NATIONAL POLICE REMEMBRANCE DAY – A TIME FOR REFLECTION

INSIDE • Looking towards 2012 • The reality of policing
• Newman memorial weekend
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WE ONCE AGAIN FIND ourselves at the end of a busy year. As we approach the end of a year it is human nature to look back on the year that has been and wonder where the next will take us. It has been an interesting year from the perspective of your Association.

My message in the October issue of the NT Police News highlighted some key areas of achievement and/or change. These included the impending change to the uniform and the 2011 Consent Agreement.

In relation to the 2011 Consent Agreement, I recently highlighted in a newsletter that some members are concerned that other jurisdictions have achieved much more generous wage outcomes during 2011 either through negotiation, industrial action or arbitration. At face value this may seem to be the case, however, members are not necessarily aware of the exact details of these respective wage outcomes or the net effect on police salaries in other jurisdictions.

The 2011 NT Police Consent Agreement ensures that NT Police salaries remain highly competitive at all ranks and I urge members to view the information which is available on our website.

So what will be our focus in 2012?

Firstly we will, hopefully in cooperation with government, be able to deal with the issue of police resources in a way which delivers outcomes for you and the community. As I have previously highlighted in this and other forums, one of the most pressing issues identified during the 2011 Consent Agreement related to staffing and resources.

You will recall your Executive engaged an industrial consultant to develop a proposal encompassing an evidence based position in relation to staff and resource requirements for the NT Police. The scope of the proposed project requires the cooperation of the Commissioner of Police and NT Government. As highlighted at our 2011 Annual Conference, your Association is seeking the NT Government to undertake this project in a manner consistent with the 2003 O’Sullivan Review.

The O’Sullivan review was initiated at the instigation of your Association and ultimately resulted in an increase of more than 150 police and an increased police budget. While a further review may not result in increases of this scope there can be no doubt that the thin khaki/blue line is stretched.

At the time of writing our discussions with government are at a pivotal point. The fact is our proposal represents the last chance for the Henderson government to implement in part a key recommendation of the 2003 O’Sullivan Report into police resources and to prevent an electoral law and order auction in 2012.

In the event the Government will not support an appropriate review of police numbers prior to the 2012 budget process, your Association will pursue staff increases in the lead up to the 2012 general Northern Territory election.

Our second likely major focus will be discussions relating to your housing entitlements. As has been highlighted on many occasions your Association had agreed to participate in a working party proposed by the Chief Minister on 29 April 2010 “to develop and consider options to inform the Government’s deliberations on the relevant entitlements in the longer term”.

The proposed working party has been delayed due to the Housing Allowance Adjustment dispute. This dispute will go to formal hearing on 15 December 2011. It is reiterated that any proposed changes to our housing entitlements, which were incorporated into Determination 1/2011 against the wishes of the Commissioner for Public Employment, will go to a ballot of the membership.

In the December 2010 edition of the NT Police News I highlighted the ongoing review of the provisions of Part IV, V & VI of the Police Administration Act. It is disappointing that this review has floundered and as a result members are still subject to an
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archaic adversarial system that serves neither the Commissioner, you the members, nor the community.

At the time of writing we have again kick started this review and we will work to develop a policy framework in conjunction with the Commissioner that delivers a system that:-

- a simplified, robust and fair system that deals with cases of serious misconduct and inability/invalidity through appropriate amendments to the Police Administration Act;
- a transparent, unambiguous process to assess issues of inability and invalidity, and provide clear options for retraining, rehabilitation or retirement in appropriate circumstances; and
- an Appeal process that operates as a best practice model and that functions as either an individual body or within a quasi-judicial one, such as the Police Arbitral Tribunal or Fair Work Australia.

Of course this policy framework must ultimately be underpinned by legislation. It is our preference that such legislation be introduced by February 2012 to the Legislative Assembly.

We have also recently written to both major parties seeking a commitment to ensuring financial protection for the family of a police officer who has been killed or otherwise died in the execution of their duty.

Our Association has acknowledged that the Labour Government put in place a Death and Disability Scheme in 2007 for NT Public Sector employees who were not covered by the provisions of the Commonwealth Superannuation Scheme or NTGPASS.

The current arrangements, however, provide inadequate financial care to the families of police officers killed in the execution of their duty. Since self-government in 1978 only three members have been killed in the execution of their duty.

It is a sad fact that this list will be added to over the coming years, however it is not of such magnitude that a responsible and caring Government could not act to ensure that the families of these police officers do not suffer financial hardship moving forward.

There is in our view no economic argument against Government ensuring this happens and that any such scheme could operate retrospectively. Indeed we believe, there is an overwhelming moral imperative for government to act.

We look forward to bipartisan support on this issue.

In a recent newsletter to members your Executive identified one of our greatest ongoing challenges to be communication with you our membership in the digital age.

As was highlighted we continue to develop ways to communicate with members in the digital age. Currently your association relies on the NTA Website, Newsletters, the NTPA Police News, PFES email, and some digital communications mediums such as Facebook.

We continue to develop the NTPA website and NTPA Member Database in response to your feedback and we are working toward utilising other digital communications tools, such as Facebook, more effectively. We remain willing to consider any method of communication suggested.

As we move into the Christmas period I would like to reiterate that the vast majority of the members of our Police Force belong to our Association because of the protection, solidarity, and benefits that membership brings.

Any experienced operational police officer knows that even doing the right thing can lead to disciplinary action and/or allegations of criminality that may end up in the courts for determination.

We will only remain an effective and relevant organisation while we maintain a high membership level and the strong financial base that brings

Finally, as we approach the Christmas New Year period – an extremely challenging time for operational police and your families – I again urge you all to take care and spend time where possible with those you love.

I know you will do the right thing well and professionally and I pray that you meet the first rule of policing - make it home from your shift. ★
Since the implementation of the 2011 Consent Agreement there have been ongoing negotiations between the NTPA office and the department.

Rosters and Staffing
During the information sessions conducted in Darwin it was clear that rosters and staffing were of major concern to general duties members. This has been confirmed in regional meetings held in the Darwin centres.

Since July of this year we have been in negotiations with the NT government in a push to have a staffing review done of the whole of police force. The project will give the NTPA an evidence based position with which to push for either more staff or a better use of current resources leading up to the NT election in 2012.

The last review of the police force, the O’Sullivan Review in 2003 led to 150 extra staff plus a significant increase to the police budget. Obviously times have changed since then with the implementation of police beats, THEMIS stations and the restructure of the police force primarily in Darwin and we feel it is well past time for an independent look at how resources are being utilised.

Certainly the very clear message we are getting is that there is no work life balance in Darwin general duties and members have had enough.

The Association has been informed that there is a roster project being undertaken by Assistant Commissioner Payne with the view to have intelligence led rosters developed. We have yet to be approached to be a part of any working group but the department clearly must engage and consult with the association and the members prior to implementing any future roster.

The Association is also in negotiations with the department in respect of afterhours expectation for members based at Groote Eylandt and Nhulunbuy. We have made our position clear to the department that if there is an expectation that off duty members are expected to available for immediate recall to duty then they should be compensated with the on call allowance. These negotiations are ongoing at this time.

The Association has also been part of a roster working group at the airport representing the Airport Uniform Police. There is a clear direction from the national airport manager to move away from the current 12 hour roster and at this time there has been no resolution and negotiation is ongoing.

The problem with all rosters currently under review is staffing – not enough to fill the roster. We have made this clear to the department in all of our correspondence so are hopeful of support in our push for a review of staffing.

