with accordingly.

HOW IS MEMBERS' PRIVACY PROTECTED?

SHIELD staff may access an individual's medical record only when there is a legitimate need and personal or health information can only be shared with others, including supervisors, Commanders/Managers and external service providers, with the member's consent – except in limited circumstances (as outlined above). Accordingly, management can only see aggregated data.

As outlined in the Privacy Impact Assessment, all health data must be robustly and appropriately de-identified when used

for statistical reporting or education purposes. This includes removing information that could potentially be used to re-identify an individual.

In addition, any future research conducted using health information collected through SHIELD will be undertaken in accordance with recognised human research ethical standards and other relevant guidelines, including Section 95 and Section 95a of the guidelines on human research in the *Privacy Act* and guidelines within the *National Statement on Ethical Conduct in Human Research (2007)* (updated 2018) made in accordance with the *National Health and Medical Research Council Act 1992*.

SHOULD MEMBERS BE CONCERNED ABOUT THE PRIVACY OF THEIR RECORDS IN THE FUTURE?

Health information and medical records are kept in accordance with legislative requirements. Personal information cannot be used for any purpose other than supporting the individual's health.

If used for statistical reporting or education purposes, all health data must be robustly and appropriately de-identified.

DOES SHIELD PROVIDE AFTERCARE?

SHIELD is designed to support our members' health and wellbeing. The SHIELD team is available to support members requiring injury or illness diagnosis or provide information relating to health and wellbeing. SHIELD provides allied health support for primary and secondary prevention of physical and psychological injuries or illnesses.

When a member becomes a SHIELD patient, SHIELD staff follow up to ensure their questions are answered, recommendations are appropriate, and progress is being made. Ongoing support is provided to members, and they can access SHIELD as and when they require. ◀



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

Testimonials

During the first days of operation in Perth, the SHIELD team has assisted members who found it difficult to arrange medical appointments around operational and family commitments during Operation Ironside.

"Within half an hour, I was in front of the AFP doctor and all my concerns were allayed. Follow up consults were arranged, and the doctor also referred me to our resident exercise physiologist who will assist me with a preventive course of action."

"I was incredibly impressed by the SHIELD service provided. There was little to no red tape, the staff were incredibly welcoming and professional, a plan was put in place for ongoing treatment over the next few months, AND all this was completed with little to no impact on my work or family commitments."

"A huge thanks to the Perth SHIELD Team. I cannot speak highly enough of this service!"

In three months, SHIELD nurses conducting routine health checks 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.

SHIELD is already making a difference.

A member who was experiencing lower back pain as a result of carrying accoutrements consulted a private physiotherapist who recommended changing jobs to avoid carrying heavy loads. After attending an assessment with a SHIELD exercise physiologist, the member undertook a 12-week exercise program tailored to General Duties police work, which allowed the member to recover and return to work – fully operational.

Another of SHIELD's early clients, Commander John Tanti, also had a glowing review of his initial SHIELD experience.

"The SHIELD Exercise Physiologist has developed a training program to compliment my return to safe and productive gym sessions follow recent shoulder and knee surgeries."

"I cannot endorse the SHIELD capability enough. It's a facility provided for your wellness - please take the opportunity with both hands. Better wellness will see our longevity and mobility run into a ripe old age!"

Sanctuary Trauma

Sanctuary trauma is described as “the chain of events that occurs when an individual who suffered a severe stressor next encounters what was expected to be a supportive and protective environment” (Bloom, *Creating Sanctuary: Toward the Evolution of Sane Societies*, 2013).

▶ We in the AFP would recognise this in relation to the phrase “bursting the dam wall” of mental health, or even that old saying “the straw that broke the camel’s back.”

Sanctuary trauma is a very specific offshoot of this concept of a build-up of stress over a career, introducing **shame** and **betrayal** as co-stressors / magnifiers to pre-existing mental health injuries.

Shame – in the law enforcement industry, there is a stereotype that police officers

are indestructible. This can sometimes be a stereotype that we ourselves perpetuate when challenged as to whether we have survived a particularly stressful job.

Betrayal – in highly structured chains of command such as those found in the AFP, there is an inherent belief that each level of the management hierarchy will appropriately manage, support and debrief those personnel below them. When this doesn’t occur, a timebomb of negative mental health can become imminent.

