



BLUESTAR



**AFPA Legal
Assistance Scheme**

**2023 Muster
Review**

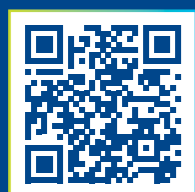
**Vale Brevet
Sergeant Jason Doig**

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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:

On patrol at Jervis Bay National Park.

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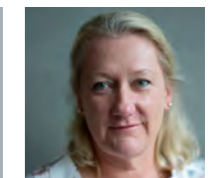
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IT Projects
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2023 Member Musters

It's been a full year of AFPA member musters.

In your hour of need - the experience of TGB and the AFPA connect

By Luke Officer & Tim White

At Tindall Gask Bentley Lawyers (“TGB”), we have been assisting member-based unions and associations for the better part of 30 of our 50+ years’ history as a firm, and especially Police Officers, through our partnerships with the Police Association of South Australia, the Western Australia Police Union and the Northern Territory Police Association.

Backed by our extensive history of working with police officers, we are delighted to formalise our relationship with AFPA, to assist you, as members, wherever your issue might arise. We have offices in South Australia, Western Australia, the Northern Territory and Queensland, but we assist clients right across Australia on certain types of matters, especially Commonwealth compensation (Comcare).

Our firm has extensive experience in a wide array of areas that might be either directly connected to your employment as a police officer or that might impact you as a private individual. Here at TGB, our lawyers are in a fortunately unfortunate position. We say fortunate in that we have acted for many police officers in many jurisdictions. We understand police officers, we understand the rigours of the job, the legal minefields seemingly catered toward your job, and we can advise you promptly on all types of matters concerning you. On the other hand, we say unfortunately because we see the bad side too. Police officers in all states and territories do a tough job, often thankless, often heavily scrutinised, often leading to injury, investigations, inquiries or other kinds of proceedings, including private and personal issues. You are human after all!

We have appeared in some of the most recent significant and complex cases involving police officers and are well resourced, accessible to you, and motivated by a genuine desire to assist police officers. Times are a-changing, the laws are becoming increasingly complex, matters more protracted and often a multiplicity of different matters confront members all at once. It can be overwhelming, but that’s the strength of TGB: being able to assist across multiple matters all at once, or even just the single most significant matter in your life at the time.

COMCARE

No one expects to go about their duty day-to-day wondering whether it’s the day they’ll be injured. Sadly, it’s all too common, and often career debilitating. They say, anecdotally, that the career expectations of police officers are shortening. Gone are the days of 40-year veterans and some say you’d be lucky to make 10 years.

It’s hardly surprising.

But if you do happen to be faced with an injury, we have large resources to assist you in your claims process and any disputes that may arise. We know the system well, and will make the process as simple and stress-free as possible for you.

CRIMINAL/DISCIPLINARY/INQUIRIES

Let’s face it, by virtue of the job, Police Officers bear the brunt of far greater scrutiny than your average person, sometimes a storm of matters - criminal investigation, professional standards and

even external agencies such as NACC, or Boards of Inquiry. We have assisted association members in some of the most recent significant, long running and complex criminal prosecutions or coronial inquiries across Australia. We are available 24/7 to deal with any urgent or critical matter. As a member it’s never nice to be on the other side of it, but, with 30+ years of experience behind us, we will fiercely protect your rights to ensure a fair process and accountability on those who might make an allegation.

DIVORCE AND FAMILY LAW

The job can cause many pressures, sadly sometimes involving a member’s own private backyard – such as marriage breakdowns and consequential child issues. We have expert family lawyers in all the States and Territories in which we operate, who are ready to assist you - whether it be urgent, initial advice or contested matters in court. A caring and compassionate approach with practical advice is what we strive to achieve for our clients, but we are not afraid of the fight when required.

WILLS AND ESTATES

It’s safe to say this is one area police officers often overlook - estate protection. Police officers are exposed to unpredictable and dangerous situations that may result in serious and irreversible injury or even death. Often, children are involved. If you aren’t prepared, these situations could become complicated and/or protracted and involve significant costs. A Will on a pub napkin may not cut it in future, and more importantly, time sensitive or financial decisions may not be able to be made for you without the required documents executed. In other words, check your Will and accompanying documents are up to date, and if not, we can assist.

To sum up, we look forward to assisting AFPA and you as members going forward, whatever problem might arise, and wherever it may be. We know first-hand the importance of police associations, and the importance to you of being a member. The association truly assists you in your time of need, and who knows when that could pop up. And at the end of the day, it’s what we do at TGB - look out for those who look out for us in their hour of need.



Tim White & Luke Officer, Partners
Tindall Gask Bentley Lawyers
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COMCARE CLAIMS

- Lodging claims
- Disputing decisions affecting payment of medical costs and incapacity payments
- Disputing rejected claims
- Permanent impairment claims
- Reconsideration applications
- Filing appeals to the AAT and Federal Court of Australia

CRIMINAL & DISCIPLINARY

- All criminal matters
- Protection orders (FVO/PPO)
- Discipline/misconduct (PRS matters)
- Coronial Inquiries (deaths in custody)
- Boards of inquiry matters
- NACC (corruption) investigations
- Review/challenge of workplace decisions

FAMILY & DIVORCE

- Property settlements
- Children’s issues
- Child Support matters
- Pre-nuptial style agreements
- Mediation & family dispute resolution
- Defacto & same sex relationships
- Divorce & international divorce

WILLS & ESTATES

- Estate planning advice & document preparation including:
- Wills & Testamentary Trusts
 - Enduring Powers of Attorney
 - Advance Care Directives
 - Guardianship & administration matters
- Deceased estates including:
- Advice to executors & beneficiaries
 - Estate administration including obtaining Grants of Probate
 - Estate disputes including contesting wills

BUSINESS & COMMERCIAL

- General business advice
- Real estate & property advice
- Conveyancing
- Business transactions
- Commercial disputes

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*conditions apply



PRESIDENT'S REPORT

Alex Caruana, President

President Alex Caruana

Regular Items

▶ Hello everyone, and welcome to the first edition of Blue Star for 2024.

EA

I won't mince words; we are in a tumultuous time both politically and industrially. We are continuing our negotiations toward better pay and conditions for you all.

At the time of writing, there is so much still up in the air. It is imperative that members follow my regular video updates (subscribe at <http://www.youtube.com/@afpassociation7375>) for the most up-to-date news on bargaining. Frustratingly, the AFP continues to fail to provide draft clauses for us to review, making it very difficult to agree on a proposal without seeing the actual wording. What I can say is that we have gone over the common conditions, with the AFP accepting the majority of them; however, again, we are yet to see the final proposed clauses.

PROTECTED INDUSTRIAL ACTION

You will have no doubt seen the results of our recent ballot for protected industrial action (PIA). In what was an overwhelming result, 96% of members balloted voted in favour of taking PIA.

This is a significant achievement in our fight for better pay and conditions for you all, and I want to personally thank each and every one of you for standing up when we needed you.

It is quite clear you have had enough and want to show both the government and the Commissioner that you are willing to fight for your rights.

This represents the first step towards potential protected industrial action. Protected industrial action means that an employer cannot punish an employee who chooses to take part. We have prepared an infographic (on page 32) to clearly explain the necessary steps before protected action can take place. The

overwhelming yes vote now allows the AFPA to provide the AFP with notice of any industrial action to be undertaken.

The successful ballot is the first time in history AFP appointees have taken protected industrial action.

Media interest in the situation is understandably extremely high, and you will see a lot of communication, both internal and social channels, referencing a large number of articles from the media. I will continue to provide a monthly list of media releases, articles and interviews in the AFPA Dispatch (sent to all financial members).

I will also continue to provide members with the latest information on PIA in the form of dedicated eDMs sent to all members. At any stage, however, members are invited to contact the AFPA with questions via eaafpa@afpa.org.au.

DELEGATE ELECTIONS

There are a number of ongoing Delegates vacancies in our network of workplace representatives. If you have ever considered becoming an AFPA Delegate or Zone Convenor, we urge you to consider self-nominating.