Field Trips
With he first half of the year taken up with consent agreement negotiations I have been unable to travel to all stations. I have been able to briefly visit most top end stations doing housing upgrade inspections and also piggybacking on department station inspections.
and along with Senior Vice President Tim Lloyd have travelled to Groote and Nhulunbuy several times as part of the roster negotiations.

Executive member Lisa Bayliss and I visited Katherine, Ngukurr and Borroloola and at the time of writing I am two days short of a southern region visit with executive member Crispin Gargan. These trips are of great benefit and over the years we have used information gathered on these trips to the advantage of members, usually in respect of poor housing but also staffing and resource issues.

There have been new houses built at Ti Tree, Harts Range, Kulgera and Avon Downs. There have also been upgrades not included in initial upgrade scoping work which has come to our attention during visits. We have been able to effectively argue in respect of return of service from remote localities only highlighted to us on field trips and we continue to receive reports of a lack of relief at stations – unsurprisingly linked to staffing issues.

**Housing**

The housing upgrade program is nearing completion with only a few remote stations left to formally inspect. As previously indicated there have been new houses built at Avon Downs, Harts Range, Kulgera and Ti Tree. There are some issues in respect of the connection of utilities at Ti Tree yet to be finalised. There has also been issues with the new house at Kulgera as tests showed that the power infrastructure could not cope with another property so new generators and cabling was required at significant cost.

The current dispute in regards the calculation if the housing allowance will be heard on December 15. Following from the dispute the association has committed to forming a working party with the department in respect of the housing consent agreement. No time frame has been identified as yet. This working party is to look at the Housing Consent Agreement and your association has continues to hold the position as accepted at 2011 Annual Conference to “maintain the best possible housing benefit for all eligible members in the long term”.

The housing rental market across the NT is getting tighter and the pages of rental advertisements in Saturday’s papers are getting smaller. I still do numerous house inspections with HR staff and as the market tightens finding suitable housing that meet standard has become increasingly difficult in Darwin. In other areas, the market remains as it always has – very tight.

All of those issues notwithstanding, inspections I conduct are always with the mind to provide the best housing available for members. Whilst sometimes unappreciated, the department housing staffs also do their utmost to source quality properties and the working relationship between those staff and this office makes any differences easily negotiated to a satisfactory outcome.

I would like to take this opportunity to wish all members a safe and merry festive season.
AS I SAT WATCHING the television coverage of the funeral service for Senior Constable Damian Leeding, who was shot whilst on duty earlier this year, I heard the commentators say that the family had come to pay its last respects. Although I have conducted nearly 150 funeral services in which I have both heard and used that phrase many times, it wasn't until I heard them on that occasion that I stopped to think of the meaning. Surely the family would not stop loving and respecting their loved one just because the funeral service was over and the person laid to rest. Love and respect goes on every time we think of those who are no longer with us.

As I was processing this thought I suddenly realized that one of the reasons that there was a funeral happening at all was because those who had shot the officer had no respect for him or his position. We seem to have lost respect at all levels of society. There is an increasing lack of respect by children for their parents and in some cases parents for their children or parents for each other. There appears to be a decreasing respect by pupils for their teachers. The litter around our streets indicates a lack of respect for our environment and others who use our public space.

In 2000 I went to the USA for a Church Leaders Conference and stayed with an American family. It was not part of the original agenda but one day they suddenly announced that President Bill Clinton was coming to the afternoon sessions to speak. Upon returning home to the family that evening their young son looked up at me with eyes wide open and in a state of sheer amazement and wonder and said “You saw the president of the United States of America”. I thought of Australia where we talked about our Prime Minister at the time as little Johnny and wondered if there would be the same awe and respect back home. I am not a wowser and I love the laid back relaxed Australian lifestyle but this can have ramifications for societal behaviour. It seems to have created a lack of respect for all levels of authority including the government, the legal system and law enforcement. A Summary Analysis of Police Deaths in Australia: Implications for Prevention, prepared in 2008, by Troy Allard Tim Prenzler, states the following:

“Police are the gatekeepers of the criminal justice system and are the most visible representation of the state’s power to both protect and control citizens. Police deaths – especially those at the hands of other persons – entail a direct challenge to the rule of law and government authority. Numerous occupations have much higher death rates, such as construction, mining and logging. However, police have amongst the highest rates for occupational homicide (Prenzler, 2006). Apart from the obvious loss of life and trauma to loved ones, police fatalities represent a resource loss to police organisations and the potential for fatal injury also represents a major source of stress for officers (Savery, Soutar and Weaver, 1993).”

This would be nothing new to you and even though it may sometimes seem remote, you live with the possibility of harm, injury or death every day. Even in your normal day you may often be the subject of verbal or physical abuse, being spat at and other signs of a lack of respect for the law and those whose role it is to enforce the law and protect its citizens.

I believe many others in the Northern Territory and the rest of the country would join me in affirming to you our respect and thanks for all you do. As you enter this busy Christmas period where alcohol, peer pressure and festive activities put a strain on your service my prayer is that God will protect you and keep you safe and that our society will rediscover a heart-felt respect for all of you who work so hard to keep our nation safe. ★
Stan Thompson and Bonnie Kappler
UN Peacekeepers representative
Representing United Nations peacekeepers
Brigid Gregory assisting Mim (Patricia Brennan’s mother) at Darwin service
Tennant Creek service
Tennant Creek service
Brigid Gregory assisting Mim (Patricia Brennan’s mother) at Darwin service
I HAVE BEEN EMPLOYED as the Industrial & Legal Officer of this Association coming up to four years at the end of February 2012. Prior to that, I was engaged from time to time by the Association when I was a lawyer at Ward Keller Lawyers, to assist members in responding to allegations of serious breaches of discipline.

Your Association represents you – our membership – in a variety of ways. We negotiate the terms and conditions of your employment, we keep management and Government accountable in areas such as occupational health and safety, rostering practices, standards of remote housing and access to support services and of course individual assistance in matters such as discipline, workers compensation, allegations of discrimination and other matters concerning individual members.

In the past four years, I have assisted more than 100 members in dealing with allegations of breaches of discipline deemed serious enough to invoke the official disciplinary process under Part IV of the Police Administration Act. I have provided preliminary advice on associated criminal allegations in a substantial percentage of these matters (some of which have then required significant Association funding to assist members in defending criminal allegations in the courts). I have also provided assistance to over 20 members in workers compensation and return to work matters and advocated for the industrial rights of many more disaffected members who have for one reason or another been denied entitlements that they were legally entitled to receive.

Thankfully, the majority of these matters have been able to be concluded in a timely manner and without the affected members being subjected to the stress and trauma that can be associated with disciplinary hearings and appeals (in particular) and other matters that may otherwise end up in dispute in (for example) the Police Arbitral Tribunal or the Work Health Court.

That said, in these past nearly four years, I have represented/assisted more than a dozen individual members in defending disciplinary matters through the hearing process and/or on appeal to the Disciplinary Appeals Board and inability/invalidity retirement matters to the Inability Appeals Board, another member in an anti-discrimination complaint being determined in the Anti-Discrimination Commission and three matters that were referred to the Northern Territory Supreme Court.

Individual police officers may feel that they do not get “value for money” by being a member of the Northern Territory Police Association because they have not needed to obtain legal/advocate assistance to deal with complaints or allegations of breaches of discipline or unlawful conduct leading to criminal charges. They may also be fortunate enough to have “dodged the bullet” of incurring a serious workplace injury and needing assistance to ensure their rights are protected during any lengthy convalescence and return to work. In my view, such members should be careful for what they wish for. I know that most, if not all, of the members I have assisted in the matters described above would prefer to be in their shoes, rather than having been put into the situation where they are “grateful” that their money has been well spent in paying their Association subscriptions “for all those years”.

