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Magazine cover:

AFP members on the ground provided critical disaster relief during *Operation Alliance* in Bali.

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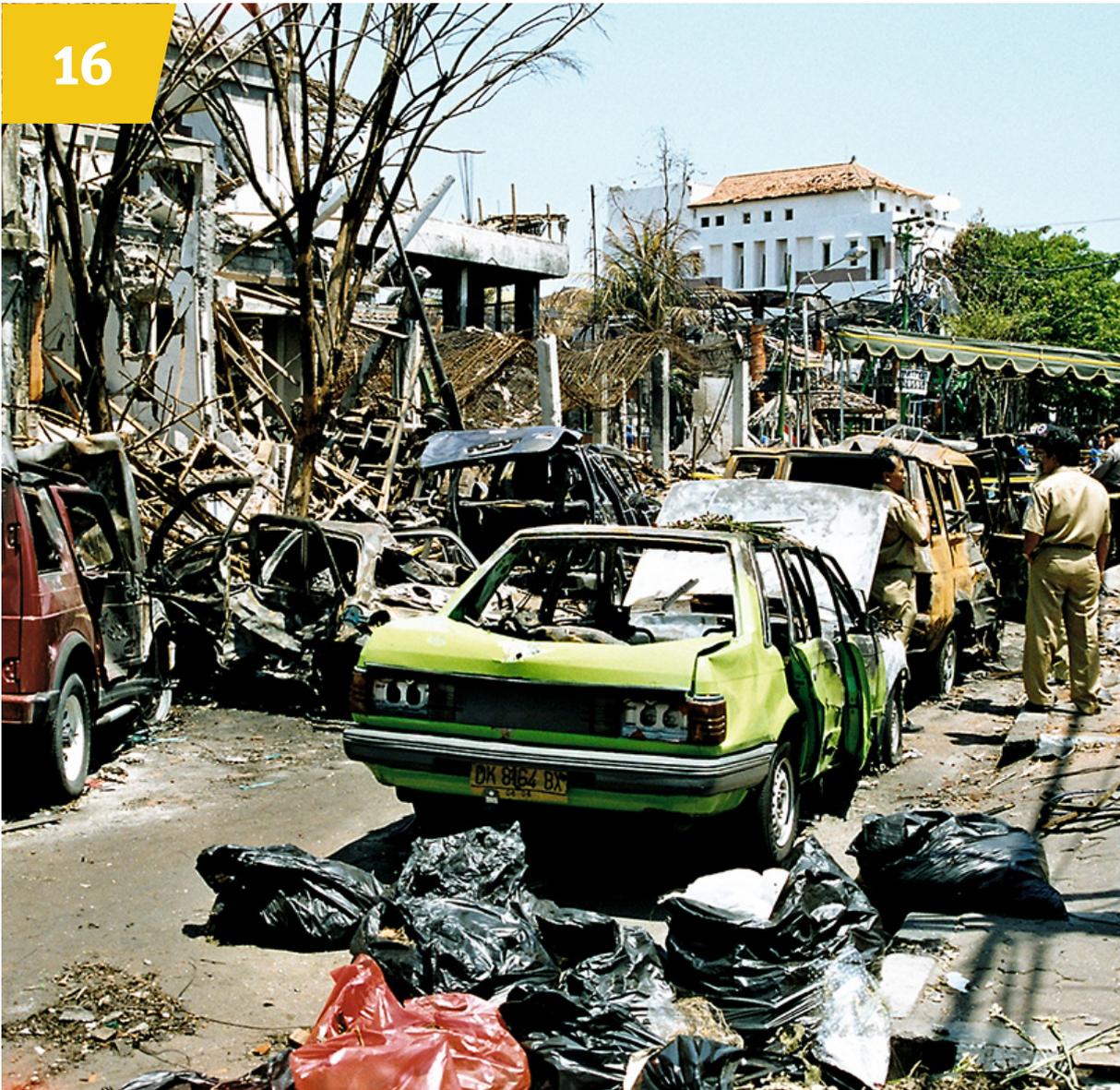
A self defence system introduced and developed for use by the Israeli Defence Forces



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Operation Alliance: 2002 Bali bombings - 20-year anniversary

We acknowledge the 20th anniversary of this terrorist event



President
Alex Caruana

PRESIDENT'S REPORT

Alex Caruana, President

▶ Welcome to the latest edition of Blue Star.

I would like to begin my report by acknowledging the passing of 20 years since the Bali bombing attacks. The AFP's deployment in response to these sickening attacks was proportionate, professional, and empathetic to those murdered and injured (both Indonesian and Australian).

Many of those members deployed 20 years ago have since retired, or are close to considering retirement. Most of us now in well-established AFP careers had not yet joined in 2002; perhaps the Bali attacks were one of the reasons why we decided to apply to join the AFP.

In this issue, we feature an article looking at some of the AFP Museum's exhibits and photographs from the deployment. We would like to thank the Museum as well as the AFP Media team for their kind assistance in preparing this article.

If this article is distressing for you (or someone you know) in any way, then we urge you to contact your general practitioner in the first instance. AFP Welfare is also able to provide the contact details of 24/7 support services who can help – anonymously if you choose.

I would also like to recognise the passing of Her Late Majesty Queen Elizabeth II. A 70-year reign as monarch of the United Kingdom and the Commonwealth was truly momentous and a testament to a life of service. Every living sworn member of each iteration of our federal police service made an affirmation of service to Elizabeth II personally, and on behalf of the Association, I extend my condolences and solidarity to His Majesty King Charles III.

We are approaching the final quarter of 2022 and are also reviewing the first full quarter since the swearing-in of the Albanese government.

On the whole, we are cautiously enthusiastic and optimistic about the discussions and progress being undertaken between the AFPA and the new government.

We are, as always, maintaining and strengthening our relationships with all relevant parliamentarians, including independents and members of the Opposition. Our relationship with Shadow Home Affairs Minister Karen Andrews remains very strong and frank.

AFPA DISPATCH

By now, AFPA members would have received the first two issues of the new AFPA Dispatch. The Dispatch is a monthly report from each of the AFPA's core functions (President and Media, Legal, Membership, and Campaigns), and will sit alongside the quarterly publication of Blue Star.

Members will of course be familiar with our regular Legal Dispatch; following feedback, we have decided to supplement it to provide a holistic monthly snapshot of the entire Association's work.

