



NORTHERN TERRITORY POLICE NEWS

THE INDEPENDENT VOICE OF POLICE IN THE NORTHERN TERRITORY
THE OFFICIAL JOURNAL OF THE NORTHERN TERRITORY POLICE ASSOCIATION

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Executive Editor: Vince Kelly
Phone: (08) 8981 8840
Fax: (08) 8981 6219
Web Address: www.ntpa.com.au

Editor: Hilary Tims
Phone: (08) 8941 0162
Fax: (08) 8941 2531
Email: htims@iinet.net.au

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PRESIDENT'S MESSAGE

THIS EDITION OF THE *NT POLICE NEWS* FEATURES A HOST OF RETIREMENTS AND RESIGNATIONS OF MEMBERS WITH SERVICE FROM 21 YEARS TO 37 YEARS.

The edition also features a reprinted article from the December 1965 edition of the *Citation* featuring the NT Police father and son duo of Robert and Gordon Stott who between them had 86 years police service – a milestone unlikely to be broken in the near future.

This edition also features an article to mark the 25th Anniversary of the death of Sergeant Ian Bradford in January 1984. Ian's death in 1984 is a stark reminder of the dangers and unpredictable nature of police work. Ian never had the opportunity to retire or enjoy life with his young family. The article when contrasted with those highlighting resignations and retirements reminds us of the sacrifice and loss that his family suffered and continues to suffer.

We are reminded again of the importance of Police Legacy and the ongoing support provided by our Association members collectively and individually to this important organisation.

The year continues to provide many challenges on many fronts. As I indicated in the last edition of the *NT Police News* the economic crisis is producing an enormous challenge for government at all levels. The current spectre of a global medical crisis may complicate this picture even further.

As I suggested in the March edition, the NSW police wage

negotiations may provide an early indicator of the direction of police wage movement and the preliminary position of the NSW government, which can be accessed at the NSWPA website www.keepourcops.org.au, is less than encouraging. There is also speculation about “wage freezes” in both Queensland and Tasmania, however, it is too early to assess the likelihood of such a scenario in those states. Western Australia is also commencing wage negotiations against a backdrop of state and federal government revenue contraction as the mining industry weakens.

Our 2008 Consent Agreement does not expire until the end of June 2011 with negotiations to commence for a new agreement in February 2011. While this may seem some time away the executive has commenced preliminary preparations to ensure that we are ready for what will be a difficult negotiation.

We have also recently made a submission to a review of the Public Sector Employment and Management Act highlighting our concerns in relation to the ongoing involvement of the Office of the Commissioner for Public Employment (OCPE) in the negotiation of our agreements. A number of recent relatively simple matters have reinforced our concerns.

It is our view in simple terms, that the OCPE should have a



VINCE KELLY
President, NTPA

limited role in negotiating police industrial agreements as the OCPE bureaucrats have little understanding of the challenging and unique workplace in which professional police work and live.

I have also been approached by many members who have raised concerns in relation to the 2004 Housing Entitlements Consent Agreement and members' entitlements under that agreement. The agreement remains current and the housing allowance will be adjusted in accordance with that agreement in July this year.

At our February 2009 Strategic Planning workshop the executive determined that one of our major strategic goals is to maintain the best possible housing benefit for all eligible members in the long term.

In light of the current economic situation, including the shortages in the Territory housing market, and some other general indicators it is possible the government will seek a review of the 2004 Housing Entitlements Consent Agreement. The executive is currently researching this issue to determine our legal and industrial position to ensure that we meet our strategic goal in relation to housing, that is, to maintain the best possible housing benefit for all eligible members in the long term. We will ensure members are informed of any developments in this area.



INDUSTRIAL NEWS

IN MARCH THIS YEAR, VINCE KELLY AND I TRAVELLED TO GOVE AND GROOTE WITH REPRESENTATIVES FROM POLICE HOUSING AND ALSO TERRITORY HOUSING.

ROSTERING ISSUES

Members may recall that in August last year the NT Police Association lodged a dispute in the Police Arbitral Tribunal in regard to the implementation of a new 'frontline' police roster. The dispute outlined the Association's position that the implementation was a breach of Attachment B clause 2 (c) of the Northern Territory Police Force Consent Agreement 2008 which states:

Existing rosters will be retained. Within the first six months of this Agreement the Commissioner may cause an existing roster to be reviewed in consultation with the members at that station and the NTPA. Any subsequent changes will be managed in accordance with Clause 79.

The dispute was not lodged lightly and it followed a week of urgent letters to the Commissioner outlining our Association's position. Once the dispute was lodged on the 18 August 2008, there was a meeting between the Commissioner and Human Resources (HR) staff and representatives of your Association on 27 August 2008.

On 29 August 2008 there was a conciliation meeting before the Police Arbitral Tribunal. The outcome was that the Commissioner indicated he would conduct a review of all rosters in consultation with the NTPA and the Tribunal would keep a watching brief.

Since the conciliation meeting the Commissioner, through his HR staff, has been reviewing rosters, staffing and workload statistics. In March this year the Assistant

Commissioner HR Mr Payne began the process of engagement with the NTPA via a presentation at the NTPA office to regional representatives. Following this presentation Mr Payne has made presentations in Alice Springs, Tennant Creek and Katherine. I attended these presentations and will attend meetings being planned for the Greater Darwin region stations.

From these presentations, roster working parties comprising representatives of management and local NTPA members are to analyse information provided in the presentation and to prepare responses to the Assistant Commissioner (AC) detailing the issues at the respective stations and to provide information on issues affecting members around rostering practices. These roster working parties can put forward preferred rosters to the AC if it is agreed by the working party after consultation with the general membership.

It is clear that the practice of 'quick changes' as well as the 12-hour roster currently being worked in Katherine and in the Joint Emergency Services Communications Centre (JESCC) are being scrutinised. Whilst the Commissioner has indicated that he has no set outcome, members should be aware that there have been consistent efforts made for the past five-six years to have the 12-hour roster abolished.

I would encourage all members to participate in the review process and to ensure that they have input into any final outcome. Ultimately, you will be the people working the roster so you need to be heard.



OWEN BLACKWELL

Industrial & Field Services Officer

HOUSING ISSUES



Old Kitchen - Yulara.

Housing still continues to be an issue foremost in members' minds. In Alice Springs, housing is at a premium with the current rental vacancy at under 0.5% and Darwin at approx 1%. In Katherine and Tennant Creek management continue to source the best properties in the towns for the members.

In March this year, Vince Kelly and I travelled to Gove and Groote with representatives from Police Housing and also Territory Housing (TH). The trip was designed to allow the TH representatives to look at the houses in the towns against scoping documents prepared by a contractor as part of the housing upgrade program.



Inspecting Yulara flats.

The trip was successful as clearly the scoping documents fell well short of bringing the properties to Government Employee Housing (GEH) standards. The TH representatives made comment that the contractor seemed to have been in different properties to the ones depicted in the scoping document. Work is expected to



Water leak - Yulara.



Cupboard - Yuendumu.



New bathroom - Yuendumu.



Laundry - Ali Curung.

begin there in early May.

The upgrade program is running slightly behind schedule due to circumstances beyond Territory Housing control. Areas that had been identified to be completed in the 08/09 financial year have been pushed back approximately six months and Territory Housing is hoping to have work at Port Keats started in the 09 calendar year. Upgrades at Yuendumu, Yulara and Papunya are nearing completion.

In some instances initial scoping works have been set aside for a new property – e.g. Ngukurr where one of the original houses originally marked

for repairs has now been scheduled for replacement. Decisions such as these will obviously impact on the timeline for works to be completed. Your Association has been working closely with Police Housing staff and Territory Housing to ensure the program keeps on the move.

Further inspections of completed work are scheduled at Yuendumu, Papunya and Yulara in mid-May to view the work done as part of the upgrade program.

The President and I are planning further road trips in the second half of this year and at the time of writing we are about to travel to Darwin

via Tennant Creek, Avon Downs, Borroloola, Ngukurr and Katherine. These trips are to ensure that our members in rural areas are able to access us and to voice any concerns they have. These trips will continue throughout the coming months.

As always, if there are any matters that do concern you, I urge you to contact your regional delegate in the first instance and to attend all regional branch meetings to stay informed. Finally, this year has already seen the retirement of members of long standing in the police force and I wish those members all the best in their well-deserved retirement.

RECENT INDUSTRIAL RELATIONS ISSUES OF INTEREST TO MEMBERS



ROB PERRY
Industrial/Legal Officer

NT President Vince Kelly and I meet with senior management of the Police Force, including the Commissioner and the Assistant Commissioner Human Resources, on a regular and on-going basis to resolve industrial issues that arise from time to time either as a result of differences in the interpretation of clauses of the Police Determination or current Consent Agreements that are in force from time to time. We also address other matters that members bring to our attention in which they feel aggrieved and are seeking redress or clarification of specific entitlements.

In this article, I have re-stated a number of matters that may be of interest to members and which illustrate the services that we provide members to protect their rights in the workplace from an industrial perspective.

1. WORKERS' COMPENSATION AND ENTITLEMENT TO FARES ON RECREATION LEAVE

We received a complaint late last year from a member who was denied accrual of his biennial recreation airfare entitlement on the grounds that he was in receipt of workers' compensation benefits and the entitlement was deferred for the period that he was in receipt of those payments. The member had received advice from the Human Resources (HR) Department that this was settled policy and could not be challenged.

I made my own inquiries with the HR Department and was advised the policy was introduced many years before and was based on legal advice received.

I then carried out my own

research into the issue and found relatively recent case law from the Australian Industrial Relations Commission that concluded that employee absenteeism by an employee on workers' compensation leave does not interrupt the provision of service by that employee any more than another employee who is on authorised sick or other leave and that as such, an employee on workers' compensation leave remains in actual service to the employer.

We then wrote to the Commissioner of Police advising our position on the matter and invited a review of the departmental policy, given the findings arising out of that case law.

We received confirmation from the Commissioner earlier this year that given the re-stated defined effect of workers' compensation leave derived from the case law that we referred to, the policy would be changed so that members on workers' compensation leave who otherwise qualified for the entitlement would continue to accrue service whilst on such leave.

2. RELEASE OF DIRECTED INTERVIEWS TO DIRECTOR OF PUBLIC PROSECUTIONS

We have recently been advised by the Commander of the Ethical & Professional Standards Command (EPSC) that the Director of Public Prosecutions (DPP) has in recent times requested copies of Directed Records of Interview – that is, interviews conducted with members whereby they are directed to answer questions – purportedly so that the DPP can consider “all relevant background information”

when considering whether to lay a criminal charge against a member for impugned conduct and has sought our view on the matter.

This Association is expressly opposed to the release of directed interviews in any circumstance and in particular to the Director of Public Prosecutions or for any purpose linked to possible or proposed criminal investigations/ court hearings, without the member's informed consent, which would include the opportunity for that member to speak to a officer of this Association or to access independent legal advice as to whether that consent should be given and have advised the Commander of this view.

In responding to the Commander of the EPSC, we made the following observations:

- Paragraph 14 of Chapter 1 of the *Performance Management & Internal Investigations General Order* addresses the issue of disclosure of directed interviews to the DPP, and states: “Directed interviews will not be disclosed to the Office of the Director of Public Prosecutions (ODPP) without the member's consent”;
- In our view, the power of the Commissioner to direct members to answer questions in matters that relate to discipline is founded in his general power pursuant to section 14A(1)(a) of the *Police Administration Act* – i.e. “to secure the good government and efficient working of the Police Force”;
- In our view, the coercion of members to answer questions under direction in terms set out in the *Performance Management & Internal Investigations General Order* carries with it the

compensatory protection of inadmissibility in any other civil and criminal proceedings;

- The right to silence to a citizen of this country when suspected or accused of a criminal offence is a fundamental right under the common law and is not circumscribed or extinguished merely because the accused is a member of the Police Force; and
- If the Director of Public Prosecutions is now seeking to gain access to records of directed interviews conducted with sworn members, the whole ambit of procedures in the investigation of alleged breaches of discipline would need to be revisited, with a member being afforded a right to silence in any situation where it is possible that impugned behaviour leading to a disciplinary investigation may

also result in possible criminal allegations being raised against the member.