Shame and betrayal are considered **non-traumatic stressors**, which then negatively affect pre-existing (either recent or long-term) **traumatic stressors**.

In the image on the right, the person holding the jerry can is pouring petrol (representing **non-traumatic stressors**) onto another person holding a candle (representing a first responder who has experienced **traumatic stressors**).

Potential triggers

Language is such an important part of how post-incident stress is viewed, approached and managed.

Thinking about first few manager/employee interactions after a significant event, consider the potential ways in which the examples below could either support or damage an officer’s mental health:

Validation/Dismissal

“This experience must be challenging for you and your family; you’ve been through a lot.”

OR

“That call wasn’t that bad, why are you so upset?”

Support/Impatience

“You may have good days and bad days; let me know about the bad days so I can help you through them.”

OR

“The overtime we had to pay because you were gone was a significant expense to our service; I hope you’re ready to get back to work.”

Understanding/Ultimatum

“I understand your emotions might be all over the place; it’s okay, we’ll work through the tough days.”

OR

“If you can’t hack it maybe you should quit.”

These three examples highlight the crucial aspect of managing sanctuary trauma; it’s not all about you. The onus shouldn’t be on those suffering to effect change. To show the potential impact of different non-traumatic stressors on different conditions, we’ve included a link to a **paper from the International Journal of Environmental Research and Public Health** at the end of this article.



People



Detective Sergeant
Jason Taylor

Jason Taylor

Members will remember reading about the story of **Jason Taylor**, a career cop with ACT Policing. Jason was cowardly choked from behind, as he tried to effect the arrest of a drunken man who had already assaulted his father. In the subsequent 14 months, Jason's recovery was exacerbated by the inadequate support provided by the AFP.

This inadequate support was not malicious or negligent; Jason is the first one to highlight that it stemmed from a fundamental lack of understanding about PTSD and in particular sanctuary trauma.

Jason's first return to work was poorly managed due to this, with the eventual result being his decision to leave the organisation. This was a hugely negative outcome for Jason personally, and the ACT Policing community more broadly.

Significantly, Jason was already seeking help before this event.

He was self-aware enough to recognise the cumulative negative effects of the traumatic stressors he had experienced in a distinguished 13-year community policing career.

He'd reached out to contacts within the organisation to begin addressing the pressures he was feeling.

He'd followed all of society's conventions for being mentally healthy and proactive.

Yet there was no way he could realistically avoid the effects of the non-traumatic stressors which were apparent in his work environment in the aftermath.

Daniel Sundahl

Daniel Sundahl, a paramedic from Alberta, Canada struggled after attending a particularly confronting crash caused by a drunk driver. The victim, a motorcyclist in his 20s, was alive when they arrived but ended up passing away, despite the best efforts of the paramedics.

Daniel remembers the young man calling for his mother constantly.

Jobs like these were commonplace during Daniel's 14-year career, and he ended up being diagnosed with occupational stress injury.

"Over time, it keeps accumulating and accumulating. It's only exacerbated if we share our pain with colleagues but are met with indifference or disbelief of our lived experience."

Daniel found solace through art, staging photos of first responders at work and then repainting them digitally in PhotoShop. This is a week-long and involved process, and the first time Daniel tried it, he realised how cathartic it was – "purging the memories of the job" he was painting.

We asked Daniel to create a painting for us; the image on the front cover depicts an officer sitting on the ground in the aftermath of a job, struggling to process what has just happened. His supervisor is well-intentioned, but perhaps a little surprised and unprepared for this reaction (Daniel also created the "jerry can" image above, illustrating the different types of stressors).

The beauty of art (and the reason why it is such an appropriate vehicle for trauma therapy) is that is open to interpretation: the officer isn't necessarily sitting down in despair on the day things happened, it could be months or years after the trigger event.

EXAMPLES OF NON-TRAUMATIC AND TRAUMATIC STRESSORS

Non-traumatic stressors:

- ▶ Lack of support
- ▶ Low sense of self-worth
- ▶ Punitive work environments
- ▶ Constant changes in policy
- ▶ Poor leadership
- ▶ Forced overtime
- ▶ Staff shortages
- ▶ Favouritism
- ▶ Low salary

Traumatic stressors:

- ▶ Violent crime
- ▶ Death
- ▶ Human suffering
- ▶ Pandemic
- ▶ Mass casualty
- ▶ Death of a co-worker
- ▶ Children suffering

FURTHER READING

(tap or scan the QR codes to view the links)

1



2



3



4



5



International Journal of
Environmental and Public
Health Research (5)

How can we see, understand and mitigate sanctuary trauma?