The AFPA Membership team will be forwarding a list of vacancies to all members via eDM in the coming weeks. As this is a recognised election, the Australian Electoral Commission (AEC) will be administering the distribution of ballot papers and the tallying of votes (and hence controlling the timeframes for the election to occur).

PRESUMPTIVE LEGISLATION

Late last year, the Federal Government passed presumptive mental health legislation at a national level. This means that AFP appointees are now protected by a presumption that any mental health injuries they acquire are the result of their employment with the AFP. Previously, the onus was on employees to prove this was the case.

Having lobbied hard for many years on behalf of our members, I was pleased to see this positive step taken by the Federal Government in helping to assist members access treatment earlier.

The passing of this legislation came after the splitting of the government's omnibus industrial relations reform bill into separate parts. Commonwealth presumptive legislation represents the first of these with direct relevance to AFP appointees.

RIGHT TO DISCONNECT

The second piece of legislation split off from the original omnibus bill relates to the 'right to disconnect'. The 'right to disconnect' means being allowed to peacefully enjoy time away from work without being disturbed by work calls, emails or other contact.

The 'right to disconnect' legislation was passed the week before I wrote this report and is another important piece of legislation that your Association has been lobbying for over many years.

The legislation will provide important protection for members who need time off and choose not to answer their telephones or emails when off duty. The only exception, of course, is if that member is in receipt of an allowance, such as 'on call'.

It is no secret there is pressure (real and perceived) on members to be available at all times; however, they, like all employees, ought to have the right to switch off on their days off.

Leader of the Opposition, former Minister for Home Affairs and former Queensland Police Service member Peter Dutton said it would unfairly hurt businesses and that he would overturn the legislation if elected.

In my capacity as Vice-President of the Police Federation of Australia (PFA), I unreservedly endorsed the PFA media release used by Tony Burke during Question Time to rebut the comments made by Mr Dutton.

Such an important piece of legislation cannot be left at the mercy of federal politicians, and that is why the 'right to disconnect' must be enshrined within the next AFP Enterprise Agreement, one of our long-standing claims on behalf of our members.

I will share more updates on the inclusion of the 'right to disconnect' in the EA as they develop.

ACT POLICING STATION ISSUES

Detective Superintendent Scott Moller and his colleagues in ACT Policing must be praised for their courage in raising their collective issues of concern, which have culminated in the closure of City Station for safety reasons. Thank you, Scott and team.

Additionally, with Gungahlin station now also closed being forced to close, and issues arising at Woden station, the significant lack in investment of police infrastructure by the ACT government is coming home to roost. Sub-standard and unsafe working environments are now front and centre as we lobby politicians ahead of the upcoming ACT election, given all ACTP stations have some points of concern with respect to station capabilities and the safety of members.

IN THIS ISSUE

The Police Association of South Australia have kindly shared a valedictory for Brevet Sergeant Jason Doig, which can be found on page 22.

General Manager Paul McCue has prepared an introduction to the AFPA's Legal Assistance scheme on page 34.

And on page 6, I am personally very happy to introduce a new partnership between the AFPA and Tindall Gask Bentley Lawyers (TGB). TGB have recently aligned with the AFPA as part of our expanded services to members.

In unity and please stay safe,

Alex Caruana
President

Contribute to
BLUESTAR

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



MEMBER SERVICES

Courtney Posantzis, Membership Services Manager

Membership Services Manager
Courtney Posantzis

Dear members,
Welcome to the first issue of Blue Star for 2024. We especially welcome our newest members and first-time Blue Star readers; I hope you enjoy this publication as much as we enjoy writing articles!

It's probably a great time to talk about admin and your AFPA membership; to ensure everything runs smoothly, we need to know when there is a change to your circumstances.

The kinds of things we like to be kept up to date with are:

- changes to your address (and your mailing preferences),
- changes to your normal work location,
- changes/additions to your nominated beneficiaries,
- changes to your preferred contact details, or
- any plans to go on long-term leave. If you are going on leave, we may need to discuss a leave without pay application or move you to a direct debit arrangement so that your membership can continue.

You would have noticed your AFPA National Executive, Convenors and Delegates reaching out to you of late (and there perhaps may have been a surprise or two when it came to the voting zone “umbrella” that you fall under and the local AFPA Delegate/Convenor who reached out to you).

We are guided by the information you input; if you haven't checked in with the AFPA for a while, it might be a good idea to jump onto the website and submit any changed details at <https://www.afpa.org.au/update/membership-form-update/>. This will help AFPA staff and representatives support you in the best manner possible. Let us know if you don't know who your local Delegate, Convenor or National Executive member is!

As we move through the new year, the AFPA Membership Team has been humbled to have assisted almost 30 members in their most vulnerable moments from 1 January alone.

Our team creates a bespoke support solution, utilising the different services/benefits available (and that the member is eligible for) for each member that comes to us. This assistance has ranged from financial assistance applications to welfare applications and critical illness applications, just to name a few of the types of assistance that we have deployed so far.

We are of course grateful for our network of National Executive, Convenors and Delegates and our close relationship with the AFP Welfare Officer Network – whose constant advocacy for “blue” family members in need is of great assistance and to be commended – as well as those AFPA members who have reached out to us in the first instance.

I would warmly encourage each of you to make a small fortnightly donation to AUSPOL through your Insight Deductions. We can deploy a broad scope of assistance, and every donation over \$2 is tax deductible. If you would like further details, you can read more at <https://www.afpa.org.au/auspol/>.

Of significant note is a recent change to your member benefits.

In the February edition of the AFPA Dispatch, we provided information on our Badge Board Benefit for those members resigning or retiring. You can read the updated benefit statement in its entirety at <https://www.afpa.org.au/news-events-public-site/resources/>, but the simple breakdown of this is that we have moved away from offering singly a specified amount per tier towards the purchase of a badge board to a suite of choices. These include:

- badge boards,
- will or financial planning services,
- donations to AUSPOL (or an alternate approved charity), and
- other purposes.

Of course, there are eligibility requirements and an application process, which are covered in the application document.

We listened to the membership and wanted to ensure we offered a wide range of choices to properly encompass all members leaving the AFP. Our friendly membership team is happy to walk you through these changes; please note that approval for these new benefits must be sought before leaving the AFP, and this must also be in place before engaging a service provider to complete your badge board, financial planning, charity donation or other request. Failure to gain approval may delay or negate the benefit.

This leads me to my final point; we are busily looking at the AFPA's member benefits. Is there something that you would like to see (that we don't currently provide?) As a member-based organisation, we'd love to hear from you! Email membership@afpa.org.au with any suggestions, and we will work our way through them!

As always, should you require assistance from our friendly AFPA Membership Team, please call 02 6285 1677 or email membership@afpa.org.au.

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/



LEGAL AND INDUSTRIAL

Giles Snedker, Manager, Legal & Industrial

Manager,
Legal & Industrial
Giles Snedker

The bottom of the pile

It is no secret that when bargaining for a new Enterprise Agreement, including increases to pay and conditions, genuine bargaining is severely restricted by the *Australian Government Public Sector Workplace Relations Policy 2023 ("the Policy")*, released on 28 March 2023 and updated on 31 January 2024. This Policy replaced the *Public Sector Interim Workplace Arrangements 2022* enacted by the Government on 1 September 2022 and is the latest iteration in a series of similar bargaining policies in place since being introduced in 2014 by the then Abbott Government.

The Policy puts restrictive conditions in place during the bargaining process, as well as limiting how and when the AFP can engage in bargaining for a new Enterprise Agreement. This includes the requirement to consult with the Australian Public Service Commission ("APSC") and provide a summary of the bargaining position, which needs to be assessed and approved by the APSC; obtain approval from the APS commissioner before any proposed increases in remuneration or changes to conditions that have financial impact are discussed with the bargaining representatives; provide the APSC with a signed funding and remuneration declaration; and provide a draft enterprise agreement to the APSC for approval prior to the AFP tabling in its final position with employees.