You don't need to do anything to receive the Dispatch as we will send it each month via email to all financial members. In each edition of the Dispatch, you will find:

- A report from me, as well as a list of the media appearances I have undertaken in the last month
- An article from the Legal team
- An overview of benefits and discounts from the Membership Team, and
- A summary of the last month's campaigning and advocacy. At this point in time, our focus is on preparing for the next EA and ELEA

EA

The new federal government has a demonstrably greater focus on industrial reform of laws and entitlements. Fairness for working Australians has long been a core principle of the Labor Party, and we intend to ensure that the AFP gets the slice of the pie that it deserves, as well as all the slices we missed out on.

I am hopeful we will be able to achieve an exemption from the Public Sector Interim Workplace Arrangements 2022, which has recently replaced the old Public Sector Workplace Relations Policy (formerly known as the Workplace Bargaining Policy). These kinds of archaic workplace policies should not be imposed on police forces. Directly following this report, I have shared a letter I received recently from Minister for Employment and

Workplace Relations Minister Tony Burke MP. In the letter, Minister Burke was positive and forward-looking, and I look forward to continuing to work with him in this space.

So that we can start bargaining for an EA that truly recognises all of our members, and that will alleviate cost-of-living pressures, we need a log of claims that demonstrates the need for change and captures input from the widest range of AFPA members. We have set up a secure webform that will allow you to make suggestions and provide feedback on the industrial issues affecting you; the form can be accessed at www.afpa.org.au/future-enterprise-agreement/

The EA operational team and EA operational committee will supplement these responses with member surveys about the current EA. We are also exploring what other police forces and government bodies have in their EA, and will be looking for parity or superior conditions for AFP employees.

We will keep you updated on the progress towards the next EA on a monthly basis via the AFPA Dispatch as well as updates in Blue Star.

SPIT HOODS

With the ACT Greens looking to ban spit hoods in Canberra, the AFPA has mounted a robust local campaign leveraging media releases, common sense, and engagement with stakeholders and experts.

I unequivocally oppose any ban; spit hoods are not used to coerce, threaten or punish. Rather they are simply a last-resort option to protect the public and first responders from diseases transmissible by blood and oral fluid.

Handcuffs do not stop people spitting. The federal and state governments were comfortable (as they should indeed have been) implementing mask mandates during peak periods of COVID-19 transmission. The use of spit hoods as a proportionate response to risk is the same thing, so it beggars the belief that the ACT government is allowing this debate to continue. Canberrans were diligent in their adherence to mask mandates, and community sentiment around spit hoods is overwhelmingly in favour of their continued use.

If this tool is removed from the Use of Force continuum, the Greens and ACT Government must be comfortable with

- A)** mandating blood and saliva testing, and
- B)** police officers utilising other use of force options such as open hand tactics and strikes in order to enforce behavioural compliance.

Of special note is the AFPA's contention that any ban of spit hoods would contravene the Australian Capital Territory (Self-Governance) Act. Section 23, 1(c) clearly states that the provision by the Australian Federal Police of policing services to the Territory is excluded from the ACT Government having the power to make laws.

Our position is that before any changes are attempted, the ACT Attorney-General must explain how and why he would allow a breach of the Act.

FIRST RESPONDERS' MENTAL HEALTH WORKING GROUP – ATTORNEY-GENERAL'S DEPT

Federal Attorney-General Mark Dreyfus chairs this group, where we hold a permanent seat. In my representations to the group, I am pushing for:

- Presumptive legislation for all AFP appointees, and
- The establishment of a Blue Card for all AFP retirees

Many of the other police unions are also hoping to make similar pitches. There are a number of states who already have presumptive legislation in place, so it is only logical that these laws are applied federally.

CRIMINAL AGE OF RESPONSIBILITY

The AFPA has long advocated for a sensible and consistent (across all levels of government) threshold for the age of criminal responsibility.

The abhorrent torture and murder of British toddler James Bulger 30 years ago is a stark reminder that this isn't a new concern. Preventative, rehabilitative and punitive measures are needed to dissuade, divert and as a last resort, punish young offenders (and protect the community).

To effect such measures, a multi-disciplinary approach is absolutely necessary. Involvement from police, the education sector, youth services, ambulance and mental health services would be required in order to realistically address youth crime.

Children must be old enough to fully understand the consequences of their actions before their liberties are deprived, but the community must be protected in keeping with their expectations.

It is clear that alongside the need for national consistency, there also needs to be discretion available for judges and magistrates during the sentencing of children.

Courts need to be able to decide whether young people know the difference between right and wrong.

Other strategies apart from jailing these people need to be considered, however there are some crimes even for young people where imprisonment is truly unavoidable.

In Canberra, the government has raised the age of responsibility to 12 (from 10), and will raise it to 14.

Youth justice has the power to be an exit point for young offenders and can be a positive force for good. The government must understand available diversionary programs.

Police are well-placed to suggest evidence-based programs, and clearly should be involved in this consultation phase.

We will continue to provide updates on this as they come to hand.

SALARY SACRIFICING

Through the PFA, we are also looking at other ways we can reduce the cost of living for AFPA members.

We are exploring childcare subsidies, salary sacrifices of housing/mortgages and other ancillaries as potential means to reduce pressures.

NATIONAL POLICE REMEMBRANCE DAY

On 29 September, I attended the dawn service at the National Police Monument at Parkes in Canberra to honour our fallen members. I also attended the evening service and laid a wreath on behalf of the membership of the Association alongside members of government, other members, and international policing members and associations.

In between these two services, I joined the rest of the AFPA office staff in walking across to the memorial for an informal reflection. It was a typical spring day for Canberra, perhaps a touch windier. We gathered in front of the touchstones and recited the Police Ode. Afterwards, staff members made their way along the wall, and observed those names recently added.

It is indeed bittersweet visiting the Memorial each year; more names are ever added, but it is a beautiful and worthy location to commemorate lives laid down in service.

I would like to remind everyone, both those who live in Canberra and people living elsewhere, that the Memorial is open year-round for visitors.

We will be featuring a gallery of images from the day in the next issue of Blue Star.

IN THIS ISSUE

Many of our members practice martial arts outside of official training; the physical and mental benefits of self-defence training are considerable. SGS Krav Maga has kindly submitted an article on the history of the Israeli martial art Krav Maga as well as an overview of their school, on page 34.