SIGNS OF SANCTUARY TRAUMA

- Anger
- Detachment from others
- Feeling jumpy/
quick to react
- Memory loss
- Lack of
motivation
- Insomnia

HOW CAN WE PREVENT IT?

Mitigating the controllable stressors could result in lessening the sense of sanctuary trauma which would result in less long-term disability due to trauma.

Real change in Australia's policing culture and support structures, especially within the supervisory and managerial cohorts, would create safer outcomes for AFP members. The Association understands that sanctuary trauma is real, yet we are frustrated that no one is talking about it.

We recently met with Daniel online to talk about it and to discuss how to grow awareness in Australia.

It is absolutely crucial that **psychologically safe work environments** become the standard rather than the exception in Australian police stations, offices and training locations. A workplace can be considered psychologically safe when colleagues trust each other, respect each other and feel able – even obligated – to be candid.

Beyond Blue (1) released major recommendations for welfare reform (specifically through reducing and

negating stigma around mental health) in its 2018 National Mental Health and Wellbeing Study of Police and Emergency Services, by:

- promoting the agency's commitment to supporting people with mental health conditions and ensuring leadership is shown at every level so employees become more trusting of their agency's commitment
- identifying mental health champions (especially leaders and those with greater than 10 years of service) within the agency, who are willing to share their personal stories and provide information and resources for others to increase knowledge about mental health and wellbeing, targeted at personnel, managers and leaders.

The AFPA wholeheartedly aligns ourselves with these recommendations for reform; they are long overdue and necessary for protecting our members at work. Importantly, they directly challenge the traditional mindset that people are solely responsible for their own mental health. Similar submissions and recommendations have been made for the United Kingdom's first responder community by the **Royal Foundation (2)** last year, the **Ontarian (Canada) Provincial Police (3)** in 2019, and in this **November (4)** scoping paper for veterans and first responders' mental health.

We are currently engaging with the AFP as part of a broad mental health initiative for Australian police officers. This work forms part of Operation Recognition, and we will share updates as they come to hand. ◀

Daniel Sundahl: Facebook: @Dansunphotos | Insta: @Dansunphotoart | Twitter: @Dansunphotoart | Web: Dansunphotos.com



BlueHub is a new service from TPAV and Phoenix Australia, developed with Victoria Police and AFP, designed to assess and treat Victorian police members with mental health, particularly related to trauma-related injury. It's evidence-based, it's confidential, and it works.

▶ BlueHub was developed with Phoenix Australia, who are international experts in treatment of trauma and provision of mental health services for Police and Defence personnel.

HOW DOES BLUEHUB WORK?

BlueHub provides specialized mental health assessment, treatment and associated support services for Victoria Police sworn members and Victorian based Australian Federal Police members within established timeframes.

An intake clinician will assess what sort of support you need, then refer you to an appropriate psychologist for more in-depth diagnosis and treatment, if required.

We will aim for you to commence your tailored treatment program within 10 business days.

Police Officers experience traumatic events, and deal with emotionally difficult situations regularly. Common indications of when to consider seeking professional help include:

- You are concerned or distressed by your reactions or the reactions are getting worse
- You are feeling on edge, jumpy, irritable or frightened most of the time
- Your reactions are negatively impacting on your daily life and functioning
- You are struggling carrying out your normal life tasks such as parenting and work
- You are feeling hopeless, despairing or thinking you don't want to go on
- You have thoughts about self-harm, suicide or harming others

Many members who live with PTSD don't get treatment because they don't recognise their symptoms as PTSD, don't know what treatments work or because of stigma.

There are treatments for PTSD that work. Seeking professional support early helps to reduce risk of long-term impacts.

THE BENEFITS OF BLUEHUB

Unlike other programs, BlueHub has been designed to provide you with:

- Evidence based best practice treatment
- Access to clinicians who understand police culture
- Access to assessment and treatment in faster timeframes
- Support services and recognition of assessment, diagnosis and treatment in the Comcare claim process. Guaranteed BlueHub coverage under AFP's Early Access program for work-related injury. ◀

Need support or would like to talk more about BlueHub?