The reality for the majority of police officers – in all jurisdictions – is that the day to day work of police is both a dangerous job and one that is heavily scrutinised and always in the public light. The fact is, sometimes police officers will make a mistake or act in such a way that raises a perception of wrong doing – such as having to use force to effect an arrest and then facing microscopic scrutiny of their actions. On other occasions, a police officer will unfortunately be physically injured in the execution of duties (assault, motor vehicle accident to name just two causes) or be subject to such trauma that brings on immediate or delayed mental disorders.

Be careful what you wish for and be aware of what is reality
Thankfully, the instances of such consequences in carrying out the duties of the police officer are low by percentage but they are real and they occur on a regular basis. All members of the police force need to be aware of these realities and should ask the question – “who is there that I can turn to should I be unfortunate enough to need help”?

The workplace of the police officer is a dynamic one. It includes the police station to which the member is assigned, the vehicle he or she may be driving when on patrol, making inquiries or travelling in to the scene of a crime and the area in which a member may be on foot patrol – such as the city centre. Even the courts are the workplace of the general police officer. This of course means that police officers are exposed to the full gambit of industrial relations hazards that could bring disciplinary action against them.

In recent times,
• a worker was sacked for becoming abusive when he was directed to undertake a drug test for the second time in a week but was then reinstated after taking the employer to Fair Work Australia, whereas
• a company was found to have done the right thing in dismissing a senior warehouse operator who admitted using a racial slur toward a colleague, however
• a trades assistant who was dismissed after a random test showed his blood alcohol level was almost four times the workplace’s 0.02 limit was reinstated after taking his dismissal to Fairwork Australia, and
• an employee who was dismissed for alleged abusive behaviour had his termination overturned by the full bench of Fairwork Australia on natural justice grounds, whilst,
• a bus driver sacked after a “battle of wills” with a passenger was not unfairly dismissed, and
• four custody officers lost their unfair dismissal case after Fair Work Australia accepted evidence they had given a prisoner in their care “a clipping”.

The point here is that in each of these cases, an employee found themselves fighting for his or her job and in need of representation to put forward their case in the best possible light to maximise the chances of reinstatement. Such representation, if not provided or funded by the worker’s union or association, can be very expensive and financially ruinous – particularly in jurisdictions that do not generally award costs. Workers compensation advice can also be costly, even without the need to take a disputed claim to the Workers Compensation Court.

I sincerely hope that for the vast majority of the members of the Northern Territory Police Force, you continue to question whether over time you feel you have received “value for money” for the contributions you make to your Police Association. That will mean you have been fortunate enough to enjoy a policing career sans the “speed bumps” that some members will inevitably encounter – that is the unfortunate reality of policing in modern times.

In conclusion, I would also like to take this opportunity to wish all of you and your families and merry, happy and safe Christmas and prosperous New Year in 2012. ✪

Remembrance Day Thanks
I just wanted to send a quick note to thank the N.T. Officer/s who laid a bunch of flowers on Police Remembrance Day here at the Geraldton Police Station. They didn’t make themselves known, as far as I’m aware. So thanks very much.
Kind regards
Senior Constable Jonine Harrison
A PERUSAL OF THE Northern Territory Police Force Annual Report for 1978 shows that some things in our profession have a remarkably familiar ring to them, whilst other matters seem light years away.

The 1978 Annual report was delivered on the eve of self-government for the Territory over 33 years ago. Many things have improved since responsible self-government was given to Territorians, whilst other practices have slipped into oblivion.

So how have things changed over these few years.

Well 1978 was the last Annual report issued by former Commissioner “Silver” Bill McLaren, who retired in the week after he delivered it. It shows that the establishment of the force on 30th June 1978 was 510 members, an increase of 40 from the previous year. 33 years later the Police Force establishment stands at 1406, a massive increase over 33 years.

In 1978 the Southern Command was geographically identical to the Southern Command of today. The only difference being there was an Assistant Commissioner based in Alice Springs then who managed the Southern Command for the Police Force. Today there is a Commander based there.

In 1978 women police were finally allowed to wear uniforms and became fully integrated into the police force structure with the same terms and conditions as male members. In addition to this married women were allowed to join the force commencing in this year. Married men had been granted that right in 1967.

Many people reminisce of the good old days of the police force; however the attrition rate for the force then was much greater than today. In that year 1978 58 members separated from the force, an attrition rate of over 10 per cent. For the 2010 report the attrition rate was just 5.8 per cent.
On the flip side there were 77 members appointed to commence training in 1978, with a skeleton staff at the Police College, consisting of a handful of instructors. 1978 also saw the largest Police squad ever of 63 members.

Interestingly three members attended Aboriginal language course in the likes of Pintjantjara and Pintubi. This training was as essential then as it still is today, although the practice has since been discontinued.

The Annual Report shows that we issued 11,133 firearm registrations in 1976/77. This last financial year in 2010/11 we issued only 5654. Perhaps there are now fewer guns in the community, which is not a bad thing.

An activity that police no longer record is that the force issued 353 bookmakers permits and one dog racing licence back then in 1978. Others now have these tasks.

There were 23 Inspectors or Chief Inspectors in 1978 compared to 26 of their equivalent rank of Superintendent today. (Inspectors and Chief inspectors were amalgamated into Superintendents in 1990) Not much growth there.

On a positive note the road toll was 47 out of a total population base of 111,000 in 1978 this is compared to 39 last year in 2010 when our total population had surpassed 230,000.

There were 21 cases of homicide recorded in the Territory in 1978. This compares with only 15 for 2010 even though the population has doubled since then. An increased police presence is one of the factors that has ameliorated this shameful statistic somewhat.

In this current climate of new police stations being built as part of THEMIS, albeit over a number of years, it is interesting to see that after self-government there was flurry of activity in building new police stations. In 1978 a new police station commenced at Hermannsburg. A new Police station was built at Port Keats, another new station was completed at both Hooker Creek and Timber Creek as well, and new housing was nearing completion at Ti Tree. This is a truly remarkable feat for such a small Force back then.

In a technological breakthrough at the time, VHF radios were fitted to bush station vehicles allowing access to communications even when on patrol. And telex machines were now connected to police down south and checks could be made instantaneously - a word relative to the time.

Although it is only 33 years ago there are only four members left in the Police Force actively serving now who were also serving when this report was handed down in 1978; Sergeant Chris Milner, Senior Constable Deborah Horrocks and Senior Sergeant John Nixon who joined in 1977 and Senior Constable Keith Currie who joined in February 1978.

So that was the NT Police Force on the eve of self-government. Who knows where it will be in the next 30 years when we have attained Statehood. One thing is for certain as we age and as the force evolves and moves with the times we must always remember that we can never hope to traverse the future without recourse to the past. 🌠
FROM 10 – 17 SEPTEMBER THIS year I participated in the Wall to Wall Ride for Remembrance from Darwin to Canberra. This is the second year for the ride but the first time an NT contingent has ridden down. There were six riders who left Darwin on September 10 and we were joined by two riders in Tennant Creek.

The riders from Darwin were Eric Edgecombe (water police), Michael Wyatt (water Police), Amee Meredith (Darwin metro), Clint Richardson (northern traffic) and Mick Burrell (Customs). Dean Elliott (Willowra) and Lachlan Lock (Ntaria clinic) joined us in Tennant Creek and Brendan Molloy (Alice Springs) rode alone through SA and Vic to join us in NSW. We were supported along the way by Michael Moss (water police) and Scott Manley (Crime).

The route for the riders from Darwin was to Tennant Creek then east through Mt Isa, Longreach, Roma, Tamworth then in to Sydney. Our first stop was at the Hi Way Inn and the local station people were regaled by Amee in long johns selling raffle tickets…one for them to talk about round the camp fires.