We are awaiting further correspondence on this matter from the Department.

3. ACCRUAL OF LONG SERVICE LEAVE – RECOGNITION OF PRIOR SERVICE

This matter was raised by a member who had previously served in another jurisdiction and was seeking clarification of the recognition of prior service principles. The advice provided to the member was in general terms as set out below.

The issue of whether or not prior service in another Police Force or an arm of the Defence Forces may be recognised for long service leave entitlement purposes must be considered with reference to clause 64 of the Police Determination 1

of 2000 (“the Determination”) and clause 37 of the Northern Territory Police Force Consent Agreement 2008 (“the Agreement”).

Any benefit that may be derived from prior service, either for the purpose of accrual or qualification, is based on the premise that the prior service qualifies as “recognised prior service”. If the prior service is recognised for long service leave purposes, it will accrue in terms of clause 37(b)(iii) of the Agreement if any break in service between the former entity and the Police Force is less than two months (or such longer period as approved by the Commissioner in terms of clause 37(b)(i)). If the break in service is longer than two months but less than 12 months, then the recognised prior service will only count for qualification purposes. A break in service longer than 12 months will have rendered prior

service irrelevant for the purpose of long service leave accrual or qualification.

“Recognised prior service” is defined at clause 64.1 of the Determination and includes prior service “in the Australian Public Service, in the Public Service of any State or Territory of the Commonwealth, or any of the Armed Services of the Commonwealth or the Commonwealth Police Force”.

There is a further qualification that such service will not be so recognised where a member has received a monetary payment or has taken a long service leave entitlement for that prior service “which, in the opinion of the Commissioner, would make it inequitable that such service be counted towards long service leave”.

There is both a stated and inferred requirement that the opinion of the Commissioner must be justified and reasonable in all the circumstances, however the intention is clear – a member joining the Northern Territory Police Force who might otherwise be entitled to claim prior service for long service leave recognition purposes will not be able to make such a claim in circumstances where they have taken or been paid out their previous entitlement. In those circumstances, previous service with another qualifying entity will have expired and not be treated as recognised prior service.

The second limb of the qualifying test – i.e. recognition for qualification purposes, will only be considered where the prior service is otherwise recognised but where the break in service is greater than two months but less than 12 months (clause 37(b)(ii) of the Agreement). As discussed above, there are two limbs to this entitlement – (a) the prior service is “recognised prior service”; and (b) the member has had a break of service between the former entity and the NT Police of between two and 12 months.

A member whose prior service is not recognised for accrual and who has not had a break in continuous service for between two and 12 months cannot seek recognition of that prior service for qualification purposes.

4. TERRITORY DUTY SUPERINTENDENT CONSENT AGREEMENT

We have been negotiating a new Consent Agreement for the Territory Duty Superintendent positions that were introduced by the Commissioner in July 2008. Those negotiations have resulted in new terms and conditions for those Superintendents, with the most notable benefit being the introduction of a 5% allowance in recognition of the requirement for those members to work a rotating 24-hour roster.

The Superintendent Region has recently voted in favour of the Agreement and it will be ratified by the Police Arbitral Tribunal in the near future.

5. AMENDMENTS TO EFFECT OF REMOTE AREA BENEFITS IN THE NORTHERN TERRITORY POLICE FORCE CONSENT AGREEMENT 2008

At the same time that we were negotiating the new Duty Superintendents Agreement, we were also seeking amendments to the NT Police Consent Agreement 2008 on the issues of the application of the increased General Duties Allowance to Pine Creek as an Isolated Policing Group A station (omitted from the list of isolated stations at clause 48 of the Consent Agreement), and a change in the application of Remote Locality Bonus so that members who serve at stations to which that bonus applies will be eligible to receive a further pro-rata allowance for every additional 12 months served at that station.

These matters have also been successfully negotiated and will also be officially ratified in the near future.

Members are encouraged to raise issues over their terms and conditions of service with PFES Human Resources Division and to contact this office should they continue to feel aggrieved of a decision with regards to their employment conditions.

6. DEVELOPMENTS IN SUPERANNUATION CONTRIBUTIONS FOR CSS MEMBERS

In 2006 a number of members raised issues relating to the calculation of salary for Commonwealth Superannuation Scheme (CSS) Superannuation purposes – in particular the exclusion of the actual amount of Housing Allowance received for the calculation of the co-contribution in favour of the nominated 1/9th of base salary formula, which in monetary terms became obsolete in, or soon after, reforms to the Housing Allowance in 2001.

The issue was specific to those members covered by CSS arrangements. Police Officers under NTGPASS have a 130% cap imposed on their salary for superannuation purposes by virtue of Regulation No. 36 (1992) of the Northern Territory Superannuation Act, whilst members covered by “Choice of Fund” Superannuation arrangements have the value of the housing allowance included automatically in salary for superannuation purposes.

Ongoing consultation has resulted in our receipt of advice from the Commissioner on 9 April 2009 that he has agreed to the inclusion of the full value of the Housing Allowance as part of salary for CSS contribution calculations. Members affected may also request actuarial advice on the cost to them for claims of retrospective co-contributions back to 2001.

We are continuing to agitate for better superannuation entitlements for members covered by NTGPASS and those members covered by “Choice of Fund” schemes.

MARK BURGESSPolice Federation
of AustraliaPolice Federation
of Australia

THE PFA'S FRAMEWORK FOR POLICE PROFESSIONAL REGISTRATION

THE CURRENT SITUATION

At this point in time the policing profession is controlled by state and federal governments and the Police Commissioners. The Police Federation of Australia's proposal for a national police registration scheme is a step towards our profession being controlled by its practitioners – as are other professions.

In recent years policing as a profession has been under attack. With the changes in policing as a result of 9/11 (the anti-terrorist response) and the increased technological sophistication of crime, the policing response has required more training, better equipment and larger numbers of police. To meet the demands of the 21st Century fight against crime, governments are required to make ever bigger dollar investments in policing agencies.

In many jurisdictions, governments have attempted (often successfully) to reduce costs by having civilians exercise police functions. There has been a significant increase in so-called "second-tier" policing with private security, ancillaries and volunteers encroaching into traditional police areas. Attempts have also been made to give police powers to other government officials such as park rangers.

These moves towards policing on the cheap only demean the role of sworn police officers and threaten the legal foundation of the office

of constable which distinguishes our profession from these civilian roles. Professional Police Officers are bound by their oath of office, accountable to the law, massively regulated and oversighted. Their independent status as Officers of the Crown is essential to the good functioning of our democratic society. Any threat to independent policing is a threat to our way of life.

PROTECTING THE POLICE PROFESSION

It is to address this threat that the PFA has approached registration as a way of protecting the policing profession. The aim of registration is simply to ensure that only police officers who have satisfied all the requirements for registration are able to exercise police functions. It is also to protect the community by assuring the quality of police services by suitably qualified and trained police officers. Anyone not meeting the registration requirements is prohibited from calling themselves a police officer and cannot be employed or sworn in as a police officer and neither can any government allow such a person to exercise police powers.

This is similar to the legal profession or the medical profession – you simply cannot act as a doctor or a lawyer without first being registered by your peers. Your peers in these professions set the standards for

practice and training that need to be satisfied before you can be employed or practise as a member of that profession. If an overseas trained lawyer or doctor wishes to practice in Australia, it is not an employer that makes that decision, but members of the profession through the relevant registration board.

NATIONAL REGISTRATION

In recent years, many more of Australia's professions have been moving to establish professional registration arrangements for the protection of the professions and the general public. Where professions have been long established through state systems, they are now moving to national systems of professional registration. These developments have been given further impetus by the Council of Australian Government's (COAG) encouragement of a more national approach to professions and trades for reasons of national efficiency and the national economy.

The move towards registration has been embraced by many other professions, most recently the teaching and nursing professions. The benefits have been noticeable – the nursing profession has been especially successful in raising its standards, protecting its turf and expanding opportunities for practitioners.

PFA LEADERSHIP

In keeping with these developments, the Police Federation of Australia, representing Australia's 50,000 police officers, is taking the lead nationally to devise a national scheme for professional police registration for the benefit of Australia's police officers. We are in the unique position of not having existing state-based registration arrangements, which means policing can move directly to a national police registration scheme.

Apart from protecting the police turf, other benefits can flow from such a system: inter-agency mobility, consistency of standards across jurisdictions, higher public confidence in practitioners, recognition of qualifications across states and better leverage for promoting the policing profession.

THE PFA FRAMEWORK FOR REGISTRATION

The main features of the framework being developed by the PFA turn around the establishment of a Registration Board comprising members of the policing profession that are elected by their police colleagues in each state and territory jurisdiction.

The board will have three main areas of responsibility:

1. Registration and Accreditation
 - a. Register sworn police (at first all currently employed sworn police will be automatically registered).
 - b. Maintain a national database.
 - c. Accredite qualifications and courses of study.
 - d. Assess overseas qualifications.
2. Professional Development
 - a. Establish continuing professional development requirements.
 - b. Promote professional development.
3. Professional Conduct
 - a. Establish a national code of conduct and ethics.

- b. Establish and administer an objective system for determining professional conduct.

All professional bodies are controlled by members of the profession for which they have responsibility. Their representation is determined by statute. The majority of the board have to be practitioners. It would be unheard of for, say, the legal profession to have its registration board controlled by people who were not recognised practising members of the legal profession. It would also be unacceptable for an organisation of employers to control the registration board for nurses. Our proposal is to have the majority of the board elected by police practitioners. Currently it is the employing police service which determines membership of the profession.

Any registration system is compulsory. This is the very point of a registration system set up to protect the profession. I can "choose" to be a doctor, but unless I pass the accredited courses and can satisfy the registration board that I am fit to practice, I cannot hang out a shingle!

Registration will prevent unqualified persons (i.e. not registered by the police profession) from being employed to carry out police functions. We need to ensure that if governments decide to bring in police from overseas (as they have in WA, SA and NZ), or from interstate, they are properly qualified. There is no guarantee that this is currently the case and all Australian forces are to some degree or another bringing in police from other states and territories.

Most registration schemes charge practitioners a yearly fee. The PFA proposal is for a minimalist model – one that deals only with registration and accreditation of training. It would not be expensive to run. Given the benefits to both the police and the community, we would

expect the cost to be borne by the Australian and state and territory governments.

Most Registration Boards also have responsibility for discipline, however the PFA model is different from other professional registration schemes because policing is different – there are only eight employers and they each have a substantial discipline system already working that they will not want to give up. The board will deal only with registration or deregistration. We do not want to have another discipline system; however the board will be able to use registration and deregistration to "oversight" the fairness of individual jurisdictions' discipline processes. For example, if a jurisdiction did not provide procedural fairness in its discipline process, the board may choose not to deregister a member who has been dismissed from that agency.

SUMMING UP: ADVANCING THE POLICE PROFESSION

The PFA's proposal is all about protecting the profession from government interference, the eroding of police functions and the intrusion of second tier "policing" into traditional police areas. It also will ensure that there is far greater national consistency across jurisdictions in a range of areas including education, training and equipment. It could be a very effective tool for lobbying governments to ensure, for example, that all police have fair and just discipline systems with appropriate appeal rights, and that all police are given the best and standardised equipment and resources necessary for the job.