Our articles on the AFP response to the 2002 Bali bombings begin on page 16.

And we also feature an article submitted by Quest For Life, on page 28. Quest For Life provides assistance to police members experiencing psychological distress or symptoms of post-traumatic stress at their centre in Bundanoon, NSW.

We are excited to be partnering with Quest For Life to offer AFPA members the chance to take advantage of recuperative and rehabilitative sessions at their centre.

As always, stay safe and in solidarity,

Alex Caruana

President

Regular Items



Contribute to



BLUESTAR

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



The Hon Tony Burke MP
Minister for Employment and Workplace Relations
Minister for the Arts
Leader of the House

Reference: MC22-017231

Alex Caruana
President
Australian Federal Police Association
PO Box 4576
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By email: afpa@afpa.org.au

Dear Mr Caruana

Thank you for your correspondence of 3 June 2022 regarding my appointment as Minister for Employment and Workplace Relations. I am honoured the Prime Minister, the Hon Anthony Albanese MP, has appointed me to this role.

Thank you for your invitation to meet to further discuss matters impacting the Australian Federal Police. My office will be in touch in due course to arrange a suitable time.

I appreciate you outlining the key objectives of the Australian Federal Police Association's Operation Recognition campaign. The Government has immediately started work on building a better future for all Australians and we are committed to acting as a model employer. My department is finalising the work of the cross-jurisdictional First Responder Mental Health Working Group, which developed a national approach to presumptive workers' compensation legislation for first responders with post-traumatic stress disorder.

The Working Group's proposed approach is currently with state and territory ministers for endorsement. It sets out a national standard to ensure that all first responders with post-traumatic stress disorder are able to access appropriate support, including treatment and leave, through workers' compensation arrangements. This would support recovery and return to work outcomes for first responders, including Australian Federal Police Officers.

I have asked my department to consult with your association as it develops advice on next steps in applying the national approach within the Commonwealth jurisdiction. Thank you again for your correspondence.

Yours sincerely

A handwritten signature in blue ink that reads 'Tony Burke'.

THE HON TONY BURKE MP

3 / 8 / 2022



LEGAL AND INDUSTRIAL

Giles Snedker, Acting Manager, Legal & Industrial

Acting Manager,
Legal & Industrial
Giles Snedker

Surviving PRS – The Impact of Internal Investigations

▶ A considerable proportion of the Legal and Industrial Team's caseload involves assisting members who are being investigated by Professional Standards ('**PRS**') under Part V of the Australian Federal Police Act 1979 ('**the AFP Act**'). In fact, since January this year we have assisted over 150 members with PRS matters. This process can be extremely distressing for those members subjected to the PRS investigation – particularly when the process is drawn out or delayed, with complex matters taking two or more years to finalise.

In August 2022, the Commonwealth Ombudsman released "A report on the Commonwealth Ombudsman's activities under Part V of the Australian Federal Police Act 1979 for the period 1 July 2020 to 30 June 2021". This report indicated that between 1 March 2020 to 29 February 2021, 68% of Category 3 matters were resolved within the benchmark time of 256 days. While the reasons for delays in resolving matters often do not lie solely with PRS, the process is not a quick one. This is partly due to the high level of natural justice afforded to a subject of a PRS investigation, as members are allowed to respond to the proposed conduct issues, with considerations made after that (depending on the response). Nevertheless, a PRS Category 3 investigation will often be a long and stressful road.

Many employees of the Australian Federal Police are subjected to an internal investigation at some point in their careers. As a result, the AFPFA see a broad range of misconduct allegations from colleagues, public members, and supervisors.

Many are anonymous or at least not known to the subject. Some have substance, some do not. Regardless, once a complaint is investigated by PRS, the subject is obligated under the AFP Act to

provide any information that is within their knowledge, including any relevant documentation.

Further, members are subject to strict requirements of confidentiality requirements. This confidentiality applies to both the subject and any witnesses and must be upheld throughout the entire investigation and after it has concluded. If a member wishes to speak to anyone about the investigation (including a family member, colleague, or friend), they must receive specific authority from PRS. The only exception to this rule is that members may speak to an AFPFA Industrial Officer, legal practitioner, registered health provider, or a member of the AFP Welfare Network at any time.

THE INVESTIGATION PROCESS: WHAT CAN I EXPECT?

Complaints are a fact of police life, and PRS investigations are vital to ensure our law enforcement agencies are kept free of corruption and misconduct. However, this does not mean that your mental health or your career must or should suffer as a result of an investigation.

There are things that you can do to prepare yourself for contact with PRS. Ensure you contact the Association as soon as you are told of a request to attend or respond to PRS. We will explain about:

- what to expect
- the internal investigation processes
- your right to support
- questions you may ask PRS
- how to seek permission to talk to someone (outside of the AFP) about your situation
- how to utilise welfare services
- how to manage rumours you might hear
- answering the questions during a PRS interview
- any initial questions you have, either for us or for PRS

We will also offer you a support person who can attend the interview with you.

After the interview, or submission of a Minute, be ready to stay in contact with PRS. This includes possibly delaying any interstate trips you have planned, seeking their permission to talk to people other than those exempted, and anything else you may have queries or concerns about.

Although it would appear to be obvious, it is still necessary to repeat: the AFP is likely to terminate the employment of those it is satisfied have lied or have engaged in conduct that raises concerns about their integrity.

If you are caught lying, you are setting yourself up to be a professional liability to the AFP. In criminal proceedings, why should a court trust your word if you have a proven history of dishonesty? Furthermore, if an employee caught lying is not terminated, it sends a message to other employees that lying is acceptable behaviour or at least not something that will cost someone their job.

YOUR WELLBEING DURING AN INVESTIGATION

Allegations often have one thing in common – they can lead to a great deal of anxiety. Whether you are the subject of a complaint or a witness, recalling events, responding to questions, and being involved in a PRS investigation can be an isolating, frightening, and adversarial experience. There are several factors that may cause members’ mental health and wellbeing to be impacted during a PRS investigation, including:

- The drawn-out process and any time delays.
- The secrecy rules and warnings about confidentiality lead to feelings of isolation. You will be told at the end of the interview not to talk to anybody about the allegations unless you first seek permission from Professional Standards. This means anybody unless they fall into a limited class of exempt people.
- Despite the secrecy rules, people around you may find out, and of course, they only hear half-truths. Should this occur, we recommend speaking to your PRS investigator to ensure that the integrity of the investigation is not compromised and ensure that you are not further isolated.
- Due to the nature of an investigation process, it can feel like the investigator is judging you. Rest assured, they are simply doing their job. However, if you feel there is a lack of procedural fairness being afforded to you, we encourage you to speak up.