Our second day was in to Tennant Creek where we were met by a RBT then on to the station for a BBQ and drinks with the members. Tennant Creek had hosted a quiz night as a fund raiser for the ride and we were very pleased to be able to thank all members who had contributed to our fundraising.

Our third day was a long run across the Barkly Tablelands to Mount Isa. We missed talking to the members at Avon Downs but did see them as they passed us on their way to an accident. Day three was a hard day into strong headwinds and a lasting memory is seeing Michael Wyatt riding at a 30 degree angle to stay on the road ahead of me. We were hosted in Mount Isa by Sgt Chris McLoughlin who led us out to Lake Moondarra for a great sunset then back to the police club for a BBQ. We are confident that Chris will join us next year as we head down.

Day four was again a long day – more of our own doing. We spent a few hours wandering around Mount Isa playing tourists, sipping lattes then gave the local motorcycle shop a hammering. Dean Elliot very nearly rode in to Mount Isa on a Honda and out on a Harley.

We finally got away and our first stop was Cloncurry where Amee’s bike somehow ended up in a handicapped zone. Some of the more unkind suggested that it was appropriate, the fines committee however disagreed and another tick in the book against her name. Then on to McKinlay and a stop at the Walkabout Creek Hotel. Given one of the riders, Mick Burrell from customs had the nickname Mick Dundee it was a given we sipped on a cold beer, and then as there’s not much else at McKinlay we headed on to Kynuna. After another cold ale, a couple of purchases including a blue heeler pup as a mascot we pushed on to Winton.

Due to our lollygagging (one for the Bull Durham fans) in Mount Isa we held a council at Winton as it was another 188km to Longreach and light was fading. It was decided to push on and we crept the last 50km in to Longreach behind the support car dodging skippies. We were looked after by the OIC at Longreach, Graeme and his great family. A hot feed, a few cold ales then we made to our campsite. We were all knackered after the days ride but sitting round in the group swapping close call stories was a great end to the day.

The fifth day was a quick 700km blat down to Roma. Mick Dundee left us at Longreach as he had to get to Maitland in two days to pick up his girlfriend. The fines committee convened and he paid heavily for leaving the ride – and every day thereafter for missing roll call.

We made Roma in good time over some truly rough roads damaged by the floods earlier in the year. If you
could imagine the road from Peppimenarti to Wadeye, throw some bitumen on top of it bumps and all and you would be close. The Roma Police Station members turned out en masse to welcome us and their social club was a very welcoming place that night. Had there been a full complement of staff at the station then we may well have had an extra rider or two joining us however as with police stations everywhere, they were short and no one could be spared.

From Roma we travelled some secondary roads down to Goondiwindi where we had a chat to a couple of Brisbane Highway Patrol members. We paused at the border then again off the main roads through some magnificent scenery on back roads down through Warialda and in to Tamworth. There was some confusion on this leg with our first encounter with hills and sharp corners.

We all prevailed and made it to dinner at the Diggers Rest. We were joined by a former NT member Matt Stewart and a NSW volunteer Chris Foster who rode in to Sydney with us. We also had a few beers with some of the Tamworth officers who organised us a sausage sizzle the next morning at the back of the station.

After breakfast and a photo opportunity and the Golden Guitar we headed down and tackled the Putty Road in to Sydney – notorious for bad motorcycle accidents. A beautiful ride but full of hairpins, blind rises and very steep drop offs. Perfect for a bunch of territory riders.

When we arrived in Sydney Amee had been in touch with some of her former colleagues and we were met at the entrance to Oran Park racetrack by the Macquarie Fields traffic members who escorted us through to the Hume Highway.

We stayed on a block of a close friend of Amee Meredith’s at Pheasant’s Nest on the outskirts of Sydney for our final night before joining the main ride. On Saturday September 17 we joined approximately 800 other riders down the Hume highway to Goulburn Police Academy for lunch then in to Canberra where 1200 riders formed at the Canberra Racecourse then rode in to the National Police Memorial in Kings Park.

The drivers behind the ride are to remember fallen colleagues and to raise money for police legacy. The decision to ride though Queensland was made early in the planning stages and as it turned out Queensland sadly lost two members in the line of duty, Dan Stiller and Damian Leeding. At Mt Isa, Longreach and Roma and we were able to pay our respects to these members with their fellow officers.

In Tamworth I met a NSW officer who was a family friend of Jason Lindsay who passed away in Western Arnhem Land 10 years ago. On my return ride I spent a night with his parents Ken and Kay and also visited Jason’s grave in Mullumbimby.

At the National Police Memorial we found touchstones of NT members. In my case a squad mate of mine Glen Huitson is on the wall. As part of the departure from Darwin the riders were escorted to Glen’s memorial on Old Bynoe Road by police bikes and other motorcyclists, including the commissioner. On my travels back I touched base with his widow Lisa who now resides in NSW.

Ken, Kay and Lisa all appreciated the effort riders made in completing the trip. On my return to Darwin Michael Moss and I drove out to Coopers Creek where Jason Lindsay drowned in 2001. Along with Guy Johnson, a close friend of Jason’s we spent a few hours at the falls and waterhole remembering a good mate. I was able to spread some rosemary I brought back from Kays garden in Tooloom.

Next year’s ride in to Canberra will be on Saturday September 15. Planning will soon be underway and any members interested please email me at obblackwell@ntpa.com.au and for those interested there is a video on you tube – W2W NT 2011. ★
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The Australian Podiatry Council reports that our feet will carry the average person 128,000 kilometres in a life time, the equivalent to three times around the world. So it’s no wonder that feet are prone to a variety of problems. Most foot conditions are easy to avoid and simple to treat. Diabetes sufferers are an exception. They are more prone to serious foot complications.

**Burnt feet** Feet are often exposed in sandals, thongs, or are bare so when applying sunscreen don’t forget the feet.

**Corns and calluses** are caused by pressure and friction, usually through poor-fitting shoes. If left untreated, they can lead to painful ulcers. Wear shoes that fit properly and ask a podiatrist about treatments.

**Tinea (Athletes Foot)** is a fungal infection that is easy to catch from communal areas, such as public showers or swimming pools. It usually develops between the toes, causing the skin to become red, moist and itchy. Try anti-fungal creams available from your pharmacist or ask a podiatrist about other treatments.

**Bunions** are foot deformities in which the big toe joint is distorted, leading to the toe pointing inwards and the bone protruding. The joint is easily inflamed by pressure and can be very painful. Wear shoes that are not too tight and ask a podiatrist for advice as surgical correction may be an option.

**Papillomas (Foot Warts)** can be caught by touching an infected site on a person or picked up from public showers and swimming pools. Seek treatment and removal for contracted warts from a podiatrist or doctor to prevent the contagion passing onto others.

**Ingrown toenails** generally occur from abnormal nail shape, poor footwear or poor nail cutting technique. Make sure you do not cut nails into the corners as sharp edges can embed and irritate.

**Diabetic foot complications** Diabetics have a greater risk of serious foot problems, delayed healing and loss of sensation to the feet and legs due to poor circulation and nerve damage from the chronic disease. People with diabetes should use protective shoes and check their feet for cuts, blisters, bruises or signs of injury.

**Foot pain & muscle cramps** It is recommended that foot pain that concerns you or is reoccurring should be evaluated by a doctor or a podiatrist as there are many possible causes ranging from; injury, exercising, dehydration, nutrition deficiency, pregnancy, hormonal changes, side effects of a medicine to underlying diseases of an underactive thyroid, kidney disease and cirrhosis of the liver.