If we do not go down this path, at some future date a model will be imposed that we will probably not want or like. We have the opportunity to take the initiative and gain a meaningful model in which the profession can have a significant controlling interest.



PFA IN THE HALLS OF POWER

FEDERAL POLITICIANS, FROM THE VERY TOP DOWN, HAVE AGAIN SHOWN JUST HOW SERIOUSLY THEY TAKE THE POLICE FEDERATION OF AUSTRALIA IN CANBERRA. PRIME MINISTER KEVIN RUDD, OPPOSITION LEADER MALCOLM TURNBULL, AND OTHERS, HOSTED THE COLLECTIVE OF STATE POLICE UNION PRESIDENTS, WHO CONSTITUTE THE PFA EXECUTIVE, FOR TOP-LEVEL TALKS ON CAPITAL HILL IN FEBRUARY.



Brian Rix, Vince Kelly, Kevin Rudd, Randolph Wierenga and Mark Carroll..

In Canberra for a quarterly PFA executive meeting, the presidents and other police union officials also got to address the National Audit of Police Capabilities group. And, in the early evening, before their first day of meetings had wound up, they made an informal appearance before the Joint Parliamentary Committee on the Australian Crime Commission.

The presidents held their first meeting in a boardroom setting with Malcolm Turnbull. They brought the Opposition leader

up to date on the impact of such issues as Australian Federal Police numbers and resourcing on state and territory police jurisdictions.

Other issues covered were proposed industrial and gang legislation. PFA president Vince Kelly said that Mr Turnbull, whom he described as a man of high intellect, had “clearly engaged in the issues”.

“He seemed to understand the police industrial relations matters pretty quickly and didn’t need much explanation,” he said. “So we’ll at least know that

Mr Kelly, acting as PFA spokesman, also thanked the PM for progress his government had made on its pre-election commitments to Australian policing.

the Opposition will have a good grasp of what’s going on – or he will as leader – in terms of police industrial relations.”

In their delayed but critical meeting with Prime Minister Kevin Rudd, the presidents again raised the issue of AFP numbers. But Mr Kelly, acting as PFA spokesman, also thanked the PM for progress his government had made on its pre-election commitments to Australian policing.

“He was interested in the fact that we were going to meet National Audit of Police Capabilities head Roger Beale and talk about the audit,” Mr Kelly said.

“He was also genuinely moved by the contribution that the Police Association of New South Wales and its members had made in working alongside their Victorian colleagues in the recent bushfires.”

As the meeting wound up, Mr Rudd urged the presidents to keep his government informed of key police issues as they arose. The reason, he said, was “because we don’t always get to hear about them (issues)”.

The PFA was, according to its chief executive officer, Mark Burgess, one of few organizations able to secure such a high-level round of Parliament House meetings.

“I don’t think there’d be many groups in Australia that could confidently say that they’ve met with the Prime Minister and the leader of the Opposition in the one day in Australia,” he said.

“There would be very few – you could probably count on one hand the number of groups that have that particular influence.

“And among our range of aims in having the meetings was to show the Government and Opposition



*Back left to right – Brian Rix, Mark Burgess, Greg O'Connor, John Hunt-Sharman, Randolph Wierenga and Scott Weber.
Front left to right – Vince Kelly, Kevin Rudd, Mark Carroll, Cameron Pope and Chris Hayes MP.*

the united strength of the PFA, which represents 52,000 police. With every jurisdiction being represented, it shows that they are all part of that whole process.”

Mr Kelly said the meetings were important because they enabled his executive to show how its solidarity contrasted with the division that often existed among state police commissioners and ministers.

“They often deliver a confused and disjointed message to the Federal Government,” he said. “We don’t.”

In their time with the National Audit of Police Capabilities group, the presidents referred to the PFA pre-election proposal to all political parties to fund a national police workforce planning study.

They stressed to group leader Roger Beale that they had formulated that proposal on

the basis of a national approach, and spoke against an audit conducted purely from an AFP perspective.

The presidents’ last engagement of the day was an informal appearance before the Joint Parliamentary Committee on the Australian Crime Commission.

Sitting on the committee were:

- Senator Steve Hutchins (chair, NSW).
- Senator Steve Fielding (Vic).
- Senator Stephen Parry (Tas).
- Senator Sue Boyce (Qld).
- Senator Helen Polley (Tas).
- Chris Hayes (Werriwa, NSW).
- Jason Wood (La Trobe, Vic).
- Nick Champion (Wakefield, SA).
- Steve Gibbons (Bendigo, Vic)
- Susan Ley (Farrer, NSW).

Chief among the topics covered was anti-gang legislation.

Mr Burgess said the PFA had seen the meeting as an opportunity

to reinforce its position on issues on which it had expressed views in an earlier, formal appearance. Mr Kelly spoke of the interaction with the committee as “enormously valuable”.

“I actually think that police officers around the country are seeing direct benefit from that (interaction),” he said. “There will be gang legislation introduced to federal parliament in the near future, and that is needed to control not just outlaw motorcycle gangs but all gangs.

“All the committee members were very focussed on ensuring that Australia’s police officers have the right tools to deal with organized crime. So the committee was clearly bi-partisan and very interested in what we had to say.

“I think that was one of the most powerful groups we’ve had the



Vince Kelly and Kevin Rudd.

chance to address since we've been here in Canberra."

The committee invited the PFA to return to make a further, formal submission.

After the day's round of meetings, the PFA executive and other police union officials attended an informal gathering arranged by Lower House MP Chris Hayes. This gave the presidents time to speak directly with 30-odd members and senators, including ministers and parliamentary secretaries, who attended the get-together.

Two days later, Mr Kelly, Mr Burgess and Police Association of SA president Mark Carroll held talks with Lower House MP Mark Butler (Port Adelaide, SA). The three sought from Mr Butler the Government's position on a collaborative purchasing initiative

for police and the establishment of a national uniform and equipment standards council.

Mr Carroll, who had placed the issues on the national agenda last year, outlined the outstanding success of collaborative purchasing in the field of fire-fighting. Mr Butler responded with a range of suggestions, one of which was that the PFA could look to the Australian Procurement and Construction Council.

It is the peak council of departments responsible for procurement, construction and asset management policy for Australia's federal, state and territory governments, as well as the New Zealand Government.

After the meeting, Mr Kelly said that Mr Butler had come to a clear understanding of the concepts put to him. "He provided

us with some suggestions as to how we might progress the issues," he said.

"And he has given us an undertaking that he will raise them with both Finance Minister Lindsay Tanner and Home Affairs Minister Bob Debus.

"So, clearly, those issues will go before those two ministers and, hopefully, we will see progression on them on behalf of all the members we represent."

With the two days' meetings wrapped up, Mr Burgess explained how he would keep the issues on the federal political landscape.

"Since we've spoken to the two leaders, my role now is to follow up primarily by going and talking to their senior staff," he said. "I will continue to reinforce the issues with them, and with the various members of their parties."

86 YEARS POLICE SERVICE AMAZING STOTT RECORD

FROM CITATION DECEMBER 1965.



Robert Stott.

At about the time *Citation* was struggling make its first appearance, in December 1964, Senior Constable Gordon Stott was casually beginning his 41st year of service in the Northern Territory Police Force.

Gordon joined up on 18 December 1924, commencing his service in Darwin. That was before the days of police motor vehicles. The vehicular pride of the Force then was a four-wheeler buggy drawn by a pair of horses named Judge and Jury.

In 1928 Gordon's father, Robert Stott, retired after 46 years of service. This 86 years of service in one police force by a father and son is quite probably a world record.

It is remarkable too, that except for the first 12 years of its history, there has always been a Stott in the Northern Territory Police Force.

Robert Stott served at Borroloola, Roper River and other isolated bush stations when the bush was really wild and woolly.

He went to Alice Springs as a Sergeant in 1912 and served as Officer-in-Charge there until his retirement. Shortly before his retirement the Territory was temporarily divided into two sections, North Australia and Central Australia, with a separate police force in each. Robert Stott was the first Officer-in-Charge of the Central Australian Police Force.

He had built up a tremendous reputation in his long and varied service throughout the Northern Territory but was

particularly widely known in his Alice Springs days and was universally referred to as "The Uncrowned King of Central Australia".

They even tell the story of the visit to the tiny Alice Springs school, in the early 1920s, of a High Southern Dignitary (not just one of your modern run of the mill VIPs). The High Southern Dignitary went through the usual

session of telling the children suitable anecdotes and asking them simple every day questions that they could not help but answer correctly and quickly.

"And what is the name of our King?" he finally asked to be met by a spontaneous full-throated roar from the whole school: "Bob Stott!"

Stott Terrace, in Alice Springs, and Mt Stott, about 150 miles north-east of Alice Springs, were both named after him. Not long after his retirement he was accidentally killed when struck by a train in Adelaide.

Gordon Stott is not due to retire for another five years, having joined when the 65-year retirement age was in force. There is no hope of him passing his father's tally, even so, but he has done remarkably well. You have to go back many, many years to find anyone who has served longer. The late inspectors Foelsche and Waters served 44 and 42 years respectively in the Northern Territory Police after several years in South Australia, but, so far, we have been unable to trace anyone else who topped the 40-year mark in this Force.

Upon reaching this memorable milestone Gordon Stott was suitably commended by the Commissioner. He was amongst the first Northern Territory Police group to be awarded the Police Long Service and God Conduct Medal, in 1959. He has served at practically every police station in the Northern Territory at one time or another. For the past several years he has been stationed at Daly River, once a nice, peaceful haven for Territorians, but now fast becoming a busy tourist centre. His wife, Eileen, was a member of the well-known O'Shea family of Katherine.

A Douglas Lockwood story on Gordon Stott appears in this issue (of *Citation* December 1965).



The outback radio system of the Northern Territory has proved invaluable in saving life and an effective counter to crime. S Const Gordon Stott, now in his 41st year of a service that began long before the radio system came, is seen here operating the set at Daly River Police Station.

DEATH OF DETECTIVE SGT 2/C IAN BRADFORD



The 28th of January this year marked the 25th Anniversary of the death of Detective Sergeant 2/C Ian Bradford. Ian's widow Di forwarded the attached correspondence to the Legacy Board – it speaks for itself.

The NTPA thanks all members who voluntarily contribute to NT Police Legacy each fortnight and all community members who support Police Legacy.

In recognition of Ian's sacrifice and service as a Detective, the Ian Bradford Award was established for the Dux of Detective Training Courses. The winners of that prestigious award have been:

- 1992 Tim Marsh
- 1995 David Pryce
- 1996 Nouvelle Reed
- 1999 Michelle Gavin and Isobel Cummings
- 1/2003 Simon Aldridge
- 2/2003 Trent Abbott
- 3/2003 Martin Ramage
- 2004 Brent Warren
- 1/2005 Tamara Randall and Jodie Nobbs
- 2/2005 Samantha Monckton
- 2006 Vanessa Goddard
- 2007 Joedy Kitchen.
- 1/2008 Donna Cayley
- 2/2008 Andrea Davis

19 February 2009

It is 25 years since Ian Bradford died, most members today did not know him.

Ian was a dedicated Police Officer, he loved his career and the strong friendships forged by the nature of the job.

He was outspoken in defence of his convictions, immovable when he believed he was right, dependable and loyal.

As Husband and Father he was the best. We have missed him every day of the past 25 years.

On the night he died my world stopped – my future as I had envisioned it no longer existed, there was just uncertainty and three young children, I was not longer protected by his strength and presence – he was gone.