As a result of an investigation, you may be suspended from duty with or without pay. This can happen at any time during the investigation. If you are suspended, other restrictions will come into play including your ability to contact your colleagues, requirements to report any contact with colleagues, and ability to enter AFP premises. All these factors can also lead you to feel isolated from colleagues.

The message here is that actions can be taken to reduce the impact of an internal investigation on you that are likely to impact your health, your relationships, and your physical and mental wellbeing. Your Association will help you. You need to be prepared to accept help, listen to the advice offered, and maturely consider the strategies suggested to help you face the challenges of an internal investigation. ◀

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MEMBER SERVICES

Courtney Posantzis, Member Support Administrator

Member Support
Administrator
Courtney Posantzis

▶ The AFPA participated in the Wall 2 Wall ride on the 17th of September this year; I felt very privileged to attend on the day, and to have the opportunity to talk to our members that took part in the event. It was nice to talk face to face with a vast array of members and hear from them directly. Feedback is the backbone of a membership organisation!

Communication is also the key to a successful membership experience. We are incredibly dedicated to providing you a seamless experience. In fact, we want to hear from you; anytime something changes, why not let us know?!

It's really helpful that you let us know when your workplace changes – your allocated zone is an important aspect of your AFPA Membership – giving you a voice (and a choice!) as to the direction and leadership that the AFPA takes. It also helps you to have another avenue of communication with the AFPA – do you know who your delegate and convenors are? If you're unsure – reach out and ask us, we would be thrilled to connect you with them.

If you let us know when you're on leave without pay (LWOP), we can make alternative arrangements for your deductions to be paid outside of Insight. Depending on your eligibility, you may also be able to make an application to the Executive for a fee waiver during such time that you aren't currently working. We would hate for you to lose your entitlements for the sake of a tiny bit of life admin (and we will do all the heavy lifting for you).

September is also the month that we ask, "R U OK?" It is important that we recognise that this question isn't just valid on September 8th, but every day of the year. To that end, I kindly encourage you to let us know when you might need a helping hand (I understand that this can be an incredibly hard act), so that we may look at enacting some of our welfare benefits. We offer a bespoke welfare solution; our team is really good at working with you to understand what the best kind of support for you during your time of need would be. You can also advocate on behalf of a friend or colleague – if you notice a mate that could do with a little extra support, why not reach out on their behalf?

As part of the welfare that AFPA undertakes, our team has had a number of critical illness claims submitted this quarter. You

may not be aware, but as part of your AFPA membership, if you have had the unfortunate luck to be struck down by illness (as defined by our policy), you may be covered and eligible to make a claim. We try incredibly hard to make this as stress-free as possible – it's quite a simple process. Alongside your application, we also seek to look after you in other ways (generally utilising our charity AUSPOL). Such examples include (but are not limited to) a member, too unwell to manage basic tasks, who had a suite of services organised for a specified amount of time so that they may focus on putting their energy solely into their recovery.

Recently, four AFPA members have had their critical illness claims accepted, for a total of \$60000 worth of insurance payments to those members. We obviously wouldn't wish ill health on anyone, but I am incredibly grateful that we can assist these members in such a fashion.

In addition to this form of welfare aid, we have deployed over \$7000 in services to members through our charity AUSPOL. This additional (and holistic) support has been gratefully received, usually by members who weren't even aware of the kinds of help they could access.

You can read more about these "big-ticket" items here afpa.org.au/member-benefits-2/welfare/.

As always, I call on you to utilise all of your membership benefits – our portal houses ever-changing savings and AFPA exclusive discounts with our partners. Chances are, from your basic everyday purchases to bigger one-off purchases, we will have a discount or saving to be had!

I would also love to take this opportunity to welcome the new members to the AFPA community and thank the retired members who have left our ranks; I wish them all the very best in their future endeavours. To the recruits that have freshly graduated, I wish you well as you embark on your AFP career and look forward to supporting you along your career journey.

You can make contact with our friendly team either via email afpa@afpa.org.au or via phone **02 6285 1677**. We would be happy to help with any question that you may have. ◀



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Debit cards are one of the easiest and most convenient ways to get local cash when overseas.

Pay no ATM transaction fees with our Cash Passport Platinum MasterCard that allows you to load up on 11 international currencies! Remember to check your card's expiry date and know what your daily withdrawal limit is before you leave.

3) CONSIDER TAKING SOME FOREIGN CURRENCY IN CASH

Having a mix of cards and cash allows you to have some flexibility when it comes to paying for goods and ensures you have a backup if anything gets stolen. It's also convenient when you arrive at your destination and for smaller purchases. You can compare rates and order foreign currency online.

4) HOW WILL YOU COMMUNICATE?

Using your mobile phone when you're overseas can be pricey. You can purchase a prepaid SIM card before you leave to avoid the hefty international roaming costs.

Make sure you have the Police Bank app installed with notifications allowed.



5) CONSIDER PAYING BILLS AUTOMATICALLY

Missing a bill or credit card payment when you're on holiday could lead to a late fee. If you're away for a long time, consider automating your payments to help plan for periodic bills.

6) EMERGENCY DETAILS

Keep a copy of any important contact details somewhere safe in case of an emergency. If you're overseas and run into trouble, you can **call us on +61 2 9287 0888** to report a lost or stolen card. **We offer 24/7 support in case you have any issues.**

The last thing you want to worry about when you're on holiday is money. Run through the steps on this list before a trip, and you can have the confidence that you have taken care of business before leaving home. **Happy travelling!**

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OPERATION ALLIANCE:

2002 Bali bombings – 20-year anniversary

Terrorism darkened Australia's doorstep on the night of 12 October 2002. Just after 11pm local Indonesian time, a suicide bomber detonated a bomb inside Paddy's Bar and a short time later, a vehicle-borne IED exploded outside the Sari Club on the popular tourist island of Bali, killing 202 people, including 88 Australians.