**What can a podiatrist do?**
Podiatrists are the foot care experts; they are trained to deal with the prevention, diagnosis, treatment and rehabilitation of medical and surgical conditions of the feet and lower limbs.

**Police Health members with extras cover**
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* Subject to waiting periods, annual maximums and rollover benefits; for more information please call Police Health.

**Facts about feet**
- There are 52 bones in the feet, which is a quarter of all your body’s bones.
- When walking, each time your heel lifts off the ground it forces the toes to carry one half of your body weight.
- It’s rare that two feet are exactly the same; one of them is often larger than the other.
- In a pair of feet there are 250,000 sweat glands that produce approximately 500ml of perspiration daily.
- Cigarette smoking is the biggest cause of Peripheral Vascular Disease (disease of the arteries of the feet and legs).
- Around 40 per cent of Australians will experience some form of foot problems in their lifetime.

**Where to get help**
- Your doctor
- Local podiatrist

This article provides a general summary only. Professional advice should be sought about specific cases. Police Health is not responsible for any error or omission in this article. The information provided reflects the view of the organisations from which the information has been sourced and does not represent any recommendations or views of Police Health.

Information Sourced From: Australasian Podiatry Council, Australian Podiatry Association (Victoria), MyDr, Better Health Chanel.

**Police Health - Ph: 1800 603 60**

AUSTRALIA DAY 2011 MARKED the 10 year anniversary of the most significant loss of police life in modern day policing history in Australasia.

On Australia Day 2001, in response to a call for assistance from Kiwirrkurra Community, which is situated in Western Australia, 130kms west of the Northern Territory border (and usually serviced by Kintore police station), Newman police members Senior Constable Philip Ruland, First Class Constable Dave Dewar and Constable Gavin Capes were collected from Newman Airport by a police Cessna 310 aircraft, call sign Polair 64, piloted by Karratha police officer and Airwing member Senior Constable Donald Everett.

They attended at Kiwirrkura and, having dealt with the situation, departed there at 7.30pm intending on returning to Newman. Polair 64 contacted Newman police station by radio at 9.15pm and requested that vehicles be sent to collect the Newman officers. At 9.50pm Polair 64 entered the circuit area of the Newman Airport and shortly after, at about 10.00pm, the aircraft crashed. A search was immediately commenced by police and local volunteer emergency services personnel, supported by other agencies and community members, and at 4.30am the following morning the wreckage of Polair 64 was located.

Tragically, all officers on board the aircraft had lost their lives.

From 8 to 14 November 2011 NT Police Association Executive member Kylie Proctor, Sergeant Ben Rossiter (Katherine), Remote Sergeant Macalistair ‘Macca’ McLean (Adelaide River), Senior Constable 1/C Travis Edwards (TRG) and Senior Constable Chris ‘Sleepy’ Raeburn (TCS) paid their own way on a road trip to Newman, Western Australia, in order to represent the Northern Territory (NT) during the annual commemoration of the tragic event.

This year saw the addition of New Zealand police represented at the Newman remembrance ceremony, where they gathered with NT police and officers from all over Western Australia, to remember all fallen police officers who have paid the ultimate sacrifice.

During the ceremony NT members laid wreaths on behalf of all NT Police Association members, the NT Police Executive and members and NT Police Legacy.

Once again the Newman community spirit shone through on the Saturday night as more than 4000 people united to support the seventh ‘Bloody Slow Cup’ which is played to commemorate the service of the fallen officers, their commitment to safeguarding the peace of the community and ensuring that, though they are gone, they will not be forgotten.

Unfortunately, this year New Zealand was too good for the Aussies with a 20-15 victory.

Our WA colleagues, the family members of the fallen officers and the wider Newman / Pilbara community continually express their appreciation to us for making the effort to attend each year to assist them in remembering their fallen and show that out of tragedy goods things can come given the weekend
brings old mates and new friends together every year. It is also a reminder of the bond that police officers Australia-wide share, in the knowledge that they do 'the job', regardless of the risks, simply because people need their assistance and it’s the right thing to do.

The WA Police Airwing flyover of the crash site to end the minute’s silence at the conclusion of the ceremony is a highlight every year but other memorable moments from the 2011 weekend were:

- the hospitality of the Kununurra police in putting us up for the night on the trip and looking after us
- meeting retired Commander Max Pope's brother Peter (who is also a former NT POL member) at South Hedland Police Station where he is the OIC
- participation in the Police Legacy Golf Day (where Trav and Sleepy were awarded the runner up NAGA award)
- Macca and Sleepy having a run with the winning Tom Price Golden Oldies rugby team (versus Newman) during which Sleepy was required to attend the St Johns Ambulance tent within ten minutes of commencement (but did run back on after treatment for a mere flesh wound)
- Saturday afternoon spent keeping cool in the pool with the Broome police contingent including Inspector Geoff Stewart who was instrumental in getting the inaugural event up and running (pool supplied by the NT this time and substantially more impressive than WA’s effort last year)
- hanging out with members of the Western Force Super Rugby team including Wallaby players (Little) Richard Brown and Brett Sheehan
- the hospitality shown by Connie and the rest of the Newman SES crew in making their facilities available to us and feeding us over the weekend and
- the assistance and friendship extended by WA POL members to the NT contingent throughout the weekend.

Given the Northern Territory’s close ties to our WA colleagues through shared, multi-jurisdictional policing functions at Kintore and Warakurna and shared responsibilities within the Cross Border Justice Area a NT delegation is planning to attend again in 2012.

If you are keen to join the tour next year feel free to provide your details to Executive member Kylie Proctor in order to be added to the 2012 Bloody Slow Cup mailing list.

Photographs are courtesy of Jill Wiloughby (WA Police Legacy) and Kylie Proctor.
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I am pleased to report that Police Credit Union has once again bucked the trend, recording another outstanding year of success in all aspects of its strategy and operations, as market share continues to grow.

Despite the continuing global volatility in financial markets and an upward pressure on the cost of funding, strong growth results have underpinned a 14.13 per cent improvement in profit after tax to $3.95 million – a record achievement for Police Credit Union.

In our 41st year of operation, Police Credit Union worked diligently at ensuring that member deposits were well protected and that it delivered strong, prudent returns on member funds.

With a strong capital adequacy ratio of 14.79 per cent, well above the regulatory minimum of 8 per cent, PCU remains in excellent financial shape.

**Sustainable and innovative growth**

PCU embarked on an ambitious programme around 10 years ago to transform its co-operative business into a leading provider of personal financial services in the Northern Territory and South Australia.

That journey has progressed by virtue of ethics, honesty, integrity, superior service and financial prudence.

This systematic approach, combined with the passion of our team, has ensured that we’ve not only prospered through difficult times, but have become stronger.

We are determined to continue embracing our police heritage, and remain deeply connected to our police members as we stand tall as the alternative provider of banking competition with exceptional credentials.

**Better than the banks**

Our growth and profitability over the past year reflects the strength and resilience of our business model and strategic direction, and we are well positioned to gain market share as the real alternative to the major banks.

Our growth is attributed to the strong Police Credit Union brand and ability to consistently deliver a better offering than the four major banks.

In addition to our superior service levels and impressive product offering, we’ve also been able to maintain consistently competitive rates across our deposits and loans in comparison to our bank counterparts.

**Ever-increasing returns**

The unique co-operative responsibility of a mutual organisation is to reinvest profits into sustainable member benefits throughout the year.

The value Police Credit Union gives back to each one of its members separates it from the major banks, whose profits are delivered solely to shareholders.

This value totalled $5.453 million during the 2010–11 period, representing $151.69 per member and a 20.3 per cent increase on last year.