I had no idea about the grieving process which was yet to come.

Thank goodness for our friends within the NT Police and the Association – looking back we must have posed quite a problem.

There was no Legacy, no funds, no counselling and no guidelines in place. We got through it with the support, friendship and advice of many wonderful people, some now retired but many still working.

Thanks to the experience and efforts of the Police Association in the early 80's you now have Police Legacy, they do an admirable and amazing job, and I urge everyone to support them.

Hopefully you and your family will not need their services, but if you do – what a comfort to know that this group of dedicated people will step up and take care of those you love, easing them through whatever ordeal they have to face.

25 years on – Our children are wonderful adults, successful in their chosen careers, they have travelled the world, married and between them have 5 gorgeous children. Ian would have been so proud.

Di (Bradford) Bowers



(REPRINTED FROM NT POLICE NEWS MARCH 1984 EDITION)



ON SATURDAY 28 JANUARY 1984, THE TRAGIC DEATH OF ONE OF OUR MEMBERS OCCURRED AS A RESULT OF AN ACCIDENT AT THE DARWIN WHARF.

Detective Sgt. 2/C Ian Bradford of the Darwin CIB died when the Police vehicle he was travelling in crashed into nine metres of water at the Old Fort Hill Wharf.

Ian, who was born in Sydney, NSW on 28 May 1946, was educated in Darwin, and then joined the RAAF, in 1964. He served in Vietnam from 1969 to 1970 and left the Air Force in 1972. He joined the Northern Territory Police on 19 February 1972 and performed general duties at both Darwin and Casuarina before being transferred to Darwin CIB in 1975. In 1978 he was transferred to Groote Eylandt for two years and on his return

to Darwin, was an instructor at the Training Centre until 1981 when he returned to the Darwin CIB. He was awarded the National Medal in 1979.

Ian was a Grand Master in the Masonic Lodge and was actively involved in Legacy. He is survived by his wife Dianne, his daughter Paula, aged 11 years and twin sons, Phillip and Graham aged 10 years.

A funeral service attended by several hundred people was held at the Christ Church Cathedral, Darwin on Tuesday 31 January 1984, followed by a burial service at the Darwin General Cemetery.

The Association once again expresses its deepest sympathy to Dianne, Paula, Phillip and Graham.

*I knew a good cop and he was a good mate
He surely deserves thru the famed pearly gates
He had a tough job and he did it so well
When the going got rough he's sure never tell
Law enforcement is needed, it cost him his life
God, how I grieve for his family, his wife.*

JIM COOPER



SQUAD 29/78 REUNION OCT 2008

INITIALLY I WASN'T GOING TO ATTEND THIS REUNION AS MY ELDEST SON HAD HIS 21ST BIRTHDAY LATE SEPTEMBER AND I WAS OFF TO LONDON FOR A LONG PLANNED HOLIDAY.

When, however the itinerary was being drafted I thought there is no way I would pass up an opportunity to see everyone after 30 years – yes, curiosity got the better of me.

I had been to a couple of school reunions in my home town of Northam WA and enjoyed those as it gives everyone an opportunity to catch up on the news and find out about family and friends.

But this reunion was going to be different for me as it had been 30 years!! I was in the police force for only a short time but remained in Darwin for 10 years, so to me it was also going to be interesting seeing how the city had changed. Thank goodness one thing hadn't changed though – the spicy laksa breakfasts at the Parap markets – they were so good again!!

If one looks through our graduation booklet of 19 January 1979 we were a mixed bunch!! We came from all over Australia looking for adventure – if you flick through the towns we came from it is almost a rendition of "I've been everywhere man..." Condobolin, Tahmoor, Wanguri, Cabarlah, Erindale, Para Hills, Echuca, Gawler, Sturt, Minto and Nightcliff (and that was on the first two pages of the graduation booklet).

I once read Tom Cole's *Hell West and Crooked* and I think to some extent a lot of the squad had that sense of adventure – we were looking to get out of our comfort

zones and try something different and the NT was a place that was (30 years ago) full of adventure.

It was an eye opener to visit the Police Centre and find out that even after all the years the police numbers out on the street are about the same as when we were first out.

Having a chat to some of the boys that went bush, there were amazing stories of bush patrols that unfortunately ended up fishing trips due to bad road conditions (!) and many other stories that may not necessarily be fit for public consumption. Wild dog Burgess had better finish that draft novel by the next reunion as we all want to check the facts. Once finished the story would easily match *Hell West and Crooked*.

I am disappointed I didn't get enough time to catch up with everyone at the reunion but that can wait until next time (and I think the consensus was that it should be a five year reunion now that we are all aging gracefully). It does make one stop and reflect on what hand life has dealt.

It was an eye-opener to visit the Police Centre and find out that even after all these years the police numbers out on the street are about the same as when we were first out. Visiting the old Darwin watch house bought back memories and remembering how we used to

struggle with those awful A-line uniforms when you needed to exert some physical strength bought a

smile to my face when I saw the girls in trousers and shirts (so much more practical) and who can forget those dreadful handbags!!!

It was amazing that when Lynette put up the photos on the Saturday evening she thought we would all get bored. I think we were all sitting there mesmerised and wanting more and inwardly having a chuckle about life and how we had all changed over the years. I think we could have quite easily sat through another 200 photos but we would need to book the room for longer next time.

Special thanks must go to Lynette and Rocky for organising the event and for everyone that turned up – it was so great to catch up and I cannot wait until next time. Generally we decided that the wet was not the best time (how on earth did we do those runs up Gardens Hill Rd?) so June 2013 is looking good – yee gods a lot of us will be 55+.

**DONA HILL
(NEE KINNEAR)**

VALE LEN SNEE

Our Association extends our deepest condolences to the immediate family and wider police family in New Zealand following the tragic death of Senior Constable Len Snee who was killed in the execution of his duty in Napier, New Zealand on 7 May 2009. The thoughts of all members are with Len's family at this tragic time.

30 YEAR REUNION – SQUADS 28/78 AND 29/78

1978 – an historical year from a number of perspectives:

- The Northern Territory gained self-government.
- Ronald (Peter) McAulay (arguably our best and strongest Commissioner – certainly in terms of dealing with the government) took over from Bill McLaren as Commissioner, ushering in the modern era of policing for NT Police.
- Uniforms were introduced for women police who were for the first time able to work all facets of policing alongside the men.

AND

- the two largest ever recruit squads were inducted into the Northern Territory Police:
 - Squad 28 in May 1978 with initially 63 members (55 men, 8 women); and
 - Squad 29 in October 1978 with initially 53 members (45 men, 8 women).

Pan forward 30 years to 2008 – bloody hell, where’s that time gone! There are still a handful of us left (6 from Squad 28 and 3 from Squad 29), toiling away in the NT Police (we’re probably the less adventurous, less imaginative ones). Many others have gone on to have happy and interesting lives doing other things around Australia or on the other side of the globe, many have experienced sadness and difficulties at different stages, and quite a few of our number have died in the intervening years.

In 1988 the two Squads held a combined 10 year reunion and, thanks to the efforts of Lyn Balchin (Squad 28) and Rocky Mayer (Squad 29 – now with NSW Police), the two Squads decided to combine again and hold a joint 30 year reunion event over three days in October 2008.

After Lyn and Rocky diligently tracked down all surviving



Bruce Armstrong, Lyn Balchin, Ian Kidman, Bruce Holloway.

members of both squads and set about organising things, two of our training sergeants (Dave Barrett and Lynn Cox) and 40 members, many with partners and occasional other family members (about 90 people in all) turned up in Darwin for a great weekend, some coming from as far away as Canada (well done Coopy). Many of those who were unable to make it to back for the weekend sent messages or photos.

Friday night (3 October) saw everyone meet on the boardwalk at Cullen Bay before taking a harbour cruise on the *Spirit of Darwin*. Despite being a little greyer generally everyone looked in pretty good nick, all things considered. Many people hadn’t seen each other for 20 years or more, but with plenty of drinks, great scenery and Darwin’s tropical weather, everyone was soon recounting well remembered legends, long forgotten stories and stories that should be forgotten!! It was a terrific night.

Saturday morning, those who wanted to had a tour of the three



Some 30 year survivors Dave Skelton, Sue Carter, Lyn Balchin, Phil Campbell.

Police Stations – Palmerston, Casuarina and Darwin – as well as PMC, JESCC (Comms) in particular. What amazed the visitors was not only the advancement of communications technology from the old Darwin Comms “Golf Oscar” days, but that, even though there are now four sectors in the Greater Darwin region (we had three back then), there are the same amount of troops per sector as there was when we graduated in 1978. The fact

Visiting the NTPA Office.



Garry Minner,
Col Haymon
Steve Kelly.



that troops had been operating out of a cramped Casuarina Station that had remained essentially unchanged from pre-1978 also raised comments.

Saturday night was the Reunion Dinner, held at the Mirambeena Resort on Cavenagh Street, the site of the old men's barracks and Police Training complex where both squads had undertaken our training 30 years ago. Many tales were again reminisced and much hilarity was provided by a PowerPoint of 300 odd photos, contributed by many people, but put together through a lot of effort by Tony Waldron and Lyn Balchin.

On the final day, 4 Sunday October, those who were up to it met for a recovery and farewell brunch at the barbeque area of



Gordon McDonagh, Rocky Maher, Steve Kelly.

St Mary's Football, Sporting & Social Club at Marrara. This provided an opportunity to spend a last bit of time catching up and to say farewell, and for some, now that they had renewed acquaintance and found out addresses, to make arrangements to meet more frequently interstate.

It really was a great weekend. Many thanks to Lyn Balchin and Rocky Mayer for their organising efforts and Tony Waldron for his PowerPoint expertise. To Peter Hanlon for paying the deposit for the Mirambeena and organising the stubbie coolers. To the department for allowing the use of a training bus to ferry people to and from events, and to outsiders roped in by Lyn to assist - Erica Sims for taking photos and Pauline and Ken Williams for driving the buses. Lastly, a special thanks to everyone who made the effort and travelled from afar for the weekend. It was great to see you.

Get ready for a 35 year one at Broome...start saving.



The organisers Lyn Balchin and Tony Waldron.

SQUAD 98/2008

SQUAD CONSTABLE

JARED PENNELL



Named in honour of the late Sergeant Glen Huitson who served with the Northern Territory Police Force from 1987-1999, the Glen Huitson Trophy is presented for the most consistent application in all areas of training throughout the Recruit Training Course.

Jared Pennell was presented the Award by NTPA Vice President Sergeant David Chalker.

Prior to joining the NT Police, Jared worked for the Australian Customs Service. His interests include fishing and going to the gym. Jared will be posted to Palmerston Police Station.

A LIVING LEGACY

Police Legacy was established in 1990 following the NT Police Association Annual General Conference of that year when the (then) Executive of the NT Police Association identified a need to provide support to the deceased Police member's spouse and children as there was a significant gap or shortfall in this area.

It was at the instigation of the Northern Territory Police Association that Police Legacy was established and our Association ensured its progression from infancy to the current day where it is now administered by a Board of Management.

Sadly we all know the enormous impact front-line policing can have on an individual officer's mental and physical health with tragic consequences.

The National Police Memorial in Canberra recognises eight NT Police Officers who have given their lives in the execution of their duty. The death of Sergeant Ian Bradford in 1984, (highlighted in this edition of the *NT Police News*) as a result of a motor vehicle accident, remind us of the uniqueness of policing and the perils that are characteristic with this vocation.

This year is the 10th anniversary of the tragic death of Brevet

Sergeant Glen Huitson who was slain in the line of duty on 3 August 1999.