Under the Policy, the currently offered pay rise is limited to 11.2% over three years, with little else in the way of allowances and penalties. When we look at a comparison between the AFP and other police jurisdictions it becomes abundantly clear that by and large the AFP are the lowest paid police force in Australia, and the proposed pay rise will have little impact on closing that gap and bringing the AFP closer to the pay levels and conditions members deserve.

To take a simple example, a new Constable in the AFP currently is paid \$69,224 per annum. In the highest paid jurisdiction, Western Australia, a starting Constable receives an annual salary of \$83,544, or **fourteen thousand dollars a year more**. It is little wonder that the AFP has problems attracting and retaining members, and other jurisdictions are overwhelmingly a better prospect.

Much has been made of the AFP Commissioner's pay rate in comparison with other jurisdictions and the fact that the AFP Commissioner is the highest paid in the country and one of the highest paid globally. A comparison between Australian Police Commissioners' remuneration with that of the Constables and Sergeant under their command is of particular interest:

Jurisdiction	Commissioner: Constable pay Ratio	Commissioner: Sergeant pay Ratio
NT	4.1	3.1
WA	4.8	3.8
QLD	6.7	4.9
NSW	7.0	5.2
SA	7.0	5.4
AFP (with composite)	7.3	5.6
AFP base only	8.9	6.9

The intention of this comparison is not to decree that the AFP Commissioner is overpaid. The Commissioner's remuneration is set by the Remuneration Tribunal, an independent body that determines the remuneration of senior holders of the Public Office and is based on an assessment of each office.

Instead, the intent is to highlight that the position of AFP Commissioner is deemed to be of great value and importance (in fact the 8th highest paid Public Office position in Australia).

Therefore, it is logical to assume that the AFP, and importantly the AFP appointees, working under the AFP Commissioner should be equally highly valued. Yet this is simply not the case, and our members continue to be paid less than they deserve and less than their counterparts in other policing jurisdictions.

It was bad enough that the AFPA had to force the AFP to commence bargaining, but with the APSC and the AFP essentially refusing to consider a fair and reasonable pay increase for all members, the AFPA had no choice but to lodge a request to the Fair Work Commission for a protected action ballot in order to put pressure on the AFP and the APSC to shift their position.

The result was unsurprising and sent an extremely strong message to the federal government and APSC that AFPA and AFP members are willing and prepared to take action to improve workplace conditions and wages compared to those currently on offer. Of those members who were eligible to vote and who voted, an incredible **96.73 per cent** were in favour of industrial action. Ultimately, this means that members can now take protected industrial action under the protection of the *Fair Work Act 2009* without fear of retribution from the AFP.

Our message is clear. Our members are not, and should not be, treated the same as traditional public servants. Our members should not be consigned a blanket pay rise which does not properly remunerate them as serving police officers. Our members risk their physical and psychological health every day to protect the community, politicians, critical infrastructure, and Australia's interests, and I challenge the APSC and the Federal Government to name a Federal Government department with a broader scope than the AFP.

At the time of writing this, we are at the beginning of our industrial action campaign, including garnering support from federal and state politicians. All members should be assured that we will continue to apply pressure whenever and wherever we can to secure the pay rise you deserve. ⚡



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What to consider when coming off a fixed-rate loan

If your fixed-rate loan is about to expire, there are several things you can do to prepare.

If your fixed-rate loan is about to expire, you'd be forgiven for feeling a bit anxious. After all, rolling on to a variable-rate loan could mean you are paying significantly more on your mortgage repayments every month.

The good news is there are several ways to prepare for the transition to make it a smoother event.

Here are some of our top tips.

1. TEST YOUR ABILITY TO PAY MORE.

Using a mortgage calculator, look at how much extra you're likely to be paying when the fixed term ends. Then, think about trying to put that amount aside in a high-interest savings account.

The process should indicate how much your budget will be tested – and how you might fare when the higher rate kicks in.

2. RETHINK YOUR SPENDING.

If the extra money challenges your weekly or monthly budget, think about whether adjustments can be made to your other expenses to ease the pressure. 'Quick win' ideas include reducing spending on takeaway food or eating out and cancelling subscriptions for a few months.

3. CONSIDER ANOTHER FIXED-RATE LOAN.

If you enjoyed the certainty of a fixed-rate loan and want to protect yourself against the risk of more rate rises in the future, you could consider moving to another fixed-rate loan. Police Bank's two-year fixed-rate home loan can help you lock in some certainty and may help you stay in control of your financial future.

4. SPEAK TO US ABOUT EXTRA SUPPORT.

If you've done the sums and feel like you'll face financial hardship when your fixed term ends, have a chat with your Police Bank representative. We're here to help and can come up with some further suggestions for you.

Remember, if you're struggling, you can also speak to the National Debt Helpline on 1800 007 007.

Visit www.policebank.com.au, call **131 728** or head to your local Police Bank branch.

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.

Police
Bank




AFPA 2023 Member Musters

It's been a full year of AFPA member musters; we've been able to get around to virtually all AFP locations at least once. This has necessitated a bit of logistical magic for some of the remote or secure locations, but the benefit of connecting with the entire breadth of our membership has been absolutely massive.

The topic on the tip of everyone's tongue was consistently the next EA and the bargaining process. Each of the different cohorts brought a unique perspective that ultimately helped create and shape a very comprehensive log of claims.

During the musters, we've also received very clear feedback from members about the style and frequency of future musters that they'd like to see. For some years now, we have been conducting musters simultaneously

on Microsoft Teams, to allow members unable to attend in person to participate and ask questions. In this space, we're expanding our capabilities; our recent PSO muster held in Canberra had a dedicated film and audio crew to produce a recording. This new capability is still in a trial phase, but we are excited by the possibilities it opens up.

Our de facto organiser, Member Support Officer Gerry O'Connor, is quick to clarify that any and all AFP appointees are welcome at our member musters. You don't need to be an AFPA member, but we do ask that you remain open to joining — our staff will keep your contact details on file so that we can reach out afterwards. So please invite anyone that you work with who isn't an AFPA member to come along (we are usually able to provide food and refreshments) for an obligation-free chat.

Special features



Left: Outside Jervis Bay police station



Bottom: Muster at City Station, ACT



Full page photos: Members with Alex (Majura 23 November) Bottom left: Paul, Gerry and member looking out from the cliff Bottom right: Front of Jervis Bay police station



Australia Day 2024 Australian Police Medal (APM) recipients

Foreword from AFPA President Alex Caruana:

I am humbled by the three AFPA members who have been recognised by the AFP for their service to the community and Australian law enforcement. Melinda, Peter and Katherine have typified their careers with dedication, empathy, skill and a dogged determination to just get the job done. Well done to all of you.



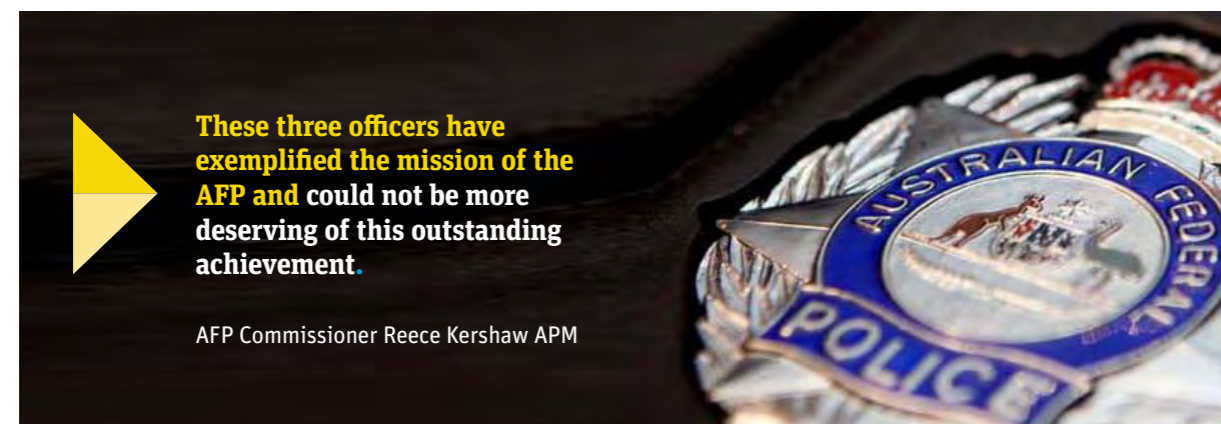
The Australian Police Medal is awarded for distinguished service by a member of an Australian police force.