To mark the 20th anniversary of this history-defining terrorist event, the Australian Federal Police has produced a four-part podcast series, taking listeners inside the investigation, the meticulous forensic work and the Disaster Victim Identification process.

Host is veteran broadcast journalist Ray Martin. He takes listeners behind the headlines and through the stories as told by AFP members involved at the time, to help the public understand the significant influence this event had on the AFP as an organisation, and why it had such a profound impact on the Australian community.

AFP Commissioner Reece Kershaw said the **Operation Alliance: 2002 Bali Bombings Podcast** pays tribute to Australia's policing response to the tragedy, and how the AFP proactively evolved to confront the threat of terrorism both in Australia and internationally.

"When the terrorist bombs exploded in Bali, the spectre of terror was different. From the shadows of 9-11 the year before, Australians now understood just how close and real the prospect of a terrorist attack was. The October 2002 Bali bombings proved to be a major turning point for the AFP," Commissioner Kershaw said.

"The Australian community will begin to understand the significant influence this tragic terrorist event had on the fabric of the AFP as an organisation, and why the Bali bombings changed policing and international law enforcement relationships."

Indonesia recognised the impact the deaths of 88 Australians was going to have on the community and within days of the tragedy, a joint investigation was formalised between the AFP and Indonesian National Police.

The strong relationship the AFP has with Indonesian authorities' remains steadfast 20 years on – it is a partnership, which continues to help keep Australians safe today.

At the peak of the Bali bombings investigation, there were 120 Australian personnel from a range of agencies based in Bali, with an additional 400 AFP staff working from Australia to support the joint operation. More than 500 personnel deployed to Bali.

Forensic breakthroughs, including post-blast residue examinations, fingerprint comparisons and a suicide bomber theory, paved the way for investigators to identify suspects, later charged for their involvement in the bombings.

Commissioner Kershaw said Bali was also the AFP's first ever DVI response to an international mass casualty event, assisted by state and territory police specialists, ensuring all those killed, returned to their loved ones.

"The bravery and resilience of Australians, and the way affected families wrapped their arms around each other, provided our members with inspiration and the motivation to undertake such a challenging operation," he said.

Bali was fundamental in re-shaping how the Australian community felt about its safety abroad and at home; in re-shaping Australia's national security framework; and in re-shaping the AFP into a mature organisation driven by courage and innovation.

Twenty years on – countless others continue to be the impacted by the Bali bombings. The Balinese people who lost 38 citizens, first responders who experienced harrowing trauma, and all the families still grieving the loss of their loved ones now bonded by an evil tragedy.

"For the men and women of the AFP – Bali is about the families who lost their loved ones and those who survived the tragedy – they are never far from our minds," Commissioner Kershaw said.

The Podcast '**Operation Alliance: 2002 Bali Bombings**' is available on the AFP website and on all major podcast platforms.

EPISODE GUIDE:

Episode 1: The Lights Went Out – 21 September

Episode 2: Looking For Clues – 28 September

Episode 3: Team Effort – 5 October

Episode 4: Closing The Circle – 12 October

20 years on:

The AFP Museum reveals photographs, exhibits and documents relating to the Bali bombings

PADDY'S PUB



DATE: 12/11/02

FIRST DRINK ENTRY COUPON
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We would like to thank the AFP Museum’s curator Chris Cranston for her kind assistance in providing photographs and information on the AFP’s collections.

The AFP Museum has curated, in partnership with the Australian War Memorial, a photographic exhibition on the AFP response to the Bali bombings to be hosted at the AWM in Campbell, ACT. The exhibition will run from 7 October to mid-November 2022. We encourage all AFPA members to visit the exhibition if they are able to.

In this photospread, we look at some of the images to feature in the exhibition.

Photos and objects are sourced from the AFP Museum Collection. We would like to thank those members deployed on Operation Alliance for their donations to the Museum enabling these significant items and images to be shared.



Paddy's Bar –
suicide bomber
ignition point



Special feature



Mobile ph. fragments seized from roadside at Renon, Denpasar near US Consulate – lead to identification of suspects



Left to right: Helmet used by retired AFP member Mick Travers during deployment. Pieces of metal signage testify to the force of the explosion. Pottery retrieved from Sari Club for forensic analysis.



Sari Club wreckage

Top left: Fragment of tartan from the explosive vest worn in Paddy's Bar.

Top right: David Royds, Forensic Team Leader collecting blood and soot spatter samples from the ceiling of Paddy's Bar. They were found to be connected to the Person Borne Improvised Explosive Device (PBIED), an explosive vest. He is assisted by fellow AFP Forensic team member, Tom Stoewer.



Sari Club ground zero – crater from van bomb

Special feature



Seized motorbike undergoes AFP fingerprinting in a makeshift super glue fuming tent – later identified as belonging to Ali Imron



Middle left:
Inside the club

Middle right:
Street wreckage



Sari Club – 3D laser scan – credit to I-SITE Studio

AFP officers gather at an Australian airport to collect questionnaires from returning travellers



Special feature



Sign from outside the Sari Club, tested for explosives residue

Mobile lab in the
Kartika Plaza Hotel



Overhead of
bombing sites,
Kuta

All images supplied by Australian Federal Police

Comcare Claims



David Tarrant
(Partner)

Eligible Australian Federal Police Association Members who suffer physical or psychological injuries as a result of their AFP work duties, may have a potential Comcare claim.

Under the Comcare scheme a worker with an organisation or agency covered by Comcare, such as the AFP, may have an entitlement to claim:

1. reasonable and necessary medical treatment and rehabilitation expenses;
2. payment of weekly wages;
3. payment for lump sum permanent impairment and non-economic loss (if assessed at greater than 10% whole person impairment);
4. and, in some cases, the cost of domestic care.

It is important to note that all Comcare claims are considered on their individual merits and an AFPA member will have to establish that their employment was a significant contributing factor to them suffering the injury.

In the case of a claim for physical or psychological injuries, after establishing the work was a significant contributing factor to the injury, Comcare will then determine whether the AFPA member reasonably requires treatment and what services are required.

If an AFPA member is injured during the course of their employment they should notify the Australian Federal Police (AFP) in writing of the incident as soon as practicably possible after the injury.