The national memorial of course does not include many other members who have died while serving. Recently and in the not so distant past we have seen members' lives being shortened due to the indiscriminate nature of certain diseases like cancer and other accidents. And sadly we all know the enormous impact front-line policing can have on an individual officer's mental and physical health with tragic consequences.

Police Legacy relies upon funding in the main by way

of contributions by Northern Territory Police Force members. Its initial funding was a once off donation in 1990 of \$20,000 by the Association and continuity of funding occurred by way of member's subscriptions.

Currently only approximately 88% of the Police Force makes a contribution to Police Legacy each fortnight which is currently set at a minimum of \$3. If you are not currently contributing to Police



TIM LLOYD
Senior Vice
President

Legacy, (or only contributing \$1 a week) I would then urge for you to do so as for the cost of less than a cup of coffee you can make a worthwhile endowment.

To paraphrase Life Member Gowan Carter's closing speech at his retirement last year, that this (sic) is still a great little Police Force, and the saddest day of his career was being present at Glen Huiston's funeral to see his spouse Lisa without her soul mate and children Joseph and Ruby fatherless. It was at this juncture Gowan, as one of the founding Association members of Police Legacy and who currently resides on the board as a NTPA representative reminded all of those present the significance of Police Legacy and the need to contribute to ensure Legacy's ongoing and lasting support to the spouses and children of the members who are sadly no longer with us.

**PLEASE SUPPORT THE
ADVERTISERS WHO
SUPPORT YOUR MAGAZINE**

ROCKY BARKER RECENTLY RETIRED AFTER 32 YEARS SERVICE. AFTER A LITTLE BIT OF CAJOLING ROCKY ATTENDED THE NTPA OFFICE FOR A BRIEF AND SMALL FAREWELL. NTPA PRESIDENT VINCE KELLY ACKNOWLEDGED ROCKY'S 32 YEARS SERVICE TO THE COMMUNITY AS A POLICE OFFICER AND HIS MEMBERSHIP OF THE NTPA DURING THAT TIME. VINCE REFLECTED ON THE POSITIVE SENTIMENTS EXPRESSED IN ROCKY'S LETTER OF RESIGNATION, (PRINTED BELOW). ROCKY WILL BE RESIDING IN DARWIN FOR THE FORESEEABLE FUTURE.



I have enjoyed my time in the NTPFES and made many lifelong friends as a result. In the last 32 years I have seen many things change; some for the better. I remember the early days well as probably the most enjoyable and certainly it was an adventure back then. However unlike some of the old timers back then (and a few now) who used to say "the job's stuffed, it's not what it used to be!", I believe the opposite. Sure it isn't what it was when I was a keen 22 year old fresh out of Victoria but that doesn't mean "the job's stuffed" it means the NT is a vastly different place in 2009 compared to 1976 and policing has far more scrutiny placed upon it. I'm sure the fresh faced 22 year olds starting out now still think it is an adventure.

For those wondering about a public farewell, sorry. It is my intention to fade out with a little fanfare as when I arrived back in 1976.

Cheers

Rod (Rocky) Barker
Sen.Const.No.833

Dear Vince

After 32+ years as a member of both the NT Police and the NTPA, I have decided it is time for me to move on. Retirement beckons! I have resigned from the NT Police effective cob 8/4/2009 (today) and as such I am advising that I will also

be ceasing as a member of the NTPA at that time. I have been fortunate over the years in that I have not needed to call on the association for assistance, but it has been a comfort to know you were there if required. I wish you and the membership well for the future.



**SERGEANT GARRY CASEY
RETIRED ON 6 MARCH 2009
AFTER 34 YEARS SERVICE IN
THE NT POLICE.**

In his own style Garry has provided a lengthy article to mark his retirement which will be run in the September issue.

Garry has been a strong supporter of the NT Police Association serving as an executive member including periods of service as Assistant Secretary and Treasurer.

NTPA President Vince Kelly acknowledged Garry's contribution to both the Police Force and his role in ensuring the NTPA has become a financially viable and respected organisation.

Garry was a well known

face to many members and the community as the "Sergeant" who represented the NT Police at many ceremonial occasions, including graduations, funerals, and Police Remembrance Day.

Garry's close connection with the people he served was on display at his farewell which was attended by Police and many civilians, including Greg and Kerrie Blowers who Garry had formed a strong friendship with following the search for a young man, Brett Mann, who was tragically taken by a crocodile in 2003.



SENIOR CONSTABLE 1/C DES BLANCH RECENTLY RESIGNED AFTER 20 YEARS SERVICE IN THE NT POLICE. DES HAD SERVED IN A VARIETY OF UNIFORM AND CRIME OPERATIONAL AREAS, INCLUDING TENNANT CREEK AND BORROLOOLA.

Des had also tried to depart without a farewell but was forced to have a farewell by his colleagues from Crime Command and NTPA President Vince Kelly who worked with Des over the years but particularly at Ali Curung in the late 1980s.

A small group farewelled Des at the NTPA Office where his service and many exploits were the subject of entertaining anecdotes – sadly none can be repeated. After 20 years of trying, the NTPA President got to see Des shed a tear as he acknowledged those close friends who he had made in his 20 years in the Police and the support of the long suffering Gloria and family.

Des will be staying in Darwin and it is hoped the MUA will have a new member soon.





COMMANDER GREG DOWD WAS FAREWELLED BY POLICE COLLEAGUES AND FRIENDS FOLLOWING HIS RETIREMENT ON 6 MARCH 2009 AFTER 30 YEARS OF SERVICE. THERE WAS A WIDE CROSS-SECTION OF BOTH POLICE AND CIVILIANS AT GREG'S FAREWELL WHICH WAS REFLECTIVE ON THE VARIETY OF AREAS IN WHICH HE HAS SERVED.

NT Police Association President Vince Kelly thanked Greg for his support as a member of the NTPA and acknowledged the positive relationship Greg had with the NTPA as a senior police manager. Vince also suggested (joked) that as his last posting was in strategic planning he might have planned with Garry Casey to have retirement functions on different days.

Greg spoke of the rewarding aspects of the Police Force and

Greg spoke of the rewarding aspects of the Police Force and thanked his wife Pam for her support during the years. It was no surprise to those close to Greg that at this point he shed a tear.

thanked his wife Pam for her support during the years. It was no surprise to those close to Greg that at this point he shed a tear.

Greg has recently forwarded an email advising of his new address

and the fact that he had been "assisting a mate sail his 60 foot yacht from Sydney to Yamba on the north coast of NSW. Had some rough days and I ended up with cracked/broken ribs, but it was still a worthwhile experience".



SENIOR CONSTABLE DAVE PICKER, REGISTERED NUMBER 546, RETIRED ON 13 FEBRUARY 2009 AFTER ALMOST 37 YEARS OF SERVICE. SENIOR CONSTABLE PICKER WAS AN INTERNATIONALLY RECOGNISED EXPERT IN THE FIELD OF BALLISTICS. DAVE WAS A RELUCTANT RETIREE, HOWEVER, HEALTH PROBLEMS MEANT HE COULD NOT CONTINUE IN HIS AREA OF EXPERTISE.

At the time of his retirement Dave was the longest serving member in the NT Police, (That honour now officially passes to Deputy Commissioner Wernham)

Dave was prevailed on to attend a small retirement presentation at the NTPA Office where the NTPA executive paid tribute to Dave's lengthy service in operational and forensic areas.

NTPA President Vince Kelly reflected on the fact that very few members achieve the lengths of service that Dave had achieved and that few members in the future

would achieve this milestone in the NT. The President also referred to the service of two former members, (the father and son team Robert and Gordon Stott), who served for 86 years between them, (see article p13).

Chief Minister and Police Minister, Paul Henderson, also made time to attend the farewell when he found out our longest serving member had retired.

The Chief Minister thanked Dave on behalf of the NT Community for such a lengthy police career.



Alan Davis.



126 Beerburrum St
Aroona, QLD 4551

I have retired from the NT Police Service as of 23 March 2009.

I request my benefits and obligations as a member of the NTPA cease from this date.

I thank whole heartedly the assistance given to me by the association during my 15 years of duty, especially by Vince, Andy and Gowan.

I was a branch rep for the association at Tennant Creek and Casuarina during my time and urge all members to have a go.

If traveling my way or through the Sunshine Coast feel free to call in. I can be contacted on the following email address: sutherlandavis@bigpond.com

To the Darwin Social Club, thank you for the Angus & Robertson book voucher. I purchased *Superannuation for Dummies*, *Organic Gardening for Dummies*, both of which have come in very handy, and four first edition books to add to my collection.

To all of the members I have worked with over this time, I don't think I have or will ever know a finer crew of comrades, misfits, characters, out there's and in ya face archetypals. I thank every one of you personally.

Once again thanx and all the best for the association's future.

Alan Davis
Ex SOCO's
Darwin LPO

Vince Kelly and Stanley Fensom.



Vince

I retired from the Police Force on the 6 February, 2009 after 30 years of proud service to the NT Police force and a member of the NT Police Association. I had a great career, in the job and was proud to serve the people of the Northern Territory and work with some of the best people I have ever met.

I wish to thank all the members and ex-members who attended my farewell and a big thanks to the members of the Darwin Investigations Unit who organised it.

I also wish to thank yourself, members of the Executive and members of the association for the wall hanging which I will proudly display in our new home. Jane and I have sold the house and have brought a property in Young, NSW.

I wish to thank all the members and ex-members who attended my farewell and a big thanks to the members of the Darwin Investigations Unit who organised it.

Thank you for all the works you have done for myself and members over the years and I wish you all the best in the future.

Regards
Stanley J. FENSOM
Det. Sen. Const. No. 1055. Ret.

Dear Vince and friends,

I joined in 1980 and throughout my career I was never a strong or vocal supporter of the Police Association. I wasn't a knocker either, just not fussed either way and like many members I had little to do with my local branch or the executive. I always thought that the job was made up of decent people who would treat us decently.

In 2004 my naivety was stripped away as I became the subject of a smear campaign aimed at attacking my character and my honesty.

In 2005 I was accused of multiple matters including corruption. None of it was true and none of it was ever investigated but that didn't matter to the mud throwers.

I soon found that the people prepared to give me a fair hearing were the association representatives or close friends. From them I got support, empathy and advice. From management and welfare (with one exception), I got nothing.

I now have a much better understanding of the importance of the protection that a strong and flexible association can provide for members. I urge all members to be active and to take an interest in the Association to protect the basic rights we all should have at work.