AFP Commissioner Reece Kershaw APM congratulated the officers and thanked them for their unwavering commitment to protecting Australians.

“These three officers have exemplified the mission of the AFP and could not be more deserving of this outstanding achievement. I commend them for their work and thank them for their dedication to protecting their fellow Australians,” Commissioner Kershaw said. “Commander Melinda Phelan this year celebrates 30 years in the AFP, with a career spanning across Australia and overseas. She has been instrumental in working with national and international law enforcement agencies to successfully disrupt and dismantle transnational criminal syndicates in Counter Terrorism and Serious and Organised Crime.

▶ Three AFP officers have been recognised with one of the highest awards in policing in this year’s Australia Day Honours List.

Commander Melinda Phelan, Detective Inspector Peter Dean and Detective Leading Senior Constable Katherine Laidler each received an Australian Police Medal (APM) for their achievements across a range of AFP operational areas.



These three officers have exemplified the mission of the AFP and could not be more deserving of this outstanding achievement.

AFP Commissioner Reece Kershaw APM

“Detective Inspector Peter Dean will also celebrate a milestone this year, having served for almost 20 years. He is a respected leader and an expert in a diverse range of fields, from Special Investigations to Espionage and Foreign Interference.

“Detective Leading Senior Constable Katherine Laidler has led a long and varied career within the AFP and currently performs one of the most challenging roles within the AFP, the Child Protection Victim Identification team. She has undertaken this role with tenacity, resilience and perseverance, providing a human face to a role few could perform.”

Commander Melinda Phelan has been a member of the AFP since 1994 and has worked across Australia in AFP’s Western, Southern and Northern Commands as well as the Australian Embassy in the Philippines and at AFP Headquarters in Canberra.

Since 2020, Commander Phelan has performed the role of Commander of Pacific, International Command. She has extensive experience in the international policing environment, having performed the role of superintendent responsible for the Asia and America, Middle East and Europe desks as well as the Police Partnership Programs in the International Command.

Detective Inspector Peter Dean joined the AFP in 2004 and after recruit training posted to ACT Policing as a general duties officer. He joined Special Investigations in 2013 where he led some of the AFP’s most complex and politically sensitive investigations.

Detective Inspector Dean is widely recognised as the AFP subject matter expert on a broad range of issues including parliamentary privilege, unauthorised disclosures, press freedoms, public interest disclosure, the National Security Information Act, sanctions and sensitive investigations.

Detective Leading Senior Constable Katherine Laidler began with the AFP in 1999, starting out in AFP Southern Command where she worked in Operations, Airport and Avian teams. In 2002, Detective Leading Senior Constable Laidler transferred to ACT Policing where she worked in Tuggeranong Station areas including the Child Abuse team and Sexual Assault Reform Program.

Since 2016, Detective Leading Senior Constable Laidler has worked in the Child Protection Victim Identification team where she has been instrumental in achieving outcomes protecting children from harm and identifying offenders. ◀

The Australia Day Achievement Medallion (ADAM) has been awarded to 39 AFP members across a range of portfolios. The ADAM recognises the significant contribution to the public sector by dedicated employees.



Commander Melinda Phelan



Detective Leading Senior Constable Katherine Laidler

Have you thought about a skin check?

In another important reminder about the benefits of regular skin checks, recent Australian Bureau of Statistics data found that nearly one in three (30.8%) Australians living with cancer had skin cancer.

And with at least 2 in 3 Australians to be diagnosed with skin cancer in their lifetime, skin checks are an important tool in early detection. Especially given most skin cancers can be successfully treated if found early.

But, where should you go to get your skin checked, and is it covered by private health or Medicare? It's a question that Police Health get a lot, so we'd like to provide some help about this important topic.

WHERE SHOULD I GO TO GET A SKIN CHECK?

Melanoma Institute Australia (MIA) advises to see your GP first for skin checks because GPs are medically trained to make diagnosis on anything suspicious, and will refer you to a specialist, such as a Dermatologist, if required.

A Dermatologist is a doctor with significant additional training that specialises in diagnosing and treating skin diseases, which includes skin cancer.

This approach shortens the time from diagnosis to intervention, which is extremely important.

MIA also suggests seeing your GP because they are familiar with your history, can talk to you about risk factors and family history, and treat some skin cancers.

Skin checks done through your GP, as recommended, are claimable through Medicare rather than through private health insurance.

PRIVATE HEALTH AND PRIVATE SKIN CHECK CLINICS

In recent years more private clinics specialising in skin checks have begun to pop up. These clinics offer a variety of services and fee arrangements, and have differing levels of expertise.

The Cancer Council warns that before deciding to go to a skin clinic, it's important to find out about the services offered and the expertise of the employees.

Because of the inconsistent nature of these such skin clinics, and advice that initial skin checks are best done by your GP, Police Health does not pay benefits towards consults at skin clinics.

Instead, we urge members to see their GP for a skin check, and ask whether a surveillance and management plan is recommended based on your individual risk factors.

WHY YOU SHOULD THINK ABOUT GETTING A SKIN CHECK

Many police are at greater risk of skin cancer given their jobs see them outdoors in the Aussie sun more often, so regular skin checks play a crucial role in prevention by aiding in the early detection of skin cancer and other dermatological issues.

Skin cancer, including melanoma, is a common and potentially deadly condition, especially in countries with high sun exposure like Australia. Skin

checks allow healthcare professionals to identify suspicious moles, lesions, or abnormalities that might indicate the presence of skin cancer.

Early detection enables timely treatment, significantly increasing the chances of successful outcomes and reducing the need for invasive interventions.

By undergoing routine skin checks, individuals can proactively safeguard their health, reduce the risk of skin cancer, and ensure their long-term well-being.

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.

By undergoing routine skin checks, individuals can proactively **safeguard their health, reduce the risk of skin cancer, and ensure their long-term well-being.**

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.

For your own peace of mind, visit policehealth.com.au



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No Greater Loss

By Brett Williams

If the world was full of Jasons, there would be no wars. That was the unequivocal statement of an old patrol partner of Brevet Sergeant Jason Doig. It stemmed from the time Police Association assistant secretary Steve Whetton had worked with him at Unley patrols in the 1990s.



▶ “He was quiet, unassuming and never said a bad word against anybody,” Whetton says. “He was completely inoffensive, never took a wrong step and was the ultimate professional. Jason cared for victims and always made sure the job was done to a 100 per cent standard.”

One story he tells is of the time Doig cautioned a juvenile for possession of cannabis. The offender, who struck Paterson and Doigy as not such a bad kid, became upset and even teary.

The option was there for one of the officers to call the parents and simply inform them of the caution, but it did not play out that way.

“Jason took the lad home to sit with him and his parents to discuss it (the caution) in a way that reassured them all,” Paterson recalls. “Several shifts later, he dropped in on them again to see how the lad was going.”

“Then, three weeks later, when we were on afternoons again, he called ahead and dropped in on the family again to check on their welfare.”

Doigy displayed that same abundant generosity of his when he and Paterson responded to a housebreak, where the victim was a distressed elderly woman. She had no family in Adelaide, so Doigy decided that he and Paterson would stay with her a while.

“Jason called for fingerprints to be done as a priority over other jobs,” Paterson recalls. “That was so we could then get hammers, timber and nails from a neighbour to secure the property for her once it had been dusted.”

“The next day, when we were meant to have a day off, Jason made sure that arrangements were made for proper repairs

It was after he woke to a 1:30am phone call that Whetton got word that his old teammate had died in a shooting incident near Bordertown. When he, in turn, called another old teammate from those Unley days, he could see the immediate impact of the loss of “Doigy”.