You can visit the BlueHub website at bluehub.org.au or contact them via phone on **1800 BlueHub**.

BlueHub is not a crisis service. If you are in an emergency and require immediate assistance, please call 000. If you require urgent crisis emotional support, please call Lifeline on 13 11 14.

AFP's Organisational Health Triage service will assist you in accessing one of AFP's internal Psychologists in Southern Command through Psychological Services on 02 5127 0111 (business hours) or 02 5127 0001 (24 hours).

SPOT THE SIGNS



Feeling irritable or 'on edge', overwhelmed, fearful, sad or angry



You have thoughts about self-harm, suicide or harming others



Difficulty with attention, concentration, and making plans



Having sleeping problems or bad dreams



Withdrawn and feeling detached from others or feel a loss of sense of purpose



Increased reckless behaviour or use of drugs, alcohol or medication



Reliving a traumatic event and/or avoiding reminders of a traumatic event



You don't seem your usual self and feel wound up



Having negative thoughts and feelings

"To say that I'm still here because of Police Health isn't a stretch. In the short 10 years I've been a member I've claimed well over \$100,000."

. I can't help feeling a bit guilty, but I know I have a great policy. Everyone says so!"
David Walsh, retired QLD Police Motorcyclist



"After wearing a gun belt for 37 years, I had developed a serious abnormality on my kidney, which ended up being a low-grade bladder tumour. It required a six-week treatment every Friday with what, I was told, was a 'very expensive drug.'

"Luckily, it was covered by Police Health.

"The anaesthetist whispered in my ear, 'don't ever leave Police Health.'

"Fast-forward 12 months and I was sent back for the same treatment. The doctor queried how much I got charged last time. I said, nothing. We had a nice laugh and joked that the doctor forgot to bill me."

David has received more than \$141k in benefits from his Police Health cover since joining 12 years ago.

"Everywhere I go, everyone comments how good Police Health is. My doctors, specialists, practitioners, dentist, secretaries, and now, my three kids who I've joined up.

"Joining Police Health was the best thing I ever did. I don't know why I waited this long. I didn't think the private health system would be any different, to be honest. Boy, was I wrong!

"Having private health isn't just about maintaining good health. It's a smart decision for our finances, too. The body just starts to break down at 60.

"I had a torn meniscus, which I could have waited seven years to fix in the public system. With Police Health, I had my surgery the week after my appointment. I also had arthrodesis surgery to rectify 60 years of extreme pain in my foot. And, I had a kidney removed, pneumonia treated, plus dozens of dentist appointments.

"When you're young, you just don't think you need coverage. I was a handsome, healthy, young motorcycle cop. I thought I was invincible. But it's easy to see how the benefits add up."



David has received more than \$141,000 in benefits from his Police Health cover since joining 12 years ago.

"I vividly remember the first time I saw a police motorcyclist. I was working as a boilermaker and the office girl's husband raced down the road on his motorcycle. I realised then, being on a bike was my future.

"I got knocked back a couple of times because I had a *'too expansive a traffic history'*, as they diplomatically put it. There are no second chances, and I couldn't just reapply, I was told. But I wouldn't give up and finally, I got in with the help of a local member of parliament.

"I'd still be there today if I didn't need to retire. I kept telling them, cheekily, 'I get to ride around on a motorcycle all day. This isn't a real job.'

"It's the excitement and comradery I still miss. But I had a great end to my career – just one week after I retired, I flew to New Zealand to serve the Earthquake Commission in Christchurch. I think they chose me because I was a long-serving police officer.

"It's the responses that affected me, more than the bodies. I have the face of a father grieving the loss of his son burned into my brain. I remember their faces, their despair. But there can also be a positive change in people's perception in a crisis and I remember that too.

"There's not one thing I'd change about my career, let alone my life. I have no regrets. I don't fear death. I often tell people, I work on planet Earth, but my perception is different. Most 70-year-olds I know just sit back and watch the world go by. I have nine kids, who all call me every day. I just don't see myself as an old man.

"I have a whole lot of life left in me. And, I have Police Health to thank. I can work purely for the joy of it, not because I have to repay medical bills."

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.