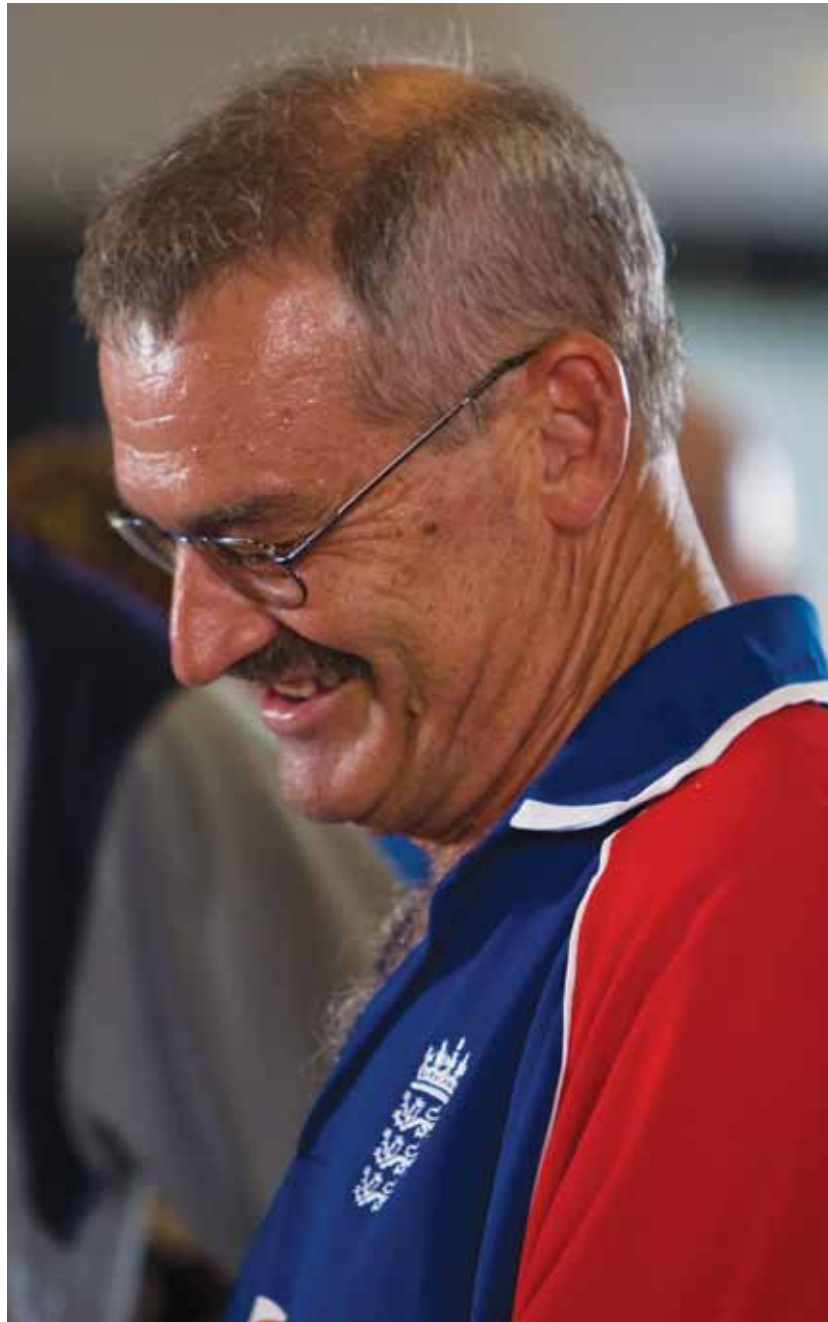
I have commenced a work health action that is still on foot and will continue so for another year or more. Because staying in the NT just rubs salt in the wound Pett and I are moving to Brisbane in mid-May. To access my superannuation I have had to retire from the NT Police Force. The retirement brings about my resignation from the Police Association.

I now know I was wrong not to be an active supporter of the Association. I now have a much better understanding of the importance of the protection that a strong and flexible association can provide for members. I urge all members to be active and to take an interest in the Association to protect the basic rights we all should have at work.

My retirement took effect on the 20 March 2009 four years after I commenced sick leave. I have not been well during the last four years and staying here would make it worse for me and for my family and mostly for my long-suffering wife.

This is not the end to my career that I had anticipated but it's what I'm left with. I have many good memories of my 28 years or so and I will remember some great people and places.

Regards to you all,
Peter W Hales,
Farrar, Palmerston



G R Carter
GPO Box 233
Darwin NT
22/04/09

Dear Vince

This is probably the most belated resignation letter of all time and for that I apologise, but for my own selfish reasons I have waited for more than a year to submit it, albeit I wrote it quite sometime ago.

As you know I was in the NT Police for nigh on 33 years and there is no doubt that I will miss the people that make up the job very much. I am not sad that I have left because quite frankly my renowned patience had worn very thin by the time I left. Not that I didn't have a good time in the job, I did and it was a privilege to have worked with the vast majority of people that I encountered in my time.

It is just that I see directions that the job is taking that I can't agree with, we have become obsessed with process rather than results and I fear that the well deserved reputation of the NT Police is suffering as a consequence.

I was born here in the NT and I think over the past half a century I have seen the NT Police go from an organisation that was grossly under-funded but had wonderfully adaptive members who always coped, to a job that is in my view more interested in shiny brochures rather than the nitty gritty of locking up crooks.

I was so fortunate to have been able to work with so many terrific people, too many to mention but sincerely hundreds and hundreds of coppers who I met over those three plus decades who did a damn fine job most of the time.

Many people may say that I wasn't the greatest thief taker that ever was in the job and they would be quite right, I wasn't, never professed to be and always doubted my own ability, but I do think that the NT Police Force that I joined was a far more effective arm of government than that which now exists.

Of course the make of the personnel in the police has changed dramatically, when I joined I think there may have been half a dozen female members and now there are hundreds which I think is a positive change because we probably were somewhat misogynistic in the days pre-1978. And I am not blaming (then) Commissioner Bill McLaren, far from it. But to go back and read some of the machinations about how female police would be deployed is illustrative of the mindset of those times.

Quite early on I became involved in the activities of the Northern Territory Police Association and in some way perhaps that diverted me from seeking higher rank than that that I achieved, but then again maybe not, because I still reckon that Senior Constable/Sergeant rank are the best ones in the job and probably the most important because of the impact that they can have on the coal face performance. I think that the careerists have always had an adverse impact on the coppers and many of the experienced practitioners and their huge value to both the job and therefore to the community have been seriously undervalued,

That of course is just my opinion and there might be many who will pooh pooh it, good on them that it their right but as this is my letter as Barney Noonan might have said, if they don't like what I have said and it upsets anyone, well then tough

bickies, although Barn might have put it somewhat more succinctly.

I had an up and down time in the job, much of it self-inflicted but some at least, I think like most if not all long timers, I do believe I suffered a bit because of the nature of the job. Not that I am complaining because the job also afforded me opportunities that I would not have otherwise enjoyed, it was a journey and like all travel it was expansive and I just reckon I was so fortunate to have been able to work with so many terrific people, too many to mention but sincerely hundreds and hundreds of coppers who I met over those three plus decades who did a damn fine job most of the time.

I have always said that the NTPA is a vital part of policing because it looks after the majority of the members the majority of the time. It of course consists of those elected by the job to do that.

As a long time Executive member having served as President on a couple of occasions, General Secretary for five years and latterly attached to the NTPA Office, I of course acknowledge that on occasions things were not resolved as an individual member might have thought was satisfactory. I know however that every Executive that I was part of always tried to balance things so that whatever the circumstances the member(s) received the best service that could be delivered.

Finally in closing can I just say that I think you have done an outstanding job as President of the NT Police Association as did three of your predecessors. Bryce Fardell was probably the first President that we had who was fully prepared to really pull on the brass and I am in no way being critical of those who were before him, it was a different era, and many of us thought that the "Commissioner would look after us". I also think that Steve Wallace and Peter Thomas also carried out their roles extremely well, very differently of course but then the dynamics of representation change dramatically and I think that they both were the right guys at the right time.

All the very best to you and the Executive in the future and especially in the current EB and I wish you all the best, given the harsh economic climate that once again has come along to blight us, you will need all your skills to keep the members heads above the rising tide.

More importantly, you'll need their undivided support. I think that the economic circumstances are such that maybe the real sting is yet to be delivered. Hope that I have got that wrong for everyone's sake.

Again all the very best to you and the members of the NTPA.

Gowan Carter
PO Box 287,
Palmerston,
NT 0831

GOOD SAMARITANS

DENIS VON BLANCKENSEE

Chaplain Southern Area

IN THE GOSPEL OF LUKE CHAPTER 10 VERSE 30-37 IS THE PARABLE OF THE GOOD SAMARITAN.

In this parable a guy falls victim to some thugs and robbers. He is left wounded. Some people pass him by without a second glance; others go to great lengths to avoid helping this victim. Then some person who is not even from the same area and is looked down upon, stops and gives help to the victim.

Does this sound familiar? In today's society there are people just like this who will go to any length to NOT become involved.

The question that begs to be asked then is "who are the Good Samaritans of today?"

It is my belief that there is any

They do perform a helping service, but it is not so much at the grass-roots area, where the help needed is a 'first response' type help as in this parable.

number of organisations and people who could be classified as such and maybe rightly so. They do perform a helping service, but it is not so much at the grass-roots area, where the help needed is a 'first response' type help as in this parable.

Once again the question arises "who are the Good Samaritans of today?" I firmly believe that the

members of the Northern Territory Police, Fire and Emergency Services, could be the Good Samaritans of today. They are there and give help to others on a 24/7 basis and this they do well.

I commend all the members of the NT PFES for what they do and urge all members to keep up the good work.

NORTHERN TERRITORY POLICE, FIRE & EMERGENCY SERVICE CHAPLAINS

Chaplain Peter Wright (Darwin) is the Senior Chaplain for the PFES, covering the Northern and Central Regions. Contact: 8995 5425 or 0407 797 197

Chaplain Denis von Blanckensee (Alice Springs) is the part-time Chaplain in the Southern Region. Contact: 8951 5168 or 0423 926 925

TOTAL CONTROL

With news of the financial world changing daily, it's easy to be seduced into joining the race to keep up.

But sometimes the best path to achieving wealth doesn't come from hot stock tips and insider info about market cycles.

In reality, the secret of being a great investor comes from controlling some of our deepest human emotions. And, as John Owen, Senior Investment Specialist at MLC reports, ultimately it is your relationship with your adviser that provides the key to success.

When thinking about emotions and investing, perhaps the best place to start is the world's most famous and wealthiest investor, Warren Buffett:

"Success in investing doesn't correlate with IQ once you're above the level of 25. Once you have ordinary intelligence, what you need is the temperament to control the urges that get other people into trouble in investing."

The relationship between financial advisers and their clients has many aspects but perhaps the most important is 'behaviour manager'. Just as investment markets go through different stages so too do the emotions of investors.

While it may surprise many clients, the challenge a good financial adviser faces is not in the choices of stocks, or the balancing of portfolios. It is helping clients see past the emotion of the investment cycle and preventing them from making decisions based on emotional responses which can ultimately be wealth destroying.

And the three most damaging emotions investors need to be aware of are fear, greed and envy.

PRIMAL FEAR

Fear, perhaps our basest human instinct, is the prevailing emotion when markets are volatile, falling, or simply full of uncertainty. Advisers know their clients are feeling fearful when they begin asking questions about the safety of cash investment options versus an unsettled sharemarket.

While this is an understandable emotional response to uncertainty, the dash for cash can ultimately be

wealth destroying and presents serious challenges for investors.

When investors give into fear by selling after markets have fallen, they effectively crystallise their losses, which were until then just paper losses. Wealth destruction is compounded if the investor remains in cash for too long, and misses out on any market revival that takes place.

Once the move to cash is made, investors then need to make another very crucial decision. When should they move back into markets and resurrect their long-term investment strategy?

Wealth destruction through incorrect market timing decisions shouldn't be underestimated. It can happen in a number of ways but here are two:

- you may re-enter the markets to find yourself caught in another downward spiral, or
- you could re-enter after the market has recovered and miss what may have been a sharp uptrend.

For example, a third of the Australian sharemarket's 20.8% return in the calendar year 1995 occurred in a two-week period. Being out of the market for that brief period meant the difference between a single digit and double digit return for that year.

GREED WITH ENVY

Behavioural control isn't just required in weak and volatile market circumstances. It's just as important in buoyant, positive market conditions. If this emotional response isn't carefully controlled, greed and envy can result in actions that can be as wealth destroying as fear.