“(Former senior constable) Rob Paterson was extremely upset and probably hadn’t seen Jason in a long time,” Whetton says. “It made me realize how much we all really liked Jason and always had the greatest respect for him.”

Paterson remembers that, when it came to Doigy, “there wasn’t anything he wouldn’t do to help anyone”. So many examples of the Doig character remain firmly in his memory.



In memory



to be done that day. We then dropped in for a chat and cup of tea when we returned to shift after our days off."

For all his compassion and charity, Doigy was never afraid to impose himself physically when it came to violent offenders. But Paterson remembers that, even then, his partner always treated those offenders with respect once contained and arrested.

Even on the journey to, and once at, the City Watch House, he engaged them in conversation about their troubles.

"There are so many such examples (of his genuine care)," Paterson says. "Doigy was a genuinely caring police officer who truly loved the job."

Senior Sergeant Simon Nappa had his last brief catch-up with Doigy a few years ago during COVID-19. He had worked closely with him at Port Lincoln in the late 1990s and cannot remember him ever raising his voice to anyone.

The two of them, along with others, spent much of their time off together four-wheel driving, fishing, exploring national parks, and playing indoor cricket.

"He (Doigy) came to Lincoln not knowing anyone and, the first year he was there, a few of us decided to do Bluey Day," Nappa says.

"He jumped on board and did what he could to get funds raised and then got well and truly on board with the event itself."

And Nappa remembers that, at work, on the front line, Doigy was "always there, always by your side, ready to back you up if things got heated".

Yorketown brevet sergeant Mark Stuart remembers Doigy as "a gentle and extremely decent person". He too knew and worked with him at Port Lincoln but caught up with him just months ago.

"You do lose track of people," he says, "but it was the same Jason. I just don't think he would ever have developed that cynicism that most of us do after time in the police."

Stuart, Nappa and a few other workmates from those days took the loss of Doigy pretty hard. They had felt great affection for him.

Their coping strategy was simply to interact over the phone and by text messaging. Indeed, Nappa set up a text group just for that purpose.

Says Stuart: "We shared stories and thoughts over a few days to reminisce and reflect on what a decent guy he was."



In memory

Of course, the impact of the loss of the highly regarded Doigy was evident throughout the entire Australian police community. Nappa, himself grief-stricken, saw it at the local level immediately after news of Doigy's killing broke.

"There was immense sadness," he says. "It became apparent very quickly that Doigy had crossed paths with a lot of police officers and so his passing touched a lot of people."

"Everyone I spoke to was extremely saddened. And there was anger as well because no one deserves that (to die in a shooting). He certainly didn't."

Even at Lucindale, his last post, Doigy continued to make an impression. And none of his laudable character traits was ever lost on his boss, now former Limestone Coast LSA superintendent Campbell Hill.

"He was always respectful of rank," Hill says, "but he just respected everyone. Whether it was our brand-new probationary constables, our fantastic unsworn staff in Limestone Coast, right through to whoever else he was dealing with. As the ranks got higher, he just treated everybody the same."

It was 2019 when Hill took up the post of Limestone Coast LSA operations inspector and first met Lucindale-based Doigy. He had much to do with him that year, as Lucindale had won the right to stage the Triple J One Night Stand concert.

And Hill remembers how extensively Doigy contributed to not only that event but also others like B&S balls and the Lucindale Field Days.

"He would want to work all day, go home, have some dinner, and then work all night," Hill recalls. "He wanted people to know that the police were there. He wanted to prevent (bad) things (from happening)."

Hill suspects that "people are struggling" not only with the loss of a colleague but also "the fact that it was Doigy".

"In some way, we've all lost something through the loss of Jason," he says. "Clearly (police work) was his calling."

Doigy began his police life as a 19-year-old with Course 32 in 1989. After eight years on the metropolitan front line, working first out of Unley and then Christies Beach patrol bases, he transferred to Port Lincoln.

Two-and-a-half years later came a move to Cleve, where he served for seven years. Then, in 2007, the Limestone Coast tourist town of Robe became the next place in which Doigy excelled. He took up what would be his last post as OC of Lucindale police station in 2011.



We are gutted and hurting, as an organization and as individuals.

Shortly before midnight on November 16, Doigy and Bordertown colleagues Sergeant Michael Hutchinson and Constable Rebekah Cass attended a property at Senior, 30km north of Bordertown. The trio had gone there to investigate the reported shooting of a dog.

Jaydn Stimson, the 26-year-old occupant of the property, allegedly confronted the officers and fired on them, killing Doigy and wounding Hutchinson. Cass and the injured Hutchinson both tried to save Doigy but he died at the scene.

In a return of fire, Stimson sustained life-threatening injuries but survived. He now faces charges of murder and attempted murder.

Police Association president Mark Carroll issued a powerful statement just hours after Doigy's death. He described the "collective heart of the nation's police" as broken.

"Right now, it feels broken beyond repair," he said. "This horror is what all of us in policing live in fear of – it is our dread, that one of us, or one of our workmates, has his or her life taken."

"Never should a police officer – committed to his duty, his colleagues, and his community – die in circumstances like these."

"Even though we understand the realities of our work, we hope against hope that a loss like this will never happen. But it does happen, as it did last night."

"We are gutted and hurting, as an organization and as individuals."

"But now, we have a duty, and that is to Jason's family and friends, who likely see nothing but the bleakness of loss in their immediate future."

Carroll pledged to help the family in any "meaningful, practical way" possible.

Doigy was the 62nd SA police officer to die in the line of duty since 1847. His was the first on-duty police death in 21 years. And, in 1985, Lyncon Williams was the last police officer killed by gunfire.

Doigy is survived by his mother, Faye, stepfather Robert, younger brothers, Brett and Greg, and sister-in-law, Beth.

The family accepted the offer of a full police funeral which took place at the Adelaide Convention Centre on December 4. After the service, Doigy's fellow members of Course 32 and Limestone Coast workmates formed part of a guard of honour for a cortège along on North Terrace and King William St. ◀



HIGH REGARD FROM AROUND THE NATION



"On behalf of the AFPA national executive, staff, and our entire membership, I would like to express my sincere condolences on the loss of Jason to his family, friends, and colleagues.

"On the morning of the day we learned of the tragic

events in Senior, South Australia, our national executive paused to observe a minute's silence prior to our scheduled meeting commencing.

"Jason's selflessness, professionalism, and common sense stood him in excellent stead during a long career in community policing. He clearly was held in high regard as a member of SAPOL.

"Rest easy, your shift is now done. We will remember."

Alex Caruana, President Australian Federal Police Association



"The Police Association of Tasmania extends our deepest sympathies to the family, friends and colleagues of Brevet Jason Doig, the police officer killed in the tragic incident in South Australia.

"We are reminded in the wake of this tragedy that

police officers start their shift each day and go to each job not knowing what they will be faced with and what will eventuate, in addition to the very real risks of police work.

"This past 12 months has seen too many of our colleagues in blue that have gone to work and not returned home to their families. Our thoughts are with those families."

Shane Tilley, President Police Association of Tasmania

"On behalf of the Northern Territory Police Association and all members of the Northern Territory Police Force, I offer our sincere condolences to the family, friends, colleagues and entire South Australian police force following the tragic passing of Brevet Sergeant Jason Doig.

"Our thoughts are also with Sergeant Michael Hutchinson who was injured during the incident, and Constable Rebekah Cass.

"Brevet Sergeant Doig, we thank you for your unwavering service and dedication to the thin blue line and pay tribute to the immeasurable sacrifice you have made to protect your community.

"It is truly heartbreaking to witness the loss of a police officer, devoted to duty, colleagues, community, and, above all, family, under these circumstances.

"Your sacrifice will never be forgotten and, as members of the blue family, we stand united in grief with your family, colleagues and the entire police community at this difficult time.

"Rest in peace Brevet Sergeant Jason Doig, your final shift is now done."

Nathan Finn, President Northern Territory Police Association



"We are saddened by the senseless taking of the life of one of our own. Policing is no ordinary public-service job, it is dangerous. Four officers killed in the line of duty is testament to that.

"Every member of the blue family feels the heartache but accepts their calling to

serve their community, and they get up the next day to do it again.