They should also submit an Australian Government Comcare Workers Compensation Claim form along with a Certificate of Capacity to Work with the employer. The Compensation form is found on the Comcare online forms portal at <https://forms.comcare.gov.au/>. The Certificate of Capacity will need to be completed by the AFPA Member's treating doctor.

In the event that Comcare denies a claim, AFPA members should immediately contact David Tarrant from Carroll & O'Dea Lawyers on 02 9291 7121 who will advise you on requesting a reconsideration of the Comcare decision.

Time limits are crucial in Comcare matters and you only have **30 days to submit a reconsideration request form** to Comcare if you disagree with Comcare's initial decision.

Following a request for reconsideration, Comcare will issue a reviewable decision.

If you remain unhappy with that decision you have 60 days to file an Application for Review of a Decision in the Administrative Appeals Tribunal (AAT).

If a claim cannot be resolved with Comcare following the lodgement of the application with the AAT the claim will proceed to hearing in the Tribunal which is a no cost jurisdiction. However, if an AFPA member is successful in a claim in the AAT then they would be entitled to claim a portion of their costs from Comcare.

If a member's claim is not successful in the AAT you have 28 days to lodge an appeal in the Federal Court of Australia.

However, an appeal to the Federal Court of Australia can only be made on a question of the law. AFPA members would require a solicitor and barrister's advice as to whether an appeal of the AAT decision would have reasonable prospects of success as there are costs consequences if the appeal is unsuccessful.

For all matters including personal injury and workers compensation, please complete our enquiry registration www.codea.com.au/contact-us/



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



Quest for Life: A Holistic Health and Wellbeing Program



A new lifeline is available to AFPA members experiencing psychological distress or symptoms of post-traumatic stress.

The AFPA is currently offering to fund members struggling with their mental health to attend the 5-day Moving Beyond Trauma program at the Quest for Life Centre in Bundanoon, NSW.

▶ The program, developed in part by former police forensics investigator Esther McKay – who works as Quest’s program development manager – provides evidence-based approaches to recovering your health and wellbeing for first responders and the wider community.

The study also found that employees who had worked more than 10 years were almost twice as likely to experience psychological distress and six times more likely to experience PTSD symptoms.

The program’s results show a significant improvement in participants’ mental wellbeing immediately after attendance, with improvement increasing over time.

People employed in traumatic work environments with repeated daily exposures are at risk of burnout, drug and alcohol dependency, family breakdown, depression, and suicide. These problems often manifest years after the events.

Esther, who served 17 years in the NSW Police Force as a crime scene investigator before her medical retirement due to PTSD, said, “the most important point to convey to anyone having trouble with their thoughts is to not suffer in silence or try to recover alone.

A previous *Moving Beyond Trauma* participant and former AFP International Command member who wished to remain anonymous encouraged other former or serving AFP officers experiencing distress to book a place.

“Reaching out is the hardest part, so being able to reach out to someone who understands police culture is important,” Esther said.

“If you are offered a position on the program, take it.”

“People who have been suffering short or long-term can attend the *Moving Beyond Trauma* program as it’s appropriate for everyone impacted by trauma, but the sooner you book in, the better.

“It really was the first time that I had been able to just concentrate on myself and really realise how unwell I was.

“Once it’s chronic, it’s harder work to achieve optimal health again.”

“You will be scared and think that no one understands what you’re going through, but the people at Quest for Life understand and can help.

The importance of managing mental health and wellbeing for police was highlighted in Beyond Blue’s 2018 National Mental Health and Wellbeing Study of Police and Emergency Services, **Answering the Call.**

“Don’t give up. Get out of the house. I know it’s hard and you want to stay home and hide but you will not recover if you do that. You need to get back out into the community and try new things.”

The study found that police and emergency services workers are more than twice as likely to experience high or very high rates of psychological distress compared to the general population, with PTSD rates as high as 11% for police and an estimated 4% in the adult general population.

Another previous participant, Bob Simpson, whose 20-year career spanned general duties and proactive policing with NSW Police, said he hoped any AFPA members struggling with their thoughts would take up the offer of free attendance.

“I’d like to see a better future for other police,” Bob said.



Bob, who medically retired due to PTSD several years after a horrific workplace incident, said he arrived at Quest after years of feeling angry, hopeless, and suicidal.

“To be honest I didn’t want to be a part of this world anymore and came close to checking out a couple of times. I absolutely didn’t want to be on this earth.

“The reality is police often deal with sadness and sad situations.

“If we can get to serving police before they fall into the abyss, I absolutely believe that doing the trauma course during your career as a frontline worker – rather than post career – can increase your career on the ground by 5 to 10 years.”

Photo left: Bob Simpson had a 20-year career with NSW police and is now employed with Quest

Today, Bob works for Quest doing follow up aftercare with recent participants to check in on their recovery after their attendance, a job he chose to continue to serve the community.

Contact the AFPA, Quest for Life, or Esther McKay to enquire about attending *Moving Beyond Trauma*. ◀

Quest for Life Foundation:

Call: 1300 941 488
Email: programs@questforlife.org.au

ESTHER MCKAY:

Call: 0419 460 530
Email: esther@questforlife.org.au

Need help now?

LIFELINE: 13 11 14
MENSLINE AUSTRALIA: 1300 78 99 78



The Science of Krav Maga: The World's Most Effective Self-Defence System

This article is written by Steven Kratsas, Krav Maga Global Expert Level 1 and SGS Krav Maga Founder and Head Instructor.

Krav Maga is Hebrew for 'Contact Combat'. It was conceived in the 1930s by Imi Lichtenfeld who introduced and developed the system for use by the Israeli Defence Forces. It has since been adopted by law enforcement and militaries around the world and remains, today, the most popular system among police, military, security, and defence personnel worldwide.

▶ The basic principle of Krav Maga is effective and efficient self-defence and combat in situations when there are no rules and no referees. This principle accounts for the realities of a real-life confrontation, which are very different to a scheduled fight in a ring with a single, known opponent. Krav Maga is a constantly evolving system of self-defence, fighting, and third-party protection that teaches its students to protect at all costs and defend with everything at their disposal. What does that mean in practice?



Krav Maga studies how your body instinctively moves and reacts when attacked. It uses and hones these reflexes for the purpose of self-defence. The training focuses on using these existing reflexes and on building muscle memory, so it is relatively easy to learn even for people with little or no martial arts experience. Krav Maga has been specifically designed to take advantage of the inherent weaknesses in any attack and attacker with the objective of ending a fight quickly and effectively.