Greed tends to occur when buoyant economic and market conditions have helped create positive returns and widespread optimism. Complacency that the good times will last is rife while the memory of past negative market cycles and the hard lessons learned can be but a distant memory.

More importantly (and concerning) is that greed can mean some investors forget about the risk side of the risk-return equation.

Ultimately investors, with the help of their advisers, must look through

the market hype in order to prevent decisions and investment preferences which could wipe significant value from their long-term wealth prospects.

A good example of this is the late 1990s 'tech boom' when there was a clamour to invest in 'new economy' funds and companies, many of which no longer exist. And there are plenty of investors out there still smarting from the damage caused by their rush to take advantage of what was later recognised to be an unsustainable bubble.

This leads us to envy as a wealth destroying behaviour. In an investment sense, investor envy comes from learning your friends or neighbours are enjoying higher portfolio returns than you.

At this point, it is worth highlighting the research findings of an American group called Dalbar who prepare an annual study on investor returns and the behaviours that led to those returns.

Dalbar has calculated that the average US mutual fund investor in the twenty years to 2006 enjoyed a return of 4.3% per annum. When compared to the rate of inflation, which averaged 3% per annum over the same period, this looks pretty good?

But when compared to the S&P500 index return of 11.8% per annum, the average US mutual fund investor would be right to be very disappointed with what they have achieved.

Dalbar's analysis shows the impact of emotionally-based decisions on returns can be huge. Panic selling and delaying decisions (fear), chasing returns (greed) and following the herd (envy) are just some of the actions and emotions; it's clear many investors are their own worst enemies when it comes to sabotaging their investment strategies.

In the quest to defy our basic human instincts, our advisers are best placed to sustain our faith in our long-term investment strategy. Advisers are there to help us tune out noise from newspapers, friends, and even our own emotions, to help us focus on our own performance, and our own financial goals.

And in the long run, that's what's most important.

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This advice may not be suitable to you because it contains general advice that has not been tailored to your personal circumstances. Please seek personal financial advice prior to acting on this information.

TRANSFERS & PROMOTIONS

PROMOTIONS/ CONFIRMATIONS

Name	From	To	Date
Kim Rolfe	Constable	Constable First Class	17-Jan-09
Darryl Slater	Constable	Constable First Class	17-Jan-09
Renelle Davis	ACPO	ACPO First Class	31-Oct-08
Manual Niki	ACPO	ACPO First Class	21-Nov-08
Vicki Koum	Senior Constable First Class	Sergeant	17-Feb-09
Brett Meredith	Senior Constable First Class	Sergeant	17-Feb-09
Brett Cottier	Senior Constable First Class	Sergeant	23-Feb-09
David Wilson	Senior Constable First Class	Sergeant	23-Feb-09
Louie Sayson	Constable	Constable First Class	5-Apr-09
Joshua Streeter	Constable	Constable First Class	14-Mar-09
Andrea Gordon	Auxiliary	Auxiliary First Class	16-Aug-08
Brett Prowse	Senior Constable First Class	Sergeant	4-Feb-09
Theo Karamanidis	Constable First Class	Senior Constable	21-Nov-08
Skye Hanson	Constable	Constable First Class	18-Nov-08
Lee-Anne Summerville	Constable	Constable First Class	25-Dec-08
Brenden Berlin	Constable	Constable First Class	14-Mar-09
Julie Frost	Constable	Constable First Class	14-Mar-09
Rebecca Durco	Auxiliary First Class	Senior Auxiliary	23-Jun-08
Rodney Singh	ACPO First Class	Senior ACPO	5-Jan-09
Lisa Bayliss	Senior Constable	Senior Constable First Class	27-Feb-09
Serge Bouma	Senior Constable	Senior Constable First Class	27-Feb-09
Michael Budge	Senior Constable	Senior Constable First Class	27-Feb-09
Mark Casey	Senior Constable	Senior Constable First Class	27-Feb-09
Andrea Davis	Senior Constable	Senior Constable First Class	27-Feb-09
Bradley Fox	Senior Constable	Senior Constable First Class	27-Feb-09
Simon Freson	Senior Constable	Senior Constable First Class	27-Feb-09
Darren Gillis	Senior Constable	Senior Constable First Class	27-Feb-09
Kerry Harriss	Senior Constable	Senior Constable First Class	27-Feb-09
Jason Hastie	Senior Constable	Senior Constable First Class	27-Feb-09
Joedy Kitchen	Senior Constable	Senior Constable First Class	27-Feb-09
Wolfgang Langeneck	Senior Constable	Senior Constable First Class	27-Feb-09
Shane Lawrence	Senior Constable	Senior Constable First Class	27-Feb-09
Brendan Lindner	Senior Constable	Senior Constable First Class	27-Feb-09
Jonathan Mitson	Senior Constable	Senior Constable First Class	27-Feb-09
Tyson Morris	Senior Constable	Senior Constable First Class	27-Feb-09
Peter Ruzsicska	Senior Constable	Senior Constable First Class	27-Feb-09
Melissa Sanderson	Senior Constable	Senior Constable First Class	27-Feb-09
JohnToohey	Senior Constable	Senior Constable First Class	27-Feb-09
Tanya Woodcock	Senior Constable	Senior Constable First Class	27-Feb-09
Nathan Mamo	Constable First Class	Senior Constable	21-Nov-08
Heath Silvester	Constable	Constable First Class	17-Jan-09
Timothy Baird	Constable	Constable First Class	14-Mar-09
James Gray-Spence	Constable	Constable First Class	14-Mar-09
Edgar Hayden	Constable	Constable First Class	14-Mar-09
Darren Kirk	Constable	Constable First Class	14-Mar-09
Maxwell Lisson	Constable	Constable First Class	14-Mar-09
Michael Milde	Constable	Constable First Class	14-Mar-09
Gawin Tipiloura	ACPO	ACPO First Class	17-Dec-08
Sandra Cantlay	Auxiliary First Class	Senior Auxiliary	13-Mar-09
Donna Nash	Auxiliary	Auxiliary First Class	7-Mar-09
Jaime Ryan	Auxiliary	Auxiliary First Class	6-Apr-09
Matthew Thompson	Auxiliary	Auxiliary First Class	4-Apr-09
Kellie Anne Logan	Constable	Constable First Class	15-Oct-08
Stuart John Winter	Constable	Constable First Class	17-Jan-09
Thomas Patrick Chalk	Constable	Constable First Class	14-Mar-09
Christopher O'Flaherty	Constable	Constable First Class	14-Mar-09
David Wrigglesworth	Constable	Constable First Class	14-Mar-09
Jamie Lauder	Constable	Constable First Class	23-May-09

Julian Laycock	Constable	Constable First Class	23-May-09
Nazar Awan	Auxiliary	Auxiliary First Class	4-Apr-09
Tania Hogan	ACPO	ACPO First Class	17-Dec-08
Debra Chaine Carter	ACPO	ACPO First Class	23-Jan-09
Ian Gray	Snr Constable First Class	Sergeant	6-Apr-09
Christopher Ruzsicska	Snr Constable First Class	Sergeant	6-Apr-09
Carmen Butcher	Snr Constable First Class	Sergeant	17-Apr-09

PROVISIONAL PROMOTIONS

Name	From	To	Date
Gavin Gerschwitz	Sergeant	Senior Sergeant	30-Jan-09
Brett Prowse	Senior Constable First Class	Sergeant	4-Feb-09
Andrew Heath	Senior Constable First Class	Sergeant	6-Feb-09
Ian Gray	Senior Constable First Class	Sergeant	6-Apr-09
Christopher Ruzsicska	Senior Constable First Class	Sergeant	6-Apr-09
Carmen Butcher	Senior Constable First Class	Sergeant	17-Apr-09
Peter Ruzsicska	Senior Constable First Class	Sergeant	7-May-09
Shayne Warden	Senior Constable First Class	Sergeant	14-May-09

APPOINTMENTS CONSTABLES

Name	Date
Clifford Gregory Giles	10-Apr-08

APPOINTMENTS AUXILIARIES

Name	Date
Leanne Moya Carroll	26-Feb-09
Norma Jean Atkinson	12-Jan-09
Dallas Clancy	12-Jan-09
Jacinta Cooper	12-Jan-09
Kellie Curran	12-Jan-09
Barbel Flink	12-Jan-09
Linda Flitton	12-Jan-09
Lily Gigney	12-Jan-09
Andrea Glover	12-Jan-09
James Green	12-Jan-09
Melanie Noll	12-Jan-09
Mary-Anne Ryan	12-Jan-09
Deborah Shaw	12-Jan-09
Sally Slack-Smith	12-Jan-09
Carlee Ah Mat	14-Apr-09
Rosemary Bruton	14-Apr-09
Benjamin Davis	14-Apr-09
Sze-hoon Lay	14-Apr-09
Julie Ann McNally	14-Apr-09
Hayley Masters	14-Apr-09
Samantha Mears	14-Apr-09
Mandy Parker	14-Apr-09
Richelle Thompson	14-Apr-09