**Benefits to our members include:**

- Superior service standards.
- Better interest rates.
- Many free access services.
- No account-keeping fees.
- Fairer transaction fees.
- No monthly or annual loan fees.
- Longer branch opening hours.

**A bright future**

I would like to thank you, our members for your ever-present loyalty, support and unwavering confidence you have displayed for PCU over the past 4 decades.

All of our members can feel very confident as Police Credit Union is well poised to embark on a new and exciting era of sustainable and innovative growth, as we navigate our way through the often fragile, volatile and uncertain economic conditions.
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Playing up off-duty…
When is it misconduct?

By Glen Cranny, Partner, Gilshenan and Luton.
Lawyers to the Queensland Police Union
and its members

A QUESTION THAT COMMONLY arises in disciplinary proceedings is whether the off-duty conduct of a police officer can amount to misconduct.

It has long been accepted by the courts that in certain circumstances, the private conduct of a police officer - entirely unconnected with the officer's duties - can still amount to misconduct. It has been said that if an officer's responsibilities were restricted to working hours only, and officers were free to act as they liked when off-duty, then the public's confidence in the Police Service and its members could be eroded by the misbehaviour of some.

The difficulty is trying to determine the 'line in the sand'. Whilst it is clear that off-duty conduct can sometimes amount to misconduct, it is equally clear that not every indiscretion will amount to something for which an officer should be disciplined. There have been a number of cases over the years where the off-duty misbehaviour of a police officer has been insufficient to amount to misconduct, or even a breach of discipline, despite the officer having been charged with a disciplinary offence. Examples include involvement in traffic accidents and altercations (where there is no attempt to rely on one's position as a police officer), and disputes with finance companies and banks. One can imagine other examples where a police officer's conduct would not fall into the category of misconduct, such as personal or business disputes which do not involve any suggestion of threats, violence, or misuse of one's position. Another example might be an officer's involvement in an extramarital affair. In other words, whilst high standards are expected by police officers both on and off-duty, police officers live in the real world and are entitled to demonstrate an appropriate range of conduct and emotions during their private dealings with others.

The courts have endeavoured to define the sorts of instances where off-duty conduct can amount to misconduct. These include

- morally or socially blameworthy behaviour
- conduct which affects a police officer's fitness to discharge his/her duties as a police officer
- conduct which affects the status and authority of the police officer
- conduct of such a nature as to erode public confidence in the police service

The sorts of examples one might imagine falling within these types of descriptions include using one's position as an officer for personal gain, conduct that would be regarded as deceptive or dishonest, or making wild and unjustified public criticisms of the police service. Generally speaking, it would also be expected that breaches of the criminal law (even minor matters such as public nuisance) are likely to attract a disciplinary charge.

Having said that, it is not uncommon that superior officers will 'over-reach' and attempt to categorise all sorts of private conduct, however trivial, as some form of disciplinary breach. In those instances, officers should get advice from their Union before responding to any disciplinary proceedings.

Any officers with questions arising out of this article should contact the NTPA.
AT THE POLICE FEDERATION OF Australia’s annual Federal Council meeting on 7 and 8 November in Brisbane cheques were presented to all Police Association/Union Presidents on behalf of their respective police legacies totaling $60,000, being the proceeds of the 2011 Wall to Wall Ride for Remembrance. The funds to benefit Legacy are the jurisdiction’s share of money raised by police who took part in this year’s ride to the National Police Memorial in Canberra.

Every Australian jurisdiction was represented at the PFA’s two day Federal Council meeting, together with representatives of the New Zealand Police Association and this year’s special guest from the Scottish Police Federation, Secretary Calum Steele.

Members of the PFA Executive were re-elected at the elections conducted by the Australian Electoral Commission. Vince Kelly, the President of the Northern Territory Police Association, was re-elected PFA President, whilst Mark Carroll, President Police Association of South Australia and Jon Hunt Sharman, President of the Australian Federal Police Association, were re-elected Vice Presidents. Randolph Wierenga, President of the Police Association of Tasmania, was re-elected Treasurer.

Another important presentation at the Council dinner was from New Zealand Police Association President Greg O’Connor who presented each Australian Police Association/union President with a plaque and thanked them on behalf of their members who assisted in the Christchurch earthquake.

Highlights of the Federal Council meeting included Calum Steele’s presentation on the drastic measures being taken in the United Kingdom, including savage attacks on police officer wages and conditions as well as police budgets and staffing levels, measures which the police service in Scotland are declining to follow. Instead, they are dealing with tight financial circumstances in Scotland by amalgamating the eight police services in the country into one, to find savings and efficiencies. Unlike the UK Government, they have proudly refused to attack police wages and pensions (equivalent to Australian superannuation).

Federal Council received a report on the five-year Police at Work research project which has tracked almost 1,000 participating police officers from four jurisdictions for the past five years. It delved into matters such as pay and conditions, work satisfaction, work/life balance and, most importantly, perceptions of risk of injury or illness arising from police work. This last area has demonstrated that the risk of injury and illness is felt much more keenly by police than other Australian workers surveyed in the parallel research project called Australians at Work. The findings from Police at Work will feed directly in to the PFA’s efforts, along with those of the various Police Associations/Unions, to improve police work health and safety.

On a related theme, PFA staff gave the Federal Council a presentation on the new nationally harmonized Work Health and Safety regime which will commence on 1 January 2012. A proposal for a national Work Health and Safety Code of Practice on Policing was also outlined.

The PFA Chief Executive Officer, Mark Burgess, reported to Federal Council on one of the main achievements of 2010-201 the National Police Service Medal. He also reported on the PFA’s significant work during the year including

- submissions and evidence given to Parliamentary inquiries into youth suicide, emergency communications, integrity testing, unexplained wealth, the flood levy and fly-in, fly-out workplace issues
- the work of the PFA’s committees on policing as a profession, overseas workers’ compensation, superannuation and taxation, work health and safety, industrial bargaining and related issues and women’s involvement in our police associations and unions
- the PFA’s work in systematically comparing policies and practices across all jurisdictions so that each police association and union can benefit from knowing what best practice is in Australia.

The meeting had a number of informative
presentations on matters of concern to all jurisdictions, including

· moves to achieve strengthened and nationally consistent legislation on unexplained wealth through the Federal Parliament’s inquiry by the Joint Parliamentary Committee on Law Enforcement.

· police pay setting arrangements in a wide range of comparable countries where bargaining and conciliation and arbitration arrangements vary from those we are familiar with by Giuseppe Carabetta from Sydney University.

· the industrial relations landscape nationally with a wide-ranging address by the President of the ACTU, Ged Kearney.

· joint presentation by SA Commissioner Mal Hyde as Chair of the Australia and New Zealand Police Advisory Agency (ANZPAA) and its CEO, Jon White, on the development of the Police Practice Standards Model (PPSM) due to be developed during 2012.

· the importance of police in every state and territory having access to good quality radio spectrum to be able to use modern mobile broadband communications for all police operations, and especially for natural disasters, major events and high risk operations like terrorist incidents

· the increasing use of social media like Facebook and Twitter by police services and police associations and unions as a way of keeping members in touch with developments and getting key messages to interested parties by Simon Tutt from the Queensland Police Union.

The Council was also addressed by the Minister for Home Affairs Brendan O’Connor and Shadow Minister for Justice and Customs Michael Keenan.