Krav Maga teaches practitioners to attack the most vulnerable parts of the body, which can be done in several ways through takedowns, kicks, and knee strikes. It follows that you should avoid exposing these vulnerable areas when fighting. Krav Maga training builds a deep, instinctive understanding of how to defend from attacks.

HOW IS KRAV MAGA DIFFERENT FROM OTHER SYSTEMS?

Krav Maga is designed for offence and defence, it is not just defensive system. Krav Maga's goal of realism exposes students to un-telegraphed attacks of all types and helps prepare them for better responses to any threats. It also teaches effective defences in the preflight stage, utilising de-escalation techniques. Finally, it teaches practitioners how best to take advantage of the weaknesses of people who attack.

Eyal Yanilov, Imi Lichtenfeld's direct successor, is the head of Krav Maga Global (KMG). It was Eyal who brought Krav Maga to the world, adapting it to civilian use and helping grow the system globally. KMG's Krav Maga System integrates the science of human physiology and the experience of its practitioners in the military and law enforcement, whose feedback helps the system continue to develop and evolve as the world changes around us.

The KMG system is constructed from three integrated parts, noting that these distinct pillars may merge into one in an actual confrontation:

- CQB, Armed and Unarmed Hand-to-Hand Combat – defeating an opponent quickly and effectively in close combat. This involves different elements of a fight: tactics, techniques, combinations, and the psychology and mentality of a fighter. Use of knives sticks and guns for attacks are integrated into this.
- Self-Defence Techniques – defences against both armed and unarmed attackers. The techniques are eventually practised under stress, in simulations of adverse conditions and environments, such as in the dark, on the ground, indoors and outdoors and in situations that limit the practitioner's movement.



- Close Protection and 3rd Party Protection – defending a third-party (a friend, family member, VIP, or fellow officer) against all kinds of attacks and threats. Dealing with one or more attackers, moving, evacuating, and taking care of the other person, functioning under different conditions in different environments and locations.

SCIENCE WITHIN KRAV MAGA

Every technique that is adopted by KMG and taught to its practitioners is first extensively stress tested. With elite units around the world training Krav Maga regularly, the system has been stress-tested widely and has been forced to adapt as scenarios new threats develop. When a new type of threat is identified, the threat is workshopped within the system, tested, and then rolled out to the instructor network.

For example, there has been an increased number of knife stabbing attacks where the attacker uses an underhand ('oriental-style') stab using the rear hand but uses the lead hand to simultaneously push the defender, effectively 'ranging' the attack. The defence for this attack is now incorporated into Krav Maga training. This dynamic nature is what keeps Krav Maga so relevant and so valuable to military, law enforcement, and civilian practitioners.

Moreover, over the last few years ground combatives have become more prevalent in the community as MMA and ground submission wrestling have become more mainstream. I cannot speak for all schools, however most good Krav Maga schools will also incorporate ground combatives training such as Sambo, Pancreation, or BJJ into their teaching.

That said, it is dangerous to focus exclusively on ground combatives at the expense of tactical training. Outside of a padded martial arts gym, law enforcement and security officers are faced with multiple attackers, weapons, as well as attackers that

may be much stronger or heavier than they are. This fact begs the question: is the defender able to wrestle with someone much larger while maintaining control of the duty weapon or in the absence of backup in a multiple-attacker situation?

WHY IS KRAV MAGA USED AROUND THE WORLD BY MILITARY AND LAW ENFORCEMENT?

From verbal de-escalation techniques to unavoidable physical confrontations, with and without a weapon, Krav Maga teaches the most effective, direct, timely, and context-appropriate defensive and offensive techniques. Regular training improves an officer's critical skills and decision-making abilities in stressful situations, as well as providing the mental and physical conditioning required to perform at their peak.

Krav Maga teaches students to apply context-appropriate tactics and techniques to solve time-sensitive, potentially dangerous problems, real-time and under simulated conditions of stress and/or fatigue. By providing consistent exposure to realistic and dynamic situations, officers learn to successfully condition themselves to transfer that training to enhanced performance in high-stress, real-world situations.

Students learn a variety of tactics to de-escalate, disarm, or overpower a threatening individual or group, considering the constraints placed on the Officer by State and Police Regulations, as well as the situation itself. This includes training to use the minimum force necessary to control a dangerous situation, as well as pre-emptive force when required.

WHY IS KRAV MAGA SO EFFECTIVE?

While many self-defence systems will teach you how to defend against a punch, others will teach you to grab and hold someone. This often leaves your less-defended areas – and your head, in particular – dangerously exposed. Krav Maga teaches practitioners to be aware of their own weak points at all times and how to avoid leaving them exposed when defending and when attacking. It also teaches practitioners to take advantage of those same weaker areas of your opponent's body, making Krav Maga the most effective system of self-defence available today.

If you would like to know more visit our website at www.sgskravmaga.com.au

Editors note: The techniques, drills and advice in this article are offered for reference only; by publishing this article, the AFPA is in no way advising our members to use any techniques outside of approved AFP self-defence methods during their official duties.