"WA Police Union stands in solidarity with our brothers and sisters in South Australia. Our condolences go out to Brevet Sergeant Jason Doig's family and friends, our blue family colleagues and the wider family."

Paul Gale, President WA Police Union

Jason's selflessness, professionalism, and common sense stood him in excellent stead during a long career in community policing.

Alex Caruana, President Australian Federal Police Association



The murder of Brevet Sergeant Jason Doig highlights again to all our 66,000 police members across the country the nature of their job. Every time we put on the uniform and kiss our loved ones goodbye, it might be the last time. We do this knowing that we may pay the ultimate sacrifice.

"Our thoughts and prayers are with Sergeant Doig's family, colleagues, friends and the entire Police Association of South Australia membership.

"Members have been devastated over the last year, with incidents in Queensland and Western Australia where members have been murdered. South Australia has had a tragic couple of weeks, and we will be there to support our colleagues and friends. Hasten the dawn."

Scott Weber, Chief Executive Officer Police Federation of Australia



"The loss of Brevet Sergeant Jason Doig who was tragically killed on duty, trying to protect his community, serves as another poignant reminder of the fragility of our thin blue line right across the country.

"Brevet Sergeant Doig's death follows similar

tragedies in WA and Queensland to have befallen the Australian police family within the past 12 months.

"The Victorian police family mourns Brevet Sergeant Doig's senseless passing and extends its heartfelt condolences and solidarity to the entire SA police community as well as to Jason's family and friends."

Karl David, President Police Association Victoria



"On behalf of the members of the PANSW, I express my sadness at the loss of Brevet Sergeant Jason Christopher Doig.

"With decades of service in uniform, we will not forget his unwavering

commitment as one of the true protectors of the people of South Australia.

"We share our deepest condolences with his family, friends and colleagues.

"As a serving police officer, my thoughts remain with his colleagues, Sergeant Michael Hutchinson and Constable Rebekah Cass, who will uniquely process their grief attached to this tragedy. We thank you both for your remarkable bravery and wish Sergeant Hutchinson a speedy recovery.

"I know that the extended police family across NSW shares these sentiments. The thoughts of the PANSW president, executive, staff and members are with our brothers and sisters in the South Australia Police and the Police Association of South Australia.

"We stand with you in unity and sorrow, always."

Kevin Morton, President Police Association of New South Wales

Why AFPA Members should consider an Enduring Power of Attorney?

One of the most common questions we are asked is “Why do I need an Enduring Power of Attorney when I’m so young?”.

Gillian Kirwin
(Associate)



Our answer is simple; none of us know what the future holds and should the unthinkable happen, for example an illness, injury or disability, and you no longer have capacity to make financial decisions on your own, who will make these decisions on your behalf? An Enduring Power of Attorney allows you to appoint a person(s) to make these decisions on your behalf at an appropriate time. You can specify that the Enduring Power of Attorney comes into effect when all attorney(s) sign the document or upon production of a letter from a GP advising you no longer have capacity to make your own financial decisions. If there is no Enduring Power of Attorney in place, family member(s) or a person with an interest (for example, a close friend) may need to approach a Court or Tribunal (which in New South Wales would be the NSW Civil & Administrative Tribunal (NCAT)) for a financial management order in order to make financial decisions on your behalf. In NSW, if there is no family member or close friend, NCAT may appoint the NSW Trustee and Guardian to be the financial manager. All of this can be distressing, time consuming and may be costly.

WHAT IS A POWER OF ATTORNEY?

A Power of Attorney is an important and powerful legal document and should only be entered into after receiving legal advice. Entering into a Power of Attorney requires you to trust the person you are appointing to look after your financial assets on your behalf.

There are two types of Powers of Attorney:

1. General Power of Attorney; and
2. Enduring Power of Attorney.

A General Power of Attorney is usually prepared for a specific period or one-off event, for example you are overseas on holidays or living abroad and you need someone in Australia to deal with documents in your absence. Another example might be when you are in hospital. It is important to note however, a General Power of Attorney can only be used if you have capacity to still make decisions and will cease to operate if you lose capacity.

WHAT IS AN ENDURING POWER OF ATTORNEY?

An Enduring Power of Attorney is a legal document which allows you to nominate one or more persons to act on your behalf and empowers them to make financial decisions on your behalf. For example, buying and selling real estate, shares, and other assets, operating your bank accounts, and paying your bills. This power will continue to be valid if you lose capacity to make your own financial decisions. Your attorney has a duty to act with your best interests in mind, they must keep accurate financial records and keep your money separate from their own. It is very important that you trust the appointed person implicitly. You can also limit the power conferred to the attorney in the document; for example, your attorney can only operate your bank accounts for the purpose of paying bills, or if your attorney is considering selling your family home to fund your move to a retirement village or nursing home, then you could require they first obtain financial advice about your finances before selling your family home.

You may consider appointing your spouse as your attorney and also a substitute attorney in case your spouse cannot act (i.e. your child or children). You may appoint one or more attorneys to act on your behalf. If you choose to appoint more than one attorney, you will need to appoint them either “jointly” or “jointly and severally”. Appointing joint attorneys means decisions must be made together and all appointed attorneys will need to sign any necessary documents which may not be convenient if attorneys are in different States. Appointing joint and several attorneys means your attorneys can make decisions together or separately and not all attorneys will be needed to sign any necessary paperwork. However, there should be in place a mechanism to deal with situations where the attorneys have differing opinions on how to move forward with a particular asset. For example, if you have lost capacity and need to be moved to a nursing home but one attorney says yes to sell your family home but the other attorney says no, whose decision should be acted on? Consideration should be given to appointing three attorneys and ensuring important decisions are made by way of a majority decision or some other mechanism to deal with this situation. While appointing joint and several attorneys enables either attorney to act, you can for example, if it comes to selling the family home, make provision that the decision of the two attorneys be unanimous in such a circumstance.

MOVING INTERSTATE?

Most states (such as Victoria, Queensland, South Australia and Western Australia) have reciprocal arrangements in place to deal with a New South Wales Enduring Power of Attorney. Section 23 of the Powers of Attorney Act 2003 (NSW) provides that an Enduring Power of Attorney made in another State or Territory may be recognised in New South Wales. However, if you decide to move interstate it is a good idea to review your Enduring Power of Attorney document and seek legal advice from an interstate solicitor.



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Have you been left out of a will?

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

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REVOKING AN ENDURING POWER OF ATTORNEY

You can revoke an Enduring Power of Attorney any time provided you still have mental capacity to do so. To revoke an Enduring Power of Attorney, you must write to the person(s) previously appointed as your attorney stating that you have revoked the document and notify any banks and any other organisations who may have a copy of the Enduring Power of Attorney that you have revoked this document. If you fail to notify the person(s) previously appointed as your attorney, they can legally continue to make decisions on your behalf.

MEDICAL OR LIFESTYLE DECISIONS

It's important to note that in New South Wales, unlike the Australian Capital Territory for example, an Enduring Power of Attorney cannot be used to make medical or lifestyle decisions, for these types of decisions, an Appointment of Enduring Guardian should be prepared. It is important to seek legal advice in your State to

ascertain what does an Enduring Power of Attorney cover in your State and whether this includes medical or lifestyle decisions.

CONCLUSION

If you have any assets you should consider having in place an Enduring Power of Attorney for ease of mind. Carroll & O'Dea Lawyers are ready to assist AFPA Members. Should you wish to discuss the preparation or a review of an Enduring Power of Attorney, and you live or intending to live in NSW, ACT or Victoria, please contact Gillian Kirwan at Carroll & O'Dea Lawyers on 02 8226 7321.