The 2012 Federal Council meeting will be hosted by the Police Association of South Australia in Adelaide. 🌟
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**Justice:**
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- Certificate III in Police Studies
- Certificate IV in Justice Studies
- Diploma of Justice Studies
- Advanced Diploma of Justice

**Investigations:**
- Certificate III in Investigative Services

**Legal Services:**
- Certificate III in Business Administration (Legal)
- Certificate IV in Legal Services - for Prosecutors

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- Certificate IV in Training and Assessment (TAE) for Trainers

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- Certificate IV in Transport and Logistics (Road Transport - Car Driving Instruction)

**Occupational Health & Safety:**
- Certificate IV in Occupational Health and Safety
- Diploma of Occupational Health and Safety

**Glen Huitson Remembered**

On August 3 this year a group of friends and colleagues again gathered at Glen Huitson’s memorial on Old Bynoe Road to remember and commemorate his passing. This year was a larger gathering than previous years with some former members in Darwin and also family friends able to attend. After Mac Maclean read the Ode, and some words from the Commissioner and NTPA president colleagues and friends enjoyed a sausage sizzle and a couple of quiet beers remembering a good friend and dedicated officer.

**Tennant Creek Bar Top Officially Open**

About 120 past and present police members and friends attended the Tennant Creek Police Social Club bar opening on the 22 October 2011. Plaques purchased by past and present members are embedded in the bar top – recording the history of the station for all to see for years to come. The plaques chronicle when the members served in Tennant Creek. This important project was organised and built by retiring members, Senior Auxiliaries Ken and Pauline Williams. The official opening also coincided with the retirement of Ken and Pauline from the NTPOL. They have been a big part of running the Tennant Creek Police Social Club over the last two years with Ken being the President and Pauline the Treasurer. It was fitting that Assistant commissioner Payne presented Ken with his 10 year service medal on the night. A good time was had by all.
This is what is happening at police associations around Australia

Police Association of South Australia

**COUNTRY HOUSING**

The South Australian Government has over many years provided rental concessions as an incentive to attract and retain police in rural locations.

The Police Association has long represented its members' interests, in terms of the provision of quality housing and significant concessions, through its position on the Public Employee Housing Advisory Committee and direct communication with government.

To serve in country locations, some police officers make significant sacrifices involving personal development and promotion, while their families lose out on many fronts as well.

When planning medium to longterm commitments to rural postings, officers consider their entitlements, including rental assistance, as a basis on which to make their decisions about country service.

On December 19, 2008, the government announced an asset sales programme of excess government employee housing. At a PEHAC meeting on March 17, 2009, officials from the Department of Treasury and Finance advised that it was “not intended that employees be disadvantaged by the new arrangements”.

Concerns arose after the emergence of a proposal that housing would no longer be provided within 100km of Adelaide. It was also announced that exemptions to this proposed concept could apply.

Several members have now been advised that they will no longer receive concessions as of December 2012. The Police Association’s position is that members currently receiving rental concessions should continue to receive them until they transfer from their posts.

Indeed, after several meetings with government officials, the association has now notified the employer, SAPOL, of a dispute as per clause 7 of the South Australia Police enterprise agreement.

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The Police Association Victoria

After arduous negotiations lasting nearly 12 months and nearly five months of protected industrial action taken by our members, The Police Association (Victoria) is pleased to report that we have received an offer from Government that will deliver significant pay increases and improvements to the working conditions of our members.

This agreement achieves a raft of major wins that meet and exceed many of the key objectives we set out to achieve from the beginning of this campaign.

Some of the key elements in this offer include:

- average pay rises of 4.7 per cent per annum
- improved shift penalties
- $1000 sign-on bonus payment
- recovery day after night-shift
- 10-hour break between shifts
- penalty payment for short-notice roster change.

As a result of this offer, Victorian police members ceased industrial action on 24 October as a sign of good faith. We have since recommended this agreement to our members for their endorsement in a postal ballot.

In our view, this is a very good deal for all our members, across every rank. For more information on the Association’s proposed agreement please visit our website at [www.tpad.org.au](http://www.tpad.org.au).

Police Association of New South Wales

**REFORMS TO POLICE OVERSIGHT URGENTLY NEEDED**

The Police Association of NSW is calling for a complete overhaul of police oversight bodies, after scathing criticism of the existing Police Integrity Commission, by its own independent inspector.

The Police Integrity Commission (PIC) was established 15 years ago on the recommendation of the Wood Royal Commission to oversee integrity issues within the NSW Police Force.

However there have been at least 11 reports by the Inspector of PIC, including his last annual report, which have criticised the actions of the PIC.
“There is something badly wrong with the system when the body established to ensure integrity is itself under a cloud,” Association President Scott Weber said.

Mr Weber said the latest annual report confirmed the Association’s views, citing that the PIC was biased, ruined careers and reputations for no reason, and routinely denied procedural fairness to police witnesses.

“Good police officers are being persecuted by a commission whose extraordinary powers are not balanced by proper accountability. The inspector upheld numerous complaints and yet the PIC has denied any wrongdoing. It’s time for the inspector’s recommendations to be taken seriously and for the PIC to admit its mistakes.”

The botched handling of a PIC investigation that has damaged the careers of two of NSW’s most highly respected detectives was the last straw and has led to a vote of no confidence by the commissioned officers’ branch of the Police Association.

Detective Inspector Paul Jacob is one of NSW’s most respected detectives. A report by the PIC, the Rani Report, recommended DI Jacob and his colleague Detective Sergeant Ritchie Sim be dismissed for their investigation into the disappearance of a Bathurst woman, Janine Vaughan.

“This investigation by the PIC into the way police handled the Janine Vaughan case has been unprofessional and highly damaging to the police involved,” Mr Weber said.

“All it has done is waste time and money, and cast a shadow over two of Australia’s finest, most respected detectives. DI Jacob and DS Sim have more than 56 years’ experience between them and have worked on some of Australia’s most high profile homicide investigations.”

A special report by the Inspector of the PIC later found that none of the adverse findings made in the Rani Report against either DI Jacob or DS Sim were justified.

Mr Weber said, “The inspector has found the Rani Report significantly misrepresented evidence, contained unjustified findings and severely damaged the reputations of both DI Jacob and DS Sim.

“If the PIC can get it so wrong, what faith can the public have in them to properly investigate matters of actual police misconduct?”

The crisis over PIC has caused the Association to renew calls for one oversight body for police; currently both the PIC and the Ombudsman play this role.

“Our current system of oversight is cumbersome and complex when you take into account the Ombudsman’s interference in police matters as well,” Mr Weber said.

“The Association would like to see a reformed PIC as the single oversight body for the NSW Police Force.

“Having said that, it is critical that the principles of procedural fairness are enshrined in the investigative processes of the oversight body. The current situation is unsustainable and totally unfair to hard working police officers in this state.”

**Police Association of Tasmania**

**THE YEAR THAT WAS**

This year has shown us a glimpse of the challenging times ahead for both the Department and the Police Association. The doom and gloom of the state’s budget implications on public servants is yet to really impact, but it’s coming like a train that cannot stop. Frontline services across the policing, health and education sectors have been hit hardest. Those who are in need and who are most vulnerable, our children who are the next generation of leaders and the community who want to feel safe and rightly deserve a prompt policing response in times of crisis are going to suffer.

And of course our members will likely face increased risk to their safety and bear the brunt of a frustrated and dysfunctional community which lacks the supportive services they need from their Government. It is a disgrace.

The next State Government election must be held before March 2014 and it will be an interesting one. I sincerely hope the parties are doing their homework!

**Queensland Police Union**

**QPS PUTS OFF 300 PLUS CIVILIANS**

Hot on the heels of the decision of Queensland Industrial Relations Commission’s Full Bench to increase the Queensland Government’s offer of 2.5 per cent to 3.8 per cent for all the State’s police officers, the QPS have been told by the Bligh State Government that they will not be funding the increase, leaving the QPS to fund it internally.