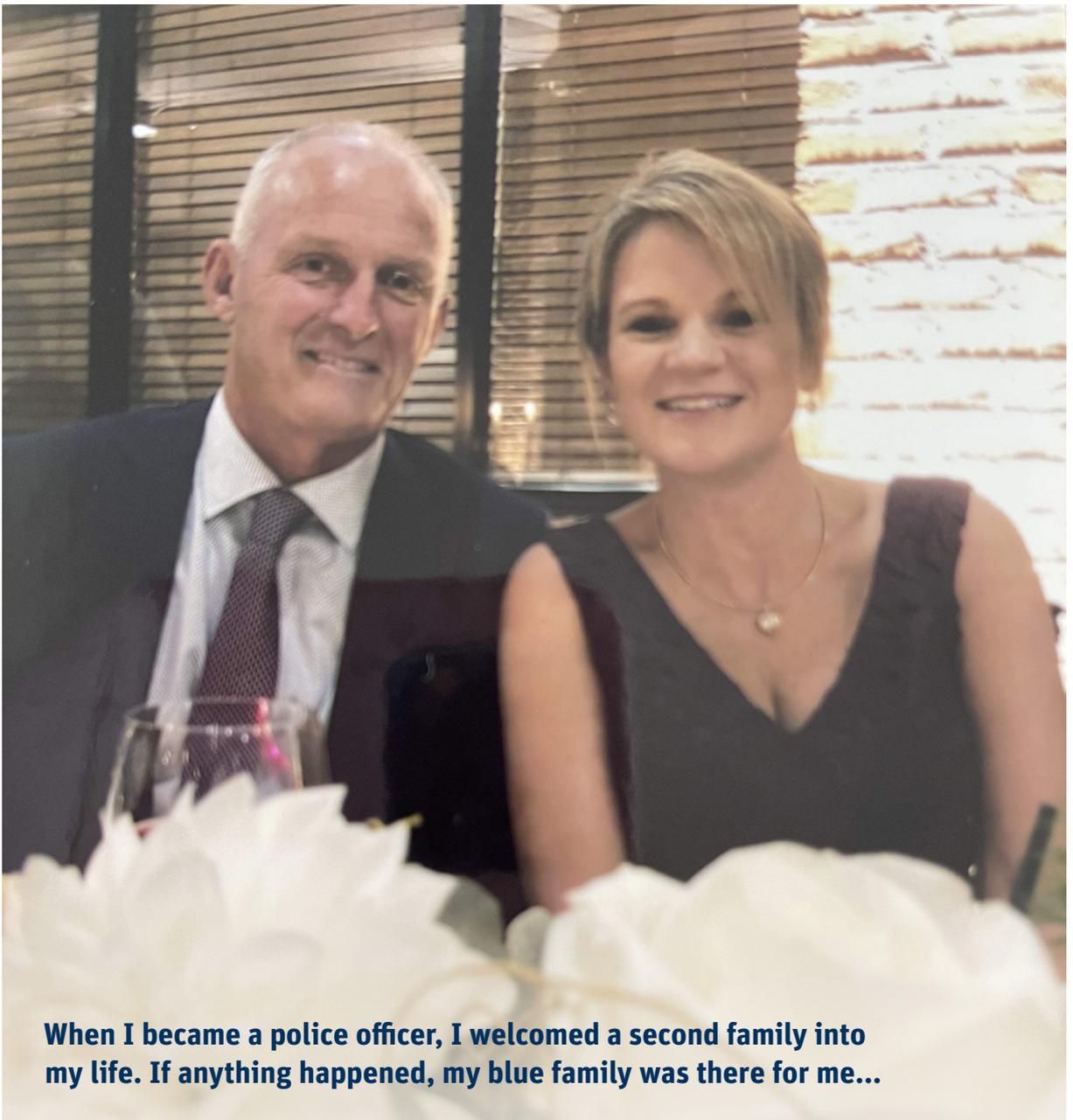


Caption

“The most memorable moment I’ve had in my 17 years of service is delivering a baby. I had no idea what I was doing but it was 2.10am so I just put my gloves on and told her to push. Not many people can say they’ve done that.”

Margaret Little, Constable, Tasmania Police

CONTENT WARNING: Margaret’s account of her physical injuries from service may be upsetting for some readers.



When I became a police officer, I welcomed a second family into my life. If anything happened, my blue family was there for me...

The Little family have received more than \$235k in benefits from their Police Health policy.



“As an older female recruit, and at a time when there weren’t a lot of women in the service, it was incredible to find myself in a situation early in my career that called for my maternal instincts. My male partner wasn’t game enough to come into the birth room. Being a mother myself, I just tried to keep her calm. I got to hold this beautiful baby girl and even guessed the weight.

“They certainly don’t teach you how to deliver a baby at the academy.”

“Out in the community, there’s no rhyme or reason. This is both exhilarating and exhausting but being able to come home to the support and safety of my family makes it possible. I met my husband while I served in the army reserves for 12 years. We have three wonderful daughters, all who encouraged my dream to transition into the police service.”

“When I became a police officer, I welcomed a second family into my life. If anything happened, my blue family was there for me – a death in the family, multiple knee surgeries, and supporting my foster son who has complex needs. They’re the scaffolding behind everything that makes me a good police officer.”

“Police Health are an extension of my blue family. To have Police Health put my foster son as a dependent on our policy and to be recognised as a member of the family is the best way to describe the level of personal support. He’s already had two operations in his life, both of which were covered by Police Health, no questions asked.”

“Due to wear and tear, years of physical work and getting older, my knees have suffered. I’ve had 17 operations across both of my knees. My body rejected the first implant in my left knee. My right-side has a crater in it, so I’m mentally preparing for the operation and recovery.”

“There are a lot of opportunities to stay in the service, which I’m thankful for. I’ve been moved from the frontline to Radio Dispatch Services.”

“Because it’s a state-wide service, we never know what calls we’re going to take. Much like any other policing role, it’s about forging a community connection. It’s not just sending a car, but more, making someone feel like they’re not alone. Sometimes, I’m

the only person they talk to all week. The role has taught me the value of compassion, patience, and the power of listening.”

“I’m able to open my heart and time to these people, because my blue family and Police Health have got my back. When I joined Police Health, I never expect to have issues with my knees. **You never know what’s around the corner. I’ve lost count of how many times I’ve been in hospital.** Police Health have always been there for me.

“As officers, we’re exposed to situations the general public isn’t. It’s comforting to have Police Health as a support that’s always there, in what’s a very unpredictable field.”

To join more than 65,000 other members of Australia’s police community already enjoying peace-of-mind from Police Health’s gold-tier insurance, call **1800 603 603** or visit **policehealth.com.au**.

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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▶ AFP/AFPA MERCHANDISE



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Position:	Team/Area:
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Postal Address:	
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SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$ incl. GST)	Qty	Total (\$ incl. GST)
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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 (\$):	

SECTION 3: PAYMENT DETAILS

Payment Type: <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard	
Card Number:	Name on Card:
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Australia Plaque | \$70.00



AFP Plaque (Glass) | \$70.00



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Coaster Set | \$40.00



Cuff Links | \$25.00



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



AFPA Tie Bar | \$12.00



AFPA Lapel Pin | \$7.00



AFPA Stubby Holder | \$7.00



AFPA Plaque (Glass) | \$85.00

See over the page for the
Merchandise order form



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