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



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When industrial action can strike

Understand the conditions which must exist before being able to take industrial action



Enterprise Agreement must have passed its nominal expiry date

- Parties do not need to be actively bargaining for a new agreement
- Industrial action can happen in the context of trying to get an employer to commence bargaining

Parties must be genuinely trying to reach agreement

- The bargaining representative or relevant employee trying to organize the industrial action must be trying to reach genuine agreement

The bargaining representative must apply for, and be granted, a Protected Action Ballot Order (PABO)

- A representative must apply to the Fair Work Commission for a protected action ballot order, which enables employees represented by that bargaining representative to vote on whether to take industrial action

The parties must participate in a conference with the Fair Work Commission

- This is a new requirement in the Fair Work Act
- Parties must participate in a conference before the Fair Work Commission prior to the protected action ballot vote closing

The PABO is successful

- A PABO is successful is at least 50% of the voters on the roll of voters participated in the vote, and at least 50% of the votes approved the action
- Only the specific actions which at least 50% of the voters approve can be taken

Action is taken within the required timeframes and with appropriate notice

- Each form of action approved in the PABO must be taken within 30 days of the vote. If the action isn't taken within 30 days, employees can't take that action without another PABO
- Appropriate notice has to be given of the action being commenced - depending on the type of agreement, this is 3 working days'

Seeking legal/industrial assistance?

Are you a member of the AFPA?

These two questions are arguably the most important questions you need to ask yourself as an employee of the Australian Federal Police (AFP).



AFPA General Manager Paul McCue

WHY?

Firstly, if you are a member of the AFP but have decided against being a member of the Australian Federal Police Association (AFPA), you have left yourself unnecessarily exposed. As an AFP employee, you work in one of the most dynamic, dangerous, and accountable roles, and you should ensure you are protected. Remember, it is never a problem until it is.

The AFPA is more than just an insurance policy, but I have no issue with you considering it in such a way. I can assure you your fortnightly tax-deductible fees are the cheapest insurance you will be able to secure.

Not only do we offer in-house legal and industrial advice, but we are also in the process of securing a small panel of preferred legal providers in the event we need to outsource your matter. The first of these providers, Tindall Gask Bentley (TGB), can be seen in the article on page xxx. TGB, originating in Adelaide, now has offices in SA, WA, NT and QLD and will be regular visitors to the AFPA office here in Canberra.

Remember, if approved under our Legal Assistance Policy, your matter will be funded by the AFPA, but only if you are a financial member of the AFPA.

Having commenced with the Australian Federal Police Association (AFPA) in August of 2023, I note the increasing number of times employees of the AFP have been approaching the AFPA for assistance in legal and industrial matters, including serious internal matters or times when they have been charged criminally for an on-duty matter.

Of concern, many of these cases had either not been a financial member of the AFPA at the time of the incident (by choice) or were a financial member of the AFPA but had sought their own external legal advice prior to approaching us, then coming cap in hand with an exorbitant invoice wanting the AFPA to pay.

IN BOTH SCENARIOS, YOU ARE LIKELY NOT COVERED. WHY?

The purpose of the AFPA securing preferred legal providers, and with our own in-house legal assistance, is to ensure you are receiving the best possible service at the best-negotiated price. Sadly, when

members choose to engage their own legal assistance without coming to us first, they expose themselves to high legal fees at the 'going' public rate.

The AFPA assists approximately one thousand members each year, with many of them requiring in-house or external legal assistance.

This is achievable because those members come to us first and enable us to manage their cases from the beginning. It also ensures those members do not end up with a significant legal bill through external legal providers not approved by the AFPA.

I implore readers who are AFP employees, both sworn and unsworn, to consider joining the AFPA if they are not already a member. We are here to help you in your difficult roles and want to ensure that assistance is not to your detriment because you did not take the important step of contacting us first on all occasions. For more information, please go to our website at www.afpa.org.au or email us at afpa@afpa.org.au

Stay safe,

Paul McCue

WANTED

FAIR PAY FOR THE AFP

CRIME FIGHTING

DOESN'T PAY

NO COP OUT

ON A FAIR DEAL

REWARD A SAFER AUSTRALIA



SCAN CODE TO SIGN UP

Join your association today to fight for your industrial rights



AFPA
Australian Federal Police Association

HOW'S YOUR PAIR HANGIN'?

GET TO KNOW YOUR NUTS

WHAT'S NORMAL AND WHAT'S NOT

Guys, how's it hanging? It's Testicular Cancer Awareness Month, meaning there's no time like the present to get to know your nuts.

Testicular cancer is the #1 cancer among young guys. Yet 62% of those who are most at risk don't know how to check themselves.

The best thing you can do for your nuts is to give them a feel every month or so – get to know what's normal for you. That way, if anything changes you can act on it.

When caught early, testicular cancer is highly treatable and highly curable. In the unlikely event that you're diagnosed with testicular cancer, Movember has your back.

109,000

More than 109,000 men are diagnosed with testicular cancer each year.

10,000

At least 10,000 men die from testicular cancer each year.

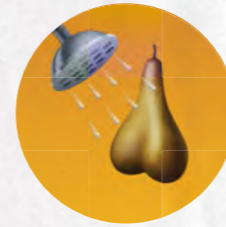
836,000

Over 836,000 men are living with and beyond testicular cancer right now.

KNOW THY NUTS  MOVEMBER®

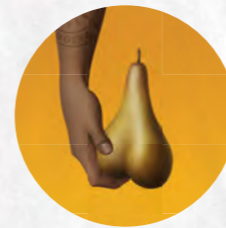
CHECK YOUR PAIR

A HOW-TO GUIDE



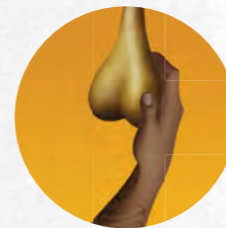
1. STEAM

Get steamy. A warm shower will put your nuts in the mood.



2. ROLL

Roll one nut between thumb and fingers to check for lumps, swelling, or pain.



3. REPEAT

Repeat with the other nut.

WHETHER YOU CALL THEM YOUR BALLS OR BANGERS, NUTS OR KNACKERS, YOU MIGHT NOT GIVE YOUR TESTICLES MUCH THOUGHT ON A DAILY BASIS.

Just like any part of your body, your testicles can experience a range of changes in the form of lumps or swellings. When you feel around... Look out for: a lump on your testicle, unusual soreness or swelling. If it doesn't FEEL right for you, get it checked out by a doctor.

It's important to know what your testicles normally look and feel like, including their usual size and weight. This makes it easier to notice any unusual changes, which you should get checked out by your GP.



SCAN TO LEARN MORE

 MOVEMBER®

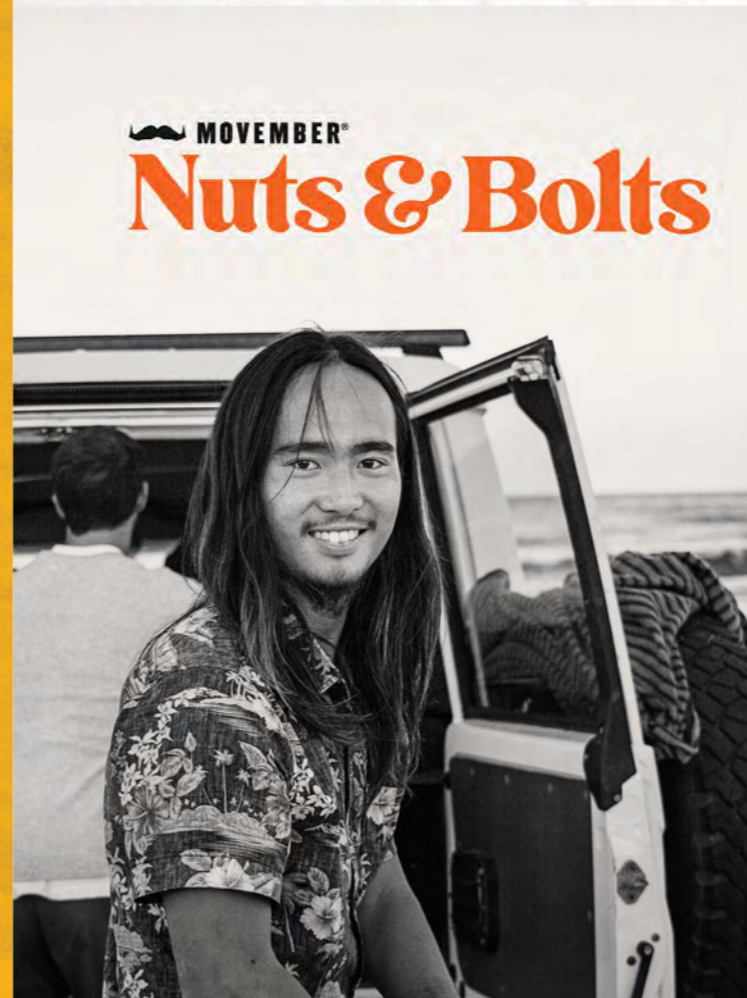
 MOVEMBER®
Nuts & Bolts

The tools to tackle testicular cancer

Movember created Nuts & Bolts to help guys feel like they've still got their feet on the ground. Whether you're going through testicular cancer, supporting someone who is, or you're just swinging by to learn more, you'll find relevant, reliable, straight-talking info here.