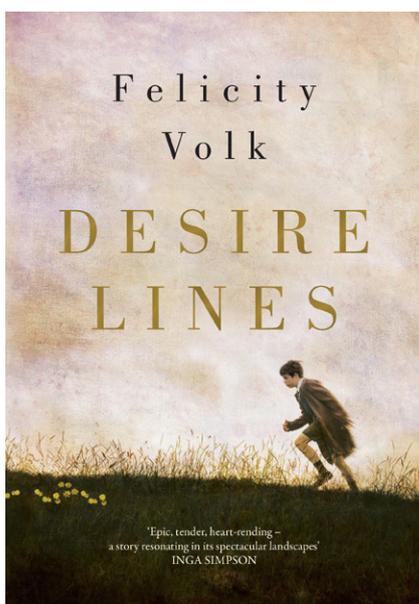
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Desire Lines

by **Felicity Volk**

Every now and then a book comes along that worms its way into your brain and refuses to be dislodged. *Desire Lines*, by Felicity Volk, is one such book for me. I have now fallen into the habit of comparing every book, especially those written by Australian authors, with this one. Few come close.



"You need to discover this [book] for yourself and be in awe of such a beautiful tale."

Desire Lines is published by Hachette, 2020. This is Felicity Volk's second book.

▶ The story revolves around two protagonists: Evie and Paddy, starting out when they were children and naturally moving into adulthood. The story is mostly based in Australia, however Paddy's early life begins in mid-20th century London, where poverty and hunger were commonplace. His parents, unable to feed and take care of their eldest child, hand him over to an orphanage. He, along with many other orphaned and dumped children, is sent to Australia – landing at the Fairbridge school in country New South Wales. I highly recommend reading about the history of this school. It is yet another disturbing chapter of how we have treated and abused our children in this country.

Evie, who grows up in refreshingly ordinary and normal circumstances, meets Paddy and their lives soon intertwine. As characters, they are well rounded and beautifully developed. Make no mistake, it's not some "la la wishy washy we all live happily ever after" love story. It follows real life a lot more closely. And there are some utterly devastating moments in this book.

Felicity Volk, who usually resides in Canberra, sets some of this story in our nation's capital and it is a delight to read about this city – pre-roundabouts – in a novel, rather than a story set in the outback, or Sydney, or the Western Australian coastline. My book club had the opportunity to speak with the very generous and super delightful Felicity, all the way from Nepal where she is posted with DFAT. She explained how she had started the book five years prior to its publication, stalled and then took a year off to concentrate on getting it done. For its release, Felicity had secured Natasha Stott-Despoja as host. The date was set. And then... COVID hit. The book's release was a whimper, not a bang and then was lost to the ravages of a pandemic. If you've not heard of it, that is why.

What sets this story apart from every other boy meets girl is the writing. It is sublime. I don't want to give away any more of the story. You need to discover this for yourself and be in awe of such a beautiful tale. ◀

Review by The Avid Reader

Pages: 448, **Genre:** Life narrative, coming of age, epic

Find it here: <https://www.hachette.com.au/felicity-volk/desire-lines>

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Please feel free to forward any ideas for stories or articles to
brian.mciver@afpa.org.au



Merchandise Order Form

▶ AFP/AFPA MERCHANDISE



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AFP Australia Plaque	\$70		
AFP Plaque (Glass)	\$70		
AFP Plaque (Pewter)	\$70		
AFP Coaster Set	\$40		
AFP Cuff Links	\$25		
AFP Gloss Mug	\$15		
AFP Pen	\$20		
AFP Key Ring	\$18		
AFP Stubby Holder	\$10		
AFP Tie Tac (coloured, silver, gold)	\$10		
PWF Plaque (Glass)	\$85		
AFPA Tie	\$25		
AFPA Tie Bar	\$12		
AFPA Lapel Pin	\$7		
AFPA Stubby Holder	\$7		
		Subtotal (\$):	
		Express Post (\$):	
		Total (\$):	

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AFP Plaque (Pewter) | \$70.00



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Gloss Mug | \$15.00



Pen | \$20.00



Key Ring | \$18.00



Stubby Holder | \$10.00



Tie Tac (coloured, silver, gold) | \$10.00

AFPA Merchandise items



AFPA Pen | \$10.00 each



AFPA Silk Woven Tie | \$25.00



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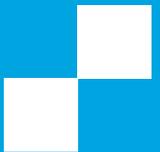
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