To fund the pay increase all operational budgets are being cut and the number of civilian staff slashed by...
300 plus. All policing operations will now be affected as officers are drawn away from traditional roles to attend to the ever increasing call for paperwork and bureaucracy.

V8 cars are not being replaced and officers are no longer working weekends in regional areas where penalty payments would ordinarily be paid.

The Queensland Police Union has commenced a public statewide campaign including television commercials, billboards and bumper stickers to put more feet on the beat and 2012 will be an interesting year as both Government and Police Commissioner face renewal.

Police Federation of Australia

The Police Federation has presented its case to a Federal inquiry into fly-in fly-out, drive-in drive-out workplace practices.

The PFA was invited to appear at the first day of hearings by the parliamentary Standing Committee on Regional Australia.

The inquiry has received more than 100 submissions from across Australia. The PFAs is the only police submission.

We believe the FIFO/DIDO practices in remote areas have a direct impact on policing and our evidence addressed a number of the inquiry’s terms of reference including

• the effect of a non-resident FIFO/DIDO workforce on established communities, including community wellbeing, services and infrastructure

• the impact on communities of sending large numbers of FIFO/DIDO workers to mine sites

• provision of services, infrastructure and housing availability for FIFO/DIDO workforce employees

• strategies to optimise FIFO/DIDO experience for employees and their families, communities and industry and

• current initiatives and responses of the Commonwealth, State and Territory Governments.

In our submission and in oral evidence to the Inquiry we pointed out that police officers do not have the luxury of being part of a FIFO/DIDO workforce. Current policing strategies are predicated on ‘community policing initiatives’ and as such, police officers are expected to be domiciled in, and become part of, the community in which they serve. The role of the local police officer in a rural, regional or remote community is far more than simply a ‘law enforcer’. There are numerous examples of where police officers use their expertise to work on establishing strong community interaction through local community policing initiatives. This includes assisting to resolve local conflicts and engaging in crime prevention activities with local youth.

In many FIFO/DIDO locations, housing, family essentials (groceries and other services) and other infrastructure is extremely expensive. This places a great financial burden on police officers and their families, as well as their respective state/territory police departments/governments. For example, the extra competition for housing, owned or rented, pushes up the price of housing for police officers and other service providers in the community.

Another area of concern is that police officers cannot earn anywhere near the amount of income that mine employees receive. It therefore becomes difficult for police departments/governments to retain these members as many seek higher incomes by resigning from the police and taking up mine employment. Research has already been undertaken by some jurisdictions indicating that this will be a big issue over coming years as the mining boom continues.

If there was a major change in the current FIFO/DIDO practices in remote mining towns to a more permanent population, it would require additional infrastructure and community services in those towns as the “permanent” population expands. This would mean a bigger police presence in those towns over time as the towns become a larger meeting point for social purposes – entertainment, medical services, domestic interaction, etc.

If that was the case, then governments would need to be mindful that if incentives are going to be introduced to encourage population migration to regional centres over the medium to long term, the expansion of local communities over time must include community support infrastructure. That means an appropriate increase in the police presence in those towns over time.

For a full copy of all submission and the transcripts of evidence go to:

THROUGHOUT THE WORLD THERE are many and varied traditions that people have to celebrate Christmas. Even within families there are traditions held.

In Australia we have numbers of traditions. One that commenced in 1937 was Carols by Candlelight in Melbourne. It was started by Norman Banks, a radio announcer. One evening when walking home from work, just before Christmas, he noticed a little old lady sitting by her window listening to carols on her radio, and beside the little old lady a single candle was burning.

Inspired by the scene, Banks invited the public to a carol service on the banks of the Yarra River in Melbourne.

Today many thousands of people come together to listen to and sing Christmas carols, not only in Melbourne, but right around Australia, and indeed the world. Here in Darwin many people gather to sing and listen to carols, some contemporary, and some traditional.

This carol singing was inspired by an event which occurred some 2000 years ago when a baby was born in a stable.

That first Christmas there was a baby, his mother and father celebrating the safe arrival of their son and no carols. Later came visitors - the shepherds and then much later the wise men. Still no carols.

Today we celebrate in many different ways the Christmas story with carols.

My hope would be that we will never forget the reason for the season. It is when God came in human form to this world of ours, to reveal Himself and His great love for each one of us.

The prophet Isaiah wrote many hundreds of years before the birth of Jesus that, “the Lord Himself will give you a sign: a young woman who is pregnant will have a son and will call Him, “Immanuel”, which means God with us”.

Among the celebrating, the giving of gifts, the enjoyment of being with family and friends, the sharing of food and drinks over this Christmas time, regardless of how we celebrate, may we each one know “Immanuel”, God with us, not only at Christmas time but throughout the year.

May you and yours have a very happy and safe Christmas.★

Peter Wright
Senior Chaplain NT PFES
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Recognise any of these people?

The competition in the last issue of the NT Police News caused some controversy. We asked you to identify members in a photo of a breathalyser course from 1979 or 1980. The photo was provided by Peter Tyson Donnelly.

We have been unable to declare an outright winner in the competition. Most confusion was caused by lance Irving, Neil McLean and Bob McLaren.

The judge has decided to send the winner’s prize, an NTPA jacket, to Peter for contributing the photo. Consolation prizes will be sent to retired members Garry Minner, Paddy O’Brien and Allan Gray as well as serving member Mark Lyons from Alice Springs Prosecutions.

We believe the members are: Front row: Neil McLean, Karen Brough Nee Nickolai, Russell Smith, Alan Thompson, Bob McLaren

Back Row: Scott Mitchell, Bob Edwards, Lance Irving, Tom Parker, Peter Tyson-Donnelly

We are happy to accept definitive evidence to the contrary.

Caption competition

The things you see working on the road in the Territory! Thanks to Damian Waghorn for sending this photo in. Damian’s caption suggestion is ‘There has to be a point at which one asks “should I be doing this?” What’s yours? The best will win an NTPA jacket valued at $50.00.

Send your answer to ‘Caption Comp’ NTPA, GPO Box 2350, Darwin, 0801.

The competition closes on Monday, January 9. Executive and NTPA staff are excluded from this competition. The judge’s decision is final and no correspondence will be entered into.

Answer

Name   Phone
MEMBER UPDATE

Resignations

Lisa Burkenhagen  Senior ACPO  20-Jun-11
Cameron Sanderson  Senior Constable First Class  28-Aug-11
Helen Aland  Senior Auxiliary  14-Aug-11
Brendon Hooper-Duffy  Senior Constable First Class  28-Aug-11
Alistair McLean  Senior Constable First Class  15-Aug-11
Aaron Cook  Senior Constable First Class  14-Sep-11
John Stock  Constable  7-Aug-11
Alan Purdie  Auxiliary  7-Sep-11
Genevieve Rogers  Constable  7-Sep-11
Taranvir Grewal  Recruit Constable  19-Aug-11
Anthony Davoren  Auxiliary First Class  23-Sep-11
Rachael Smith  Auxiliary  12-Aug-11
Craig Bayley  Sergeant  10-Oct-11
Stephen Grix  Constable First Class  30-Sep-11
Damien Mullen  Constable First Class  29-Sep-11
Paul Terasky  Sergeant  30-Sep-11
Gary Deveraux  ACPO  18-Oct-11
Karen Freshwater  Auxiliary  3-Nov-11

Retirements

Rebecca Muir  Senior Constable  12-Aug-11
Mark Kime  Constable First Class  17-Aug-11
Glenn McPhee  Sergeant  2-Aug-11
Matteo Sodoli  Senior Constable  16-Sep-11
Pauline Williams  Senior Auxiliary  28-Oct-11
Maxwell Pope  Commander  31-Oct-11

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