A website packed with straight-talking, relevant and reliable info, Nuts & Bolts wants guys facing testicular cancer to know they're not alone; it even informs family, friends and caregivers seeking guidance.

To learn more, go to
nutsandbolts.movember.com



Member Discounts

AFPA member:

- ✓ Doesn't need to pay anything beyond their AFPA subscription
- ✓ Eligible for a huge variety of discounts based on being an AFPA member (no PRS issues)
- ✓ On average, saves \$1600 per year on household costs
- ✓ Can access anywhere, anytime
- ✓ Saves money at tax time, as membership fees are fully tax-deductible.

Non-member:

- ✗ Prevented from seeking or accessing discounts or benefits as a police officer
- ✗ Faced with huge increases to cost of living and household goods and services
- ✗ Finds it difficult to treat themselves or their family



Being a member of the Association gives you access to significant savings on the rising cost of living



National Police Bravery Awards

Exceptional acts in exceptional circumstances

The Police Federation of Australia's National Police Bravery Awards **are now open.**

This award has been developed for police by police and nominations are sought from officers across the country.

While police work is inherently dangerous...some actions stand out.

Do you know someone who has performed an exceptional act in exceptional circumstances?

SELECTION CRITERIA

1. The nominee must be a sworn police officer from an Australian police jurisdiction.
2. Nominees must have undertaken an outstanding act of courage or bravery, by selflessly putting themselves in harms way to protect others, going well beyond the call of duty.
3. Where feasible, the incident should have occurred in the past twelve months, however exceptions could include if the matter is subjudice or if other unavoidable delays have occurred.

The online nomination form is available at policeweek.org.au/bravery-awards and close on **30 June 2024.**

The National Police Bravery Awards will be presented in Melbourne on 17 September 2024.

SAVE THE DATE

National Police Bravery Awards

Exceptional acts in exceptional circumstances

Date: Tuesday 17 September 2024
7pm until late

Venue: ZINC at Fed Square | Corner Princes Walk & Russell St Exit Melbourne



Police Federation of Australia
Celebrating 20 years as
The National Voice of Policing

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Ph: 02 6239 8900
Fax: 02 6239 8999
www.pfa.org.au

POLICE WEEK
14-30 SEPTEMBER 2019



When family planning doesn't go to plan

Starting a family can be an exciting time, however, it doesn't always go to plan. In Australia, one in six couples experience difficulty falling pregnant at some stage in their family planning journey. Infertility can affect anyone. Overall, one-third of infertility cases are caused by female reproductive issues, one-third by male reproductive issues and the other third by combined or unknown factors.

It can be hard to know when to seek help with your family planning journey. If you are aged 35 years or over and have been trying to conceive for six months or more or are under 35 and have been trying for 12 months or more, without success, then it may be time to seek help. Assisted reproductive technologies (ART) such as in-vitro fertilisation (IVF), have been helping people to have babies for over 40 years.

If you find yourself needing assistance to start your family, the amount of information available to you can be overwhelming. IVF treatment is available at over 80 fertility clinics across Australia that are accredited by the Reproductive Technology Accreditation Committee of the Fertility Society of Australia and New Zealand. Fertility treatment can be physically, emotionally and financially demanding, so it is important to find a clinic and specialist that is right for you.

Choosing an IVF clinic is a very personal decision, there are many factors that need to be considered. It is important to look at each clinic as a whole, the range of treatment options, the clinic success rates, the qualifications of the fertility specialists, counselling options, cultural factors, location, accessibility, wait times and costs. For most people, cost will rank as one of the most important factors.

When considering IVF, it is important to note that it will likely require multiple cycles. According to VARTA, Victoria's statutory authority on assisted reproductive technologies, a 36-37 year old woman has a 32% chance of having a baby after one cycle of IVF, a 44% chance after two cycles, and a 50% chance after three cycles. Many couples underestimate the number of IVF cycles needed to achieve a successful pregnancy and therefore the cost.

Affordable & Accessible IVF

Adora Fertility is one of Australia's leading providers of affordable fertility treatments. At Adora, bulk-billing is available for the majority of eligible fertility related services covered by Medicare. We thoroughly explain all the fees and out-of-pocket expenses you will incur during your fertility treatment. Out-of-pocket expenses may be reduced further for those with private health insurance. At Adora, out-of-pocket costs are typically less than \$2,000 for a fully stimulated IVF cycle. Adora Fertility provides affordable IVF without compromising on quality.

Adora Fertility has one main goal, to provide you with a world of fertility expertise at a fraction of the cost.

At Adora we can tailor your fertility treatment plan to suit your lifestyle and location. We do this by offering appointments via telehealth and the option to complete blood tests and scans locally. We are offering all Police Federation of Australia Members and their immediate family members priority booking for all initial appointments. With a minimal wait time to commence treatment and no obligation to proceed following your initial appointment, we invite you to speak to one of our specialists today.



www.adorafertility.com.au

ADVERTORIAL



At Adora, we believe that affordable, high-quality fertility treatment should be accessible to all Australians

Let us change your world without costing the earth

Treatments we offer



Ovulation Induction & Ovulation Tracking (OI/OT)



Intrauterine Insemination (IUI)



In Vitro Fertilisation (IVF)



Intracytoplasmic Sperm Injection (ICSI)



Frozen Embryo Transfer (FET)



Egg Freezing



Known Donor



www.adorafertility.com.au

Merchandise Order Form

▶ AFP/AFPA MERCHANDISE



Catalogue 2024

▶ AFP/AFPA MERCHANDISE



SECTION 1: PERSONAL DETAILS

First Name:	Surname:
Position:	Team/Area:
Phone:	Email:
Billing Address:	
Postal Address:	
Send via: <input type="checkbox"/> Internal Mail <input type="checkbox"/> Express Post (Cost \$20 incl. GST for max 5kg) <input type="checkbox"/> Hold for Collection	

SECTION 2: ORDER DETAILS

Item	Cost inc. GST (\$)	Qty	Total (\$ incl. GST)
AFP Coloured Shield Plaque	\$70		
AFP Australia Plaque	\$75		
AFP Plaque (Glass)	\$70		
AFP Plaque (Pewter)	\$70		
AFP Coaster Set OUT OF STOCK	\$40		
AFP Cufflinks	\$25		
AFP Gloss Mug	\$17		
AFP Pen	\$20		
AFP Key Ring	\$18		
AFP Stubby Holder	\$10		
AFP Tie Tac (coloured, silver, gold)	\$10		
Police Welfare AUSPOL 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:
Expiry:	CCV:

OFFICE USE Processed by	Date:	Invoice Number:
Name:		

Please return completed order forms to the AFPA by email: afpa@afpa.org.au

AFP Merchandise items



Coloured Shield Plaque | \$70.00



Australia Plaque | \$75.00



AFP Plaque (Glass) | \$70.00



AFP Plaque (Pewter) | \$70.00



Coaster Set | \$40.00



Cuff Links | \$25.00



Gloss Mug | \$17.00



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



Clock a better rate

Switch to the Police Value Home Loan

To find out more speak to us on 131 728 or visit
www.policebank.com.au/2-year-fixed-afpa