CONFIRMATION OF APPOINTMENTS

Name	Date	Rank			
Clifford Giles	10-Apr-09	Constable			
Leanne Carroll	26-Feb-09	Auxiliary			
Frank Curtis	7-Oct-08	ACPO			
Paul Jacka	2-Oct-08	Constable			
Timothy Fraser	23-Oct-08	Constable			
Eloise Hughes	1-Nov-08	Constable			
Damien Barbe	26-Feb-09	Constable			
Luke Bevan	26-Feb-09	Constable			
Darren Cox	26-Feb-09	Constable			
Rachel Dickson	26-Feb-09	Constable			
Syndee Galati	26-Feb-09	Constable			
Steven Haig	26-Feb-09	Constable			
Luke Hoolihan	26-Feb-09	Constable			
Wade Jeremiah	26-Feb-09	Constable			
Adrian Keogh	26-Feb-09	Constable			
Marcus Lees	26-Feb-09	Constable			
Maree Martin	26-Feb-09	Constable			
Katie McKean	26-Feb-09	Constable			
Gabriel Mercep	26-Feb-09	Constable			
Garrin Metcalfe	26-Feb-09	Constable			
Michael Mullins	26-Feb-09	Constable			
Claire Neyland	26-Feb-09	Constable			
Nathan Nunn	26-Feb-09	Constable			
Ben Schultz	26-Feb-09	Constable			
Erin Simonato	26-Feb-09	Constable			
John Tickner	26-Feb-09	Constable			
Ellis Tracey	26-Feb-09	Constable			
Simone Wright	26-Feb-09	Constable			
Andrew Hansen	4-Mar-09	Constable			
Colin Masters	4-Mar-09	Constable			
Craig Rowell	4-Mar-09	Constable			
Paul Veach	6-Apr-09	Constable			
Helen Hancock	26-Feb-09	Auxiliary			
Rocky Kennedy	12-Mar-09	ACPO			
Nicholas Allen		Constable Greater Darwin Regional Area	Constable Child Abuse Taskforce		16-Apr-09
Darren Burns		Constable Greater Darwin Regional Area	Constable Youth Crime Unit		16-Apr-09
Peter Chapman		Constable Katherine Police Station	Constable Youth Crime Unit		16-Apr-09
Terrence Fowler		Constable Greater Darwin Regional Area	Constable Youth Crime Unit		16-Apr-09
Ian Gray		Constable Drug Enforcement Section	Sergeant Greater Darwin Regional Command		16-Apr-09
Garrin Metcalfe		Constable Alice Springs Police Station	Constable Maranboy Police Station		16-Apr-09
Hayley O'Neill		Constable Greater Darwin Regional Area	Constable Youth Crime Unit		16-Apr-09
Christopher Ruzsicska		Constable Major Crime Section	Sergeant General Duties Greater Darwin		16-Apr-09
Nicholas Waite		Constable Tennant Creek Police Station	Constable Ali Curung Police Station		16-Apr-09
Debra Pieniacki		Auxiliary Alice Springs Police Station	Auxiliary Criminal Justice Unit Alice Springs		16-Apr-09
Christopher Brand		Constable Airport Uniform Police	Constable Alice Springs Police Station		16-Apr-09
Timothy Fraser		Constable Airport Uniform Police	Constable Alice Springs Police Station		16-Apr-09
Lianne Hawke		Constable Crime Scene Examination Unit	Constable Greater Darwin Regional Command		16-Apr-09
Wayne Miller		Constable Airport Uniform Police	Constable Greater Darwin Regional Command		16-Apr-09
Dean Strohfeldt		Constable Airport Uniform Police	Constable Paid Inoperative		16-Apr-09
Carmen Butcher		Constable Regional Investigations Alice Sp	Sergeant Child Abuse Taskforce Alice Springs		30-Apr-09
Jakson Evans		Constable Katherine Police Station	Constable Katherine Operational Investigation Unit		30-Apr-09
Colin Masters		Constable Greater Darwin Regional Area	Constable Northern Traffic Operations Unit		30-Apr-09
Darren Robson		Constable Greater Darwin Regional Area	Constable Major Crime Section		30-Apr-09
Stephen Constable		Sergeant Airport Uniform Police	Sergeant Paid Inoperative		30-Apr-09
Antony Deutrom		Sergeant Airport Uniform Police	Sergeant Greater Darwin Regional Command		30-Apr-09
Martin Bound		Constable Greater Darwin Regional Area	Constable Airport Uniform Police		30-Apr-09
Daniel Kowalewycz		Constable Major Fraud Unit	Constable Nhulunbuy Police Station		30-Apr-09
Colin Ragg		Constable Northern Traffic Operations Unit	Constable Airport Uniform Police		30-Apr-09
Karoly Ban		Trainee Constable PFES College	Constable Palmerston Police Station		30-Apr-09
Nicholas Barnes		Trainee Constable PFES College	Constable Tennant Ck Police Station		30-Apr-09
Basharat Bhutta		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Thanh Bui		Trainee Constable PFES College	Constable Katherine Police Station		30-Apr-09
Ashley Burkhart		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Francis Craig		Trainee Constable PFES College	Constable Palmerston Police Station		30-Apr-09
Zac Cross		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
David Egginton		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Tian Forsyth		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Robert Griffiths		Trainee Constable PFES College	Constable Katherine Police Station		30-Apr-09
Max Magee		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Cameron Mahoney		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Mark Marwick		Trainee Constable PFES College	Constable Casuarina Police Station		30-Apr-09
Troy McCandless		Trainee Constable PFES College	Constable Alice Springs Police Station		30-Apr-09
Stephen McWilliams		Trainee Constable PFES College	Constable Palmerston Police Station		30-Apr-09

TRANSFERS

Name	From	To	Date
Louise Jorgensen	Senior Sergeant Drug Enforcement Sect	Senior Sergeant OIC Police Recruitment	2-Apr-09
Stephen Martin	Senior Sergeant Watch Commander	Senior Sergeant Marine & Fisheries	2-Apr-09
William Anderson	Constable Greater Darwin Regional Area	Constable City Safe & Licensing Patrol Unit	2-Apr-09
Sylvia Hoppe	Constable Alice Springs Police Station	Constable Regional Investigations Alice Springs	2-Apr-09
Marianne Irwin	Constable Greater Darwin Regional Area	Constable City Safe & Licensing Patrol Unit	2-Apr-09
Brendan Lindner	Constable Regional Investigations Alice Sp	Constable Special Operations Section	2-Apr-09
Erin Simonato	Constable Katherine Police Station	Constable Wadeye Police Station	2-Apr-09
Lisa Burkenhagen	ACPO Greater Darwin	ACPO Indigenous Policing Development Div	2-Apr-09
Michael Cornford	Sergeant Alice Springs Police Station	Sergeant Paid Inoperative	2-Apr-09
Michael Ordelman	Sergeant Northern Traffic Operations	Sergeant Major Crime Section	2-Apr-09
Amee Meredith	Constable Greater Darwin Regional Area	Constable Katherine Police Station	2-Apr-09
Sachin Sharma	Constable Substance Abuse Intell Desk	Constable Alice Springs Police Station	2-Apr-09
Stacey Toneguzzo	Constable Paid Inoperative	Constable Darwin Police Station	2-Apr-09
Robert Burgoyne	Senior Sergeant Alice Springs Ops Comm	Senior Sergeant Southern OSD Alice Springs	16-Apr-09

David Melhuish	Trainee Constable PFES College	Constable Palmerston Police Station	30-Apr-09
Allan O'Brien	Trainee Constable PFES College	Constable Casuarina Police Station	30-Apr-09
Jared Pennell	Trainee Constable PFES College	Constable Palmerston Police Station	30-Apr-09
Peter Peterson	Trainee Constable PFES College	Constable Alice Springs Police Station	30-Apr-09
Benjamin Powell	Trainee Constable PFES College	Constable Tennant Ck Police Station	30-Apr-09
Dion Roche	Trainee Constable PFES College	Constable Alice Springs Police Station	30-Apr-09
Justin Scott	Trainee Constable PFES College	Constable Darwin Police Station	30-Apr-09
Jason Smith	Trainee Constable PFES College	Constable Alice Springs Police Station	30-Apr-09
Robert Wicks	Trainee Constable PFES College	Constable Alice Springs Police Station	30-Apr-09
Jennifer Young	Trainee Constable PFES College	Constable Darwin Police Station	30-Apr-09
Eric Cleak	Sergeant Police Selections Section	Sergeant Neighbourhood Watch Support Unit	14-May-09
Craig Garland	Sergeant Command Training Officer	Sergeant Marine & Fisheries Enforcement	14-May-09
Peter Ruzsicska	Constable Counter Terrorism Division	Sergeant Firearms Policy & Recording Unit	14-May-09
Jeremy Brunton	Constable Domestic Violence Prevention Unit	Constable Palmerston Investigation Unit	14-May-09
Michael Deutrom	Constable Greater Darwin Regional Area	Constable Commanders Tactical Team	14-May-09
Nicholas Ferry	Constable Alice Springs Police Station	Constable Alice Springs Criminal Justice Unit	14-May-09
Amanda Hardy	Constable Alice Springs Police Station	Constable child Abuse Taskforce Southern	14-May-09
Anthony Jones	Constable Katherine Police Station	Constable Central Traffic Operations Unit	14-May-09
Rian McGill	Constable Greater Darwin Regional Area	Constable Darwin OSD Investigation Unit	14-May-09
Megan McKay	Constable Domestic Violence Prevention Unit	Constable Child Abuse Taskforce Southern	14-May-09
Skye Mitchell	Constable Alice Springs Police Station	Constable Field Intelligence Officers Unit	14-May-09
Brett Wilson	Constable Greater Darwin Regional Area	Constable Casuarina Operational Service Division	14-May-09
Bruce Porter	Superintendent Tennant Creek Police Station	Superintendent Greater Darwin Regional Command	14-May-09
James Lindsay	Sergeant Criminal History & Warrants Section	Sergeant Paid Inoperative	14-May-09
Paul Lawson	Constable Timber Creek Police Station	Constable Katherine Police Station	14-May-09
Shayne Warden	Constable Child Abuse Taskforce	Sergeant Complaints Division EPSC	28-May-09
Adam Russell	Constable Katherine Police Station	Brevet Sergeant Gunbalunya Police Station	28-May-09
Micheal Cotton	Constable Neighbourhood Watch Unit	Constable Missing Persons Unit	28-May-09
Aaron Milligan	Constable OIS	Constable OIS	28-May-09
Gary Andrew Smallridge	Constable Developmental Studies	Constable OSTT	28-May-09
Roland Kubank	Constable Tennant Creek Station	Constable Greater Darwin Regional Command	28-May-09
Effie JoyceBaumann	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Nathan John Conelius	Trainee Constable PFES	Constable Palmerston Police Station	28-May-09
Stephen Keith Crocker	Trainee Constable PFES	Constable Palmerston Police Station	28-May-09
Craig John Dunlop	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Sally Louise Ellis	Trainee Constable PFES	Constable Katherine Police Station	28-May-09
David Glyn Garland	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Orlando Gollop	Trainee Constable PFES	Constable Darwin Police Station	28-May-09
Matthew Lea-Smith	Trainee Constable PFES	Constable Darwin Police Station	28-May-09

Kellie Ann Loughman	Trainee Constable PFES	Constable Katherine Police Station	28-May-09
Alistair James Mclean	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Benjamin Phillipson	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Keenan Michael Quinsee	Trainee Constable PFES	Constable Darwin Police Station	28-May-09
Wayne Alfred Roomes	Trainee Constable PFES	Constable Palmerston Police Station	28-May-09
Gregory Clive Rowland	Trainee Constable PFES	Constable Palmerston Police Station	28-May-09
Dean Anthony Santolin	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Julie Anne Stewart	Trainee Constable PFES	Constable Katherine Police Station	28-May-09
Danny Francis Taylor	Trainee Constable PFES	Constable Palmerston Police Station	28-May-09
Robert Simon Travers	Trainee Constable PFES	Constable Alice Springs Police Station	28-May-09
Paul Stephen Underwood	Trainee Constable PFES	Constable Darwin Police Station	28-May-09
Toby Alan Wilson	Trainee Constable PFES	Constable Casuarina Police Station	28-May-09
Danielle Jane Carter	ACPO-Indigenous Policing Development	ACPO PFES College	28-May-09
Damien Chisholm	ACPO Darwin Police Station	ACPO PFES College	28-May-09
Patricia -Kara Coleman	ACPO Tennant Creek Police Station	ACPO PFES College	28-May-09
Jay Aaron Collinson	ACPO Palmerston Police Station	ACPO PFES College	28-May-09
Allen Gebadi	ACPO Raminging Themis Station	ACPO PFES College	28-May-09
Jonas Johnson	ACPO Timber Creek Police Station	ACPO PFES College	28-May-09
Daniel Mark Keelan	ACPO Darwin Police Station	ACPO PFES College	28-May-09
Glenn Genia Warrior	ACPO Palmerston Police Station	ACPO PFES College	28-May-09
Jarrold Francis Williams	ACPO Tennant Creek Police Station	ACPO PFES College	28-May-09

RESIGNATION

Name	Rank	Date
Michael Andrew Smith	Senior Constable	5-May-09
Michael Anthony Cussens	ACPO	9-May-09
Jason Johnson	Senior Constable	4-Feb-09
Jake Whenan	Trainee Constable	13-Mar-09
Steven Manicaros	Trainee Constable	4-Mar-09
Meredith Campbell	Trainee Constable	22-Jan-09
Richard Thompson	Sergeant	20-Mar-09
Shari Ferguson	Constable	16-Apr-09
Shannon Chmielewski	Auxiliary	10-Mar-09
Samara Hanley	ACPO	10-Mar-09
Mark Jeffs	Superintendent	20-Mar-09
Stuart Cowen	Constable	4-May-09
Sebastian Watson	ACPO	1-May-09

RETIREMENT

Name	Rank	Date
Patricia Arnell	Senior Auxiliary	22-Feb-09
Leslie Whittaker	Auxiliary	21-Mar-09
Peter Hales	Sergeant	20-Mar-09
Michelle Lindsay	Senior Auxiliary	27-Mar-09
Rodney Barker	Senior Constable	8-Apr-09
Victor Stow	Senior Auxiliary	21-Apr-09